



# 2014

## STUDY ON THE EMPLOYABILITY OF TVET GRADUATES

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# Table of Contents

I. Background	1
II. Highlights of the Results	
1. Profile of 2013 TVET Graduates	3
2. Competency Assessment and Certification of TVET Graduates	7
3. Labor Force Participation of TVET Graduates	9
3.1 Length of Job Search	12
4. Employment of TVET Graduates	12
4.1 Employment of Certified TVET Graduates	18
4.2 Employment of Graduates of Scholarship Programs	19
4.3 Employment of TVET Graduates of TESDA Technology Institutions	21
4.4 Skills Utilization and Employment Facilitation	22
III. Conclusions and Recommendations	24



## I. BACKGROUND

TESDA, the lead government agency in Technical Vocational and Education and Training (TVET) in the country, is mandated to provide relevant, accessible, high quality and efficient technical vocational education and skills trainings in support of the development of high quality Filipino middle level manpower responsive to and in accordance with the Philippine development goals and priorities as embodied in Section 2 of the TESDA Act of 1994. In pursuit of its mandate, TESDA enables the Filipino skilled workforce more employable, productive and flexible to the changing requirements of industry and the labor markets, both domestic and overseas.

Government wants nothing more than for unemployment rate to go down. In 2013, the annual employment rate was 92.7%; in October 2014, it reached 94.0%; and, in January 2015, preliminary results from the Labor Force Survey (LFS) show 93.4%.

This encouraging scenario and the rising demands of the competitive labor market raised several TVET issues and concerns. Are the graduates provided with quality education and training in preparation for their employment? Do the graduates possess the skills and competencies that the employers require? Are the program interventions and other support initiatives able to enhance the employability of the graduates?

TESDA has institutionalized the conduct of study on the employability of TVET graduates to regularly monitor and assess the efficiency and effectiveness of TVET provision based on the employment outcomes of its graduates. The study also serves as feedback mechanism on the status of implementation of major TVET policies and programs such as program registration, competency assessment and certification, and scholarships.

The 2014 Study on the Employability of TVET Graduates covered 2013 TVET graduates in all training delivery modes namely: institution-based, enterprise-based and community-based.

Generally, the study aims to assess the relevance and effectiveness of TVET Programs. It intends to generate national and regional data and information on the employability of TVET graduates and employment-related indicators. 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 Authority.

Specifically, the study aims to generate national data/information in order to:

- Estimate the employment rates and skills utilization of the TVET graduates
- Estimate the length of job search in finding employment
- Identify employment facility availed in finding employment
- Analyze types of employment and TVET qualifications that have better chances of employment for the graduates
- Determine income levels of employed graduates
- Identify the incentives given by the employers to the employed certified graduates
- Identify reasons for unemployment and for not joining the labor force

The list of 2013 TVET graduates of regular and scholarship programs from MIS 03-02 submitted by the Regional/Provincial Offices to the Central Office served as the sampling frame from where the sample respondents were selected.

Stratified random sampling was adopted in this 2014 study, with the regions as the identified strata. Systematic random sampling was applied in the selection of sample respondents per stratum. A confidence level of 95% and 0.05 margin of error were adopted in determining the sample size. Clearance and approval from the Philippine Statistical Authority (PSA) was obtained before the conduct of survey.

A total of 15,709 TVET graduates were surveyed out of the total of 1,006,983 TVET graduates in 2013. The graduates of TWSP and TTIs are integral part of the study.

The survey was done through personal interviews of the sampled graduates or key informants using structured questionnaire.

## II. HIGHLIGHTS OF THE RESULTS

### 1. Profile of 2013 TVET Graduates

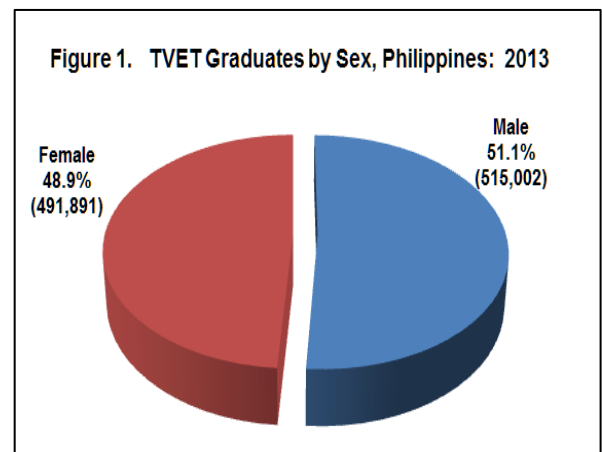
- A total of 1,006,983 TVET graduates in 2013 were covered by the study.
- NCR posted the highest number of TVET graduates with 194,555 (19.3%); followed by Region IV-A and Region III, with 166,530 (16.5%) and 128,645 (12.8%), respectively. These three regions comprised 48.6% (489,730) of the total graduates.
- CARAGA and ARMM had the lowest percentage share with 1.1% each (**Table 1**).

**Table 1. TVET Graduates by Region, Philippines: 2013**

Region	Female	Male	Total	% Share
NCR	111,332	83,223	194,555	19.3
CAR	15,710	15,664	31,374	3.1
Region 1	31,230	40,500	71,730	7.1
Region 2	5,671	7,375	13,046	1.3
Region 3	66,091	62,554	128,645	12.8
Region 4A	81,707	84,823	166,530	16.5
Region 4B	12,765	15,557	28,322	2.8
Region 5	12,672	19,480	32,152	3.2
Region 6	13,144	8,584	21,728	2.2
Region 7	33,651	47,051	80,702	8.0
Region 8	12,832	15,180	28,012	2.8
Region 9	23,076	23,552	46,628	4.6
Region 10	22,296	28,824	51,120	5.1
Region 11	27,448	29,485	56,933	5.7
Region 12	12,453	20,248	32,701	3.2
CARAGA	4,794	6,569	11,363	1.1
ARMM	5,110	6,332	11,442	1.1
<b>Total</b>	<b>491,981</b>	<b>515,002</b>	<b>1,006,983</b>	<b>100</b>

*Note: Numbers and totals do not add up due to rounding.*

- Male TVET graduates accounted for 51.1% (515,002) while their female counterparts composed 48.9% (491,891) (**Figure 1**).
- The institution-based mode of training delivery consistently produced the majority of TVET graduates at 64.9% (653,358). Across all regions, only Region VI had the community-based mode of delivery outnumbering the institution-based with 16,410 (75.5%) and 4,394 (20.2%), respectively.



