

Republic of the Philippines
TECHNICAL EDUCATION AND SKILLS DEVELOPMENT AUTHORITY
East Service Rd., South Superhighway, Taguig, Metro Manila

42nd TESDA Board Meeting
6 May 2004, Thursday, 8:30 a.m.
7th Floor TESDA Board Room
TESDA Admin. Bldg., Taguig, Metro Manila

Resolution No. 2004 -04

APPROVING THE TESDA BOARD POLICY AGENDA Y2004

WHEREAS, as defined by law, the TESDA Board shall primarily be responsible for formulating continuing coordinated and fully integrated technical education and skills development policies for the development of the Filipino middle-level manpower;

WHEREAS, Section 14 of R. A. 7796 states that TESDA shall serve as the research and development arm of the government in the field of technical education and skills training;

WHEREAS, during the 34th EXCOM-TESDA Board Meeting held on 24 March 2004, the EXCOM- TESDA Board endorsed favorably the approval of TESDA Board Policy Agenda Y2004;

WHEREAS, during the 42nd TESDA Board Meeting, the Board agreed on the need to formulate a TESDA Board Policy Agenda for Y2004 as basis for the development of plans and programs for the Filipino middle-level manpower;

NOW THEREFORE, BE IT RESOLVED, AS IT IS HEREBY RESOLVED, that the Board approves the TESDA Board Policy Agenda for Y2004, directs the Secretariat to disseminate copies of this Resolution for the information of concerned agencies;

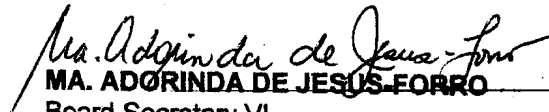
BE IT RESOLVED FINALLY, that copies of the TESDA Board Policy Agenda Y2004 and this resolution be disseminated to concerned offices for their information and guidance.

Adopted this 6th day of May 2004.

Attested by:


PATRICIA A. STO. TOMAS

Chair, TESDA Board
(Secretary, Department of Labor and Employment)


MA. ADORINDA DE JESUS FORRO
Board Secretary VI

TESDA BOARD POLICY AGENDA Y2004 *
(STATUS AS OF 18 MAY 2004)

1. DIRECTION SETTING (DS)

AGENDA ITEM	BRIEF DESCRIPTION	RECOMMENDED ACTION FROM THE TESDA BOARD	RESPONSIBLE OFFICE/UNIT	SCHEDULE	STATUS
<p>1.1 Review / Clarification of the TESDC Powers and Function and Membership as defined in the TESDC Omnibus Amendment</p>	<p>The first TESDA Board-RTESDC Chair meeting conducted February 12, 2004 resulted to various clarifications and queries on the following:</p> <ul style="list-style-type: none"> ▪ TESDC-Related Issues: <ul style="list-style-type: none"> Expansion of TESDC Membership; Provincial TESDC Chairmanship; Increase in TESDC Honoraria ▪ Disciplinary Powers of the Local TESDCs ▪ The Role of TESDCs in Setting of Fees ▪ The Role of TESDCs in the development of Competency Standards and Certification 	<p>Position / Decision on the issues raised during the TB-RTESDC Chair Meeting:</p> <ul style="list-style-type: none"> ▪ Expansion of TESDC membership to government esp. the Governor ▪ Powers and functions of the TB / Secretariat that can be delegated to the TESDCs ▪ Roles of the TESDCs in competency standards development and certification, especially for region-/area-specific occupations 	<p>Planning Office</p> <p align="center">SSCO</p>	<p>May</p>	<p>BR No. 2004-05 "Modifying item 3 (Chairperson of the PTESDC) of the Omnibus Amendment to the Rules and Regulations on TESDCs 2002".</p> <p>Approved during the 42nd TBMtg., which was held 6 May '04.</p>
<p>1.2 Review and updating of the TESDA priority sectors and occupations</p>	<p>The priority sectors and occupations need to be continuously reviewed, assessed and updated in consideration of changing development thrusts and priorities, technological changes and patterns of trade and competition. The TESDA priority sectors were initially identified in 1998 and expanded in 2000 to include the priorities identified in the NTESDP. The TESDA Board has declared 15 priority sectors as indicated in its resolution and NTESDP. There is</p>	<p>Promulgation of new/ updated priority sectors and occupations</p>	<p>Planning Office (in consultation with other Executive/ Regional Offices</p>	<p>3rd Quarter</p>	<p>3rd Quarter</p>

* BR 2004-04 Approving the TESDA Board Policy Agenda Y2004, approved during the 42nd TESDA Board Meeting, 6 May '04.

