



BAGONG PILIPINAS

LABOR MARKET INTELLIGENCE REPORT | 2024

MAPPING THE BANGSAMORO AUTONOMOUS
REGION IN MUSLIM MINDANAO (BARMM)
COMPETITIVE ADVANTAGE

Mapping the Bangsamoro Autonomous Region in Muslim Mindanao (BARMM) Competitive Advantage: A Labor Market Information

I. Background

The Bangsamoro Autonomous Region in Muslim Mindanao or BARMM aims to leverage its resources and the Bangsamoro Organic Law (BOL) to enhance governance and achieve social, political, and economic transformation. However, challenges such as high poverty rates, weak revenue generation, and infrastructure deficiencies must be addressed.

In his report to the Bangsamoro on June 14, 2022, BARMM Chief Minister Ahod B. Ebrahim presented the Government's 12-point priority agenda for 2023-2025, which includes:

- Strengthening the BARMM bureaucracy
- Enhancing digital infrastructure and E-Governance
- Improving revenue generation and economic comparative advantage
- Boosting agri-fishery productivity and food security
- Investing in transportation, communication, and other strategic infrastructure
- Ensuring energy security
- Providing social protection and universal healthcare
- Enhancing disaster resilience and climate-change adaptation
- Offering quality and holistic education
- Supporting Marawi rehabilitation
- Promoting peace, justice, and security
- Preserving Bangsamoro culture, heritage, and diversity.



The 2nd Bangsamoro Development Plan, launched last 12 April 2023, articulates the “development thrusts, priorities and strategic directions” of the Bangsamoro

Government from 2023 to 2028. The following macroeconomic goals from the plan are highlighted, namely:

1. 8 percent to 9 percent Gross Regional Domestic Product (GRDP) Annual Average Growth Rate
2. 6 percent to 9 percent GRDP Annual per capita-Annual Average Growth Rate
3. 10 percent to 12 percent Annual double-digit real growth of Industry and Services Sectors
4. 18 to 20 Gross Capital Formation (GCF) as a percentage of GRDE/GRDP
5. 2 percent to 4 percent Inflation Rate
6. 3 percent to 5 percent Unemployment Rate
7. 4 percent to 7 percent Underemployment Rate
8. 20 percent to 25 percent Poverty incidence

It is hoped that technical education and skills development can support these development thrusts and objectives through the alignment of its skills training programs and projects.

II. Main Discussion

A. Economic Contributions

1. Data on Provincial Product Accounts of the BARMM

Table 1: Gross Domestic Product in thousand Philippine Pesos and Percentage Share, by Province, 2018 to 2022, At Constant 2018 Prices
As of November 2023

	2018	2019	2020	2021	2022
Basilan	19,044,439	20,091,737	19,959,322	20,940,090	22,479,589
Lanao del Sur	58,534,843	63,301,588	63,699,066	68,110,322	71,793,248
Maguindanao del Norte	65,485,522	69,220,449	66,517,197	71,712,646	78,010,417
Maguindanao del Sur	31,143,254	32,451,026	32,525,337	35,843,114	38,233,341
Sulu	38,817,318	40,647,436	40,483,375	43,096,388	44,970,359
Tawi-Tawi	22,367,684	23,445,229	21,340,442	23,181,699	24,780,349
BARMM	235,393,060	249,157,465	244,524,738	262,884,259	280,267,304

Source: Philippine Statistics Authority

The overall GDP of the BARMM increased from ₱235.4 billion in 2018 to ₱280.3 billion in 2022. Maguindanao del Norte has the highest contribution, while Basilan has the lowest contribution in the region's GDP.

Table 2: Gross Domestic Product Growth Rates (in %), by Province, 2018 to 2022, At Constant 2018 Prices
As of November 2023

	2018-2019	2019-2020	2020-2021	2021-2022
Basilan	5.5	-0.7	4.9	7.4
Lanao del Sur	8.1	0.6	6.9	5.4
Maguindanao del Norte	5.7	-3.9	7.8	8.8
Maguindanao del Sur	4.2	0.2	10.2	6.7
Sulu	4.7	-0.4	6.5	4.3
Tawi-Tawi	4.8	-9	8.6	6.9
BARMM	5.8	-1.9	7.5	6.6

Source: Philippine Statistics Authority

The average annual growth rate of the region is at 4.5%. Maguindanao del Sur has the highest average annual growth rate at 7.0%, while Tawi-Tawi has the lowest average annual growth rate at 2.83%.

Table 3: Bangsamoro Autonomous Region in Muslim Mindanao, Gross Domestic Product, by Industry, 2018 to 2022, At Constant 2018 Prices
As of November 2023

	2018	2019	2020	2021	2022
<i>Agriculture, forestry, and fishing</i>	85,150,356	86,089,139	88,427,001	95,725,179	99,106,452
<i>Industry</i>	56,686,761	62,505,881	60,088,576	64,822,022	68,750,384
01. Mining and quarrying	3,995,038	4,014,287	1,830,304	2,203,492	1,659,736
02. Manufacturing	21,374,230	24,725,197	24,796,390	26,810,475	27,009,478
03. Electricity, steam, water and waste management	26,096,351	27,931,678	29,803,691	31,701,892	35,233,707
04. Construction	5,221,141	5,834,718	3,658,191	4,106,163	4,847,464
<i>Services</i>	93,555,943	100,562,446	96,009,161	102,337,057	112,410,468
01. Wholesale and retail trade; repair of motor vehicles and motorcycles	23,333,590	24,528,323	23,237,834	23,819,138	26,849,319
02. Transportation and storage	12,631,306	12,467,009	9,880,374	10,593,810	13,292,289
03. Accommodation and food service activities	1,674,684	1,904,978	989,418	1,166,497	1,505,600
04. Information and communication	5,796,606	6,572,965	7,125,347	7,660,775	7,936,145
05. Financial and insurance activities	2,700,049	3,093,488	3,553,842	3,938,325	4,273,639
06. Real estate and ownership of dwellings	6,066,442	6,157,062	5,675,713	5,700,929	5,817,085
07. Professional and business services	824,487	816,806	778,029	840,851	905,666
08. Public administration and defense; compulsory social activities	18,750,163	21,788,670	22,551,056	24,039,065	25,541,461
09. Education	17,382,807	18,514,753	17,726,883	19,132,490	20,417,448
10. Human health and social work	3,429,942	3,606,683	3,981,123	4,912,028	5,160,926

activities					
11. Other services	965,869	1,111,707	509,541	533,148	710,890
Bangsamoro Autonomous Region in Muslim Mindanao	235,393,060	249,157,465	244,524,738	262,884,259	280,267,304

Source: Philippine Statistics Authority

The Services has the largest contribution to the region's GDP from 2018 to 2022. Agriculture is the second largest contributor to the GDP of the region. Within the services sector, wholesale and retail trade; repair of motor vehicles and motorcycles is the largest contributor for almost the whole period, except in 2021. The other subsectors that are largely contributing to the region's GDP are the Electricity, steam, water and waste management, Manufacturing, and Public administration and defense; compulsory social activities.

