

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2019**

Organization: Technical Education and Skills Development Authority		Organization Category: National Government, Other Executive Offices		
Organization Hierarchy: Technical Education and Skills Development Authority				
Total Budget/GAA of Organization:	4,773,284,000.00			
Total GAD Budget	46,056,869.34	Primary Sources	46,056,869.34	
		Other Sources	0.00	
% of GAD Allocation:	0.96%			

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
	1	2	3	4	5	6	7	8	9
CLIENT-FOCUSED ACTIVITIES									



THIS IS TO CERTIFY THAT THIS DOCUMENT HAS BEEN REVIEWED AND ENDORSED THROUGH THE GMMS

**ROSANNA A. URDANETA
DEPUTY DIRECTOR GENERAL
FOR POLICIES AND
PLANNING/CHAIR,
GFPS-EXECUTIVE
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**SECRETARY GUILING A.
MAMONDIONG
TESDA DIRECTOR GENERAL**



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1	Section 29 of the MCW IRR mandates all government agencies to “develop and make available IEC materials on their specific programs, services and funding outlays on WEE”	TESDA is mandated to promote gender mainstreaming through GAD Information, Education and Communication (IEC) campaigns and sustain the foundation of gender awareness of its external clients.	Raised consciousness and awareness of TESDA’s external clients on Gender and Development (GAD) Programs.	PAP: Support to Operations	Massive dissemination of Information, Education, and Communication (IEC) campaigns to TESDA’s external clients through its frontline services during National Women’s Month, End-VAWC Month and other GAD-related yearly advocacy campaigns.	No. of IEC materials advocating on GAD-related yearly advocacy campaigns were reproduced and provided to TESDA external clients - 5000 copies of IEC materials advocating on GAD-related yearly advocacy campaigns were reproduced and provided to TESDA external clients	200,000.00	GAA	PIU
2	Section 29 of the MCW IRR mandates all government agencies to “develop and make available IEC materials on their specific programs, services and funding outlays on WEE”	TESDA is mandated to promote gender mainstreaming through GAD Information, Education and Communication (IEC) campaigns and sustain the foundation of gender awareness of its external clients.	Raised consciousness and awareness of TESDA’s external clients on Gender and Development (GAD) Programs.	PAP: Support to Operations	Review and enhance IEC materials supporting principles of gender equality and WEE	No. of IEC materials reviewed and revised to support principles of gender equality and WEE - 3 IEC materials reviewed and revised to support principles of gender equality and WEE	60,000.00	GAA	PIU



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3	Section 29 of the MCW IRR mandates all government agencies to “develop and make available IEC materials on their specific programs, services and funding outlays on WEE”	TESDA is mandated to promote gender mainstreaming through GAD Information, Education and Communication (IEC) campaigns and sustain the foundation of gender awareness of its external clients.	Provide contents for the TESDA GAD Corner including TESDA's GAD Programs/Activities, Gender Statistics and copies of Approved GPB and GAD AR's, etc.)	PAP: Support to Operations	Setting-up/Installation of GAD Corner in the TESDA website	Installation and maintenance of accessible GAD Corner in the TESDA website - GAD Corner in the TESDA website installed and readily accessible by external clients	300,000.00	GAA	LMID-Planning Office, GFPS-TWG, TWC as GAD Secretariat



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4	Section 27 B of the IRR of MCW provides for all government agencies to implement Gender Sensitivity Training (GST) program	TESDA is mandated to implement GST for Filipino nurses and careworkers who are bound for Japan under JPEPA program for them to become aware of the gender situation in the country of destination and to raise consciousness on their human and worker's rights.	Increased gender consciousness and reduced vulnerability of Filipino women nurses and care-workers under JPEPA bound to work in Japan	PAP: Technical Education and Skills Development Program	Conduct Gender Sensitivity Training (GST) to Filipino nurses and care workers under JPEPA Program.	Number of Filipino nurses and care workers under JPEPA provided with basic GST including topics on VAW, HIV-AIDS prevention and orientation on gender situation in Japan- 300 Filipino nurses and care workers under JPEPA provided with basic GST including topics on VAW, HIV-AIDS prevention and orientation on gender situation in Japan	200,000.00	GAA	National Language Skills Institute
5	High exit rate in early stage of businesses owned by women store retailers and operators	Lack of entrepreneurial training, multiple burden and other gender issues in the family and health-related concerns.	Improved business management knowledge and skills of women retail store owners and operators to achieve business growth and women economic empowerment (WEE).	PAP: Technical Education and Skills Development Program	Conduct TESDA-COKE Sari-Sari Store and Access to Resources (STAR) Program with Gender-Based Entrepreneurship principles, to women sari-sari store owners and retailers	No. of women sari-sari store owners and retailers trained under TESDA-COKE STAR Program Center for Excellence - 2,500 women sari-sari store owners and retailers trained through TESDA-COKE STAR Program Center for Excellence	3,844,800.00	GAA	PND-PLO, TWC-STAR Program for Excellence



