

Republic of the Philippines
TECHNICAL EDUCATION AND SKILLS DEVELOPMENT AUTHORITY
East Service Road, South Superhighway, Taguig, Metro Manila

132nd TESDA BOARD MEETING
14 September 2021, Tuesday, 09:00 A.M.
Through Teleconference via Zoom Platform

Resolution No. 2021 – 33
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**APPROVAL OF THE GUIDELINES ON THE ADOPTION OF THE
INDUSTRY-BASED ASSESSMENT AND CERTIFICATION SYSTEM**

WHEREAS, one of the strategies of the National Technical Education and Skills Development Plan (NTESDP) 2018 – 2022 is the push for the active participation of industries in assessment and certification, and promote certification among industry stakeholders;

WHEREAS, Section 26 of the TESDA law mandates the Industry Board, a quadripartite independent body represented by employers, labor, learning institutions, and government, on its direct participation in the design and implementation of skills development schemes, trade skills standardization and certification;

WHEREAS, the Industry-based Assessment and Certification System (IBACS) provides alternative assessment pathway that empowers industries through adoption of available and acceptable industry certifications through their own industry-based assessment arrangements, which leads to increased acceptability of certification by the industry, and to more work opportunities and increased productivity of the TVET graduates and industry workers;

WHEREAS, public consultation with Industry Bodies/Associations held last May 14, 2021, and internal consultation with the Technical Working Group on the Adoption of Alternative Certification Systems dated June 1 and July 15, 2021 have been conducted in which the proposed policy has been favorably endorsed;

WHEREAS, in the meetings of the Standards Setting and Systems Development Committee held last March 16, May 7, and August 27, 2021, the proposed policy was deliberated and approved by the Committee for endorsement to the TESDA Board;

NOW, THEREFORE, BE IT RESOLVED AS IT IS HEREBY RESOLVED, that the TESDA Board in its meeting today, 14 September 2021, approves the Guidelines on the Adoption of the Industry-based Assessment and Certification System, with the following provisions:

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1. Industry-based Assessment and Certification System (IBACS) shall be implemented and monitored by the recognized industry bodies or Industry Boards, on a pilot basis for a period of one (1) year, under the following sectors:
 - Logistics;
 - Information and Communication Technology;
 - Tourism; and
 - Construction Sector

2. Industry-based Assessment and Certification Program Accreditation Panel shall be established and composed of the following:
 - a. TESDA Board Member for the Employer Sector as Chairperson;
 - b. Members of the Panel are:
 - TESDA Board Member, Labor Sector;
 - TESDA Board Member, Education and Training Sector;
 - Industry Leader/Board Member of identified sector as recommended by the Industry Board;
 - Undersecretary or Assistant Secretary of Concerned Department/ National Government Agency (NGA);
 - TESDA Deputy Director General for Policies and Planning; and
 - TESDA Deputy Director General for TESD Operations

3. The proposals for accreditation of the industry-based assessment and certification program shall be endorsed to the Accreditation Panel by the respective Industry Board/Association prioritizing proposals from the area-based, demand-driven programs (full qualification, cluster of competencies, or micro-credential) without Training Regulations (NTR).

4. The acceptable industry-based certification programs are those concerning to address international or emerging competency standards needed in the workplace, and are beyond or excluded in the Training Regulations.

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5. Industry-based assessment and certification programs should meet the key criteria and standards adhering to the ASEAN Guiding Principles for Quality and are stipulated in the said guidelines.
6. The clientele of the Accredited Industry-based Assessment and Certification Programs shall undergo competency assessment in accordance to the assessment and certification arrangements of the certification provider as approved by the Industry-based Assessment and Certification Program Accreditation Panel.
7. TESDA shall allocate funding assistance and subsidy in assessment fees for the pilot implementation, subject to existing implementing guidelines and government account and auditing rules and regulations.

