

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



22 JUL 14 10:43

SENATE

RECEIVED BY: 

S. B. NO. 568

Introduced by **SENATOR JOEL VILLANUEVA**

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

EXPLANATORY NOTE

Republic Act No. 1080 automatically grants civil service eligibility to passers of bar examinations and other licensure examinations administered by the Professional Regulation Commission (PRC). Several laws also grant appropriate civil service eligibility to qualified individuals.

This bill seeks to grant the same privilege to certified tech-voc graduates who are holders of National Certificates (NC) issued by the Technical Education and Skills Development Authority (TESDA) by institutionalizing and enhancing the Skills Certificate Equivalency Program (SCEP).

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.

Currently, the SCEP is a partnership between the TESDA and the Civil Service Commission (CSC). 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 CSC nationwide.

An NC issued by TESDA is proof of one's expertise on a certain skill or set of skills. It is an assurance of the competencies of a skilled worker. Thus, this bill is consistent with the Constitutional policy that appointments in the civil service are made only according to merit and fitness.

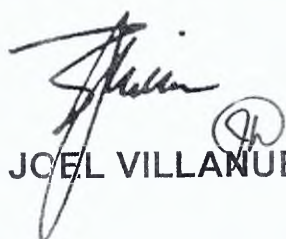
In fact, the formulation of qualification standards follows a stringent process that starts from endorsement of qualifications by the industry stakeholders to the TESDA Board to the approval of these qualifications for the development of training regulations. To ensure the appropriateness and relevance of these training regulations, and their accompanying competency-assessment tools, TESDA conducts a periodic review of these training regulations. This only confirms TESDA's nationwide ISO 9001:2015 Certification, which is an irreversible reform that can guarantee the quality of TESDA's services.

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 further strengthen the principle of meritocracy in the government. Like a professional license issued by the PRC, an NC 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.

Lastly, the measure will likewise help in addressing the number of government employees hired under job order or contractual arrangements, given that the lack of the required civil service eligibility is one of the cited reasons for the inability to promote civil servants in plantilla positions. As of August 2021, the government employs at least 25% of its 2.3 million government workers, or 582,378, as "job order" (JO) or "contract of service" (COS) employees.¹

Thus, the passage of this bill will ensure the security of tenure of qualified skills 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.

In view of the foregoing, the immediate passage of this bill is earnestly sought.


SENATOR JOEL VILLANUEVA

¹ Civil Service Commission, Inventory of Government Human Resource – JO/COS Data (as of AUGUST 31, 2021); Civil Service Commission, Inventory of Government Human Resource – Career and Non-Career (as of AUGUST 31, 2021); accessible at http://csc.gov.ph/2014-02-21-08-28-23/pdf-files/category/1809-ighrs_2021.html.

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AND SKILLS 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.*”
3

4 **SEC. 2. *Declaration of Policy.*** – The Constitution provides that appointments in
5 the civil service shall be made only according to merit and fitness. Towards this end, it is
6 hereby declared the policy of the State to institutionalize and enhance the Skills Certificate
7 Equivalency Program (SCEP) of the government, and to give equal opportunities to
8 certified technical-vocational education and training (TVET) graduates to enter the civil
9 service, uplift the dignity of middle-skilled workers, and improve the image of technical
10 and vocational education and training in the country.
11

12 **SEC. 3. *Skills Certificate Equivalency Program.*** – There shall be established a
13 Skills Certificate Equivalency Program (the “Program”), which shall grant civil service
14 eligibility to holders of Technical Education and Skills Development Authority (TESDA)
15 National Certificates (NCs).
16

17 The Program shall involve the issuance of NCs to individuals who shall
18 successfully demonstrate the required competence in specific qualifications. For this
19 purpose, an NC shall be provided equivalent civil service eligibility by the Civil Service
20 Commission (CSC).
21

22 **SEC. 4. *Coverage.*** – The benefit under this Act shall apply to those currently
23 working in the government or seeking entrance into the civil service for positions requiring
24 eligibility thru an appropriate TESDA-issued NC.
25

26 **SEC. 5. *Identification of Positions with Qualification Standards Requiring***
27 ***Eligibility through TESDA-Issued National Certificates.*** – The CSC and TESDA, in
28 consultation with relevant stakeholders, shall identify and regularly update the

1 qualification standards requiring eligibility through an appropriate TESDA-issued NC,
2 taking into account the changing requirements of the workplace and the needs of the
3 different government agencies and instrumentalities in ensuring the delivery of efficient
4 and effective service to the public; *Provided*, That the NC remains in the roster of
5 promulgated national qualifications of TESDA: *Provided, further*, That the grant of civil
6 service eligibility shall be based on an unexpired NC.
7

8 **SEC. 6. *Application for and Award of Eligibility.*** – Any holder of TESDA-issued
9 NC shall file the application for civil service eligibility at any office of the CSC. For this
10 purpose, the CSC shall ensure that there are designated personnel at its field offices
11 nationwide who shall be responsible for the conversion of TESDA-issued NCs to
12 appropriate civil service eligibilities.
13

14 **SEC. 7. *Implementing Rules and Regulations.*** – The CSC and the TESDA shall
15 jointly promulgate the implementing rules and regulations for the effective implementation
16 of this Act within sixty (60) days from the effectivity of this Act.
17

18 **SEC. 8. *Separability Clause.*** – Any portion or provision of this Act that is declared
19 unconstitutional or invalid shall not have the effect of nullifying other portions or provisions
20 hereof as long as such remaining portions can still subsist and be given effect in their
21 entirety.
22

23 **SEC. 9. *Repealing Clause.*** – All laws, ordinances, decrees, executive orders,
24 rules and regulations, other issuances or parts thereof, which are inconsistent with this
25 Act are hereby repealed or modified accordingly.
26

27 **SEC. 10. *Effectivity.*** – This Act shall take effect fifteen (15) days from its
28 publication in the *Official Gazette* or in at least two (2) national newspapers of general
29 circulation.
30

31 *Approved,*