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6	High exit rate in early stage of businesses owned by women store retailers and operators	Lack of available entrepreneurial training and experiencing gender issues in the family and health-related concerns.	Enhanced performance of STAR Program partners	PAP: Technical Education and Skills Development Program	Conduct of 2-day GST with Gender-Based Entrepreneurship concepts for STAR Program partners (STAR Trainers, Micro-finance Institution partners.	No. of STAR Program partners provided with GST- Two (2) batches of GST provided to STAR Program partners with 35 participants per batch.	100,000.00	GAA	PND-PLO, TWC-STAR Program for Excellence
7	Low skilled, low paying and oppressive labor of women workers in local employment related to household services, manufacturing, etc.	Overseas household service workers (OHSW's)/OFW's lack awareness of assessment/certification services of their acquired competencies which can offer alternative or better employment opportunities abroad.	To support the goal of bringing the Filipino domestic workers especially women out of low skilled, low paying and oppressive household service work and assist them to land in higher skilled, better paying and more decent work.	PAP: Technical Education and Skills Development Program	Conduct On-Site Competency Assessment of OHSWs/OFWs in Dubai, Middle East and other countries.	No. of female HSWs/OFWs assessed and certified in various qualifications- 350 female HSWs/OFWs assessed and certified in various qualifications	2,000,000.00	GAA	Certification Office



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8	Low skilled, low paying and oppressive labor of women workers in local employment related to household services, manufacturing, etc.	Lack of awareness on alternative employment opportunities for women workers through obtaining certification in various skills/qualifications	Contributed to uplifting Philippine's labor force by assisting women in acquiring higher skilled, better paying and more decent work	PAP: Technical Education and Skills Development Program	Conduct of free Competency Assessment and Certification for Workers (CACW)	No. of female workers/employed individuals conducted with free CACW-25,000 female workers/employed individuals conducted with free CACW	3,000,000.00	GAA	Certification Office
9	Low enrollment of women in non-traditional skills training programs based on Philippine TVET Statistics 2013 which showed that women enrolled in these qualifications constitute only an average of 30.08% as compared to male at 69.72% (TESDA Memo No. 22 s. 2017)	Women's multiple burden and gender roles result to limited access to avail non-traditional skills training	Increased women's access to avail various non-traditional skills training provided by TESDA through information and communication technologies.	PAP: Technical Education and Skills Development Program	Conduct free TESDA Online Program (TOP) which offers various non-traditional skills training to female beneficiaries.	No. of female registered users of the TESDA Online Program-180,000 female registered users	2,300,000.00	GAA	e-TESDA Project Management Unit



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ORGANIZATION-FOCUSED ACTIVITIES									
10	Section 37 D of the MCW IRR states that all government agencies shall develop and maintain a GAD Database containing SDD and other relevant gender statistics.	Regular updating of TESDA's GAD database which contains SDD of EGACE shall serve as inputs to the GFPS-TWG on further advocating GAD in TVET.	Updated repository of SDD on Enrolled, Graduates, Assessed, Certified and Employed (EGACE) by qualification and by region.	PAP: Support to Operations: Development of Information Systems	Maintain the existing database system to generate SDD on EGACE in the upgraded monitoring network -TESDA Training Management Information System (T2MIS) and expand TESDA's Mission Critical Information Systems (TMCIS).	Number of Information Systems developed - 3 Systems developed: Philippine TVET Program Registration Information System (PTProgIS), Philippine TVET Competency Assessment and Certification Information System (PTCACIS), and Scholarships Information System (SchoIS).	15,000,000.00	GAA	LMID-Planning Office
11	Section 37 D of the MCW IRR states that all government agencies shall develop and maintain a GAD Database containing SDD and other relevant gender statistics.	Regular processing/analyzing of TESDA's GAD database which contains SDD of EGACE shall serve as inputs to the GFPS-TWG on further advocating GAD in TVET.	To process and analyze SDD on number of enrolled and graduates under TESDA Scholarship Programs Training for Work Scholarship Program (TWSP) and Special Training and Employment Program (STEP)	PAP: Technical Education and Skills Development Program	Conduct bi-annual monitoring and evaluation of the TWSP and STEP implementation	Number of narrative reports of TWSP and STEP implementation in the regions - Two (2) narrative reports (2019 Jan-June and 2019 July-Dec) of TWSP and STEP implementation complete with summary data on number of enrolled and graduates by sex, by qualification and by region	350,927.96	GAA	Scholarships and Management Office (SMO)



