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TRAIN SMARTER, NOT HARDER:

THE FUTURE OF WORKFORCE INVESTMENT IN ASEAN

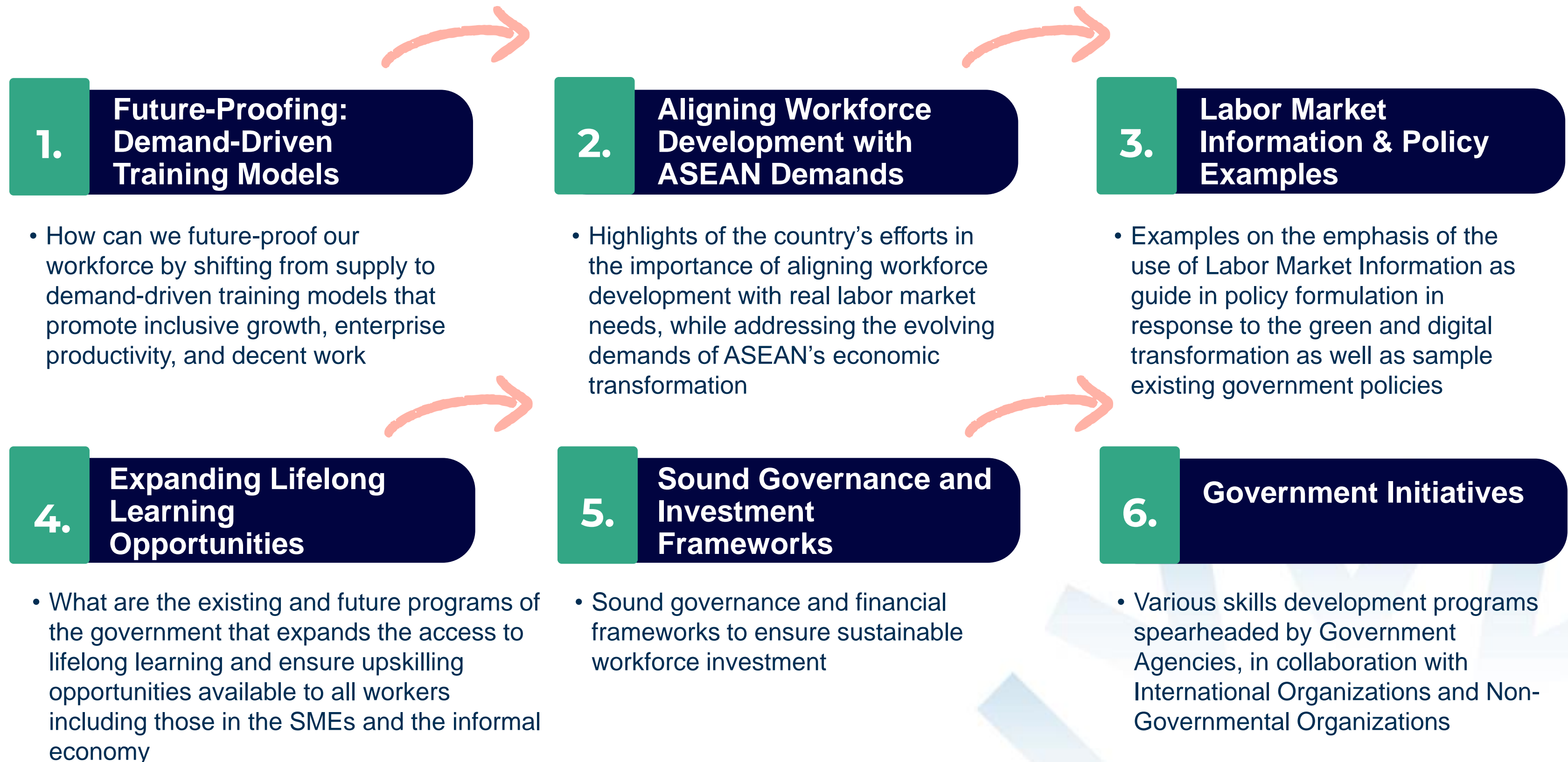
Presented by:

