



TECHNICAL EDUCATION AND SKILLS DEVELOPMENT AUTHORITY



2013

**IMPACT EVALUATION STUDY
(IES) OF TVET PROGRAMS
(HIGHLIGHTS)**

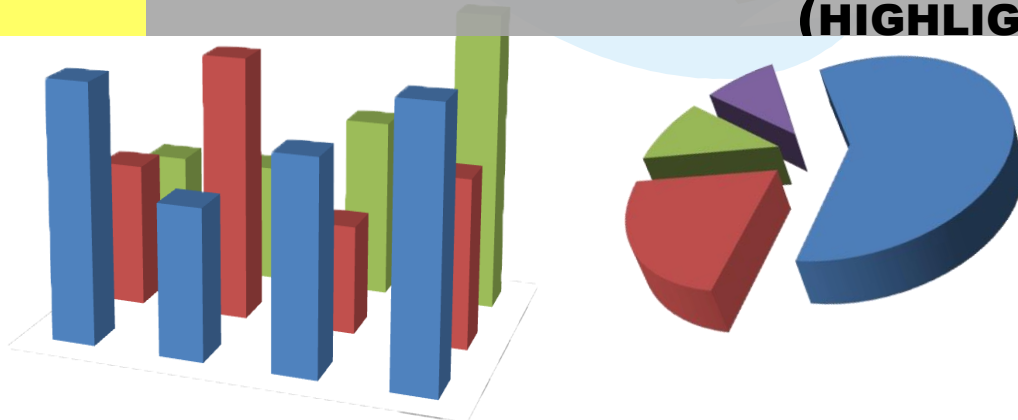


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Executive Summary

In 2013, the country's economic performance in terms of GDP posted a growth of 7.2%. This is despite the devastation brought about by the series of natural disasters that hit the country in the last quarter of 2013. The employment rate during the 4th quarter was recorded at 93.5% (37.733M) with unemployment rate of 6.5% (2.602M). Underemployment remains high at 17.9% (6.773M).

Growth that reduces poverty, jobs creation and providing employment to Filipinos in all parts of the country remains the major goals of the administration.

Along the robust performance of the economy is the encouraging results of the 2013 Impact Evaluation Study (IES). Improvement on the employability of TVET graduates continues to increase over the years as shown in the results of the previous IES conducted: 2008 IES – 55.1%; 2011 IES - 60.9%; 2012 IES - 62.0% and **2013 IES - 65.3%**. Employment rate of 2012 TVET graduates, the focus of the 2013 IES, indicates **65.3%** which is 3 percentage points higher than the previous IES.

By region, Region VI showed highest employment rate at 82.2% while ARMM recorded the lowest at 21.2%.

Employment Rate of TVET Graduates by Region, Philippines: 2012

| Region | Not in the Labor Force | In the Labor Force | | | Total TVET Graduates | Employment Rate |
|--------------|------------------------|--------------------|----------------|----------------|----------------------|-----------------|
| | | Unemployed | Employed | Total | | |
| NCR | 47,593 | 49,617 | 64,388 | 114,005 | 161,598 | 56.5 |
| CAR | 10,858 | 5,542 | 9,251 | 14,793 | 25,651 | 62.5 |
| I | 11,603 | 6,472 | 15,953 | 22,425 | 34,028 | 71.1 |
| II | 2,406 | 1,008 | 3,664 | 4,672 | 7,078 | 78.4 |
| III | 28,145 | 24,705 | 35,146 | 59,852 | 87,997 | 58.7 |
| IV-A | 46,291 | 30,906 | 58,676 | 89,582 | 135,873 | 65.5 |
| IV-B | 6,544 | 3,708 | 9,224 | 12,932 | 19,476 | 71.3 |
| V | 14,015 | 6,414 | 15,739 | 22,153 | 36,168 | 71.0 |
| VI | 10,480 | 5,614 | 25,996 | 31,610 | 42,090 | 82.2 |
| VII | 29,337 | 11,224 | 28,973 | 40,197 | 69,534 | 72.1 |
| VIII | 1,843 | 493 | 1,003 | 1,496 | 3,339 | 67.0 |
| IX | 8,614 | 8,828 | 18,219 | 27,047 | 35,661 | 67.4 |
| X | 14,193 | 8,089 | 17,769 | 25,858 | 40,051 | 68.7 |
| XI | 12,869 | 12,678 | 26,136 | 38,814 | 51,683 | 67.3 |
| XII | 5,427 | 1,936 | 6,157 | 8,093 | 13,520 | 76.1 |
| Caraga | 3,843 | 3,565 | 10,509 | 14,074 | 17,917 | 74.7 |
| ARMM | 2,009 | 3,756 | 1,010 | 4,766 | 6,775 | 21.2 |
| Total | 256,072 | 184,556 | 347,811 | 532,367 | 788,439 | 65.3 |

The employment rate of TWSP graduates was higher at 68.5% than the national employment rate. However, continuous reforms have to be instituted towards improving the TWSP implementation.

By type of training provider, graduates of TESDA Technology Institutions (TTIs) had the highest employment rate at 72.4%. Compared with the 2012 IES results, TTIs employment rate then was only 67.9%.

Employment of TVET graduates are characterized by the following: 1) by nature of employment - 50.8% of the total employed are in short-term jobs or business while 41.9% are engaged in permanent jobs or business/unpaid family work; and 2) by class of worker - 85.6% of employed TVET workers belonged to wage and salary workers. Twelve percent (12.2%) are own-account workers.

A small percentage (4.5%) of employed TVET workers are working outside the country. Occupations with high employment overseas include domestic helpers, housekeeping and restaurant service workers, personal care and related workers and metal workers and welders.

The enterprise-based training modality has consistently yielded higher employment rate than the institution-based and community-based training. The 2011 and the 2012 IES generated employment rate for graduates of enterprise-based training with 83.1% and 68.7%, respectively. The 2013 IES registered employment rate of 72.1% for 2012 graduates in the enterprise-based training modality. However, participating companies and the number of graduates of enterprise-based training are not increasing. The percentage of graduates in enterprise-based training as indicated in the IES are as follows: 2008 IES – 5.6%; 2011 IES – 1.0%; 2012 IES - 6.5%; and 2013 IES - 5.4%.

More efforts and purposive policy interventions should be provided by TESDA to strengthen the enterprise-based training to increase the companies participation on the delivery of training program. The Reformed Apprenticeship Bill which is aimed at instituting reforms in the apprenticeship program has to ensure that provisions will increase the participation of the enterprises in the enterprise-based training and sustain the quality of training delivery, thereby will further improve the employability of graduates.

