

## **TESDA Women's Center**

### **2015 ANNUAL REPORT**

#### **Introduction**

CY 2015 was part of TWC's second cycle (May 2012- April 2015) accreditation with the Asia Pacific Accreditation and Certification Commission (APACC) maintaining its silver level status. As an affirmation, a plaque of recognition for TVET institution's excellence was awarded to the TWC during the awards night held at the Marco Polo Hotel, Manila on June 22, 2015 organized by the Colombo Plan Staff College.

The year was also marked with the launching of the TESDA-Samsung Consumer Electronics Servicing Training Laboratory at the TWC held on June 17, 2015. The joint activity was a concrete testimony of the partnership forged between the Technical Education and Skills Development Authority (TESDA) and Samsung Electronics Philippines Corporation (SEPCO) stipulated in a Memorandum of Agreement signed in December 2014. SEPCO donated the necessary serviceable equipment, tools and training materials used for training. The partnership program ensured a steady supply of highly skilled workers in the electronics industry.

#### **MFO 1: TESD Policy Services**

The TWC as the lead training institution for GAD has continuously provided secretariat support to the TESDA GAD Focal Point System (GFPS). In 2015, it spearheaded the preparation of the TESDA Central Office GAD Plan and Budget for CY 2017 and reviewed the CY 2017 Regional GAD Plans and Budgets (GPBs). During the same year, the CY 2015 GAD Accomplishment Reports for the Central Office was also prepared while the Regional GAD Accomplishment reports were also reviewed and endorsed to the Department of Labor and Employment (DOLE).

TESDA Central Office has allocated P144,642,064.00 or 8.20% out of P1,763,730,000.00 total budget for CY 2017. GAD expenditure for 2015 for the Central Office was recorded at 8.98% utilization or equivalent to P158,421,179.45 which depicts proper GAD budget utilization, and above the minimum 5% required by law.

## **MFO 2: TESD Services**

### **Regular CBT and TWSP**

The TWC as one of TESDA's Technology Institutions continuously implemented competency-based training (CBT) programs. In 2015, a total of 949 graduates composed of 852 women and 97 men completed their CBT. During the year, two closing ceremonies were held, June 5 and December 4, anchored on the theme "Juanang may kakayahan at abilidad, magsisilbing tatag natin sa pagsulong at pag-unlad." The graduates completed their training in qualifications, such as: Automotive Servicing NC II, Electronic Products Assembly and Servicing (EPAS) NC II, Cookery NC II, Dressmaking NC II, Food and Beverage Services NC II, Gas Metal Arc Welding NC II, Housekeeping NC II, Plumbing NC II, and Shielded Metal Arc Welding NC II.

Out of 949 graduates of the regular CBT and TWSP, 938 were assessed and 886 certified. The graduates posted 60.3% employment rate after 6 months from completion of training.

### **Special Training for Employment Program**

The Special Training for Employment Program (STEP) of the TWC registered 1,440 enrollees, 1,440 graduates with 85% certification rate.

### **Industry Forum**

An industry forum was organized by the TWC on October 8, 2015 participated in by selected active industry partners from the tourism-related sector such as Cookery, FBS, and Housekeeping; Plumbing and Welding; Food Processing; Dressmaking; Electronics; and Automotive. The forum gathered relevant inputs from partner companies regarding skills requirements relevant to their company needs; sought valuable feedback from employers regarding level of satisfaction of the employers on the performance of TWC graduates in their place of work; and, strengthened linkages with public and private employers in the hiring of TWC graduates.

The signing of commitment of partnership by the industry partners of the TWC highlighted the forum. They committed to collaborate, establish close linkages and partnerships through OJT, and participate in the jobs fair and industry consultation to enhance training delivery and provide employment opportunities for the graduates to reduce unemployment and contribute to poverty reduction.

## **Research Studies**

### ***1. Case Study on eTESDA Online Program and Blended Training Program of TWC***

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The study recognized the eTESDA online training program and the blended training program of the TESDA Women's Center (TWC) as emerging good practices on e-government that focuses on women's empowerment.

The study also noted that TESDA promotes gender empowerment and equality in the country, and uses information and communications technology (ICT) in institutional management and delivery of services making it one of the agencies that represents eGovernment practices and promotes equality through gender mainstreaming.

### ***2. Pilot Testing of TWC Blended Training Program in FBS NC II***

The study tested and evaluated the developed e-learning modules of Food and Beverage Services (FBS) NC II. Participants were trainees of the Blended FBS at the TESDA Women's who utilized both face-to-face and online learning methods.

The result of the study showed that (a) there was a significant difference in the training duration of the Blended FBS NC II compared with the regular FBS NC II under the Competency-Based Training (CBT) program; (b) all trainees in the experimental group obtained Competent Rating in the National Assessment. Overall, the graduates of the Blended FBS Training Program were certified as Competent in the National Assessment even if they spent 213 hours or 26.6 days only to complete their training compared to 472 hours or 3 months nominal duration of the regular FBS NC II.