Table 4: Bangsamoro Autonomous Region in Muslim Mindanao, Gross Domestic Product, by Industry Annual 2019 to 2022 Growth Rates, At Constant 2018 Prices
As of November 2023

	2018-2019	2019-2020	2020-2021	2021-2022
Agriculture, forestry, and fishing	1.1	2.7	8.3	3.5
Industry	10.3	-3.9	7.9	6.1
01. Mining and quarrying	0.5	-54.4	20.4	-24.7
02. Manufacturing	15.7	0.3	8.1	0.7
03. Electricity, steam, water and waste management	7.0	6.7	6.4	11.1
04. Construction	11.8	-37.3	12.2	18.1
Services	7.5	-4.5	6.6	9.8
01. Wholesale and retail trade; repair of motor vehicles and motorcycles	5.1	-5.3	2.5	12.7
02. Transportation and storage	-1.3	-20.7	7.2	25.5
03. Accommodation and food service activities	13.8	-48.1	17.9	29.1
04. Information and communication	13.4	8.4	7.5	3.6
05. Financial and insurance activities	14.6	14.9	10.8	8.5
06. Real estate and ownership of dwellings	1.5	-7.8	0.4	2.0
07. Professional and business services	-0.9	-4.7	8.1	7.7
08. Public administration and defense; compulsory social activities	16.2	3.5	6.6	6.2
09. Education	6.5	-4.3	7.9	6.7
10. Human health and social work activities	5.2	10.4	23.4	5.1
11. Other services	15.1	-54.2	4.6	33.3

Bangsamoro Autonomous Region in Muslim Mindanao	5.8	-1.9	7.5	6.6
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Source: Philippine Statistics Authority

While the services sector has the largest contribution, the industry sector has the highest average growth rate from 2018-2022 at 5.1%. Among the subsectors, Financial and insurance activities, Human health and social work activities and Information and communication have the highest average growth rates.

2. Investment Promotions in the Bangsamoro Region

- a) On 18 January 2024, the Bangsamoro Board of Investments' (BBOI) approved the registration of about Php 860 million worth of investments in tourism, urban development, aquaculture, and financial services which is foreseen to create 642 jobs.
- b) In the 2024 Brunei Darussalam- Indonesia- Malaysia- Philippines- East ASEAN Growth Area (BIMP-EAGA) Strategic Planning Meeting last March 2024, the BARMM, through the Bangsamoro Economic Zone Authority (BEZA), has proposed the inclusion of Polloc Free Port and Ecozone (PFEZ) of BARMM as an additional gateway port in the BARMM and become a part of the BIMP-EAGA Economic Corridor. The PFEZ will act as both the socioeconomic and investment center of the region and as a doorway to the halal industry for the Philippines.

3. Projects with Development Partners and Organizations

- a) CRESCENT (Creating Responsible, Sustainable, and Competitive Enterprises)
The CRESCENT project is a significant initiative launched by the European Chamber of Commerce in the Philippines (ECCP) in collaboration with the BARMM. The project is supported by the European Union through the Bangsamoro Agri Enterprise Program (BAEP). The CRESCENT project aims to contribute to a peaceful, cohesive, secure, and inclusively developed Bangsamoro by promoting rural and value chain development. Its primary objectives are:
 - (1) To design and implement a private sector-led agribusiness development and promotion strategy.
 - (2) To increase the pool of BARMM agribusiness micro, small, and medium enterprises (MSMEs) that are ready for investment and export promotion

- (3) To enhance the infrastructure and market linkages to support agricultural productivity and market access.

Among the key activities of the project are the conduct of training programs for farmers to adopt modern agricultural practices, encouraging sustainable farming and responsible business operations, and provision of access to resources, technology and markets to improve agricultural productivity.

b) Japan International Cooperation Agency (JICA)

Among the key projects of the JICA in the BARMM are:

- (1) Establishment of international airport in Maguindanao del Norte to improve key infrastructure and connectivity in the region;
- (2) Infrastructure development of Greater Cotabato City to position the city as a growth center in the Bangsamoro;
- (3) Construction and rehabilitation of road networks in Marawi and other conflict-affected areas, to improve connectivity and agricultural productivity through better farm-to-market roads.

c) United States Agency for International Development (USAID)

The USAID has several projects and programs in the BARMM, namely:

- (1) the ABC+ project, which provides learning materials on early grade reading for students, and training for teachers to improve literacy and socio-emotional skills of the Bangsamoro children;
- (2) the Forward Bangsamoro, being implemented by The Asia Foundation, is aimed at enhancing local governance in the BARMM through capacity building of legislatures and key government institutions, including support of policy development and reforms, and strengthening engagement with civil society organizations to ensure inclusive participation in the transition towards full self-governance.

d) European Union (EU) and the United Nations Development Programme (UNDP)

The EU and the UNDP is co-funding the Programme on Assistance for Camp Transformation through Inclusion, Violence Prevention and Economic Empowerment (PROACTIVE), a USD 4.6 million project that will facilitate the transition and transformation of the 6 previously-acknowledged Moro Islamic Liberation Front (MILF) camps into peaceful and productive communities by enhancing local capacities and developing sustainable livelihoods. The project includes the

implementation of TVET programs for 600 decommissioned MILF combatants on bread and pastry production, computer systems servicing, electrical installation and maintenance, carpentry, driving, dressmaking, photovoltaic system installation, and small engine servicing. The trainees will also be provided with 'starter kits' in the form of tools, equipment, or other materials needed for services or goods delivery.

e) Government of Japan

The government of Japan is funding the Assistance for Security, Peace, Integration and Recovery for Advanced Human Security in BARMM or ASPIRE initiative, to promote the decommissioning and normalization aspects of the Bangsamoro peace process by addressing the challenge of small arms and light weapons (SALWs) and by providing socio-economic support to former combatants and members of private armed groups (PAG). This is being implemented by the UNDP Philippines. The initiative was developed through consultations with the Office of the Presidential Adviser on Peace, Reconciliation and Unity (OPAPRU), the Moro Islamic Liberation Front (MILF) and the Joint Normalization Committee (JNC).