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PHILIPPINES



Empowering ASEAN's Future: Investing in Skills
for Inclusive Growth and Sustainable Development

OUTLINE OF THE PRESENTATION



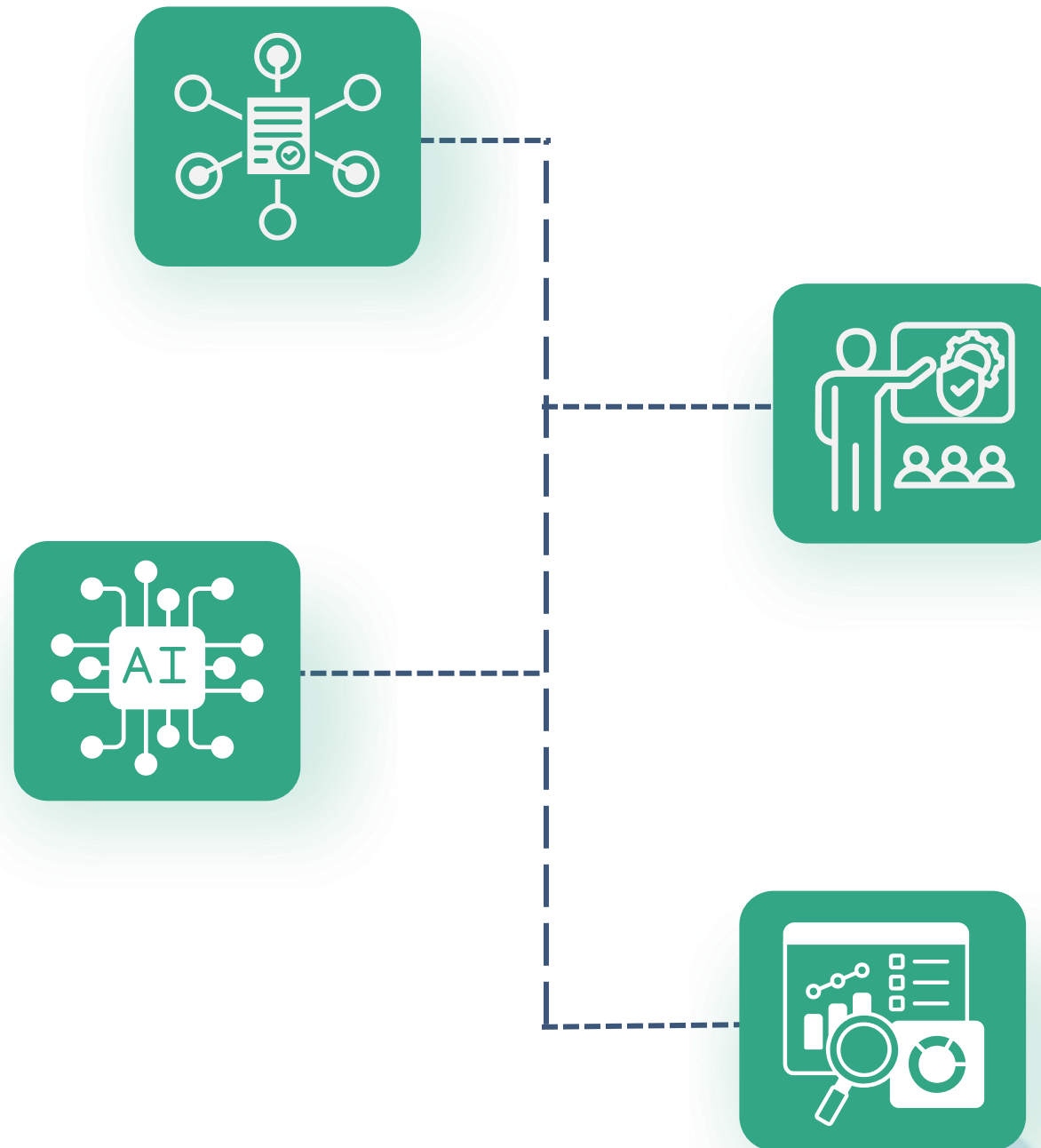
FUTURE-PROOFING: DEMAND-DRIVEN TRAINING MODELS

RA 12063 (EBET Framework Act) institutionalizes industry-aligned training

Designed to bridge the gap between education and industry demands, significantly enhancing workforce skills and employability of Filipino workers.