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12	Section 37 D of the MCW IRR states that all government agencies shall develop and maintain a GAD Database containing SDD and other relevant gender statistics.	Regular processing and analyzing of TESDA's GAD database which contains SDD on EGACE (enrolled, graduates, assessed, certified and employed) which shall serve as inputs to annual GAD Planning and Budgeting	To process and analyze SDD on number of enrolled and graduates in various language programs under the TWSP for gender responsive program development	PAP: Technical Education and Skills Development Program	Conduct bi-annual monitoring on the number of enrolled and graduates in various language programs by sex, by qualification and by region	Number of narrative reports on the implementation of various language programs with gender analysis on the number of enrolled and graduates by sex, by qualification and by region- Two (2) narrative reports (2019 Jan-June and 2019 July-Dec) on the implementation of various language programs with summary data on the number of enrolled and graduates by sex, by qualification and by region	267,600.00	GAA	National Language Skills Institute



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13	Section 37 D of the MCW IRR states that all government agencies shall develop and maintain a GAD Database containing SDD and other relevant gender statistics.	Regular processing and analyzing of TESDA's GAD database which contains SDD on EGACE (enrolled, graduates, assessed, certified and employed) which shall serve as inputs to annual GAD Planning and Budgeting	To process and analyze SDD on number of enrolled, graduates, assessed and certified OFWs and their dependents in various qualifications under the Reintegration Program for OFWs	PAP: Technical Education and Skills Development Program	Conduct bi-annual monitoring and evaluation of the Reintegration Program for OFW's.	Number of narrative reports on the implementation of Reintegration Program for OFWs in various qualifications with gender analysis on the number of enrolled, graduates, assessed and certified by sex, by qualification and by region - Two (2) narrative reports (2019 Jan-June and 2019 July-Dec) on the implementation of Reintegration Program for OFWs in various qualifications with summary data on the number of enrolled, graduates, assessed and certified by sex, by qualification, and by region	350,927.96	GAA	Partnerships and Linkages Office (PLO)



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14	Section 29 of the MCW IRR mandates all government agencies to "develop and make available IEC materials on their specific programs, services and funding outlays on WEE".	The PCW recommended that TESDA used the most available and frequently viewed instrument, the TESDA intranet, to promote accessible information on its gender mainstreaming endeavors.	To utilize the TESDA Intranet in the dissemination of information of GAD activities and programs for the GFPS of Central and Regional Offices	PAP: Support to Operations	Upload in TESDA Intranet various GAD and WEE-related policies, programs, activities and projects to be accessed by the TESDA GFPS.	Frequency of uploading GAD and WEE-related policies, TVET statistics and news articles/press releases in the TESDA Intranet- Monthly uploading of GAD and WEE-related policies, TVET statistics and news articles/press releases in the TESDA Intranet	100,000.00	GAA	LMID-Planning Office, GFPS-TWG, TWC as GAD Secretariat