- Graduates of enterprise-based training programs remained the lowest among the three delivery modes, estimated at 50,903 (5.1%). Given the demographic and the economic situation of ARMM, no graduates from enterprise-based training program were noted. (Table 2)

**Table 2. TVET Graduates By Region, By Delivery Mode of Training, Philippines: 2013**

Region	Delivery Mode of Training						Total
	Institution-based	%	Enterprise-based	%	Community-based	%	
NCR	130,727	67.2	3,776	1.9	60,052	30.9	194,555
CAR	20,252	64.5	1,167	3.7	9,955	31.7	31,374
Region 1	46,818	65.3	4,177	5.8	20,735	28.9	71,730
Region 2	8,198	62.8	778	6.0	4,070	31.2	13,046
Region 3	99,357	77.2	8,429	6.6	20,859	16.2	128,645
Region 4A	100,392	60.3	17,047	10.2	49,091	29.5	166,530
Region 4B	18,417	65.0	28	0.1	9,876	34.9	28,322
Region 5	25,452	79.2	276	0.9	6,424	20.0	32,152
Region 6	4,394	20.2	924	4.3	16,410	75.5	21,728
Region 7	54,550	67.6	5,616	7.0	20,536	25.4	80,702
Region 8	22,455	80.2	638	2.3	4,918	17.6	28,012
Region 9	21,424	45.9	5,755	12.3	19,449	41.7	46,628
Region 10	29,425	57.6	1,511	3.0	20,184	39.5	51,120
Region 11	37,457	65.8	669	1.2	18,807	33.0	56,933
Region 12	21,380	65.4	86	0.3	11,234	34.4	32,701
CARAGA	6,497	57.2	25	0.2	4,842	42.6	11,363
ARMM	6,163	53.9			5,279	46.1	11,442
<b>Total</b>	<b>653,358</b>	<b>64.9</b>	<b>50,903</b>	<b>5.1</b>	<b>302,722</b>	<b>30.1</b>	<b>1,006,983</b>

- Out of the 296,298 graduates of scholarship programs, 52% (154,126) were TWSP beneficiaries. This is expected since more budget was allocated for TWSP.
- Eight percent (8% or 24,726) were PESFA scholars and the remaining 40% (117,446) were products of other scholarship programs. Other scholarship programs include, Cash for Training Program (C4TP), PDAF, LGUs scholarships, among others.
- Male graduates of scholarships comprised 53.8% (159,523) (Table 3).

**Table 3. TVET Graduates, By Type of Scholarship, By Sex, Philippines: 2013**

Type of Scholarship	Female	%	Male	%	Total
TWSP	70,687	45.9	83,439	54.1	154,126
PESFA	12,046	48.7	12,680	51.3	24,726
Others	54,042	46.0	63,404	54.0	117,446
<b>Total</b>	<b>136,776</b>	<b>46.2</b>	<b>159,523</b>	<b>53.8</b>	<b>296,298</b>

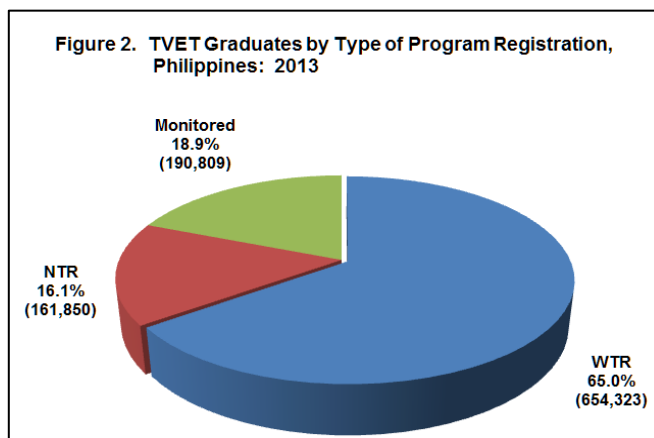


- Consistent with the previous studies, most of the 2013 TVET graduates were high school graduates (554,946 or 55%) and belong to the 15-24 age bracket (592,855 or 58.9%).
- A sizable number of TVET graduates were college undergraduates and college graduates and beyond with 13.8% and 16%, respectively.
- There were few TVET graduates who were 14 years old and below (3,422 or 0.3%). These graduates were not yet part of the labor force.
- Females (with college degree) who took TVET programs outnumbered their male counterparts (**Table 4**).

**Table 4. TVET Graduates, by Sex, by Educational Attainment, by Age Group, Philippines: 2013**

Indicator	Female	%	Male	%	Total	%
<b>Highest Grade Completed</b>						
College Graduate and beyond	79,943	16.2	59,138	11.5	139,082	13.8
College Undergraduate	81,883	16.6	79,545	15.4	161,429	16.0
Tech-Voc graduate	14,842	3.0	20,521	4.0	35,363	3.5
Tech-Voc undergraduate	8,569	1.7	11,691	2.3	20,259	2.0
High school graduate	254,107	51.6	300,839	58.4	554,946	55.1
High school undergraduate	37,036	7.5	31,317	6.1	68,354	6.8
Elementary graduate	10,831	2.2	7,875	1.5	18,706	1.9
Elementary undergraduate	4,438	0.9	3,988	0.8	8,426	0.8
No grade completed	331	0.1	87	0.02	418	0.04
<b>Total</b>	<b>491,981</b>	<b>100.0</b>	<b>515,002</b>	<b>100</b>	<b>1,006,983</b>	<b>100</b>
<b>Age Group</b>						
15 - 24	268,953	54.7	323,902	62.9	592,855	58.9
25 - 34	112,224	22.8	116,736	22.7	228,960	22.7
35 - 44	59,469	12.1	45,043	8.7	104,512	10.4
45 - 54	30,734	6.2	18,503	3.6	49,237	4.9
55 - 64	14,774	3.0	7,444	1.4	22,218	2.2
65 and above	3,739	0.8	2,041	0.4	5,780	0.6
Not indicated	2,088	0.4	1,334	0.3	3,422	0.3
<b>Total</b>	<b>491,981</b>	<b>100</b>	<b>515,002</b>	<b>100</b>	<b>1,006,983</b>	<b>100</b>

- Figure 2 shows that graduates of WTR programs accounted for 65% (654,323) while 16.1% (161,850) were graduates of NTR programs. The remaining 18.9% (190,809) were graduates of non-registered but monitored programs implemented by other government agencies and non-government organizations (NGOs).



- Graduates under the tourism sector comprised the largest share of 23.4% (235,994) of the total.
- They were followed by those from the sectors of health, social and other community development services, electronics, and information and communication technology with the same percentage distribution of 12% each (**Table 5**).

