



Technical Education and Skills Development Authority



LABOR MARKET INTELLIGENCE REPORT

ISSUE NO. 3 | SERIES OF 2022



TESDA

TECHNICAL EDUCATION AND
SKILLS DEVELOPMENT AUTHORITY

LABOR MARKET INTELLIGENCE REPORT

Issue no. 3 | Series of 2022

Filipino Migrant Workers: Enhancing Labor Mobility Through Skills Development



TABLE OF CONTENTS

EXECUTIVE SUMMARY

- I. BACKGROUND
 - a. The Filipino Migrant Workers
 - b. The Department of Migrant Workers
 - c. Relevant Laws on Migrant Workers
- II. CURRENT SITUATION OF FILIPINO MIGRANT WORKERS
 - a. 2020 Overseas Filipino Workers
 - b. 2018 National Migration Survey
 - c. Elementary Occupations
 - d. Saudi Arabia as the leading destination for OFWs
- III. MIGRANT WORKERS IN THE FACE OF PANDEMIC
 - a. Ramification of the Pandemic on Overseas Filipinos
 - b. Repatriation Challenges
- IV. SKILLS NEEDS FOR MIGRANT WORKERS
 - a. Top Jobs
 - b. Soft Skills
- V. TVET CAPACITY AND INFRASTRUCTURE
 - a. Jobs for Migrant Workers and corresponding TVET Program
 - b. Total Number of enrolled, graduates, assessed and certified per Qualification (WTR), FY 2021
 - c. Total number of Assessment Center, Competency Assessors, NTTC Holder and Registered Programs per Qualification, (WTR) FY 2021.
- VI. TESDA INITIATIVES
 - a. TESDA's Roles in the Philippine Migration
 - b. TESDA's Migration Related Policies and Programs
- VII. WAY FORWARD
- VIII. REFERENCES

EXECUTIVE SUMMARY

The UN Migration Agency (IOM) defines migrant as any person who is moving or has moved across an international border or within a State away from his/her habitual place of residence, regardless of the person's legal status; whether the movement is voluntary or involuntary; what the causes for the movement are; or what the length of the stay. (United Nations 2022)

According to the Global Migration Data Portal, in 2019, there are 164 million migrant workers worldwide whereas approximately 31% reside in Asia, 30% in Europe, 26% in the Americas, 10% in Africa and 3% in Oceania.

In the Philippines, Filipino Migrant Workers also called Overseas Filipino Workers are considered as the modern-day heroes as they work in other countries to support the financial needs of their family and to have a greener pasture. In the last few years, OFWs are considered as one of the domestic economy's growth operators through the personal remittances they send to their families and loved ones in the Philippines. Based on the data gathered by the Colliers Research from the Bangko Sentral ng Pilipinas, the OFW remittances have reached PHP 124.5 billion April 2022, it increases a total of 3.9% as compared to the April 2021. The increase in remittances was due to the growth in receipts from land-based and sea-based workers.

The Technical Education and Skills Development Authority as the government agency tasked to manage and supervise technical education and skills development (TESD) in the Philippines serves as an instrument in bringing skills training for the Filipinos to be migrant workers. In response to the Global Competitiveness and Workforce Readiness as one of the Two-Pronged Strategic Thrust, the agency has promulgated various Training Regulations in different sectors that produced graduates and certified workers who are employed in different countries around the world as Overseas Filipino Workers. In addition, there are several programs developed such as the PEAK Program and TESDA Online Program to re-skill and upskill the Filipinos abroad.

I. BACKGROUND

The Filipino Migrant Workers

According to Waldinger (quoted in Langthaler & Gündüz, 2020) migration is a multidimensional phenomenon that the academic and policy literature usually works with classifications of migrants such as their destination, duration, reasons and choice. Macrolevel theories discuss structural phenomena such as push and pull factors. These include economic (e.g. employment), political (e.g. war or persecution), environmental or social factors. Micro-level theories analyse migration decisions from the perspective of an individual person. Drivers include education, gender, age, wealth, marital status and others. Meso-level theories aim at bridging the preceding levels focusing on the relational dimensions of migration.

The term “*Overseas Filipino Worker*” on the other hand refers to a *Filipino migrant worker temporarily residing in another country for employment*. Filipinos have moved across borders for employment for centuries, but the first large-scale migration on record occurred between 1906 and 1934 when over 100,000 Filipinos were sent to the United States to work in Hawaii’s pineapple plantations and Alaska’s canning factories (Center for Migrant Advocacy 2021). By the 1970s, what began as a temporary overseas employment policy measure gained traction as emerging countries in the Middle East increased their demand for foreign labor to realize their large-scale infrastructure development goals. Subsequently, Australia, Canada, and New Zealand also eased their immigration policies, which allowed entry for more Filipino migrants. Exporting labor became one of the avenues to address the country’s unemployment problem. Wage differentials between the Philippines and major destination countries also made working overseas attractive to educated manpower looking for major returns on their skills and as a way out of poverty among average- and low-skilled workers. By the year 2000, the number of OFWs was around 978,000 and continued increasing in succeeding years.¹

¹Langthaler, M., & Gündüz, D. (2020). Preventing migration with vocational education? Understanding the migration - vocational education nexus

Top Destinations of Filipino Migrants

Extraregional Destinations	2020		1990	
	No. of Migrants	Share of Total (%)	No. of Migrants	Share of Total (%)
United States	2,061,178	33.8%	912,674	45.4%
Saudi Arabia	644,828	10.6%	239,551	11.9%
Canada	633,547	10.4%	118,304	5.9%
United Arab Emirates	564,769	9.3%	60,107	3.0%
Kuwait	196,910	3.2%	49,207	2.4%
Qatar	170,052	2.8%	37,462	1.9%
Italy	151,520	2.5%	65,197	3.2%
United Kingdom	141,722	2.3%	21,328	1.1%
Germany	62,408	1.0%	22,895	1.1%
Bahrain	59,391	1.0%	7,934	0.4%
Intraregional Destinations				
Australia	286,303	4.7%	90,580	4.5%
Japan	275,252	4.5%	49,106	2.4%
Hong Kong, China	123,056	2.0%	79,010	3.9%
Malaysia	117,990	1.9%	104,730	5.2%
New Zealand	70,412	1.2%	4,379	0.2%
Stock of Filipino Migrants	6,094,307	100%	2,012,499	100%

Source: Authors' calculations using data from the United Nations. Department of Economic and Social Affairs, Population Division. International Migrant Stock 2020.

Based on the data from the United Nations Department of Economic and Social Affairs, the majority of Filipino migrants move to destinations outside the region, a common trend among migrants from Asia and the Pacific who prefer extra regional migration routes. The United States has been the top destination country, while Canada has been among the top three since 1990. Five countries in the Middle East (Bahrain, Kuwait, Qatar, Saudi Arabia, and United Arab Emirates) were also among the top extra regional destinations and together hosted around 20% of Filipino migrants in 2020. This trend is consistent with the results of the 2018 National Migration Survey which reported that one in three Filipinos expressed the desire to migrate to another country—17% to the United States; 14% to Saudi Arabia; 13% to Canada; and 13% to the United Arab Emirates.

Moreover, the number of Filipino migrants in European economies had tripled to 578,805 by 2020 from 176,299 in 1990. Three European economies (Germany, Italy, and the United Kingdom) have been among the preferred destinations of Filipino migrants—Italy and the United Kingdom have seen at least a doubling, while, in Germany, the number has risen by almost sevenfold since 1990.

The Department of Migrant Workers

The Department of Migrant Workers (DMW) is the executive department of the Philippine government tasked to protect the rights and promote the welfare of overseas Filipino workers (OFWs). The department was created by virtue of the *Department of Migrant Workers Act or the Republic Act No. 11641*, which was signed by President Rodrigo Roa Duterte on December 30, 2021.

Republic Act 11641 otherwise known as the Department of Migrant Workers Act took effect on February 3, 2022, wherein the DMW was created, established, and constituted to assume and to perform all the powers and functions of seven merged agencies, namely: the Philippine Overseas Employment Administration (POEA); the Office of the Undersecretary for Migrant Workers' Affairs (OUMWA) of the DFA; the International Labor Affairs Bureau (ILAB) and all Philippine Overseas Labor Offices (POLO) under DOLE; the National Maritime Polytechnic (NMP); the National Reintegration Center for OFWs (NRC) under the OWWA, and the Office of the Social Welfare Attaché (OSWA) under the DSWD.

The DMW is mandated to facilitate the overseas employment and reintegration of Filipino workers, while taking into consideration the national development programs of the National Economic and Development Authority. It is also tasked to promote the empowerment and protection of OFWs through continuous training and knowledge development.

Relevant Laws on Filipino Migrant Workers

1. Republic Act No. 116411

Also known as "*The Department of Migrant Workers Act*", the law mandates the creation of a new department to expand assistance and expedite delivery of services, unite all agencies and inter-agencies that have a mandate for the protection and promotion of the OFWs. This law consolidates officials from POEA, the Undersecretary for Migrant Workers' Affairs or UMWA from the Department of Foreign Affairs (DFA); Philippine Overseas Labor Office (POLO), National Reintegration Center for OFWs, National Maritime Polytechnic (NMP), all under the Department of Labor and Employment (DOLE); and Office of National Social Welfare Attaché (OSWA) from the Department of Social Welfare and Development (DSWD) and the National Maritime Polytechnic. Aside from these offices, the Overseas Workers Welfare Administration (OWWA) and International Labor Affairs Bureau (ILAB), both attached agencies of the DOLE, will also be part of the newly created department (PNA, 2022).

Republic Act No. 116411 establishes the policy to protect the rights and promote the welfare of the Overseas Filipino Workers and their families, through the following:

- a. ensuring that private recruitment shall meet professional, legal, and ethical standards;
- b. obtaining the best possible conditions of work that uphold the dignity of Overseas Filipino Workers;
- c. providing timely and responsive services to address their needs regardless of legal status;
- d. ensuring their participation in the formulation of policies affecting their welfare; and
- e. providing mechanisms for skills development and reintegration.

2. Republic Act No. 8042

Republic Act 8042 otherwise known as “Migrant Workers and Overseas Filipinos Act of 1995”, this act affirms the government’s support and protection of the Overseas Filipino Workforce. Section IV of the said act discusses the “Role of Government Agencies” which directs the role of the Department of Foreign Affairs and Department of Labor and Employment in protecting the rights and welfare of the migrant workers.

Section XVII of the law also has provisions for the returning OFWs on their assistance and reintegration into Philippine Society, it creates a re-placement and monitoring center under the Department of Labor and Employment for returning Filipino migrant workers which shall provide a mechanism for their reintegration into the Philippine society, serve as a promotion house for their local employment, and tap their skills and potential for national development. This calls for the inclusion of the Technical Education and Skills Development Authority (TESDA), Technology Livelihood Resource Center (TLRC), and other government agencies involved in training and livelihood development to prioritize returning OFWs who have been employed as domestic helpers and entertainers.

3. Republic Act No. 10022 amending R.A No. 8042

Republic Act No. 10022 an act amending Republic Act No. 8042, to expand the standard of protection and promotion of the welfare of the migrant workers, their families, and overseas Filipinos in distress and for other purposes. This means every OFW has to undergo the process of registration, documentation, and periodic payment of the required Overseas Workers Welfare Administration (OWWA) or Philippine Overseas Employment Agency (POEA) fees. In addition,

PAG-IBIG and PhilHealth payments have also become mandatory. Additionally, OFWs returning home will need to secure an Overseas Employment Certificate (OEC) document.

Section 22 (previously section 35 of R.A no. 8042) of this act states that migrant workers shall be exempt from the payment of travel tax and airport fees upon proper showing of proof entitlement by the POEA. Also, the remittances of OFWs are exempted from the payment of documentary stamp tax once the beneficiary or recipient shows proof of entitlement.