Use of AI and automation trends to tailor skilling programs for future sectors

AI and automation trends in tailoring skilling programs ensures that workforce training stays aligned with the evolving demands of future industries. By anticipating technological shifts, these programs equip individuals with relevant, forward-looking skills needed for emerging job roles in the digital economy.



Inclusive training for solopreneurs, MSMEs, and informal sector via TESDA and DOLE

TESDA and DOLE aim to equip informal sector workers, solopreneurs, and MSMEs with digital and technical skills to help them compete in a changing labor market. Programs include training on digital platforms, mentorship, financial literacy, and support for business formalization.

Use of Labor Market Information (LMI) to identify skill gaps and guide training

The government is enhancing labor market intelligence systems to identify in-demand skills and guide training design. LMI is also used to assist job seekers, employers, and policymakers in making informed decisions about career planning and workforce development.

ALIGNING WORKFORCE DEVELOPMENT WITH ASEAN DEMANDS

➤ **Tatak Pinoy and AI Roadmap 2.0 address competitiveness in ASEAN**

These initiatives aim to boost the Philippines' economic competitiveness in the ASEAN region. Tatak Pinoy focuses on strengthening local industries and promoting high-value products and services. AI Roadmap 2.0 supports innovation by advancing AI development, digital skills, and responsible tech adoption.



President Ferdinand R. Marcos Jr. signs into law Republic Act 11981, or the Tatak Pinoy

➤ **Partnerships with ILO, GIZ to strengthen regional labor standards**

Partnerships with the ILO and GIZ help improve regional labor standards by supporting fair laws, better enforcement, and stronger cooperation between workers, employers, and governments. Together, they provide training, policy advice, and tools to ensure safer and more equal working conditions across countries.

➤ **Skills in green economy, care work, and digital fields prioritized**

Prioritizing skills development in the green economy, care work, and digital fields to prepare its workforce for future job opportunities. This address labor market shifts and promote inclusive growth in response to global trends and domestic needs .

➤ **Focus on adaptability, innovation, and equity in labor development**

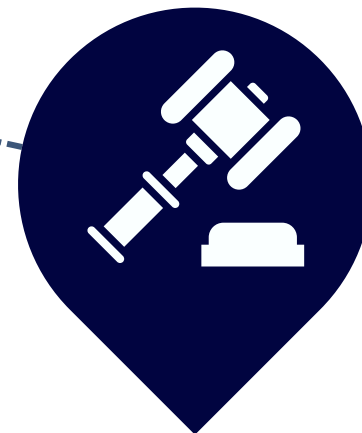
To meet ASEAN's changing job needs, workforce development focuses on adaptability of workers where they learn new skills quickly. Using innovative training and ensuring fair opportunities for everyone helps build a strong, skilled workforce that supports growth and inclusion across the region.

LABOR MARKET INFORMATION & POLICY EXAMPLES

These policies used LMI to align education, training, and employment with evolving industry demands .

National AI Strategy, Green Jobs HRD Plan, Future Workforce Roadmap

Multiple strategic plans boosting the Philippines' AI capabilities, environmental sustainability, and skills development in emerging sectors to prepare Filipinos for industry shifts.



Data used to craft policies like House Bill 7396 (AI governance)

Proposes the creation of an AI Development Authority and governance framework. The bill references LMI to justify regulation, workforce adaptation, and digital skills development for AI integration.

CSC: Amendment of education requirements to allow Senior High School graduates entry into government service

CSC Resolution No. 2500229: Junior High School (Grade 10) and Senior High School (Grade 12) graduates under the K to 12 curriculum as eligible for first-level government positions.

