TESDA CIRCULAR

SUBJECT: Implementing Guidelines on the Participation to WorldSkills International Competition		Page No. 1 of 18 pages Number 034, Series of 2022
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In the interest of the service and in line with the Philippines' participation to international skills competition as stipulated in Section 30 of the Republic Act 7796 otherwise known as the TESDA Act of 1994, the following Implementing Guidelines on the Participation to the WorldSkills International Competition is hereby approved:

1. Introduction

1.1. WorldSkills

WorldSkills is the leading global organization promoting skills and is the global hub for skills development and excellence. Through international cooperation and development between industry, government, organizations, and institutions, WorldSkills promote the benefits of and need for skilled professionals through grass-roots community projects, skill competitions, and knowledge exchange. WorldSkills show how important skills education and training is for youth, industries, and society by challenging young professionals around the world to become the best in the skill of their choice. Today, more than 80 countries and regions are WorldSkills Members, and membership continues to grow steadily. Skills competitions are the core WorldSkills activity. Thousands of young people participate in national, regional, and international competitions that generate enthusiastic interest among many stakeholders, including Competitors, teachers, employers, and governments. WorldSkills also offers opportunities for benchmarking skills, exchanging experiences and joining forces to develop skills, effective teaching practice, and strong training systems.

1.2. WorldSkills Philippines

WorldSkills Philippines (WSPH) was born in 2017 when the country rejoined the WorldSkills International Competition. WSPH brings together young people, education, industry and institutions to promote technical education and skills development. The WSPH and the National Technical Committee are responsible for oversight, management, planning and conduct of local skills competitions (Provincial/district, Regional and National) and participation in international competition. The conduct of local skills competitions and participation to international skills competition is legally

based from Section 30 of Republic Act 7796 or TESDA Act of 1994, to wit: "To promote quality skills development in the country and with the view of participating in international skills competitions, the Authority, with active participation of private industries, shall organize and conduct annual National Skills Olympics. The Authority, through the TESDA Secretariat, shall promulgate the necessary rules and guidelines for the effective and efficient conduct of Annual National Skills Olympics and for the country's participation in international skills olympics."

2. Objectives

2.1. To promote the development of quality technical education, and work values among youths and skilled professionals;

2.2. To develop local skills through global training standards, benchmarking systems, and enhancing industry engagement; and

2.3. To encourage close cooperation between governments and private institutions;

3. Abbreviations and Definitions

3.1.	ASC	ASEAN Skills Competition
3.2.	CIS	Competition Information System
3.3.	CPW	Competition Preparation Week
3.4.	GA	General Assembly
3.5.	HSE	Health, Safety and Environment
3.6.	IL	Infrastructure Lists
3.7.	MO	Member Organization or Member (The Philippines)
3.8.	NTC	National Technical Committee
3.9.	PNSC	Philippine National Skills Competition
3.10.	SMT	Skills Management Team
3.11.	TESDA	Technical Education and Skills Development Authority
3.12.	WSA	WorldSkills Asia
3.13.	WSI	WorldSkills International
3.14.	WSPH	WorldSkills Philippines

4. The National Technical Committee

4.1. Overview

The National Technical Committee (NTC) is an operational and advisory body for the conduct of Skills Competition in the Philippines and its participation internationally. The purpose of the committee is to institutionalize skills competition in the Philippines to help promote skills development at the grassroot level.

The current NTC model aligns with the WorldSkills International model and is composed of members coming from different regions across the Philippines, designated by the TESDA Director General, to allow equal opportunity in standardization of contest guidelines and implementation.

4.2. Members

4.2.1. Chair

The Chairperson of the NTC is the incumbent TESDA Director General. The overarching role of the Chairperson is to provide leadership to the committee. He/she is responsible for making sure that the committee functions properly in accordance with its mandate. The Chairperson also serves as the Official Delegate to the WorldSkills International competitions. See *WSI Competition Rules 6.10*

4.2.2. Co-Chair

The Co-Chairperson jointly assumes responsibility over the NTC together with the Chairperson. The Co-Chairperson is the current Deputy Director General for TESD Operations, who also heads the WorldSkills Philippines section. In the international competition, the Co-Chairperson serves as an Official Observer, Head of Delegation, and CEO of the National Skills Competition. See *WSI Competition Rules 6.17.1*

4.2.3. Vice-Chair

In the absence of the Chairpersons, the Vice-Chairperson presides over committee meetings. The Vice-Chairperson serves as the

