

2006 ACCOMPLISHMENT REPORT TESDA Women's Center

DIRECTION SETTING

Policy Direction. In 2006, the TWC has presented to its Center Advisory Committee (CAC) the initial draft proposal of the Gender and Development (GAD) in TVET Plan. This initiative was a result of the CAC Planning Workshop that was held in December 2005. This was proposed so that the GAD priorities in terms of programs and project can be laid-out and incorporated as part of the priority concerns for TVET in the next five years. The governance structure of the CAC was also proposed to be elevated to a macro-advisory body to allow for a greater influence and higher role in the positioning of GAD in TESDA by the Committee.



A two-day conference on “Mobilizing OFW Remittances and Alternatives to Migration for the Sustainable Economic Empowerment of Women” was organized by TWC to analyze the growing issues and problems of OFWs. The conference highlighted also the patterns of migration and its impact on women, and the system of remittances and how these are being utilized. Other topics discussed were the various measures where TESDA and other government agencies present will be able to render assistance such as on employment and livelihood opportunities and the bias against women which increases their burden to support family needs. Those government agencies present in the conference gave their commitments to address the said issues and problems within their respective areas of responsibility. One positive impact of the conference was that a policy regarding OWWA’s remittance collection was recommended already. It was also noted that the rules and documentary requirements for giving out loans from the OWWA fund has now been streamlined. As an outcome of the conference, the TESDA and TWC’s programs and services were aired from Mondays to Thursdays for 3 minutes in a segment called “*Usapang Kababaihan*” in the Pilipinas Online *Bantay OCW* TV program of Ms. Susan Andes in PTV Channel 4 to inform the OFW’s other sustainable alternatives to overseas employment and economic empowerment.

A Data and Resource Guidebook was also developed through JICA TWC/JICA Project GREAT to generate and disseminate sex disaggregated

data and information for effective planning and policy making regarding gender mainstreaming in TVET. The guidebook is a very helpful tool in tracking gender-based performance and establishing trends, ratios, percentages that can generate more authentic advocacies and sustainable programs of action for women.

Research and Evaluation. Since its inception, the TWC has taken on a great mission as a center for promoting gender mainstreaming in TVET and has endeavored and carried out various research, advocacy and vocational training activities. In 2006, four research studies were conducted namely: 1) the TWC Tracer Study of Batches 4-15; 2) the GAD-Based Entrepreneurship Development in TVET which is the evaluation study of the International Training Program from 2002-2005; 3) Industry Sector Study on TWC 12 Trade Areas; and 4) the Study on the Best Practices on Gender Mainstreaming in TVET, the TESDA Experience.

Results of the Tracer Study indicated positive impact on employment, empowerment and confidence to TWC's graduates. An employment rate of 56% was reported which was not significantly different from the employment rate of 60% in the first tracer study conducted by Legaspi in 2001.

Project GREAT Terminal Evaluation.

The TWC/JICA Project GREAT is a three year project (2004 – 2007) which aims to strengthen employability of women trained at TWC through integrated research, training and advocacy activities of TWC.



A terminal evaluation of the JICA Project GREAT was done by a 3-member team from JICA Headquarters in Japan to assess the progress, achievement of the project purpose and performance of the project in terms of relevance, effectiveness, efficiency, impact and sustainability. The results of the evaluation showed that, in terms of relevance, the Project has been consistent with the Philippine gender policy and conforms to the need of its target women beneficiaries. The project was assessed to be effective for its provision of training courses, new modules, research and networking activities with industry partners and in improving the ratio of wage/self employment of TWC graduates. Since most of the project activities and inputs were implemented on schedule, and promoted cost sharing with stakeholders, it was likewise evaluated to be efficient. As for its impact, it was observed to have achieved its overall goal of gender mainstreaming in TVET especially since it has already influenced the establishment of the TESDA GAD strategic Plan for 2004 – 2006. Other positive impacts noted by the evaluation team are the international recognition of TWC activities, and the increase of gender sensitivity training activities as

requested by private companies. The project was likewise noted to be sustainable in terms of policy since TESDA is strengthening advocacy of gender mainstreaming in TVET as envisioned in the Philippine government's "Philippine Plan for Gender-Responsive Development: 1995- 2025.

STANDARDS SETTING AND SYSTEMS DEVELOPMENT

Program Registration. A total of thirteen (13) TWC programs were registered with TESDA – NCR, nine (9) of which were compliant to the requirements of the newly-promulgated training regulations, while four (4) programs were registered under "no training regulations" (NTR). One (1) of the NTR programs is a PGMA Training for Work Scholarship Program, "Gas Metal Arc Welding or GMAW", which is offered as a finishing course that upgrades the skills of the Shielded Metal Arc Welding (SMAW) qualifications. The TWC has started piloting during the third quarter of 2006 the adoption of the competency-based TVET training modality in its training programs in accordance with a TESDA policy enunciated in the National Technical Skills and Development Plan (NTESDP) 2005 – 2009.