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15	MCW IRR Rule VI Section 37.C states that "all government agencies shall strengthen their GAD Focal Point System (GFPS) to accelerate gender mainstreaming within the Agency".	Strengthening TESDA's GFPS shall sustain gender mainstreaming initiatives to be aligned with the new directions and priorities/agenda of TESDA management.	GAD Focal Point System able to lead gender mainstreaming efforts of the organization. GFPS with enhanced capacities to spearhead the agency's review and enhancement of policies, programs, projects and services so that these are able to address the differentiated needs and concerns of the agency's women and men clientele, including its employees.	PAP: Support to Operations	Organize and conduct regular meetings of the GFPS-Executive Committee and Technical Working Group.	Number GFPS-Execom and TWG Officers/Members attended and participated in meeting -6 GFPS-Execom officer/members and 8 GFPS-TWG officers/members have attended and participated in meetings Number of GFPS-Execom and TWG meetings conducted at the national level - 3 GFPS Execom meetings and 4 GFPS-TWG meetings conducted	200,000.00	GAA	GFPS-ExeCom, GFPS-TWG and TWC as Secretariat



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16	PCW-OPAPP JC No. 2014-01 mandates TESDA to implement its activities contributing to the National Action Plan on Women, Peace and Security (NAPWPS) and other services for beneficiaries in conflict-affected and post-conflict affected or PAMANA (Payapa at Masaganang Pamayanan) areas.	TESDA is mandated to integrate, monitor and evaluate the principles related to women, peace, and security (WPS) in its programs, activities, and projects.	Ensure that the TESDA-Central Office is able to evaluate the results and impacts of various skills training programs and other activities provided in PAMANA Areas	PAP: Technical Education and Skills Development Program	Conduct a series of workshops to establish a Results-based Monitoring and Evaluation System on the implementation of skills training programs and other GAD-related activities in PAMANA areas.	Number of established Results-based Monitoring and Evaluation system on the implementation of various skills training programs provided in PAMANA areas and in contribution to the NAPWPS- 1 established Results-based Monitoring and evaluation system on the implementation of various skills training programs provided in PAMANA areas and in contribution to the NAPWPS.	100,000.00	GAA	GFPS-ExeCom, GFPS-TWG, TWC as GFPS Secretariat



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17	Section 37 A of the MCW IRR states that all agencies "shall formulate their annual GAD Plans, Programs and Budgets within the context of their mandates".	To ensure continuous strengthening of TESDA's GAD activities through submission and endorsement of the Agency's GAD Plan and Budget (GPB).	To ensure adoption of Gender Mainstreaming (GM) as a strategy to promote and fulfill women's human rights and eliminate gender discrimination in the TESDA systems and programs.	PAP: TESD Policy Program	Conduct a series of workshops to formulate TESDA's annual GPB and GAD AR	2021 GPB and 2019 GAD AR of Central Office Formulated and Submitted to PCW - One (1) 2021 GPB and One (1) 2019 GAD AR of Central Office formulated and submitted to PCW No. of Regional 2021 GPBs and No. of Regional 2019 GAD ARs reviewed thru GMMS - 16 Regional 2021 GPBs and 16 Regional 2018 GAD ARs reviewed thru GMMS	250,000.00	GAA	GFPS-TWG and TESDA Women's Center as GFPS Secretariat



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18	Presidential Proclamation No. 227 s. 1988 provides for all government agencies to "observe the Month of March as Women's Role in History Month" and Proclamation No. 1172 s. 2006 declares "November 25 to December 12 as the 18-day Campaign to End Violence Against Women and Children (VAWC).	TESDA is mandated to continuously support the observance of National Women's Month and 18-Day Campaign on VAW which are good venues to heighten awareness on gender equality, women empowerment, and respect for human rights of women.	Strengthen existing GAD structure, system and mechanism to facilitate and sustain gender mainstreaming of the Agency	PAP: Support to Operations	Organize and conduct various activities in support of the National Women's Month Celebration (NWMC) and End-Violence against Women and Children (VAWC) Campaign	Number of female and male TESDA employees who participated in activities which support the Women's Month celebration and 18-day Campaign to End VAWC - 100 female and male TESDA employees participated in activities for the observance of National Women's Month and 18-day Campaign to End VAWC	400,000.00	GAA	GFPS-ExeCom, TWG and Secretariat (TWC)
19	GAD is not integrated in the curriculum of TVIs	GAD Policy is not fully disseminated/monitored for implementation	Gender-Fair TVET system which encompasses gender-responsive policies, programs and services	PAP: TESD Policy Program	Issuance of TESDA Circular to include attendance of Trainers and other personnel from TVI's on basic Gender Sensitivity Training (GST)	Number of TESDA Circular issued - One TESDA Circular issued	50,000.00	GAA	Planning Office and GFPS-Executive Committee and Technical Working Group