**Table 5. TVET Graduates by Sector, Philippines: 2013**

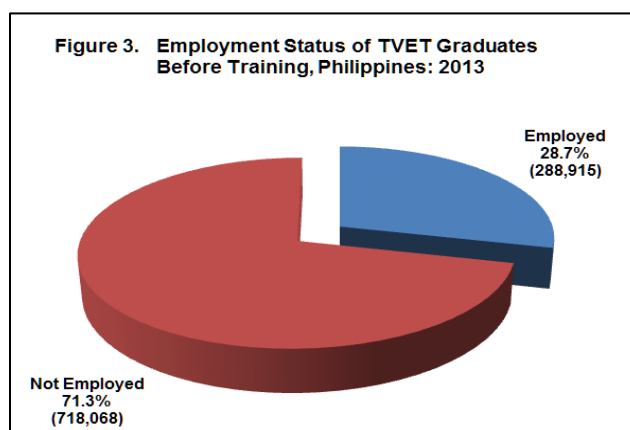
<b>Sector</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>	<b>% Distribution</b>
Agriculture and Fishery	15,448	18,187	33,634	3.3
Automotive and Land Transportation	9,012	71,654	80,666	8.0
Construction	6,159	63,405	69,564	6.9
Decorative Crafts	5,362	431	5,793	0.6
Electronics	52,066	68,815	120,881	12.0
Entrepreneurship	12,870	11,095	23,965	2.4
Footwear	129	117	247	0.04
Furniture And Fixtures	264	189	453	0.02
Garments	15,418	3,622	19,039	1.9
Health, Social and Other Community Development Services	95,994	26,535	122,529	12.2
Heating, Ventilation, Air conditioning and Refrigeration (HVAC)	425	7,476	7,902	0.8
Information and Communication Technology	66,950	53,743	120,693	12.0
Language	7,677	8,237	15,914	1.6
Livelihood	24,381	6,836	31,217	3.1
Maritime	231	4,656	4,887	0.5
Metals and Engineering	4,860	62,003	66,863	6.6
Processed Food and Beverages	22,764	9,505	32,269	3.2
Tourism	146,250	89,744	235,994	23.4
TVET	3,013	6,014	9,027	0.9
Visual Arts		405	405	0.04
Wholesale and Retail Trading	2,708	2,334	5,041	0.5
<b>Total</b>	<b>491,981</b>	<b>515,002</b>	<b>1,006,983</b>	<b>100</b>

- More than half (53.9% or 542,527) of the total graduates indicated employment/getting a job as their reason for taking up TVET programs. 29.7% (299,074) mentioned skills upgrading/enhancement while only 0.1% (528) wanted to increase their income. (**Table 6**).

**Table 6. Reasons of the TVET Graduates for Taking up TVET Programs, Philippines: 2013**

Reasons for Taking up the Program	TVET Graduates			% Share
	Female	Male	Total	
For employment/to get job	243,977	298,550	542,527	53.9
For promotion/ Increase in income	31,246	19,509	50,755	5.0
For skills upgrading/enhancement	152,019	147,055	299,074	29.7
Nothing to do	4,772	3,190	7,962	0.8
Personal use/interest/hobby	40,859	29,210	70,070	7.0
To increase income	528		528	0.1
TVET qualification is popular	11,610	10,539	22,149	2.2
Others	6,970	6,947	13,917	1.4
<b>Total</b>	<b>491,981</b>	<b>515,002</b>	<b>1,006,983</b>	<b>100</b>

- Majority of the TVET graduates (71%) were not employed before training (**Figure 3**) and did not take the YP4SC (**Table 7**). This implies that TESDA has to review or make an assessment on the use and merits of YP4SC.



**Table 7. Youth Profiling for Starring Careers (YP4SC), Philippines: 2013**

Type of Scholarship	Took YP4SC			Did not Take YP4SC			Total Graduates
	Female	Male	Total	Female	Male	Total	
TWSP	37,275	47,169	84,444	33,412	36,270	69,682	154,126
PESFA	7,022	9,302	16,323	5,025	3,378	8,403	24,726
Other Scholarship Program	20,665	30,786	51,451	33,377	32,618	65,996	117,446
Non-Scholars	108,686	125,148	233,834	246,519	230,331	476,850	710,685
<b>Total</b>	<b>173,648</b>	<b>212,404</b>	<b>386,052</b>	<b>318,333</b>	<b>302,597</b>	<b>620,931</b>	<b>1,006,983</b>

## 2. Competency Assessment and Certification of TVET Graduates

- As reflected in **Figure 2** on TVET Graduates by Type of Program Registration, graduates of WTR programs accounted for 65% (654,323). They are required to undergo the competency assessment.
- However, despite the mandatory assessment policy of TESDA, 27.5% (or 173,965) of the TVET graduates of WTR programs did not take the competency assessment.

- The top 3 reasons cited by the respondents for not taking competency assessment were: No money/financial constraints (18.3% or 32,877) followed by no time/working/schooling/abroad (18.1% or 32,499) and non-availability of assessment tools/test package (14.4% or 25,961). The first reason indicates that TESDA needs to review the National TVET Competency Assessment and Certification (NATCAC) guidelines and consider those graduates with financial limitations (**Table 8**).

**Table 8. Reasons of TVET Graduates of WTR Programs for Not Taking Competency Assessment, Philippines: 2013**

Reasons	Female	Male	Total	% Share
Assessment tools/test package not available	13,201	12,760	25,961	14.4
Assessment officer/assessor not available	322	440	762	0.4
No assessment officer/assessor in the area	382	1,745	2,127	1.2
Assessment center not available/not accessible	1,265	640	1,906	1.1
No assessment center in the area	885	733	1,618	0.9
Assessment not mandatory	12,367	10,374	22,741	12.6
Skills and knowledge learned not sufficient	4,093	4,656	8,748	4.9
No money/financial constraints	16,162	16,714	32,877	18.3
No time/working/schooling/abroad	15,489	17,010	32,499	18.1
Schedule not known	6,947	6,734	13,682	7.6
Others	6,011	4,877	10,888	6.1
Not indicated	12,267	13,889	26,156	14.5
<b>Total</b>	<b>89,392</b>	<b>90,573</b>	<b>179,965</b>	<b>100</b>

- A total of 474,359 (72.5%) TVET graduates of WTR Programs took the competency assessment with a certification rate of 95.2%.
- Graduates from all the sectors exhibited high certification rates. (**Table 9**)

**Table 9. Certification Rates of TVET Graduates of WTR Programs, By Sector, Philippines: 2013**

Sector	Took Assessment	Result		Certification Rate
		Passed	Failed	
Agriculture and Fishery	7,065	6,548	517	92.7
Automotive and Land Transportation	50,312	47,338	2,974	94.1
Construction	40,627	38,544	2,083	94.9
Electronics	72,541	67,006	5,535	92.4
Garments	7,402	6,866	536	92.8
Health, Social and Other Community Development Services	50,059	47,807	2,252	95.5
Heating, Ventilation, Air Conditioning and Refrigeration (H-VAC)	5,227	5,015	212	96.0
Information and Communication Technology	16,035	14,803	1,232	92.3
Maritime	1,317	1,317		100
Metals and Engineering	53,339	51,419	1,920	96.4

Sector	Took Assessment	Result		Certification Rate
		Passed	Failed	
Processed Food and Beverages	7,446	7,446		100
Tourism	156,493	150,869	5,624	96.4
TVET	6,261	6,165	97	98.5
Visual Arts	131	131		100
Wholesale and Retail Trading	104	104		100
<b>Total</b>	<b>474,359</b>	<b>451,379</b>	<b>22,980</b>	<b>95.2</b>

### 3. Labor Force Participation of TVET Graduates

- The labor force participation rate of 2013 TVET Graduates was 69% (694,335), indicating that 7 out of every 10 TVET graduates have joined the labor force after finishing the training program. This is higher than the national Labor Force Participation Rate (LFPR) of 63.7% of the Labor Force Survey (LFS) as of January 2015.
- By age group, TVET graduates between 25 - 34 and 35 - 44 registered the highest labor force participation rates with 81.5% and 79.5%, respectively.
- Male TVET graduates were more active than their female counterparts with 72.4% and 65.3%, respectively.
- By highest grade completed, TVET graduates with college education registered the highest at 82.7%.
- The high school undergraduates posted the lowest at 43.5%. (**Table 10**)

