2021 PLANNING GUIDELINES

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"Serbisyong ramdam at kapaki-pakinabang"

I.   RATIONALE

The effects of the Fourth Industrial Revolution, further amplified by the COVID-19 pandemic, natural disasters, and other disruptions, require TESDA to continuously adapt and respond to ensure that TVET remains relevant.

In preparation for future crises and challenges, planning and strategizing should be of paramount importance. TVET planners should adopt a visionary and futures-thinking mindset in formulating and updating plans and strategies to ensure that TESDA will be prepared to face future challenges in the years and decades ahead. These policies should be agile and flexible as we are now living in a D-VUCAD (Disruptive, Volatile, Uncertain, Complex, Ambiguous and Diverse) world.

Aside from these challenges, TESDA needs to ensure that all TVET programs and projects supports the attainment of the goals and objectives of national government policies and strategies, as well as address the feedback gathered from our stakeholders, particularly on the crucial role of TVET in the skilling, upskilling and reskilling our workforce. This is to contribute to the country's efforts in bouncing back from the economic impact of the pandemic, and as it faces the challenges of the 4th industrial revolution.

As such, the 2021 Planning Guidelines is hereby presented to serve as reference to all operating units in the preparation of their respective OPCRs. The following are the basis in crafting the 2021 Planning Guidelines:

1. RechargePH;
2. National Employment Recovery Strategy (NERS) 2021-2023;
3. Programs with Development Partners;
4. Area-based, Demand-Driven TVET Framework;
5. Results of the Action Programming with the Industry, and the TVET Policy eFora Series;
6. 2021 targets indicated in the updated TESDA Corporate Plan 2019 to 2022 *(*Memorandum *No. 505 s. 2020 dated 18 November 2020)*; and
7. Structural Phase (Phase III) of the OPLAN TESDA Abot Lahat: TVET Towards a New Normal *(Memorandum No. 158 s. 2020 dated 21 April 2020).*
8. OPLAN TESDA Abot Lahat ang OFWs *(Memorandum No. 084 s. 2021 dated 03 February 2021)*

A. RECHARGEPH

The RechargePH is the government's over-all plan and roadmap to economic recovery in light of the COVID-19 pandemic. It is focused on formulating and implementing action plans that will facilitate the restarting of social and economic activities, while engaging all society in preventing the spread and mitigating the ill effects of the COVID-19 pandemic.

The RechargePH has five (5) task groups (TG) led by different government agencies such as:

1. TG on Economic Recovery (DTI) – tasked to engage business and workforce in the fight against COVID-19 and expand economic opportunities amid pandemic;
2. TG on Social Recovery (DSWD) – tasked to improve capability of Filipinos - individuals, families and communities to thrive under the "new normal"
3. TG on Governance (DILG) – tasked to ensure people-centered, clean, technology-enabled and responsive governance in addressing covid-19 and restarting social and economic activities
4. TG on Transport Support (DoTr) – tasked to provide safe mobility options for the public and essential support to transport operations
5. TG on Food Resiliency (DA) – tasked to ensure access to affordable and nutritious food during emergency

TESDA is part of both the economic and social recovery task groups and will support the skilling, upskilling and reskilling of the workforce, especially the displaced workers through its various scholarship programs, the TESDA Online Program and assessment and certification.

B. NATIONAL EMPLOYMENT RECOVERY STRATEGY (NERS) 2021-2023

Recognizing the urgency to harmonize the employment, livelihood, and training programs of the government, the National Employment Recovery Strategy (NERS) 2021-2023, a medium-term plan, anchored on the Trabaho, Negosyo, Kabuhayan has been developed. The NERS is anchored on the RECHARGEPH and shall take into consideration the changes in the labor market brought by the pandemic and the fast adoption of the Fourth Industrial Revolution technologies, through:

1. Creation of a policy environment that encourages generation of more employment opportunities with improved access to employment, livelihood and training opportunities;
2. Improvement of employability, wellness and productivity of workers and take advantage of the opportunities in the labor market under the new normal; and
3. Provision of support to existing and emerging businesses, and security and preservation of employment.

It will be operationalized by instituting a task force composed of various government agencies and other stakeholders who are committed to contribute in the recovery of the Philippine economy. The Department of Trade and Industry (DTI), as Chair, the Department of Labor and Employment (DOLE) and the Technical Education and Skills Development Authority (TESDA) as co-chairs are taking the lead in this initiative.

TESDA has a very critical and crucial role in attainment of the objectives of the NERS 2021-2023.

NERS Results Matrix: Success Indicators

Indicators	Baseline	Targets		
	2020	2021	2022	2023
Unemployment rate	10.2%	8-10%	6-8%*	6.5-8%*
Youth unemployment rate	21.5%	20%	18%	16%
Number of unemployed persons decreased	4.5M	2M-4M*	500,000 – 1.4M	500,000 – 1.4M
Affected Formal Workers Assisted	1.64M	1M	800,000	800,000
Affected Informal Workers Assisted	1.74M	1M	500,000	500,000
Affected OFWs Assisted***	600,000	500,000	400,000	300,000
No. of workers trained / reskilled****	715,158	116,000	134,500	134,500
Certification Rate of Technical and Vocational Education and Training (TVET) Graduates	93.75	92%	92%	92%
% of Micro, Small and Medium Enterprises (MSMEs) in full operation**	55%	50%	75%	100%

Notes:
*NEDA Estimates
**DTI Report on the 4th Impact Assessment of COVID-19 Pandemic on MSME Sector (Survey conducted from 22 October-04 November 2020)
*** Decreasing trend under the assumption of gradual recovery in the labor market
****Baseline for workers trained/reskilled is number of TVET graduates while target is only portion from displaced formal and informal workers, including MSME workers and OFWs

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C. PROGRAMS WITH DEVELOPMENT PARTNERS

As part of the agency's efforts in strengthening its TVET program development and delivery, collaborations and engagement with development partners such as the USAID Opportunity 2.0 and the UK-ILO Skills for Prosperity Programs have been initiated. Thus, the concerned Executive Offices and Regional/Provincial Offices, identified as pilot regions and sites *(reference: TESDA Order Nos 371 and 372, s. 2020)* shall ensure the proper identification, development, alignment, complementation, coordination and monitoring of the program's specific projects and activities, in their respective work program and OPCRs.

D. AREA-BASED, DEMAND-DRIVEN TVET

With the organization's thrust to be a demand-driven organization, and as recommended in the organizational development exercises conducted with Bayan Academy, the need for an area-industry focus is highlighted so that TESDA stays relevant at all levels of its operation.

The area-based and demand-driven TVET is responsive to the critical needs defined by the industries/employers to produce rightfully skilled workers in a specific area or locality. It aims to deliver TVET programs according to the identified skills priorities and emerging skills needs in the area.

Considering the varying geographical characteristics and industrial layout of the regions and provinces, there is a need to provide more focus on the skills needs as characterized by the industries/employers in the area. Industry engagement must be established to ensure timely updating of workforce needs and development, which will help the regions and provinces provide more relevant programs in their areas of jurisdiction.

As such, all regional and provincial offices (ROPOs) are required to update their respective skills maps/skills priorities, following TESDA Circular No. 01 s. 2021 on the Implementing Guidelines on the Skills Mapping and Prioritization of Skills Requirements. The Regional/Provincial Skills Priorities (R/PSP) shall be one of the bases in determining programs to be implemented in the ROPOs.

E. OPLAN TESDA ABOT LAHAT NG OFWs

During the During the global health and economic crisis since last year, a special program assistance for the repatriated/returning OFWs through the TESDA Abot Lahat ang OFWs" was developed which includes online registration of OFWs who wish to avail of TESDA programs in their area of preference. This same feature is also added in the TESDA mobile app which is downloadable from Google Playstore and App Store for free. Regional and provincial offices are engaged to locate, in coordination with the local government units (LGUs), the OFWs who have returned to their hometowns and ensure that these OFWs will be given the necessary interventions to reintegrate them to the labor force of the country. The assistance to be extended is provided through a Stimulus Package which includes:
1. Free Training and Assessment;
2. 1-year Accident Insurance;
3. Php160.00/day training support fund;
4. Php500.00 internet allowance;
5. Php500.00 health/personal protective equipment (PPE); and
6. Other post-training fund assistance in the form of toolkits, as may be applicable.

