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PCA as SECTOR SKILLS BODY: A Closer Look at Driving Innovation and Creating Impact

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Oct 2025



▶ Global
Skills
Forum

The Role of the Private Sector in Skills Development:
Driving Innovation and Impact

Celebrating 80 years of Nation Building

MISSION

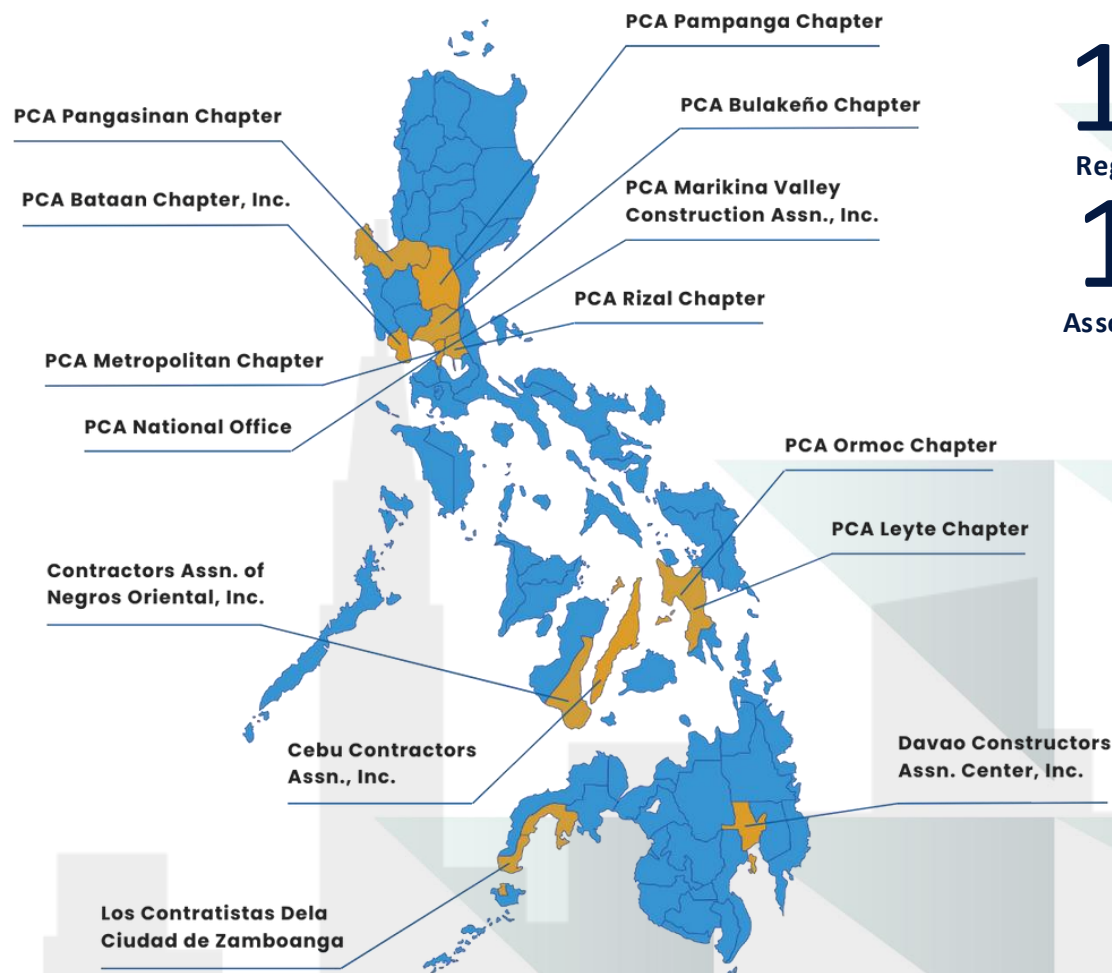
Providing and creating value to our members, their workforce, clients, industry, community, and to the country

- Through business growth and career paths;
- Advancing innovations and technology;
- Promotion of ethical business practices;
- A responsible and respected partner to the government in the shaping of policies; and
- Mindful of our communities by protecting and caring for the environment.