Technical Delegate in the international competitions. See *WSI Competition Rules 6.8*

4.2.4. Co-Vice-Chair

The Co-Vice-Chairperson serves as the Technical Delegate Assistant in the international competitions. The Co-Vice-Chairperson presides over committee meetings in the absence of the above higher officials. See *WSI Competition Rules 6.9*

4.2.5. Members and Experts

TESDA Officials and personnel from different regions and offices are designated NTC Members to assist in the overall duties and responsibilities of the committee. Experts from different trade areas are also designated to be part of the committee to provide information and guidance on local and international skills competition, with regard to their trade area.

4.2.6. Secretariat

The WorldSkills Philippines section - ODDG TESD Operations shall carry out Secretariat functions to support and assist the committee.

4.3. Duties and responsibilities

4.3.1. Overall planning, programming, and implementation of the local skills competition and the country's participation to the international competitions;

4.3.2. Establishment of policies, rules and regulations and strategies;

4.3.3. Supervision of management and implementation of the competition; and

4.3.4. Evaluation of the proposal for the Director General's approval.

5. The Competitions

5.1. WorldSkills ASEAN

WorldSkills ASEAN seeks to recognize the most highly-skilled youths in the Southeast Asia region. ASEAN member countries take turns to host the biennial WorldSkills ASEAN Competition. Participating countries are: Brunei, Cambodia, Indonesia, Laos, Malaysia, Myanmar, Philippines, Singapore, Thailand, and Vietnam.

5.2. WorldSkills Asia

WorldSkills Asia advocates the need, value, and results of skilled work and professional training for young people so that industries, regions, and countries will thrive in the global economy. The organization will work together with educators, policy makers, industry, and other organizations to redefine value, improve the attractiveness of skills and elevate the skills standard.

Participating countries are: Brunei, Chinese Taipei, Democratic Republic of Timor-Leste, Islamic Republic of Iran, Japan, Kingdom of Bahrain, Kingdom of Saudi Arabia, Kingdom of Thailand, Malaysia, Mongolia, Papua New Guinea, People's Republic of Bangladesh, Republic of Armenia, Republic of Azerbaijan, Republic of Indonesia, Republic of Korea, Republic of Maldives, Republic of the Philippines, Republic of Uzbekistan, Republic of Yemen, Sri Lanka, State of Kuwait, State of Palestine, Sultanate of Oman, and United Arab Emirates.

5.3. WorldSkills International

WorldSkills International organizes the world championships of vocational skills, and is held every two years in different countries. The organization, which also hosts conferences about vocational skills, describes itself as the global hub for skills.

WorldSkills brings together young people, industry, government, education, and institutions, to promote the benefits of and need for skilled trade professionals. The aims of the competition include demonstrating the advantages of learning vocational skills, and encouraging parity of esteem between vocational and academic qualifications.

WorldSkills currently has 85 member countries and regions, most of which organize national skills competitions to help prepare the workforce and talent of today for the jobs of the future.

5.4. Friendly Competition

Organizers of the above-cited worldskills competition and of other country's national skills competition, occasionally host online/invitational friendly skills

competitions in order to benchmark the technical skills of competitors regionally and/or globally.

6. Composition of the Contingent/Delegation

6.1. Competitor (C)

Each Member Organization may enter one Competitor – or, in the case of team skill competitions, the defined number of Competitors – per skill competition.

A Competitor is limited to competing in one Official Skill at one WorldSkills Competition. Competitors cannot compete in a different skill at a subsequent WorldSkills Competition. See *WSI Competition Rules 6.1*

Competitors are selected by the NTC from the winners of the previous national competition. See *Section 7.2 Selection of Participants*

6.2. Team Leader (TL)

Each Member Organization selects Team Leaders to liaise with the Competitors during the Competition. The key role of the Team Leaders is to look after the mental and physical well-being, discipline, and behavior of their young Competitors who are away from home and under considerable stress. Members may decide whether their Team Leaders are assigned to specific skills or share responsibility for all their compatriot Competitors.