Given these and as the world transitions to the new and better normal, TESDA has crafted the OPLAN TESDA ABOT LAHAT ANG OFWs using a whole-of government approach to assist the modern heroes of the country to take on the challenges of the pandemic, and build back better as productive members of the labor force whether here or abroad.

II. THE "NEW NORMAL" PROTOCOLS

To ensure that the agency follows health and safety protocols in program implementation, the provisions in the following guidelines shall be enforced:

● Memorandum Circular No. 425 s. 2020 Guidelines and Protocol on the Witnessing of Actual Disposal of Valueless Records under Modified General Community Quarantine and the New Normal
● TESDA Circular No. 55 s. 2020 on the TESDA Workplace Guidelines for the New Normal
● TESDA Circular No. 56 s. 2020 on the Adoption of Interim Guidelines for Alternative Work Arrangements
● TESDA Circular No. 66, 66-A, 66-B and 66-C s. 2020 on the TVET Arrangements Towards the New Normal During the COVID-19 Crisis
● TESDA Circular No. 78, 78-A and 78-B s. 2020 on the Amended/Supplemental Guidelines on TESDA Scholarship Programs under the "New Normal"
● TESDA Circular No. 80 and 80-A s. 2020 on the Guidelines on Enterprise-Based Training (EBT) Under the New Normal Environment
● TESDA Circular No. 82 s. 2020 on the Procedures to Start TVET Program under the New Normal

● TESDA Circular No.125 s. 2020 on the Implementation of the "Bayanihan 2" through the TESDA Scholarship Programs towards the "New Normal"

III. THE DIGITIZATION OF TVET PROCESSES

● The digitization refers to the conversation of hard copy documents into digital forms, which shall support the continuous implementation of TVET programs despite the limitations brought by the pandemic.
● This initiative intends to: 1) facilitate the online transaction of the agency; 2) to support the continuous strengthening of the agency's Knowledge Management; and 3) provides TESDA personnel easy access to various documents.
● The COROPOTI shall observe the following in the digitization of the documents:
  1. Identify the document for that shall be converted into digital forms using the ICSSA Format (Identify, Create, Store, Share, Apply).
  2. ISO enrolled programs shall be the priority in the digitization of documents.
  3. Google Drive shall be used for the storage of the documents. Further, back-up of the stored documents in other forms of application are also encouraged.

IV. FY 2021 INDICATORS AND TARGETS

1. TECHNICAL EDUCATION AND SKILLS DEVELOPMENT POLICY PROGRAM

	PERFORMANCE INDICATORS	TARGET	EVIDENCE	OPR
GAA Indicators				
1.1	Percentage of stakeholders who rate policies/plans as good or better	94%	Filled-up questionnaires from the operating units	Planning Office ROPOs
1.2	Number of National, Regional/ Provincial TESD Plans formulated/ updated	1 National Progress Report	Semestral updating of report card through a template based on the logical framework	Planning Office ROPOs
TESD Policies and Plans				
1.3	Percentage of issued policies affecting external partners/clients deployed	100%	Report on deployed policies to relevant stakeholders	Planning Office ROPOs
1.4	Percentage of response rate obtained	90%	Filled-up questionnaires from the operating units	Planning Office
1.5	Quarterly updates on the Regional/Provincial TESD Plan implementation submitted	4	Quarterly updating of report card through a template based on the logical framework	Planning Office ROPOs
1.6	Number of policy fora/stakeholders' fora conducted	1	After Activity Report	Planning Office

1.7	Area-based Demand-driven Skills TVET implemented	1	Area-based Demand-driven Framework developed and published	Planning Office QSO
1.8		1	Area-based Demand Driven TVET Implementing Guidelines issued	Planning Office QSO
1.9	Policy paper on defining the complementary role of TVIs developed	1	Policy paper on defining the complementary role of TVIs developed	PP TESDO
1.10	Stimulus Package/ Funding Assistance for TVIs studied	1	Position Paper on Stimulus Package/ Funding Assistance for TVIs	PLO PO ROMO FMS
1.11	Policy Paper on Delineation of the Functions of between TAS and TCs	1	Policy Paper on Delineation of the Functions of between TAS and TCs	NITESD PO
1.12	MOU on DOT-DepEd, TESDA, CHED, TIBFI signed	1	Signed MOU on DOT-DepEd, TESDA, CHED, TIBFI	QSO
1.13	ASEAN MRA included in DepEd-TESDA-CHED MOU on TVL track	1	Signed MOU on TVL track with ASEAN MRA agenda	QSO PO
1.14	Partnership with TVSA for the Policy analysis established	1	Policy analysis report from TVSA	CO
1.15	Omnibus Guidelines on UTPRAS (CO) amended/revised	1	Amended omnibus guidelines	CO
1.16	Paper on strengthening training for employed and underemployed (upskilling, reskilling, lifelong learning)	1	Paper on Strengthening Upskilling, Reskilling, and Lifelong Learning	
1.17	Concept Notes / Proposals/ TORs on projects related to the UK-ILO Skills for Prosperity Project and USAID Opportunity 2.0 commented / developed		Approved TORs/Concept notes, projects/activities implemented, Project Monitoring Report	Planning Office QSO, NITESD, NTTA Certification Office, PLO, CLGO, ROMO, PID, NCR
1.18	Provide TVET related inputs to National and International policies related to OFWs			Planning Office
1.19	Formulate relevant and agile TESD policies, plans and programs as aligned to the government's over-all plan for OFWs		Approved Memorandum/Circular	Planning Office COROPOTI
1.20	Issue policy on the training package for OFWs and their dependents		Approved Circular	ROMO

1.21	Promulgate Training Regulations and Competency Standards to respond to the needs of OFWs.		Promulgated TRs/CS	QSO

TESD Committees

1.22	Number of TESDCs maintained and strengthened	16 – RTESDCs 81 - PTESDCs	Approved R/PTESDC Appointment	Planning Office ROPOs
1.23	Number of meetings conducted	4	R/PTESDC Minutes of Meeting	Planning Office
1.24	Percentage of TESDC Resolutions Endorsed and Acted Upon by Concerned Offices	as necessary	R/PTESDC Resolutions	Planning Office
1.25	Quarterly R/PTESDC Status report submitted	4	R/PTESDC Status Report	Planning Office
1.26	Annual R/PTESDC Workplan submitted	1	Annual R/PTESDC Workplan	Planning Office
1.27	Semi-Annual Performance Report Submitted	2	Semi-Annual, Annual Performance Reports	Planning Office
1.28	R/PTESDC Nominations submitted	as necessary	Signed nomination forms	Planning Office
1.29	Bi-annual TESDC focal meeting conducted	2	TESDC Focal Meeting Minutes of the Meeting	Planning Office
1.30	Capability-building programs for TESDC focals and members conducted	1	Documentation of TESDC Focal and Members Capability-building	Planning Office
1.31	TESDA Board - TESDC Dialogue conducted per semester	2	Documentation of the Dialogue	Planning Office

Industry Consultation

1.32	Number of industry consultation conducted	1	After Activity Report	Planning Office PLO ROMO

Labor Market Information Report

1.33	Number of LMIRs developed and disseminated	4	Report on deployed LMIRs to relevant stakeholders	Planning Office
		1		RO
1.34	Capability Building Program for ROPO on the development of LMIR	1	After Activity Report	Planning Office

Researches/Studies

1.35	Number of researches evaluated and endorsed to National TVET Research Agenda	at least 1	Policy Research or Technology Research submitted, endorsed and evaluated by NTRA	NITESD/ Planning Office ROPOTI