EXPANDING LIFELONG LEARNING OPPORTUNITIES

Lifelong Learning Development Bill supports continuous education

This seeks to develop a Lifelong Learning Development Framework to implement the Philippine Credit Transfer System, and incentivize LGUs to become learning cities, towards being more active partners in implementing lifelong learning programs.

Support for displaced workers and MSMEs (e.g., DOLE's Adjustment Measures Program and Job Fairs)

These initiatives provide not only immediate assistance but also access to retraining, skills development, and by linking jobseekers to new opportunities and promoting career growth. Together, these programs help build a more adaptable and future-ready workforce.

Programs: TWSP, Tulong-Trabaho Fund, and Philippine Digital Workforce Competitiveness Act ensures digital upskilling

These programs offers free training in in-demand fields, targets technical-vocational learners with financial support for skilling/upskilling, and mandates government-wide coordination to enhance ICT and digital skills training nationwide.

SOUND GOVERNANCE AND INVESTMENT FRAMEWORKS

TPB-IAC: multi-agency collaboration for employment and labor policies

The Technical Panel on Business and Industry-Academic Cooperation (TPB-IAC) brings together government agencies like TESDA, DOLE, and CHED with industry partners. They collaborate to align training programs and labor policies with industry needs.

Strategic plans: PDP 2023-2028, Labor & Employment Plan, AI Roadmap

These aims for inclusive growth and better job opportunities. The Labor and Employment Plan and AI Roadmap focus on decent work and preparing the workforce for green, digital, and AI-driven changes.

Emphasis on public-private partnerships for resilient labor investment

The strategy encourages stronger partnerships between government, industry, and academia. Public-private partnerships help build a resilient workforce ready for disruptions and new technologies.

Training expense tax deduction (up to 75%) for TESDA-accredited companies

Companies offering TESDA-accredited training can get up to 75% tax deductions on training costs. This encourages private sector support for workforce development and continuous learning.





GOVERNMENT INITIATIVES

The Philippines has implemented several initiatives to finance and support skills development, aiming to enhance employability, address skills mismatches, and promote inclusive economic growth

Tulong Pang-Hanapbuhay sa Ating Disadvantaged/Displaced Workers (TUPAD)

Provides temporary employment to workers in the informal sector, targeting underemployed, self-employed, and displaced marginalized workers.



JobStart Philippines Program

Helps young people gain knowledge of local labor market conditions, career assessments, and life skills training, followed by technical trainings and internships with private sector employers.





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Special Program for Employment of Students (SPES)

Provides temporary employment to students in need, allowing them to work and make their vacation productive.



Integrated Livelihood Program (DILP)

Assists marginalized groups such as self-employed individuals, unpaid family members, low wage and seasonal workers, displaced workers, and landless farmers.





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Government Internship Program (GIP)

Provides internship opportunities for young individuals aged 18-30, targeting high school students, technical-vocational institute students, collage graduates, and out-of-school youth.

Adjustment Measures Program (DOLE AMP)

Enhances workers' skill through funding for skills upgrade projects.





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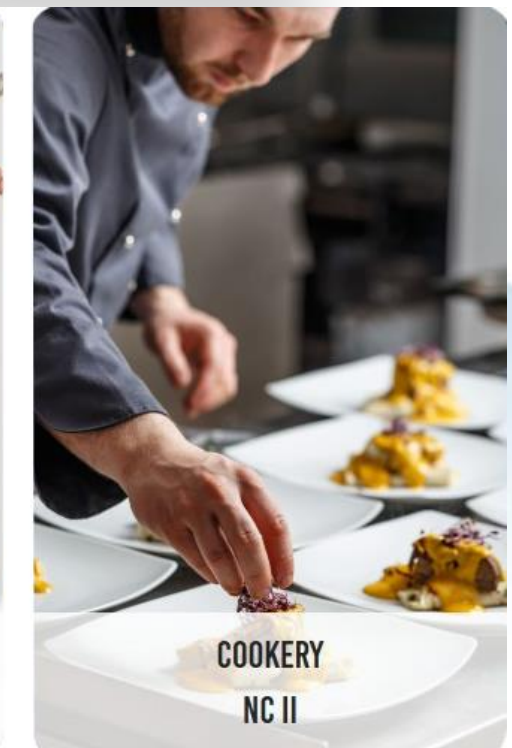
Free TVET Program

Provides free technical-vocational education and training. TVET programs focus on equipping individuals with the skills and knowledge needed for the workforce, encompassing both formal and non-formal learning approaches.