BE IT RESOLVED, FINALLY, that copies of this Resolution and the aforementioned TESDA Circular be published in the Official Gazette or in a newspaper of general circulation and dissemination to all concerned and the same be effective fifteen (15) days upon publication.

Adopted this 14th day of September 2021.

ATTY. JAN MICHAEL P. JARO
Officer-in-Charge
TESDA Board Secretariat

SEC. ISIDRO S. LAPEÑA, PhD, CSEE
Designated Chairperson, TESDA Board
Director General, TESDA

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(Original Signed)
USEC. RENATO L. EBARLE
Department of Labor and
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USEC. RENATO U. SOLIDUM, JR.
Department of Science and Technology

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MR. ISIDRO ANTONIO C. ASPER
Board Member, Labor Sector

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Board Member, Education,
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MS. MARY G. NG
Board Member, Business,
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Pursuant to industry-led Technical Vocational Education and Training (TVET) and in support of the National Technical Education and Skills Development Plan (NTESDP 2018-2022) which includes as one of the strategies the push for the active participation of industries in assessment and certification and to promote certification among industry stakeholders, the following policy guidelines are hereby issued.

I. Background

One of the objectives of the NTESDP 2018-2022 is to prepare the Philippine workforce for the challenges posed by the Fourth Industrial Revolution (4IR) as it ushers in new jobs not yet in the marketplace but that will make existing ones obsolete. Likewise, it is aimed at assuring that industries with high economic and employment growth potentials are provided with the required quantity of quality workforce. In both of these objectives, the active participation of industry, not only in the design and development of standards and training programs, but in the implementation of assessment and certification systems are strongly pronounced strategies to achieve a vibrant quality TVET. TVET must be able to adapt and be flexible to align with and quickly respond, if not anticipate advanced technologies and improved processes of the industry and its stakeholders.

In the 2019 ADB Sector Study, one of the identified TVET issues is the low recognition of enterprises/companies on the national certification being issued by TESDA. However, this was based on the finding that, on the employability of the TVET graduates based on the survey, there was no significant difference between the graduate/worker who is certified or those who are not. Even if the employment rate for certified graduates was slightly higher than those who are not, the difference is not significant.

One of the proposed strategies to address this issue and to operationalize the NTESDP strategies is to establish and implement the industry – based certification system.

Enterprise-based programs, which have been proven to produce higher employability for the learners, is a priority program of TESDA. Strategies to promote and effectively implement enterprise-based programs are being developed and / or implemented. One of these is recognizing the contribution and involvement of the industry associations and tripartite industry boards through the “Recognition of Industry Bodies (RIBs)” Program which was launched on 26 March 2019. However, to further improve the program, new implementing guidelines were issued through TESDA Circular No. 017, series of 2021-Implementing Guidelines for Pilot Implementation on Establishment of Industry Boards. Existing RIBs shall continue to function until the expiration of the effectivity of the Memorandum of Agreements (MOAs).

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The Industry Board, as a quadripartite independent body represented by employers, labor, learning institutions and government, shall have direct participation in the design and implementation of skills development schemes, trade skills standardization and certification as mandated by Section 26 of the TESDA Law.

Industry-based assessment and certification programs, through the industry boards, are expected to facilitate agile, flexible and quality-assured assessment and certification of workers in priority sectors and address the skills requirements of the industries.

II. Objectives

The industry-based assessment and certification system aims to:

1. Provide alternative and more effective and efficient assessment pathway leading to increased employability for TVET graduates and increased productivity and better opportunities for industry workers;
2. Increase acceptability of certification by the industry; and
3. Empower industries through adoption of available and acceptable industry certifications through their own industry-based assessment arrangements, thus contributing to industry growth.