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20	Limited number of developed GAD experts and trainers in TESDA	No purposive Capacity Building Program for GAD Experts	Increased knowledge and skills of TESDA to mainstream GAD in planning, implementation and monitoring and evaluation of TVET PPA's	PAP: Support to Operations	Conduct of Training of identified prospective GAD experts/trainers for resource pool including the GFPS	Number of GAD experts trained on gender analysis and GAD Planning and Budgeting- 10 GAD experts trained on gender analysis and GAD Planning and Budgeting Number of Training Needs Assessment (TNA) conducted - 1 TNA conducted	150,000.00	GAA	TESDA Development Institute and TESDA Women's Center
21	Limited number of fully functional Committee on Investigation and Decorum (CODI) in the TTI's/TVI's	TTI's/TVI's are not fully oriented on the significance of CODI and the roles and responsibilities of the Officers/Members of CODI	Increased appreciation on TESDA's CODI in TTI's/TVI's which supports the Agency's goal towards a gender-fair TVET.	PAP: Support to Operations	Facilitate the conduct of survey on the updated number of TTI's/private TVI's with established or reconstituted CODI	Number of consolidated report on the conducted survey of TTI's/private TVI's with established or reconstituted CODI - 1 consolidated report on the conducted survey of TTI's/private TVI's with established or reconstituted CODI	80,000.00	GAA	GFPS-TWG and TESDA Women's Center as GFPS Secretariat



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22	Limited number of fully functional Committee on Investigation and Decorum (CODI) in the TTI's/TVIs	TTI's/TVI's are not fully oriented on the significance of CODI and the roles and responsibilities of the Officers/Members of CODI	Increased appreciation on TESDA's CODI in TTI's/TVI's which supports the Agency's goal towards a gender-fair TVET.	PAP: Support to Operations	Conduct of Orientation Programs on the significance, roles, and functions of the Committee on Decorum and Investigation (CODI) of Sexual Harassment Cases	Number of Orientation Programs conducted on the significance of CODI and the roles and responsibilities of its Officers/Members- Two (2) Orientation Programs conducted on the significance of CODI and the roles and responsibilities of its Officers/Members	100,000.00	GAA	GFPS-Executive Committee, TWG and TWC
23	Low utilization rate of GAD Budget by Operating Units at the Central Office	HGDG tool is not being used by some Operating Units during GAD Planning and Budgeting and continuing GAD attributed programs of Executive Offices were not reviewed for its gender responsiveness	GPFS at Central Office with enhanced capacities to formulate GAD Plan and Budget and implement and monitor gender responsive programs	PAP: Support to Operations	Conduct capacity development programs for national GFPS-TWG members and senior officers on gender analysis (GA) and use of GA tools (HGDG and GMEF)	Percentage of GFPS-TWG trained on GA and use of GA tools - 100% of GFPS-TWG officers/members trained on the use of GA tools	150,000.00	GAA	TDI, GFPS-TWG and TWC



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24	Limited gender awareness of TESDA employees on GAD initiatives and updates	Insufficient mechanisms or avenues to promote gender sensitivity and provide updates on agency GAD efforts	Increase awareness and appreciation of TESDA employees on GAD initiatives and updates	PAP: Support to Operations	Conduct orientation on TESDA GAD Programs and other GAD-related laws and mandates to new TESDA employees.	Number of new TESDA employees given orientation on GAD Programs and related laws - 50 new TESDA employees given orientation on GAD Programs and related laws	250,000.00	GAA	TDI, GFPS-TWG and TWC
25	Limited capacities of STAR Program partners and its National Project Management Team (NPMT) on gender mainstreaming	Insufficient conduct of deepening sessions on GAD and the impacts of gender-based entrepreneurship training to the STAR Program implementers	Enhanced knowledge and skills of STAR program partners and national project management team to implement, monitor and evaluate gender responsive WEE projects	PAP: Support to Operations	Conduct regular meetings with deepening sessions on GAD principles and mandates for STAR Program implementation	Number of NPMT meetings and minutes of meetings/reports prepared - 8 NPMT meetings attended and 100% attendance from the NPMT Officers/Members 4 minutes of meetings/report prepared	100,000.00	GAA	Partnerships and Linkages Office (PLO)



