



TESDA Women's Center NEWSLETTER

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TWC hosts 2018 Manila Tradeswomen conference

#DareToBeDifferent was the theme during the 2018 Manila Tradeswomen Conference jointly organized by the Technical Education and Skills Development Authority (TESDA) thru the TESDA Women's Center, the U.S. Sisters in the Building Trades, and the Building and Wood Workers International (BWI) Asia Pacific Region. It was held at the Tandang Sora Hall, TESDA Women's Center, Taguig City on March 4, 2018, participated by more than 300 women composed of delegates from the Sisters in the Building Trades, BWI, and graduates and trainers of the TWC.



The Trades Women Conference was initiated by the Sisters in the Building Trades, a U.S.-based tradeswomen group of construction workers and the Building and Wood Workers International (BWI), one of the global union federations which cover the building, wood, and forestry sector with 12 million members. The conference was aimed at reaching out to more women with tools, sharing of experiences and providing support and encouragement to vulnerable disadvantaged women in the building trades through their global outreach programme.

The TESDA Director General Guling "Gene" A. Mamondiong formally welcomed the delegates, guests, and participants to the conference. He said that this is a great opportunity to promote TESDA's gender and development activities to further widen women's entry into non-traditional trades.



Ms. Melina Harris, President of the Sisters in the Building Trades, United States of America

The Keynote address was delivered by Ms. Melina Harris, President of the Sisters in the Building Trades, United States of America. She is well known for her work with the recruitment and retention of women in the construction trades. Her dedication to building a nationwide forum and network for tradeswomen have not

only helped women connect, but mentor and support each other as well. With her enthusiasm, she has spearheaded and organized many training, events, and conferences aimed to empower women particularly in the construction field.



TWC Chief
Maria Clara B. Ignacio

The other speakers were the TWC Chief, Maria Clara B. Ignacio who gave a presentation on "Promising Initiatives on Women in Non-Traditional Trades in the Philippines" and Ms. Arianne Alligayu, volunteer program consultant of Habitat for Humanity Philippines who discussed "Women Breaking Barriers in the Construction Industry."

To give testimony on how women successfully break the barriers in the construction industry, Ms. Mary Jane Vargas of the Association of Workers in the Construction Industry (AWWCI) and Ms. Melody Lavarez from the Pinay Tradeswomen shared their experiences. Again, Ms. Melina Harris shared the experiences from the sisters in the U.S. on how they survived the challenges of sexism and stereotyping and organized into a group called Sisters in the Building Trades.

TESDA aims to achieve gender responsiveness in the TVET sector

As the government agency tasked to manage and supervise technical education and skills development in the Philippines, the Technical Education and Skills Development Authority (TESDA) aims to achieve gender equality and women empowerment in projects, activities and programs of the TVET sector.

It is contained in the TESDA GAD Agenda 2018-2022. The TESDA GAD Agenda fully recognizes the various GAD commitments of TESDA under various international and local gender-related laws, notably the Beijing Platform for Action, Philippine Plan for Gender Responsiveness Development (1995-2025), and the Magna Carta of Women (R.A. 9710). It is also parallel with the TESDA Reform and Development Agenda of the present administration.

With the TESDA Women's Center as secretariat to the TESDA GAD Focal Point System (GFPS) chaired by Deputy Director General for Policies and Planning, Rosanna A. Urdaneta, TESDA assures the achievement of the following GAD goals:

1. Enhanced gender mainstreaming in TESDA through policy actions, capacity development and enabling mechanisms to achieve gender equality and women's empowerment and improve TESDA GMEF score from level 3 to at least level 4 by year 2022;
2. a. Improved gender-responsiveness of TVET programs, activities, and projects;
- b. Improved delivery of gender-responsive programs, activities, and projects;
3. Decreased gender gap in the participation of women and men in non-traditional trades/STEM-related qualifications such as Automotive Servicing NC II (Automotive and Land Transport sector, Plumbing NC II (Construction sector), EIM NC II (Electronics and Electrical sector), and Game Programming NC III (ICT sector).