**Table 10. Labor Force Participation Rate of TVET Graduates, By Sex, By Age Group, By Highest Grade Completed, Philippines: 2013**

Indicator	Not in the Labor Force	In the Labor Force	Total Graduates	Participation Rate
<b>Sex</b>				
Female	170,518	321,463	491,981	65.3
Male	142,131	372,871	515,002	72.4
<b>Total</b>	<b>312,648</b>	<b>694,335</b>	<b>1,006,983</b>	<b>69.0</b>
<b>Age Group</b>				
15 – 24	220,701	372,154	592,855	62.8
25 – 34	42,379	186,580	228,960	81.5
35 – 44	21,428	83,084	104,512	79.5
45 – 54	14,598	34,639	49,237	70.4
55 – 64	7,625	14,592	22,218	65.7
65 and above	2,527	3,253	5,780	56.3
Not indicated	3,390	32	3,422	0.9
<b>Total</b>	<b>312,648</b>	<b>694,335</b>	<b>1,006,983</b>	<b>69.0</b>

Indicator	Not in the Labor Force	In the Labor Force	Total Graduates	Participation Rate
<b>Highest Grade Completed</b>				
College Graduate and beyond	24,044	115,038	139,082	82.7
College Undergraduate	53,503	107,926	161,429	66.9
Tech-Voc graduate	8,465	26,898	35,363	76.1
Tech-Voc undergraduate	5,134	15,126	20,259	74.7
High school graduate	172,318	382,628	554,946	68.9
High school undergraduate	38,589	29,765	68,354	43.5
Elementary graduate	6,580	12,126	18,706	64.8
Elementary undergraduate	3,850	4,576	8,426	54.3
No grade completed	166	252	418	60.2
<b>Total</b>	<b>312,648</b>	<b>694,335</b>	<b>1,006,983</b>	<b>69.0</b>

- In terms of delivery mode, graduates of enterprise-based training programs registered the highest LPFR over those from the two delivery modes. They were more active to join the labor force and look for employment since they were exposed to the actual operations of the industries. (Table 11)

**Table 11. Labor Force Participation Rate of TVET Graduates, by Training Delivery Mode, Philippines: 2013**

Training Delivery Mode	Not in the Labor Force	In the Labor Force	Total Graduates	LFPR
Institution-based	192,242	461,116	653,358	70.6
Enterprise-based	8,578	42,325	50,903	83.1
Community-based	111,828	190,893	302,722	63.1
<b>Total</b>	<b>312,648</b>	<b>694,335</b>	<b>1,006,983</b>	<b>69.0</b>

- Those in Region XI registered the highest labor force participation rate with 78%, followed by Regions VI and III, with 75% and 73.6%, respectively. Those in ARMM posted the lowest at 52.2%. (Table 12).

**Table 12. Labor Force Participation Rate of TVET Graduates, by Region, Philippines: 2013**

Region	Not in the Labor Force	In the Labor Force	Total Graduates	LFPR
NCR	56,591	137,964	194,555	70.9
CAR	11,926	19,448	31,374	62.0
Region 1	22,658	49,072	71,730	68.4
Region 2	3,931	9,115	13,046	69.9
Region 3	33,939	94,706	128,645	73.6
Region 4A	57,262	109,268	166,530	65.6
Region 4B	8,804	19,518	28,322	68.9

Region	Not in the Labor Force	In the Labor Force	Total Graduates	LFPR
Region 5	10,225	21,927	32,152	68.2
Region 6	5,424	16,304	21,728	75.0
Region 7	26,499	54,203	80,702	67.2
Region 8	9,314	18,698	28,012	66.7
Region 9	18,183	28,445	46,628	61.0
Region 10	15,929	35,191	51,120	68.8
Region 11	12,532	44,401	56,933	78.0
Region 12	9,289	23,412	32,701	71.6
CARAGA	4,668	6,695	11,363	58.9
ARMM	5,472	5,970	11,442	52.2
<b>Total</b>	<b>312,648</b>	<b>694,335</b>	<b>1,006,983</b>	<b>69.0</b>

- Out of 333,246 TVET graduates who were not looking for work during the survey, 50% (166,716) were students. Those with household and family duties registered 23% or 76,536 (**Table 13**).
- There were more females (53.5% or 178,188) who did not look for work than their male counterparts (46.5% or 155,058).

**Table 13. Reasons of TVET Graduates for Not Looking for Work, Philippines: 2013**

Reasons	Sex			
	Female	Male	Total	% Distribution
Tired/no work available	5,584	7,919	13,503	4.1
Awaiting results of previous application	9,816	14,027	23,842	7.2
Temporary illness/disability	3,190	3,391	6,582	2.0
Bad weather	486	304	790	0.2
Waiting for rehire/job recall	5,142	6,697	11,839	3.6
Too young/old retired/permanent disability	7,302	7,498	14,800	4.4
Household/family duties	54,900	21,635	76,536	23.0
Schooling	80,641	86,075	166,716	50.0
Others	6,802	3,865	10,668	3.2
Not indicated	4,324	3,647	7,971	2.4
<b>Total</b>	<b>178,188</b>	<b>155,058</b>	<b>333,246</b>	<b>100</b>

### 3.1 Length of Job Search

- Majority of the TVET graduates (42.7.4% or 124,533) found their first job between 1-3 months after they finished the training program. More than twenty-two percent (22.7%) found jobs in less than a month while 13.2% found employment after 3 to 6 months of job search. Only 10.6% had a job search of more than 6 months (**Table 14**).

**Table 14. Length of Job Search after the Training, Philippines: 2013**

Length of Job Search	Employed TVET Graduates			% Share
	Female	Male	Total	
Less than 1 Month	31,793	34,516	66,309	22.7
1 - 3 Months	57,150	67,383	124,533	42.7
4 - 6 Months	16,561	21,859	38,419	13.2
More than 6 months	14,569	16,472	31,041	10.6
Not indicated	16,013	15,285	31,298	10.7
<b>Total</b>	<b>136,086</b>	<b>155,514</b>	<b>291,600</b>	<b>100</b>

### 4. Employment of TVET Graduates at Time of Survey

- The employment rate for the 2013 TVET graduates during the survey was estimated at 65.4%.
- Table 15** provides comparison of the employment rates over the 5-year period. No significant increase was registered from 2010, 2012 and 2013 TVET graduates. It should be noted that the 2010 TVET graduates were surveyed only in 2013, which gave them longer lead time in searching for jobs; thus, they had higher employment rate compared to the 2012 and 2013 graduates.

**Table 15. Employment Rate of TVET Graduates from 2008-2014 Studies, Philippines: 2013**

Year of Study	Coverage	ER
2008	2006 TVET Graduates	<b>55.1</b>
2011	2009 TVET Graduates	<b>60.9</b>
2012	2011 TVET Graduates	<b>62.0</b>
2013	2010 TVET Graduates	<b>65.9</b>
	2012 TVET Graduates	<b>65.3</b>
2014	2013 TVET Graduates	<b>65.4</b>

- Those in Region II posted the highest employment rate of 85.3%, followed by those in Region 6, with 79.7%.
- Consistent with previous studies, ARMM again registered the lowest employment rate of 31.8%. This can be attributed to the peace and order situation and lack of employment opportunities in the region.