1.36	Research Conference conducted	1	After Activity Report	Planning Office
1.37	Number of NTRA funded researches published	1	Published policy and technology researches	Planning Office NITESD
1.38	Research on Assessment and Certification towards adopting international standards	2		Certification Office
1.39	Research on area/ global trends/ technology change conducted	1		QSO
Skills Need Anticipation				
1.40	Skills Needs Anticipation-Workplace Skills and Satisfaction Survey	Logistics, Agriculture, Health	Report on the result of Workplace Skills and Satisfaction Survey	Planning Office
1.41	Capability building program on the PSALM methodology	1	After Activity Report	Planning Office
1.42	Regional Area-based Priority Skills Requirements identified	1	Regional Skills Map developed	ROs
1.43	Provincial Area-based Priority Skills Requirements identified	1	Provincial Skills Map developed	POs
1.44	Capability build-up at all levels of operation on area-based and demand-driven TVET	1	After Activity Report	Planning Office QSO NITESD NTTA

2. TECHNICAL EDUCATION AND SKILLS DEVELOPMENT REGULATORY PROGRAM

PERFORMANCE INDICATORS	TARGET	EVIDENCE	OPR
TVET Program Registration and Accreditation			
2.1 Number of new programs registered (Full qualification by level)	2,285	Compendium of registered programs	Certification Office
2.2 Number of programs applied for STAR rating	*Determined by the regions*	Program applications reviewed	Certification Office
2.3 Number of programs accredited (STAR)	Conferment of accredited programs is targeted next year	STAR-rated programs	Certification Office
2.4 Percentage of programs application for STAR rating validated	100% validation based on review of documents; online validation will be piloted in selected TVIs-11 TVIs (10%) of 109 applicant TVIs	Program applications validated	Certification Office
2.5 APACC accreditation application processed	100% of applications received	Program applications reviewed/endorsed	Certification Office

| 2.6 | Number of recognized Diploma programs aligned with PQF level 5 descriptor | At least 1 | | NITESD/ QSO |

Target Setting Parameters on the Number of New Programs Registered:
1. The following formula was used in determining the FY 2021 targets:

   FY 2021 New Programs = FY2020 Accomplishment + 10% of FY2020 Accomplishment

2. The regional targets on the number of New programs registered is attached as Annex A.

	PERFORMANCE INDICATORS	TARGET	EVIDENCE	OPR
Competency Assessment and Certification				
2.7	Number of skilled workers assessed for certification	542,320	RWAC Report from T2MIS	Certification Office
2.8	Number of persons certified	498,934	RWAC Report from T2MIS	Certification Office
2.9	Number of persons assessed (CACW)	*To be determined by regions*	RWAC Report from T2MIS	Certification Office
2.10	Number of persons certified (CACW)	*To be determined by regions*	RWAC Report from T2MIS	Certification Office
2.11	Number of new assessors accredited	5% increase	Registry of Accredited Assessors from T2MIS	Certification Office
2.12	Number of new assessment centers accredited	5% increase	Registry of Accredited Assessment Centers from T2MIS	Certification Office
2.13	Capacity-building for Regional Lead Assessors trained	At least 2 per region	After Activity Report	Certification Office
2.14	Number of Provincial Lead Assessors trained	*To be determined by regions*	Report from ROPOs	ROPOs
2.15	No. of Competency Assessors in Tourism and other identified qualifications in CAMP ASSESS	*To be determined by regions*	After Activity Report	Certification Office
GAA Indicators				
2.16	Percentage of TVET graduates that undergo assessment for certification	86%	RWAC Report from T2MIS	Certification Office
2.17	Percentage of skilled workers issued with certification within seven (7) days of their application	90%	Tracking Sheets	Certification Office

Target Setting Parameters on the Number of Persons Assessed and Certified:

1. The following formula was used in determining the FY 2021 targets:

   FY 2021 New Programs = FY2020 Accomplishment + 10% of FY2020 Accomplishment

2. The regional targets on the number of persons assessed and certified is attached as Annex B.

OPCR INDICATOR		PROGRAMS/ACTIVITES/PROJECTS	OPR
IMPLEMENTATION OF TESDA OPLAN Abot Lahat ang OFWs			
2.18	Number of TVET Programs Registered	Implement Overseas TVET Program Registration	Certification Office
2.19		Promote registration of programs to respond to the training, skilling and upskilling of outbound, onsite and returning OFWs	Certification Office
2.20	Number of Assessed and Certified (OFWs and dependents)	Conduct of Onsite (overseas) Assessment and Certification of OFWs	Certification Office
2.21		Conduct of Assessment and Certification of outbound and repatriated OFWs and immediate family members and issuance of corresponding NCs / COCs, including renewal of the same	ROPO
2.22		Implement portfolio assessment to assist OFWs on the requirements for NCs and COCs	Certification Office
2.23	Number of Assessed and Certified (OFWs and dependents)	Monitor the assessment and certification activities in the country (regional and provincial) as well as overseas	Certification Office

Guide on the implementation: Issued Memorandum No. 084, Series of 2021

PERFORMANCE INDICATORS		TARGET	EVIDENCE	OPR
Compliance Audit				
2.24	Percentage of accredited AC qualifications Audited	100%	Duly accomplished TESDA-OP-CO-02-F06-RO Form	Internal Audit Service
GAA Indicators				
2.25	Percentage of registered accredited TVET programs audited	100%	Duly accomplished TESDA-OP-CO-02-F06-RO Form	Internal Audit Service
2.26	Percentage compliance of TVET programs to TESDA, industry and industry standards and requirements	90%	Duly accomplished TESDA-OP-CO-02-F06-RO Form	Internal Audit Service

Target Setting Parameters:

1. The regional offices shall prepare their respective annual audit plans and submit to Internal Audit Service (IAS).

2. The following shall be the guide in preparing the annual audit plan:
   2.1. Number of registered TVET programs audited
      ● All Programs (both NTR and WTR) which were registered on the following years based on the Compendium of Registered Programs as of December 31, 2020: [2020, 2018, 2016, 2014, 2012, 2010, 2008, 2006, 2004, 2002, 2000, etc (years ending in an even number)].
   2.2. Number of accredited AC qualifications audited
      ● All Assessment Centers accredited within the period of January 1, 2019 to November 30, 2020.
      ● Assessment Centers accredited within December 2020 shall form part of the FY 2022 audit plan, in consonance to TESDA-OP-IAS-02.

Guide on the Implementation:

● ROs to ensure that all POs have digitized the program registration and accreditation documents of TVIs and ACs filed at the PO and likewise ensure that the TVIs/ACs have digitized the registration/accreditation documents at their level to facilitate conduct of virtual and blended compliance audit.

	PERFORMANCE INDICATORS	TARGET	EVIDENCE	OPR
GAA Indicator – Tie-ups to Industry				
2.27	Percentage of TVET programs with tie-ups to industry	42%	Duly accomplished TESDA TVET Partnership Monitoring System (TTPMS)	Partnerships and Linkages Office
Partnerships and Collaborations				
2.28	Concept paper on Industry Boards finalized		Concept paper on Industry Boards finalized	PLO
2.29	Number of Industry Bodies formed and recognized		Recognized IAs and IBs	PLO
2.30	Sectoral Skills Council established and strengthened		Paper on Sectoral Skills Council and action programming submitted	PLO PO
2.31	PQF-NCC collaboration with tripartite education agencies strengthened		MOU between TESDA and CHED operationalized	QSO
2.32	Enhancement of Guidelines for rewards and incentives	1 enhanced guidelines developed and deployed		PLO
2.33	Conduct of Kabalikat Awards and TESDA Idols	Awarding conducted		PLO
2.34	Conduct of Kabalikat Awards	2 nominees	Memorandum of nomination	ROPO

		TARGET	EVIDENCE	OPR
2.35	Submission of nominees for TESDA Idols	2 nominees	Memorandum of nomination	ROPO
2.36	Conduct of TVET Innovation Awards		Memorandum of nomination	ROMO ROPO

	PERFORMANCE INDICATORS	TARGET	EVIDENCE	OPR
GAA Indicator – TR/CS/CATs Development				
2.37	Number of consultations, orientations and workshops for development of competency standards/training regulations and competency assessment tools	200	Number of consultations, orientations and workshops conducted by QSO	Qualifications and Standards Office
2.38	Number of new programs developed for 4IR skills and occupations		No. of programs developed	QSO
2.39	Number of TR/CS/CATs Developed from the NTESDP Action Programming Recommendations	13	Number of TR/CS/CATs Developed and Promulgated	QSO

3. TECHNICAL EDUCATION AND SKILLS DEVELOPMENT PROGRAM

	PERFORMANCE INDICATORS	TARGET	EVIDENCE	OPR
TESDA Technology Institutions				
3.1	Number of TTI enrollees	220,798	Report from T2MIS	ROMO
3.2	21st Century Skills integrated in all TTI programs	50% of all TVI programs		NITESD
GAA Indicator				
3.3	Number of TTI graduates	189,886	Report from T2MIS	ROMO

Target Setting Parameters:
1. The targets for FY 2021 are based on the actual FY 2020 GAA targets plus 10% increase.
2. The regional targets on the number of TTI enrollees and graduates is attached as Annex C.