Continuous financial support in competency assessment program would help the 12% TVET graduates aspiring to have the national certificate.

TVET graduates of WTR were accounted to 67.8% of the total graduates. Still, a large percentage (18.7) were graduates of not training regulations (NTR) program. Migration of NTR to WTR has to be monitored given that graduates of NTR programs are still remarkable.

2013 IMPACT EVALUATION STUDY OF TVET PROGRAMS

TESDA management policy directive for an annual undertaking of impact evaluation study (IES) signifies its serious intent to improve and provide quality TVET programs and policy directions in accordance to the requirements of the industry.

The 2013 IES of TVET programs covered 2012 TVET graduates in all training delivery modes, namely: institution-based, enterprise-based, and community-based.

To complete the series of employment data from the 2009-2012 generated from the IES, survey of TVET graduates of 2010 was also carried out. Highlights of 2010 is found in the Annex.

Generally, the study aims to evaluate the relevance and effectiveness of TVET Programs. The results of the study will serve as a tool in determining policy recommendations that will guide TESDA in its planning and policy making as the Authority. It intends to generate national and regional data and information on the employability and employment-related indicators.

A. Methodology

The list of TVET graduates of regular programs and scholarship programs from MIS 03-02 submitted by the regional/provincial offices to the Central Headquarter served as the sampling frame from where the sample respondents were selected.

Stratified random sampling was adopted in 2013 IES, with the regions as the identified strata. A confidence level of 95% and 0.03 margin of error were adopted in determining the sample size. Systematic random sampling was applied in the selection of sample respondents per stratum. Same methodology was applied for 2010 TVET graduates.

The sample size was 16,283 and represented 788,439 TVET graduates. The graduates of TWSP is an integral part of the study.

The survey was done through personal interview of the sampled graduates or key informants using a structured questionnaire. The clearance was issued by the National Statistical Coordination Board (NSCB) prior the conduct of the survey.

B. Limitation of the Study

Except for Region VIII, all regions were required to conduct the survey which was badly hit by typhoon Yolanda. The provinces of Biliran and Western Samar however, still initiated to conduct the survey. The province of Biliran was counted for 2010 while for 2012, the province of Western Samar together with the province of Biliran were included in the report.

C. 2012 TVET GRADUATES - HIGHLIGHTS OF RESULTS

1. Profile of 2012 TVET Graduates

- There were 788,439 TVET graduates in 2012 covered by the study.
- NCR registered the highest number of graduates at 161,598 (20.5%) followed by Region IV-A at 135,873 (17.2%) while Regions II and ARMM posted the lowest number of graduates at 7,078 and 6,775, respectively.

Table 1. TVET Graduates By Region, Philippines: 2012

| Region | Total | % Share |
|--------------|----------------|------------|
| NCR | 161,598 | 20.5 |
| CAR | 25,651 | 3.3 |
| I | 34,028 | 4.3 |
| II | 7,078 | 0.9 |
| III | 87,997 | 11.2 |
| IV-A | 135,873 | 17.2 |
| IV-B | 19,476 | 2.5 |
| V | 36,168 | 4.6 |
| VI | 42,090 | 5.3 |
| VII | 69,534 | 8.8 |
| VIII | 3,339 | 0.4 |
| IX | 35,661 | 4.5 |
| X | 40,051 | 5.1 |
| XI | 51,683 | 6.6 |
| XII | 13,520 | 1.7 |
| Caraga | 17,917 | 2.3 |
| ARMM | 6,775 | 0.9 |
| Total | 788,439 | 100 |

- The institution-based mode of delivery consistently produced the majority of TVET graduate at 534,433 (67.8%).
- Graduates of enterprise-based training program remain lowest among the three delivery modes at 42,542 (5.4%).

Table 2. TVET Graduate, By Region, By Delivery Mode of Training, Philippines: 2012

| Region | Community-based | % | Enterprise-based | % | Institution-based | % | Total |
|--------|-----------------|------|------------------|-----|-------------------|------|---------|
| NCR | 45,187 | 28.0 | 6,999 | 4.3 | 109,412 | 67.7 | 161,598 |
| CAR | 7,670 | 29.9 | 1,270 | 5 | 16,711 | 65.1 | 25,651 |
| I | 10,499 | 30.9 | 2,632 | 7.7 | 20,896 | 61.4 | 34,028 |

| Region | Community-based | % | Enterprise-based | % | Institution-based | % | Total |
|--------------|-----------------|-------------|------------------|------------|-------------------|-------------|----------------|
| II | 1,010 | 14.3 | 228 | 3.2 | 5,840 | 82.5 | 7,078 |
| III | 15,203 | 17.3 | 4,885 | 5.6 | 67,908 | 77.2 | 87,997 |
| IV-A | 20,511 | 15.1 | 11,669 | 8.6 | 103,693 | 76.3 | 135,873 |
| IV-B | 4,606 | 23.7 | 147 | 0.8 | 14,723 | 75.6 | 19,476 |
| V | 7,420 | 20.5 | | | 28,748 | 79.5 | 36,168 |
| VI | 5,980 | 14.2 | 874 | 2.1 | 35,235 | 83.7 | 42,090 |
| VII | 33,959 | 48.8 | 5,075 | 7.3 | 30,500 | 43.9 | 69,534 |
| VIII | 279 | 8.4 | 48 | 1.4 | 3,012 | 90.2 | 3,339 |
| IX | 9,481 | 26.6 | 3,989 | 11.2 | 22,190 | 62.2 | 35,661 |
| X | 24,369 | 60.8 | 938 | 2.3 | 14,744 | 36.8 | 40,051 |
| XI | 16,029 | 31 | 2,081 | 4 | 33,573 | 65.0 | 51,683 |
| XII | 3,122 | 23.1 | 279 | 2.1 | 10,119 | 74.8 | 13,520 |
| Caraga | 5,857 | 32.7 | 1,426 | 8 | 10,634 | 59.4 | 17,917 |
| ARMM | 281 | 4.1 | | | 6,494 | 95.9 | 6,775 |
| Total | 211,465 | 26.8 | 42,542 | 5.4 | 534,433 | 67.8 | 788,439 |

- Of the total graduates of scholarship program, 56.8% (135,961) comprised the TWSP graduate-scholar.
- Male graduate-scholars comprised 50.1% (119,875).