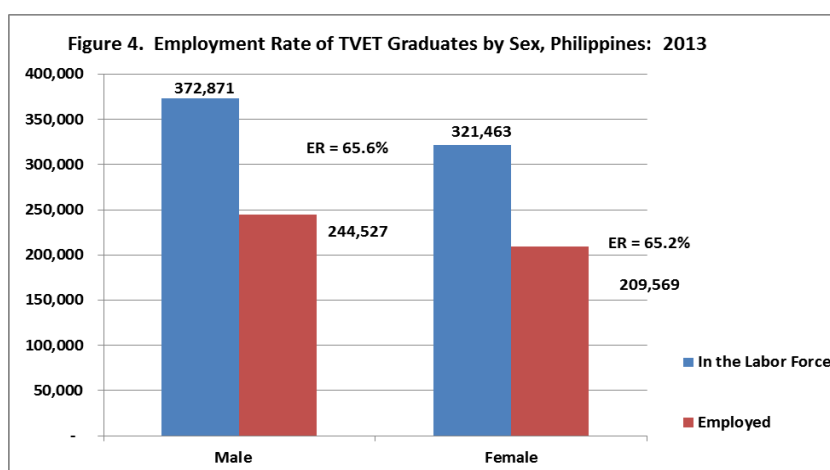


- Of the total employed graduates, 98,245 (21.6%) came from NCR; 67,455 (14.9%), from Region IV-A; and, 61,635 (13.6%), from Region III. These are the locations of many business enterprises in the country (**Table 16**).

**Table 16. Employment Rate of TVET Graduates, By Region, Philippines: 2013**

Region	Not in the Labor Force	In the Labor Force			Total TVET Graduates	ER
		Not Employed	Employed	Total		
NCR	56,591	39,719	98,245	137,964	194,555	71.2
CAR	11,926	5,527	13,921	19,448	31,374	71.6
Region 1	22,658	13,466	35,607	49,072	71,730	72.6
Region 2	3,931	1,343	7,772	9,115	13,046	85.3
Region 3	33,939	33,071	61,635	94,706	128,645	65.1
Region 4A	57,262	41,814	67,455	109,268	166,530	61.7
Region 4B	8,804	5,822	13,696	19,518	28,322	70.2
Region 5	10,225	7,841	14,086	21,927	32,152	64.2
Region 6	5,424	3,313	12,991	16,304	21,728	79.7
Region 7	26,499	28,403	25,800	54,203	80,702	47.6
Region 8	9,314	6,693	12,004	18,698	28,012	64.2
Region 9	18,183	13,225	15,220	28,445	46,628	53.5
Region 10	15,929	11,294	23,897	35,191	51,120	67.9
Region 11	12,532	15,196	29,206	44,401	56,933	65.8
Region 12	9,289	6,881	16,530	23,412	32,701	70.6
CARAGA	4,668	2,560	4,134	6,695	11,363	61.8
ARMM	5,472	4,074	1,896	5,970	11,442	31.8
<b>Total</b>	<b>312,648</b>	<b>240,239</b>	<b>454,095</b>	<b>694,335</b>	<b>1,006,983</b>	<b>65.4</b>

- There were more employed male TVET graduates than their female counterparts, with 244,527 and 209,569, respectively.
- Employment rate was also slightly higher among the males (65.6%) compared to the females (65.2%). (**Figure 4**)



- Graduates from the community-based trainings had the highest employment rate of 67.9%. (**Table 17**).
- Graduates of the enterprise-based training registered the lowest among the three delivery modes of training at 52.5%. It went down from 83.1% employment rate in 2011 IES which is 30 percentage points lower than 52.5% employment rate in the current study. TESDA should seriously study the impact of the enterprise-based training, both from the graduates and the employers' perspectives and consider the policy on how enterprise-based training would gain ground to partner companies.

**Table 17. Employment Rate of TVET Graduates, by Training Delivery Mode, Philippines: 2013**

Training Delivery Mode	Employed TVET Graduates			ER
	Female	Male	Total	
Institution-based	124,445	177,842	302,287	65.6
Enterprise-based	11,847	10,358	22,205	52.5
Community-based	73,277	56,327	129,603	67.9
<b>Total</b>	<b>209,569</b>	<b>244,527</b>	<b>454,095</b>	<b>65.4</b>

- **Table 18** shows the type of work that TVET graduates were engaged in.
- Seventy-nine percent (79.5% or 360,859) of the TVET graduates were employed as wage and salary workers in private establishments. Majority of them were graduates of institution-based training programs.
- Own-account workers registered 18.9% which is 5 percentage points higher than the 2012 TVET graduates. A significant number (73,653 or 16.2%) were self-employed.
- Unpaid family workers registered 1.6% only.
- Most of the graduates of enterprise-based training delivery were employed in private establishments.

**Table 18. Employed TVET Graduates by Class of Worker, by Training Delivery Mode, Philippines: 2013**

Class of Worker	Training Delivery Mode						Total Employed	%
	Institution-based	%	Enterprise-based	%	Community-based	%		
<b>Wage and Salary Workers</b>	<b>256,051</b>	<b>84.7</b>	<b>20,604</b>	<b>92.8</b>	<b>84,204</b>	<b>65.0</b>	<b>360,859</b>	<b>79.5</b>
Private household	27,560	9.1	1,088	4.9	11,572	8.9	40,220	8.9
Private establishment	192,378	63.6	18,507	83.3	51,035	39.4	261,920	57.7
Government/ government corporation	26,038	8.6	901	4.1	15,583	12.0	42,522	9.4
Employed in family operated farm or business	10,075	3.3	108	0.5	6,014	4.6	16,197	3.6

Class of Worker	Training Delivery Mode						Total Employed	%
	Institution-based	%	Enterprise-based	%	Community-based	%		
<b>Own account workers</b>	<b>46,062</b>	<b>13.9</b>	<b>1,437</b>	<b>6.5</b>	<b>42,361</b>	<b>32.7</b>	<b>85,860</b>	<b>18.9</b>
Self-employed	35,610	11.8	1,244	5.6	36,799	28.4	73,653	16.2
Employer in family-operated farm or business	6,452	2.1	193	0.9	5,562	4.3	12,207	2.7
<b>Unpaid family worker</b>	<b>4,173</b>	<b>1.4</b>	<b>166</b>	<b>0.7</b>	<b>3,038</b>	<b>2.3</b>	<b>7,376</b>	<b>1.6</b>
<b>Total</b>	<b>302,287</b>	<b>100</b>	<b>22,205</b>	<b>100</b>	<b>129,603</b>	<b>100</b>	<b>454,095</b>	<b>100</b>

- By sex, there were more employed male graduates in all classes except in government/government corporation (**Table 19**). This is consistent with the data from Civil Service Commission (CSC) showing more female employees than males in the government bureaucracy.