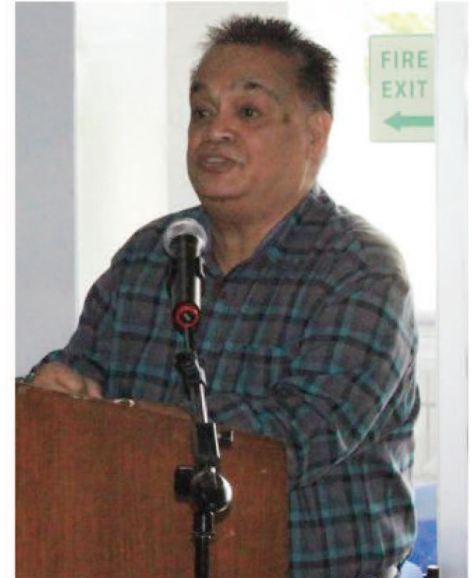
The achievement of the TESDA GAD Goals will bring out the following desired outcomes: 1. Gender equality and women's empowerment principles and materials integrated in regular TVET programs; 2. Stronger support on gender mainstreaming from the management; 3. Improved knowledge and skills among TESDA officials, GFPS members, GAD secretariat, GAD focals, and Technical officers on gender analysis, gender mainstreaming, and GAD planning and budgeting;

Continued in page 2.....

Women completed training in traditionally male-dominated qualifications



She challenged the graduates to take on the jobs as women welders, plumbers, automotive technician, and electrical technicians. She inspired them to choose success, do better and be better.



TESDA was represented by Regional Director Cenon M. Querubin of the National Capital Region. He expressed gratitude to P&G for the partnership program that aims to empower more women to enroll in courses that are male-dominated. For the graduates, he inspired them to put into practice their knowledge and skills either in wage or self-employment.



The event started with the ribbon cutting ceremony and the unveiling of the marker participated by the guests and officials from TESDA, Ariel and P&G Philippines.

emphasized that the objective of the partnership program is to contribute to the upliftment of the lives of women enrolled in technical-vocational courses and open more opportunities for them. "There is a bright future for women in the construction sector," Ms. Ignacio said.

Louie Morante of the Regional Brand Communication, Fabric & Home Care, Procter and Gamble Asia Pacific, welcomed the guests, graduates, and participants. "At P&G we have a sustained focus on women empowerment with our #WeSeeEqual global campaign which strives to create a world that is free from gender bias with equal representation and an equal voice for women and men," Mr. Louie said. #AhonPinay is Ariel's advocacy celebrating the modern-day heroine in every Filipina that aims to eliminate boundaries in gender professional capabilities and open dialogues on issues faced by women.



The graduates individually received their certificate of training. Three outstanding graduates, Cherry Nide Burlas of EIM NC II, Arianne Mae Quinto of Plumbing NC II, and Mary Anne Gulde of Shielded Metal Arc Welding NC II gave short and meaningful messages. The event concluded with closing remarks delivered by John Terence Dy, Country Leader for Laundry, P&G Philippines. The TWC Guidance Counsellor, Michael William del Rosario hosted the event.

TESDA aims From page 1....

4. Improved knowledge and skills of the core team of trainers on the use of enhanced Gender Sensitivity Trainer's manual;
5. Greater awareness on GAD among employees/staff;
6. Enhanced TESDA GAD learning materials approved and rolled out to TESDA Technology Institutions (TTIs) and Technical Vocational Institutions (TVIs);
7. Sectoral champions developed among industry associations/ firms and technology/tool developers to promote greater women's participation in NTT;
8. Pool of trainers capacitated in gender equality and women's empowerment; and,
9. Increased completion, certification and employment rate of women in non-traditional trades/STEM-related sectors (by at least 15% by year 2022).