4. Omnibus Rules and Regulations Implementing the Migrant Workers and Overseas Filipino Act of 1995 as Amended by Republic Act No. 10022

The Implementing Rules and Regulations (IRR) for the *Migrant Workers and Overseas Filipino Act of 1995* as amended by Republic Act No. 10022 was promulgated to prescribe the procedures and guidelines for the enactment of the MWOFA Law. Under the IRR, it establishes its policies on the monitoring, support, promotion, and protection of migrant workers/OFWs. Alongside these, procedures for legal assistance, illegal activities, and the repatriation process are included. It provides processes for the deployment of workers whether sea-based or land-based and outlines all government agencies' responsibilities. Each agency has its role under the IRR which are:

(a) Department of Foreign Affairs (DFA)

- “Mandated to formulate and implement policies and programs to promote and protect the rights and welfare of Filipino migrants, and provide consular and legal assistance to overseas Filipinos in distress.” (Rule VII, Section 1).
- The DFA shall continue to advocate in international and regional for the protection and promotion of the rights and welfare of overseas Filipino workers by taking the lead and/or actively participating in the crafting of international and regional conventions/declarations/ agreements that protect their rights and promote their welfare.” (Rule VII, Section 2).
- “The DFA shall be the lead agency that shall advise and assist the President in planning, organizing, directing, coordinating, and evaluating the total national effort in the field of foreign relations under the Revised Administrative Code (Executive Order No. 292).” (Rule VII, Section 4).

(b) Department of Labor and Employment (DOLE)

- The DOLE shall see to it that labor and social welfare laws in the foreign countries are fairly applied to migrant workers and whenever applicable, to other overseas Filipinos, including the grant of legal assistance and the referral to proper medical centers or hospitals.” (Rule X, Section 1)
- Establishing the Philippine Overseas Labor and Office (POLO) as the operating arm of DOLE overseas; and providing functions and responsibilities to ensure the promotion and protection of the welfare and interest of OFWs.
- The Philippine Overseas Employment Administration (POEA) as part of the DOLE has functions and responsibilities under the IRR such as regulation of the private sector; primary hiring to go through the POEA; establishing and administering foreign employers guarantee fund; and rules on jurisdiction and violations.
- The Overseas Workers Welfare Administration is responsible for the formulation and implementation of welfare programs for overseas Filipino workers and their families in all phases of overseas employment and assists in the enforcement of contractual obligations.
- Creation and establishment of the National Reintegration Center for OFWs.
- The Technical Education and Skills Development Authority and other government agencies involved in training and livelihood development have given priority to household services and entertainers.
- The DOLE, OWWA, TESDA, and POEA shall, within sixty (60) days from the effectivity of these Rules, formulate a program that would motivate migrant workers to plan for product options such as entry into highly technical jobs or undertakings, livelihood, and entrepreneurial development, better wage employment, and investment of savings.

(c) Department of Health (DOH)

- The DOH is responsible for regulating all activities and operations of all clinics which conduct medical, physical, optical, dental, psychological, and other similar examinations, hereinafter referred to as health examinations, on Filipino migrant workers as a requirement for their overseas employment. Pre-Employment Medical Examinations (PEME) for overseas work applicants shall be performed only in DOH-accredited medical clinics and health facilities utilizing the standards set forth by DOH.” (Rule XI, Section 1).

(d) Local Government Units (LGUs)

- Together with the “Department of the Interior and Local Government (DILG) and in partnership with the POEA, other concerned government agencies, and non-government organizations advocating the right and welfare of the OFWs shall take a proactive stance by being primarily responsible for the dissemination

II. CURRENT SITUATION OF FILIPINO MIGRANT WORKERS

2020 Overseas Filipino Workers

Based on the 2019 and 2020 Survey on Overseas Filipinos conducted by the Philippine Statistics Authority, the number of Overseas Filipino Workers (OFWs) or Filipino workers who worked abroad during the period of April to September 2020 was estimated at 1.77 million. Overseas Contract Workers (OCWs) or those with existing work contracts comprised 96.4 percent or equivalent to 1.71 million of the total OFWs during the same period. Other OFWs who worked abroad without working visas or work permits such as tourist, visitor, student, medical, and other types of non-immigrant visas but were presently employed and working full time in other countries had 3.6 percent share.

Moreover, the data from the survey shows the number of OFWs dropped by -18.6 percent, equivalent to 405.62 thousand overseas workers from 2019 to 2020. Before the outbreak of the COVID-19 pandemic in 2019, OFWs were registered at 2.18 million, 2.11 million were OCWs and about 69 thousand were other Filipino workers abroad with valid working visas and work permits.

Number of Overseas Filipino Workers and Overseas Contract Workers: 2019 and 2020

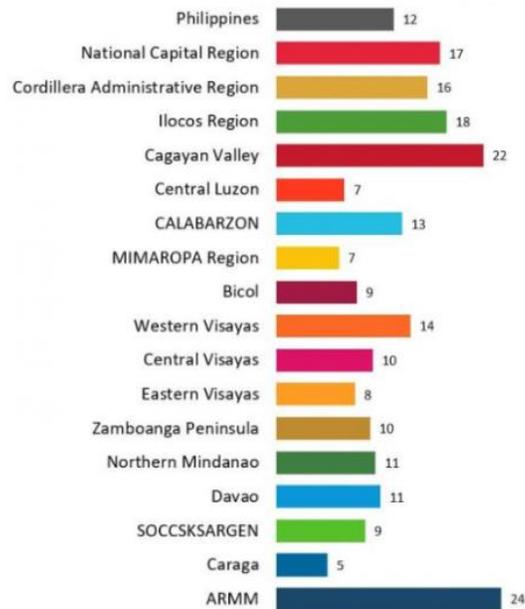


*Note: Reference period is April to September 2019 and April to September 2020
Estimates were based on the 2015-based Population Projections
Source: Philippine Statistics Authority, 2019 and 2020 Survey on Overseas Filipinos*

2018 National Migration Survey

According to the 2018 National Migration Survey (NMS) there are 12 percent of Filipino households had a member who was or had been an Overseas Filipino Worker (OFW). ARMM tops the rest of the regions in terms of highest percentage (24%) of households with current or former OFW members, followed by Cagayan Valley (22%) and the Ilocos Region (18%). In contrast, CARAGA (5%), MIMAROPA (7%) and Central Luzon (7%) had the lowest percentage of households with current or former OFW members. One-fourth or 25 percent of the households belonging to the highest wealth quintile have at least one current or former OFW member compared to only four percent of the households belonging to the lowest wealth quintile.

The NMS also collected information of Filipinos currently overseas at the time of the study. In all, nine percent of households have at least one member currently overseas. Meanwhile, only one percent of households had emigrant in the last five years; i.e., those who used to live in the household but were already living permanently abroad



Percentage of Households with OFW (current or before) by Region, Philippines, 2018

The figure above shows the percentage of Households with OFW by region in the Philippines, 2018.

Elementary Occupations

Based on the 2020 Survey on Overseas Filipinos conducted by the Philippine Statistics Authority, the largest share (46.7%) of OFWs in 2020 were engaged in elementary occupations. This is followed by those engaged in service and sales with 14.4 percent and 11.5 percent who worked as plant and machine operators and assemblers.

Among the 1.06 million female OFWs, the majority or 70.3 percent were engaged in elementary occupation and 12.6 percent were service and sales workers. Among the male OFWs, largest share of workers are in the following occupations: plant and machine operators and assemblers (26.0%), service and sales workers (17.0%), craft and related trades workers (15.9%), technicians and associate professionals (13.9%), and elementary occupations (12.0%).

Elementary Occupations are skills consisting of simple and routine tasks which mainly require the use of hand-held tools and often some physical effort. Most occupations in this major group require skills at the first ISCO skill level.

Tasks performed by workers in elementary occupations usually include: selling goods in streets and public places, or from door to door; providing various street services; cleaning, washing, pressing; taking care of apartment houses, hotels, offices and other buildings; washing windows and other glass surfaces of buildings; delivering messages or goods; carrying luggage; doorkeeping and property watching; stocking vending machines or reading and emptying meters; collecting garbage; sweeping streets and similar places; performing various simple farming, fishing, hunting or trapping tasks performing simple tasks connected with mining, construction and manufacturing including product-sorting and simple hand-assembling of components; packing by hand; freight handling; pedalling or hand-guiding vehicles to transport passengers and goods; driving animal-drawn vehicles or machinery.²

Based on the International Labour Organization, Elementary Occupations are classified into the following minor groups:

1. Street vendors and related workers
2. Shoe cleaning and other street services elementary occupations
3. Domestic and related helpers, cleaners and launderers
4. Building caretakers, window and related cleaners
5. Messengers, porters, doorkeepers and related workers
6. Garbage collectors and related labourers³

Service and Sales Workers as defined in the 2012 Philippine Standard Occupations Classification are those workers who provide personal and protective services related to travel, housekeeping, catering, personal care, or protection against fire and unlawful acts, or they pose as models for artistic creation and display, or demonstrate and sell goods in wholesale or retail shops and similar establishments, as well as at stalls and on markets. Most occupations in this major group require skills at the second ISCO skill level.el.

Tasks performed by service workers and shop and market sales workers usually include: organisation and provision of services during travel; housekeeping; preparation and serving of food and beverages; child care; rudimentary nursing and related care at homes or in institutions; personal care, such as hairdressing or beauty treatment; companionship; astrology and fortune-telling; embalming; funeral arrangements; protection of individuals and property against fire and unlawful acts and enforcement of law and order; posing as models for advertising, artistic creation and display of goods; selling goods in wholesale or retail establishments, as well as at stalls and on markets; demonstrating goods to potential customers. Supervision of other workers may be included.

² 2012 Philippine Standard Occupational Classification (PSOC)

³ International Standard Classification of Occupations: Major Group 9: Elementary Occupations

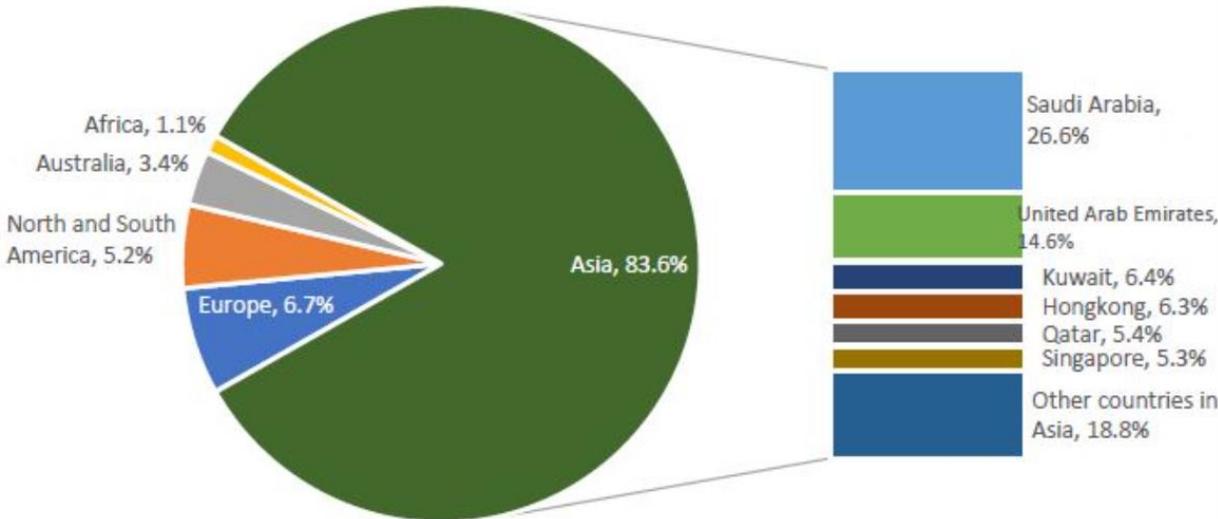
Plant and machine Operators, and Assemblers are those workers who operate and monitor industrial and agricultural machinery and equipment on the spot or by remote control, drive and operate trains, motor vehicles and mobile machinery and equipment, or assemble products from component parts according to strict specifications and procedures.

