



Republic of the Philippines  
Department of Education  
Region VII, Central Visayas  
DIVISION OF CITY SCHOOLS – TAGBILARAN  
City of Tagbilaran



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September 5, 2019


Division Memorandum

No. 440 s. 2019

To: Education Program Supervisors  
School Heads of Elementary and Secondary Schools  
Others Concerned

**4<sup>th</sup> Regional Career Advocacy Congress (RCAC)**

1. The Department of Labor and Employment, through its Regional Director, Salome O. Siason, is inviting at least 10 guidance counselors/advocates and various stakeholders to attend the **4<sup>th</sup> Regional Career Advocacy Congress (RCAC)** with the theme **“PH 4.0: Preparing for Digital Ready Workforce”** on **September 11-13, 2019 at Grand Convention Center of Cebu, Archbishop Reyes Ave., Cebu City.**
2. The RCAC will serve as a platform to engage the counselors, guidance advocates and various stakeholders in exploring recommendations for a more technology focused and responsive career guidance comprehensive dialogue focused on the Fourth Industrial Revolution.
3. Registration to this activity is **Three Thousand Six Hundred Pesos (P3,600.00)** inclusive of meals, kits, lectures and certificate of participation will be collected from each participant. It is advisable to pay the corresponding registration fee on or before September 5, 2019. Allowable transportation expense and per diem that may be incurred relative to this undertaking shall be borne by the sending institution charged to Division/School MOOE or any local fund. The School Head has the discretion to send participants subject to the availability of school funds.
4. Immediate dissemination and strict compliance of this Memorandum is directed.

  
**NERI C. DIASTRO, Ed. D., CESE**  
Assistant Schools Division Superintendent  
OIC-Schools Division Superintendent



Republic of the Philippines  
DEPARTMENT OF LABOR AND EMPLOYMENT  
Regional Office No. VII

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30 August 2019

**DR. NERI C. OJASTRO, Ed.D, CESE**  
OIC-Schools Division Superintendent  
Division of Tagbilaran City  
Department of Education-Region VII  
Tagbilaran City, Bohol

Sir:

Greetings of Peace and Camaraderie!

We are pleased to formally invite at least **ten (10) participants per division**, particularly the Education Program Supervisors for Guidance & Values, Career Guidance Counselors, Career Advocates, and Youth Formation Coordinators under your regional jurisdiction as our participants to the 4<sup>th</sup> Regional Career Advocacy Congress (RCAC) with the theme "*PH 4.0: Preparing for Digital Ready Workforce*". This activity will be on September 11-13, 2019 at Grand Convention Center of Cebu, Archbishop Reyes Ave., Cebu City.

The RCAC will serve as a platform to engage the guidance counselors, career advocates, and various stakeholders in exploring recommendations for a more technology focused and responsive career guidance comprehensive dialogue focused on the Fourth Industrial Revolution. This will also showcase best practices, new ideas and approaches in career coaching & advocacy and provision of updates labor market information that could guide our youth in making informed career choices.

Since this is a cost-sharing activity, it was agreed during RCGAP-WG meetings that a registration fee of **Three Thousand Six Hundred Pesos (₱3,600.00) per person** will be collected thru the FCGANRVII, Inc. The amount is inclusive of meals, kits, lectures, and certificate of participation. Please note that there will be **no walk-in delegates** during the said congress. Hence, it is advisable to pay the corresponding registration fee on or before **September 5, 2019**. Enclosed herewith are the registration process instruction and event briefer with the program of activities.

As a perquisite, in view of the Continuing Professional Development (CPD), delegates may credit this activity under self-directed learning upon renewal of their PRC ID.

Moreover, allowable transportation expense and per diem that may be incurred relative to this undertaking shall be borne by the sending institution charged to Division/School MOOE or Local Fund.

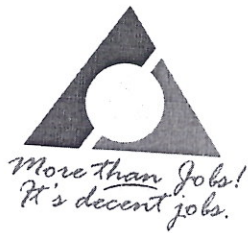
Should you have concerns, please feel free to contact Ms. Denise Marie E. Albarina at (032) 234-3318/09776100691 or email at dolercacregion7@gmail.com. We look forward to your favorable response, as we continue to support in intensifying the career advocacy program in the region. Thank you and Godspeed!

Very truly yours,

For: **SALOME O. SIATON**  
Regional Director

DEPARTMENT OF EDUCATION  
TAGBILARAN CITY SCHOOLS DIVISION  
SDS OFFICE  
**RECEIVED**

BY: [Signature] TIME: 11:57 AM  
DATE: 9/4/19 CTR #: [Signature]



## REGISTRATION AND CONFIRMATION PROCESS

Step 1: **Fill out the application form using the Google Survey Link**

Google Survey Link: <https://forms.gle/2rDnZRMZtQUu24DS7>

Step 2: **Pay the corresponding registration fee thru bank deposit.** All fees are non-reimbursable.