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	<p>also a need for more rational basis for the selection of priority sectors. The review and assessment of the priority sectors, including the priority occupations shall take into consideration the current state of the industry and what have been the contribution of TESDA and TVET to the sector / industry. This will also serve as input to the NTESDP 2005-2009.</p> <p>Declared as TESDA Priority Sectors for 2002 to present are:</p> <ul style="list-style-type: none"> - Agriculture and Fishery - Tourism (H and R included) - ICT - Health Services 				
<p>1.3. Approval and adoption of the National Technical Education and Skills Development Plan (NTESDP) 2005-2009</p>	<p>Section 21 of the TESDA Law mandates TESDA to formulate a comprehensive plan for the development of the Filipino middle-level manpower. The NTESDP 2005-2009 is the successor plan of the NTESDP 2000-2004 approved by the TESDA Board in May 2000 and updated in 2002. The NTESDP 2005-2009 will also be aligned with the Medium-Term Philippine Development Plan 2005-2009 that will also be formulated within the year.</p> <p>The NTESDP must be brought down to a more operational level, specifically at the regional level. It is the regional offices, which have a better grasp of the needs and circumstances of its publics - information which are crucial to the planning process. This strategy also engenders participation,</p>	<p>For approval</p>	<p>Planning Office</p>	<p>December</p>	

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	<p>comprehension, and ownership of the plans. Regional TESDPs should be prepared as building blocks for the NTESDP. The planning output should therefore have 17 volumes - 1 NTESDP and 16 RTESDPs.</p>				
1.4. Recognition of Provincial Good Practices in Policy Formulation	<p>During the DS consultation meeting with the TB Focal on March 17, 2004 the need to monitor the TESDA Provincial Offices Policy Implementation practices was observed. Thus, a recognition of Provincial Good Practices in Policy formulation is being proposed. This will uplift the performance of provincial offices and the regional offices as well.</p> <p>The role of TESDA as the authority in TVET is the formulation of policies responsive to the needs and requirements of the sector. The relevance and effectiveness of policies adopted are gauged at the level of implementation.</p>	Review and adoption	Planning Office	December	
1.5. Full review of NMIS	<p>The TESDA-National Manpower Information System (NMIS) was developed to facilitate decentralization of management processes and assist in strengthening services in the technical vocational education and training sector. It is envisioned to provide support and complement decision-making at the operational and strategic level. The NMIS includes computerization of the TVET data collection, processing, analysis and dissemination across the TESDA organization.</p> <p>At present the system is undergoing enhancement. The provincialization of the system is targeted this May.</p>	For review and discussion in relation with the Education Management Information System (EMIS) of ADB and Financial Management Information System (FMIS) of PAQTVET	Planning Office	May	Presented by Planning Office during the 37 th EXCOM-TBMtg. 13 May '04 TESDA Secretariat was instructed by the TESDA Board to do CSW.