Table 3. TVET Graduate Scholars, By Type of Scholarship, By Sex, Philippines: 2012

| Type of Scholarship | Female | % | Male | % | Total |
|---------------------|----------------|-------------|----------------|-------------|----------------|
| TWSP | 66,055 | 48.6 | 69,906 | 51.4 | 135,961 |
| PESFA | 11,929 | 48.6 | 12,606 | 51.4 | 24,535 |
| Others | 41,480 | 52.6 | 37,363 | 47.4 | 78,844 |
| Total | 119,464 | 49.9 | 119,875 | 50.1 | 239,339 |

- The female TVET graduates are higher than their male counterparts at 398,626 (50.5%) and 389,813 (49.4%), respectively.
- Fifty percent (50.4% or 397,128) were at least high school graduates.
- Those who were college level/graduates comprised 251,523 (31.9%). This is 2 percentage points higher than the previous year IES results (29.1 %)
- Graduates were relatively young, with 60.5% (477,372) were within 15-24 years old bracket.

Table 4. TVET Graduates, By Sex, By Educational Attainment, By Age Group, Philippines: 2012

| Indicator | Female | % Share | Male | % Share | Total |
|--------------------------------|--------|---------|-------|---------|-------|
| Highest Grade Completed | | | | | |
| Elementary undergraduate | 1,068 | 0.3 | 1,626 | 0.4 | 2,694 |
| Elementary graduate | 4,665 | 1.2 | 3,981 | 1.0 | 8,646 |

| Indicator | Female | % Share | Male | % Share | Total |
|--------------------------------|----------------|------------|----------------|------------|----------------|
| Highest Grade Completed | | | | | |
| High school undergraduate | 24,261 | 6.1 | 27,104 | 7.0 | 51,365 |
| High school graduate | 193,407 | 48.5 | 203,721 | 52.3 | 397,128 |
| Tech-Voc undergraduate | 10,647 | 2.7 | 11,810 | 3.0 | 22,457 |
| Tech-Voc graduate | 23,238 | 5.8 | 23,712 | 6.1 | 46,950 |
| College Undergrad | 79,857 | 20.0 | 70,083 | 18.0 | 149,939 |
| College Graduate and beyond | 57,212 | 14.4 | 44,371 | 11.4 | 101,584 |
| No answer | 4,271 | 1.1 | 3,405 | 0.9 | 7,676 |
| Total | 398,626 | 100 | 389,813 | 100 | 788,439 |

| Age Group | | | | | |
|--------------------|----------------|------------|----------------|------------|----------------|
| 14 years and below | 620 | 0.2 | 756 | 0.2 | 1,376 |
| 15-24 | 233,717 | 58.6 | 243,656 | 62.5 | 477,372 |
| 25-34 | 86,385 | 21.7 | 98,402 | 25.2 | 184,787 |
| 35-44 | 43,359 | 10.9 | 29,386 | 7.5 | 72,745 |
| 45-54 | 23,402 | 5.9 | 12,325 | 3.2 | 35,727 |
| 55-64 | 9,014 | 2.3 | 4,047 | 1.0 | 13,061 |
| 65 and above | 2,130 | 0.5 | 1,240 | 0.3 | 3,369 |
| Total | 398,626 | 100 | 389,813 | 100 | 788,439 |

- TVET graduates of WTR were accounted to 67.8% of the total graduates. Still, a large percentage (18.7) were graduates of no training regulations (NTR) program.

Table 5. TVET Graduates, By Type of Program Registration, Philippines: 2012

| Type of Program Registration | No. of TVET Graduates | % Distribution |
|------------------------------|-----------------------|----------------|
| WTR | 534,734 | 67.8 |
| NTR | 147,130 | 18.7 |
| Not Registered | 106,575 | 13.5 |
| Total | 788,439 | 100 |

2. Competency Assessment and Certification of 2012 TVET Graduates

- Large number (162,382) of TVET graduates took the competency assessment.
- More than 12% cited financial constraints as a reason for not taking the competency assessment. Provision of financial assistance on competency assessment has to be continued.

Table 6. Reasons for Not Taking Competency Assessment, Philippines: 2012

| Reasons For Not Taking Competency Assessment | Number | % Share |
|--|--------|---------|
| Assessment tools/test package not available | 24,643 | 15.2 |
| Assessment officer/assessor not available | 883 | 0.5 |
| No assessment officer/assessor in the area | 661 | 0.4 |
| Assessment center not available/not accessible | 744 | 0.5 |

| Reasons For Not Taking Competency Assessment | Number | % Share |
|--|----------------|------------|
| No assessment center in the area | 880 | 0.5 |
| Assessment not mandatory | 23,458 | 14.4 |
| Skills and knowledge learned not sufficient | 9,108 | 5.6 |
| No money/financial constraints | 20,154 | 12.4 |
| No time/working/schooling/abroad | 38,085 | 23.5 |
| Schedule not known | 19,071 | 11.7 |
| Others | 8,988 | 5.5 |
| Not indicated | 15,706 | 9.7 |
| Total | 162,382 | 100 |

- A total of 367,655 TVET graduates took the competency assessment. Certification rate was registered at 92.2%.
- Except for ICT, TVET graduates in all sectors exhibited high certification rate.

Table 7. Certification Rate of TVET Graduates By Sector, Philippines: 2012

| Sector | Took Assessment | Result | | | Certification Rate |
|---|-----------------|----------------|---------------|---------------|--------------------|
| | | Passed | Failed | Not Indicated | |
| Agriculture and Fishery | 4,397 | 4,266 | 131 | | 97.0 |
| Automotive and Land Transportation | 26,420 | 24,987 | 1,369 | 65 | 94.6 |
| Construction | 24,820 | 23,541 | 1,280 | | 94.8 |
| Electronics | 20,452 | 19,043 | 1,345 | 65 | 93.1 |
| Garments | 3,784 | 3,321 | 463 | | 87.8 |
| Health, Social and Other Community Development Services | 43,462 | 40,648 | 2,814 | | 93.5 |
| Heating, Ventilation, Airconditioning and Refrigeration | 2,501 | 2,315 | 186 | | 92.6 |
| Information and Communications Technology | 75,825 | 60,591 | 14,494 | 740 | 79.9 |
| Maritime | 2,543 | 2,292 | 251 | | 90.1 |
| Metals and Engineering | 29,866 | 28,884 | 982 | | 96.7 |
| Processed Food and Beverages | 5,662 | 5,556 | 106 | | 98.1 |
| Tourism | 124,393 | 120,289 | 3,810 | 294 | 96.7 |
| TVET | 2,756 | 2,470 | 286 | | 89.6 |
| Wholesale and Retail Trading | 66 | 66 | | | 100 |
| Livelihood | 195 | 195 | | | 100 |
| Others | 523 | 523 | | | 100 |
| Total | 367,665 | 338,987 | 27,516 | 1,163 | 92.2 |