B. Employment

The discussion on employment is presented through the data from the Labor Force Survey (LFS) and the Study on Employment of TVET Graduates (SETG).

1. Table 5: Labor Force Participation, Employment, Unemployment and Underemployment, Philippines and BARMM, 2018-2022

	2018		2019		2020		2021		2022	
	PH	ARMM	PH	BARMM	PH	BARMM	PH	BARMM	PH	BARMM
Total Population 15 Years Old and Over (in thousands)	71,339	2,390	72,931	2,469	74,307	2,510	75,301	2,557	76,599	2,626
Labor Force Participation Rate	60.9	46.6	61.3	52.4	59.5	53.5	63.4	61.4	64.7	66.5
Employment Rate	94.7	96.3	94.9	93.4	89.7	91.0	92.2	90.8	94.6	94.2
Unemployment Rate	5.3	3.7	5.1	6.6	10.3	9.0	7.8	9.2	5.4	5.8
Underemployment Rate	16.4	8.4	14.0	8.4	16.2	10.1	15.9	12.0	14.2	10.2

Source: Philippine Statistics Authority

The Labor Force Participation Rate (LFPR) of BARMM from 2018-2022 is generally lower than the national rate. This could be due

to factors such as lower labor force participation of females or a larger proportion of the population that are engaged in education or household duties.

As with the LFPR, the estimated employment rate of the BARMM is generally lower than that of the national employment rate, except in 2018 and 2020 where the employment rate of the BARMM is higher.

Underemployment rates in the BARMM from 2018-2022 are lower than the national rate. This may mean that the working population in the BARMM are already meeting their basic needs with their current work arrangements.

The 2022 data on LFPR, employment rate, unemployment rate and underemployment rate both at the national level and in the BARMM are improving, signifying improvements in the labor market and employment situation in the country.

2. Table 6: Employment Rate of TVET Graduates, Philippines and BARMM, 2018-2022

	2018	2019	2020	2021	2022
Philippines	84.15	70.51	78.57	76.69	79.00
BARMM	73.6	72.9	59.7	55.9	70.9

Source: Study on Employment of TVET Graduates

Based on the data from the SETG, the employment rate of TVET graduates in the BARMM is lower than the national rates from 2018-2022.

It is worth noting that the BARMM's employment rate in the SETG and the employment rate in the LFS are lower in 2021 than in 2020.

The 2022 employment rate in the BARMM has improved by 15%, signifying improvements in the employability of the graduates in the region.

III. Priority Sectors/Industries

Given the aforementioned developments in the region, the following sectors and industries are recommended to be prioritized:

- A. Agriculture
- B. Construction
- C. Creative
- D. Education
- E. Energy
- F. Halal

- G. Health
- H. Information and Communications Technology
- I. Manufacturing
- J. Tourism
- K. Transportation and Logistics

IV. Skills Requirements

Below is the preliminary mapping of job requirements per priority industry/sector in the BARMM to the TVET programs that are currently available based on desk research. This list is still subject to further validation.

Table 7: Mapping of job requirements per priority industry/sector to corresponding TVET programs.

Industry/Sector	Value Chain	Job/Occupation	Corresponding TVET Program	
Agriculture	Input Supply	Seed Supplier	No Available TR/CS	
		Fertilizer/Pesticide Supplier	No Available TR/CS	
		Machinery Suppliers	No Available TR/CS	
		Feed Suppliers	No Available TR/CS	
	Production	Farmer		Agricultural Crops Production NC II
				Agricultural Crops Production NC III
				Organic Agriculture Production NC II
		Forester		No Available TR/CS
		Fisher		Fish Capture NC I
				Fish Capture NC II
		Aquaculturist		Aquaculture NC II (Superseded)
				Aquaculture (Hatchery Operation) NC II
				Aquaculture (Grow-out Operation) NC II
				Aquaculture (Tilapia Culture) NC II
	Agronomist		No Available TR/CS	
	Livestock Manager		Animal Production (Ruminants) NC II	
	Processing	Food Processor		Food Processing NC I
				Food Processing NC II
		Wood Processing		No Available TR/CS
		Fish Processing		Food Processing NC II
		Textile Worker		Handloom Weaving (Upright) NC II
	Biofuel Producer		No Available TR/CS	
Distribution/Marketing	Wholesaler/Distributor		No Available TR/CS	
	Retailer		No Available TR/CS	

		Exporter	No Available TR/CS
		Market Analyst	May require higher education
	Support Services	Research Scientist	May require higher education
		Extension Officer	No Available TR/CS
		Financial Advisor	No Available TR/CS
		Policy Analyst	May require higher education
Construction	Project Management	Airport Planner	May require higher education
		Environmental Consultant	May require higher education
		Land Surveyor	May require higher education
		Maintenance Technician	Heavy Equipment Servicing (Mechanical) NC II
		Project Manager	May require to be CE/EE/ME/Architect
		Construction Manager	May require to be CE/EE/ME/Architect
		Project Supervisors	-May require to be CE/EE/ME/Architect -Competency Standards already developed: 1. Construction Trade Supervision Level IV 2. Construction Site Supervision Level IV
		Field Engineers	May require to be CE/EE/ME/Architect
		Materials Engineer	May require to be CE/EE/ME/Architect
		Materials Testing Technician	May require to be CE/EE/ME/Architect
		Quality Control Supervisors/Engineers	May require to be CE/EE/ME/Architect
		Document Controller	No Available TR/CS
		Environment, Safety & Health Engineers/Officers	No Available TR/CS
		Safety Assistants	No Available TR/CS
		Community Relations Officer	No Available TR/CS
		Quantity Surveyors	No Available TR/CS
		Contract & Commercial Management Specialists	No Available TR/CS
		Cost Engineers	May require to be CE/EE/ME/Architect