	PERFORMANCE INDICATORS	TARGET	EVIDENCE	OPR
Scholarship Programs				
3.4	Number of TWSP subsidized enrollees	166,642	Report from T2MIS	SMD - ROMO
3.5	Number of TWSP subsidized graduates	149,977	Report from T2MIS	SMD - ROMO
3.6	Number of PESFA enrollees	8,333	Report from T2MIS	SMD - ROMO
3.7	Number of PESFA graduates	7,499	Report from T2MIS	SMD - ROMO
3.8	Number of STEP enrollees	74,922	Report from T2MIS	SMD - ROMO
3.9	Number of STEP graduates	67,429	Report from T2MIS	SMD - ROMO
3.10	Number of UAQTEA enrollees	21,223	Report from T2MIS	SMD - ROMO
3.11	Number of UAQTEA graduates	19,100	Report from T2MIS	SMD - ROMO
3.12	Number of TTSP enrollees	19,933	Report from T2MIS	SMD - ROMO
3.13	Number of TTSP graduates	17,939	Report from T2MIS	SMD - ROMO
3.14	Number of RESP enrollees	62,245	Report from T2MIS	SMD - ROMO
3.15	Number of RESP graduates	56,020	Report from T2MIS	SMD - ROMO

	PERFORMANCE INDICATORS	TARGET	EVIDENCE	OPR
GAA Indicators				
3.16	Number of graduates from technical education and skills development scholarship programs	217,898	Report from T2MIS	SMD - ROMO
3.17	Percentage of graduates from technical education and skills development scholarship programs that are employed	75% (GAA target: 69%)	Result of the Survey on the Employability of Graduates (SETG)	Planning Office

	PERFORMANCE INDICATORS	TARGET	EVIDENCE	OPR
Institution-based Training (IBT) Program				
3.18	Number of IBT enrollees	377,120	Report from T2MIS	ROMO
3.19	Number of IBT graduates	339,408	Report from T2MIS	
Enterprise-based/Apprenticeship Training (EBT) Program				
3.20	Number of EBT enrollees	56,738	Report from T2MIS	PLO
3.21	Number of EBT graduates	51,064	Report from T2MIS	
3.22	EBT Monitoring System deployed			PLO

3.23	No. of industry bodies implementing EBT programs		Report from T2MIS	PLO
3.24	Advocacy Program on EBT and work-based learning TVET deployed			PLO PID

Community-based Training (CBT) Program				
3.25	Number of CBT enrollees	994,180	Report from T2MIS	CLGUS
3.26	Number of CBT graduates	894,762	Report from T2MIS	
3.27	Number of CBT trainers developed/recognized	*To be determined by regions*		
3.28	Number of community-based programs for marginalized sectors or groups conducted	*To be determined by regions*		
3.29	Number of poor communities/municipalities reached (4th, 5th and 6th class municipalities)	*To be determined by regions*		
3.30	Number of EO 70 priority Barangays reached thru PRLEC Barangay Development Programs	*To be determined by regions*		
3.31	Number of barangays with Barangay Development Programs implemented at Sustainability Stage	*To be determined by regions*		
3.32	Number of barangays with Barangay Development Programs implemented at Exit Stage	*To be determined by regions*		
3.33	Community skills development models developed	*To be determined by regions*		NITESD

TESDA Online Program (TOP)				
3.34	No. of new online programs developed and uploaded			eTESDA
3.35	No. of courses sourced out from external providers and TTIs uploaded			eTESDA
3.36	No. of TESDA Online Program Graduates		TOP Database	eTESDA

Skills Training Program for Special Clients (Drug Dependents, Rebel Returnees, Dependents of KIA/WIA, Inmates and their Families, Indigenous Peoples and Cultural Communities, Displaced Women, PWD, Senior Citizens, Victims of disasters and calamities, Comprehensive Agrarian Reform Program, OFW Repatriation)				
3.37	Number of enrollees	253,960	Report from T2MIS	ROMO/ CLGUS
3.38	Number of graduates	238,368	Report from T2MIS	ROMO/ CLGUS

3.39	Programs for MSMEs developed		Program for MSMEs developed Partnerships forged for MSME program No. of MSME training beneficiaries	PLO PO ROMO SMD
3.40	Tulong Trabaho Scholarship Fund reviewed		Review/Analysis Report on Tulong Trabaho Scholarship Fund	PLO PO ROMO SMD
3.41	Paper on Sustainable Financing and Other Sources of Funding for TVET		Paper on Sustainable Financing for TVET	PO NITESD
3.42	Manual for CLGUs, identifying specific clientele and TVET programs developed		Manual for CLGUs	CLGO ROMO

PERFORMANCE INDICATORS		TARGET	EVIDENCE	OPR
Trainers' Development Program				
3.43	Number of learning facilitators trained in TM	*To be determined by regions*	Report from T2MIS	NTTA/ NITESD
3.44	Number of learning facilitators provided with skills upgrading	*To be determined by regions*		NTTA/ NITESD
3.45	Number of learning facilitators trained in higher qualifications	250 per region		NTTA/ NITESD
3.46	Number of learning facilitators given industry immersion	at least 25% of TTI learning facilitators		NTTA/ NITESD
3.47	Number of trainers trained in developing online learning materials			eTESDA
21st Century Skills				
3.48	Multipliers training conducted	1 batch of 25 trainers on 21st century skills trained		NTTA/ NITESD
3.49	Number of trainers on 21st century skills trained	30 Master Trainers	Report from T2MIS	NTTA/ NITESD

Target Setting Parameters:
1. The targets for FY 2021 IBT are based on the actual 2020 accomplishments plus 10% increase.
2. The targets for FY 2021 EBT are based on the actual 2020 accomplishments plus 5% increase.
3. The targets for FY 2021 CBT are based on the original reformulated FY 2020 target before COVID-19.
4. The regional targets on IBT, EBT and CBT is attached as Annex D.
5. Skills Training for Special Clients - The target for FY 2021 is based on the actual 2020 accomplishments plus 10% increase.
6. The regional targets on skills training for special clients is attached as Annex E.

