TESDA CIRCULAR

SUBJECT: Implementing Guidelines on the Deployment of Training Regulations(TR) and Competency Assessment Tools (CATs) for Rubber Production NC II		Page 1 of 9 pages Number 035 series of 2021
Date Issued: 13 April 2021	**Effectivity:** Immediately	**Supersedes:**

In the interest of the service and to provide coherence and standards in the deployment of amended **Training Regulations for Rubber Production NC II,** the following Implementing Guidelines are hereby issued:

I. BACKGROUND/RATIONALE

- TESDA Board Resolution No. **2021-04** dated **09 February 2021** on "Approving and Promulgating the Training Regulations for Rubber Production NC II" was issued.

- The abovementioned Training Regulations (TR) was reviewed in partnership with the Platinum Rubber Development Incorporated (PRDI), Department of Agriculture -Philippine Council for Agriculture and Fisheries (DA-PCAF), Philippine Rubber Technical Working Group (PHLRUBBER TWG), Department of Trade and Industry Region IX (DTI Region IX) and Department of Agriculture-Philippine Rubber Research Institute (DA-PRRI).

- The deployment of this TR is in accordance with the Operating Procedure on the Development and Deployment of Training Regulations under ISO 9001:2015.

II. OBJECTIVES

- To implement the TRs aimed at better responding to the demands of the industry. This TR will promote competencies that are readily employable, environment-friendly and compliant with the industry requirements of the Agriculture, Forestry and Fishery Sector;

- To strengthen the industry-academe linkages addressing the "skills-jobs mismatch" in critical sectors; and

- To build the training and assessment infrastructures for the development of industry workers in the sector.

III. SCOPE / COVERAGE

New and existing training programs registered under the No Training Regulations (NTR) or LGU/industry/other government programs relating or leading to Rubber Production NC II shall be covered by this Circular.

TESDA CIRCULAR

SUBJECT: Implementing Guidelines on the Deployment of Training Regulations(TR) and Competency Assessment Tools (CATs) for Rubber Production NC II		Page 2 of 9 pages Number 035 series of 2021
Date Issued: 13 April 2021	**Effectivity:** Immediately	**Supersedes:**

IV. IMPLEMENTATION MECHANISM

A. Utilization of the Amended TR

To ensure utilization of this TR, all Regional/Provincial/District Directors shall immediately encourage and facilitate the registration and re-registration of abovementioned program. The Qualifications and Standards Office (QSO) shall conduct the deployment/orientation of the TRs and CATs for all Regional/Provincial/District Offices in accordance with the Operating Procedure on Development and Deployment of TRs and CATs.

B. Training Delivery Modality

1. Training providers shall be required to offer the program using training delivery mode options such as institution/school-based or enterprise-based or community-based or combination of modalities.

2. To standardize program offerings, the training providers shall be required to develop Competency-Based Curriculum (CBC) based on this TR;

3. To ensure the quality of the training delivery, the training providers shall adhere to the training arrangements as stipulated in this TR, including the trainer's qualifications, trainee entry requirements, training facilities, materials, tools and equipment.

C. Program Registration

1. Registration or re-registration/migration to new or amended Training Regulations within a period of one (1) year shall commence only after the following activities were undertaken

   a) The issuance of the approved Implementing Guidelines on the Deployment of Training Regulations and Competency Assessment Tools; and

   b) Conduct of Capability Building Program for Regional Lead Trainers and Assessors (CBP for RLTs and RLAs).

      The conduct of CBP for RLTs and RLAs shall facilitate the building of the training and assessment infrastructure and to ensure uniform/standard implementation of competency assessment based on Operating Procedures on Competency Assessment (TESDA-OP-CO-05, Rev. 00).

TESDA CIRCULAR

SUBJECT: Implementing Guidelines on the Deployment of Training Regulations(TR) and Competency Assessment Tools (CATs) for Rubber Production NC II		Page 3 of 9 pages Number 035 series of 2021
Date Issued: 13 April 2021	**Effectivity:** Immediately	**Supersedes:**

2. Subject to the relevant provisions of Section XI of TESDA Circular No. 07, Series of 2016, on the Amended Omnibus Guidelines on UTPRAS, all "No Training Regulations (NTR)" registered programs related to this qualification shall be re-registered as "With Training Regulations (WTR)" within a period of one (1) year which shall commence only after the activities indicated in letters a, b, and c of item No. 1 were completed.