Each Member team may have two Team Leaders regardless of the size of their team. Teams with more than 20 Competitors may have three Team Leaders. Teams with more than 30 Competitors may have four Team Leaders. See *WSI Competition Rules 6.2*

6.3. Expert (E)

A person with experience in a skill, trade, or technology who is representing a Member Organization in the skill competition related to their particular expertise. Experts who have completed all aspects of preparedness such as the mandatory Access Programme modules, had their CV approved, the Competition Rules quiz, and the industry-specific text will be considered to carry out the assessment of the Test Project. See *WSI Competition Rules 6.7*

Experts are selected by the NTC from a pool of Experts and Trainers based on local/international competition experience, work and educational background, training attended, and other relevant qualifications.

6.4. Technical Delegate (TD)

A Technical Delegate represents their country in the Competitions Committee and the WorldSkills International General Assembly. Each Member Organization has one Technical Delegate. They share responsibility for the development and improvement of all aspects of the Competition including the Competition Rules. They are also responsible for ensuring that the Competition is professionally planned, managed, and completed in accordance with the Competition Rules and Standing Orders.

In conjunction with their responsibility to WorldSkills International, Technical Delegates are responsible for ensuring that their Competitors and Experts are provided with all competition information in sufficient time prior to the Competition to prepare adequately. See *WSI Competition Rules 6.8*

6.5. Technical Delegate Assistant (TDA)

MO can appoint two Technical Delegate Assistants to support a Technical Delegate to carry out their duties. A Technical Delegate Assistant cannot be a Competitions Committee Delegate. See *WSI Competition Rules 6.9*

6.6. Official Delegate (OD)

Official Delegates represent their Member organization in the Strategic Development Committee and the General Assembly. Each Member Organization has one Official Delegate.

Official Delegates possess knowledge of important decisions made by the Strategic Development Committee. They are also informed of organizational and technical matters via the General Assembly and their partnership with their Technical Delegate.

Official Delegates are responsible for conveying this information to their Member organization and other relevant national stakeholders and providing feedback to the Board members responsible for Strategic Development Committee leadership. See *WSI Competition Rules 6.10*

6.7. Interpreter (I)

WorldSkills has adopted the word Interpreter to cover both roles of interpreting (oral) and translating (written). Interpreters allow the Experts to work together without communication difficulties and help ensure that all Competitors get the same information, ensuring fairness. See *WSI Competition Rules 6.13*

6.8. Observers and other positions

Every Member is entitled to invite, at their own expense, Official Observers (2) and, a number of other Observers and delegate types. Official Observers, Observers, and delegate types listed below must be registered in the same way as Experts and Delegates if they wish to have access to official events and accommodation. Discussions between Official Observers, Observers, other delegate types, and Experts to exchange ideas and experiences are encouraged but must not take place in workshop areas.

6.8.1. Official Observers (OO)

Official Observers are VIPs from the Member's country/region provided access to WorldSkills International meetings and special Competition Organizer events.

Members are limited to two Official Observers. See *WSI Competition Rules 6.17.1*

6.8.2. Observers (O)

Observers are spectators who have taken an official package. They do not enjoy a special status. See *WSI Competition Rules 6.17.2*

6.8.3. Member Organization Support (MOS)

Member Organization Support are personnel that have no official position relating to the WorldSkills Competition, but are still important to the running of the Member Team. These personnel are able to stay at the same hotels as either Experts or Competitors but are accredited as "Observers"– they are not Team Leaders.

Members are limited to five Member Organization Support personnel. See *WSI Competition Rules 6.17.3*

6.8.4. Member Observers (MOB)

Member Observers are spectators who have taken an official package like Observers, however, are booked by Members and included in the Member Organizations packages invoicing. These are generally Member staff and key stakeholders. They do not enjoy a special status. See *WSI Competition Rules 6.17.4*

6.8.5. Communications Officer

Communications Officers are personnel that are affiliated with the Member Organization in a communications capacity. These personnel are able to stay at the same hotels as either Experts or Competitors and are accredited as "Communications Officers".

Members are limited to five Communications Officers. See *WSI Competition Rules 6.17.5*

6.8.6. Technical Observers (TO)

Technical Observers are people who will be Workshop Managers at the following Competition. They are permitted to enter the workshop area for the skill competition to which they are accredited to gain experience. There may be only one Technical Observer per skill competition. See *WSI Competition Rules 6.17.6*

6.8.7. Future Competition Organizer Observers

Future Competition Organizer Observers are personnel from the Organizing Committee of future Competitions. Each Future Competition Organizer Observer is given customized accreditation to access different parts of the Competition at different times, depending upon their position and responsibilities. See *WSI Competition Rules 6.17.7*

6.8.8. COVID-19 Liaison Officer (CLO)

WSS2022 has introduced the role of CLO to ensure that all participants understand and adhere to the COVID-19 prevention and control protocols outlined in the WSC2022 Prevention and Control of COVID-19 document. Depending on the size of the group, a

dedicated person may be required to fulfill this role, or a person performing an existing role may be a CLO.