III. Definition of Terms

- **Enterprise-Based Training (EBT)** refers to TVET programs delivered in the enterprise which may be in-plant or stand alone, or may be linked with a training provider. These programs are offered to an industry group or to enterprises' employees and individuals.
- **Industry-based Assessment and Certification Program Accreditation Panel (IBACAP)** refers to a group of experts tasked to evaluate industry-based assessment and certification programs.
- **Industry-based Assessment and Certification System (IBACS)** refers to the alternative certification pathway where companies/enterprises/industries adopt into their assessment and certification programs the available and acceptable industry certifications offered by accredited provider/s. This is to address the needs of the industry thru skills/competencies certification by the available industry certification provider/s which shall lead to increased employability, productivity and better opportunities for industry workers.

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- **Industry Association (IA)** refers to an organization of independent business units in the same branch of industry, which conducts activities cooperatively aimed at improving the welfare of the group. They are organized on a non-profit basis and formed for the protection and promotion of business interests of its members.
- **Industry Board (IB)** refers to an independent body established in priority industries to provide direct participation of employers and workers in the design and implementation of skills development schemes, trade skills standardization and certification and such other functions in the fulfillment of the Authority's objectives.

IV. General Policies

The following are the general guidelines on the implementation of industry-based assessment and certification system:

1. The industry-based assessment and certification system shall be implemented and monitored by the recognized industry bodies or Industry Boards. The Industry Board may be national or area-based as defined in the implementing guidelines for the establishment of Industry Boards.
2. Industry-accepted national and/or international certification programs, or as proposed by the provider of certification services, shall be accredited and approved by the Industry – Based Assessment and Certification Program Accreditation Panel.
3. The acceptable industry-based certification program (including its competency assessment arrangements and assessment instruments), for the purpose of these guidelines, are those concerning to address the international competency standards and/or any emerging specific competency standards which are needed in the workplace, and are beyond or excluded in the Training Regulations.
4. The selection of qualifications for the accreditation of industry-based assessment and certification shall be based on the list of priority qualifications in the NTESDP, in the Tulong Trabaho priority list approved by the TESDA Board, or based on the Industry Board's established current and emerging demand/ requirements.

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5. The adopted industry-based assessment and certification program shall adhere to the ASEAN Guiding Principles for Quality Assurance and Recognition of Competency Certification Systems, as follows:

Governance – the provider has clearly documented goals and objectives; should have financial resources necessary for its operation

Accountability – the provider's practices and performance are monitored and evaluated against the Agency's set of requirements and using client stakeholder feedback

Transparency – the provider has accurate and clear information in relation to their assessment and support services for clients

Independence – the provider ensures that they conduct their services (e.g. assessment) with impartiality, with avoidance of conflict of interests and ensuring independence of decision making, especially assessment outcome decisions

Confidence and standards – the provider has processes and practices that ensure that services conducted by themselves or on their behalf meet the required standards and expectations

Continuous improvement – the provider's processes balance compliance requirements and continuous improvement processes to ensure that their services meet stakeholder and client needs

Proportionality – quality assurance and quality review approaches of the provider are fit-for-purpose and focused on ensuring quality outcomes

Flexibility of services – the provider ensures that barriers to assessment services are minimized

6. The clientele of the Accredited Industry-based Assessment and Certification Programs shall undergo competency assessment in accordance to the assessment and certification arrangements of the certification provider, as approved by the Industry-based Assessment and Certification Program Accreditation Panel.

V. Establishment of the Industry-based Assessment and Certification Program Accreditation Panel (IBACAP)

1. The Accreditation Panel shall be composed of the following:

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- a. TESDA Board Member from the Employer Sector who shall serve as the Chairperson;
 - b. Members of the Panel are:
 - TESDA Board Member, Labor Sector
 - TESDA Board Member, Education and Training Sector
 - Industry Leader/Board Member of Identified Sector, as recommended by the Industry Board
 - Undersecretary or Assistant Secretary of Concerned Department / National Government Agency (NGA)
 - TESDA Deputy Director General for Policies and Planning
 - TESDA Deputy Director General for TESD Operations
2. Functions of the Accreditation Panel are as follows:
- a. Establish the set of criteria and specific guidelines to be adopted as basis for accreditation of the certification program/system offered by the certification provider; and
 - b. Evaluate and approve the assessment and certification program and the certification provider endorsed by the Industry Board.
3. The Accreditation Panel shall be assisted by the TESDA Certification Office.