As the foundation of Nation Building

VISION

We are an Association of Preferred Constructors in Building Nations



167
Regular Members

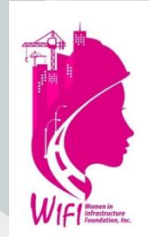
131
Associate Members

13
Chapters

8
Affiliates

Affiliate Members

1. Association of Carriers & Equipment Lessors (ACEL)
2. Organization of Socialized and Economic Housing Developers of the Philippines (OSHDP), Inc.
3. Philippine Concrete Industry Association (PCIA)
4. Philippine Iron and Steel Institute, Inc. (PISI)
5. Philippine Institute of Certified Quantity Surveyors (PICQS)
6. Philippine Society of Ventilating Airconditioning & Refrigerating Engineers (PSVARE)
7. Society of Philippine Electrotechnical Constructors and Suppliers, Inc. (SPECS)
8. Women in Infrastructure Foundation, Inc. (WIFI)



What We Do



EDCOM 2 – Second Congressional Commission on Education

Part of the Advisory Council for TVET and Lifelong Learnings



National Industry Training Board for the Construction Sector

Harmonize stakeholders' and partners' efforts in capacity building for construction



Training and Capacity Development Programs

Organizes programs which bridges the gap between the industry and academe



Government Representations

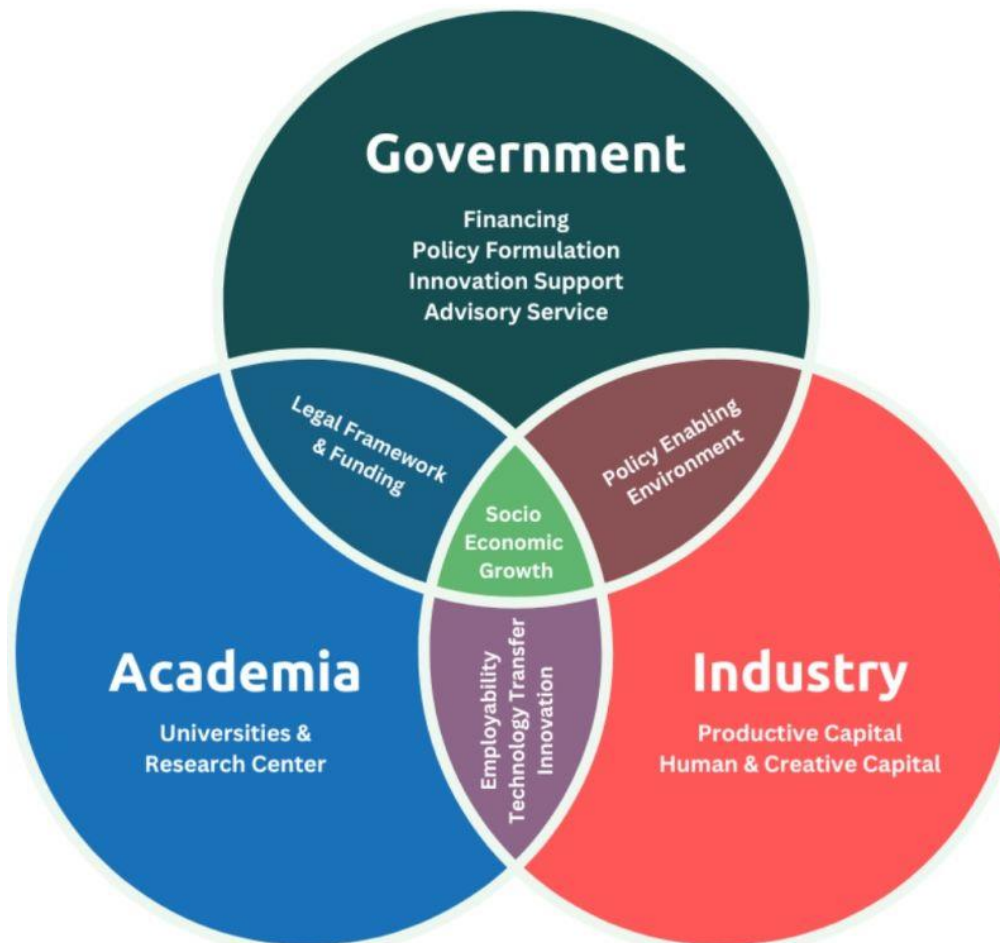
Part of the Various Implementing Boards of Construction Industry Authority of the Philippines

IN FOCUS: What are our major challenges?

- 1. Dirty. Difficult. Dangerous.** – This is the common and current stigma about our industry.
- 2. Skills Gap and Jobs Mismatch** – With less of the youth entering construction, certain roles become difficult to fill with competent individuals
- 3. Productivity and Quality** – How do we maintain the standards and meet the targets ensuring projects are within budget and schedule without sacrificing productivity & quality?
- 4. Lifelong Learning** – We need to make sure that no one is left behind.