	PERFORMANCE INDICATORS	TARGET	EVIDENCE	OPR
GAA Indicator – Technical Assistance to Training Institutions/Establishments/Assessment Centers				
3.50	Number of training institutions/establishments/ assessment centers provided with technical assistance	5,842	Technical Assistance Reports	Certification Office

Target Setting Parameters:
1. The regional targets on the number of training institutions/establishments/ assessment centers provided with technical assistance is attached as Annex F

	PERFORMANCE INDICATORS	TARGET	EVIDENCE	OPR
IMPLEMENTATION OF USAID OPPORTUNITY 2.0 AND UK-ILO SKILLS FOR PROSPERITY PROGRAMS				
3.51	Technical support and assistance in the implementation of the Skills for Prosperity Program (SfP) provided		Project Management Document ie Action Plan, Monitoring Report	Planning Office QSO, NITESD, NTTA Certification Office, PLO, CLGO, ROMO Regions VI, VII, VIII
3.52	Technical support and assistance in the implementation of the Opportunity 2.0 provided		Project Management Document ie Action Plan, Monitoring Report	Planning Office QSO, NITESD, NTTA Certification Office, PLO, CLGO, ROMO, PID Regions: NCR, III, V, VII, VIII, IX, X, XII

Guide on the implementation: TESDA Order Nos 371 and 372, s. 2020

	OPCR INDICATOR	PROGRAMS/ACTIVITES/PROJECTS	OPR
IMPLEMENTATION OF TESDA OPLAN Abot Lahat ang OFWs			
3.53	Number of OFWs enrolled and graduates under the scholarship programs	Implement a streamlined assistance package of TESDA scholarship for OFWs	ROMO
3.54		Maintain a database and monitoring system for OFW scholarship programs	ROMO
3.55		Implement training programs responsive to the skills needs of the OFWs and immediate family members through scholarship programs based on existing guidelines	ROPO

3.56		Conduct of job induction programs of OFW graduates of training programs	ROPO
3.57		Submit consolidated monthly accomplishment report of the OPLAN-related activities to the ODG	TESDO/ PLO
3.58	Number of OFWs provided with assistance	Operate and manage the TESDA OFW desks	ROPO
3.59		Coordinate and monitor the activities of the OFW desks	ROMO
3.59	Number of OFWs provided with assistance	Facilitate referrals for training and national competency assessment	PLO/ ROMO
3.60		Act on the results of the online registration of OFWs in the TESDA website and mobile app	ROPO
3.61		Coordinate and establish network with OWWA/DOLE for the timely data (and list) of returning and repatriated OFWs	PLO
3.62		Liaise and collaborate with LGUs in locating and reaching out to OFWs	CLGO/ ROPO
3.63		Monitor registered and completed OFW online users in the TESDA Online Programs (TOP)	NITESD
3.64	Number of OFWs provided with assistance	Develop and institutionalize more blended learning programs to support the needs of the OFWs	NITESD
3.65		Refer and endorse OFWs and immediate family member graduates to PESOs, LGUs, DTI, DA, financing institutions, and others for job referral and other post-training assistance.	ROPO
3.66	Number of OFWs trained/accredited as trainers and assessors	Facilitate and conduct the skills mapping and inventory of returning, repatriated and active OFWs for capacity building program as prospective trainers and assessors	PLO
3.67		Provide and conduct capacity building program intervention for OFWs to become TESDA accredited TVET trainers and assessors	NITESD/ NTTA/ Certification Office
3.68		Facilitate accreditation of OFW scholars to be TESDA-accredited trainers and assessors	ROPO
3.69	Number of partnerships related to OFW assistance	Establish partnerships and collaborate with NGAs, LGUs, the private sector, OFW organizations and others for a joint collaborative effort in providing assistance to OFW beneficiaries.	CLGO/ PLO
3.70		Release reports on OFWs upon request of other concerned government Agencies/organizations	PLO

Guide on the implementation: Issued Memorandum No. 084, Series of 2021

4. SUPPORT TO OPERATIONS

	PERFORMANCE INDICATORS	TARGET	EVIDENCE	OPR
Communication Program				
4.1	Advocacy Plan on Promoting TVET for Employment and Livelihood			PID
4.2	Number of press briefings with media members or dialogue with stakeholders conducted and covered	*To be determined by regions*	Documentation on press briefings or dialogues conducted	PID
4.3	Number of press releases about TESDA's programs and success stories drafted, edited, published and monitored	*To be determined by regions*	Press releases submitted	PID
4.4	Number of postings (news release, photo release, shared articles) posted each day Mondays to Fridays on TESDA Official FB page	*To be determined by regions*	Proof of postings submitted	PID
4.5	Develop and publish advocacy materials on TESDA programs for OFWs, in tri-media, TESDA website and other forms of platforms			PID
Maintenance of TESDA Quality Management System (QMS)				
4.6	ISO certification sustained (ie. ISO 9001:2015)	Maintained and sustained	Certification issued by 3rd Party Certification Body	FMS-MD
4.7	Internal Quality Audit in all operating units conducted	100%	IQA Reports	FMS-MD
4.8	Regional/Provincial Quality Management Committee Meeting conducted	1	Management Review Minutes of Meeting	FMS-MD
4.9	Capability-building programs on Quality Management System conducted (ROPOTI initiated)	1 RO initiated 2 CO initiated		FMS-MD
4.10	Monitoring of the Corporate Registry of Relevant Risks and Opportunities (RRRO)	Quarterly	Updated RRRO	FMS-MD
4.11	PQA Application Development	PQA application prepared and developed	Preparation of PQA Application Report	FMS-MD
Information and Knowledge Management System				
4.12	Number of KM Tools developed and installed	at least 1		PO-LMID

4.13	Number of KM systems developed and installed	at least 1			PO-LMID
4.14	Number of Information Systems designed and developed	At least 2	Approved TORs		ROMO-MITD
4.15	Information Technology (IT) infrastructure enhanced/maintained	Data servers	Approved TORs		ROMO-MITD
4.16	Quality systems installed/maintained				ROMO-MITD

OPCR INDICATOR	PROGRAMS/ACTIVITES/PROJECTS	OPR
IMPLEMENTATION OF TESDA OPLAN Abot Lahat ang OFWs		
4.17 TVET Officer / Attache position in POLOs created	Create or establish a TESDA desk with TVET Officer / Attache in POLOs with large number of OFWs	AS/ Planning Office
4.18 Percentage of complaints processed and acted upon	Processing feedback/complaints and conduct of investigation, corrective action applied	ROMO/ IAS/ NISP

Guide on the implementation: Issued Memorandum No. 084, Series of 2021

5. GENERAL ADMINISTRATIVE SUPPORT SERVICES

1. All operating units shall still adopt the existing alternative work arrangements based on the issued TESDA Circular No. 063 series of 2020 on the Adoption of Interim Guidelines for Alternative Work Arrangements, until further amendments are issued.
2. Provision of communication allowance to TESDA personnel who are working from home shall follow the guidelines indicated in Memorandum No. 282 s. 2020 on the Guidelines on the Reimbursement of Internet and Communication Expenses during COVID-19 pandemic.

PERFORMANCE INDICATORS	TARGET	EVIDENCE	OPR
Integrity Development Plan			
5.1 Percentage of the TESDA Efficiency and Integrity Development Plan (EIDP) programs/projects for 2021 implemented as scheduled.	100 %	TESDA-EIDP Form B (Regional Efficiency and Integrity Development Board Semestral Report	AS-HRMD
5.2 Percentage of SALN (including e-copies) of all staff submitted to oversight agencies by April 30, 2021	100 %	Receiving copy from CSC/Office of Deputy Ombudsman	AS-HRMD