VI. General Implementation Guidelines

1. The Industry-based Assessment and Certification System shall be implemented on a pilot basis for a period of one (1) year, after which, guidelines shall be developed to institutionalize the system. The pilot implementation shall be in sectors with recognized Industry Body or Industry Board/Association, as follows:
 - Logistics;
 - Information and Communications Technology;
 - Tourism; and
 - Construction Sector.
2. The TESDA Secretariat, through the Certification Office (CO), shall develop quality-assured operating procedures for the pilot implementation of the industry-based assessment and certification system.
3. The proposals for the accreditation of the industry-based assessment and certification program shall be endorsed by the respective Industry Board/Association to the Accreditation Panel. The TESDA Partnerships and

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Linkages Office (PLO) shall assist the Industry Boards to ensure the requirements for accreditation are met.

4. Proposals from the Area-based, Demand-driven programs (full qualification, cluster of competency, or micro-credential) without Training Regulations (NTR) which have existing certification program other than the Institutional Assessment, and with endorsement from respective Industry Board/Association shall be included in the priority list for endorsement to the Accreditation Panel.
5. The industry-based assessment and certification programs should meet the following key criteria and standards:
 - a. Governance and Management
 - Clear documented goals and objectives, governance arrangements and probity measures
 - Established operation processes and quality assured system
 - Acceptable assessment resources, physical resources which are suitable for the competency certification schemes or programs
 - Relevant staff competency plan (level and descriptors) including professional development plan established to ensure efficient and effective operation of the assessment and certification program
 - Financially capable, has financial resources necessary for its operation, showing stability to sustain its operation/facility
 - b. Accountability
 - Assessment processes and activities have valid and reliable assessment outcomes
 - Monitoring services through client and stakeholder feedback, have a system for self-assessment of performance to ensure that the services meet the Agency's set requirements (if applicable) and industry's needs
 - Sustain compliance to the quality standards governed by the Industry and the Agency
 - c. Transparency
 - Records management in place, implemented and documented; has complete information on its assessment activities, reports are available upon inspection

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- Established mechanism in the issuance of certificates and on data security ensuring that records are accurate and complete, and that no assessment records and reports will be changed
 - Assessment information and activities (except clients' vital data or information) made available to the public (e.g. roster of successful candidates, health and safety services, emergency preparedness plan)
- d. Independence
- Provide candidate support services and assessment services with impartiality, with avoidance of conflict of interests and ensures independence of decision making in assessment decisions
 - Existing policy for ensuring data security and confidentiality on all information, assessment-related documents
 - Adopts confidentiality measures in safekeeping and safeguarding the candidates' information and profile and the conduct of assessment and its results
- e. Confidence and Standards
- Mechanism to address client complaints established
 - Established processes and practices that ensure the services conducted by themselves meet the required standards and expectations
 - Demonstrates consistency in the implementation of assessment in accordance with the IBACS (e.g. assessors are able to explain the assessment process, and their role as described in the Operations Manual)
 - Reporting obligations
- f. Continuous Improvement/ Flexibility of Services
- Established mechanism on continuous improvement and internal review
 - Implements procedures to minimize barriers to assessment services
- g. Other related policies in relation to the operationalization of industry-based assessment and certification
6. The Deputy Director General for TESD Operations shall provide oversight function in the pilot implementation of the program.

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7. TESDA shall allocate funding assistance and subsidy in assessment fees for the pilot implementation, subject to existing implementing guidelines and government accounting and auditing rules and regulations.
8. A report shall be submitted to the TESDA Board at the end of the one-year pilot implementation.

V. Effectivity

This Circular shall take effect as indicated.

SEC. ISIDRO S LAPEÑA, PhD, CSEE
Director General