**Bank:** Bank of the Philippine Islands

**Account Name:** FCGANRVII, INC.

**Account Type:** Savings Account

**Account Number:** 4743073164

Step 3: **Scan the deposit slip** and send it to [dolercacregion7@gmail.com](mailto:dolercacregion7@gmail.com) together with the following details:

**Name of Depositor (if different from the Participant):**

**Name/s of the Participant/s:**

**Agency/ Institution/Company:**

**Contact Number:**

After a successful confirmation, an email will be sent to you together with other details regarding the convention.

**NOTE:**

\*Deadline of the application will be on September 05, 2019.

\*\*Should a paid participant withdraw his/her participation to the Congress, payment is still non-reimbursable but may be transferred to another delegate from the same institution.

\*\*\*Slots for the Congress are only secured upon full payment.

# Regional Career Advocacy Congress 2019

INDUSTRY

# 4.0



"PH4.0: Preparing for Digital Ready Workforce"

September 11-13, 2019  
Cebu City



**DepED**  
DEPARTMENT OF EDUCATION



Federation of Career  
Guidance Advocates  
Network of the  
Philippines, Inc.

# Programme

## Day 1

September 11, 2019

Time	Activity	Registration Committee
01:00 PM	Registration <u>Part 1: Opening Ceremonies</u>	
03:00 PM	Parade of Colours Philippine National Anthem Doxology Acknowledgement of Participants Welcome Remarks	Cebu Technological University Chorale Mr. Charlie L. Zayas Auditor, FCGAN, Inc. Dr. Bonifacio N. Mercado, Jr. President, FCGAN, Inc.
05:00 PM	Introduction of Keynote Speaker Keynote Speech Photo Opportunities Conference Overview and Agenda Setting	Ms. Salome O. Siaton Regional Director, DOLE The Hon. SILVESTRE H. BELLO III Secretary of Labor Dr. Bonifacio N. Mercado, Jr. President, FCGAN, Inc.
06:00 PM	Congress Administrative Instructions	Ms. Nena F. Bardoquillo President, Cebu CAN
07:00 PM	DINNER	

## Day 2

September 12, 2019

08:00 AM	Opening Prayer <u>Part 2: Congress Proper</u>	Ms. Mary Ann C. Bernales President, Bohol CAN
09:00 AM	2.1 Future of Work and the Evolving Workplace: Global and Regional Perspectives	Mr. Khalid Hassan Country Director for the Phils. Int'l. Labor Organization (ILO)

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# Programme

Time	Activity	Intermission Number	Guests
10:00 AM			
10:30 AM	2.2 Philippine Policies and Interventions – Developing the Future Workforce (Government, Industry and Academic Perspectives)		Prof. Henry Francis B. Espiritu Associate Professor VI University of the Philippines-Cebu
11:30 AM	Open Forum		Dr. Efren O. Vito Supervising LEO, DOLE Moderator
12:00 NN	LUNCH		
01:00 PM	2.3 The Role of Career Guidance in Shaping the Future Workforce		Dr. Raymundo R. Arcega President, Association of Local Colleges and Universities Commission on Accreditation
02:00 PM	2.4 Mental Health Into This Digital Revolution		Dr. Betty C. McCan President Silliman University (SU)
03:00 PM	2.5 JobsFit 2022 Report: A Sneak Peek to What's Next		Ms. Dominique R. Tutay Director, Bureau of Local Employment (BLE)
04:00 PM	Open Forum		Dr. Abella DepEd Moderator
04:30 PM	2.6 Panel Discussion 1: Career Guidance Updates and Way Forward (from the RWG – 15 mins. each agency)		Panellists: 1. Engr. Edilberto L. Paradela DOST Regional Director 2. Dr. Saustano T. Jimenez, CESOV DepEd OIG-Regional Director 3. Dr. Maximo C. Aljibe, CESO III CHED Regional Director 4. Mr. Andrew A. Bido TESDA Regional Director 5. Ms. Gina T. Emperado TESDA Regional Director
05:30 PM	2.7 Panel Discussion 2: Sharing of Best Practices in Career Guidance (15 mins/presenter)		



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# Programme

Private Schools

Dr. Roberto Cabardo  
Vice-Chairperson for Labor  
Labor Tripartite Council in Educ.