	Strategic Performance Management System			
5.3	Annual OPCR Accomplishments with self-ratings submitted to Planning Office by January 15, 2021		OPCR submitted	Planning Office
5.4	Percentage of TESDA officials with Career Executive Service Performance Evaluation System (CESPES) Ratings for January-June 2020 and July-December 2020 Reports submitted by June 30, 2021	100 %	Memorandum on Submission of Ratee Information Sheet (RIS)	AS-HRMD
5.5	Percentage of TESDA officials with Career Executive Service Performance Evaluation System (CESPES) Ratings for January-June 2020 submitted by December 31, 2021	100 %	Memorandum on Submission of Ratee Information Sheet (RIS)	AS-HRMD
5.6	IPCR 2020 commitments (1st and 2nd sem) submitted to HRMD for Central Office by end of April 2021 (after receipt of the approved OPCR commitments)	100%	Memorandum on Submission / Encoding on the Monitoring Sheets of HRMD	AS-HRMD
5.7	IPCR accomplishments submitted to HRMD for Central Office on the 1st week of August 2021 for the 1st semester rating and 1st week of February 2022 for the 2nd semester rating	100%	Memorandum on Submission / Encoding on the Monitoring Sheets of HRMD	AS-HRMD
	Financial Management (Fund Utilization)			
5.8	Allotted funds for priority programs/projects/activities (P/P/A) and commitments of TESDA (where Obligation BUR = total obligation/total allotment) utilized 100%	100%	Allotments obligated funds for priority PAPs	FMS-BD
5.9	Percentage of Notice of Cash Allocation (NCA) for various programs/projects/activities (P/A/P) utilized (where Disbursement BUR = NCA/Obligation)	100 % per quarter	Notice of Cash Allocation utilization	FMS-BD
5.10	Monthly Statement of Appropriations, Allotment, Obligations and Balances (SAAOB) report using FAR No. 1 template submitted to oversight agencies not later than the 10th working day after the reference month	Monthly	Proof of postings submitted	FMS-BD
5.11	Quarterly Budget and Financial Accountability Reports (BFAR) submitted to oversight agencies not later than the 25th day after the reference quarter	Quarterly	Proof of postings submitted	FMS-BD
5.12	Quarterly report of actual income submitted to oversight agencies not later than the 5th working day of the month following the reference month	Quarterly	Proof of submission	FMS-BD

	Financial Accountability			
5.13	Cash Advances liquidated/settled within the prescribed period and submitted the following accounts to oversight agencies not later that the 15th day of the month following the reference quarter: ● Due from Officers and Employees ● Advances to Officers and Employees ● Advances for Operating Expenses (if applicable) ● Advances to Special Disbursing Officers (if applicable) ● Advances for Payroll		Proof of postings submitted	FMS-AD
	*NOTE: **Requirements for the granting of PBB include liquidation of cash advances within the prescribed period. Failure to do so will mean disqualification from receiving the PBB.***			
	Compliance to COA Observations			
5.14	Percentage on the Compliance on actions taken on COA recommendations submitted to oversight agencies every 5th day of the month following the reference quarter (March, June, September and December)	100 %	Proof of compliance report	FMS-AD
5.15	Number of reports submitted to oversight agencies every 5th day of the month following the reference quarter ● 100% Settlement of Suspensions within the prescribed period (within 90 days) ● Appeal on Notices of Disallowance (if any) submitted to COA within the prescribed period (within 6 months)	Quarterly	Proof of compliance report	FMS-AD
5.16	Qualified opinion on the CAAR's Financial Statement/ Value for Money Audit	As necessary		FMS-AD
	Selection and Recruitment			
5.17	Percentage of issued appointments to 100% of COROPOTI vacant positions by end of December 2020	100 %	Approved appointments / List of Newly Appointed and Promoted Employees	AS-HRMD
	PRIME-HRM			
5.18	Conferment of PRIME-HRM Level II by 2nd semester	Onsite assessment conducted	Certificate of Recognition / Recommendation Report by CSC	AS-HRMD

	PERFORMANCE INDICATORS	TARGET	EVIDENCE	OPR
5.19	Percentage of the requests for information requested through FOI provided, subject to provisions of People's FOI Manual and its exceptions.	100 %	Annual FOI Report	AS-HRMD

Agency Procurement Compliance Performance Indicator (APCPI)

5.20	APCPI submitted on or before March 31, 2021 as mandated by law			AS-PD

Transparency Seal and Compliance

5.21	Percentage of compliance with Transparency Seal requirements in accordance with 2018 General Appropriations Act (GAA), IAFT Memorandum Circular 2015-1, and other Joint Circulars and Memorandum that may be issued by agencies in authority:			Planning Office/ FMS, AS
5.22	● Agency's mandates and functions, names of its officials with their position and designation, and contact information			AS
5.23	● Approved budgets and corresponding targets immediately upon approval of 2021 GAA			FMS
5.24	● Modifications made pursuant to the general and special provisions in 2021 GAA			FMS
5.25	● Annual Procurement Plan (APP) for Common Used Supplies and Equipment (CSE) and non-CSE	100 %	Transparency Seal requirements uploaded in the website	AS
5.26	● Posting of contracts awarded and the name of contractors/suppliers/consultants – every procurement activity			AS
5.27	● Budget and Financial Accountability Reports, pursuant to COA and DBM J.C. No. 2014-1 dated July 1, 2014			FMS
5.28	● Annual Reports on the status of income authorized by law to be retained and/or used and be deposited outside of the National Treasury, which shall include the legal basis for its retention and/or use, the beginning balance, income collected and its sources,			FMS

	expenditures and ending balances for the preceding fiscal year			
5.29	● System Ranking of Delivery Units and Individuals			AS
5.30	● Quality Management System Certified by international certifying body or Agency Operations Manual			FMS
5.31	● Status of Cases (if applicable), as required under Administrative Order No. 340, s. 2013: ○ Pending Cases ○ Released Decision ○ Cases with Entry Judgement			AS
5.32	● Net Worth of Officials, as required under CSC Republic Act No. 6713			AS
5.33	● Status report on the COA findings and recommendations			FMS
Citizen's Charter/Anti-Red Tape Act (ARTA) Implementation				
5.34	Percentage of the client satisfaction rate on Quality of Services and Qualities of Facilities achieved	At least 95 %		NISP
5.35	Percentage of client satisfaction feedback/complaints/ recommendations acted upon as prescribed per process.	100 %		
Anti-Red Tape Act Requirements				
5.36	Posting in conspicuous places and on TESDA website of Citizen's Charter for frontline services. Presence of the following: ● Anti-fixer poster ● Manned Public Assistance Counter ● Courtesy lanes for elderly, differently abled and pregnant women ● No noon break poster ● Smoke-free poster ● Designated smoking area		Posted updated Citizen's Charter	AS-HRMD
Foreign Training Programs				
5.37	Percentage of qualified officials and employees endorsed for foreign training programs	100 %	Report/List of Officials and Employees endorsed	AS-TDI
Facilities and Building Maintenance and Improvement				

5.38	TESDA facilities, buildings and equipment maintained based on the approved maintenance plan and priority findings for the structural integrity of the Administration Building implemented based on Consultant's recommendation	Maintained		AS-GSD
Green Program Implementation & Monitoring				
5.39	Green programs implemented and monitored year-round	Monitored		NITESD
RA 9184 Compliance				
5.40	Percentage of compliance to statutory provisions of Republic Act 9184 (Procurement Law)	100 %		AS-PD

V. MONITORING AND EVALUATION

1. All Area Managers (Regional Directors/Provincial/District Directors) shall ensure accuracy, consistency and completeness of all required reports.
2. Regular and timely submission of performance reports (every 5th of the following month) of the OPCR accomplishments and other required reports shall be strictly observed.
3. All operating units shall utilize the online reporting through the TESDA Organizational Performance Reporting and Monitoring System (OPRMS+) in the intranet.
4. A semestral Performance Review Conference shall be done for the purpose of assessing and discussing the Office performance of the preceding period, as well as plans for the succeeding rating period with the concerned heads. Performance evaluation shall be based on the criteria on Quality, Efficiency and Timelines based on the approved Updated TESDA Corporate Plan 2019-2022.
5. The existing Corporate Information Systems shall utilize the following methods of official communication, reporting facility and sharing of files/documents:
   ○ E-mail (tesda.gov.ph);
   ○ Corporate Intranet (File sharing)
   ○ TESDA Training Management Information System (T2MIS); and
   ○ TESDA Organizational Performance Reporting and Monitoring System

Proposed Regional Target on the Number of New Programs Registered

Region	2020 Adjusted RO Target	2020 Accomplishment	10% Increase from 2020 Accomplishment	Proposed Target for 2021	No. of Programs for Migration
I	83	132	13	**145**	50
II	44	143	14	**157**	21
III	107	223	22	**245**	81
IVA	92	115	12	**127**	77
IVB	78	120	12	**132**	19
V	45	109	11	**120**	27
VI	84	88	9	**97**	27
VII	125	117	12	**129**	46
VIII	29	159	16	**175**	10
IX	20	67	7	**74**	84
X	90	217	22	**239**	43
XI	58	136	14	**150**	58
XII	111	140	14	**154**	35
BARMM	25	54	5	**59**	63
CAR	25	76	8	**84**	45
CARAGA	30	70	7	**77**	18
NCR	120	111	11	**122**	146
TOTAL	**1,166**	**2,077**	**208**	**2,285**	**850**

