MAKING IT HAPPEN
career guidance and employment coaching in the philippines

MR. KEMPEE ROYCE MAGANTE CRUZ
Labor and Employment Officer
Department of Labor and Employment
Republic of the Philippines
“A country with... an organized and shared rapid expansion of our economy through a government dedicated in honing and mobilizing our people’s skills and energies as well as the responsible harnessing of our natural resources.”

- President Benigno S. Aquino III, *A Social Contract with the Filipino People*
The Philippines’ Department of Labor and Employment envisions to providing every Filipino worker full, decent, and productive employment through promotion of gainful employment opportunities, development of human resources, protection of workers’ welfare, and maintaining industrial peace.
The PESO provides employment services i.e. LMI, career guidance, employment counseling, training, referral and placement to local and overseas jobs, self-employment and livelihood assistance.
A sectoral plan under the Philippine Development Plan, the Philippine Labor and Employment Plan 2011 to 2016 provides the strategic directions for labor and employment in the medium-term.
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MAJOR QUALIFICATIONS
- Proficient and adept in the field of the statistics;
- Competence on written and oral communication dynamics;
- Excellent public relation skills;
- Leadership, organizational, and teamwork skills
- Demonstrated ability to manage multiple priorities,
- Highly self-motivated and results-oriented;
- Computer literate, specifically with Microsoft (MS) Word, Excel,
- Competent in using Publisher;
- Able to interpret complex data actively
- Able to work well under pressure and meet deadlines

EDUCATIONAL BACKGROUND
- Bachelor of Science in Business Administration

HOSPITAL: MEDICAL HOSPITAL, INC.
Ayala Avenue, Makati City, Philippines

CECILLE DELA CRUZ
STAFF NURSE

human resource
<table>
<thead>
<tr>
<th>INDICATOR</th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
<th>2013 P</th>
</tr>
</thead>
<tbody>
<tr>
<td>Household Population (15 years old and over)</td>
<td>60,717</td>
<td>61,882</td>
<td>62,973</td>
<td>63,847</td>
</tr>
<tr>
<td>Labor Force (‘000)</td>
<td>38,893</td>
<td>40,006</td>
<td>40,426</td>
<td>40,813</td>
</tr>
<tr>
<td>Employed Persons (‘000)</td>
<td>36,035</td>
<td>37,192</td>
<td>37,600</td>
<td>37,917</td>
</tr>
<tr>
<td>Unemployed Persons (‘000)</td>
<td>2,859</td>
<td>2,814</td>
<td>2,826</td>
<td>2,896</td>
</tr>
<tr>
<td>Underemployed Persons (‘000)</td>
<td>6,762</td>
<td>7,163</td>
<td>7,514</td>
<td>7,325</td>
</tr>
<tr>
<td>Employment Rate (%)</td>
<td>92.0</td>
<td>92.8</td>
<td>93.1</td>
<td>92.9</td>
</tr>
<tr>
<td>Unemployment Rate (%)</td>
<td>8.0</td>
<td>7.2</td>
<td>7.0</td>
<td>7.1</td>
</tr>
<tr>
<td>Underemployment Rate (%)</td>
<td>18.8</td>
<td>19.3</td>
<td>20.0</td>
<td>19.3</td>
</tr>
<tr>
<td>Employment Generation (‘000)</td>
<td>974</td>
<td>1157</td>
<td>408</td>
<td>317</td>
</tr>
<tr>
<td>Employment Growth</td>
<td>2.8</td>
<td>3.2</td>
<td>1.1</td>
<td>1.4</td>
</tr>
<tr>
<td>Youth Unemployment Rate (%)</td>
<td>17.6</td>
<td>16.3</td>
<td>16.2</td>
<td>16.1</td>
</tr>
</tbody>
</table>

Source: Philippine Statistics Authority, averages of four (4) rounds of 2010-2013 Labor Force Survey
Youth unemployment rate is more than twice the national rate.

- National unemployment rate: 6.7%
- Youth unemployment rate: 15.8%

Source: Philippine Statistics Authority, July 2014 LFS
Note: Figures exclude Leyte Province data
Youth composed half of the unemployed population

49.3% or 1.370 M

46.8% or 1.299 M

Source: Philippine Statistics Authority, July 2014 LFS
Note: Figures exclude Leyte Province data
Educated unemployed

43.0% or 1.256 M of the total unemployed have reached or graduated from **HIGH SCHOOL**

About 1.078 M of the total unemployed population have reached or graduated from **COLLEGE** or about **36.9%**

Source: Philippine Statistics Authority, July 2014 LFS
Note: Figures exclude Leyte Province data
The school-to-work transition for many young Filipinos is associated with change, waiting, and uncertainty. It takes a high school leaver up to 3 years to find a first job and 4 years to find a permanent wage job. It takes a college graduate 1 year to find a first job and up to 2 years to find a permanent job.

The youth’s educational attainment, age, behavior towards job searching, his family, social network, minimum wage, regulations and restrictions on employment arrangements are as strong factors influencing their school-to-work transition.

recruitment and hiring

Reasons why entry-level jobseekers get rejected and employers have difficulties in their recruitment process:

(1) lack of competency of the applicants
(2) expectation of high salary
(3) lack of years of experience
(4) lack of applicant for the vacancy post
(5) location/work schedule problem
(6) lack of license/certification
(7) preference to work abroad

Source: PSA, 2009/2010 BLES Integrated Survey (BITS)
“...every month there are 50,000 jobs that are not filled because the knowledge and skills of job seekers do not match the needs of the companies. We will not allow this opportunity to go to waste; at this very moment, DOLE, CHED, TESDA, and DepEd are working together to address this issue. Curricula will be reviewed and analyzed to better direct them to industries that are in need of workers, and students will be guided so that they may choose courses that will arm them with the skills apt for vacant jobs.”