3. Labor Force Participation of 2012 TVET Graduates

- The labor force of 2012 TVET graduates was 67.5% (532,367). This indicates that 7 out of 10 TVET graduates are actively looking for work/joined the labor force after the program.
- Male TVET graduates are more active in participating in the labor force as indicated by 69.6% (271,303) as against their female counterpart with 65.5% (261,064).
- By age group, TVET graduates between 25-34 and 35-44 registered highest labor force participation rate with 79.5 (146,926) and 79.3% (57,664), respectively.

Table 8. Labor Force Participation of TVET Graduates By Sex, By Age Group, By Highest Grade Completed, Philippines: 2012

| Indicator | In the Labor Force | Not in the Labor Force | Total Graduates | Participation Rate |
|--------------------------------|--------------------|------------------------|-----------------|--------------------|
| Sex | | | | |
| Male | 271,303 | 118,510 | 389,813 | 69.6 |
| Female | 261,064 | 137,563 | 398,626 | 65.5 |
| Total | 532,367 | 256,072 | 788,439 | 67.5 |
| Age Group | | | | |
| 14 years and below | 213 | 1,163 | 1,376 | 15.5 |
| 15-24 | 291,667 | 185,706 | 477,372 | 61.1 |
| 25-34 | 146,926 | 37,862 | 184,787 | 79.5 |
| 35-44 | 57,664 | 15,081 | 72,745 | 79.3 |
| 45-54 | 26,479 | 9,248 | 35,727 | 74.1 |
| 55-64 | 7,780 | 5,281 | 13,061 | 59.6 |
| 65 and above | 1,638 | 1,731 | 3,369 | 48.6 |
| Total | 532,367 | 256,072 | 788,439 | 67.5 |
| Highest Grade Completed | | | | |
| Elementary undergraduate | 1,143 | 1,551 | 2,694 | 42.4 |
| Elementary graduate | 5,052 | 3,594 | 8,646 | 58.4 |
| High school undergraduate | 24,723 | 26,642 | 51,365 | 48.1 |
| High school graduate | 262,100 | 135,028 | 397,128 | 66.0 |
| Tech-Voc undergraduate | 15,101 | 7,356 | 22,457 | 67.2 |
| Tech-Voc graduate | 38,190 | 8,760 | 46,950 | 81.3 |
| College Undergrad | 98,009 | 51,930 | 149,939 | 65.4 |
| College Graduate and beyond | 82,667 | 18,916 | 101,584 | 81.4 |
| Not indicated | 5,381 | 2,295 | 7,676 | 70.1 |
| Total | 532,367 | 256,072 | 788,439 | 67.5 |

- By delivery mode, graduates who were exposed to the industry registered a higher LFPR of 80.3% over the two delivery modes which accounted 68.8% and 61.7% LFPR for institution-based and community-based, respectively. This may be attributed to the actual or hands-on experience of the graduates in the actual operations of the industries where employers preferred to employ them/absorbed after the training.

Table 9. Labor Force Participation of TVET Graduates By Delivery Mode, Philippines: 2012

| Delivery Mode | In the Labor Force | Not in the Labor Force | Total Graduates | LFPR |
|-------------------|--------------------|------------------------|-----------------|-------------|
| Institution-based | 367,776 | 166,656 | 534,433 | 68.8 |
| Enterprise-based | 34,173 | 8,368 | 42,542 | 80.3 |
| Community-based | 130,417 | 81,048 | 211,465 | 61.7 |
| Total | 532,367 | 256,072 | 788,439 | 67.5 |

4. Employment of 2012 TVET Graduates

- The national employment rate was higher than the previous years with 65.6% employment rate (347,811) for 2012 TVET graduates.
- Improvement on the employability of TVET graduates over the years continues to increase as shown in the results of the previous IES conducted:
 - 2008 IES - 55.1%
 - 2011 IES - 60.9%
 - 2012 IES - 62.0%
 - 2013 IES - 65.3%
- Region VI registered the highest employment rate of 82.2% followed by Regions II and XII with 78.4% and 76.1% employment rate, respectively.
- ARMM registered to have the lowest employment rate of 21.2%. This may be attributed to the peace and order situation in the region.

Table 10. Employment Rate of TVET Graduates By Region, Philippines: 2012

| Region | Not in the Labor Force | In the Labor Force | | | Total TVET Graduates | Employment Rate |
|--------|------------------------|--------------------|----------|---------|----------------------|-----------------|
| | | Unemployed | Employed | Total | | |
| NCR | 47,593 | 49,617 | 64,388 | 114,005 | 161,598 | 56.5 |
| CAR | 10,858 | 5,542 | 9,251 | 14,793 | 25,651 | 62.5 |
| I | 11,603 | 6,472 | 15,953 | 22,425 | 34,028 | 71.1 |
| II | 2,406 | 1,008 | 3,664 | 4,672 | 7,078 | 78.4 |
| III | 28,145 | 24,705 | 35,146 | 59,852 | 87,997 | 58.7 |
| IV-A | 46,291 | 30,906 | 58,676 | 89,582 | 135,873 | 65.5 |
| IV-B | 6,544 | 3,708 | 9,224 | 12,932 | 19,476 | 71.3 |
| V | 14,015 | 6,414 | 15,739 | 22,153 | 36,168 | 71.0 |
| VI | 10,480 | 5,614 | 25,996 | 31,610 | 42,090 | 82.2 |
| VII | 29,337 | 11,224 | 28,973 | 40,197 | 69,534 | 72.1 |
| VIII | 1,843 | 493 | 1,003 | 1,496 | 3,339 | 67.0 |

| Region | Not in the Labor Force | In the Labor Force | | | Total TVET Graduates | Employment Rate |
|--------------|------------------------|--------------------|----------------|----------------|----------------------|-----------------|
| | | Unemployed | Employed | Total | | |
| IX | 8,614 | 8,828 | 18,219 | 27,047 | 35,661 | 67.4 |
| X | 14,193 | 8,089 | 17,769 | 25,858 | 40,051 | 68.7 |
| XI | 12,869 | 12,678 | 26,136 | 38,814 | 51,683 | 67.3 |
| XII | 5,427 | 1,936 | 6,157 | 8,093 | 13,520 | 76.1 |
| Caraga | 3,843 | 3,565 | 10,509 | 14,074 | 17,917 | 74.7 |
| ARMM | 2,009 | 3,756 | 1,010 | 4,766 | 6,775 | 21.2 |
| Total | 256,072 | 184,556 | 347,811 | 532,367 | 788,439 | 65.3 |

- By sector, other than the TVET graduates of Electronics, ICT, Manufacturing, Aviation, Tourism and Maritime, the rest had registered higher employment rate than national employment rate.