2. STANDARD SETTING AND SYSTEMS DEVELOPMENT (SSSD)

AGENDA ITEM	BRIEF DESCRIPTION	RECOMMENDED ACTION FROM THE TESDA BOARD	RESPONSIBLE OFFICE/UNIT	SCHEDULE	STATUS
<p>2.1 Increasing participation of the private sector in skills development/assessment and certification</p> <ul style="list-style-type: none"> Creation of Sectoral Assessment Board 	<p>During the 39th TESDA Board Meeting on 4 Sept. 2003, the proposed creation of Sectoral Assessment Board was approved in principle. The TESDA Secretariat was instructed to proceed with a feasibility study.</p>	<p>For approval</p>	<p>ODDG-PP/SSCO/</p>	<p>May</p>	<ul style="list-style-type: none"> Discussed during the 37th EXCOM-TBMtg., which was held 13 May '04. Approved in principle SSCO to prepare the detailed Implementing Guidelines.
<ul style="list-style-type: none"> Training Regulations Development/ Promulgation 	<p>During the TB ExCom Meeting held March 24, 2004 the following steps need to be undertaken, to enhance the TR development process:</p> <ol style="list-style-type: none"> Manual on Training Regulations Development. This is to clarify what a Training Regulations is, what it should contain and how it should be formatted Assessment of status of development and implementation of training regulations for 29 priority occupations Completion of the 29 priority occupations <p>Identification of other priority occupations after completion of the 29 occupations based on recommendations of TAPs or IWGs.</p>	<p>For review/discussion</p> <p>For adoption</p>	<p>SSCO/NITVET /OFTVET</p>	<p>April 15</p>	<p>During the 42nd TESDA Board Meeting held 6 May 2004 it was agreed that the Training Regulations Development Manual be presented to the TESDA Board when Dr. Fenix (SSSD Focal Person) is present. (Note: BM Felix is out of the country from May 11 to June 7'04)</p>

AGENDA ITEM	BRIEF DESCRIPTION	RECOMMENDED ACTION FROM THE TESDA BOARD	RESPONSIBLE OFFICE/UNIT	SCHEDULE	STATUS
<p>2.2 Approving the Establishment and Operationalization of Industry Working Groups (IWGs) for Technical Education and Skills Development in Four (4) Identified Priority Sectors in an Experimental Basis</p>	<p>The draft Board Resolution on IWG was presented/reviewed during the 35th EXCOM-TBMtg., held 15 April 2004 and was endorsed favorably for TESDA Board consideration and approval.</p> <p>The establishment of Industry Working Groups (IWGs) is being experimented and tested as part of the Philippines-Australia Quality Technical Vocational Education and Training (PAQTVET)</p> <p>The establishment and operationalization of industry Working Groups (IWGs) are in the four priority identified sectors namely:</p> <ul style="list-style-type: none"> ○ health ○ tourism ○ information and communication ○ technology ○ agri-fishery. 	<p>For Approval</p>	<p>OA/SSCO</p>	<p>April</p>	<p>The DG emphasized that the Training Regulations Development Manual is procedural/operational in nature. The TESDA Board will just note that the manual is already completed/done by the TESDA Secretariat (Ref. 42nd TESDA Board Meeting , 6 May 2004)</p>
<p>2.2 Approving the Establishment and Operationalization of Industry Working Groups (IWGs) for Technical Education and Skills Development in Four (4) Identified Priority Sectors in an Experimental Basis</p>	<p>The draft Board Resolution on IWG was presented/reviewed during the 35th EXCOM-TBMtg., held 15 April 2004 and was endorsed favorably for TESDA Board consideration and approval.</p> <p>The establishment of Industry Working Groups (IWGs) is being experimented and tested as part of the Philippines-Australia Quality Technical Vocational Education and Training (PAQTVET)</p> <p>The establishment and operationalization of industry Working Groups (IWGs) are in the four priority identified sectors namely:</p> <ul style="list-style-type: none"> ○ health ○ tourism ○ information and communication ○ technology ○ agri-fishery. 	<p>For Approval</p>	<p>OA/SSCO</p>	<p>April</p>	<p>Board Resolution No. 2004 – 06 "Approving the Establishment and Operationalization of Industry Working Groups (IWGs) for Technical Education and Skills Development in Four (4) Identified Priority Sectors in an Experimental Basis".</p>

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	<p>During the experimentation period, the existing TESDA Advisory Panel (TAP) and TESDA Expert Panel (TEP) for health, tourism, ICT and agri-fishery will be made part of the IWG.</p> <p>The establishment of IWGs for the identified sectors will cover a period of two years and as such will be documented, analyzed and evaluated for possible institutionalization and replication in other sectors.</p> <p>The IWGs' shall serve as the advisory committee of the TESDA Board in the four identified sectors.</p> <p>The Office of Apprenticeship (OA) provides Secretariat support to the IWGs.</p>				