7. Determination of Competitors and Experts

7.1. Philippine National Skills Competition

The Philippine National Skills Competition (PNSC) is a competition that serves as a venue to recognize the skills excellence of young industry-skilled workers and graduates of technical-vocational schools and training centers. The PNSC hopes to develop competitive Filipino workers who possess world-class skills and work values, and attitudes.

The competition culminates a series of local, provincial, sectoral, and regional contests held nationwide. Winners of the regional contests vie for gold in the PNSC. Winners in the PNSC undergo further evaluation and training to be part of the official Philippine delegates to the next international competition.

7.2. Selection of Competitors and Experts

Per PNSC guidelines, the participants to the upcoming international skills competition will come from the winners of the previous national competition. The individuals and teams who emerged as winners in the last PNSC will be further evaluated based on the selection criteria approved by the NTC to determine the official list of skill areas to be represented in the next international competition. See *TESDA Circular No 20 series of 2022*

The Experts who shall be registered as official participants in the WorldSkills portal are selected by the NTC from a pool of Experts and Trainers based on local/international competition experience, work and educational background, training attended, and other relevant qualifications. Experts shall come from TESDA, TVI, SUC, HEI, and other private organizations. The same Expert shall facilitate the Competitor's training prior to the competition.

Participants from skill areas which are not included in the list of PNSC winners may be added to the official delegates upon recommendation of the NTC and approval of the TESDA Director General. The same shall be evaluated by the NTC or a TWG created for the purpose prior to the

recommendation. Participants may come from TTIs, TVIs, SUCs, or HEIs. Local skills competition winners from later years may also be considered, provided that the age of the Competitors conform with the existing WSI competition rules.

8. Training and Development

Part of the strategy in the preparation for the WorldSkills Competition is the capability building/training program of the Competitors and Experts participating in the international competition. A 4-12 month enhancement program will be designed to improve and apply the proper knowledge, skills, attitude, and values of our Experts and Competitors.

8.1. Strategic planning workshop and training conference

The purpose of the strategic planning workshop and training conference is to set overall goals for the team and to develop a plan to achieve them. It involves a training conference for the participants in order to provide them information about the existing rules and regulations of the WorldSkills International competition. It also aims to motivate the participants to work together, to improve communication, increase collaboration, develop their strengths, and to address any weaknesses.

8.2. Behavioral support

8.2.1. Behavioral support programs will focus on the participants' wellbeing. WorldSkills Philippines will prepare a series of offline and/or online training aimed at helping them develop a range of self-management skills that they can utilize to manage psychological distress during the training and competition period. The following topics will be covered by the program:

8.2.1.1. Goal setting and competitive mindset - To be optimally prepared mentally, the key is to have a clear goal, adhere to personal plans and preparation strategies, stay in the moment, and minimize the impact of distractions. Remaining positive and optimistic, even in the face of adversity, and managing emotions daily are additional strategies that can make a big difference once the competition arrives.

8.2.1.2. Effective negotiation skills - This will teach the Experts to be patient and understand others' needs and opinions while giving importance to our own and finding out a solution that benefits all. Negotiation skills importance is a crucial aspect in the skills competition.

8.2.1.3. Cultivating emotional intelligence - Develop effective and professional interpersonal skills. Know about self-management, self-awareness, self-regulation, and self-motivation.

8.2.1.4. Time management skills - Recognize key components of effective goal setting through time management and learn strategies to improve your concentration and increase efficiency.

8.2.1.5. Stress management skills - Designed to enable participants to recognize symptoms of stress and attune themselves to deal with it in a positive manner. Appropriate action can be taken, lessening the risk of the stress encroaching on general health and well-being.

8.2.1.6. Problem-solving skills - Designed to enable participants to learn and apply concepts and techniques related to the integrated versatile approach to problem-solving resulting in better and more effective decisions. Learn the tools and processes to find the right solutions to most/any problem or situation.

8.2.1.7. Effective conversational English - Gain the skills and confidence to communicate well in English, anywhere in the world.

