

Republic of the Philippines
HOUSE OF THE REPRESENTATIVES
Quezon City

EIGHTEENTH CONGRESS
FIRST REGULAR SESSION



House Bill No. 583

Introduced by CIBAC Party-List Representatives
Eduardo 'Bro. Eddie' C. Villanueva and Domingo C. Rivera

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

For the past years, TESDA has undeniably proven itself as an institution that sends educated and trained individuals to workplaces receiving commendations from both domestic and overseas employers and earning the ISO 9001:2008 certification. 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.

With this, we are assured that all tech-voc graduates have undergone quality and specialty-focused education, skills training, and examinations under professionals of their respective fields.

Hence, tech-voc graduates also deserve automatic civil service eligibility just as passers of bar/board examinations administered by the Professional Regulation Commission (PRC) and other qualified individuals receive it under Republic Act No. 1080.

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). Currently, the SCEP is a partnership between the 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 CSC nationwide.

An NC 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. 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.

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.

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.

The immediate passage of this bill is earnestly sought.



HON. EDUARDO "BRO. EDDIE" C. VILLANUEVA



HON. DOMINGO C. RIVERA

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Introduced by CIBAC Party-List Representatives
Eduardo 'Bro. Eddie' C. Villanueva and Domingo C. Rivera

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

SECTION 2. Declaration of Policy. – The Constitution provides that appointments in the civil service shall be made only according to merit and fitness. Towards this end, it is hereby declared the policy of the state to institutionalize and enhance the Skills Certificate Equivalency Program (SCEP), and to give equal opportunity to certified technical-vocational education and training (TVET) graduates to enter the civil service, uplift the dignity of middle skill workers, and improve the image of technical and vocational education in the country.

SECTION 3. Skills Certificate Equivalency Program. – There shall be establish a Skills Certificate Equivalency Program (hereinafter, the Program), which shall grant civil service eligibility to holders of Technical Education and Skills Development Authority (TESDA) National Certificates (NCs).

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

5
6 **SECTION 4. Coverage.** – The benefit under this Act shall apply to those currently
7 working in the government or seeking entrance into the civil service for positions
8 requiring eligibility thru an appropriate TESDA-issued NC.

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10 **SECTION 5. Identification of Positions with Qualification Standards Requiring**
11 **Eligibility through TESDA-Issued National Certificates.** – The CSC and TESDA,
12 in consultation with relevant stakeholders, shall identify and regularly update the
13 qualification standards requiring eligibility through an appropriate TESDA-issued NC,
14 taking into account the changing requirements of the workplace and the needs of the
15 government in ensuring the delivery of efficient and effective service to the public;
16 *Provided, That the NC remains in the roster of promulgated national qualifications of*
17 *TESDA: Provided, further, That the grant of civil service eligibility shall be based on*
18 *an unexpired NC.*

19
20 **SECTION 6. Application for and Award of Eligibility.** – Any holder of TESDA-issued
21 NC shall file the application for civil service eligibility at any office of the CSC. For this
22 purpose, the CSC shall ensure that there are designated personnel at its field offices
23 nationwide who shall be responsible for the conversion of TESDA-issued NCs to
24 appropriate civil service eligibilities.

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26 **SECTION 7. Implementing Rules and Regulations.** – The CSC and the TESDA
27 shall jointly issue the implementing rules and regulations for the effective
28 implementation of this Act within sixty (60) days from the effectivity of this Act.

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30 **SECTION 8. Repealing Clause.** – All laws, presidential decrees, executive orders,
31 memoranda, rules and regulations contrary to or inconsistent with the provisions of
32 this Act are hereby repealed, amended or modified accordingly.

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34 **SECTION 9. Separability Clause.** – If any part or provision of this Act is declared
35 unconstitutional or invalid, the remaining parts or provisions not affected shall remain
36 in full force and effect.

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38 **SECTION 10. Effectivity.** – This Act shall take effect fifteen (15) days after its
39 publication in the Official Gazette or in two (2) newspapers of general circulation.

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42 **Approved,**