



SEVENTEENTH CONGRESS OF THE )  
REPUBLIC OF THE PHILIPPINES )  
First Regular Session )

'16 DEC 14 A11 25

SENATE

RECEIVED BY:

S. B. No. 1283

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Introduced by Senator JOEL VILLANUEVA

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**AN ACT  
INSTITUTIONALIZING AND ENHANCING THE SKILLS CERTIFICATE  
EQUIVALENCY PROGRAM (SCEP) OF THE CIVIL SERVICE COMMISSION  
(CSC) AND THE TECHNICAL EDUCATION AND SKILLS DEVELOPMENT  
AUTHORITY (TESDA) AND FOR OTHER PURPOSES**

**EXPLANATORY NOTE**

Under Republic Act 1080, the bar examinations and the examinations given by the various boards of examiners of the government are declared as civil service examinations. Several laws also grant appropriate civil service eligibility to qualified individuals.

This bill seeks to grant the same privilege to certified tech-voc graduates or National Certificate (NC) holders by institutionalizing and enhancing the Skills Certificate Equivalency Program (SCEP), a partnership between the Technical Education and Skills Development Authority (TESDA) and the Civil Service Commission (CSC).

The SCEP involves the assessment and certification of the competencies of workers through the Philippine TVET competency assessment and certification system. The assessment process, composed of a demonstration, questioning and a written test, seeks to determine whether a tech-voc graduate or worker can perform to the standards expected in the workplace. A national certificate is awarded to those who meet the competency standards. The entire process is only carried out in accredited TESDA centers with the presence of the agency's accredited assessors.

Under the SCEP, the CSC grants the appropriate civil service eligibility to an NC holder who may be a government skilled worker or any individual seeking entrance into the civil service. An individual who possesses a valid NC may file an application for the conversion of his or her NC to a civil service eligibility at any office of the Civil Service Commission nationwide.

This proposal adheres with the constitutional guarantee that appointment in the civil service shall be made only according to merit and fitness principle. A National Certificate issued by TESDA is a proof of one's expertise on a certain skill or set of skills. It is an assurance of the competencies of a skilled worker.

In fact, the formulation of qualification standards follows a stringent process that starts from endorsement of qualifications by the industry stakeholders to the TESDA Board to the approval of these qualifications for the development of training regulations. To ensure the appropriateness and relevance of these training regulations, and their accompanying competency-assessment tools, TESDA conducts a periodic review of these training regulations. As of December 2015, TESDA has 255 promulgated training regulations.

Furthermore, TESDA's nationwide ISO 9001:2008 Certification is an irreversible reform that can guarantee the quality of TESDA's services. The agency was also awarded with the Recognition for Commitment to Quality Management of the Philippine Quality Awards (PQA) and now belongs to the roster of government offices and private organizations in the Philippines recognized for their performance excellence.

Hence, with a quality-assured and globally recognized tech-voc training, assessment and certification systems in the Philippines, there is no doubt that the institutionalization and enhancement of SCEP will even strengthen the practice of meritocracy in the government. Like a professional license issued by the Professional Regulation Commission (PRC), a National Certificate issued by TESDA forms part of the requirements being sought by recruitment agencies and private companies for Filipinos seeking employment in the country and abroad.

The passage of this bill will ensure the security of tenure of qualified skilled workers in the government, provide equal opportunities to middle skill workers to enter the civil service and, certainly, improve the image of tech-voc in the country.

  
SENATOR JOEL VILLANUEVA



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AUTHORITY (TESDA) AND FOR OTHER PURPOSES

*Be it enacted by the Senate and House of Representatives of the Philippines in  
Congress assembled:*

1 **SECTION 1. Short Title.** - This Act shall be known as the "Skills Certificate  
2 *Equivalency Program Act of 2016.*"  
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5 **SEC. 2. Declaration of Policy.** In line with the constitutional provision ensuring  
6 that appointments in the civil service shall be made only according to merit and  
7 fitness principle, it is hereby declared the policy of the state to institutionalize and  
8 enhance the Skills Certificate Equivalency Program (SCEP). Furthermore, it is the  
9 policy of the state to give equal opportunity to certified technical-vocational education  
10 and training (TVET) graduates to enter the civil service, uplift the dignity of middle  
11 skill workers, and improve the image of tech-voc in the country.

12 **SEC. 3. Skills Certificate Equivalency Program.** - The Skills Certificate  
13 Equivalency Program aims to grant civil service eligibility to TESDA-issued National  
14 Certificate holders.  
15

16 The program involves the issuance of National Certificate to an individual who shall  
17 successfully demonstrate the required competencies in a specific qualification. An  
18 National Certificate shall be provided equivalent civil service eligibility by the Civil  
19 Service Commission.  
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1 **SEC. 4. *Enhancement of SCEP.*** – The Civil Service Commission and the  
2 Technical Education and Skills Development Authority are directed to jointly devise  
3 procedures and mechanisms, as well as to issue, amend and update existing  
4 guidelines, as necessary, for the efficient and effective implementation of SCEP.  
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6 The CSC shall ensure that there are designated personnel at its field offices  
7 nationwide who shall be responsible for the conversion of National Certificates to  
8 appropriate civil service eligibilities.  
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11 **SEC. 5. *Coverage.*** – Civil service eligibility shall be granted to National Certificate  
12 holders who are either working in the government or seeking entrance into the civil  
13 service for positions with qualification standards requiring eligibility thru an  
14 appropriate TESDA-issued National Certificate.  
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17 **SEC. 6. *Identification of positions with qualification standards requiring***  
18 ***eligibility through TESDA-issued National Certificates.*** The CSC and TESDA are  
19 directed to identify qualification standards requiring eligibility through an appropriate  
20 TESDA-issued National Certificate (NC), taking into account the changing  
21 requirements of the workplace and the needs of the government to improve its  
22 programs and to provide better services.  
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25 **SEC. 7. *Application and conversion.*** – An National Certificate holder may file his  
26 application for conversion to an appropriate civil service eligibility at any office of the  
27 CSC nationwide.  
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30 **SEC. 8. *Award of Eligibility*** – The individual who possesses the required National  
31 Certificate for positions covered by SCEP and other positions which the CSC and  
32 TESDA will jointly identify from time to time shall be granted a civil service eligibility:  
33 *Provided*, That the National Certificate remains in the roster of promulgated national  
34 qualifications of TESDA: *Provided, further*, That the grant of civil service eligibility  
35 shall be based on an unexpired National Certificate.  
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38 **SEC. 9. *Implementing Rules and Regulations.*** The Civil Service Commission  
39 and TESDA shall issue within sixty (60) days after the effectivity of this Act, the rules  
40 and regulations for the effective implementation of this Act.  
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43 **SEC. 10. *Repealing Clause.*** - All laws, presidential decrees, executive orders,  
44 memoranda, rules and regulations contrary to or inconsistent with the provisions of  
45 this Act are hereby repealed, amended or modified accordingly.  
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48 **SEC. 11. *Separability Clause.*** - If any part or provision of this Act is declared  
49 unconstitutional or invalid, the remaining parts or provisions not affected shall remain  
50 in full force and effect.

1 **SEC. 12. *Effectivity.*** - This Act shall take effect fifteen (15) days after its  
2 publication in the Official Gazette or in a newspaper of general circulation.

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5 Approved.