8.2.1.8. Foreign language proficiency - Participants may undergo basic language training and culture to help communicate and establish social contacts with the host country.

8.3. Test package simulation

Each skill competition has a Test Project that describes the work to be undertaken by Competitors to demonstrate excellence in their skill. Part of the training and development is the continuous simulation of a test package

published or in case of unpublished, the previous test package or as identified by the Competitor's trainer and expert.

This will entail the use of the same supplies, materials, tools and equipment identified in the Infrastructure Lists of the upcoming international competition. Procurement of items in the Infrastructure Lists is subject to availability of funds.

8.4. Industry immersion

Industry immersion is a development program which allows Competitors to supplement and bolster learning from traditional classrooms. During this program, Competitors have direct exposure on how an experienced professional in their field actually works. They will be engaged in a wide range of practical and theoretical opportunities within a fully-functional environment. Costs for this program shall be charged to WorldSkills Philippines, including but not limited to venue rental, experts/trainers honoraria, competitors' transportation costs to and from the industry premises, and accommodation, if necessary.

9. Training Costs

Costs entailed for the training and development shall cover for the following expenses, subject to availability of funds and existing government accounting and auditing rules and regulations:

9.1. Training seminar, conferences and workshops

Delegates are allowed to attend training seminars, conferences and workshops intended to bolster psychological wellbeing, provide information on specific topics and enhance technical capability.

9.2. Transportation expenses of Competitors and Experts

Competitors and Experts invited to participate during the training camps will be provided with allowable transportation expenses and reasonable miscellaneous expenses (e.g. terminal fees, parking fees, road tolls, etc.), to cover the following areas, subject to availability of funds and existing government accounting and auditing rules and regulations:

- From the office or residence to the point of disembarkation, and vice versa;

- From the point of embarkation to the point of disembarkation in the place of destination, and vice versa; and
- From the point of disembarkation to the office of destination or place of assignment/training in the field, and vice versa.

If a private vehicle is used, no reimbursement of the cost of gasoline and fuel shall be allowed. The Competitor, however, is entitled to the equivalent cost of the customary mode of transportation.

As a general rule, only the ordinary public conveyance or customary modes of transportation shall be used. The use of chartered trips, special hires of public utilities, garage cars, water vessels, and other extraordinary means of transportation shall not be allowed unless justified by the prevailing circumstances, such as but not limited to, carrying bulky equipment and important documents, inclement weather, or when time is of the essence.

9.3. Food/Meal

Food for the Competitors and Experts during the training will be provided. Maximum per capita costs follow *TESDA Circular No. 007 series of 2022 section 11*

9.4. Accommodation

Competitors under training will be granted accommodation expenses, provided that TESDA-owned dormitories and hostels near the training venue are given priorities when booking. In cases where there is no TESDA-owned accommodation available during the training period, claims for reimbursement of actual accommodation expenses may be allowed provided that in all cases shall be the most economical and efficient.

Experts shall also be provided with accommodation expenses as subject to availability of funds and existing government accounting and auditing rules and regulations.

9.5. Training uniforms

Training uniforms will also be provided to all the participants of the training camp.

9.6. Skill specific requirements and other incidental expenses

Each skill area posts different types of requirements compared to others. These requirements may include various kinds of supplies, materials, tools and equipment. Additionally, the need for external trainers, or training facilities may be required to boost the training of the Competitors.

In this regard, WorldSkills Philippines shall provide for such requirements, included but not limited to the following: supply of items included in the IL, rental of training facilities, and/or honorarium of external trainers, subject to availability of funds and and approval of the NTC Chairperson.

9.7. Training Support Fund

WorldSkills Philippines shall provide a training support fund to competitors on top of their food and accommodation allowance, equivalent to the training support fund provided by TESDA to their scholars/trainees indicated in the latest schedule of cost released by ROMO/SMD, subject to availability of funds and existing government and accounting rules and regulations.

10. International Activities Prior to Competition

10.1. General Assembly

The General Assembly is the highest authority in WorldSkills International. It consists of the Official Delegates and the Technical Delegates, representing the Members of the Organization. The General Assembly meets once every year to discuss matters related to the Competition, including but not limited to, election of Board members, selection of hosts of Competitions and General Assembly meetings, resolutions on reports and proposals from the Board, decisions about future Competitions, among others. See *WSI Constitution Article 3.3*

The GA Assembly meetings include meetings of WorldSkills International's Competition and Strategy Committees, composed of the Technical and Official Delegates respectively, representing each Member country/region.