The work mainly calls for experience with and an understanding of industrial and agricultural machinery and equipment as well as an ability to cope with machine-paced operations and to adapt to technological innovations. Most occupations in this major group require skills at the second ISCO skill level. Tasks performed by plant and machine operators and assemblers usually include: operating and monitoring mining or other industrial machinery and equipment for processing metal, minerals, glass, ceramics, wood, paper, or chemicals; operating and monitoring machinery and equipment used to produce articles made of metal, minerals, chemicals, rubber, plastics, wood, paper, textiles, fur, or leather, and which process foodstuffs and related products; driving and operating trains and motor vehicles; driving, operating and monitoring mobile industrial and agricultural machinery and equipment; assembling products from component parts according to strict specifications and procedures. Supervision of other workers may be included. (2012 PSOC)

Saudi Arabia is the leading destination of OFWs

Based on the report of the Philippine Statistics Authority, OFWs working in Asia accounted for 83.6 percent of the country's total OFWs. About 26.6 percent of the total 1.77 million OFWs worked in Saudi Arabia, followed by the United Arab Emirates at 14.6 percent. Other countries in Asia with a large number of OFWs include: Kuwait (6.4%), Hongkong (6.3%), Qatar (5.4%), and Singapore (5.3%). Moreover, OFWs working in Europe registered at 6.7 percent, while OFWs in North and South America and in Australia were reported at 5.2 percent and 3.4 percent respectively.

Percent Distribution of Overseas Filipino Workers by Place of Work: 2020



*Note: Details may not add up to due to rounding.
Estimates were based on the 2015-based Population Projections
Reference period is April to September 2020
Source: Philippine Statistics Authority, 2020 Survey on Overseas Filipinos*

**TABLE 1 Number of Overseas Filipino Workers , by Type of Overseas Filipino Worker, Sex, Age group
by Major Occupation and Region, Philippines: 2019 and 2020**

Sex/Age Group/Industry/ Hours Worked	Number of Overseas Filipino Workers (in '000)										Increment/Decrement	Percentage Distribution	
	2019					2020						2019	2020
	Estimate	Standard Error	CV	90% Confidence Interval		Estimate	Standard Error	CV	90% Confidence Interval				
				Lower Limit	Upper Limit				Lower Limit	Upper Limit			
Total												100.0	100.0
Managers	23.77	5.48	23.1 ^{a/}	14.76	32.78	26.06	5.66	21.72	35.37	16.75	2.29	1.1	1.5
Professionals	184.88	18.21	9.85	154.92	214.84	145.24	14.75	10.16	169.50	120.98	-39.64	8.5	8.2
Technicians and associate professionals	192.94	20.03	10.38	159.99	225.89	118.66	10.77	9.08	136.38	100.94	-74.28	8.9	6.7
Clerical support workers	75.94	10.95	14.42	57.93	93.95	68.03	10.39	15.27	85.12	50.94	-7.91	3.5	3.8
Service and sales workers	383.00	26.02	6.79	340.20	425.80	254.65	18.32	7.19	284.79	224.51	-128.35	17.6	14.4
Skilled agricultural forestry and fishery work	17.93	4.27	23.8 ^{a/}	10.91	24.95	6.38	1.98	31.03	9.64	3.12	-11.55	0.8	0.4
Craft and related trade workers	180.32	17.99	9.98	150.73	209.91	121.01	12.53	10.35	141.62	100.40	-59.31	8.3	6.8
Plant and machine operators and assemblers	268.44	21.07	7.85	233.78	303.10	203.88	15.70	7.70	229.71	178.05	-64.56	12.3	11.5
Elementary occupations	849.87	31.41	3.70	798.20	901.54	827.54	29.90	3.61	876.73	778.35	-22.33	39.0	46.7

Note: Details may not add up to totals due to rounding
a/ Caution in utilizing the estimate for these industries must be observed due to its very small sample size
b/ The 2019 and 2020 estimates were based on the 2015-based Population Projections
Source: Philippine Statistics Authority, 2019 and 2020 Survey on Overseas Filipinos

The pandemic has a huge impact on the number of Overseas Filipino Workers who are working abroad. The table above shows that there is a decreasing number of OFWs from 2019 to 2020 in all industry groups except for the managers.

**TABLE 3 Distribution of Overseas Filipino Workers
by Place of Work and Sex: 2019 and 2020**

Place of Work	2019						2020					
	Both Sexes		Male		Female		Both Sexes		Male		Female	
	Estimate	Standard Error	Estimate	Standard Error	Estimate	Standard Error	Estimate	Standard Error	Estimate	Standard Error	Estimate	Standard Error
Philippines												
Number (In thousands)	2,177.08	55.50	970.62	40.29	1,206.47	37.51	1,771.46	41.37	716.16	28.85	1,055.30	33.33
Total	100.0		100.0		100.0		100.0		100.0		100.0	
Africa	1.0	0.4	1.9	0.8	0.3	0.2	1.1 ^{a/}	0.3	2.2 ^{a/}	0.6	0.4 ^{a/}	0.2
Asia	81.0	1.1	68.6	2.0	90.9	1.0	83.6	1.1	72.1	2.0	91.4	1.0
East Asia	21.7	1.3	21.2	1.9	22.2	1.4	17.7	1.1	18.9	1.6	17.0	1.3
Hong Kong	7.4	0.6	1.0	0.4	12.5	1.1	6.3	0.7	1.3	0.5	9.7	1.1
Japan	3.9	0.6	5.9	1.2	2.3	0.4	3.5	0.4	6.6	1.0	1.4	0.3
Taiwan	6.8	0.8	8.3	1.3	5.6	0.9	4.8	0.6	5.7	1.1	4.1	0.6
Other Countries in East Asia (including Chir North and South Korea)	3.7	0.5	6.0	0.9	1.8	0.4	3.1	0.5	5.2	0.9	1.8	0.4
Southeast and South Central Asia	8.0	0.7	7.0	0.9	8.8	0.9	8.3	0.8	6.9	1.1	9.3	1.0
Malaysia	2.1	0.4	1.7	0.4	2.3	0.6	1.5	0.3	1.2	0.5	1.7	0.3
Singapore	4.1	0.4	3.0	0.6	5.0	0.6	5.3	0.6	4.5	0.9	5.9	0.8
Other Countries in Southeast and South Central Asia (including Brunei, Cambodia, and Indonesia)	1.8	0.4	2.3	0.6	1.4	0.5	1.5	0.4	1.2	0.4	1.7	0.5
Western Asia	51.2	1.5	40.4	2.2	60.0	1.7	57.5	1.4	46.3	2.2	65.1	1.7
Kuwait	6.1	0.6	2.0	0.5	9.4	1.0	6.4	0.7	1.3	0.4	9.9	1.1
Qatar	5.6	0.6	5.6	0.9	5.7	0.7	5.4	0.6	4.7	0.8	5.9	0.8
Saudi Arabia	22.3	1.1	22.0	1.8	22.6	1.3	26.6	1.2	25.7	1.7	27.2	1.6
United Arab Emirates	13.3	1.1	9.3	1.2	16.5	1.5	14.6	1.1	12.0	1.5	16.4	1.4
Other Countries in Western Asia (Bahrain, Israel, Lebanon and Jordan)	3.9	0.5	1.5	0.4	5.8	0.8	4.4	0.6	2.6	0.8	5.7	0.8
Australia	2.1	0.4	3.6	0.6	1.0	0.5	3.4	0.4	6.3	1.0	1.5	0.3
Europe	7.7	0.7	12.7	1.3	3.6	0.5	6.7	0.7	11.5	1.4	3.5	0.6
North and South America	8.2	0.9	13.1	1.4	4.2	0.8	5.2	0.7	7.9	1.1	3.4	0.7

Notes: Details may not add up to totals due to rounding.
 The estimates cover overseas Filipinos whose departure occurred within the last five years and who are working or had worked abroad during the past six months (April to September) of the survey period.
 a/ Caution in utilizing the estimate for these industries must be observed due to its very small sample size
 b/ The 2019 and 2020 estimates were based on the 2015-based Population Projections
 Source: Philippine Statistics Authority, 2019 and 2020 Survey on Overseas Filipinos

In terms of place of work distribution, the table above shows that the countries in North and South America have the highest number of Overseas Filipino Workers followed by the countries in Asia. Likewise, the countries in Africa have the least number of OFWs.

III. MIGRANT WORKERS IN THE FACE OF PANDEMIC

On 20 May 2021, the International Organization for Migration (IOM) Philippines launched the report, *COVID-19 Impact Assessment on Returned Overseas Filipino Workers*, which is based on interviews with over 8,000 returned OFWs.

The report shows that 67 per cent of the assessed OFWs' decision to return was due to COVID-19, while a very significant 83 per cent of OFWs were unemployed for an average of three months' post-arrival. Also, almost half of OFWs had a 60 per cent drop in their household income upon return.

Also included in the report that in 2020 the Philippines saw an unprecedented number of repatriations of 791,623 Returning Overseas Filipinos. Of these repatriations, 481,305 were land-based; 308,332 were sea-based; and 1,986 were transferees from Sabah. Of these total returns, the DFA repatriated 327,511 OFWs with land-based workers making up 71% or 231,537, and the remaining 29% or 95,974 were sea-based workers from more than 150 cruise ships, oil tankers, and other bulk vessels.

The Philippines also experienced a drastic reduction of OFW deployments overseas in 2020 with a total of only 549,841 deployed. This reflects a 75% drop in deployments from a record high of 2.16 million in 2019 according to data from the Philippines Overseas Employment Administration (POEA). The 2020 deployment figure was the lowest since 1990. Breaking down the deployment numbers, there was a 79% drop in newly-hired OFWs in 2020, while rehiring sank a larger 80% year-on-year. Land Based worker deployment shrank by 78%, while seafarers saw a decrease of 57%.

In terms of unemployment, the Philippines hit a record-high of 10.3% in 2020 as a result of COVID-19 and the associated lockdowns.⁴ Compared to joblessness rate of 5.1% in 2019, 4.5 million Filipinos did not have jobs in 2020. Compounded by the 75% drop in OFW deployments together with the mass returns of OFWs, an understanding of the impacts on OFWs and their families is critical to inform interventions and identify emerging gaps in migration governance to further respond to this unprecedented challenge.⁴

⁴ IOM UN Migration, COVID-19 Impact Assessment on Returning Overseas Filipino Workers

Ramifications of the Pandemic on Overseas Filipinos

According to the CPBRD Policy Brief No. 2021-08, the following are the challenges of OFWs brought by the COVID-19 pandemic.

Loss of jobs and incomes. Sudden loss of jobs and incomes, and the restriction in their movements were the primary problems faced by the OFWs. In April 2021, the DOLE reported that 645,071 Filipino migrant workers were affected by the global pandemic, 97% of whom lost their jobs. A total of 502,581 OFWs have been repatriated to their hometowns after undergoing COVID-19 tests and quarantine protocols.

Data from the POLOs and OWWA showed that 604,403 onsite and repatriated OFWs had sought cash aid assistance from the DOLE. These included displaced workers, stranded overseas, and repatriated land-based and sea-based OFWs (DOLE, 2020).

The unfortunate consequence of job loss is the impact on the family's economic condition as inflows of remittances slowed down during the pandemic. In the 2020 First Quarter Consumer Expectations Survey (BSP, 2020), majority or 94% of OFW households allot the bulk of their remittances to food and other household needs. Other priorities include education, medical expenses, and debt payments.