**Table 19. Employed TVET Graduates by Class of Worker, by Sex, Philippines: 2013**

Class of Worker	Sex			
	Female	Male	Total	%
<b>Wage and Salary Workers</b>	<b>165,438</b>	<b>195,420</b>	<b>360,859</b>	<b>79.5</b>
Private household	24,367	15,853	40,220	8.9
Private establishment	111,814	150,106	261,920	57.7
Government/government corporation	22,264	20,258	42,522	9.4
Employed in family operated farm or business	6,994	9,202	16,197	3.6
<b>Own account workers</b>	<b>40,809</b>	<b>45,052</b>	<b>85,860</b>	<b>18.9</b>
Self-employed	34,970	38,684	73,653	16.2
Employer in family-operated farm or business	5,839	6,368	12,207	2.7
<b>Unpaid family worker</b>	<b>3,322</b>	<b>4,055</b>	<b>7,376</b>	<b>1.6</b>

- **Table 20** shows the employment figures of graduates by sector.
- Graduates of Visual Arts; TVET; Agriculture and Fishery; Language; Decorative Crafts; Health, Social and Other Community Development Services; and Construction showed high employment rates, ranging from 70.1% to 100%.
- They were followed by graduates of Entrepreneurship, Automotive and Land Transportation, Garments, Metals and Engineering, with employment rates ranging from 63.7% to 68.2%.

**Table 20. Employment of TVET Graduates by Sector , Philippines: 2013**

Sector	Employed TVET Graduates			ER
	Female	Male	Total	
Visual Arts		257	257	100.0
TVET	3,013	5,095	8,108	96.3
Agriculture and Fishery	6,607	9,792	16,399	73.4
Language	4,667	4,894	9,560	72.6
Decorative Crafts	2,248	174	2,421	71.7
Construction	1,779	34,220	36,000	70.6
Health, Social and Other Community Dev't. Services	47,506	12,003	59,509	70.1
Entrepreneurship	7,543	4,530	12,073	68.2
Automotive and Land Transportation	3,873	37,883	41,757	67.6
Garments	7,640	1,512	9,151	66.4
Metals and Engineering	2,490	33,178	35,668	63.7
Electronics	21,186	29,978	51,163	62.8
Heating, Ventilation, Air Conditioning and Refrigeration (HVAC)	222	3,351	3,573	62.7
Information and Communication Technology	28,039	20,896	48,934	62.7
Maritime	82	2,104	2,187	62.6
Tourism	55,687	37,669	93,356	61.8
Livelihood	7,866	1,956	9,822	60.6
Processed Food and Beverages	8,704	4,404	13,108	60.5
Furniture And Fixtures	74	24	97	45.3
Footwear	47		47	28.7
Wholesale and Retail Trading	297	609	905	27.0
<b>Total</b>	<b>209,569</b>	<b>244,527</b>	<b>454,095</b>	<b>65.4</b>

- It will be noted that only 9 TVET qualifications registered employment rates higher than the national employment rate of 65.4%. (**Table 21**)

**Table 21. TVET Qualifications with Higher Employment Rate than the National Employment Rate: Philippines: 2013**

Training Program Completed	Employed	ER
<b>Information and Communication Technology (ICT)</b>		
Finishing Course for Call Center Agents NC II	8,500	76.7
<b>Health, Social and Other Community Development Services</b>		
Household Services NC II	6,951	72.7
Hilot (Wellness Massage) NC II	5,790	75.9
<b>Automotive and Land Transportation</b>		
Driving NC II	6,164	79.5
Automotive Servicing NC I	5,766	67.3
<b>Electronics</b>		
Electrical Installation and Maintenance NC II	12,146	70.6
<b>Garments</b>		
Dressmaking NC II	4,096	71.0

Training Program Completed	Employed	ER
<b>Tourism</b>		
Bread and Pastry Production NC II	10,693	69.4
<b>TVET</b>		
Trainers Methodology Level I	6,811	97.2

- By nature of employment, 50.5% (229,222) were employed in short-term jobs or business (**Table 22**). Around 67% of them had average monthly income of less than ₱10,000.00, which is below the minimum monthly salary.

**Table 22. Employed TVET Graduates by Nature of Employment, Philippines: 2013**

Nature of Work	Employed TVET Graduates	%
Permanent job/business/unpaid family work	192,896	42.5
Short-term or seasonal job/business/unpaid family work	229,222	50.5
Worked for different employers on day to day or week to week basis	20,223	4.5
Not indicated	11,754	2.6
<b>Total</b>	<b>454,095</b>	<b>100</b>

- Local employment opportunities are still available as shown in **Table 23**. Majority of the employed graduates (348,427 or 76.7%) were working within their province. About 6 out of every 100 employed TVET graduates (28,687 or 6.3%) were working overseas.

**Table 23. Employed TVET Graduates, By Location of Work, Philippines: 2013**

Location of Work	Employed TVET Graduates			% Share
	Female	Male	Total	
Within the province	164,826	183,602	348,427	76.7
Outside the province but within the region	15,563	20,464	36,027	7.9
Outside the region	14,780	26,174	40,954	9.0
Outside the country	14,400	14,287	28,687	6.3
<b>Total</b>	<b>209,569</b>	<b>244,527</b>	<b>454,095</b>	<b>100</b>

- Almost fifty-seven percent (56.9% or 258,449) of employed TVET graduates were receiving less than ₱10,000.00 average monthly income, which is below the average basic minimum wage (**Table 24**).
- More females were receiving less than ₱5,000.00 average monthly income.

**Table 24. Average Monthly Income of Employed TVET Graduates, Philippines: 2013**

Average Monthly Income	Sex			
	Female	Male	Total Employed	%
Less than 5,000	49,784	42,980	92,764	20.4
5,000-9,999	69,569	96,116	165,685	36.5
10,000-14,999	34,400	43,123	77,522	17.1
15,000-19,999	20,479	22,153	42,633	9.4
20,000 and over	20,278	21,639	41,917	9.2
Not indicated	15,058	18,516	33,574	7.4
<b>Total</b>	<b>209,569</b>	<b>244,527</b>	<b>454,095</b>	<b>100</b>

#### 4.1 Employment of Certified TVET Graduates

- Region II posted the highest employment rate of certified TVET graduates with 87%; followed by Region VI, with 84.6%. However, it can be noted that they were among the four regions with small number of certified graduates.
- Region III had the most number of employed certified TVET graduates (with 38,829 or 17.6%), followed by NCR (with 34,172 or 15.5%) and Region IV-A (with 30,955 or 14%) (Table 25).