3. SUPPORT TO TVET PROVISION (STP)

AGENDA ITEM	BRIEF DESCRIPTION	RECOMMENDED ACTION FROM THE TESDA BOARD	RESPONSIBLE OFFICE/UNIT	SCHEDULE	STATUS
3.1. Devolution	<p>The devolution of the direct training function is mandated by law but to this date has not been aggressively pursued, to the detriment of the other and more essential functions of TESDA. TESDA cannot continue to be both regulator and regulated. Devolution will give TESDA greater focus and direction. With the responsibility of direct training passed on to LGUs, NGOs, CBOs, and private/public TVIs, TESDA can now step back and assume the role of coordinator and enabler by strengthening the capacity of training providers, which are now its partners. Devolution would also allow TESDA to use more effectively its resources in the pursuit of its primary mandates while fostering greater participation from among other sectors. The IRP urges TESDA to devolve this function in stages, until its full devolution in 2008.</p>	<p>Policy defining the modes of "devolution" and decentralization to be adopted, including the action plan.</p>	OFTVET/ ONFTVET	April	<p>BR No. 2004-07 Approving the Policy on Progressive Devolution.</p> <p>BR No. 2004-08 Approving and Promulgating the Organization of Center/School Boards (C/S Boards) in Selected Institutions of Decentralization</p> <p>Approved during the 42nd TBMtg., 6 May '04.</p>
3.2. Co-Management	<p>This is basically a Partnership of TESDA with the Industry Association/Guild that will result for an effective and efficient co-management. TESDA will benefit for a lesser expenses while the industry will provide assurance of manpower requirements, better arrangement of industry immersion.</p>	For discussion	OAOFTVET	June	
3.3. Community-based training	<p>The community-based training program developed a national training strategy for poverty reduction called Community-Based Training for</p>	For discussion	ONFTVET	June	

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	<p>Enterprise Development (CBTED). It is an approach and tool used by TVET partners (LGUs, NGOs, POs) in coming up with enterprise ideas with skills development as entry point in enterprise creation.</p> <p>Some of the salient features of the methodology as follows:</p> <ul style="list-style-type: none"> ▪ Great emphasis upon the learner's active participation in learning and decision-making process ▪ Great stress upon the problems and needs of people as starting points for learning 				
3.4. Equivalency	<p>The program is a comprehensive educational assessment program at the tertiary level through which knowledge, skills, attitudes and values gained by individuals from relevant work experiences, high-level non formal training, and informal experiences, can be recognized, accredited and given equivalencies parallel to those obtained through formal education. The Expanded Tertiary Education Equivalency and Accreditation Program (ETEAAP) came into being through EO 330 in May 10, 1996 and is under the administration of the Commission on Higher Education (CHED) with TESDA represented as co-chair in the consultative/advisory body.</p>	For review/discussion	OFTVET	June	For study of the National Coordinating Council of Education (NCCE).
3.5 Recognition of Prior Learning	<p>Principles for the Recognition of Prior Learning are as follows:</p> <ul style="list-style-type: none"> ▪ Should be accessible to anyone with relevant skills and knowledge that can be validated ▪ Access will be supported through 	For review/discussion	OFTVET	June	

AGENDA ITEM	BRIEF DESCRIPTION	RECOMMENDED ACTION FROM THE TESDA BOARD	RESPONSIBLE OFFICE/UNIT	SCHEDULE	STATUS
3.6. DTS and Apprenticeship Law Integration	<p>a process of referral to authorized TVET providers</p> <ul style="list-style-type: none"> ▪ Opportunities for candidates to receive support and guidance should be available throughout the recognition process ▪ Recognition learning procedures will ensure that assessment is fair, valid, consistent and to the required standard ▪ Credit for competencies should be awarded for current and relevant skills, knowledge, attitudes and values achieved without regard to length, place or method of learning. <p>DTS and Apprenticeship concepts present an excellent training modality. However, its faulty implementation reinforced by weak monitoring opens to negative results that pull down the two concepts. Instead of abolishing these two programs, the IRP proposes to integrate the two into a purely training modality.</p>	For discussion and review	OA	July	CSW Work in Progress initial presentation and discussion was made during the last 36 th and 37 th EXCOM-TBMtg., 22 April and 13 May '04 respectively.