3. The registration of program related to Rubber Production NC II shall follow the Operating Procedure on Program Registration (TESDA-OP-CO-01, Rev. 00) and the current program registration guidelines;

4. All Regional/Provincial/District Directors are hereby instructed to process application for Program Registration within the allowable Process Cycle Time (PCT) indicated in the Operating Procedure on Program Registration or existing guidelines.

5. The National TVET Trainers Academy (NTTA) shall initiate the training for Regional Lead Trainers.

6. The following codes shall be applied for this TR:

Qualification Title	Qualification Code	Unit Code	Unit Title
		Basic Competencies	
Rubber Production NC II	AFFRPT221	400311210	Participate in workplace communication
		400311211	Work in a team environment
		400311212	Solve/address general workplace problems
		400311213	Develop career and life decisions
		400311214	Contribute to workplace innovation
		400311215	Present relevant information
		400311216	Practice occupational safety and health policies and procedures
		400311217	Exercise efficient and effective sustainable practices in the workplace
		400311218	Practice entrepreneurial skills in the workplace
		Common Competencies	
		AGR321201	Apply safety measures in farm operations

		AGR321202	Use farm tools and equipment
		AGR321203	Perform estimation and calculations
		Core Competencies	
		AFF611314	Produce budstick
		AFF611315	Establish rubber nursery
		AFF611316	Perform budding operation
		AFF611317	Perform rubber farm maintenance
		AFF611318	Harvest latex
		Certificate of Competency (COC)	
		COC Title	**COC Title**
		RPT221CC1	Produce budstick
		RPT221CC2	Establish rubber nursery
		RPT221CC3	Perform budding operation
		RPT221CC4	Perform rubber farm maintenance
		RPT221CC5	Harvest latex

D. Trainer's Qualifications

For New Trainer

1. Must be a holder of National TVET Trainer Certificate (NTTC) Level I on **RUBBER PRODUCTION NC II** and;

2. Must have at least 2 years' industry experience within the last five (5) years.

For Existing Trainer

1. Must be a holder of National TVET Trainer Certificate (NTTC) Level I on **RUBBER PRODUCTION NC II** and;

2. Must have at least 40 hours industry immersion for the last three (3) years.

   Or

   Must have at least 40 hours participation in seminars, workshops, and forum relevant on rubber production

In order to comply to the requirement of industry experience, the existing trainer must either have at least 40 hours industry immersion within the last three years or 40 hours participation in seminars, workshops and forum relevant on rubber production within the last three years.

TESDA CIRCULAR

SUBJECT: Implementing Guidelines on the Deployment of Training Regulations(TR) and Competency Assessment Tools (CATs) for Rubber Production NC II		Page 5 of 9 pages Number ___ series of 2021
Date Issued: 13 April 2021	**Effectivity:** Immediately	**Supersedes:**

E. Assessment and Certification

1. Assessment and certification shall follow the Operating Procedure for Competency Assessment (Document No. TESDA-OP-CO-05, Revision 00) and provisions of Section 4 – Assessment and Certification Arrangements of the TRs.

2. A National Certificate (NC) is issued when a candidate has demonstrated competence in all units of competency for Rubber Production NC II.

3. Rubber Production NC II may also be acquired through accumulation of Certificates of Competency (COCs) in the following units of competencies:
   COC 1: Produce budstick
   COC 2: Establish rubber nursery
   COC 3: Perform budding operation
   COC 4: Perform rubber farm maintenance
   COC 5: Harvest latex

4. Candidates wanting to be certified will have to be assessed in accordance with the requirements identified in the evidence guide of the relevant unit/s of competency.

5. Candidates who have gained competencies through informal training, previous work or life experiences may apply for recognition in a particular qualification through competency assessment or portfolio assessment.

6. The following are qualified to apply for **assessment and certification**:

   6.1 Graduates of WTR-, NTR-registered programs or formal/non-formal/informal including enterprise-based training programs related to Rubber Production NC II; or

   6.2 Experienced workers (wage employed or self-employed) who gained competencies related to all the core competencies of Rubber Production NC II, for at least 6 months in the last 2 years.

7. Recognition of Prior Learning (RPL). Candidates who have gained competencies through education, informal training, previous work and/or life experiences related to all the core competencies of Rubber Production NC II, for at least 1 of year (within the last 5 years) may apply for recognition in this Qualification through Portfolio Assessment and be **exempted** from the provisions of **TESDA Circular No. 59,**

Series of 2020, which requires that the number of years of work experience shall be at least five (5) years to be eligible for portfolio assessment.

