

# Competitive Human Resource

**Atty. Emerico O. de Guzman**

**Personnel Management Association of the Philippines (PMAP)**

**State of Philippine Competitiveness National Conference**

**18 July 2007**



# Vision Statement

**Our people are the single biggest resource advantage that will propel and sustain the country's competitiveness.**



# Situationer

<b>World Competitiveness Yearbook 2007 (out of 55 countries)</b>		<b>Global Competitiveness Report (out of 125 economies)</b>	
Indicators	Ranking	Indicators	Ranking
•Total Health Expenditure	54	•Health and primary education	82
•Dependency ratio	54	•Higher education and training	63
•Total Public Expenditure on Education, % of GDP	54	•Technological Readiness	61
•Pupil-Teacher Ratio (primary)	54	•Innovation	79
•Pupil-Teacher Ratio (secondary)	55		
•Total Expenditure on R & D, % of GDP	54		
•Business Expenditure on R & D, % of GDP	52		
•Brain Drain	49		
•Overall Productivity	52		



# The Challenge

To develop a globally competent workforce, capable of providing quality products and services.



# Diagnosis of the Challenge (cf. Summit FGDs)

- Deteriorating Quality of Education
  - 2004 TIMSS\* ranking in Science (42) and Math (41) out of 45 countries
- Mismatch of Jobs and Skills
- Lack of Training and Technology
- Damaged Values System
- Lack of Integrated Approach to Human Resource Policies
- Poor Health and Working Conditions



# Priority Projects

PRIORITY ACTION AGENDA	TIMELINE	METRICS
1) Improve proficiencies esp. in English, Science and Math <ul style="list-style-type: none"><li>Promote teaching profession</li><li>Increase recruitment of teachers in ESM</li></ul>	2007-2010	30% improvement by 2010
2) Enhance basic education track from the current 10-year period	2007-2010	Enhancement to 11 years
3) Adopt nationwide school-feeding program up to Grade 4 through PPP efforts	2007-2010	30% of schools nationwide covered



# Priority Projects

PRIORITY ACTION AGENDA	TIMELINE	METRICS
<p><b>4) Address mismatch in skills and labor market demands</b></p>	<p>2007- 2010</p>	<p>Interface between curriculum development/OJT training and placement in 4 key industries:</p> <ul style="list-style-type: none"> <li>•<b>Cyberservices</b></li> <li>•<b>Medical Tourism</b></li> <li>•<b>HRM</b></li> <li>•<b>Semiconductor/ Electronics</b></li> </ul>
<p><b>5) Pursue various OJT or Dual-Tech projects</b></p>	<p>2007-2010</p>	<p>Institutionalize dualtech in % of schools in Metro Manila</p>
<p><b>6) Certify achievement of governance targets in priority professions governed by PRC</b></p>	<p>2007-2010</p>	<p>Good governance programs in 11 priority professions (e.g., accountancy, nursing, professional teachers, medicine)</p>
		<p>7</p>



# Private-Public Sector Partners

## PRIVATE

3. Atty. Emerico de Guzman - Champion
4. Ms. Grace Abella-Zata (PMAP)
5. Mr. Chito Salazar ( PBEEd)
6. Mr. Ric Abadesco (PMAP)
7. Mr. Albert Mitchell Locsin (BPAP)
8. Mr. Ernesto Santiago(SEIPI)

## PUBLIC

4. Usec. Ramon Bacani (DepEd)
5. Usec. Danny Cruz (DOLE)
6. DDG Milagros Hernandez (TESDA)
7. Dir. Jean Tayag (CHED)
8. Dir. Teofilo Gaius Sison (PRC)



# What has been done?

1. **Adopted a multi-sectoral approach to improve English, Science & Math proficiencies by 30% in 2010 from the 2007 levels:**
  - a. National English Proficiency Program (DepEd)
  - b. BSE Certificate Program (DepEd)
  - c. 1000 Teachers Campaign for Scholarship (PBEEd)
  - d. 57-75 Campaign (PBEEd)
  - e. DOST- Science Education Institute Programs (DOST)
2. **Worked closely with DepEd, PBEEd and other public and private sector stakeholders on enhancing basic education track**
3. **Interfaced with public (CHED, DOLE, TESDA) and private agencies to address mismatch in skills and labor market demands**
  - **To continually address the needs for curriculum development, OJT training and placement for the emerging fields of: cyberservices, semiconductor/electronics, medical tourism and hotel/restaurant management**
4. **Pursue various OJT or Dual-Tech projects**
5. **Certify achievement of good governance targets in 11 priority professions governed by PRC**



# Moving Forward

## Continuing consultation and dialogue between public and private sectors to :

- Promote the teaching profession as a career of choice for our young people.
- Explore options to increase recruitment of more teachers trained in ESM and to revisit the existing qualifications required of applicants.
- Identify the required support from the private sector to enhance basic education track (adding an extra year in basic education for a total of eleven years)
- Pursue a nationwide feeding program for students up to Grade 4 under the leadership of the private sector and the need to identify the requirements, the process and the responsible persons so progress can be ensured.
- Pursue efforts in matching skills with labor market needs together with the on-the-job training or dual-tech approach through the Department of Labor and TESDA and in coordination with CHED and concerned private sector/industry associations.

# Thank You!