NUMBER OF AFFECTED OFWS DUE TO PANDEMIC AS OF APRIL 4, 2021

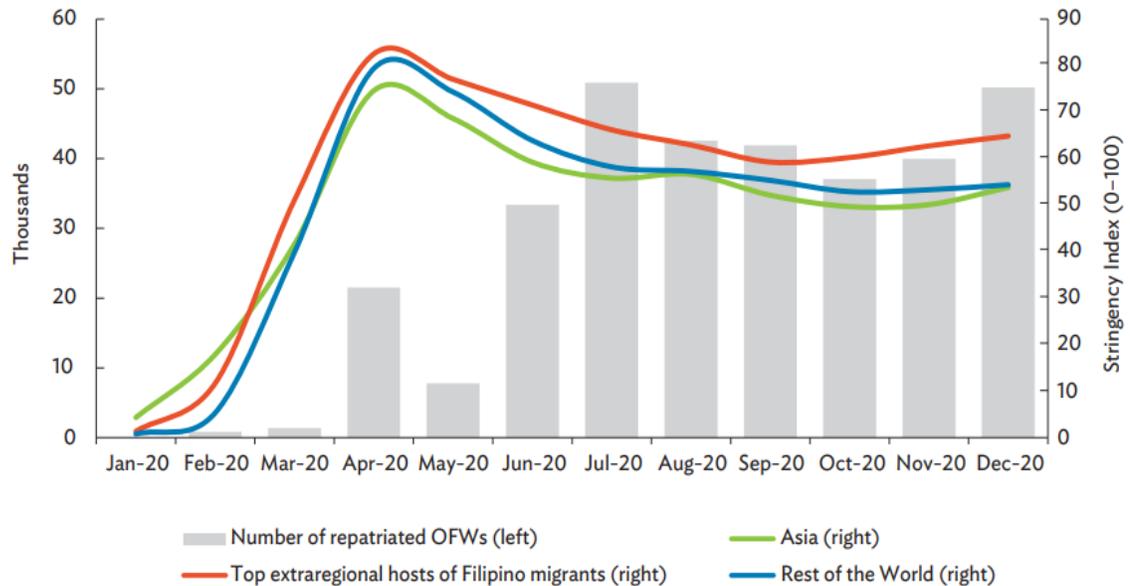
Particulars	Number of OFWs
Repatriated OFWs	502,581
Displaced/stranded OFWs who decided to stay on-site	142,490
Total	645,071

Source: DOLE-POLO and OWWA

Health risks and lack of social protection. As of January 2021, there were about 12,000 Filipinos abroad who were infected with COVID-19 while almost 4,000 deaths were recorded. Majority of COVID-19 cases among Filipinos abroad are based in the Middle East (7,844 infections and 3,697 deaths), followed by Europe and Americas and the Asia Pacific (DOLE, 2021). Higher level of health risk is even more real for undocumented and irregular migrants and those who work in informal sectors due to inadequate access to healthcare, making them most vulnerable and unprotected.⁵

⁵CPBRD Policy Brief No. 2021-08 Migrant Workers and Overseas Filipinos in the Face of the Pandemic and other Global Challenges

Repatriation Challenges



Note: In 2020, the top extraregional hosts of Filipino migrants included (in alphabetical order) Bahrain, Canada, Germany, Italy, Kuwait, Qatar, Saudi Arabia, United Arab Emirates, United Kingdom, and United States.

Sources: Authors’ calculations using data from Government of the Philippines, Department of Foreign Affairs; United Nations Department of Economic and Social Affairs, Population Division. International Migrant Stock 2020. <https://www.un.org/development/desa/pd/content/international-migrant-stock> (accessed May 2021); and Hale et al. 2021.

The COVID-19 pandemic brought a lot of challenges for the Filipino Overseas Workers, a lot suffered hardship since mobility measures were stricter among the top ten extra regional economies hosting Filipino migrants.

The table above shows that among the top countries, only Germany, Italy and Canada entitle migrants to receive unemployment benefits and social security benefits. This meant OFWs who lost their jobs in other top countries had to rely on their personal savings while firming up plans to fly home. Accessing health services was also limited for OFWs working in Bahrain, Kuwait, Saudi Arabia, and the United Arab Emirates. The Department of Foreign Affairs assisted OFWs who had to or wanted to come home through repatriation, and provided emergency supplies, medicines, food, and accommodation to those affected.⁶

⁶ Kang and Latoja(2022). COVID-19 and Overseas Filipino Workers

As directed by former President Rodrigo Duterte, a Presidential Order on “*Hatid Probinsya para sa mga OFW’s Program*” assisted 39,485 OFWs as of June 2020.

Based on the report of the Department of Foreign Affairs, the agency repatriates a total of 327, 511 Overseas Filipinos in 2020 as of January 2021. Land-based repatriates makeup 231,537 or 70.7% of the total numbers, coming from at least 90 countries around the world. The remaining 29.3% or 95,974 are seafarers from more than 150 cruise ships, oil tankers, and other bulk vessels. Below is the breakdown of the repatriates traveling or transiting through the following regions:

REGION	NUMBER OF REPATRIATES	PERCENTAGE
Middle East	228,893	69.89%
Asia & the Pacific	36,868	11.26%
Americas	30,971	9.46%
Europe	28,909	8.83%
Africa	1,870	0.57%

Source: Department of Foreign Affairs, January 23, 2021

IV. SKILLS NEEDS FOR MIGRANT WORKERS

Based on the 2018 Overseas Employment Statistics of New Hires OFWs issued by the Philippine Overseas Employment Administration, the top jobs for migrant workers are as follows:

1. Domestic Cleaners and helpers
2. Manufacturing Laborers
3. Cleaners, helpers in offices hotels and other establishments
4. Waiters
5. Home Based personnel, care workers and kitchen helpers
6. Welders and flame cutters
7. Civil Engineering labourer
8. Dancers and choreographer
9. Plumbers and Pipefitters
10. Car, taxi and van drivers

Soft Skills

According to the study conducted by Bardy et al. (2017), Skills are a set of inborn and acquired personal characteristics, attitudes, knowledge and skills leading to high-quality performance” (European Framework, 2007). The soft skills framework used in the U.S. and Latin American studies is known as the Big Five and includes the following broad categories and characteristics (Heckman and Kautz, 2012; Santos and Primi, 2014): Openness to New Experiences, Conscientiousness, Extraversion, Agreeableness and Emotional Stability.

Moreover, the study mentioned in the literature of the that the main soft skills related to employability are: professionalism, reliability, ability to cope with uncertainty, ability to work under pressure, ability to plan and think strategically, capability to communicate and interact with others, written and verbal communication skills, information technology skills, creativity and self-confidence, self-management, and willingness to succeed.

Based on the study entitled, Soft Skills and Job Opportunities of Migrants: Systematic Relationships in the Labor Market, there are 15 Soft Skills identified for migrant workers, namely:⁷

- Ideas Creation
- Coordination ability
- Multicultural ability
- Planning ability
- Learning ability
- Professionalism
- Leadership
- Information management ability
- Ethics
- Communication ability
- Social responsibility
- Entrepreneurship development
- Collaborative governance
- Sustainable development
- Dealing with others

⁷Bardy et al, (2017). Soft Skills and Job Opportunities of Migrants: Systemic Relationships in the Labor Market

V. TVET CAPACITY AND INFRASTRUCTURE

Jobs for Migrant Workers and corresponding TVET Program

Table 1 (below) shows the list of Jobs for the Filipino Migrant Workers and the Corresponding TVET Program.

Table 1 Jobs for Migrant Workers

Skills Requirements	Corresponding TVET Program
Accountant	
Accounting and Bookkeeping Clerks	Bookkeeping NC II
Accounting Associate Professionals	
Actors	
Administrative and Executive Secretaries	
Advertising and Marketing Professionals	
Advertising and Public Relations Managers	
Aged Care Services Managers	
Agricultural and Forestry Production Managers	
Agricultural and industrial machinery mechanic and repairers	
Agricultural Technicians	Aquaculture (Hatchery Operation) NC II
	Aquaculture (Tilapia Culture) NC II
	Pest Management (Vegetables) NC II
	Animal Health Care and Management NC III
	Artificial Insemination (Large Ruminants) NC II
	Artificial Insemination (Swine) NC II
	Animal Production (Swine) NC II

	Drying and Milling Plant Servicing NC III
	Pressurized Irrigation System Installation and Maintenance NC II
Air conditioning and refrigeration mechanics	Commercial Refrigeration Installation and Servicing NC II
	Commercial Air-Conditioning Installation and Servicing NC III
Air Traffic Controllers	
Air Traffic Safety Electronics Technicians	
Aircraft engine mechanics and repairers	
Aircraft Pilots and Related Associate Professionals	
Ambulance workers	Driving NC II
Animal producers not elsewhere classified	Animal Production (Poultry-Chicken) NC II
	Animal Production (Swine) NC II
	Animal Production (Ruminants) NC II
Announcers on Radio, Television and Other Media	
Applications Programmers	Game Programming NC III
	Programming (.Net Technology) NC III
	Programming (Java) NC III
	Programming (Oracle Database) NC III
Aquaculture and Fisheries Production Managers	
Aquaculture workers	
Archivists and curators	
Armed forces occupations, other ranks	
Assemblers not elsewhere classified	Mold Making NC III

	Automotive Wiring Harness Assembly NC II
	Computer Systems Servicing NC II
	Electronics Products Assembly and Servicing NC II
Athletes and sports players	
Audiologists and Speech Therapists	
Bakers, pastry-cooks and confectionery makers	Bread and Pastry Production NC II
	Food Production (Professional Cookery) NC III
	Food Production (Professional Cookery) NC IV
	Cookery NC II
Bank tellers and related clerks	
Bartenders	Bartending NC II
Beauticians and related workers	Beauty Care NC III
Bicycle and related repairers	
Biologists, Botanists, Zoologists and Related Professionals	
Blacksmiths, hammer smiths and forging press workers	Forging NC II
	Press Machine Operation NC I
Bleaching, dyeing and fabric cleaning machine operators	
Bookmakers, croupiers and related gaming workers	
Bricklayers and related workers	
Broadcasting and audio-visual technicians	
Building and related electricians	Electrical Installation and Maintenance NC II
Building Architects	
Building Caretakers	
Building construction labourers	Carpentry NC I

Building frame and related trades workers not elsewhere classified	
Building structure cleaners	
Bus and tram drivers	Driving (Passenger Bus/Straight Truck) NC III
Business services agents not elsewhere classified	
Business Services and Administration Managers Not Elsewhere Classified	
Butchers, fishmongers and related food preparers	Slaughtering Operations (Large Animal) NC II
	Slaughterhouse Butcher (Swine) NC II
Buyers	
Cabinet-makers and related workers	
Car, taxi and van drivers	Driving NC II
Carpenters and joiners	Carpentry NC I
Cartographers and Surveyors	
Cashiers and ticket clerks	Customer Services NC II
Cement, stone and other mineral products machine operators	
Chefs	Food Production (Professional Cookery) NC III
	Food Production (Professional Cookery) NC IV
	Cookery NC II
Chemical and Physical Science Technician	
Chemical Engineering Technicians	
Chemical Engineers	
Chemical Processing Plant Controllers	
Chemical products plant and machine operators	
Chemists	
Child Care Services Managers	
Child care workers	Caregiving (Grade Schooler to Adolescent) NC II
Civil engineering labourers	
Civil Engineering Technicians	
Civil Engineers	

Cleaners and helpers in offices, hotels and other establishments	
Cleaning and housekeeping supervisors in offices, hotels and other es	Housekeeping NC III
Clearing and forwarding agents	
Clerical support workers not elsewhere classified	
Client information workers not elsewhere classified	
Coding, proofreading and related clerks	
Commercial sales representatives	Customer Services NC II
Community health worker	Barangay Health Services NC II
Companions and valets	
Computer network and systems technicians	Computer Systems Servicing NC II
Computer Network Professionals	
Concrete placers, concrete finishers and related workers	Masonry NC II
Conference and event planners	Events Management Services NC III
Construction Managers	
Construction Supervisors	
Contact centre information clerks	Contact Center Services NC II
Contact centre salespersons	Contact Center Services NC II
Cooks	Food Production (Professional Cookery) NC III
	Food Production (Professional Cookery) NC IV
	Cookery NC II
Craft and related workers not elsewhere classified	
Crane, hoist and related plant operators	HEO (Crawler Crane) NC III 380
	HEO (Rough Terrain Crane) NC III
	HEO (Tower Crane) NC III
	HEO (Truck Mounted Crane) NC III
Creative and Performing Artists Not Elsewhere Classified	
Credit and loans officers	
Crop farm labourers	Agricultural Crops Production NC I

Customs and border inspectors	
Dairy-products makers	
Dancers and Choreographers	Performing Arts (Dance) NC II
Data entry clerks	
Database and Network Professionals Not Elsewhere Classified	Computer Systems Servicing NC II
Database Designers and Administrators	
Deep-sea fishery workers	Fish Capture NC I
Dental Assistant and Therapists	Dental Laboratory Technology Services NC I
	Dental Laboratory Technology Services (Fixed Dentures/Restorations) NC II
	Dental Laboratory Technology Services (Removable Dentures/Appliances) NC II
	Dental Hygiene NC IV
Dentists	
Dieticians and Nutritionists	
Dispensing opticians	
Domestic cleaners and helpers (HSWs)	Domestic Work NC II
Draughtspersons	
Driving instructors	
Early Childhood Educators	
Earthmoving and related plant operators	Heavy Equipment Operation (Bulldozer) NC II
	HEO (Hydraulic Excavator) NC II
	HEO (Rough Terrain Crane) NC III
Economists	
Education Managers	