Skills Assessment and Certification. Data on assessment and certification of the 15th Batch of trainees showed a total of 111 assessed out of 168 with 100% certification rate in seven (7) trade areas, namely, Automotive, Electronics, Dressmaking, ISMO, Food Preparation, Food and Beverage Services (FBS) and Welding. For the 16th Batch, only 38 were assessed out of 153 graduates in 3 areas namely, ISMO, Food Preparation and FBS. Of these 3 areas, the certification rate is 100%. It is noted that the old method of competency assessment was used for all these graduates. The low number of assessment in the 16thBatch was due to the immediate employment of most of the trainees after completing their On-the-Job Training (OJT) with the industries which the trainees value more since getting hired after training is their overall goal.

Learning Materials Development. One major accomplishment of TWC is the development of self-contained competency-based learning materials (CBLMs) in various qualifications. A total of 23 CBLMs were developed by the TWC trainers and pilot-tested during the last quarter of 2006 with the full implementation of CBT in areas where these are possible. Improvement of the existing TWC curricula was also done to comply with the newly-promulgated training regulations. Institutional assessment instruments were also developed in accordance with the new assessment method.

Quality Assured TVET System. In terms of improving and ensuring the quality of training delivery, the TWC trainers have successfully complied with the mandatory requirements of TESDA Circular No. 5, series of 2006, or the adoption of the Philippine TVET Trainers Qualification Framework. Implementation of this circular requires all trainers in public and private TVET institutions to be subjected to national assessment using the new assessment method and instruments developed by QSO on the National Certification Level II (NC II) in their specific field of expertise and Training Methodology Level I (TM I) to achieve the Trainers Qualification Level I (TQ I). In addition,

the trainers are further required to undergo assessment on the Assessors' Methodology Level 1 (AM1) for certification to TQ I/AQ I, if and when they successfully passed all the required assessments.

Of the 324 certified TQ I/AQ I trainers throughout the country, ten (10) are TWC trainers who were among the first trainers to be certified in NCR. As a result of this, four (4) TWC trainers were tapped by TESDA – NCR, Regions IV-A and IV-B as Assessors for the national assessment and certification of their trainers in Commercial Cooking NC II, Food Processing NC II and Food and Beverage Services NC II. A total of 33 TVET trainers were assessed with a certification rate of 90.9%. A special competency assessment was also conducted for nine (9) GOTEVOT trainers who underwent a 1-month Training of Trainers in Food Processing at TESDA on August 2006. Two certified TWC Assessors in Food Processing provided assistance to the NTTA in the conduct of the competency assessment of the GOTEVOT Food Processing trainers.



To further comply with the requirements of CBT, the existing layout of its training workshops were transformed into a CBT facility. A CBT facility is a fully-equipped learning environment which offers a self-paced learning approach through flexible training methodologies using a variety of support materials, including print, audiovisual and simulations (models) appropriate to the competencies being mastered. Four (4) learning workstations of the nine (9) physical elements requirement of a CBT facility were set-up in each training workshop which includes the practical work area, learning resource area, assessment area and contextual learning laboratory. The training resource center and computer laboratory were set-up separately in strategic locations at TWC. Additional tools and equipment were purchased and repaired through the JICA assisted Project GREAT to complete the CBT requirements.

Each workshop was equipped with the copies of training regulations, competency-based curriculum, certificate of program registration and TQI/AQI certification of the trainer. Print and non-print learning materials and other references for the trainees were organized in the learning resource area.

SUPPORT TO TVET PROVISION

Pro-active Job Skills Matching Process. A total of 186 trainees from Batch 16 were enrolled in 10 different courses of the 6-month Pre-Employment Skills Training Program. Of the 186 women trainees, 153 graduates have satisfactorily completed their training at TWC with 79.1% employment rate as of January 2007. It is noted that 71.4% of the total graduates were actually utilizing the skills they acquired during the training.

The employment status of the Batch 15 graduates as of May 2006 was reported to be lower than the Batch 16 graduates at an average of 57.5% employment rate and an average skills utilization rate of 47.5%.

On November 13, 2006, the TWC started the pilot CBT implementation of 9 programs with a total of 85 enrollees (78 females, 7 males). These trainees are expected to complete their training between the 1st and 2nd quarter of 2007 depending on how fast they can achieve all the learning outcomes of the required modules in their chosen field of qualifications. It is noted that with the initial CBT implementation, the center has also adopted the new policy of accepting 10 % male trainees in response to the international policy shift from Women in Development (WID) to Gender and Development (GAD).

Other training programs conducted were the different modular/short courses with a total of 79 enrollees and 65 graduates. Community-based livelihood training in coordination with LGUs and NGOs were also provided to 421 participants (297 females, 124 males) through skills demonstration in candle making, chocolate making, sardines making, bead work, flairtending, cell phone repair and flower arrangement.