		Procurement & Materials Management Officer	No Available TR/CS
		Material Inventory Assistants / Warehouse	No Available TR/CS
		Toolkeepers	No Available TR/CS
		Site HR Officers	No Available TR/CS
		HR Assistants / Timekeepers	No Available TR/CS
		Site Accounting Assistant	No Available TR/CS
		Admin Assistant	No Available TR/CS
		Equipment Dispatchers	No Available TR/CS
	Design and Engineering	Architect	Requirement: Architect
		Civil Engineer	Requirement: Civil Engineer
		Structural Engineer	May require to be CE/EE/ME/Architect
		Electrical Engineer	Requirement: Electrical Engineer
		Mechanical Engineer	Requirement: Mechanical Engineer
	Direct Workers	Rough Carpenters	Carpentry NC II
		Welders	Gas Metal Arc Welding (GMAW) NC I
			Gas Metal Arc Welding (GMAW) NC II
			Gas Metal Arc Welding (GMAW) NC III
			Flux Cored Arc Welding (FCAW) NC I
			Flux Cored Arc Welding (FCAW) NC II
			Flux Cored Arc Welding (FCAW) NC III
			Submerged Arc Welding (SAW) NC I
			Submerged Arc Welding (SAW) NC II
			Gas Welding NC I
			Gas Welding NC II
		Pipefitters	Pipefitting (Metallic) NC II
		Plumbers	Plumbing I
			Plumbing II
Plumbing III			
Painters	Construction Painting NC II		
	Construction Painting NC III		

		Electricians	Electrical Installation and Maintenance NC II
		Tile Setters	Tile Setting NC II
		Tig/SMAW/ GTAW Welder	Manual Metal Arc Welding (MMAW) NC I
			Manual Metal Arc Welding (MMAW) NC II
			Manual Metal Arc Welding (MMAW) NC III
			Manual Metal Arc Welding (MMAW) NC IV
			Gas Tungsten Arc Welding (GTAW) NC II
			Gas Tungsten Arc Welding (GTAW) NC IV
		Scaffolders	Scaffolding Works NC II (Supported Type Scaffold)
		Certified Scaffolders	Scaffolding Works NC II (Supported Type Scaffold)
		Erection Crew/Erectors	Structural Erection NC II
		Formworks Crew	System Formworks Installation NC II
		Tinsmiths	No Available TR/CS
		Foreman	Construction Site Supervision Level IV Construction Trade Supervision Level IV
		Leadmen	
		Finishing Carpenters	No Available TR/CS
		General Foremen	No Available TR/CS
		Master Electrician	No Available TR/CS
		Semi Skilled Workers	No Available TR/CS
		Unskilled Workers (Laborers / Helpers)	No Available TR/CS
		Millwright	No Available TR/CS
		Pre Cast Masons/Skilled	Masonry NC II
		Finishing Masons	Masonry NC III
		Sandblasting Crew	No Available TR/CS
		Water well drilling	No Available TR/CS
		Elevator Installation Technician	No Available TR/CS
	Equipment (Operators and Maintenance)	Backhoe Operators	HEO (Hydraulic Excavator) NC II

		Crane Operators (Tower Cranes)	HEO (Tower Crane) NC III
		Compactors	HEO (Road Roller) NC II
		Grader Operators	HEO (Motor Grader) NC II
		Dump Truck Drivers	HEO (Articulated Off-Highway Dump Truck) NC II
			HEO (Rigid Off-Highway Dump Truck) NC II
			HEO (Rigid On-Highway Dump Truck) NC II
		Transit Mixer Truck Drivers	HEO (Transit Mixer) NC II
		Service Vehicle Drivers	Driving NC II
			Driving (Passenger Bus/Straight Truck) NC III
		Equipment Technicians	Heavy Equipment Servicing (Mechanical) NC II
		Riggers	Rigging NC I
		Crane Operators (Mobile)	HEO (Crawler Crane) NC III
			HEO (Rough Terrain Crane) NC III
			HEO (Truck Mounted Crane) NC III
		Alimak Operators	Construction Lift Passenger/ Material Elevator Operation NC II
		Gondola Tenders	No Available TR/CS
		Generator Set Tenders	No Available TR/CS
		Tower Light Tenders	No Available TR/CS
		Skid Loader Operators	No Available TR/CS
		Stamping Machine Operators	No Available TR/CS
		Drilling Rig Operators	No Available TR/CS
		Boom Truck Drivers	No Available TR/CS
		Heavy Equipment Mechanic (Advance)	No Available TR/CS
		Equipment Maintenance Supervisors	No Available TR/CS
		Equipment Tool Keepers	No Available TR/CS
		Spotters	No Available TR/CS
	Post-Construction	Quality Control Inspector	No Available TR/CS

		Facilities Manager	May require higher education
	Corporate / Head Office Support	Procurement Staff	No Available TR/CS
		Accounting Staff	No Available TR/CS
		Cost Planning & Control	No Available TR/CS
		Tender Planning & Estimating Staff	No Available TR/CS
		Treasury Staff	No Available TR/CS
		Billing & Collection Staff	No Available TR/CS
		Human Resource Staff	No Available TR/CS
		Logistics & Support Staff	No Available TR/CS
		Liaison Staff	No Available TR/CS
Creative	Audiovisual Media	Producer	No Available TR/CS
		Director	No Available TR/CS
		Cinematographer/Director of Photography	Photography NC II
		Sound Engineer	Film and Video Post Production NC III
		Video Editor	Film and Video Post Production NC III
		Production Assistant	No Available TR/CS
		Scriptwriter/Screenwriter	No Available TR/CS
		Animator	Animation NC II
			2D Animation NC III
			3D Animation NC III
	Voice Actor	No Available TR/CS	
	Production Designer	No Available TR/CS	
	Digital Interactive Media	UX/UI Designer	Visual Graphic Design NC III
		Web Developer	Web Development NC III
		Game Designer	Game Programming NC III
		Interactive Media Developer	Web Development NC III
		Content Strategist	No Available TR/CS
		Digital Marketer	No Available TR/CS
		Social Media Manager	No Available TR/CS
		Data Analyst	Data Analytics Level III
E-learning Developer		No Available TR/CS	
AR/VR Developer		No Available TR/CS	