Education Methods Specialist	
Electrical and electronic equipment assemblers	Electronics Products Assembly and Servicing NC II
Electrical Engineering Technicians	Electrical Installation and Maintenance NC II
	Electrical Installation and Maintenance NC III
	Electrical Installation and Maintenance NC IV
Electrical Engineers	
Electrical line installers and repairers	
Electrical mechanics and fitters	Mechatronics Servicing NC II
	Mechatronics Servicing NC III
	Mechatronics Servicing NC IV
Electronics Engineering Technicians	
Electronics Engineers	
Electronics mechanics and services	
Elementary worker not elsewhere classified	
Employment agents and Contractors	
Engineering Professionals Not Elsewhere Classified	
Environmental and Occupational Health and Hygiene Professionals	
Environmental and occupational health inspectors and associates	
Environmental Engineers	
Environmental Protection Professionals	
Farming, Forestry and Fisheries Advisers	
Fashion and other models	
Fast food preparers	
Fibre preparing, spinning and winding machine operators	Plastic Machine Operation NC II
Field crop and vegetable growers	Agricultural Crops Production NC I
Filing and copying clerks	
Film, Stage and Related Directors and Producers	

Finance Managers	
Financial Analysts	
Financial and Insurance Services Branch Managers	
Financial and Investment Advisers	
Fire-fighters	
Fishery and aquaculture labourers	Fish Capture NC II
	Aquaculture (Hatchery Operation) NC II
	Aquaculture (Grow-out Operation) NC II
Fitness and recreation instructors and program leaders	
Floor layers and tile setters	Tile Setting NC II
Food and beverage tasters and grades	
Food and related products machine operators	
Food service counter attendants	Bartending NC II
	Food Production (Professional Cookery) NC III
	Food Production (Professional Cookery) NC IV
	Cookery NC II
Forestry and related workers	
Freight handlers	
Fruit, vegetable and related preservers	
Fumigators and other pest and weed controllers	
Gallery, museum and library technicians	
Garden and horticultural labourers	Landscape Installation and Maintenance (Softscape) NC II
Gardeners, horticultural and nursery growers	
Garment and related pattern-makers and cutters	Dressmaking NC II
	Tailoring NC II
General office clerks	Microinsurance Services (Mutual Benefit) NC II
Generalist Medical Practitioners	
Geologists and Geophysicists	

Glass and ceramic plant operators	
Glass makers, cutters, grinders and finishers	
Glaziers	
Government licensing officials	
Government Regulatory Associate professionals not elsewhere classifi	
Government social benefits officials	
Graphic and Multimedia Designers	2D Animation NC III
	Visual Graphic Design NC III
	Film and Video Post-Production NC III
Hairdressers	Hairdressing NC II
	Hairdressing NC III
Hand launderers and pressers	Housekeeping NC II
	Domestic Work NC II
Hand packers	
Handicraft workers in textile, leather and related materials	
Handicraft workers in wood, basketry and related materials	
Handicraft workers in wood, basketry and related materials	
Health associate professionals not elsewhere classified	
Health care assistants	Health Care Services NC II
	Barangay Health Services NC II
Health Professionals Not Elsewhere Classified	
Health Services Managers	
Heavy trucks and lorry drivers	Driving (Passenger Bus/Straight Truck) NC III
Home-based personal care workers	
Hotel Managers	
Hotel receptionists	

House builders	
Human Resource Managers	
Incinerator and Water Treatment Plant Operators	
Industrial and Production Engineers	
Information and communications technology installers and servicers	Cable TV Installation NC II
	Web Development NC III
	System Formworks Installation NC II
Information and communications technology operations technicians	Cable TV Operation and Maintenance NC III
Information and Communications Technology Sales Professionals	Contact Center Services NC II
Information and Communications Technology Services Managers	
Information and communications technology user support technicians	
Information Technology Trainers	
Inland and coastal waters fishery workers	Fish Capture NC I
	Aquaculture (Hatchery Operation) NC II
	Aquaculture (Grow-out Operation) NC II
	Aquaculture (Tilapia Culture) NC II
Inquiry clerks	
Insulation workers	
Insurance representatives	
Interior designers and decorators	
Jewellery and precious metal workers	Jewelry Making (Fine Jewelry) NC II
	Jewelry Making (Fine Jewelry) NC III
Journalists	
Kitchen helpers	Domestic Work NC II
Landscape Architects	
Laundry machine operators	

Lawyers	
Legal and related associate professionals	
Legal Professionals Not Elsewhere Classified	
Legal secretaries	
Legislators	
Librarians and Related Information Professionals	
Library clerks	
Life Science Technicians (excluding medical)	
Lifting truck operators	
Livestock and dairy producers	Animal Production (Ruminants) NC II
Livestock farm labourers	Agricultural Crops Production NC I
Locomotive engine drivers	
Machinery Supervisors	
Mail carrier and sorting clerks	
Management and Organization Analysts	
Managing Directors and Chief Executives	
Manufacturing labourers not elsewhere classified	
Manufacturing Managers	
Manufacturing Supervisors	
Mathematicians, Actuaries and Statisticians	
Mechanical Engineering Technicians	
Mechanical Engineers	
Mechanical machinery assemblers	Automotive Painting NC II
	Automotive Mechanical Assembly NC II
	Automotive Mechanical Assembly NC III
Medical and Dental Prosthetic Technicians	Dental Laboratory Technology Services (Fixed Dentures/Restorations) NC II
	Dental Laboratory Technology Services (Removable Dentures/Appliances) NC II

Medical and Pathology Laboratory Technicians	
Medical assistants	
Medical Imaging and Therapeutic Equipment Technicians	
Medical Records and Health Information Technicians	
Medical Secretaries	
Messengers, package deliverers and luggage porters	
Metal finishing, plating and coating machine operators	
Metal moulders and coremakers	
Metal polishers, wheel grinders and tool sharpeners	
Metal processing plant operators	
Metal Production Process Contollers	
Metal working machine tool setters and operator	
Meteorologists	
Meter readers and vending-machine collectors	
Midwifery Associate Professionals	
Midwifery Professionals	
Mineral and stone processing plant operators	
Miners and quarriers	
Mining and Metallurgical Technician	
Mining and quarrying labourers	
Mining Engineers, Metallurgists and Related Professionals	
Mining Managers	
Mining Supervisors	
Mixed crop and animal producers	
Mixed crop growers	
Mobile farm and forestry plant operators	
Motor vehicle mechanics and repairers	

Motorcycle drivers	
Musical instrument makers and tuners	
Musicians, Singers and Composers	
Non-commissioned armed forces officers	
Nursing Associate Professionals	
Nursing Professionals	
Odd job persons	
Office supervisors	
Optometrists and Ophthalmic Opticians	
Other artistic and cultural associate professionals	
Other Arts Teachers	
Other cleaning workers	Housekeeping NC II
	Domestic Work NC II
Other Language Teachers	
Other Music Teachers	
Packing, bottling and labelling machine operators	Food Processing NC II
Painters and related worker	Construction Painting NC II
	Construction Painting NC III
	Automotive Body Painting/Finishing NC I
	Automotive Body Painting/Finishing NC II
Paper products machine operators	
Paramedical Practitioners	
Payroll clerks	
Pelt dressers, tanners and fellmongers	
Personal care workers in health services not elsewhere classified	
Personal services workers not elsewhere classified	
Personnel and Careers Professionals	
Personnel clerks	
Pet groomers and animal care workers	

Petroleum and Natural Gas Refining Plant Operators	
Pharmaceutical Technicians and Assistants	
Pharmacists	
Photographers	
Photographic products machine operators	
Physical and Engineering Science Technicians Not Elsewhere Classifie	
Physicists and Astronomers	
Physiotherapists	
Physiotherapy technicians and assistantS	
Plasterers	
Plastic products machine operators	
Plumbers and pipe fitters	Plumbing NC I
	Plumbing NC II
	Plumbing NC III
	Pipefitting (Metallic) NC II
Police inspectors and detectives	
Police officers	
Policy Administration Professionals	
Potters and related workers	
Poultry producers	Animal Production (Poultry-Chicken) NC II
Power Production Plant Operators	
Precision-instrument makers and repairer	
Pre-press technicians	
Primary School Teachers	
Print finishing and binding workers	
Printers	
Process Control Technicians Not Elsewhere Classified	
Product and Garment Designers	

Product graders and testers (excluding foods and beverages)	
Production clerks	
Professional Services Managers Not Elsewhere Classified	
Protective services workers not elsewhere classified	
Public Relations Professionals	
Pulp and papermaking plant operators	
Railway brake, signal and switch operators	
Real estate agents and property managers	Real Estate Services NC II
Receptionists (general)	
Refuse sorters	
Research and Development Managers	
Restaurant Managers	
Retail and Wholesale Trade Managers	
Rigger and cable splicers	Rigging NC I
Roofers	
Rubber products machine operators	Rubber Processing NC II
Sales and Marketing Managers	
Sales demonstrators	Customer Services NC II
Sales workers not elsewhere classified	Customer Services NC II
Secondary Education Teachers	
Secretaries (general)	
Securities and finance dealers and brokers	
Security guards	Security Services NC I
	Security Services NC II
Senior Government Officials	
Senior Officials of Special-interest Organizations	
Service station attendants	Customer Services NC II
Services Managers Not Elsewhere Classified	

Sewing machine operators	Dressmaking NC II
	Tailoring NC II
Sewing, embroidery and related workers	Dressmaking NC II
	Tailoring NC II
Sheet-metal workers	Air Duct Servicing NC II
	Automotive Body Repairing NC II
	Tinsmithing (Automotive Manufacturing) NC II
Shelf fillers	Warehousing Services NC II
Ships' deck crews and related workers	
Ships' Deck Officers and Pilots	
Ships' Engineers	
Shoemakers and related workers	Footwear Making NC II
Shoemaking and related machine operators	Footwear Making NC II
Shop sales assistants	
Shop supervisors	
Shopkeepers	
Shotfirers and blasters	
Sign writers, decorative painters, engravers and etchers	
Skill Not Elsewhere Classified	
Social Welfare Managers	
Social Work and Counselling Professionals	
Social work associate professionals	
Sociologists, Anthropologist and Related Professionals	
Software and Applications Developers and Analysts Not Elsewhere	
Software Developers	Programming (Java) NC III
Special Needs Teachers	
Specialist Medical Practitioners	
Sports coaches, instructors and officials	
Sports, Recreation and Cultural Centre Managers	

Spray painters and varnishers	
Stall and market salespersons	Customer Services NC II
Stationary plant and machine operators not elsewhere classif	
Statistical, finance and insurance clerks	
Statistical, mathematical and related associate professionals	
Steam engine and boiler operators	Automotive Servicing (Engine Repair) NC II
Stock clerk	Customer Services NC II
Stonemasons, stone cutters, splitters and carvers	
Street and related service workers	Customer Services NC II
Street food salespersons	Customer Services NC II
Street vendors (excluding food)	
Structural-metal preparers and erectors	
Subsistence fishers, hunters, trappers and gatherers	
Subsistence livestock farmers	Animal Production (Ruminants) NC II
Supervisors Finance Professionals	
Supervisors Food and Beverages, Waiter, Bartender, & Dining	Food and Beverage Services NC III
Supervisors Medical	
Supervisors Nursing	
Supply, Distribution and Related Managers	
Supply, Distribution and Related Supervisors	
Survey and market research interviewers	Contact Center Services NC II
Sweepers and related labourers	
Systems Administrators	
Systems Analysts	
Tailors, dressmakers, furriers and hatters	Tailoring NC II
	Dressmaking NC II
Teachers' aides	