4. FINANCE

AGENDA ITEM	BRIEF DESCRIPTION	RECOMMENDED ACTION FROM THE TESDA BOARD	RESPONSIBLE OFFICE/UNIT	SCHEDULE	STATUS
<p>4.1 TESDA Development Fund Generation and Operationalization</p>	<p>Section 31 of TESDA Law provides that "A TESD Development Fund (TDF) is hereby established to be managed/ administered by the Authority, the income from which shall be utilized exclusively in awarding of grants and providing assistance to training institutions, industries, local government units for upgrading their capabilities and to develop and implement training and training-related activities".</p> <p>The TDF is seen to be very critical in the implementation of TESDA's development strategies. To date, however, the fund remains virtually empty. An annual appropriation of Php1 billion over a 5-year period must be pushed in Congress and the DBM. Other sources must also be explored to continuously build it up. Among the possible sources are: endowments from loan proceeds from multilateral agencies or under bilateral agreements, the President's Social Fund, Community Development Fund of Senators and Congressmen, PAGCOR, and PCSO.</p>	<p>TS to do Complete Staff Work (CSW) on the TDF fund sources:</p> <ol style="list-style-type: none"> Annual contribution from OWWA Fund <ul style="list-style-type: none"> TESDA to prepare a credible proposal to the OWWA Board on the benefits of TECHVOC to OWWA Beneficiaries Levy and Grant Scheme <ul style="list-style-type: none"> TESDA may determine and approve systematic funding schemes for technical education and skills development purposes such a levy and grant scheme whereby there shall be legal contributions from participating employers who would be beneficiaries of the employee training programs (often as a percentage of the payroll) which contributions are subsequently turned over or rebated to enterprise offering such programs. Donations Grants and Endowments Other Income of TESDA National Government Appropriation 	<p>OCSA-FINANCE</p>	<p>March-April</p>	<p>BR No. 2004-09 Creating an Investment Committee for the TESDA Development Fund (TDF). Approved during the 42nd TBMtg., which was held last 6 May '04. Draft BR No. 2004-____ "Approving the Amendments to TDF Policy Framework and Operational Guidelines (Attachment: Draft Implementing Guidelines for the Operation of the TESDA Revolving Fund)". For review of DOLE, COA, DOJ and DBM.</p>

AGENDA ITEM	BRIEF DESCRIPTION	RECOMMENDED ACTION FROM THE TESDA BOARD	RESPONSIBLE OFFICE/UNIT	SCHEDULE	STATUS
4.2. Rationalization of TESDA Fees	<p>Section 8 (9) of the TESDA Act of 1994 provides that the TESDA Board has the power to exact reasonable fees and charges for testing and training that may be conducted and retain such earnings for the use of TESDA, subject to the guidelines promulgated by the Authority.</p> <p>The TESDA Board has commissioned a study on the rationalization of fees with the National Tax Research Center. The study has recommended the formula and the amount of fees and charges that need to be collected. The NTRC recommendations are now being reviewed by the TESDA Secretariat for the final recommendation to the TESDA Board on the rationalized fees and charges for TESDA services.</p>	Promulgation of new/ rationalized schedule of fees on various TESDA services.	OCSA	May	For EXCOM-TS discussion on 25 May '04.

5. INSTITUTIONAL CAPACITY BUILDING

AGENDA ITEM	BRIEF DESCRIPTION	RECOMMENDED ACTION FROM THE TESDA BOARD	RESPONSIBLE OFFICE/UNIT	SCHEDULE	STATUS
5.1. TESDA Corporate Plan 2005-2009	The TESDA Corporate Plan sets direction for year 2005-2009. This will provide the overall targets, strategies and programs of TESDA to claim its role as an Authority for technical vocational education and training.	For discussion and approval	Planning Office	July	Initial Presentation of the Corporate Strategic Principles Y2005-2009 was made Nov. 11, 2003.
5.2. HRD Plan	The HRD Plan is being formulated to look into and direct the career path of TESDA's officials and staff.	For discussion and approval		July	<ul style="list-style-type: none"> • HRD Framework presented and approved in principle during the General Directorate Meeting held July 2003. • HRD Plan presented by RD Martinez during the Labor Sector Consultation Meeting held March 12 and 13, '04.
5.3. Internal Re-structuring of TESDA	To allow an organization to address and deliver all performance efficiently, it is a must for every organization to be stable yet flexible to allow for timely response to changing needs and environments. The TESDA Board must be allowed to re-design the organizational structure when necessary.	For discussion	OCSA	August	