10.2. Strategic Development Committee

The Strategic Development Committee consists of the Official Delegates. The chairing is a shared responsibility of the Board members responsible for Strategic Development Committee leadership.

The Strategic Development Committee has oversight of all strategic developments and supports ways to implement the vision, mission, aims and objectives of the Organization. The Strategic Development Committee has responsibility for involvement from Member organizations and their stakeholders and harnessing the talent and capacity within. See *WSI Constitution Article 3.5*

10.3. Competitions Committee

The Competitions Committee consists of the Technical Delegates. The chairing is a shared responsibility of the Board members responsible for Competitions Committee leadership. The Competitions Committee has oversight responsibility for preparing, delivering, and managing the skills competitions ensuring excellence in all aspects and standards. See *WSI Constitution Article 3.6*

10.4. Competition Preparation Week (CPW)

CPW brings key stakeholders together to plan for the upcoming skills competitions. Key delegates from the Member organization may be allowed to attend this series of meetings in the host country to progress preparations for the event. The central component of the CPW includes detailed planning meetings for each skill competitions, to finalize the IL, layout of the workshops, and Health, Safety, and Environment requirements, logistics, equipment, and tools.

11. Participation Cost

Costs entailed during International Competitions, General Assembly meetings, Competition Preparation Week and other activities organized by WorldSkills International, Asia, and/or ASEAN, which are considered vital in the country's participation in the skills competition, shall cover for the following expenses, subject to availability of funds and existing government accounting and auditing rules and regulations:

11.1. Transportation Expenses

Delegates shall be allowed transportation expenses for the economy class. For long-haul trips, described as flights exceeding four (4) hours without counting lay-overs, of TESDA Officials with equivalent ranks as of

department secretaries, undersecretaries and, assistant secretaries, business class airfares may be authorized, subject to existing government accounting and auditing rules and regulations.

11.2. Competition Packages

Per WSI Competition guidelines, all Members shall purchase packages per Member participant. This package already includes food and accommodation for the whole duration of the Competition. Packages have standard prices and ranges to choose from. The agency head concerned or the designated officials shall determine the type of package to be availed per participant, which in all cases shall be the most economical and efficient.

11.3. Daily Subsistence Allowance

In cases when it is not obligatory for the Members to purchase Competition Packages, provision of DSA to the delegates shall be allowed based on the daily rates established by the UN's International Civil Service Commission.

11.4. Clothing Allowance

Clothing allowance shall be granted to delegates traveling to temperate countries, coinciding with the autumn or winter seasons. Amount is subject to existing government accounting and auditing rules and regulations.

11.5. Insurance

Delegates shall be entitled to travel insurance at the minimum amount required by the country of destination.

11.6. Other incidental expenses

Other incidental expenses related to the country's participation to the international competition such as additional baggage allowance and transport of tools and equipment going to and from the host's venue shall be allowed subject to availability of funds and existing government accounting and auditing rules and regulations.

12. Industry Partners

WSPH aims to provide sufficient training for the Competitors' and Experts' needs. However, WSPH understands the limitations of the organization in providing support in terms of top-of-the-line training tools and equipment, sufficient supplies and materials, and conducive training and workshop area. In line with this, WSPH

may accept support from any public and private organizations to provide for the necessary training assistance for the Competitors and Experts. Training support may be provided in the form of, but not limited to, the following:

- Use of organization's premises like office, conference rooms, workshop, factory, and other facilities as training venues;
- Use of organization's tools and equipment;
- Provision of consumable materials and supplies;
- Provision of Competitor's food and accommodation;

Provision of other non-monetary assistance not indicated above may be allowed, subject to the approval of the NTC.

13. Cash Incentives

Per TESDA Circular No. 065 and 065-A series of 2021, under section 8 Certificates, Medals and Cash Incentives, the NTC shall provide cash incentives to the medalists in the international competition equivalent to the amount stated therein.

14. Reportorial Requirement

WorldSkills Philippines shall prepare a report within 30 days upon arrival from the competition to be submitted to the TESDA Director General.

15. Source of Fund

The funding requirements shall be charged against the budget of WorldSkills Philippines section - ODDG TESD Operations, subject to the usual government accounting and auditing rules and regulations.

16. Effectivity

This Circular shall take effect as indicated.

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