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### ***3. Relevance of Career Profiling***

The study showed that 51.4% of the TWC trainees considered the result of Career Profiling in the choice of TVET courses while 44.0% enrolled in courses not in accordance with the result of their Career Profiling.

On employment, more than half (53%) of the employed graduates were those who considered their YP4SC/ NCAE result in the choice of TVET course.

However, a significant figure representing 47% of the total graduates also landed jobs even if the courses that they completed did not match with the result of their Career Profiling. It must be noted, though, that a substantial number (47%) who did not consider the career profiling result also found employment after completing the training program.

## **Promotion, Development and Implementation of Training Related Activities**

### ***Training Orientation Program***

874 trainees attended the training orientation programs conducted during the year. The 5-day orientation provides comprehensive information to the new trainees on the rules and regulations, code of conduct, security measures, punishable acts and support services provided by the Center to the trainees such as guidance and counselling, job placement, health, and library services. It was conducted during the first week of training for the new trainees.

### ***Job Orientation Program (JOP)***

Five batches of job orientation programs were conducted in 2015 attended by more than 400 graduating trainees of the TWC. The JOP provided information on work ethics and professionalism that served as guide for the trainees for their on-the-job training and for employment and career management. The 1-day training was conducted by the TWC GAD focal and Empowerment Trainer, Ms. Joenna Tabu.

### ***OJT Program***

On-the-job training with industry partner companies were organized for the trainees. This is part of the supervised work-based training designed to simulate the real work environment where the trainees can apply their learning in the actual workplace.

## **Life Long Learning Programs**

### ***Symposia on Climate Change and Breast Cancer Prevention***

All the TWC trainees and staff attended the symposium on "Climate Change Adaptation" held on September 24, 2015. The activity increased the

participants awareness and deepened their appreciation on the practices and lifestyle on how they can contribute in saving and protecting the environment at the institution level and within the within their respective communities.

## **Extra and Co-curricular Activities**

### ***Sports fest***

It is an annual event of the trainees to compete with each other in sports, glamour and fun activities. It was also a fun time for the staff together with the trainees to showcase their talents in sports, promote socialization, awareness of the value of team work, and build trust and confidence among teammates through games and other physical activities. The event was held on April 27-30, 2015 at the TESDA complex. The Green Lanterns team was declared champion of the 2015 TWC sports fest.

### ***Team Building***

The TWC Chief, Ms. Maria Clara B. Ignacio led the staff members in a 2-day team building activity held in three places, Taal, Batangas, Pasig City and Mandaluyong City on July 2-3, 2015.

Refreshed and motivated, the staff members of the TWC learned to build trust, ease conflicts, establish stronger bond and developed effective communications among themselves and hoped to continue developing good working environment for everyone.

### ***Lenten Recollection and Cultural Activity***

The TWC also conducted Lenten Recollection and Cultural Activity as other forms of extra curricular activities for the trainees.

## **Regional Skills Competition**

The TWC joined the regional skills competition in the area of Restaurant Service held on August 24-27, 2015 at the TWC. The TWC graduate in FBS, Ciara Jace Marquez, 18 years old, garnered 3<sup>rd</sup> place in the competition.

Two TWC trainers in Dressmaking and Automotive also served as jury in their respective field of specialization during the regional skills competition.

## **Advocacy**

### ***Mission Team from MOFA, Japan***

A 5-member team from the Ministry of Foreign Affairs (MOFA), Japan visited the TWC on October 21, 2015 to observe the training on Japanese Cuisine, a joint collaboration between the TWC and the Yokoi Foundation Inc. based in Japan.

The visiting team was accompanied by the Labor Attache of Japan, Mr. Hiruyuki Enoki. A guided tour for the guests was led by the DDG for TESD Operations, Atty. Teodoro C. Pascua assisted by the TWC Chief, Ms. Maria Clara B. Ignacio.

### ***Delegates from Coca-Cola International Company***

The Chair and CEO of Coca-Cola International Company, Mr. Muthar Kent together with some top executives visited TESDA on August 17, 2016. A warm welcome was accorded by the DDG for TESD Operations, Atty. Teodoro C. Pascua who led them to the TESDA Women's Center for the meeting venue and guided tour. It was also an opportunity to meet the graduates of the Sari-Sari Store Training and Access to Resources (STAR) program which is part of the Coca-Cola Company's commitment to empower 5 million women globally by 2020 or "5by20." Since the project launching in 2011, a total of 34,589 Filipino women retailers have graduated from the STAR program.