Public Schools

Dr. Salustiano T. Jimenez, CESO V  
DepEd OIC-Regional Director

Open Forum

Dr. Efren O. Vito and Dr. Abella  
Moderators

06:00 PM

## Day 3 September 13, 2019

DINNER

06:30 PM

Solidarity Night

07:00 PM

Opening Prayer

08:00 AM

Mr. Virgilio T. Sumagang  
President Siquijor CAN

Synthesis

08:15 AM

Dulce Maria Rosario S. De Guzman  
President, Negros Oriental CAN

Closing Ceremonies

08:45 AM

Closing Message

Ms. Lilia A. Estillore  
Asst. Regional Director, DOLE

Distribution of Certificates

Secretariat

Part 3: FCGAN General Assembly

Dr. Bonifacio N. Mercado, Jr.  
and FCGAN Officers and BOT

- 3.1 Meeting Proper
- 3.2 Election of Officers
- 3.3 Profiling of Members

09:30 AM

Adjournment

11:30 AM

LUNCH

12:00 NN

Masters of Ceremonies

- 1. Mr. Ian Vincent Jacaba  
DepEd
- 2. Ms. Luchel S. Taniza  
DOLE

# Rationale

The rapid growth in connectivity in most countries accelerates the digital transformation of societies. Adoption of robotics is on the rise.

As a result, occupations that are manual-intensive and require low cognitive skills (e.g. cashiers, typists, machine operators, etc.) are the risk of being obsolete due to automation. However, not all tasks can be automated particularly those that are human centric and therefore require perception, manipulation, creative intelligence and social intelligence while occupations that are cognitive-intensive and non-routine (e.g. doctors, lawyers, managers, engineers, etc.) are not (yet) likely to be replaced by machines.

Estimates of potential job losses across countries differ. A Frey and Osborne research in 2013, reported that 47% of jobs in the US are at risk of becoming automated while 56% on an average in Asia, including Philippines, at 49%. On the other hand, less than 10% of the jobs will be automated in countries such as Canada, Japan, and Korea where work has been categorized based on tasks rather than occupations.

Impact on jobs will differ in emerging economies where there is robust population and/or labor force growth, widespread agricultural employment, higher informality and self-employment, and lower wages. Women and the less qualified will be more vulnerable.

The impact of technological changes varies among different types of occupations. Although certain traditional jobs may be lost as we adopt technology in the workplace, it also supports the creation of innovative jobs that do not yet exist in the labor market.

Technology can shift workers to customer-oriented jobs and boost demand for existing jobs in engineering, transport, and infrastructure. Technology can also enhance job quality as it will improve workplace safety, support skills upgrading, and increase productivity.

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More importantly, technology can change employment relationship. Traditional five (5) to eight (8) types will be less common as technology facilities increased telecommuting with the rise of casual work arrangements and non-stand employment. Further, the gig economy is creating freelance online jobs where a worker can have multiple jobs with multiple employers. The booming sharing or platform economy (e.g. Uber, Airbnb, etc.) involves many self-employed people who need to be trained of necessary skill set.

A Manpower Group study revealed by 2020 millennial will make up over a third of the global workforce. While 93% of millennial consider ongoing skills development as an important part of their future careers, 75% of them two (2) years is the right amount of time to spend in a role. In general, 50% of employees will change careers in 12 months.

Moreover, career will be seen more from a personal standpoint and viewed as an individual's journey to deepen and broaden their skill set. In-demand skills in 2020 are complex problem-solving, critical thinking, creativity, people management, coordinating with others, emotional intelligence, service orientation, decision-making, negotiation and cognitive thinking.

The same report stated that 42% of business leaders believe digitation is the most important global trend impacting their industry; 29% claim that technological innovation (increasing pace of change and decreasing lifecycle of skills) is the number one issue affecting their organization. However, only 25% of managers believe their workforce effectively responds to change. The digital economy and the broader ongoing fourth industrial revolution (FIR) have spurred an increasing stream of new business models that require different skills set than traditional models.

An effective career guidance strategy has to be responsive to unprecedented technological changes by retooling workforce to develop core skills that cannot be replaced by technology e.g. teamwork, collaboration, entrepreneurship, negotia-

## Rationale

tion, persuasion, and caring for others. Our business model for lifelong learning has to be adjusted to keep up with the pace of advances in technology that increase a wealth of information.

Good career guidance can help the youth develop self-awareness and resilience, evaluate information and make sound decisions about learning and work. Access to information and guidance about the future careers available to young people is an important factor in ensuring they are able to make the most of the opportunities that are available.

To sustain the momentum of career guidance advocacy, this year, the DOLE, in partnership again with the CGAP-WG member agencies, has organized the 4th Regional Career Advocacy Congress (RCAC). This Congress intends to introduce the future of work and its implications to career guidance and the world of work. This serves as the platform to engage the participants in exploring recommendations for a more technology focused and responsive career guidance.