The TWC Chief, Ms. Maria Clara Ignacio also gave a warm welcome on behalf of the TESDA Women's Center. She

The President and CEO of Hyundai Motor Philippines, Ms. Maria Fe Perez-Agudo was the Keynote Speaker. "Our participation in the commencement exercises of TESDA is a celebration of the power of women to choose their vocation and to celebrate their progress in life," Ms. Agudo said. She shared her own story from a humble family beginning with loving parents who taught them the importance of education and the values of perseverance and resilience. "I always excel in everything I do, I became a great salesperson. Ginusto ko at kinaya ko," she shared with strong conviction.

TWC embarks on action researches

The TESDA Women's Center conducted researches to provide materials for policy recommendations in its training programs and services. Action researches were undertaken to find solutions to existing problems in the workplace or environment or search for a clarifying explanation of an observed phenomenon.

TWC Graduates Tracer Study 2014 to 2016



This Tracer Study was conducted to get information from the TWC graduates of the years 2014 to 2016 after their graduation in terms of employment, the relevance and impact of the courses taken and the suggestions on how to improve the curriculum, among others, from the graduates in the batches covered by the years 2014 to 2016.

Specifically, the study tracked the employment status of the graduates six months after graduation; the factors that have helped and/or delayed their employment; and the potential implications of these factors to the curriculum. An online survey was conducted in order to ascertain the status of graduates. Focus group discussions and desk reviews were also conducted in order to complete the tracer study. Overall, the more of the respondents in the 2016 Tracer Study found the wait for employment to be longer when compared to the results of the 2006 Tracer Study. Peer influence was found to affect the morale and confidence of respondents in looking for work. This was also compounded by known preferences of employers regarding civil status, age, gender, height, and/or physical appearance. In terms of curriculum revisions, it was recommended that language courses be included in the continuing technical vocational education and training curriculum and that TWC actively taps local government units as partners for the program's increased outreach.

Case Study on the Conduct of Training and Competency Assessment for Persons with Disabilities in Barista NC II and Housekeeping NC II

The Case Study about the TVET training program and competency assessment

of PWDs was the first at the TESDA Women's Center. The research aimed to contribute to the direction that the TWC will take in the future for technical vocational education and training of PWDs, and provide insights and validation of the intentions and purposes of helping institutions and agencies. The study examined the experiences of the PWD trainees, trainers, assessors, parents, and partner agencies on the 2016 pilot skills training and an assessment on Housekeeping NC II and Barista NC II of PWD trainees and graduates.

It looked into the experiences of the stakeholders and the implications of the initiatives in the skills training and competency assessment of persons with disabilities.

The case documented the experiences of the stakeholders involved in the initiatives and was supplemented by



desk reviews, key informant interviews, and focus group discussions. Most of the PWD trainees/graduates were most impaired and with autism.

Trainees with disabilities went through similar activities as other ordinary applicants for the TESDA training in Housekeeping NC II and Barista NC II courses. During the assessment, assessors took longer to communicate since interpreters were required to interpret the instructions to sign language. Trainers saw the need for industry partners to provide equal opportunities, especially for the deaf TESDA-certified graduates.

They also saw the need for adjustments to be made in the timing and method of training. In this light, policy guidelines need to be formulated to standardize teaching and training methods for PWDs. Institutions need to be re-trained, and prepared before training for PWDs are mainstreamed.

Online Reservation System

The research on the development of an online reservation and monitoring system for the use of TWC Dormitory, Function

Rooms, and Vehicles was aimed to increase the efficiency and timeliness of services, and improve the business processes of the TWC.

The development of the system involved studying the reservation, occupancy and use monitoring needs, current business processes and systems design in place at the TWC, and develop a system that increases and improves the business process of the organization. At the end of the study, the most appropriate, efficient, and useful system should be in place for TWC to manage its reservations, occupancy and usage of facilities. The study was based on the eGovernment framework and systems development concepts and theories. It documented the processes and activities involved in the business process review, systems design and development, and actual use of the

system. The research conducted in-depth interviews and observations with stakeholders, and individuals who have a thorough knowledge of the systems. The criteria established to assess the system during benchmarking were: simplicity of the system and its cost-benefit to TWC. The study concluded that the systems design must consider and include the following critical success factors: external pressure, internal political desire, overall vision, and strategy, effective project management, change management, and design, and the presence of required competencies, adequate technological infrastructure, and funding.