Proposed Target on the Number of persons Assessed and Certified

Region	Assessed					Certified				
	2020 Target (Original Target from ROs)	2020 Target (Reduced)	Actual Accomplishment (vis Reduced)	% Accomp. (vis Reduced)	PROPOSED	2020 Target	Actual No.	% Accomp.	Cert. Rate	PROPOSED
	a	b	c	d	e = c + (c x 10%)	f	g	h	i	j = e x 92%
I	69,893	27,957	30,166	107.90%	33,183	25,721	28,532	110.93%	94.58%	30,528
II	47,846	19,138	22,064	115.29%	24,270	17,607	20,589	116.94%	93.31%	22,329
III	138,909	55,564	53,657	96.57%	59,023	51,118	50,703	99.19%	94.49%	54,301
IV-A	132,699	53,080	43,469	81.89%	47,816	48,833	40,902	83.76%	94.09%	43,991
IV-B	32,288	12,915	17,840	138.13%	19,624	11,882	16,594	139.66%	93.02%	18,054
V	80,313	32,125	28,592	89.00%	31,451	29,555	24,185	81.83%	84.59%	28,935
VI	97,872	26,099	21,430	82.11%	23,573	23,489	19,202	81.75%	89.60%	21,687
VII	98,144	39,258	30,530	77.77%	33,583	36,117	28,889	79.99%	94.62%	30,896
VIII	61,419	24,568	29,523	120.17%	32,475	22,602	28,808	127.46%	97.58%	29,877
IX	43,584	12,204	14,645	120.00%	16,110	11,227	13,219	117.74%	90.26%	14,821
X	65,521	26,208	24,615	93.92%	27,077	24,112	23,469	97.33%	95.34%	24,910
XI	76,780	30,712	30,839	100.41%	33,923	28,255	29,047	102.80%	94.19%	31,209
XII	56,389	22,556	24,776	109.84%	27,254	20,751	22,939	110.54%	92.59%	25,073
BARMM	14,748	8,377	12,145	144.98%	13,360	7,707	11,219	145.57%	92.38%	12,291
CAR	42,408	11,365	14,825	130.44%	16,308	10,456	13,681	130.84%	92.28%	15,003
CARAGA	25,358	10,143	10,115	99.72%	11,127	9,332	8,952	95.93%	88.50%	10,236
NCR	364,261	145,704	83,498	57.31%	91,848	134,048	81,047	60.46%	97.06%	84,500
Overseas	1,000	-	-	-	-	-	-	-	-	-
Portfolio		1,000	199	19.90%	219	860	126	14.65%	63.32%	201
RLA	480	200	90	45.00%	99	170	86	50.59%	95.56%	91
Grand Total	1,449,911	559,173	493,018	88.17%	542,320	513,842	462,189	89.95%	93.75%	498,934

Proposed Target on the number of TTI Enrollees and Graduates

Region	Total Target FY 2021		
	No. of TTIs	**Enrollees**	**Graduates**
NCR	11	10,410	9,369
CAR	8	11,230	10,107
I	10	11,670	10,503
II	11	17,806	16,025
III	12	11,325	10,193
IV-A	12	6,165	5,549
IV-B	11	7,850	7,065
V	15	25,120	22,608
VI	13	11,700	10,530
VII	14	17,540	15,786
VIII	14	11,925	10,733
IX	6	10,400	9,360
X	13	16,650	14,985
XI	11	19,725	17,753
XII	10	6,317	5,685
CARAGA	10	12,242	11,018
BARMM*	6	2,908	2,617
Total	**187**	**210,983**	**189,886**

Proposed Target on the number of Enrollees and Graduates per Delivery Mode

REGION	IBT *		EBT **		CBT ***	
	ENROLLEES	GRADUATES	ENROLLEES	GRADUATES	ENROLLEES	GRADUATES
CAR	15,964	14,368	5,007	4,507	23,044	20,740
Reg. I	23,056	20,750	2,458	2,212	45,556	41,000
Reg. II	24,736	22,262	1,827	1,644	43,533	39,180
Reg. III	38,426	34,584	5,531	4,978	118,603	106,743
Reg. IVA	18,338	16,504	6,706	6,036	111,241	100,117
Reg. IVB	15,725	14,152	2,394	2,155	38,069	34,262
Reg. V	22,503	20,252	2,858	2,572	31,413	28,272
Reg. VI	29,537	26,583	966	869	78,947	71,052
Reg. VII	22,232	20,009	2,948	2,654	97,077	87,369
Reg. VIII	34,690	31,221	8,425	7,583	51,569	46,412
Reg. IX	14,148	12,733	809	728	47,533	42,780
Reg. X	20,418	18,376	6,529	5,876	43,234	38,911
Reg. XI	15,235	13,712	2,160	1,944	30,611	27,550
Reg. XII	14,256	12,830	2,429	2,186	56,876	51,188
NCR	36,353	32,718	1,897	1,708	149,285	134,357
CARAGA	16,250	14,625	3,341	3,007	20,589	18,530
ARMM	15,253	13,727	452	406	7,000	6,300
TOTAL	**377,120**	**339,408**	**56,738**	**51,064**	**994,180**	**894,762**

Note: * FY 2020 accomplishments plus 10% increase
    ** FY 2020 accomplishment plus 5% increase
    *** FY 2020 original target retained

Proposed regional target on the implementation of skills training for Special Clients

Former Rebels | Indigenous People and Cultural Communities

REGION	2020 Accomplishments		Target			2020 Accomplishments		Target		
	ENROLLED	GRADUATES	Enrolled		Graduates	ENROLLED	GRADUATES	Enrolled		Graduates
			+10% Increase	Total Enrolled				+10% Increase	Total Enrolled	
a	b	c	d=b*10%	e=b+d	f=e*90%	b	c	d=b*10%	e=b+d	f=e*90%
I	125	94	13	138	124	1,220	992	122	1,342	1,208
II	141	87	14	155	140	5,140	5,079	514	5,654	5,089
III	82	71	8	90	81	1,604	1,814	160	1,764	1,588
IV-A	20	18	2	22	20	497	668	50	547	492
IV-B	16	12	2	18	16	2,904	2,903	290	3,194	2,875
V	48	64	5	53	48	432	407	43	475	428
VI	293	243	29	322	290	1,622	1,238	162	1,784	1,606
VII	2	1	0	2	2	972	1,124	97	1,069	962
VIII	613	504	61	674	607	86	174	9	95	85
IX	1,678	1,506	168	1,846	1,661	10,522	8,469	1,052	11,574	10,417
X	3,008	2,721	301	3,309	2,978	6,069	5,230	607	6,676	6,008
XI	2,041	1,885	204	2,245	2,021	7,593	7,029	759	8,352	7,517
XII	208	207	21	229	206	4,377	3,616	438	4,815	4,333
NCR	4	3	0	4	4	274	201	27	301	271
CAR	78	77	8	86	77	18,907	17,317	1,891	20,798	18,718
CARAGA	381	340	38	419	377	5,463	5,214	546	6,009	5,408
ARMM	142	205	14	156	141	3,456	3,572	346	3,802	3,421
TOTAL	8,880	8,038	888	9,768	8,791	71,138	65,047	7,114	78,252	70,427