IN FOCUS:

The PCA Approach is through G.I.A. Partnerships



IN FOCUS:

A snapshot of the Philippine Educational System

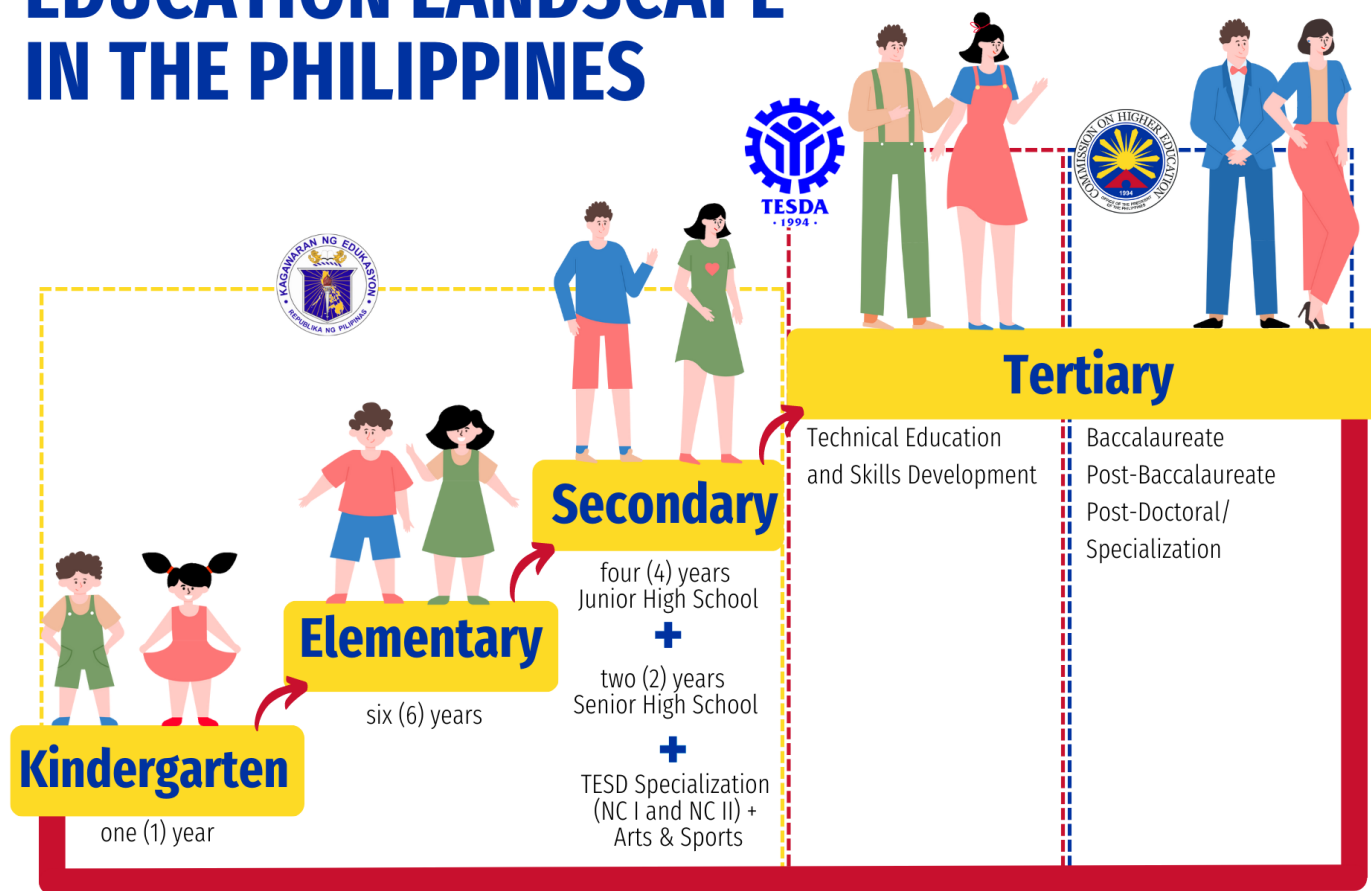
K+12 Basic Education System

- Governed by DepED
- After the 2-year Senior HS, graduates have 4 exit points:
 1. Employment
 2. Entrepreneurship
 3. Further Education
 4. Technical Education

Post Senior HS

- There are 2 governing bodies:
 1. TESDA for mid-level skills and diploma courses
 2. CHED for Baccalaureate courses and up

EDUCATION LANDSCAPE IN THE PHILIPPINES



Commission on Higher Education | International Affairs Service

IN FOCUS: PCA aims to synergize the tri-focalized systems.