Table 11. Employment Rate of TVET Graduates By Priority Sector, Philippines: 2012

| Sector | Employed TVET Graduates | Employment Rate |
|---|-------------------------|-----------------|
| Agriculture and Fishery | 11,800 | 77.3 |
| Automotive and Land Transportation | 22,379 | 70.0 |
| Construction | 21,861 | 77.9 |
| Decorative Crafts | 705 | 73.5 |
| Electronics | 17,627 | 63.1 |
| Footwear and Leathergoods | 837 | 81.5 |
| Furniture and Fixtures | 354 | 70.1 |
| Garments | 5,832 | 78.8 |
| Health, Social and Other Community Development Services | 45,680 | 71.2 |
| Heating, Ventilation, Airconditioning and Refrigeration | 2,473 | 72.6 |
| Information and Communications Technology | 78,710 | 58.4 |
| Maritime | 2,120 | 59.8 |
| Metals and Engineering | 23,533 | 71.9 |
| Processed Food and Beverages | 13,876 | 70.1 |
| Tourism | 74,655 | 58.9 |
| TVET | 3,244 | 90.0 |
| Utilities | 397 | 100.0 |
| Wholesale and Retail Trading | 4,957 | 80.8 |
| Aviation | 70 | 50.3 |
| Language | 4,578 | 70.7 |
| Livelihood | 5,607 | 66.3 |
| Manufacturing | 1,441 | 51.6 |
| Others | 5,075 | 83.7 |
| Total | 347,811 | 65.3 |

- By delivery mode, graduates of community-based training had the highest employment rate at 72.5%. The graduates of enterprise-based training was registered at 72.1%

Table 12. Employed TVET Graduates By Delivery Mode, Philippines: 2012

| Delivery Mode | Employed | Employment Rate |
|----------------------|-----------------|------------------------|
| Institution-based | 228,572 | 62.1 |
| Enterprise-based | 24,644 | 72.1 |
| Community-based | 94,595 | 72.5 |
| Total | 347,811 | 65.3 |

- By type of training provider, graduates of TESDA Technology Institutions (TTIs) had the highest employment rate at 72.4%. Compared with the 2012 IES results TTIs employment rate was only 67.9%

Table 13. Employed TVET Graduates By Type of TVET Provider, Philippines: 2012

| Type of TVET Providers | Employed | Employment Rate |
|-------------------------------|-----------------|------------------------|
| TTI | 45,476 | 72.4 |
| Private | 230,496 | 62.5 |
| Other Public | 71,840 | 71.2 |
| Total | 347,811 | 65.3 |

- By nature of employment, employment in short-term jobs or business comprised half (50.8%) of the total employed TVET graduates.

Table 14. Employed TVET 2012 Graduates By Nature of Employment, Philippines: 2012

| Nature of Employment | Employed | % Share |
|---|-----------------|----------------|
| Permanent job/ Permanent business/ Permanent unpaid family work | 145,571 | 41.9 |
| Short-term or seasonal job/ Short-term or seasonal business/Short-term or seasonal unpaid family work | 176,701 | 50.8 |
| Worked for different employers on day to day or week to week basis | 15,737 | 4.5 |
| Not indicated | 9,802 | 2.8 |
| Total | 347,811 | 100 |

- It is interesting to note, that 85.6% of employed TVET workers belonged to wage and salary workers.
- Own-account workers or those who are self-employed or employers with at least one paid employee comprised 12.2% of the total employed TVET graduates while unpaid family workers was accounted for 2.1%

Table 15. Employed 2012 TVET Graduates By Class of Worker, Philippines: 2012

| Class of Worker | Number | % Share |
|--|----------------|----------------|
| Wage and salary workers | 297,577 | 85.6 |
| Private household | 33,299 | 9.6 |
| Private establishment | 219,452 | 63.1 |
| Government/government corporation | 34,530 | 9.9 |
| Employed in family-operated farm or business | 10,296 | 3.0 |
| Own account workers | 42,344 | 12.2 |
| Self-employed | 25,865 | 7.4 |
| Employer | 16,479 | 4.7 |
| Unpaid family worker | 7,186 | 2.1 |
| not indicated | 705 | 0.2 |
| Total | 347,811 | 100 |

- TVET graduate-scholar posted high employment rate at 68.2% (117,550), higher than the national employment rate by 3 percentage points.
- By delivery mode, graduates of the community-based and enterprise-based training registered highest employment rates with 72.2% (94,595) and 72.1% (24,644), respectively.

Table 16. Employment Rate by Type of Programs, by Delivery Mode, Philippines: 2012

| Delivery Mode | Scholarship Program | | Non- Scholarship Program | | All Programs | |
|----------------------|----------------------------|------------------------|---------------------------------|------------------------|---------------------|------------------------|
| | Employed | Employment Rate | Employed | Employment Rate | Employed | Employment Rate |
| Institution-based | 92,616 | 67.3 | 135,956 | 59.1 | 228,572 | 62.1 |
| Enterprise-based | 2,368 | 75.1 | 22,276 | 71.8 | 24,644 | 72.1 |
| Community-based | 22,567 | 71.2 | 72,029 | 72.9 | 94,595 | 72.5 |
| Total | 117,550 | 68.2 | 230,261 | 64.0 | 347,811 | 65.3 |

- Employment rate of TWSP graduates is higher than the national employment rate. Moreover, the employment rate of TWSP TVET graduates is higher than the PESFA graduates by 8 percentage points with 68.5% and 60.0%, respectively.