As part of the program on gender equality and women's economic empowerment of Project GREAT, the TWC with support from JICA and LGU-Pagudpud, Ilocos Norte in Region I, conducted a skills upgrading training program on Jewelry Making for 33 participants (30 women, 3 men). In addition, a total of 40 entrepreneurs (33 women, 7 men) attended the seminar-workshop on Packaging and Product Development for Non-Food Products. The participants, who were engaged in flower making, garments, hand-woven cloth, mat weaving, pottery making, shell craft and jewelry and woodcrafts, were provided information on the fundamental concepts and applications of product designing.

PGMA Training for Work Scholarship Program (PGMA-TWSP). In response to the commitment of TESDA to provide an assistance package to repatriated overseas Filipino workers (OFWs) from Lebanon, the TWC conducted two (2) batches of the Home Manager (Supermaid) Course to 29 women OFWs who have expressed their intentions to pursue their career as household service workers (HSW) abroad. This training is a finishing course for home managers to upgrade their competencies as HSWs in order for them to be able to demand a higher salary. These OFWs were given the scholarship under the PGMA-TWSP which is worth the amount of PhP 2,500 per training certificate.



Of the 29 enrollees, only 25 have satisfactorily completed the course and got certification in Home Manager NCII. One of the graduates in the first batch already got employment contract in Cyprus with a salary of 350 dollars per month.

Capability Build up of Partners. Two of the TWC lead trainers provided technical assistance to TESDA – NCR in the conduct of a 5-day Competency – Based Training of Trainers on Training Methodology Level I (TM I) for 44 TVET trainers as part of their re-entry plan for attending the Training of Lead Trainers in Training Methodology Levels II and III. The trainers trained were subjected for national assessment on TM I by NTTA after completing the 5-day TM I course.



Skills Competition. One of FBS 15th Batch graduates, Ms. Marjory Briones, participated and won the Second runner-up Challenge 2006 Bartending Competition (Student Category) held on April 19, 2006 at SM North Edsa. The TWC awarded her a Certificate of commendation for her excellent showmanship in the said flairtending competition.

INSTITUTIONAL CAPACITY BUILDING

Social Marketing and Advocacy. In 2006, the TWC intensified its social marketing and advocacy campaign in TVET through the tri-media. A 3-minute TV segment entitled “*Usapang Kababaihan*” which advocates TESDA and TWC programs and services were aired in Channel 4, “Pilipinas Online Bantay OCW” four times a week from Mondays to Thursdays with the Executive Director of TWC, Dir. Cecile B. Gutierrez. She also attended a number of live radio interviews in DZMM, DZBB and other radio stations. With support from JICA through the Project GREAT, five (5) TWC Newsletters were developed and 3 books regarding the success stories of TWC graduates were published to showcase the impact of TVET in changing their lives to achieve their goals and fulfill their dreams.



Capability Building of TWC Staff, GAD Focal Persons and Beneficiaries.

A lot of efforts were devoted in strengthening the gender capacity of TWC staff members and GAD focal persons, which include sending them to participate on team-building and planning workshops and other training activities. A total of 146 benefited from these activities including two TWC staff members who were sent to train in Japan.



Basic Gender Sensitivity Trainings (GST) for 108 GAD focal persons from the TESDA field offices were conducted in Luzon, Visayas and Mindanao to create a network of experts and advocates of GAD in TVET. The GST workshops were organized and divided into three geographical clusters (Luzon, Visayas and Mindanao) to ensure maximum participation and cost efficiency. The highlight of the training was the “Affirmative Action Plan” that each participant prepared, which signified their commitment to empower themselves and others at the personal, family, and work levels.

Skills training for existing and would-be entrepreneurs were conducted which include the training of 18 business counselors, provision of business support services like Business Start-up Courses, Seminars on Entrepreneurship Appreciation and Motivation, Financial Literacy, Labeling and Packaging, and Entrepinoy basic management, among others.



International Training Program (ITP)

The 8th ITP on GAD-Based entrepreneurship in TVET was conducted with 17 participants from nine Asian countries to share experiences and establish a network of GAD advocates in the Asian Pacific Region. The ITP is a continuing activity of

JICA's third-country training program.

JICA Satellite Projects. Since TWC is the only national vocational training center for women in the Philippines, Project GREAT initiated the "Satellite Projects" to replicate its activities and programs at the regional level. These "satellite projects" are intended to strengthen the capacity of TESDA GAD focal persons for mainstreaming gender in the TVET sector at the grassroots level, and strengthen entrepreneurship support for economic empowerment of women at the local level. Currently, five satellite projects are being implemented (Regions I, IV-A, VIII, IX and XII). The programs are based on the re-entry plans of GAD focal persons who underwent entrepreneurship development training in Japan.