**Table 25. Employment Rate of Certified TVET Graduates, By Region, Philippines: 2013**

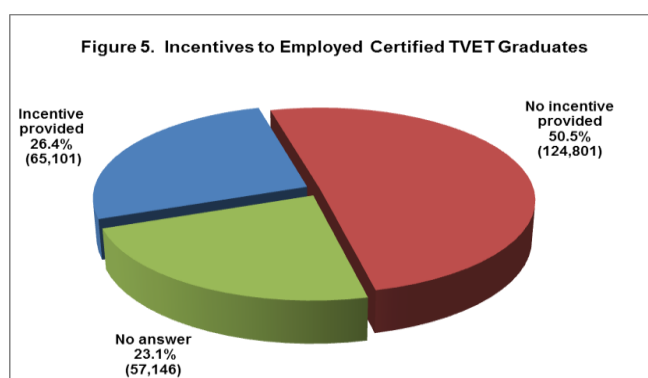
Region	Not in the Labor Force	In the Labor Force				Total Certified Graduates
		Not Employed	Employed	Total	ER	
NCR	17,186	13,084	34,172	47,256	72.3	64,442
CAR	5,847	2,166	7,894	10,060	78.5	15,907
Region 1	9,766	6,071	22,065	28,136	78.4	37,902
Region 2	1,517	729	4,885	5,614	87.0	7,131
Region 3	18,280	19,293	38,829	58,122	66.8	76,402
Region 4A	20,949	12,903	30,955	43,858	70.6	64,807
Region 4B	4,596	4,051	7,374	11,426	64.5	16,022
Region 5	5,100	4,426	9,927	14,354	69.2	19,453
Region 6	350	272	1,497	1,769	84.6	2,119
Region 7	6,595	17,401	15,107	32,509	46.5	39,104
Region 8	5,414	4,130	8,189	12,319	66.5	17,733
Region 9	3,005	3,027	3,481	6,508	53.5	9,513
Region 10	5,211	6,108	10,028	16,136	62.1	21,347
Region 11	7,124	10,676	15,443	26,118	59.1	33,242
Region 12	3,643	3,610	7,983	11,594	68.9	15,236
CARAGA	1,654	1,328	2,226	3,554	62.6	5,209
ARMM	2,234	2,480	1,095	3,576	30.6	5,810
<b>Total</b>	<b>118,471</b>	<b>111,758</b>	<b>221,150</b>	<b>332,907</b>	<b>66.4</b>	<b>451,379</b>

- Certified TVET graduates registered an employment rate of 66.4%, which is slightly higher than the national employment rate. (**Table 26**).
- Moreover, employment rate of female certified graduates was higher (67.3%) than their male counterparts (65.9%).

**Table 26. Employment Rate of Certified TVET Graduates, By Sex, Philippines: 2013**

Certified TVET Graduates	Not in the Labor Force	In the Labor Force				Total Certified Graduates
		Not Employed	Employed	Total	ER	
Female	56,087	43,021	88,390	131,411	67.3	187,498
Male	62,384	68,737	132,760	201,497	65.9	263,881
<b>Total</b>	<b>118,471</b>	<b>111,758</b>	<b>221,150</b>	<b>332,908</b>	<b>66.4</b>	<b>451,379</b>

- Among these employed certified graduates, 50% did not receive any incentive from their employers. Only 26.4% said that they were given incentives (**Figure 5**).
- Almost 41% received salary increases; 29%, job security; and, 23%, promotion.



**Table 27. Incentives Given to Employed Certified Graduates, Philippines: 2013**

Type of Incentives	Number	%
Salary Increase	26,900	40.8
Promotion	15,093	22.9
Job Security	19,127	29.0
Others	4,748	7.2
<b>Total</b>	<b>65,868</b>	<b>100</b>

#### 4.2 Employment of Graduates of Scholarship Programs

- The employment rate of 2013 scholars was 69%, a bit higher than the 68.2% of 2012 scholars.
- More male scholars were employed than female scholars.

**Table 28. Employment Rate of TVET Graduates, By Type of Programs, Philippines: 2013**

Type of Program	Employed TVET Graduates			ER
	Female	Male	Total	
Scholarship Program	69,199	82,660	151,859	69.0
Non-Scholarship Program	140,370	161,867	302,237	63.7
<b>Total</b>	<b>209,569</b>	<b>244,527</b>	<b>454,095</b>	<b>65.4</b>

- Among the scholarship programs, the employment rate of TWSP scholars was registered at 71.9%, higher by 6 percentage points than the national employment rate (**Table 29**). Also, it was 3 percentage points higher than the 2012 TWSP scholars.

**Table 29. Employment Rate, By Type of Scholarship Program, Philippines: 2013**

Type of Scholarship	Not in the Labor Force	In the Labor Force				Total Graduate Scholar
		Not Employed	Employed	Total	ER	
TWSP	34,399	33,632	86,095	119,727	71.9	154,126
PESFA	7,069	7,676	9,982	17,657	56.5	24,726
Other Scholarship Programs	34,666	26,998	55,782	82,780	67.4	117,446
<b>Total</b>	<b>76,134</b>	<b>68,306</b>	<b>151,859</b>	<b>220,164</b>	<b>69.0</b>	<b>296,298</b>

- The TVET qualifications (with National Certificates) of TWSP and PESFA scholars with high employment rates are shown in **Table 30**.
- The top three are Driving (with 100%), Health Care Services (93.4%) and Tour Guiding Services (88.7%).

**Table 30. TVET Qualifications under TWSP and PESFA with Employment Rate Higher than the National, Philippines:2013**

Sector/TVET Qualification	Employed	ER
<b>Agriculture and Fishery</b>		
Horticulture NC II	312	85.9
<b>Automotive and Land Transportation</b>		
Driving NC III (Straight Truck / Bus)	1,003	100
Driving NC II	1,787	88.5
Construction	2,951	74.5
Carpentry NC II	496	81.7
Electrical Installation and Maintenance NC II	2,456	73.2
<b>Electronics</b>		
Mechatronics Servicing NC II	283	70.7
Computer Hardware Servicing NC II	4,394	65.3
<b>Health, Social and Other Community Development Services</b>		
Health Care Services NC II	498	93.4
Household Services NC II	274	92
Hilot (Wellness Massage) NC II	3,953	78.9
Caregiving NC II	211	66.7
Massage Therapy NC II	1,149	65.9
<b>Information and Communication Technology</b>		
Finishing Course for Call Center Agents NC II	5,478	80.1
Programming NC IV	560	68.6



Sector/TVET Qualification	Employed	ER
<b>Metals and Engineering</b>		
Shielded Metal Arc Welding (SMAW) NC II	5,067	65.4
Pipefitting NC II	658	78.6
<b>Tourism</b>		
Tour Guiding Services NC II	268	88.7
Bread and Pastry Production NC II	2,653	85.4
Events Management Services NC III	453	82.8
Commercial Cooking NC II	3,499	73.4
Food and Beverages Services NC II	5,927	70.8
Front Office Services NC II	767	69.4
Food and Beverage Services NC III	1,364	66.7
<b>TVET (Trainers Methodology Level I)</b>	<b>2,653</b>	<b>97.4</b>
<b>English Proficiency Training Program</b>	<b>2,596</b>	<b>90.9</b>
<b>Total (Higher than National ER)</b>	<b>48,757</b>	<b>75.7</b>
<b>Other Qualifications</b>	<b>47,320</b>	<b>64.8</b>
<b>Total Graduates (TWSP and PESFA)</b>	<b>96,077</b>	<b>69.9</b>

#### 4.3 Employment of TVET Graduates of TESDA Technology Institutions (TTIs)

- TESDA Technology Institutions (TTIs) graduates who were employed during the survey composed 70,386 or 53% of the total certified graduates.
- Records show that TTIs consistently registered high employment rates over the years. For 2013 graduates, the employment rate was 71.1% (**Table 31**).
- Two implications can be derived from the results: a) availability of job opportunities for the graduates; and, b) the TTI programs can respond to the labor market requirements.