Table 17. Employment Rate By Type of Scholarship Program, Philippines: 2012

| Type of Scholarship | Not in the Labor Force | In the Labor Force | | | | Total Graduate-Scholar |
|----------------------------|-------------------------------|---------------------------|-------------------|-------------|----------------|-------------------------------|
| | | Employed | Unemployed | ER | Total | |
| PESFA | 7,135 | 10,444 | 6,956 | 60.0 | 17,399 | 24,535 |
| TWSP | 35,008 | 69,115 | 31,838 | 68.5 | 100,953 | 135,961 |
| Others | 24,765 | 37,991 | 16,087 | 70.3 | 54,079 | 78,844 |
| Total | 66,908 | 117,550 | 54,882 | 68.2 | 172,432 | 239,339 |

- A small percentage (4.5%) of employed TVET workers are working outside the country. Occupations with high employment overseas include domestic helpers, housekeeping and restaurant service workers, personal care and related workers and metal workers and welders.

Table 18. Employed TVET Graduates By Location of Work, Philippines: 2012

| Location of Work | Number | % Share |
|--|----------------|------------|
| Within the province | 262,549 | 75.5 |
| Outside the province but within the region | 34,365 | 9.9 |
| Outside the region | 30,311 | 8.7 |
| Outside the country | 15,605 | 4.5 |
| Not indicated | 4,983 | 1.4 |
| Total | 347,811 | 100 |

- Over the years, skills utilization remains high. Majority or 56.1% of the employed graduates indicated that skills/competencies they acquired were very useful or has some use to their present job.

Table 19. Skills Utilization Rate of TVET Graduates: Philippines: 2012

| | Number | % Share |
|---------------|----------------|------------|
| Very useful | 195,269 | 56.1 |
| Some use | 72,076 | 20.7 |
| No use at all | 75,069 | 21.6 |
| not indicated | 5,397 | 1.6 |
| Total | 347,811 | 100 |

D. Conclusion

Performance of TVET in terms of certification and employment shows improvement over the years. These indicators address the issue of quality of the current TVET provisions and policy interventions for the sector. The increasing demands in developing skilled workers in order to address and meet the requirements of the industry requires more purposive, labor market and industry-driven TVET programs. TESDA, as the lead agency in TVET, has to address specific areas of concern to further improve the productivity and employability of TVET graduates.

Overall, improvement of employment rate was noted. From 62.0% ER in 2012 IES, it increased to 65.3%. Moreover, the employment rate of TWSP employed graduates was higher at 68.5% or 3 percentage higher. However, continuous reforms have to be instituted towards improving the TWSP implementation.

The enterprise-based training modality has consistently yielded higher employment rate than the institution-based and community-based training. The 2011 and the 2012 IES generated employment rate for graduates of enterprise-based training with 83.1% and 68.7%, respectively. The 2013 IES registered employment rate of 72.1% in the enterprise-based training modality. However, participating companies and the number of graduates of enterprise-based training are not increasing. The percentage of graduates in enterprise-based training as indicated in the IES are as follows:

- 2008 IES = 5.6%
- 2011 IES = 1.0%
- 2012 IES = 6.5%
- 2013 IES = 5.4%

More efforts and purposive policy interventions should be provided by TESDA to strengthen the enterprise-based training to increase the companies participation on the delivery of training program. The Reformed Apprenticeship Bill which is aimed at instituting reforms in the apprenticeship program has to ensure that provisions will increase the participation of the enterprises in the enterprise-based training and sustain the quality of training delivery, thereby further improve the employability of graduates.

Continuous financial support in competency assessment program would help the 12% TVET graduates aspiring to have the national certificate.

Migration of NTR to WTR has to be monitored given that graduates of NTR programs are still remarkable.

Annex

**2010 IMPACT EVALUATION STUDY
(IES) OF TVET PROGRAMS
(HIGHLIGHTS)**

2010 TVET GRADUATES

1. Profile of 2010 TVET Graduates

- A total of 542, 823 TVET graduates in 2010 were covered by the study.
- NCR and Region III posted highest TVET graduate at 111,024 (20.5%) and 74,174 (10.6%), respectively.
- TVET graduates of institution-based mode of delivery comprised the majority of TVET graduate at 363,842 (67.0%).
- Graduates of enterprise-based training program remain the lowest among the 3 delivery modes at 36,700 (6.8%).

Table 1. TVET Graduate By Region and By Delivery Mode, Philippines: 2010

| Region | Delivery Mode | | | | | | Total |
|--------------|-----------------|-------------|------------------|------------|-------------------|-------------|----------------|
| | Community-based | % | Enterprise-based | % | Institution-based | % | |
| NCR | 13,481 | 12.1 | 5,147 | 4.6 | 92,396 | 83.2 | 111,024 |
| CAR | 6,709 | 34.5 | 1,007 | 5.2 | 11,723 | 60.3 | 19,439 |
| I | 3,736 | 11.8 | 1,703 | 5.4 | 26,127 | 82.8 | 31,565 |
| II | 3,715 | 19.6 | 621 | 3.3 | 14,578 | 77.1 | 18,914 |
| III | 29,028 | 39.1 | 3,654 | 4.9 | 41,492 | 55.9 | 74,174 |
| IV-A | 22,583 | 39.3 | 3,458 | 6.0 | 31,386 | 54.7 | 57,426 |
| IV-B | 4,214 | 30.7 | 23 | 0.2 | 9,505 | 69.2 | 13,742 |
| V | 1,259 | 5.6 | 30 | 0.1 | 21,253 | 94.3 | 22,542 |
| VI | 4,972 | 25.1 | 797 | 4.0 | 14,073 | 70.9 | 19,842 |
| VII | 11,463 | 24.2 | 9,166 | 19.3 | 26,739 | 56.4 | 47,368 |
| VIII | 879 | 29.0 | 88 | 2.9 | 2,066 | 68.1 | 3,033 |
| IX | 6,600 | 20.5 | 4,143 | 12.9 | 21,500 | 66.7 | 32,243 |
| X | 15,781 | 54.4 | 1,798 | 6.2 | 11,437 | 39.4 | 29,016 |
| XI | 4,712 | 23.2 | 1,412 | 6.9 | 14,220 | 69.9 | 20,343 |
| XII | 2,650 | 12.1 | 3,082 | 14.1 | 16,115 | 73.8 | 21,847 |
| Caraga | 3,292 | 29.5 | 573 | 5.1 | 7,289 | 65.3 | 11,154 |
| ARMM | 7,207 | 78.8 | | | 1,944 | 21.2 | 9,151 |
| Total | 142,282 | 26.2 | 36,700 | 6.8 | 363,842 | 67.0 | 542,823 |

- More than 50% (319,227 or 58.8%) of TVET graduates were product of TVET private providers.
- The TTIs produced 80,136 (14.8%) TVET graduates.