	Creative Services	Graphic Designer	Visual Graphic Design NC III
		Art Director	No Available TR/CS
		Copywriter	No Available TR/CS
		Brand Strategist	No Available TR/CS
		Marketing Specialist	No Available TR/CS
		Video Producer/Editor	Film and Video Post Production NC III
		Photographer	Photography NC II
		Web Designer/Developer	Web Development NC III
		Public Relations (PR) Specialist	May require higher education
		Illustrator	Illustration NC II
		Animator	Animation NC II
			2D Animation NC III
			3D Animation NC III
	Design	Architect	Requirement: Architect
		Architectural Designer	May require higher education
		Project Manager	May require higher education
		Interior Designer	May require higher education
		Urban Designer	May require higher education
		Landscape Architect	May require higher education
		Urban Planner	May require higher education
		Park Planner	May require higher education
		Environmental Designer	May require higher education
		Environmental Planner	May require higher education
		Sustainability Consultant	May require higher education
		Climate Resilience Specialist	May require higher education
		Environmental Educator	May require higher education
		Publishing and Printed Media	Editor
	Copy Editor		No Available TR/CS
	Proofreader		No Available TR/CS
	Writer/Author		No Available TR/CS
	Journalist		May require higher education
	Content Creator		No Available TR/CS
	Graphic Designer		Visual Graphic Design NC III

		Art Director	No Available TR/CS
		Production Manager	No Available TR/CS
		Printing Technician	No Available TR/CS
		Marketing Manager	No Available TR/CS
		Distribution Coordinator	No Available TR/CS
	Performing Arts	Actor/Actress	No Available TR/CS
		Dancer	Performing Arts (Dance) NC II
		Musician	No Available TR/CS
		Singer/Vocalist	Performing Arts (Song) NC II
		Director	No Available TR/CS
		Choreographer	No Available TR/CS
		Musical Director	No Available TR/CS
		Stage Manager	No Available TR/CS
		Lighting Designer	Lighting for Live Performances NC II
		Sound Engineer	Film and Video Post Production NC III
		Costume Designer	No Available TR/CS
		Set Designer	No Available TR/CS
		Makeup Artist	Beauty Care NC II
		Props Master	No Available TR/CS
		Visual Arts	Painter
	Sculptor		No Available TR/CS
	Printmaker		No Available TR/CS
	Digital Artist		Visual Graphic Design NC III
	3D Modeler/Animator		3D Animation NC III
	Graphic Designer		Visual Graphic Design NC III
	Illustrator		Illustration NC II
	Photographer		Photography NC II
	Photo Editor/Retoucher		Photography NC II
	Jewelry Designer		Jewelry Making (Fine Jewelry) NC II
			Jewelry Making (Fine Jewelry) NC III
	Textile Artist		No Available TR/CS
	Curator		May require higher education
	Art Gallery Manager		May require higher education
Traditional Cultural Expressions	Ethnographer	May require higher education	
	Cultural Anthropologist	May require higher education	
	Archivist/Curator	May require higher education	

		Traditional Performer	No Available TR/CS
		Cultural Educator	No Available TR/CS
		Traditional Artist/Craftsperson	No Available TR/CS
		Artisan/Handicraft Maker	No Available TR/CS
		Cultural Heritage Officer	No Available TR/CS
		Community Organizer	No Available TR/CS
		Cultural Tour Guide	Local Guiding Services NC II
		Cultural Interpreter	No Available TR/CS
	Cultural Sites	Museum Director	May require higher education
		Curator	May require higher education
		Collections Manager/Registrar	No Available TR/CS
		Education Coordinator	No Available TR/CS
		Historic Preservation Specialist	May require higher education
		Conservator	May require higher education
		Archaeologist	May require higher education
		Visitor Services Manager	May require higher education
		Tour Guide/Interpreter	Local Guiding Services NC II
		Event Coordinator	Events Management Services NC III
		Heritage Interpreter	No Available TR/CS
		Community Outreach Coordinator	No Available TR/CS
Marketing Manager	May require higher education		
Public Relations Coordinator	May require higher education		
Fundraising Manager/Development Officer	May require higher education		
Education		TVET Trainer	Trainers Methodology Level I
			Trainers Methodology Level II
		TVET Assessor	Trainers Methodology Level I
		Community-based Trainer	Community-based Trainers Methodology
Energy	Resource Exploration	Geologist	May require higher education
		Geophysicist	May require higher education

		Petroleum Engineer	May require higher education
		Hydrogeologist	May require higher education
		Geochemist	May require higher education
		Mining Engineer	May require higher education
		Seismologist	May require higher education
		Geotechnical Engineer	May require higher education
		Remote Sensing Specialist	No Available TR/CS
		Environmental Scientist	May require higher education
		Field Technician	No Available TR/CS
	Energy Generation	Power Plant Operator	Diesel Power Plant Operation and Maintenance NC II
			Diesel Power Plant Operation and Maintenance NC III
		Renewable Energy Specialist	May require higher education
		Geothermal Engineer	May require higher education
		Electrical Engineer	Requirement: Electrical Engineer
		Mechanical Engineer	Requirement: Mechanical Engineer
		Renewable Energy Engineer	May require higher education
		Solar Panel Installer	PV Systems Installation NC II
		Hydroelectric Plant Operator	No Available TR/CS
		Biomass Plant Technician	No Available TR/CS
		Chemical Engineer	Requirement: Chemical Engineer
		Instrumentation and Control (I&C) Engineer	No Available TR/CS
		Maintenance Technician	No Available TR/CS
		Energy Analyst	May require higher education
		Safety Manager	May require higher education
	Energy Transmission and Distribution	Transmission Engineer	May require higher education
		Distribution Engineer	May require higher education
		Distribution Lineman	Transmission Line Installation and Maintenance NC II
	Transmission Line Installation and Maintenance NC III		

			Transmission Line Installation and Maintenance NC IV
		Grid Operations Specialist	No Available TR/CS
		Substation Technician	No Available TR/CS
		Metering Technician	No Available TR/CS
		Protection and Control Engineer	May require higher education
		SCADA Technician	No Available TR/CS
		Electrical Inspector	No Available TR/CS
		Energy Auditor	No Available TR/CS
		Renewable Energy Integration Specialist	May require higher education
		Load Dispatcher	No Available TR/CS
		Maintenance Supervisor	No Available TR/CS
		Environmental Specialist	No Available TR/CS
		Customer Service Representative	Customer Services NC II
		Energy Storage	Battery Engineer
	Battery Technician		No Available TR/CS
	Energy Storage System (ESS) Technician		No Available TR/CS
	Renewable Energy Integration Specialist		May require higher education
	Energy Storage Project Manager		May require higher education
	Power Electronics Engineer		May require higher education
	SCADA Technician		No Available TR/CS
	Grid Operations Specialist		No Available TR/CS
	Environmental Engineer		May require higher education
	Energy Analyst		May require higher education
	Maintenance Technician		No Available TR/CS
	Safety Manager	May require higher education	
Technical Sales Engineer	No Available TR/CS		