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26	Uneven GAD skills among GFPS and TWG members to advance gender mainstreaming and need to update GFPS and TWG as new GAD tools are being developed and new policies issued by PCW	Due to changes in the composition and high turnover of GFPS members/GAD focals, there is a need to strengthen the capacity-building programs of the GFPS.	Enhanced gender mainstreaming (GM) through policy actions, capacity development, enabling mechanisms and gender responsive programs, projects and services (PPS) that will help contribute to a gender-fair TVET	PAP: Support to Operations	Organize and conduct TESDA's annual GAD Focal Point System (GFPS) Assembly	Number of (F/M) GFPS Execom and TWG officers/members participated in three (3) zonal GFPS conference/assembly - 300 regional GFPS Execom, TWG members and GAD focals participated in three (3) zonal GFPS assembly/conference Number of zonal GFPS conference/assembly conducted - Three (3) zonal GFPS assemblies/conferences conducted (Luzon, Visayas and Mindanao)	2,289,000.00	GAA	GFPS-TWG and TESDA Women's Center as GFPS Secretariat



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27	Limited capacities of TESDA GAD Focal Point System (GFPS) to advance gender mainstreaming in the Agency	Members of the GAD Focal Point and Technical Working Group lack the necessary competencies and skills to initiate and sustain gender mainstreaming.	TESDA-GPFS with enhanced capacities to formulate, implement and monitor GAD Plan and Budget	PAP: Support to Operations	Participate in GAD related capacity development programs of GFPS members organized by other government agencies like PCW, OPAPP, DOLE, NCIP, etc.	Number of GFPS members who participated and/or attended GAD-related capacity development programs - 5 GFPS members have participated and/or attended GAD-related capacity development programs	50,000.00	GAA	GFPS-TWG and TESDA Women's Center as GFPS Secretariat
28	There is a need to develop an HGDG Checklist for the TVET Sector in order to make TESDA's annual operations plan and budget gender-responsive	The gender analysis tool (HGDG) for Education Sector does not fully address the different gender issues and concerns for TVET therefore, there is a need to develop and apply the GAD checklist for TVET in order to make TESDA's annual operations plan and budget gender-responsive.	Increased gender-responsiveness of TESDA's annual operations plan and budget.	PAP: TESD Policy Program	Deployment of the developed and approved GAD Checklist for the TVET Sector.	Number of copies of Sector specific GAD Checklist for TVET deployed to all regions- 1,000 copies of sector specific GAD Checklist for TVET deployed to all 17 regional offices	300,000.00	GAA	GFPS-TWG and TESDA Women's Center as GFPS Secretariat



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29	Absence of an Incentives and Awards System on GAD in TESDA	The GFPS-Technical Working Group (TWG) lack the necessary expertise to develop a GAD Incentives and Awards System in TESDA	Increased knowledge and appreciation on TESDA's gender mainstreaming through the establishment of an Incentives and Awards System on GAD	PAP: Support to Operations	Conduct of workshop to develop the guidelines for TESDA's Incentives and Awards System on GAD	Number of Incentives and Awards System in GAD with corresponding guidelines approved by the GFPS-Executive Committee - 1 Incentives and Awards System on GAD with corresponding guidelines approved by the GFPS-Executive Committee Number of GFPS Officers/Members who participated in the workshop - 7 Officers/Members of the GFPS	100,000.00	GAA	Administrative Service, GFPS-TWG and GFPS Secretariat
ATTRIBUTED PROGRAM									
30					Training for Work Scholarship Program (TWSP) and Special Training for Employment Program (STEP)		13,413,613.42	GAA	Scholarships and Management Office (SMO)
SUB-TOTAL							46,056,869.34	GAA	
TOTAL GAD BUDGET							46,056,869.34		



Prepared By:	Approved By:	Date
ROSANNA A. URDANETA	SECRETARY GUILING A. MAMONDIONG	
Deputy Director General for Policies and Planning/Chair, GFPS-Executive Committee	TESDA Director General	06/11/2018



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**ROSANNA A. URDANETA
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GFPS-EXECUTIVE
COMMITTEE**

**SECRETARY GUILING A.
MAMONDIONG
TESDA DIRECTOR GENERAL**



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