Training for Work Scholarship Program (TWSP)

Provides immediate interventions to meet the need for highly critical skills in sectors such as engineering, construction, and tourism.





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Private Education Student Financial Assistance (PESFA)

Offers educational grants to marginalized but deserving students in post-secondary non-degree courses.



Supporting Innovations in the Philippine Technical and Vocational Education and Training Systems

Initiative aimed at upgrading the TVET system to respond to evolving globalized, technology-centric, and knowledge-driven market.



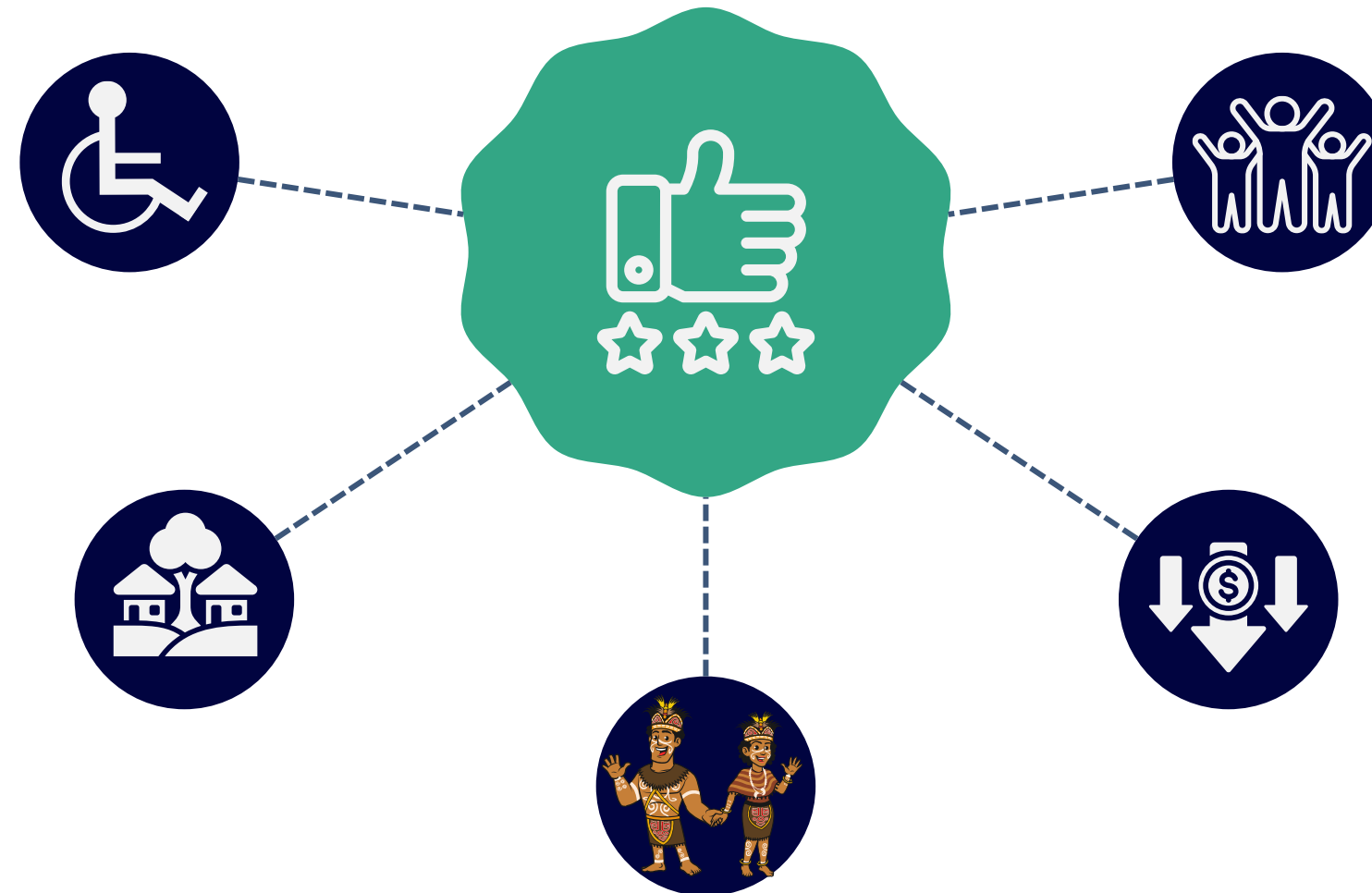
GOVERNMENT INITIATIVES TO VULNERABLE SECTORS

Persons with Disabilities (PWDs)

The Philippines supports persons with disabilities (PWDs) by offering special training programs that help them learn skills and find jobs. These programs include online courses and community-based support to make learning easier and more accessible for PWDs.

Rural Communities

Rural communities receive skills training through programs designed to match their local needs. TESDA and other groups offer training in barangays and even home-based programs to help people, including children with disabilities, learn useful skills close to home.



Indigenous Peoples (IPs)

Indigenous Peoples (IPs) are given free skills training to help them find jobs and improve their way of life. Special scholarships are offered and culturally sensitive programs to make sure training is respectful and accessible to IP communities.

Youth