**Table 31. Employment Rate of TTI Graduates, Philippines: 2013**

TTI Graduates	Not in the Labor Force	In the Labor Force				Total Certified Graduates
		Not Employed	Employed	Total	ER	
Female	15,659	10,126	27,932	38,058	73.4	53,717
Male	17,297	18,461	42,454	60,915	69.7	78,212
<b>Total</b>	<b>32,956</b>	<b>28,587</b>	<b>70,386</b>	<b>98,973</b>	<b>71.1</b>	<b>131,929</b>

- By region, more employed certified TTI graduates were in Regions III, V, IV-A, I and VIII (**Table 32**). These are among the regions where there are more TTIs.
- High employment rates were registered in NCR, CAR, Regions I, II, III, IV-A and VI.

**Table 32. Employment Rate of Certified TTI Graduates, By Region, Philippines: 2013**

Region	Not in the Labor Force	In the Labor Force				Total Certified TTI Graduates
		Not Employed	Employed	Total	ER	
NCR	80	47	771	817	94.3	897
CAR	1,768	540	2,180	2,720	80.1	4,488
Region 1	1,202	792	5,508	6,300	87.4	7,502
Region 2	627	343	2,895	3,238	89.4	3,865
Region 3	1,686	1,913	8,257	10,170	81.2	11,856
Region 4A	815	1,094	5,455	6,549	83.3	7,364
Region 4B	1,605	1,113	2,161	3,274	66.0	4,879
Region 5	1,642	2,063	4,583	6,646	69.0	8,288
Region 6	68	62	252	314	80.3	383
Region 7	667	2,372	2,813	5,186	54.3	5,853
Region 8	2,584	1,587	4,147	5,734	72.3	8,319
Region 9	1,613	2,004	1,526	3,530	43.2	5,143
Region 10	1,079	1,491	1,707	3,198	53.4	4,277
Region 11	1,144	1,861	3,830	5,691	67.3	6,835
Region 12	780	394	1,229	1,624	75.7	2,403
CARAGA	98	213	353	566	62.3	664
ARMM	20	211	45	257	17.7	277
<b>Total</b>	<b>17,479</b>	<b>18,101</b>	<b>47,712</b>	<b>65,813</b>	<b>72.5</b>	<b>83,292</b>

#### 4.4 Skills Utilization and Employment Facilitation

- Skills utilization consistently remains high over the years. Majority or 57.7% (261,874) of the employed graduates indicated that skills/competencies they acquired were very useful in their present jobs.
- However, almost 21% or 93,909 specified that the skills/competencies they acquired have no use in their present jobs. (**Table 33**)

**Table 33. Skills Utilization of Employed TVET Graduates, Philippines: 2013**

Skills Utilization	Employed TVET Graduates			% Share
	Female	Male	Total	
Very useful	117,197	144,677	261,874	57.7
Some use	47,830	50,481	98,312	21.7
No use at all	44,541	49,368	93,909	20.7
<b>Total</b>	<b>209,569</b>	<b>244,527</b>	<b>454,095</b>	<b>100.0</b>

- Referral system and walk-in applicants remained the major means of looking for jobs as indicated in **Table 34**. The two represent almost 66%.
- The Blue Desk of TESDA and the PESO, as the government employment facility, programs accounted only 2.0% and 2.4%, respectively. This implies that TESDA has to strengthen the Blue Desk. Moreover, coordination and linkages with PESO at the local levels have to be intensified.

**Table 34. Employed TVET Graduates by Type of Employment Facility Availed, Philippines: 2013**

Job Facilitation	Employed TVET Graduates			%
	Female	Male	Total	
Blue Desk	3,440	5,807	9,247	2.0
PESO	5,648	5,222	10,870	2.4
Internet Job Posting	8,822	9,572	18,394	4.1
Newspaper Advertisements	5,899	5,008	10,907	2.4
Referral from friends/relatives	71,313	92,458	163,771	36.1
Walk-in application	61,781	72,801	134,582	29.6
Others	45,445	45,796	91,241	20.1
Not indicated	7,221	7,862	15,083	3.3
<b>Total</b>	<b>209,569</b>	<b>244,527</b>	<b>454,095</b>	<b>100</b>

### III. CONCLUSIONS and RECOMMENDATIONS

Skills is an important element for employment. Acquisition of competencies has consistently been recognized as one of the key factors in poverty reduction program of the government. Acquiring the right skills needed by the labor market will ensure the workers to engage into any productive economic activity. Consequently, increased employability of persons would contribute to economic growth of the country.

TESDA, as the authority in TVET, has gained the confidence of the Administration in addressing the skills development of the Filipino labor force. Responsiveness to the needs of the labor market is expected from TVET. Training investment for TVET has been consistently increasing over the years. From ₱2.971B in 2013, it reached ₱5.117B in 2014. The TWSP on other hand, grew by 100% during the same period.

Based on the results, increasing the employability of TVET graduate can be achieved through:

1. Enterprise-based Training. Improving the implementation of enterprise-based training is necessary given its dwindling performance and the decreasing participation of the partner industries.
  - Undertake purposive review and assessment of the enterprise-based training system in the country. This includes revisiting the policies, guidelines (especially on documentary requirements) and strategies on how to attract partner companies. A study on the impact of the enterprise-based training, both from the graduates and the employers' perspectives, maybe undertaken.
  - TESDA to adopt the practices of foreign countries since the current signal from international agencies is towards strengthening the enterprise-based training.
  - Undertake more aggressive approach in the promotion of enterprise-based program.
  - TESDA to continuously participate in the deliberation of the proposed Apprenticeship Bill.
2. Competency Assessment and Certification. Enhancing the competency assessment and certification program is essential.
  - Intensify the participation and involvement of the industry, particularly in competency standards development, in order to increase the acceptability and employability of certified TVET graduates. This includes wider and more selective representation of the industry representatives.
  - Continuous support to TVET clientele who are financially inadequate should be maintained. Free competency assessment should be provided, to give them opportunity to acquire the National Certificate (NC), a requirement especially for those who plan to work overseas. Guidelines on the Competency Assessment and Certification for Workers (CACW) could consider this concern.

### 3. Scholarship Programs

- Ensure that scholarship programs are very accessible to the marginalized or underprivileged constituents especially those in the rural areas.
- There should be close monitoring of TVET providers with scholarship programs especially in the employment of their graduates. TVET providers with good employment records of their graduates, may be given more slots as incentive.

### 4. Entrepreneurship Program

- Promote entrepreneurial activities to widen the employment opportunities of TVET graduates.

### 5. Support Program

- TESDA and DOLE-PESO should assist/facilitate the establishment of Labor Market Information Units in all tech-voc institutions (with accredited TVET programs) through capacitating them on job placements, jobs matching and other elements of employment.







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