Table 2. TVET Graduates by Region and By Type of TVET Providers, Philippines: 2010

| Region | Type of Provider | | | | | | | | Total |
|--------------|------------------|-------------|----------------|-------------|---------------|-------------|---------------|------------|----------------|
| | Private | % | Other Public | % | TTI | % | Not Indicated | % | |
| NCR | 97,404 | 87.7 | 11,862 | 10.7 | 1,708 | 1.5 | 51 | 0.05 | 111,024 |
| CAR | 7,893 | 40.6 | 7,537 | 38.8 | 4,010 | 20.6 | | | 19,439 |
| I | 16,502 | 52.3 | 5,902 | 18.7 | 9,107 | 28.9 | 54 | 0.2 | 31,565 |
| II | 6,863 | 36.3 | 3,262 | 17.2 | 8,683 | 45.9 | 107 | 0.6 | 18,914 |
| III | 32,474 | 43.8 | 35,393 | 47.7 | 6,206 | 8.4 | 100 | 0.1 | 74,174 |
| IV-A | 37,009 | 64.4 | 17,231 | 30.0 | 3,110 | 5.4 | 76 | 0.1 | 57,426 |
| IV-B | 9,228 | 67.1 | 3,545 | 25.8 | 970 | 7.1 | | | 13,742 |
| V | 7,617 | 33.8 | 3,086 | 13.7 | 11,839 | 52.5 | | | 22,542 |
| VI | 12,224 | 61.6 | 3,438 | 17.3 | 4,180 | 21.1 | | | 19,842 |
| VII | 26,815 | 56.6 | 12,063 | 25.5 | 8,443 | 17.8 | 46 | 0.1 | 47,368 |
| VIII | 88 | 2.9 | 1,758 | 58.0 | 1,187 | 39.1 | | | 3,033 |
| IX | 21,307 | 66.1 | 6,229 | 19.3 | 4,662 | 14.5 | 45 | 0.1 | 32,243 |
| X | 8,471 | 29.2 | 14,056 | 48.4 | 6,392 | 22.0 | 97 | 0.3 | 29,016 |
| XI | 12,038 | 59.2 | 4,649 | 22.9 | 3,630 | 17.8 | 26 | 0.1 | 20,343 |
| XII | 17,114 | 78.3 | 2,621 | 12.0 | 1,636 | 7.5 | 476 | 2.2 | 21,847 |
| Caraga | 4,627 | 41.5 | 3,295 | 29.5 | 3,207 | 28.8 | 25 | 0.2 | 11,154 |
| ARMM | 1,554 | 17.0 | 6,319 | 69.1 | 1,166 | 12.7 | 112 | 1.2 | 9,151 |
| Total | 319,227 | 58.8 | 142,246 | 26.2 | 80,136 | 14.8 | 1,215 | 0.2 | 542,823 |

- Male TVET graduates are always higher than their female counterparts.

Table 3. TVET Graduates By Sex, Philippines: 2010

| Sex | Number | % |
|--------------|----------------|------------|
| Female | 269,420 | 49.6 |
| Male | 273,403 | 50.4 |
| Total | 542,823 | 100 |

- Sixty-two percent (61.9% or 336,194) were graduates of WTR programs while NTR programs reached 20.1% (109,203).

Table 4. TVET Graduates by Region By Type of Registered Programs, Philippines: 2010

| Region | WTR | % | NTR | % | Not Registered | % | Not indicated | % | Total |
|--------------|----------------|-------------|----------------|-------------|----------------|-------------|---------------|------------|----------------|
| NCR | 76,074 | 68.5 | 29,431 | 26.5 | 4,502 | 4.1 | 1,018 | 0.9 | 111,024 |
| CAR | 10,079 | 51.8 | 3,423 | 17.6 | 5,679 | 29.2 | 259 | 1.3 | 19,439 |
| I | 27,726 | 87.8 | 3,173 | 10.1 | 392 | 1.2 | 273 | 0.9 | 31,565 |
| II | 13,805 | 73.0 | 3,753 | 19.8 | 805 | 4.3 | 551 | 2.9 | 18,914 |
| III | 31,832 | 42.9 | 20,758 | 28.0 | 19,875 | 26.8 | 1,709 | 2.3 | 74,174 |
| IV-A | 27,397 | 47.7 | 7,665 | 13.3 | 21,622 | 37.7 | 742 | 1.3 | 57,426 |
| IV-B | 10,039 | 73.1 | 686 | 5.0 | 2,753 | 20.0 | 264 | 1.9 | 13,742 |
| V | 21,473 | 95.3 | 498 | 2.2 | 190 | 0.8 | 381 | 1.7 | 22,542 |
| VI | 12,789 | 64.5 | 3,321 | 16.7 | 3,548 | 17.9 | 184 | 0.9 | 19,842 |
| VII | 30,384 | 64.1 | 12,120 | 25.6 | 4,724 | 10.0 | 139 | 0.3 | 47,368 |
| VIII | 2,374 | 78.3 | 396 | 13.0 | 264 | 8.7 | | | 3,033 |
| IX | 19,704 | 61.1 | 8,717 | 27.0 | 2,364 | 7.3 | 1,458 | 4.5 | 32,243 |
| X | 10,539 | 36.3 | 4,373 | 15.1 | 11,908 | 41.0 | 2,196 | 7.6 | 29,016 |
| XI | 14,948 | 73.5 | 1,568 | 7.7 | 3,806 | 18.7 | 21 | 0.1 | 20,343 |
| XII | 18,006 | 82.4 | 422 | 1.9 | 2,393 | 11.0 | 1,026 | 4.7 | 21,847 |
| Caraga | 6,320 | 56.7 | 2,746 | 24.6 | 2,088 | 18.7 | | | 11,154 |
| ARMM | 2,703 | 29.5 | 6,154 | 67.3 | 169 | 1.9 | 124 | 1.4 | 9,151 |
| Total | 336,194 | 61.9 | 109,203 | 20.1 | 87,080 | 16.0 | 10,346 | 1.9 | 542,823 |

2. Competency Assessment and Certification of 2010 TVET Graduates

- Out of 229,744 who took the competency assessment, a total of 206,063 passed the assessment. This represents 89.7% certification rate.