The Philippine government supports young people, especially out-of-school youth, by offering skills training through TESDA, including flexible and self-paced online courses to help them prepare for employment.

Low-Income Households

Low-income households receive support through free skills training and community development programs that help improve their job opportunities and living conditions. TESDA, along with other organizations and government initiatives, ensures that families have access to training and resources for a better future.

INTERNATIONAL SUPPORT AND PARTNERSHIP



Skills for Prosperity Programme

An ILO-led initiative funded by the United Kingdom Government, aiming to enhance skills development and technical vocational education and training systems in the Philippines.

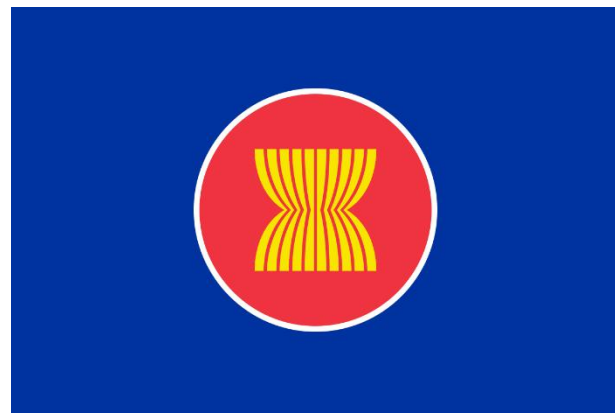
Post-Covid-19 Business and Employment Recovery Program

Co-financed with the Asian Development Bank, aiming to improve access to employment, livelihood, and training opportunities, and increase support to existing and emerging businesses to create employment in the post-Covid-19 labor market.

Accelerating Labor Reforms

The Philippines is accelerating labor reforms and strengthening worker protections by partnering with international and regional organizations to build a competitive and resilient workforce.





ASEAN 10 COUNTRIES

ASSOCIATION OF SOUTHEAST ASIAN NATIONS

“This is our moment to reimagine workforce development—not as a cost, but as a strategic investment. Because in ASEAN, when we train smarter, we grow stronger—together.”

“Maraming Salamat!”
“MABUHAY!”



PHILIPPINES



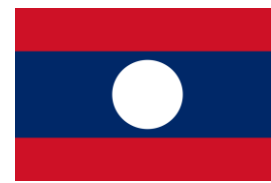
CAMBODIA



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