		Research and Development (R&D) Scientist	May require higher education
		Policy Analyst	May require higher education
		Energy Storage Consultant	May require higher education
	Energy Efficiency and Management	Energy Auditor	No Available TR/CS
		Energy Manager	May require higher education
		Sustainability Consultant	May require higher education
		Building Energy Efficiency Engineer	May require higher education
		Industrial Energy Efficiency Specialist	May require higher education
		Renewable Energy Integration Specialist	May require higher education
		Energy Policy Analyst	May require higher education
		Energy Efficiency Program Manager	May require higher education
		Facility Manager	May require higher education
		Environmental Engineer	May require higher education
		Energy Efficiency Consultant	May require higher education
		Smart Grid Specialist	No Available TR/CS
		Data Analyst	Data Analytics Level III
		Demand-Side Management (DSM) Specialist	May require higher education
Energy Educator/Trainer	No Available TR/CS		
Halal Food	Farm and Rearing	Halal Ruminant Farmer	No Available TR/CS
		Halal Poultry Farmer	No Available TR/CS
		Halal Feed Producer	No Available TR/CS
		Halal Agricultural Crop Farmer	No Available TR/CS
		Halal Animal Production	No Available TR/CS
		Halal Farm Worker/Laborer	No Available TR/CS

		Animal Husbandry Practices and Cattle Farming	No Available TR/CS
		Halal Feeds Formulation	No Available TR/CS
	Certification	Halal Quality Assurance/ Control Officer (Industry)	No Available TR/CS
		Halal Food Safety and Compliance Officer	No Available TR/CS
		Halal Quality Management Auditor	No Available TR/CS
		Halal Quality Assurance/ Control Specialist	No Available TR/CS
		Halal Technical and Shariah Auditor	No Available TR/CS
		Halal Inspector (Industry)	No Available TR/CS
		Halal Technical Compliance Officer	No Available TR/CS
		Halal Assurance Officer	No Available TR/CS
		Halal Assurance Management System	No Available TR/CS
		Slaughtering	Halal Slaughterer
	Halal Butcher		No Available TR/CS
	Halal Slaughterhouse/ Abattoir Worker		No Available TR/CS
	Processing	Halal Food Safety and Hygiene	No Available TR/CS
		Halal Meat Processor (canned and deli products)	No Available TR/CS
		Halal Dairy Processors (butter,yogurt, cheese, and Ice cream)	No Available TR/CS
		Halal Product Handlers	No Available TR/CS
		Food technology and Processing	No Available TR/CS
	Other Skills	Blockchain and Traceability	No Available TR/CS

		Artificial Intelligence and Machine Learning	No Available TR/CS
		Internet of Things (IoT) and Real-time Monitoring	No Available TR/CS
		Data Analytics	No Available TR/CS
		Data Science	No Available TR/CS
		Halal Orientation Strategy Programming	No Available TR/CS
		Halal Finance Practice	No Available TR/CS
		Basic on Halal and Principles	No Available TR/CS
Health	Primary Care	Primary Care Physician	Requirement: Physician
		Nurse	Requirement: Nurse
		Medical Assistant	Health Care Services NC II
		Community Health Worker	Barangay Health Services NC II
		Pharmacist	Requirement: Pharmacist
		Nutritionist/Dietitian	Requirement: Nutritionist/Dietitian
		Health Educator	No Available TR/CS
		Social Worker	Requirement: Social Worker
		Laboratory Technician	No Available TR/CS
		Behavioral Health Specialist	May require higher education
	Health Care Facilities	Doctors and Specialist	Requirement: Physician
		Nurse	Requirement: Nurse
		Emergency Medical Technician	Emergency Medical Services NC III
		Paramedic	No Available TR/CS
		Ambulance Driver	No Available TR/CS
		Dispatcher	No Available TR/CS
		Pharmacist	Requirement: Pharmacist
		Laboratory Technician	No Available TR/CS
		Radiologic Technician	May require higher education
		Respiratory Therapist	May require higher education
Physical Therapist	Requirement: Physical Therapy		
Occupational Therapist	Requirement: Occupational Therapy		
Nutritionist/Dietitian	Requirement: Nutritionist/Dietitian		

		Healthcare Administrator/Manager	May require higher education
		Medical Technologist	Requirement: Medical Technologist
		Health Management Information Professionals	No Available TR/CS
		Healthcare IT specialists	No Available TR/CS
		Medical Assistant	Health Care Services NC II
		Administrative Assistant	No Available TR/CS
		Receptionist	Front Office Services NC II
		Security personnel	Security Services NC I
			Security Services NC II
		Housekeeping staff	Housekeeping NC II
			Housekeeping NC III
			Housekeeping NC IV
		Patient advocates and liaisons	No Available TR/CS
		Quality improvement specialist	No Available TR/CS
	Supporting Services	Medical Transcriptionist	Medical Transcription NC II
		Medical Billing and Coding Specialist	Medical Coding and Claims Processing NC III
		Medical Scribes	No Available TR/CS
		Healthcare Compliance Officers	No Available TR/CS
		Healthcare Consultants	May require higher education
		Medical Equipment Technicians	Biomedical Equipment Services NC II
		Healthcare Facility Managers	May require higher education
		Health Information Technicians	No Available TR/CS
		Patient Transporters	No Available TR/CS
		First Responders	Emergency Medical Services NC II
		Health Educators	No Available TR/CS
		Patient Advocates	No Available TR/CS