Table 5. Competency Assessment Results of TVET Graduates, Philippines: 2010

| Region | Took Assessment | Competency Assessment Results | | | Certification Rate |
|--------------|-----------------|-------------------------------|---------------|------------|--------------------|
| | | Passed | Failed | No Answer | |
| NCR | 43,125 | 41,122 | 2,003 | | 95.4 |
| CAR | 6,494 | 5,705 | 788 | | 87.9 |
| I | 21,666 | 20,304 | 1,362 | | 93.7 |
| II | 11,082 | 10,805 | 277 | | 97.5 |
| III | 17,966 | 16,279 | 1,637 | 50 | 90.6 |
| IV-A | 19,191 | 14,705 | 4,333 | 153 | 76.6 |
| IV-B | 8,738 | 6,639 | 1,856 | 244 | 76.0 |
| V | 16,287 | 14,446 | 1,788 | 53 | 88.7 |
| VI | 11,078 | 8,871 | 2,207 | | 80.1 |
| VII | 23,852 | 21,342 | 2,362 | 148 | 89.5 |
| VIII | 1,319 | 1,319 | | | 100 |
| IX | 13,555 | 12,375 | 1,180 | | 91.3 |
| X | 7,601 | 7,247 | 354 | | 95.3 |
| XI | 9,892 | 8,786 | 1,107 | | 88.8 |
| XII | 11,139 | 10,605 | 534 | | 95.2 |
| Caraga | 5,046 | 4,148 | 888 | 10 | 82.2 |
| ARMM | 1,713 | 1,365 | 330 | 18 | 79.7 |
| Total | 229,744 | 206,063 | 23,006 | 674 | 89.7 |

3. Labor Force Participation and Employment of 2010 TVET Graduates

- The labor force participation rate (LFPR) of 2010 TVET graduates was 73.5% (399,055). This was the highest LFPR compared with the LFPRs in the previous IES.
- The employment rate was recorded at 65.9% (263,119).
- Region IV-B exhibited highest employment rate with 81.4% followed by Region II with 76.6%.

Table 6. Employment Rate of TVET Graduates By Region, Philippines: 2010

| Region | Not in the Labor Force | Labor Force | | | |
|--------|------------------------|-------------|----------|--------|------|
| | | Unemployed | Employed | Total | ER |
| NCR | 23,636 | 34,282 | 53,106 | 87,388 | 60.8 |
| CAR | 8,062 | 4,163 | 7,214 | 11,377 | 63.4 |
| I | 8,907 | 6,467 | 16,191 | 22,658 | 71.5 |
| II | 5,378 | 3,173 | 10,364 | 13,536 | 76.6 |

| Region | Not in the Labor Force | Labor Force | | | |
|--------------|------------------------|----------------|----------------|----------------|-------------|
| | | Unemployed | Employed | Total | ER |
| III | 22,320 | 20,238 | 31,616 | 51,854 | 61.0 |
| IV-A | 16,968 | 15,220 | 25,238 | 40,458 | 62.4 |
| IV-B | 4,344 | 1,749 | 7,650 | 9,398 | 81.4 |
| V | 7,938 | 4,713 | 9,890 | 14,604 | 67.7 |
| VI | 4,350 | 3,585 | 11,907 | 15,492 | 76.9 |
| VII | 11,563 | 8,715 | 27,090 | 35,805 | 75.7 |
| VIII | 1,363 | 440 | 1,231 | 1,670 | 73.7 |
| IX | 5,245 | 8,610 | 18,388 | 26,998 | 68.1 |
| X | 8,948 | 7,000 | 13,068 | 20,068 | 65.1 |
| XI | 4,942 | 6,348 | 9,052 | 15,401 | 58.8 |
| XII | 4,327 | 4,910 | 12,610 | 17,520 | 72.0 |
| Caraga | 2,431 | 2,091 | 6,632 | 8,723 | 76.0 |
| ARMM | 3,045 | 4,233 | 1,873 | 6,106 | 30.7 |
| Total | 143,768 | 135,936 | 263,119 | 399,055 | 65.9 |

- By delivery mode of training, graduates of enterprise-based training registered highest employment rate at 69.7%.

Table 7. Employment Rate of TVET Graduates By Delivery Mode of Training, Philippines: 2010

| Delivery Mode | Not in the Labor Force | Labor Force | | | |
|-------------------|------------------------|----------------|----------------|----------------|-------------|
| | | Unemployed | Employed | Total | ER |
| Institution-based | 94,104 | 93,462 | 176,276 | 269,738 | 65.4 |
| Enterprise-based | 4,993 | 9,616 | 22,091 | 31,707 | 69.7 |
| Community-based | 44,672 | 32,858 | 64,752 | 97,610 | 66.3 |
| Total | 143,768 | 135,936 | 263,119 | 399,055 | 65.9 |

- Labor force participation rate of male TVET graduates were by 10 percentage points higher than with their female counterparts at 78.6% and 68.4%, respectively.
- Employment rate of male TVET graduates were slightly higher than their female counterparts with 66.9% and 64.8%, respectively.

Table 8. Employment Rate of TVET Graduates By Sex, Philippines: 2010

| Sex | Not in the Labor Force | Labor Force | | | |
|--------------|------------------------|----------------|----------------|----------------|-------------|
| | | Unemployed | Employed | Total | ER |
| Female | 85,154 | 64,876 | 119,390 | 184,266 | 64.8 |
| Male | 58,615 | 71,060 | 143,729 | 214,789 | 66.9 |
| Total | 143,768 | 135,936 | 263,119 | 399,055 | 65.9 |

- Graduates of TWSP registered higher employment rate than graduates of PESFA program with 68.4% and 64.7%, respectively.

Table 9. Employment Rate By Type of Scholarship Program, Philippines: 2010

| Scholarship Program | Not in the Labor Force | In the Labor Force | | | | Total TVET Graduate-Scholar |
|---------------------|------------------------|--------------------|---------------|-------------|---------------|-----------------------------|
| | | Employed | Unemployed | ER | Total | |
| PESFA | 4,070 | 7,638 | 4,176 | 64.7 | 11,814 | 15,884 |
| TWSP | 9,300 | 17,509 | 8,078 | 68.4 | 25,587 | 34,887 |
| Others | 12,645 | 27,190 | 11,667 | 70.0 | 38,858 | 51,502 |
| Total | 26,015 | 52,337 | 23,921 | 68.6 | 76,258 | 102,273 |