- Pres. Benigno S. Aquino III in his 2011 State of the Nation Address
Human Development Poverty Reduction Cabinet Cluster

Convergent Programs on Jobs-Skills Matching

1. Review of Education and Training Curriculum (K to 12, Review of PSGs and TRs)

2. Institutionalization of the Philippine Qualifications Framework

3. Career Guidance Advocacy Program

The Career Guidance Advocacy Program aims to immerse parents and students on the realities of the labor market, and convince the Career Guidance Counselors and Career Advocates to use career guidance as an effective tool in addressing job-skill mismatch.
Follow #TagACareer: the guide to the future.
CAREER GUIDANCE ADVOCACY PROGRAM

- DOLE: Career Advocacy Congress
- DepEd: Career Guidance Week
- TESDA: Career Ambassadors
- DOST: CGAP Social Networking
- PRC: Capacity-building for RGCs and CAs
- CHED: Career Guidance Week Info Blitz

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Enhancing the employability of at-risk youth to improve their integration into productive employment.
Increasing Competitiveness for Inclusive Growth (ICIG)

Employment Facilitation for Inclusive Growth (EFIG) Project

OUTPUT 1
Strengthened Capacity for Labor Policy Analysis and Formulation

OUTPUT 2
JobStart Philippines

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MAIN ACTIVITIES

Strengthening guidance services, labor market information, and job search assistance provided by PESOs.

Providing youth with access to career guidance, life skills and technical, on-the-job trainings.
AT-RISK YOUTH
✓ Not currently working or enrolled in school or training
✓ With less than one year or no work experience
✓ At least high school graduate
✓ 18 – 24 years old

JobStart
PHILIPPINES

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<table>
<thead>
<tr>
<th>PILOT AREAS</th>
<th>NO. OF TARGET YOUTH BENEFICIARIES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Quezon City</td>
<td>700</td>
</tr>
<tr>
<td>Taguig City</td>
<td>340</td>
</tr>
<tr>
<td>San Fernando, Pampanga</td>
<td>360</td>
</tr>
<tr>
<td>General Trias, Cavite</td>
<td>200</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>1,600</strong></td>
</tr>
</tbody>
</table>
What’s in it for the youth?

- Access to technical and life skills training as required or recommended by employers
- Knowledge on conducting job searches
- Stipends to gain work experience in companies through on-the-job training/internship
- Holistic employability through multi-faceted skills training
- Access to career guidance and employment coaching
- Access to LMI system and infrastructure of PESOs,
- Referral to potential employers
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REGISTRATION AND BASELINE SURVEY

PRE-SELECTION

CAREER GUIDANCE AND LMI GROUP COACHING

CLIENT ASSESSMENT

ONE-ON-ONE COUNSELING

MONITORING AND EVALUATION

IMPACT ASSESSMENT

CLIENT TRACKING SYSTEM

INTERNSHIP

TECHNICAL TRAINING

JOB MATCHING, REFERRAL, AND EMPLOYER AGREEMENT

LIFE SKILLS TRAINING

FINAL SELECTION

PROGRAM COMPLETION

FULL CYCLE EMPLOYMENT FACILITATION SERVICES

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life skills

Are skills that provide the ability to adapt, be resilient, flexible and develop positive behaviors that enable individuals to deal effectively with the demands and challenges of everyday life and work. (World Health Organization)
LIFE SKILLS TRAINING PROGRAM

Module 1 - Know Yourself
Module 2 - World of Work
Module 3 - Personal Branding
Module 4 - Financial Literacy
Module 5 - Health and Well-being
Module 6 - Networking and Relationship
Module 7 - Job Hunting Skills
Module 8 - Make it happen
know yourself

- Knowing myself
- My Life Mission
- Values
- Goal setting
- Tactics
- Action plan
- Principles of success

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the world of work

✓ Workplace culture
✓ Changing world of work
✓ Labor market information
✓ Trends, emerging jobs
✓ Entering the workforce
✓ Staying in the job
✓ Social Responsibility
✓ Self-employment pathways

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personal branding

- Building self-esteem
- Personal Appearance and inner confidence
- Communicating effectively in workplace
- Social etiquette
- Expressing ideas
- Handling feedback
- Presentation skills
networks & relationships

- Growing by relating to others
- Networking redefined
- Discover your network
- Relationship circle
- Expanding circle
- Introducing yourself
- Identifying growth circles linked to job and career
- Secrets of healthy, happy relationships

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health & wellbeing

- Physical, Emotional, Social & Spiritual well being
- Stress management
- Dealing with difficult situations
- Handling conflict
- Nutrition and Hygiene
- Sexual health
- Accessing medical assistance
- Occupational health and safety
financial literacy

- Attitudes to money
- Budgeting
- Saving
- Borrowing
- Paying bills
- Credit cards, bank accounts/investing in future
- Planning for emergencies
making it happen

✓ Job matching
✓ Winning the job
✓ Fitting into the work place

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THANK YOU!

www.dole.gov.ph
www.ble.dole.gov.ph
www.phil-job.net