
The Philippines On-the-Job Training School-based Program



Amihan April M. Alcazar, Ph.D.
University President
Professor, College of Business and Accountancy
University of Pasig City, Philippines



The Philippines' Transition to a New Educational System

Old System – (10 Years Basic)

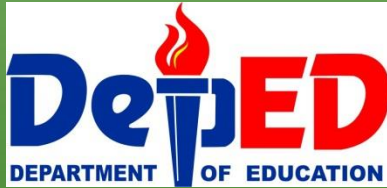
- Grade 1 to 6 – Elementary
- Year I to IV – High School
- Year I to IV/V – Tertiary
- Average Age for College/University: 15-16 years old
- No Preschool Required
- Will end by March 2016

New System – (12 Years Basic)

- Kindergarten to Grade 6 – Elementary
- Grade 7 to 10 – High School
- Grade 11 to 12 – Senior High School
- Senior High School will have Career pathways to choose
- Will begin by June 2016



Tri-focalized Educational Agencies



Department of Education (Deped) – Elementary and Secondary Level, Senior High School will have career pathways to determine who will pursue higher education and who will undertake technical and vocational education



Commission on Higher Education (CHED) – Tertiary Education



Technical Education and Skills Development Authority (TESDA) – Technical and Vocational Education



Incorporation of On-the-Job Training in Tertiary Education

- Circular Memorandum Orders – issued by the CHED to specify the requirements for On-the-Job Training of each particular course of study
- Required Number of Hours has been increased
- Required Subject content has been changed
- Subject of research are 146 students of Business Management major in Marketing Management who undertook On-the-Job Training



Innovation: Experiential Learning



- **Traineeship Program** – application theories to actual practical work environment through On-the-Job Training Practicum
- **Honours Program** – identify outstanding students and collaborate with organization like Rotary International to place them in prospective employer's company
- **Apprenticeship Program** – identify students who have the aptitude and motivation to work in particular industries and provide opportunities for them to train like linkages with call centers through Call Center Association of the Philippines

Educational System in Flux



- Best time to introduce innovations
- Best time to provide support and incentives
- For two years (2016 – 2018), our university will not be admitting freshman students due to the introduction of Senior High School (Grades 11 & 12) in the Philippines
- Our university will offer TESDA-accredited courses which will enable our students and those from our city to take national certification examinations for technical skills-based competency
Example: Culinary Arts

Steps Undertaken by the University Towards the Introduction of Dualized Education System

1. Environmental Scanning – Identify the needs of the industry locators in the community.
2. SWOT Analysis – Highlights the resources needed by the university from the local government and industry partners.
3. Extensive Consultation with the City Government and Industry – Needed to persuade them to provide the resources be given to the university.

Steps Undertaken by the University Towards the Introduction of Dualized Education System

4. Review of Existing Curriculum Design and Design of New Curriculum
 - a. University faculty teach prescribed courses.
 - b. Industry Practitioners will teach specialized courses.
 - c. On-the-job training complements theory at the work place to learn use of equipment and learn the processes under supervision of practitioner.

Advantages/Positive Impact

1. University does not have to spend large sums of money to set up the laboratories required by the course.
2. Students get the best training based on industry standards as the students are taught by carefully selected practitioners.
3. Whenever new processes or equipment upgrade are required, the university can request industry partners to provide.
4. Students are assessed both by the faculty and the practitioners on meeting the key standard assessment competencies required by the workplace.
5. Students readily find employment after graduation.
6. Career guidance and counselling is provided by the school for job placement.

Transferability to Other Countries

1. Stand-Alone Program – can be administered by school or NGO or collaborative effort between school and company
2. Special Holiday Program – can be administered by school or NGO or collaborative effort between school and company
3. Incorporated in the Curriculum – administered by the school with participation of industry and company in the training



Thank you! Mabuhay!

Amihan April M. Alcazar
Ph.D., M.B.A., LL.B., B.S.
University of Pasig City
Alcalde Jose St. Kapasigan,
Pasig City
Tel. (632) 6424100

www.pasigcity.gov.ph