Information and Communications Technology		Network Administrator	No Available TR/CS
		Database Administrator	No Available TR/CS
		IT Support Specialist	Computer Systems Servicing NC II
		Quality Assurance Analyst	No Available TR/CS
		Project Manager	No Available TR/CS
		Cybersecurity Specialist	No Available TR/CS
		Business Analyst	No Available TR/CS
		Technical Writer	No Available TR/CS
Manufacturing	Food and Beverage Manufacturing	Production Supervisor	No Available TR/CS
		Food Technologist	No Available TR/CS
		Quality Control Inspector	No Available TR/CS
		Machine Operator	No Available TR/CS
		Packaging Technician	No Available TR/CS
		Warehouse Manager	No Available TR/CS
		Logistics Coordinator	Warehousing Services NC IV
		Maintenance Technician	No Available TR/CS
		Sanitation Worker	No Available TR/CS
		Sales Representative	No Available TR/CS
	Wearing Apparel	Fashion Designer	Fashion Design (Apparel) NC III
		Pattern Maker	No Available TR/CS
		Sewing Machine Operator	Dressmaking NC II
			Tailoring NC II
		Cutting Technician	No Available TR/CS
		Quality Control Inspector	No Available TR/CS
		Production Supervisor	No Available TR/CS
		Textile Technician	No Available TR/CS
		Embroidery and Embellishment Specialist	No Available TR/CS
		Garment Finishing Technician	No Available TR/CS
	Sales Representative	No Available TR/CS	
	Furniture and Fixtures	Furniture Designer	No Available TR/CS

		Carpenter/Woodworker	Carpentry NC II
		Upholsterer	Furniture Making (Finishing) NC II
		Finisher/Refinisher	Furniture Making (Finishing) NC II
		Cabinetmaker	Furniture Making (Finishing) NC II
		Quality Control Inspector	No Available TR/CS
		Production Supervisor	No Available TR/CS
		Sales Representative	No Available TR/CS
		Installation Technician	No Available TR/CS
		Warehouse Manager	No Available TR/CS
	Handicrafts and Souvenirs	Designer	No Available TR/CS
		Weaver	Handloom Weaving (Upright) NC II
		Potter	No Available TR/CS
		Woodcarver	No Available TR/CS
		Metalworker	No Available TR/CS
		Painting Artist	No Available TR/CS
		Quality Control Inspector	No Available TR/CS
		Marketing Specialist	No Available TR/CS
		Sales Representative	No Available TR/CS
		Packaging and Shipping Coordinator	No Available TR/CS
		Tour Guide/Cultural Ambassador	No Available TR/CS
	Agro-processing	Food Scientist/Technologist	No Available TR/CS
		Quality Control Inspector	No Available TR/CS
		Production Supervisor	No Available TR/CS
		Processing Technician/Operator	No Available TR/CS
		Packaging Technician	No Available TR/CS
		Maintenance Technician	No Available TR/CS
		Sales and Marketing Representative	No Available TR/CS
	Metalworking and Machinery	Metal Fabricator	Metal Stamping NC II
		Welder	Manual Metal Arc Welding (MMAW) NC I

			Manual Metal Arc Welding (MMAW) NC II
			Manual Metal Arc Welding (MMAW) NC III
			Manual Metal Arc Welding (MMAW) NC IV
			Gas Tungsten Arc Welding (GTAW) NC II
			Gas Tungsten Arc Welding (GTAW) NC IV
			Gas Metal Arc Welding (GMAW) NC I
			Gas Metal Arc Welding (GMAW) NC II
			Gas Metal Arc Welding (GMAW) NC III
			Flux Cored Arc Welding (FCAW) NC I
			Flux Cored Arc Welding (FCAW) NC II
			Flux Cored Arc Welding (FCAW) NC III
			Submerged Arc Welding (SAW) NC I
			Submerged Arc Welding (SAW) NC II
			Gas Welding NC I
			Gas Welding NC II
		Machine Operator	No Available TR/CS
		CNC Operator/Programmer	CNC Lathe Machine Operation NC II
			CNC Lathe Machine Operation NC III
			CNC Milling Machine Operation NC I
			CNC Milling Machine Operation NC III
			CNC Electric Discharge Machine (EDM) Wire Cut Operation NC III
			5-Axis CNC Machine Operation NC III
		Maintenance Technician	No Available TR/CS
		Quality Control Inspector	No Available TR/CS
		Production Supervisor	No Available TR/CS
		Tool and Die Maker	Tool and Die Making NC II
		Metal Finisher/Polisher	No Available TR/CS
		Sales and Marketing Representative	No Available TR/CS

		Supply Chain Manager	No Available TR/CS
	Chemicals and Pharmaceuticals	Production Supervisor	No Available TR/CS
		Quality Control Analyst	No Available TR/CS
		Research Scientist	May require higher education
		Process Technician/Operator	No Available TR/CS
		Laboratory Technician	No Available TR/CS
		Packaging and Labeling Specialist	No Available TR/CS
		Maintenance Technician	No Available TR/CS
		Regulatory Affairs Specialist	May require higher education
		Supply Chain Manager	May require higher education
		Environmental Health and Safety (EHS) Officer	May require higher education
		Plastics and Rubber Products	Plastics Engineer
	Production Supervisor		No Available TR/CS
	Quality Control Inspector		No Available TR/CS
	Research and Development (R&D) Engineer		May require higher education
	Machine Operator		No Available TR/CS
	Mold Maker		No Available TR/CS
	Materials Scientist		May require higher education
	Packaging Technician		No Available TR/CS
	Maintenance Technician		No Available TR/CS
	Supply Chain Manager		May require higher education
	Environmental Health and Safety (EHS) Officer		May require higher education
Tourism	Attractions and Destinations	Tour Guides	Local Guiding Services NC II
		Tourism Officers	No Available TR/CS
		Event Organizers	Events Management NC III

		Museum Curators and Staff	May require higher education
		Adventure and Eco-Tourism Guides	No Available TR/CS
		Hospitality Staff	No Available TR/CS
		Park Rangers and Conservationists	No Available TR/CS
		Artisans and Craftsmen	No Available TR/CS
		Cultural Performers and Artists	Performing Arts (Dance) NC II
	Performing Arts (Song) NC II		
	Accommodation	Hotel Manager	No Available TR/CS
		Front Desk Agent	Front Office Services NC II
		Housekeeping Staff	Housekeeping NC II
		Concierge	Front Office Services NC II
			Front Office Services NC III
			Front Office Services NC IV
		Food and Beverage Staff	Food and Beverage Services NC II
		Maintenance and Engineering	No Available TR/CS
		Security Personnel	Security Services NC I
			Security Services NC II
		Sales and Marketing Representative	No Available TR/CS
		Spa and Wellness Staff	No Available TR/CS
	Event Planner	Events Management NC III	
	Transportation	Airport Manager	May require higher education
		Seaport Manager	May require higher education
		Ground Staff	No Available TR/CS
		Security Personnel	Security Services NC I
			Security Services NC II
		Customs Officer	May require higher education
		Immigration Officer	May require higher education
Baggage Handler		Warehousing Services NC II	
Pilot		Requirement: Pilot	
Flight Attendant		No Available TR/CS	
Ship Captain	May require higher education		