Teaching Professionals Not Elsewhere Classified	
Technical and Medical Sales Professionals (excluding ICT)	
Telecommunications engineering technicians	
Telecommunications Engineers	
Telephone switchboard operators	
Textile, fur and leather products machine operators not elsewhere	
Toolmakers and related workers	Tool and Die Making NC II
Town and Traffic Planners	
Trade brokers	
Traditional and Complementary Medicine Associate Professionals	
Traditional and Complementary Medicine Professional	
Training and Staff Development Professionals	
Translators, Interpreters and Other Linguists	
Transport clerks	
Transport conductors	
Travel attendant and travel stewards	Travel Services NC II
Travel consultants and clerks	
Travel guides	
Tree and shrub crop growers	
Typists and word processing operators	
Underwater divers	
University and Higher Education Teachers	
Upholsterers and related workers	
Valuers and loss assessors	
Vehicle cleaners	
Veterinarians	
Veterinary Technicians and Assistants	

Visual Artists	
Vocational Education Teachers	
Waiters	Food and Beverage Services NC II
Weaving and knitting machine operators	
Web and Multimedia Developers	
Welders and flame cutters	MMAW NC I
	MMAW NC II
	MMAW NC III
	MMAW NC IV
	GMAW NC I
	GMAW NC II
	GMAW NC III
	FCAW NC I
	FCAW NC II
	FCAW NC III
	GTAW NC II
	GTAW NC IV
	Gas Welding NC I
	Gas Welding NC II
Well drillers and borers and related workers	
Windows cleaners	Domestic Work NC II
Wood processing plant operators	
Wood treaters	
Woodworking-machine tool setters and operators	

Total Number of Enrolled, Graduates, Assessed and Certified per Qualification

Table2 (below) shows the total number of enrollees, graduates, assessed and certified per qualification. The Bread and Pastry Production NC II has the highest number of enrolled and graduates while the Domestic Work NC II has the highest number of assessed and certified.

Table 2 Total Number of enrolled, graduates, assessed and certified per Qualification (WTR), FY 2021

Sector	Qualification (WTR)	2021											
		Enrolled			Graduate			Assessed			Certified		
		Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Agriculture, Forestry and Fisheries	Agricultural Crops Production NC I	3,299	2,009	5,308	2,977	1,904	4,881	1,203	835	2,038	1,176	812	1,988
	Animal Production (Poultry-Chicken) NC II	4,402	3,529	7,931	4,131	3,374	7,505	3,504	3,104	6,608	3,335	2,887	6,222
	Animal Production (Ruminants) NC II	1,982	1,628	3,610	1,775	1,498	3,273	822	736	1,558	774	674	1,448
	Animal Production (Swine) NC II	2,710	2,219	4,929	2,137	1,798	3,935	2,123	1,823	3,946	1,951	1,660	3,611

Aquaculture (Grow-out Operation) NC II	0	0	0	0	0	0	0	0	0	0	0	0	0
Aquaculture (Hatchery Operation) NC II	0	0	0	0	0	0	0	0	0	0	0	0	0
Aquaculture (Tilapia Culture) NC II	0	0	0	0	0	0	0	0	0	0	0	0	0
Artificial Insemination (Large Ruminants) NC II	0	0	0	0	0	0	0	0	0	0	0	0	0
Artificial Insemination (Swine) NC II	43	70	113	29	63	92	30	70	100	30	59	89	
Animal Health Care and Management NC III	28	47	75	24	15	39	30	33	63	30	33	63	

Fish Capture NC I	0	0	0	0	0	0	0	0	0	0	0	0	0
Fish Capture NC II	5	40	45	7	32	39	8	44	52	8	44	52	
Landscape Installation and Maintenance (Softscape) NC II	164	139	303	132	121	253	150	179	329	150	179	329	
Rubber Processing NC II	0	0	0	0	0	0	0	0	0	0	0	0	0
Pest Management (Vegetables) NC II	250	218	468	249	187	436	249	165	414	246	162	408	
Pressurized Irrigation System Installation and Maintenance NC II	0	0	0	0	0	0	0	0	0	0	0	0	0
Drying and	63	64	127	24	47	71	31	50	81	31	48	79	

	Milling Plant Servicing NC III												
Automotive and Land Transportation	Automotive Body Painting/Finishing NC I	0	0	0	0	0	0	0	0	0	0	0	0
	Automotive Body Painting/Finishing NC II	0	0	0	0	0	0	0	0	0	0	0	0
	Automotive Body Repairing NC II	0	0	0	0	0	0	0	0	0	0	0	0
	Automotive Mechanical Assembly NC II	0	0	0	0	0	0	0	1	1	0	1	1
	Automotive Mechanical Assembly NC III	0	0	0	0	0	0	0	0	0	0	0	0
	Automotive Painting NC II	0	0	0	0	0	0	0	0	0	0	0	0
	Automotive	463	4,840	5,303	441	4,233	4,674	1	38	39	1	38	39

Servicing (Engine Repair) NC II													
Automotive Wiring Harness Assembly NC II	372	320	692	185	147	332	98	69	167	93	65	158	
Tinsmithing (Automotive Manufacturing) NC II	0	0	0	0	0	0	0	0	0	0	0	0	
Forging NC II	0	0	0	0	0	0	0	0	0	0	0	0	
Plastic Machine Operation NC II	3	4	7	1	3	4	0	0	0	0	0	0	
Driving (Passenger Bus/Straight Truck) NC III	35	676	711	30	488	518	86	3,864	3,950	82	3,634	3716	
Driving NC II	13,316	31,144	44,460	12,202	29,640	41,842	12,124	42,290	54,414	11,192	39,515	50,707	
Motorcycle/Small Engine	737	7,211	7,948	753	6,934	7,687	539	5,027	5,566	491	4,592	5,083	

	Servicing NC II												
Creative	Film and Video Post Production NC III	0	0	0	0	0	0	0	0	0	0	0	0
Construction	Carpentry NC I	0	0	0	0	0	0	0	0	0	0	0	0
	Masonry NC II	1,077	5,371	6,448	938	4,868	5,806	699	4,509	5,208	676	4,403	5079
	Construction Painting NC II	679	1,606	2,285	583	1,224	1,807	438	1,073	1,511	430	1,050	1480
	Construction Painting NC III	0	0	0	0	0	0	0	0	0	0	0	0
	Heavy Equipment Operation (Bulldozer) NC II	60	848	908	65	938	1,003	55	1,056	1,111	53	1,003	1056
	HEO (Crawler Crane) NC III	0	0	0	0	0	0	0	14	14	0	9	9
	HEO (Hydraulic)	128	3,476	3,604	124	3,333	3,457	118	4,909	5,027	117	4,763	4,880

Excavator) NC II													
HEO (Rough Terrain Crane) NC III	0	0	0	0	0	0	0	1	39	40	0	20	20
HEO (Tower Crane) NC III	0	0	0	0	0	0	0	0	6	6	0	6	6
HEO (Truck Mounted Crane) NC III	0	0	0	0	0	0	0	0	24	24	0	5	5
Pipefitting (Metallic) NC II	95	876	971	94	778	872	68	726	794	68	721	789	
Plumbing NC I	4	16	20	243	952	1,195	199	725	924	192	703	895	
Plumbing NC II	416	2,056	2,472	342	1,745	2,087	295	1,862	2,157	259	1,674	1,933	
Plumbing NC III	7	43	50	7	42	49	5	35	40	5	35	40	
System Formworks Installation NC II	0	0	0	0	0	0	1	19	20	1	19	20	

	Electronics Products Assembly and Servicing NC II	2,951	5,461	8,412	2,958	5,238	8,196	2,926	5,807	8,733	2,631	5,177	7,808
	Computer Systems Servicing NC II	7,537	6,402	13,939	8,144	6,854	14,998	12,330	10,813	23,143	10,658	9,193	19,851
	Mechatronics Servicing NC II	140	521	661	105	355	460	100	723	823	78	625	703
	Mechatronics Servicing NC III	11	87	98	8	84	92	20	125	145	18	114	132
	Mechatronics Servicing NC IV	0	0	0	0	0	0	0	0	0	0	0	0
Footwear and Leather goods	Footwear Making NC II	10	24	34	20	29	49	0	0	0	0	0	0
Garments	Dressmaking NC II	8,416	1,002	9,418	9,029	1,012	10,041	8,790	917	9,707	7,424	777	8,201

	Tailoring NC II	1,227	237	1,464	1,325	244	1,569	813	172	985	663	150	813
Human Health / Health Care	Health Care Services NC II	1,656	456	2,112	1,389	407	1,796	3,206	874	4,080	3,088	836	3,924
	Caregiving (Grade Schooler to Adolescent) NC II	0	0	0	0	0	0	0	0	0	0	0	0
	Dental Hygiene NC IV	0	0	0	0	0	0	0	0	0	0	0	0
	Dental Laboratory Technology Services NC I	0	0	0	0	0	0	0	0	0	0	0	0
	Dental Laboratory Technology Services (Fixed Denture s/Restorations) NC II	0	0	0	0	0	0	0	1	5	6	0	3

	Services NC II												
	Hairdressing NC II	675	212	887	531	157	688	367	96	463	362	94	456
	Hairdressing NC III	0	0	0	0	0	0	4	1	5	4	1	5
	Microinsurance Services (Mutual Benefit) NC II	0	0	0	0	0	0	0	0	0	0	0	0
	Bookkeeping NC II	7	3	10	0	0	0	0	0	0	0	0	0
Tourism (Hotel and Restaurant)	Travel Services NC II	78	44	122	0	0	0	202	86	288	189	64	253
	Housekeeping NC II	7,089	3,275	10,364	362	223	585	11,588	5,084	16,672	11,164	4,904	16,068
	Housekeeping NC III	390	142	532	288	105	393	298	135	433	298	135	433
	Food and Beverage Services NC II	6,315	3,902	10,217	5,187	3,097	8,284	8,070	4,359	12,429	7,676	4,038	11,714

	Food and Beverage Services NC III	117	74	191	69	43	112	235	125	360	216	111	327
	Food Production (Professional Cookery) NC III	0	0	0	0	0	0	0	0	0	0	0	0
	Food Production (Professional Cookery) NC IV	0	0	0	0	0	0	0	0	0	0	0	0
	Events Management Services NC III	6,519	2,667	9,186	6,295	2,513	8,808	5,960	2,293	8,253	5,381	2,073	7,454
	Cookery NC II	16,222	7,171	23,393	15,787	6,706	22,493	16,694	7,525	24,219	16,190	7,215	23,405
	Bartending NC II	860	1,027	1,887	983	951	1,934	1,431	1,056	2,487	1,334	931	2,265
	Bread and Pastry Production NC II	45,483	10,714	56,197	42,271	10,009	52,280	36,454	9,214	45,668	35,139	8,711	43,850

Wholesale and Retail Trading	Customer Services NC II	158	52	210	57	19	76	324	145	469	294	133	427
------------------------------	-------------------------	-----	----	-----	----	----	----	-----	-----	-----	-----	-----	-----

Total Number of AC, CA, NTTC Holder and Registered Program

Table 3 shows the trend on the number of enrolled, graduates, assessed and certified from 2019 to 2021. It shows that the year 2019 has the highest number of enrolled, graduates, assessed and certified, likewise there is a drastic decrease of data in 202 due to the COVID pandemic.

Table 3: Total number of enrolled, graduates, assessed and certified from 2019-2021

	2019	2020	2021
Enrolled	353,600	131,229	342,298
Graduates	364,102	143,229	278,379
Assessed	1,108,463	331,993	403,504
Certified	1,042,355	309,798	372,392

Table 4 shows the summary of the total number of Assessment Centers, Competency Assessors, NTTC holders and registered programs per qualifications (WTR) for FY 2021. Among the programs that are identified as corresponding to the skills requirements of migrant workers, Bread and Pastry Production has the highest number of the Assessment Centers and Competency Assessors. On the other hand, Housekeeping NC II has the highest number of NTTC Holders while Food and Beverages NC II for the Registered Programs.

Table 4: Summary of the Total number of Assessment Center, Competency Assessors, NTTC Holder and Registered Programs per Qualification, (WTR) FY 2021.