PCA Strategy #1

Becoming a Sector Skills Body through TESDA

PCA entered into a MOA with TESDA to become the Sector Skills Body for the Construction Sector.

We also created the *Construction Infographics* for Government & Academe to understand us better.

PCA as the **Sector Skills Body** serves the:

- 1. Advisory Body** – We have a strong pool of technical experts present in TESDA activities
- 2. Lead Convenor** – Through our membership, we are the voice of the industry



Standard Construction Project Lifecycle



PCA Strategy #1

Becoming a Sector Skills Body through TESDA

In retrospect,

- 24 AUG 2023: OFFICIAL MOA SIGNING DURING THE 29TH TESDA ANNIVERSARY

5

Responsibilities of Industry TVET Boards

1. Provide **Labor Market Information and Signals**
2. Develop and Review **Training Regulations, Competency Standards, Curriculum and Assessment Tools**
3. Implement **Developed CS and TRs**
4. Supply **Experts, Trainers, Assessors, Assessment Centers**
5. Conduct **Capability Building** for TVET Trainers and Assessors
6. Support **Skills Competitions**
7. Lead **Industry Consultations** on TESDA Programs



PCA Strategy #2

Becoming part of EDCOM2

PCA as a **Sector Skills Body** joined the **EDCOM2 – Second Congressional Commission on Education**

WHAT WE DO?

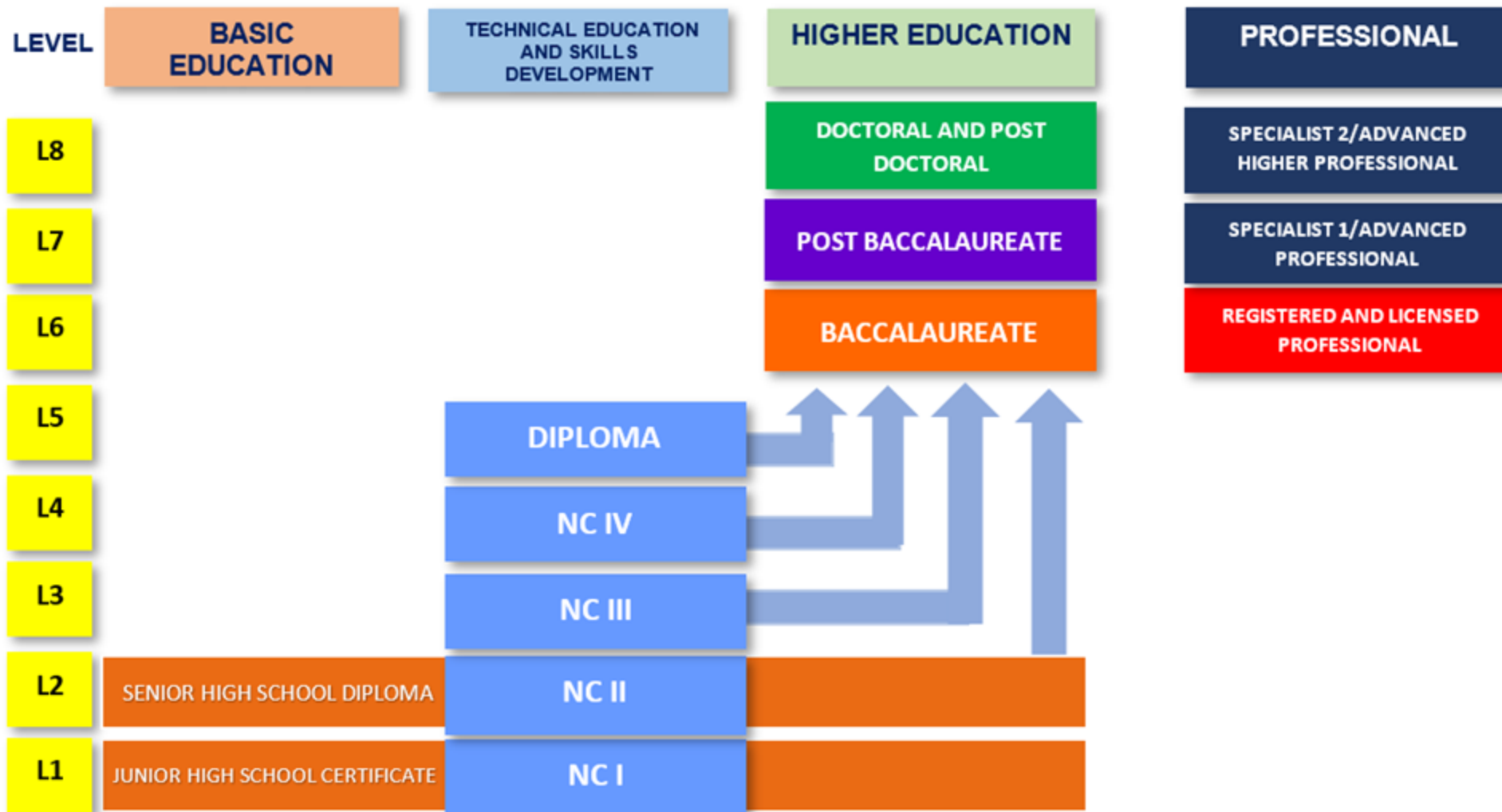
1. We create and strengthen pathways for success through the Phil. Qualifications Framework & Philippine Skills Framework
2. We push for legislations to streamline the tri-focalized systems (DepED, CHED, and TESDA)
3. We support Recognition of Prior Learning through Microcredentialing
4. We support initiatives in the Alternative Learning System