		Taxi/Passenger Car Driver	Driving NC II
		Bus/Van Driver	Driving (Passenger Bus/Straight Truck) NC III
		Boat/Watercraft Operator	No Available TR/CS
	Tour Operators and Travel Agencies	Tour Planner	Tourism Promotion Services NC II
		Travel Consultant	No Available TR/CS
		Sales and Marketing Staff	No Available TR/CS
		Customer Service Representative	Customer Services NC II
		Destination Specialist	No Available TR/CS
		Tour Guide	Local Guiding Services NC II
		Operations Manager	No Available TR/CS
		Accounting and Finance Staff	Bookkeeping NC III
		IT Support	Computer Systems Servicing NC II
		Destination Management Expert	No Available TR/CS
		Food and Beverage Services	Chef
	Food Production (Professional Cookery) NC IV		
	Cook		Cookery NC II
	Restaurant Manager		No Available TR/CS
	Sous Chef		Food Production (Professional Cookery) NC IV
	Bartender		Bartending NC II
	Kitchen Staff		Food and Beverage Services NC II
	Server/Waitstaff		Food and Beverage Services NC II
Barista	Barista NC II		
Pastry Chef/Baker	Bread and Pastry Production NC II		
Food and Beverage Supervisor	Food and Beverage Service NC IV		
Food Critics and Reviewer	No Available TR/CS		
Food Tour Guide	No Available TR/CS		
Food and Beverage Consultant	No Available TR/CS		
Culinary Instructor	No Available TR/CS		

	Entertainment and Leisure Activities	Musician	No Available TR/CS
		Dancer	Performing Arts (Dance) NC II
		Singer	Performing Arts (Song) NC II
		Performer	No Available TR/CS
		Adventure Guide	No Available TR/CS
		Water Sports Instructor	No Available TR/CS
		Tourism Photographer and Videographer	Photography NC II
		Ride Operator	Attraction & Theme Parks Operation NC II
		Ticket Seller	No Available TR/CS
		Entertainer	No Available TR/CS
		Customer Service Staff	Customer Services NC II
		Gaming and Recreation Center Staff	No Available TR/CS
		Spa and Wellness Staff	No Available TR/CS
		Fitness Instructor/Trainer	No Available TR/CS
		Cultural Workshop Instructor	No Available TR/CS
		Tourism Recreation Director	No Available TR/CS
	Retail Trade	Shop Owner	No Available TR/CS
		Retail Manager	May require higher education
		Sales Associate	No Available TR/CS
		Artisans and Craftsmen	No Available TR/CS
		Textile and Apparel Retailer	No Available TR/CS
		Antique and Handicraft Dealer	No Available TR/CS
		Culinary Delights Merchants	No Available TR/CS
Market Vendors and Street Hawkers		No Available TR/CS	
Online Retailer		No Available TR/CS	
Transportation and Logistics		Truck Driver	Driving (Passenger Bus/Straight Truck) NC III

			Driving (Articulated Vehicle) NC III
		Delivery Driver	Motorcycle Driving Level II
			Driving NC II
		Automotive Servicing	Automotive Servicing NC I
			Automotive Servicing (Chassis Repair) NC II
			Automotive Servicing (Electrical Repair) NC II
			Automotive Servicing (Engine Repair) NC II
			Automotive Servicing NC III
			Automotive Servicing NC IV
			Motorcycle/Small Engine Servicing NC II
		Forklift Operator	HEO (Forklift) NC II
		Warehouse Supervisors/Managers	Warehousing Services NC IV
		Logistics Coordinators	Warehousing Services NC IV
		Supply Chain Analysts	No Available TR/CS
		Customs Brokers	May require higher education
		Transportation Planners	May require higher education
		Logistics Managers/Directors	May require higher education
		Port and Terminal Operators	No Available TR/CS

V. Ways Forward

Based on the information gathered on the developments in the Bangsamoro region using various secondary data, the priority industries/sectors were determined, along with their corresponding jobs and skills requirements. The job requirements were mapped to the corresponding TVET programs that are already available to TESDA. These information may be used by the BARMM Regional Office and the respective provinces to undertake the following:

1. Adopt Jobs and Skills Requirements Across BARMM Provinces

The identified jobs and skills requirements should be uniformly adopted across all provinces within BARMM. This standardized approach will serve as a crucial reference for prioritizing scholarship allocations and guiding infrastructure development. By having a consistent framework, all provinces can strategically align their educational and developmental efforts, ensuring that resources are effectively utilized to address the region's most pressing needs.

2. Prioritize TVET Programs for Competency Standards Development

For requirements that can be met through TVET programs, there should be an immediate focus on developing corresponding competency standards. This process should be facilitated in collaboration with the Regional Office. By establishing clear and relevant competency standards, TVET programs can be better aligned with the specific skills demanded by the labor market, enhancing the employability of graduates and addressing regional labor market gaps.

3. Prioritize Scholarship Programs to Support BARMM Development

The jobs and skills requirements identified for the Bangsamoro Autonomous Region in Muslim Mindanao (BARMM) shall be given top priority in scholarship programs. This prioritization will directly support the region's economic and social development by ensuring that residents are equipped with the skills necessary for local industries and emerging job markets. This approach aligns educational opportunities with the specific needs of BARMM, fostering sustainable growth and stability.

4. Enhance Collaboration with Industry Partners

Strengthen partnerships with key industry stakeholders within BARMM to ensure that the training programs and competency standards are directly aligned with current and future job market demands. Regular consultations with these partners will help keep the curriculum relevant and up-to-date, thereby improving the employability of graduates and meeting the region's economic needs more effectively. Likewise, encourage enterprises, institutions, and organizations to participate in the conduct of TVET programs through the registration of priority programs.

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