Qualification	Assessment Center	Competency Assessors	NTTC Holder	Registered Programs
2D Animation NC III	4	16	74	34
Agricultural Crops Production NC I	32	63	0	97
Air Duct Servicing NC II	0	0	0	0
Animal Health Care and Management NC III	4	8	27	4
Animal Production (Poultry-Chicken) NC II	50	104	389	105
Animal Production (Ruminants) NC II	17	30	118	40
Animal Production (Swine) NC II	40	78	300	83
Aquaculture (Grow-out Operation) NC II	0	0	0	0
Aquaculture (Hatchery Operation) NC II	0	0	0	0
Aquaculture (Tilapia Culture) NC II	0	0	0	0
Artificial Insemination (Large Ruminants) NC II	0	0	0	0
Artificial Insemination (Swine) NC II	1	1	0	0
Automotive Body Painting/Finishing NC I	0	0	0	2
Automotive Body Painting/Finishing NC II	0	3	5	3
Automotive Body Repairing NC II	2	3	3	2
Automotive Mechanical Assembly NC II	0	0	0	0
Automotive Mechanical Assembly NC III	0	0	0	0

Automotive Painting NC II	0	0	0	0
Automotive Servicing (Engine Repair) NC II	4	11	23	2
Automotive Wiring Harness Assembly NC II	1	5	16	4
Barangay Health Services NC II	51	41	136	2
Bartending NC II	102	129	372	266
Beauty Care NC III	2	9	37	2
Bookkeeping NC II	0	0	0	0
Bread and Pastry Production NC II	325	645	2,010	832
Cable TV Installation NC II	0	1	0	1
Cable TV Operation and Maintenance NC III	0	0	0	0
Caregiving (Grade Schooler to Adolescent) NC II	0	0	0	0
Carpentry NC I	0	0	0	0
Commercial Air-Conditioning Installation and Servicing NC III	0	0	0	0
Commercial Refrigeration Installation and Servicing NC II	0	0	0	0
Computer Systems Servicing NC II	217	450	1,942	552
Construction Painting NC II	28	56	134	46
Construction Painting NC III	0	0	4	0
Contact Center Services NC II	0	0	0	207
Cookery NC II	275	580	1,691	709
Customer Services NC II	7	23	80	9
Dental Hygiene NC IV	0	0	3	2
Dental Laboratory Technology Services NC I	0	0	0	4
Dental Laboratory Technology Services (Fixed Dentures/Restorations) NC II	0	3	12	0
Dental Laboratory Technology Services (Removable Dentures/Appliances) NC II	0	2	9	0
Domestic Work NC II	117	245	396	122
Dressmaking NC II	94	240	757	218

Driving (Passenger Bus/Straight Truck) NC III	60	109	162	30
Driving NC II	309	641	1,752	624
Drying and Milling Plant Servicing NC III	6	8	18	3
Electrical Installation and Maintenance NC II	212	597	1,490	433
Electrical Installation and Maintenance NC III	43	75	270	52
Electrical Installation and Maintenance NC IV	0	0	0	2
Electronics Products Assembly and Servicing NC II	102	165	0	286
Events Management Services NC III	101	170	727	264
FCAW NC I	1	1	0	6
FCAW NC II	14	18	109	14
FCAW NC III	1	0	1	0
Film and Video Post Production NC III	0	0	0	0
Fish Capture NC I	0	0	0	0
Fish Capture NC II	2	8	11	3
Food and Beverage Services NC II	300	484	1,604	898
Food and Beverage Services NC III	22	30	150	27
Food Processing NC II	61	158	411	120
Food Production (Professional Cookery) NC III	0	0	1,604	0
Food Production (Professional Cookery) NC IV	0	0	150	0
Footwear Making NC II	0	1	2	0
Forging NC II	0	0	0	0
Game Programming NC III	2	1	3	4
Gas Welding NC I	1	0	0	1
Gas Welding NC II	1	1	3	4
GMAW NC I	7	8	0	16
GMAW NC II	36	80	335	58
GMAW NC III	2	3	15	3
GTAW NC II	43	76	323	72

GTAW NC IV	0	2	0	0
Hairdressing NC II	35	94	310	124
Hairdressing NC III	2	10	33	2
Health Care Services NC II	60	151	402	124
Heavy Equipment Operation (Bulldozer) NC II	31	42	101	39
HEO (Crawler Crane) NC III	2	0	0	0
HEO (Hydraulic Excavator) NC II	72	100	196	82
HEO (Rough Terrain Crane) NC III	2	0	0	0
HEO (Tower Crane) NC III	1	0	0	0
HEO (Truck Mounted Crane) NC III	2	0	0	0
Housekeeping NC II	253	370	1,291	730
Housekeeping NC III	32	32	188	58
Jewelry Making (Fine Jewelry) NC II	0	0	0	0
Jewelry Making (Fine Jewelry) NC III	0	0	0	0
Landscape Installation and Maintenance (Softscape) NC II	7	18	49	14
Masonry NC II	88	171	493	174
Mechatronics Servicing NC II	20	31	90	36
Mechatronics Servicing NC III	5	7	21	6
Mechatronics Servicing NC IV	2	2	0	2
Microinsurance Services (Mutual Benefit) NC II	0	0	0	0
MMAW NC I	0	0	0	0
MMAW NC II	0	0	0	0
MMAW NC III	0	0	0	0
MMAW NC IV	0	0	0	0
Mold Making NC III	0	0	0	0
Motorcycle/Small Engine Servicing NC II	53	115	295	105
Performing Arts (Dance) NC II	0	0	0	0
Pest Management (Vegetables) NC II	15	17	71	28
Pipefitting (Metallic) NC II	10	13	39	9
Plastic Machine Operation NC II	0	0	0	0

Plumbing NC I	23	22	0	36
Plumbing NC II	48	75	216	87
Plumbing NC III	3	3	18	1
Press Machine Operation NC I	0	0	0	0
Pressurized Irrigation System Installation and Maintenance NC II	0	0	0	0
Programming (.Net Technology) NC III	0	0	0	0
Programming (Java) NC III	0	0	3	7
Programming (Oracle Database) NC III	0	0	0	0
Real Estate Services NC II	1	5	6	1
Rigging NC I	9	17	21	5
Rubber Processing NC II	0	0	0	0
Security Services NC I	5	18	0	41
Security Services NC II	13	42	97	58
Slaughterhouse Butcher (Swine) NC II	0	0	0	0
Slaughtering Operations (Large Animal) NC II	0	0	0	7
System Formworks Installation NC II	1	5	3	1
Tailoring NC II	28	40	133	34
Tile Setting NC II	61	106	315	99
Tinsmithing (Automotive Manufacturing) NC II	0	0	0	0
Tool and Die Making NC II	0	0	0	0
Travel Services NC II	9	18	34	12
Visual Graphic Design NC III	48	63	334	96
Warehousing Services NC II	1	2	1	0
Web Development NC III	6	7	13	1

VI. TESDA INITIATIVES

TESDA's Roles in the Philippine Migration

The Technical Education Skills and Development Authority (TESDA) has been very much involved in international migration through providing training and skills certification of migrant workers. The agency is expanding and strengthening technical vocational education and training (TVET) programmes and is incorporating entrepreneurship in its programmes. To promote better jobskills matching, the Asian Development Bank recommends:

- i) improving the relevance and quality of TVET programmes;
- ii) strengthening certification frameworks; and iii) providing employment services, such as career guidance and coaching for school-leavers. (OECD/Scalabrini Migration Center, 2017)

1) TESDA's Two-pronged Strategy in Poverty Reduction

Even prior to the pandemic, TESDA in response to the goal of poverty reduction and the overall Reform and Development Agenda of the President Rodrigo Roa Duterte, repositioned the Technical Vocational Education and Training (TVET) towards a two pronged strategy: TVET for global competitiveness and TVET for social equity.

TVET is recognized to contribute in both economic growth and social equity by providing productive and employable skills needed by the industries, the communities and the individuals. These are all aimed at developing productive and world-class skilled workforce for decent and productive employment to achieve sustainable inclusive growth.

TVET for Global Competitiveness: TVET is recognized as a source of the required skills, knowledge and technology to drive productivity in industries, and consequently, make them globally competitive. Productivity is the basis for sustained economic growth and wealth accumulation.

TVET for Social Equity: This is based on the universal principle of social inclusion, and places people, particularly those who are socially excluded and displaced; such as the informal workers, indigenous peoples, farmers, fisherfolks, drug dependents, rebel returnees, women victims of abuse and human trafficking, returning OFWs, persons with disabilities (PWDs), among others into the mainstream of society, as beneficiaries and active participants in the development process.

- OFWs Reintegration Part of the TESDA reform and development agenda for the next six years and beyond is the OFWs reintegration, in which interested returning OFWs will be provided with skills training, retooling or skills upgrading being a vital component towards mainstreaming them in Philippine society. This would aid them in their quest for new employment or in putting up his/her enterprise especially for those who will be staying in the country for good.

TESDA's Migration Related Policies and Programs

TESDA Migration Related Policies

- a) TESDA Circular 129 s.2019 Implementation of TESDA Overseas Scholarship Program- Provide free quality training programs for OFWs while still in the country where they are working; Support the OFWs who serve as trainers on volunteer basis; and Assist the Filipino organizations and communities in the funding of their training programs.
- b) TESDA Circular 111 s.2019 Payment of Assessment Fees in the Conduct of Overseas Competency Assessment- The assessment fee shall be covered/ subsidized under the Competency Assessment and Certification for Workers (CACW) Program and in accordance with the approved Project Proposal (PP).

One of the notable program of the Agency in extending its services was the free assessment and certification service to Overseas Filipino Workers (OFWs) through the Overseas Assessment Program (OAP). In 2019, a total of 2,315 OFWs were assessed at 85.40% certification rate. This translated to 1,977 OFWs certified from Hong Kong SAR, Jeddah, Riyadh, Singapore and United Arab Emirates (Dubai and Abu Dhabi).

- c) TESDA Circular No.89 s.2018 TESDA Overseas TVET Program Registration Guidelines for entities/parties who want to establish and operate Technical Vocational Education and Training (TVET) institutions abroad adopting TESDA Training Standards, in reference with Joint Circular with OWWA and DOLE in the Conduct of Onsite Assessment for OFWs issued last April 2016.

TESDA has strengthened its infrastructure overseas through the registration of overseas TVET programs, accreditation of overseas assessment centers and competency assessors. Currently, there are two (2) registered overseas TVET programs in Dubai, and twenty-two (22) accredited Overseas Competency Assessors practicing in Dubai, Abu Dhabi, Singapore, Hong Kong SAR and Riyadh, Kingdom of Saudi Arabia.

- d) TESDA Circular No.28 s.2016 Reintegration Program for Returning Overseas Filipino Workers (OFW)- The program runs parallel with the National Reintegration Program of the National Reintegration Center for OFWs (NRCO) under the Department of Labor and Employment (DOLE) and the Overseas Workers Welfare Administration (OVVWA) which provides project/enterprise development loans, counseling, wage employment referrals, skills training and assistance to distressed OFWs.

TESDA Programs for Migrant Workers

a. TESDA Online Program (TOP)

It is an open educational resource that aims to make technical education more accessible to Filipino citizens through the use of information and communication technologies. TOP provides an effective and efficient way to deliver technical education and skills development services to a broader audience/wide range of users/all learners at a lesser cost.

b. OFW Reintegration for Skills Employment (RISE)

This program offers returning OFWs an online course that can be accessed in the TESDA Online Program (TOP) to enable them to transform their business ideas into business plans. This program is in collaboration with the Overseas Workers' Welfare Administration (OWWA), Philippine Trade Training Center (PTTC), and Coca-Cola Philippines.

c. PEAK Pinoy Program

Through this program, the Philippine Embassy in South Korea introduces an innovative and integrated approach to providing entrepreneurship and agribusiness seminars for Filipinos in Korea that is customized to their needs, featuring opportunities in the different regions of the Philippines and providing important linkages between Philippine-based offices and Filipinos even while they are still in Korea.

In this one-stop shop facility on agriculture and agri-business related programs and services of DA, DTI, DOST, DILG and TESDA can assist returning OFWs in starting and transforming traditional agriculture to more modern, high value agribusiness.