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## Objectives

In order to have a career guidance advocacy activity parallel in goal and output to the 4th NCAC, the RCAC 2019 will be anchored to the theme, "PH 4.0: Preparing for Digital Ready Workforce." It will provide a venue for guidance counselors, careers advocates, and various stakeholders to be actively involved in the comprehensive dialogue focused on the Fourth Industrial Revolution (FIR) or 4.0.

Specifically, the 4th RCAC aims to:

1. Examine the trends and labor market implications of the FIR;
2. Discuss the current labor market situation of the Association of Southeast Asian Nations (ASEAN) region and their adaptability to respond to the opportunities and the challenges of Industry 4.0;
3. Identify the role of career guidance practitioners and advocates in anticipating and developing skills for the future;
4. Discuss the policies and interventions in preparing for PH 4.0 digital ready workforce; and
5. Capacitate and equip career guidance advocacy allies (i.e. members of the NGCCAS, and public and private guidance counsellors and coordinators CGAP members agencies, industries, employer/worker groups, and other stakeholders) with up-to-date ; labor market information (LMI) and trends for their use in effective and efficient career guidance delivery to the students and jobseekers.

## Methodology

Similar in 2013, 2015, and 2017, the DOLE ROs used a multi-stakeholder engagement process to ensure the participation of CGAP member-agencies in the RCAC. These member-agencies shall be engaged and involved in the planning stage until the conduct and evaluation of the activity.

To ensure the attainment of the activity's objectives, lectures, and panel sessions will be used as approaches in order to maximize the level of understanding of the participants. Presentations will be conducted on the basis of key sub-themes related to the overall objectives of the RCAC 2019, which will highlight the overall impact of the FIR.

Each panel session will provide the participants an opportunity to have a wider perspective on the wanted and unwanted changes posted by further technological advancements.

Panel sessions on the region-specific Key Employment Generators (KEGs) identified in the JobsFit 2022 Report will be done and discussions will focus on industries which were predetermined by the said report in order to give specific and concrete data on the industries present catered towards informing the youth of the in-demand and hard-to-fill occupations in the region.

Respective DOLE ROs will act as the Secretariat of the RCAC and will convene a meeting with the regional counterparts of the other CGAP members agencies namely DepEd, DOST, CHED, TESDA, and PRC to create a working group that will plan and manage the conduct of the event.

Moreover, an LMI display area will be organized to provide a dynamic venue for showcasing major projects, products, new ideas and approaches on the labor market information and career guidance advocacy. This will also provide an opportunity for concerned government line agencies, participants, and other stakeholders to highlight their achievements, challenges and innovative good practices.

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## Participants

The CGAP-RWG have identified the following key stakeholders, taking into consideration; inclusiveness, diversity, gender balance and size of the group. In this Congress, the team have considered around five hundred participants, which is quite large in number but those who are relevant in career advocacy across the region, as shown below:

- Regional Government Agencies
- Officers and Members of network of guidance counsellors (NGCs)
- Private Guidance Counselors
- Academic Research Institutions
- Industry Players
- Youth Organizations
- Civil Society Organizations
- Local Authorities
- Media

The role of Guidance Counselors in the molding of student's mindset as to what career track they would want to pursue is crucial to the building and development of a competitive workforce in the future. The establishment of NGCs in the regions which has been initiated by DOLE is key to augmenting the very small number of registered guidance counsellors present in the country.

Putting NGCs as part of the RCAC and highlighting their responsibilities with foremost importance is the most effective way to advance career guidance and employment coaching to assist our youth. Providing NGCs with latest LMI available and making sources of LMI known and available to them and easily accessible, will capacitate them and make them more knowledgeable of the career guidance and coaching they provide to students.

The youth, on the other hand, as the main beneficiary of career guidance have to be equipped with knowledge on career path and prospects that await them. Information on the up-to-date labor market information and trends in the market as well as the issues and current situation of the industries would be very useful to them.

## Administrative Arrangements and Event Management

The DOLE RO is the Secretariat of this Congress in co-operation with the regional counterparts of the CGAP member-agencies and the Federation of Career Guidance Advocates Network, Inc. - Region VII, will act as support group. Anent to this, CAN Presidents (as well as selected officers) are also enjoined to assist in the details which may include administrative concerns and facilitation in the Congress sessions.

A post-activity report (Forms A and B) shall be prepared and submitted by the Secretariat to the Bureau of Local Employment with consideration to the rating guide for evaluation/assessing the performance commitment.

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