### ***Minister of Women Empowerment from Indonesia***

The TWC also hosted the visit of the Indonesian Minister of Women Empowerment and Child Protection, H.E. Dr. Yohana Susana Yembise together with 9 delegates on September 17, 2015. The purpose of the visit was to learn about women empowerment programs conducted by the TWC as an internationally known center providing training programs to women.

### ***Local Training Course of ASEAN-Japan HRD***

The Local Training Course of ASEAN-Japan HRD Collaboration Training was held in two venues, Chiba Japan and TWC, Taguig (Philippines). Part of the 3-day training in TWC was devoted to lectures on the topics "TVET Management and Plans in the Philippines," delivered by DG Irene M. Isaac.

TESDA bestowed as one of the most gender-responsive government agencies shared with pride the topic "Gender Fair TVET" discussed by the TWC

Chief, Ms. Maria Clara B. Ignacio. The participants were 8 delegates from the CLMV nations: Cambodia, Lao PDR, Myanmar, Vietnam.

## **Extension Services**

### ***Training on Japanese Cuisine***

162 graduates trained in cooking Japanese Cuisine were given recognition during the closing ceremonies held on December 11, 2015 at the Tandang Sora Hall, TWC. The training program was a joint collaboration between the TWC and ABC Cooking Studio, Japan. The training aimed to promote Japanese Cuisine to the Filipino women by introducing delicious and healthy foods, utilizing flavourful foods and incorporating skillful techniques to increase the employability of women in the local and international markets.

The graduates mostly women comprised of household service workers, unemployed women, senior citizens, persons with disability, TESDA graduates in Cookery, FBS, and Housekeeping, and employed women.

## **MFO 3: TESD Regulation Services**

The TWC registered Barista NC III as a new program of higher qualification under the UTPRAS. Four migrated programs namely: Automotive Servicing NC II, FBS NC II, Bartending NC II and Housekeeping NC II were re-registered. The re-accreditation of TWC as Assessment Center of three migrated programs was completed.

Beyond compliance with the requirements and standards of APACC accreditation, the TWC renewed its 3<sup>rd</sup> cycle accreditation with the Asia Pacific Accreditation and Certification Commission (APACC) on August 2015. The on-site visit of the accreditation team was conducted on August 10-11, 2015. The result re-affirmed that the TWC maintains its silver level accreditation with a validity until 2016.

## **GAD Programs**

### ***National Women's Month Celebration***

The TWC spearheaded TESDA's participation in the 2015 National Women's Month celebration held on March 8, 2015 organized by the Philippine Commission on Women (PCW). Headed by the Deputy Director General for TESD Operations and Chair, GFPS Execom, Atty. Teodoro C. Pascua, the TESDA delegation composed of 298 employees including TWC trainees joined the

parade and simultaneous street dance. It was also participated in by different national government agencies, local government units, civil society organizations, and state universities and colleges. The event echoed a united voice and signified a joint move to pay tribute to all women leaders who passionately led and continuously advance women's advocacies. It was anchored on the theme "Juana, Desisyon Mo ay Mahalaga sa Kinabukasan ng Bawa't Isa, Ikaw Na!"

### ***GAD Focal Point Assembly***

To accelerate TESDA's gender mainstreaming efforts towards a gender-fair TVET, a 3-day GFPS Assembly was conducted on October 14-18, 2015. It was participated in by the regional GAD focals and members of the technical working group (TWG).

The significant topics discussed include an Orientation on the Enhanced GMEF Tool presented by Ms. Maria Clara B. Ignacio; the TESDA Gender Mainstreaming Assessment and Evaluation Report presented by Ms. Joanna Tabu; Deeping Session on Gender Sensitivity conducted by Ms. Tabu; and the Harmonized Gender and Development Guidelines (HGDG) discussed by Ms. Ignacio. The opening and closing program was graced with the presence of the GFPS Executive Committee Chair and Vice-Chair, Atty. Teodoro C. Pascua and Dir. Felicidad Zurbano respectively.

### ***End VAW 2015***

The TWC took the lead in TESDA's participation in this year's kick-off activity for the 18-day campaign to end violence against women (VAW) held on November 25, 2015 at Aliw Theater, Pasay City. The theme for this event "End VAW! It's Our Duty!: Gains and Ways Forward" supports the movement to keep our workplaces, communities and home safe especially for women and children. The annual event was spearheaded by the Philippine Commission on Women (PCW), the lead advocate for governmentwide gender mainstreaming that aims for a VAW-free community.

### **General Administrative Support Services**

Repair and maintenance of the TWC dormitory, canteen, training laboratories were completed and purchase of equipment and office supplies were readily made as part of its general administrative support services for the TWC internal and external clients.

## **Support to Operations**

Provision of training support services such as library services, catering, dormitory, day care, and transportation services to the TWC trainees, staff members and other stakeholders enhanced their productivity and effectiveness.