6. OVERSEAS PERFORMING ARTISTS (OPAs)

AGENDA ITEM	BRIEF DESCRIPTION	RECOMMENDED ACTION FROM THE TESDA BOARD	RESPONSIBLE OFFICE/UNIT	SCHEDULE	STATUS
<p>6.1 BR No. 2004-10 Approving the creation of TESDA ARB Processing Unit and designation of a Director III as head of the TESDA ARB processing unit</p>	<p>During the 37th TESDA Board Meeting, 13 March 2003, the TESDA Board agreed on the establishment of a special unit to handle all OPAs operation to be headed by a Director IV, manned by organic personnel and reporting directly to the Office of the Director General.</p> <p>During the Special TESDA Board Meeting, 21 April 2003, the TESDA Board approves that the Office of the Director General will take charge of the manning of computerized OPAS Operations unit separate from the Skills Standard and Certification Office (SSCO) and that this unit will be headed by Director III instead of Director IV.</p>	<p>For re-consideration of the TESDA Board after series of public consultation meetings and OPA Advisory Council Meetings.</p>	<p>ODG-ARB Unit NCR /RIV-A</p>	<p>May</p>	<p>Board Resolution No 2004 – 10 "Approving the Creation of TESDA ARB Processing Unit and Designation of a Director III Head of the TESDA ARB Processing Unit Approved during the 42nd TESDA Board Meeting which was held last 6 May '04.</p>
<p>6.2 BR No. 2004-11 Approving the Recommendation of the TESDA Board to Amend the Department Order No. 10 Series of 2001 on the Revised Guidelines on the Training, Testing, Certification and Deployment of Overseas Performing Artists Under Item 1 General Provisions No. 3 Line 1 and Under Item IV – Conduct of OPA Assessment and Certification No. 5 Line 3</p>	<p>Dir. C. B. Gutierrez, Director III of TESDA NCR-Quezon City District Office is presently the Head of the ARB Unit on a con-current capacity effective March 15, 2004</p> <p>1. Original Condition of Item I General Provision No. 3 Line 5:</p> <p>The certificate of training by accredited training centers shall not be a precondition to performance assessment and certification. Based on the universal principle of recognition of prior learning any aspiring performing artist may opt to proceed immediately to performance assessment, without formal skill training. For female dancers, singers and all-girl bands not falling under the exempted category as provided in No.6 below, they must be endorsed by a POEA-licensed agency.</p>				<p>Board Resolution No 2004 – 11 Approving Recommendation of the TESDA Board to Amend the Department Order No. 10 Series of 2001 on the Revised Guideline on the Training, Testing, Certification and Deployment of Overseas Performing Artists Under Item 1 General Provisions No. 3 Line 1 and Under Item IV – Conduct of OPA Assessment and Certification No. 5 Line 3". Approved during the 42nd TBMtg., which was held last 6 May '04.</p>

AGENDA ITEM	BRIEF DESCRIPTION	RECOMMENDED ACTION FROM THE TESDA BOARD	RESPONSIBLE OFFICE/UNIT	SCHEDULE	STATUS
	<p>Recommendation:</p> <p>To delete the statement of item No. 3 Line 5 to 7 "For female dancers, singers and all -girl bands not falling under the exempted category as provided in No.6 below, they must be endorsed by a POEA-licensed agency."</p> <p>2. Original Condition of item IV - Conduct of OPA Assessment and Certification No. 5 line 3:</p> <p>"The ARB shall be valid for three years from date of issue."</p> <p>Recommendation:</p> <p>To increase the validity of Artist Record Book (ARB) from three (3) years to five (5) years from date of issue.</p> <p>OPA-IRR Amendments</p> <ul style="list-style-type: none"> • The deadline set for the OPA Advisory Council to submit their recommendations/suggestions is on May 7, 2004 • OPA Advisory Council to meet on May 14, 2004 for the final draft of OPA-IRR • TESDA Secretariat (SSCO/NITVET/OFTVET) to revisit/review the training regulations for OPAs-Dancer/Production Show, Singer/Musician and to use the Training Regulations Development Manual as a guide in the revision of the document. <p>(Note: TR used/issued was based on DO#10 and did not undergo the usual process of TESDA Board Approval)</p>				