Drug Dependents / Surrenderers   Persons Deprived of Liberty

REGION	2020 Accomplishments		Target			2020 Accomplishments		Target		
	ENROLLED	GRADUATES	Enrolled		Graduates	ENROLLED	GRADUATES	Enrolled		Graduates
			+10% Increase	Total Enrolled				+10% Increase	Total Enrolled	
a	b	c	d=b*10%	e=b+d	f=e*90%	b	c	d=b*10%	e=b+d	f=e*90%
I	108	118	11	**119**	**107**	178	467	18	**196**	**176**
II	176	170	18	**194**	**174**	444	608	44	**488**	**440**
III	932	964	93	**1,025**	**923**	1,238	1,804	124	**1,362**	**1,226**
IV-A	161	187	16	**177**	**159**	596	1,138	60	**656**	**590**
IV-B	139	139	14	**153**	**138**	5	70	1	**6**	**5**
V	53	68	5	**58**	**52**	96	75	10	**106**	**95**
VI	195	371	20	**215**	**193**	598	1,212	60	**658**	**592**
VII	146	111	15	**161**	**145**	25	311	3	**28**	**25**
VIII	70	104	7	**77**	**69**	75	130	8	**83**	**74**
IX	78	75	8	**86**	**77**	6	28	1	**7**	**6**
X	1,978	2,110	198	**2,176**	**1,958**	107	147	11	**118**	**106**
XI	276	284	28	**304**	**273**	230	333	23	**253**	**228**
XII	247	155	25	**272**	**245**	272	461	27	**299**	**269**
NCR	347	360	35	**382**	**344**	1,240	2,420	124	**1,364**	**1,228**
CAR	85	81	9	**94**	**84**	242	352	24	**266**	**240**
CARAGA	293	290	29	**322**	**290**	162	143	16	**178**	**160**
ARMM	3	14	0	**3**	**3**	17	90	2	**19**	**17**
TOTAL	**5,287**	**5,601**	**529**	**5,816**	**5,234**	**5,531**	**9,789**	**553**	**6,084**	**5,476**

Returning / Repatriated OFWs   Build, Build, Build

REGION	2020 Accomplishments		Target			2020 Accomplishments		Target		
	ENROLLED	GRADUATES	Enrolled		Graduates	ENROLLED	GRADUATES	Enrolled		Graduates
			+10% Increase	Total Enrolled				+10% Increase	Total Enrolled	
a	*b*	*c*	*d=b*10%*	*e=b+d*	*f=e*90%*	*b*	*c*	*d=b*10%*	*e=b+d*	*f=e*90%*
I	424	292	42	**466**	**420**	6,410	4,876	641	**7,051**	**6,346**
II	354	320	35	**389**	**350**	5,495	5,231	550	**6,045**	**5,440**
III	743	622	74	**817**	**736**	11,450	11,145	1,145	**12,595**	**11,336**
IV-A	265	216	27	**292**	**262**	4,473	5,599	447	**4,920**	**4,428**
IV-B	198	167	20	**218**	**196**	3,908	3,919	391	**4,299**	**3,869**
V	316	195	32	**348**	**313**	5,262	4,837	526	**5,788**	**5,209**
VI	675	459	68	**743**	**668**	7,487	7,585	749	**8,236**	**7,412**
VII	342	233	34	**376**	**339**	4,910	5,517	491	**5,401**	**4,861**
VIII	162	105	16	**178**	**160**	10,790	9,500	1,079	**11,869**	**10,682**
IX	967	903	97	**1,064**	**957**	4,323	3,638	432	**4,755**	**4,280**
X	322	258	32	**354**	**319**	8,122	7,664	812	**8,934**	**8,041**
XI	358	257	36	**394**	**354**	7,413	5,928	741	**8,154**	**7,339**
XII	293	202	29	**322**	**290**	4,936	3,845	494	**5,430**	**4,887**
NCR	991	708	99	**1,090**	**981**	2,444	3,379	244	**2,688**	**2,420**
CAR	346	289	35	**381**	**343**	3,982	3,807	398	**4,380**	**3,942**
CARAGA	178	112	18	**196**	**176**	4,516	3,529	452	**4,968**	**4,471**
ARMM	68	70	7	**75**	**67**	4,601	5,772	460	**5,061**	**4,555**
TOTAL	**7,002**	**5,408**	**700**	**7,702**	**6,932**	**100,522**	**95,771**	**10,052**	**110,574**	**99,517**

4Ps Beneficiaries   Agrarian Reform Beneficiaries

REGION	2020 Accomplishments		Target			2020 Accomplishments		Target		
	ENROLLED	GRADUATES	Enrolled		Graduates	ENROLLED	GRADUATES	Enrolled		Graduates
			+10% Increase	Total Enrolled				+10% Increase	Total Enrolled	
a	b	c	d=b*10%	e=b+d	f=e*90%	b	c	d=b*10%	e=b+d	f=e*90%
I	555	419	56	611	549	55	39	6	61	54
II	274	249	27	301	271	68	34	7	75	67
III	2,335	2,231	234	2,569	2,312	393	360	39	432	389
IV-A	858	871	86	944	849	175	174	18	193	173
IV-B	4,559	4,223	456	5,015	4,513	266	260	27	293	263
V	1,915	1,426	192	2,107	1,896	373	184	37	410	369
VI	967	833	97	1,064	957	391	305	39	430	387
VII	506	391	51	557	501	538	380	54	592	533
VIII	1,154	1,025	115	1,269	1,142	836	640	84	920	828
IX	4,464	3,565	446	4,910	4,419	33	32	3	36	33
X	2,089	1,875	209	2,298	2,068	48	44	5	53	48
XI	2,222	1,763	222	2,444	2,200	571	361	57	628	565
XII	1,474	1,266	147	1,621	1,459	481	155	48	529	476
NCR	393	307	39	432	389	1	1	0	1	1
CAR	680	613	68	748	673	408	396	41	449	404
CARAGA	1,988	1,330	199	2,187	1,968	440	439	44	484	436
ARMM	144	90	14	158	143	14	11	1	15	14
TOTAL	26,577	22,477	2,658	29,235	26,311	5,091	3,815	509	5,600	5,040

Wounded-In-Action AFP & PNP Personnel   Family Members of KIA / WIA

REGION	2020 Accomplishments		Target			2020 Accomplishments		Target		
	ENROLLED	GRADUATES	Enrolled		Graduates	ENROLLED	GRADUATES	Enrolled		Graduates
			+10% Increase	Total Enrolled				+10% Increase	Total Enrolled	
a	b	c	d=b*10%	e=b+d	f=e*90%	b	c	d=b*10%	e=b+d	f=e*90%
I	2	1	0	2	2	39	30	4	43	39
II	6	5	1	7	6	27	23	3	30	27
III	13	11	1	14	13	53	48	5	58	52
IV-A	4	3	0	4	4	16	16	2	18	16
IV-B	4	3	0	4	4	25	23	3	28	25
V	0	0	0	0	0	25	23	3	28	25
VI	8	6	1	9	8	41	35	4	45	41
VII	1	0	0	1	1	25	24	3	28	25
VIII	7	1	1	8	7	50	37	5	55	50
IX	22	21	2	24	22	150	130	15	165	149
X	3	3	0	3	3	65	48	7	72	64
XI	1	1	0	1	1	21	15	2	23	21
XII	3	4	0	3	3	83	98	8	91	82
NCR	35	35	4	39	35	19	18	2	21	19
CAR	2	1	0	2	2	37	36	4	41	37
CARAGA	6	5	1	7	6	41	38	4	45	41
BARMM	0	0	0	0	0	11	11	1	12	11
TOTAL	117	100	12	129	116	728	653	73	801	721

Proposed regional target on the number of technical assistance provided to TVIs and Assessment Centers

REGION	GAA TARGET		
	ACs	TVIs	TOTAL
I	65	195	260
II	36	77	113
III	172	534	706
IV-A	205	478	683
IV-B	61	112	173
V	81	227	308
VI	78	174	252
VII	95	386	481
VIII	62	90	152
IX	67	160	227
X	50	223	273
XI	103	176	279
XII	96	174	270
BARMM	62	75	137
CAR	44	108	152
CARAGA	333	83	416
NCR	21	939	960
TOTAL	**1,631**	**4,211**	**5,842**