WHY?

1. We acknowledge the key differences between formal, non-formal, and informal learning.
2. We acknowledge Lifelong Learning as the main thrust.



The Philippine Qualifications Framework



- ✓ A national policy that establishes the levels of educational qualifications and for sets the standards for qualifications in the Philippines.
- ✓ Defined in terms of **learning outcomes under 3 domains** (knowledge, skills, values; application and degree of independence)
- ✓ 8-Level reference framework, covering **all types and all levels of qualifications**

Sample Structured Career Paths in Construction

Qualification Type	Level	Equipment	Line and Grade	Concreting	Reinforced Steelworks	Scaffolding	Carpentry	Masonry	Painting
Diploma	5	Equipment Foreman	Foreman						
National Certificate IV	4	Kapatas for Equipment	Leadman						
National Certificate III	3	Lifting Coordinator	Instrument Man Class 3	Concrete Finisher	Steelman Class 3	Suspended-Type Scaffold Installer	Finishing Carpenter Class 1 & 2	Finishing Mason	Architectural Coating & Paint Finishers
National Certificate II	2	Tower Crane Operator Class 1, 2, & 3	Instrument Man Class 1 & 2	Concreting Crew	Steelman Class 1 & 2	Scaffolder	Structural Carpenter Class 1 & 2	Masons Class 1 & 2	Construction Painter
National Certificate I	1	Rigger	Survey Aide	Construction Helper					

PCA Strategy #2

Becoming part of EDCOM2

PCA as a **Sector Skills Body** provided inputs and insights to **EDCOM2** for the **Republic Act 12063**:

“Enterprise-Based Education & Training” (EBET) Framework Act

REPUBLIC ACT. NO 12063 AND ITS IMPLEMENTING RULES AND REGULATIONS



November 7, 2024, President Ferdinand Marcos Jr. signed Republic Act No. 12063 into law and now known as the Enterprise-based Education and Training (EBET) Framework Act



February 28, 2025, TESDA Secretary Benitez and DOLE Secretary Laguesma signed the EBET IRR

PCA Strategy #2

Becoming part of EDCOM2

PCA as a **Sector Skills Body** supports & promotes the EBET Programs in our network.

Pathways to Workforce Readiness



GENERAL EBET

- covers low- to mid-level skills, including those classified under NC 1 and 2 including to competency standards which have no corresponding NC levels
- Training shall not exceed 6 months
- Training allowance sufficient to cover transportation costs, meals and any other expenses as agreed upon between the enterprise and the trainee
- at least 15 years old



APPRENTICESHIP

- refers to higher levels of competencies covered by National Certificates (NC) 3 and above
- Training shall not exceed 3 years
- 75% of the prevailing min. wage as training allowance
- at least 18 years old



UPSKILLING

- refers to an EBET Program for employees of an enterprise to upgrade their skills, regardless of NC level
- Training shall not exceed 3 years
- The trainee shall be entitled to full wages and benefits enjoyed by a regular employee
- At least 15 years old

Summary

PCA is the **Sector Skills Body** in the construction industry. We are recognized by TESDA as the National Industry Training Board for the Construction Sector.

We drive innovation and create impact by:

1. Taking a proactive role as the National Industry Training Board
2. Pushing for legislative actions in EDCOM2
3. Reviewing TESDA's Training Regulations
4. Reviewing DepEd Curricula on Senior High School in TechVoc Track
5. Upholding Ethics and Integrity among our Members



Thank You!

