

# EMPLOYERS CONFEDERATION OF THE PHILIPPINES (ECOP)

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Skills development challenges in the Philippines are influenced by various factors, including economic conditions, education systems, and the evolving job market. The following are some of the key skills development challenges in the Philippines, together with the responses and initiatives that were being pursued to address them:

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## Quality of Education:

**Challenge:** The quality of education, particularly in public schools, has been a concern. There's a gap in the skills and knowledge that graduates possess compared to what the job market demands.

**Response:** The government has initiated programs to improve the quality of education, such as the K-12 curriculum, which aims to provide sufficient time for mastery of concepts and skills, develop lifelong learners, and prepare graduates for tertiary education, middle-level skills development, employment, and entrepreneurship.

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## **School Curriculum:**

**Challenge:** The curriculum in many schools may not align with the skills needed in the job market, leading to a skills gap.

**Response:** Efforts have been made to make the curriculum more responsive to industry needs, with input from employers and industry associations. Technical and vocational education and training (TVET) programs have been expanded to provide relevant skills training.

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## **Lack of Access to Education and Training:**

**Challenge:** Access to education and skills training remains a challenge, especially in remote and underserved areas.

**Response:** The government has initiated scholarship programs and increased funding for state colleges and universities. There are also programs to provide skills training to out-of-school youth and marginalized communities. Currently, the Department of Education has the second highest budget allocation among all the other departments.

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## Underemployment and Mismatched Skills:

**Challenge:** Many graduates find themselves underemployed or in jobs that don't match their qualifications and skills.

**Response:** Government agencies, such as the Department of Labor and Employment (DOLE), have implemented programs to address job-skill mismatches. These include job matching services, skills profiling, skills enhancement programs, Phil Job Net (the Department's internet-based job and applicant matching system) and Job Fair (the Department's facilitation strategy aimed to fast track the meeting of jobseekers and employers.)

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### **Lack of Technological Skills:**

**Challenge:** The rapid advancement of technology requires workers to have up-to-date digital and technical skills.

**Response:** Various initiatives and partnerships with private sector organizations have been launched to provide digital literacy training and upskilling programs in information technology and other technical fields.

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## **Entrepreneurship and Soft Skills:**

**Challenge:** There's a need for improved soft skills, such as communication, critical thinking, teamwork, leadership, and entrepreneurship skills.

**Response:** Education institutions and non-governmental organizations (NGOs) have developed entrepreneurship programs and integrated soft skills training into the curriculum.

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## **Labor Market Information:**

**Challenge:** Lack of access to timely and accurate labor market information can hinder career planning and decision-making.

**Response:** Initiatives have been launched to provide labor market information through online portals, job fairs, and career guidance programs.



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## **Informal Economy:**

**Challenge:** A significant portion of the workforce in the Philippines is engaged in the informal economy, lacking access to formal training and social protection.

**Response:** Efforts have been made to formalize and provide support to workers in the informal sector, including skills training and access to social services through legislative bills filed in Congress.

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**END OF PRESENTATION**