Once the system is established, resources should be allocated for its maintenance, expansion, and implementation in order for TWC to maximize its benefits. The project team should also be capacitated in order to develop improvements to the existing system, which means the leadership should continue championing and promoting research and development within the organization.

Research on the development of salad dressing using local vinegars



The research study aims to develop salad dressing specifically vinaigrettes using local vinegars. It was initiated by the TWC Trainer in Cookery, Ms. Charmaine Fider together with her trainees. They observed that salad dressings prepared in most restaurants were made of imported vinegars such as balsamic or apple cider. Even bottled salad dressings from local manufacturers also utilize the same ingredients. This led them to determine the possibility of using vinegars produced in the country as an ingredient in salad dressings.



The conceptual framework utilized was the Product Development Framework, a systematic, commercially oriented research to develop products and processes satisfying a known or suspected consumer need. The product development process was spearheaded by Ms. Charmaine, her trainees in Cookery NC II, and the TWC research team. The factors considered in the product development included aroma, flavour, acidity, consistency, and general acceptability. After the initial idea generation and screening, three product samples using paombong, tuba and Iloko vinegars all mixed with sunflower oil were developed. Three trials were conducted for sensory evaluation. It made use of the 7-point hedonic scale for acidity, odor/aroma, consistency and flavour while the 9-point hedonic scale was used for general acceptability. Results of the sensory evaluation were subjected to statistical treatment using the Analysis of Variance (ANOVA). For validation, paired preference test was conducted to determine if the consumers accept the developed formulation as compared to other formulations.



The results of the product tests showed that all the quality attributes and general acceptability were all non-significant between and among samples. The preference test indicated no particular preference between samples, which means that all product samples could be introduced in the market depending on the availability of raw materials.

The paombong vinaigrette reflected the lowest cost at P141.43 per 750 ml while tuba vinaigrette costs P143.43 per 750 ml and the Iloko vinaigrette costs P146.43 per 750 ml formulation.



Celebrating Sports Fest 2018

It was an event involving a great deal of sporting activities! The TWC trainees' day was held on April 23 – 25, 2018 at the TESDA complex in Taguig City. The event created an amazing opportunity for all the trainees in various qualifications to come together, try new sports, meet new friends and take on the sports challenges. Food stalls were part of the day.

The Bb. at Ginoong Palaro highlighted the event with Bb. Palaro Gudella Marie Lugtu from the green team crowned as the Champion. Gersyl Rosal Almanon from the purple team garnered 1st runner up while Maria Jose Cezar Alberto representing the yellow team placed 2nd runner up.

Mart Erron de Jesus representing the purple team was hailed Ginoong Palaro. Edward Gonzales also from the yellow team placed 1st runner up and Francis Eric Metrillo from the green team was the 2nd runner up.

The Cheer Dance competition was the most awaited moment with the yellow team hailed as the champion, purple team was 1st runner up and green team placed 2nd runner up.

The overall champion of the sports fest 2018 was the Green Panther. The Purple

Lightning garnered 1st place, and the Yellow Warriors won the 2nd place.

Overall, 31.5% of the trainees gave excellent rating on the event, while 50% said it was very good, 17.4% gave a good rating, and 1.1% said it was fair.

When asked "Did you find the event interesting and educational?" The trainees gave 100% positive responses with the following comments: it's fun; it is enjoyable; we are united as a team; builds teamwork and confidence; very enjoyable; so many interesting games; helps trainees to socialize with others; good way to unwind; helps us to be creative; balanced work life for the trainees; made us feel we are loved; and it was great to interact with other TWC family.



TESDA Women's Center

Vision

"TESDA Women's Center is the lead TVET Institution of excellence in empowering Filipino women"

Mission

"As the TVET Institution of excellence in women empowerment, TESDA Women's Center advocated and provides programs and services geared towards quality-assured, inclusive and gender-fair TVET."

TESDA Women's Center

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