VII. WAYS FORWARD

1. Development of Program on Priority jobs/requirements abroad

- In response to upskilling and reskilling the Filipino workers abroad, TESDA has to develop more programs in collaborations with the Department of Migrant Workers and Philippine Embassy to the countries with high numbers of Migrant workers, specifically on identified programs that do not have corresponding TVET programs.
- TESDA to consider in the development/review of Training Programs, specifically the following identified skills identified as needed for migrant workers:
 1. Ideas Creation
 2. Coordination ability
 3. Multicultural ability
 4. Planning ability
 5. Learning ability
 6. Professionalism
 7. Leadership
 8. Information management ability
 9. Ethics
 10. Communication ability
 11. Social responsibility
 12. Entrepreneurship development
 13. Collaborative governance
 14. Sustainable development
 15. Dealing with others
- Exploration and adoption of methodologies wherein specific requirements of recipient countries will be embedded or considered in development of programs.
- Engagements of experts with international experience in the development of the program.

2. Provide the necessary upskilling and re-skilling programs.

- Strengthen implementation of training programs that would allow migrant workers to be trained and assessed even when working abroad. These include the TESDA Online Program, Onsite Assessment, among others.

- Displaced workers should be provided with programs that have work opportunities locally or in other countries.
- Clear provision for the scholarship assistance not only for the training of migrant workers as well will their dependents.

3. Collaboration with Other Government Agencies and Organizations

- With the establishment of the Department of Migrant Workers, it is highly recommended that collaboration will be explored including but not limited to the following areas:
 - a. Identification of priority skills requirements
 - b. Online validation of National Certificates
 - c. Shared platforms on identifying OFWs needed necessary assistance
 - d. Conduct of onsite training and assessment for OFWs, prioritizing countries that are top recipients of Filipino migrant workers

VIII. REFERENCES

2012 Philippine Standard of Occupational Classification. Philippine Statistics Authority. <https://psa.gov.ph/classification/psoc/?q=psoc/major>

2022 Filipino Overseas Workers Final Results (2022). Philippine Statistics Authority. https://psa.gov.ph/content/2020-overseas-filipino-workers-final-results?fbclid=IwAR2RaoZ_Kf6Wnjd2xe5AmlLC2zTfyBne6tq9YqWlrrN3vPVkzTfruPreRE

Austrian Foundation for Development Research – ÖFSE, ÖFSE Briefing Paper (No. 26). <https://www.econstor.eu/bitstream/10419/222492/1/172476733X.pdf>

Bardy et al, (2017). Soft Skills and Job Opportunities of Migrants: Systemic Relationships in the Labor Market https://armgpublishing.com/wp-content/uploads/2016/12/files/bel/issue4/Bardy-Rubens-Eberle_BEL_4_2017.pdf

Department of Migrant Workers. <https://www.dmw.gov.ph/about-dmw>

Department of Foreign Affairs. DFA Repatriates 327,511 Overseas Filipinos in 2020. [DFA Repatriates 327,511 Overseas Filipinos in 2020](#)

Department of Transportation (June 2020) Hatid Probinsya para sa mga OFWs. <https://dotr.gov.ph/55-dotrnews/1713-in-response-to-the-call-of-president-rodigo-roa-duterte-to-send-our-ofws-back-to-their-provinces-the-department-of-transportation-joins-the-national-task-force-for-covid-19-and-concerned-government-agencies-in-establishing-the-hatid-probinsya-para-sa-mga-ofws-program-to-assist-and-transport-our-stranded-ofws-in-metro-manila-back-to-their-respective-provinces-9.html>

Embassy of the Philippines, Seoul Korea (23 March 2021). Philippine Embassy in Seoul Launches PEAK-PINOY <https://seoulpe.dfa.gov.ph/2013-11-29-06-33-23/announcement/911-philippine-embassy-in-seoul-launches-peak-pinoy>

International Labor Organization. International Standard Classification Occupations. <https://www.ilo.org/public/english/bureau/stat/isco/isco88/91.htm>

IOM UN Migration. COVID-19 Impact Assessment on Returned Overseas Filipino Workers. (2021)

https://philippines.iom.int/sites/g/files/tmzbdl326/files/documents/COVID-19%20Impact%20Assessment%20on%20Returned%20Overseas%20Filipino%20Workers_1.pdf

Kang and Latoja (2022). COVID-19 and Overseas Filipino Workers. ADB Southeast Asia Paper Series
<https://www.adb.org/sites/default/files/publication/767846/sewp-021-covid-19-ofws-return-migration-reintegration.pdf>

Langthaler, M., & Gündüz, D. (2020). Preventing migration with vocational education? Understanding the migration - vocational education nexus.
<https://www.econstor.eu/bitstream/10419/222492/1/172476733X.pdf>

Lorenzo, Cynthia (2021). Migrant Workers and Overseas Filipinos in the Face of the Pandemic and Other Global Challenges. CPBRD Policy Brief No. 2021 - 08
https://cpbrd.congress.gov.ph/images/PDF%20Attachments/CPBRD%20Policy%20Brief/PB2021-08_Migrant_Workers_and_Overseas_Filipinos_in_the_Face_of_the_Pandemic_and_Other_Global_Challenges.pdf

OCHA. (2021) Migration Research Series No. 63 - Repatriating Filipino migrant workers in the time of the Pandemic
<https://reliefweb.int/report/philippines/migration-research-series-no-63-repatriating-filipino-migrant-workers-time>

Philippine Statistics Authority. 12 Percent of Filipino Households Have an OFW Member (2020).
<https://psa.gov.ph/content/12-percent-filipino-households-have-ofw-member-results-2018-national-migration-survey>

Philippine Statistics Authority. (2022). 2020 Overseas Filipino Workers
<https://psa.gov.ph/statistics/survey/labor-and-employment/survey-overseas-filipinos?fbclid=IwAR1a7UuW0ZTMJVYISC1fYsBaAfTMEtxmarnqDIwpRmkJvh6Mt0W6wc6j6pw>

Official Gazette. Republic Act No. 10022.
<https://www.officialgazette.gov.ph/2010/03/10/republic-act-no-10022-s-2010/>

Official Gazette. Republic Act No. 11641.
<https://www.officialgazette.gov.ph/2021/12/30/republic-act-no-11641/>

Official Gazette. Republic Act 8042

<https://www.officialgazette.gov.ph/1995/06/07/republic-act-no-8042-2/>

Research Gate (2017) Soft Skills and Job Opportunities of Migrants: Systemic Relationships in the Labor Market.

https://www.researchgate.net/publication/322022098_Soft_Skills_and_Job_Opportunities_of_Migrants_Systemic_Relationships_in_the_Labor_Market?fbclid=IwAR1dOTWsAsqs7ty-DxbsoeD_43B_EjJpxGrmwIEpq1k-gOyaa0e9ZC3YPt4

Technical Education and Skills Development Authority (August 12, 2022) OFWs Remain among Priority for TESDA Training.

<https://tesda.gov.ph/Media/NewsDetail/20154>

Technical Education and Skills Development Authority (September 10, 2022) TESDA Lures OFWs to enroll in training, livelihood courses online

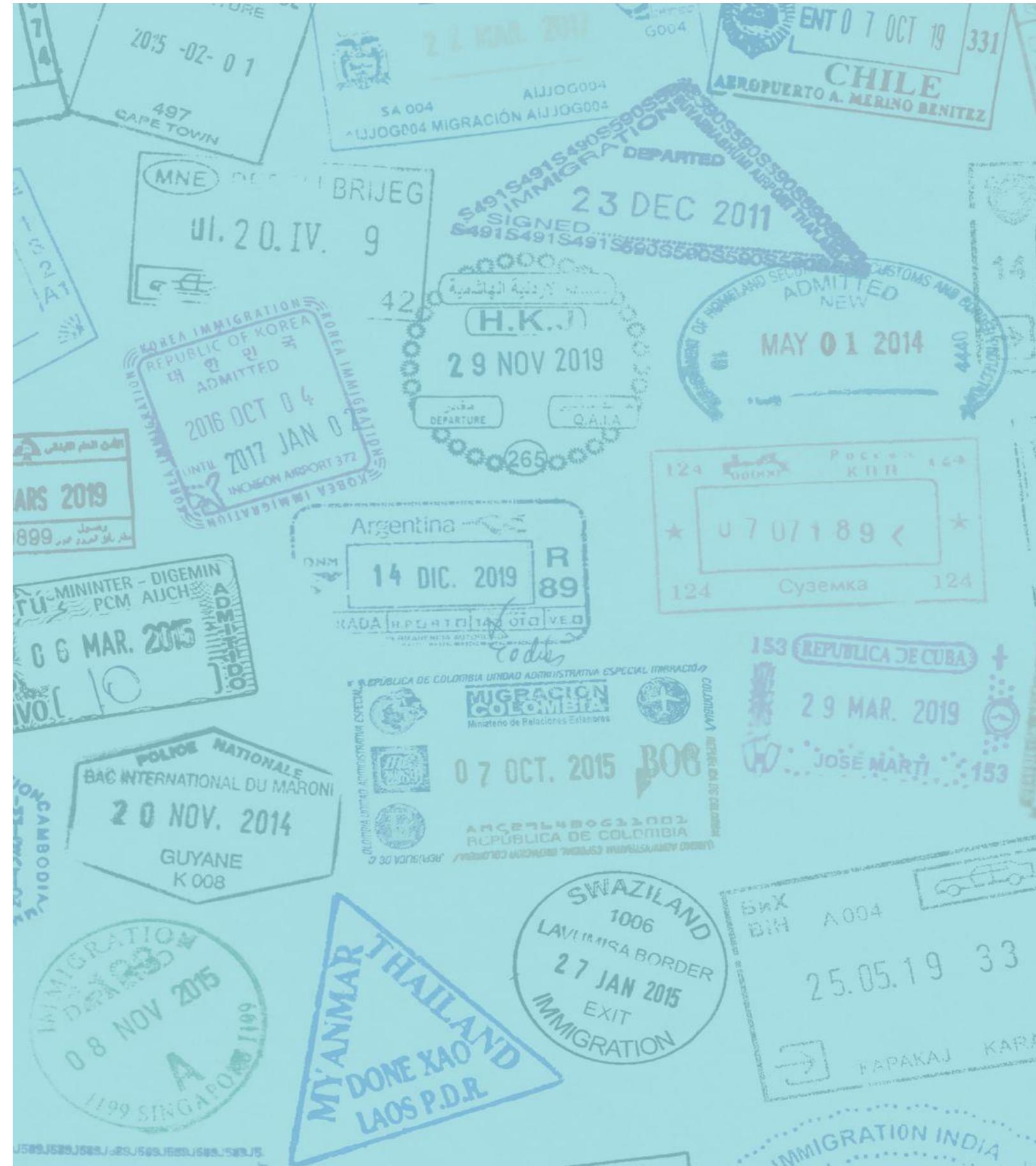
<https://www.tesda.gov.ph/Media/NewsDetail/20168?fbclid=IwAR1uekTVf-TgTeCEnKSXpexyhxfMfEXi14VGIFB5momrn8b4JUa8MkEMhc>

Technical Education and Skills Development Authority. Glossary of Terms.

<https://www.tesda.gov.ph/Glossary?page=2&Term=online>

Technical Education and Skills Development Authority. (2021). Linking Migration and Economic Policy Development and Technical Vocational Education

<https://psa.gov.ph/content/12-percent-filipino-households-have-ofw-member-results-2018-national-migration-survey>



Office of the Deputy Director General for Policies and Planning
Planning Office - Labor Market Information Division
Planning Office - Policy Research and Evaluation Division

TESDA Complex, East Service Road, South Superhighway, Taguig City, 1630
www.tesda.gov.ph | (02) 8817-2675

mitted to enter and remain
West Malaysia and Sabah

must leave New Zealand before expiry of your visa

ARRIVAL



Labor Market Information Division and Policy Research and Evaluation Division
Planning Office

Office of the Deputy Director General for Policies and Planning
Technical Education and Skills Development Authority
TESDA Complex, East Service Road, South Luzon Expressway (SLEX)
Fort Bonifacio, Taguig City 1630, Metro Manila