8. Holders of National Certificate (NC) or Certificates of Competency (COC) in Rubber Production NC II are required to undergo re-assessment under the amended Training Regulations (TRs), upon expiration of their Certificates.

V. CONDUCT OF COMPETENCY ASSESSMENT

The QSO shall deploy the Competency Assessment Tools (CATs) to all Regional/Provincial/District Offices. Concurrent with this, the Certification Office shall conduct Capability Building Programs for **Regional Lead Assessors** as stated in Section 6 of the Operating Procedure for Development of Competency Assessment Tools (Document No. TESDA-OP-QSO-02, Rev. No. 01).

A. Qualification of Competency Assessors

In accordance with TESDA Circular No. 64, Series of 2020, on the "Accreditation of Assessment Centers and Competency Assessors under the Philippine TVET Competency Assessment and Certification System (PTCACS)" amending TESDA Circular No. 15, Series of 2015, and Operating Procedures TESDA –OP-CO-03 and 04, the Accredited Competency Assessor must fulfill all of the following conditions:

1. Practitioner in the trade area of rubber production for at least three (3) years. Practitioners refers to technical experts engaged in teaching or training workers in rubber production, or to supervisors tasked to lead and/or manage rubber production workers, and are able to perform the five (5) core competencies in Rubber Production NC II;

2. Holder of a National Certificate (NC) at the same or higher level of the Qualification where the Assessor is accredited;

3. Holder of NTTC I and/or COC 2 — Conduct Competency Assessment under TM I.

4. For new Applicant - Competency Assessor, he/she must have conducted actual assessment to at least ten (10) candidates under the supervision of a Regional/ Provincial Lead Assessor, as part of capability building of Competency Assessors.

TESDA CIRCULAR

SUBJECT: Implementing Guidelines on the Deployment of Training Regulations(TR) and Competency Assessment Tools (CATs) for Rubber Production NC II		Page 7 of 9 pages Number 035 series of 2021
Date Issued: 13 April 2021	**Effectivity:** Immediately	**Supersedes:**

5. For Accredited Competency Assessors for amended Training Regulations, he/she shall only be required to conduct actual assessment to at least two (2) candidates for related qualifications under the supervision of a Regional/Provincial Lead Assessor.

6. Erring Assessors shall be subjected to the provisions of TESDA Circular No. 134, Series of 2019, or other relevant issuances.

B. Competency Assessment Tools (CATs)

1. **The CATs shall be regarded with strict confidentiality.** The documents include the Assessor's Guide, Rating Sheet with prescribed Tasks/Activities and time allocation for the conduct of assessment.

2. The Assessor's Guide shall be strictly followed in the conduct of assessment. The Rating Sheet shall be used to record the evaluation of candidates.

3. The Specific Instructions for the Candidate shall be provided to each candidate at the start of assessment and returned to assessor right after the assessment activity.

4. The CATs must be returned to the TESDA Representative/ District/ Provincial Officer within the same day of assessment.

C. Assessment Centers

1. Conduct of assessment shall be done in Accredited Assessment Centers, which passed the requirements based on the Operating Procedure or existing guidelines.

2. The CATs specification on the size requirement for the facilities and List of Supplies, Tools and Equipment must be used in the Accreditation of Assessment Center or as provided in current TESDA Circulars related to conduct of assessment in the new normal i.e. subject to health and safety protocols.

3. Assessment Centers who do not have nursery with at least 1000 polybags planting materials and/or productive trees, may have a Memorandum of Agreement (MOA) with rubber farm/s.

4. Rubber farms or relevant enterprises may be accredited as Assessment Centers or Designate Assessment Venues (DAV).

TESDA CIRCULAR

SUBJECT: Implementing Guidelines on the Deployment of Training Regulations(TR) and Competency Assessment Tools (CATs) for Rubber Production NC II		Page 8 of 9 pages Number 035 series of 2021
Date Issued: 13 April 2021	**Effectivity:** Immediately	**Supersedes:**

D. Assessment Fee

A separate TESDA Circular shall be issued upon promulgation of assessment fee for this qualification.

E. Integrity Fortification

Integrity fortification of assessment and certification shall be strictly adhered to through the implementation of the following measures:

1. Conduct of Capability Building Program for Regional Lead Assessors (RLAs) by the Certification Office;
2. Conduct of Capability Building Program for Provincial Lead Assessors (PLAs) and Competency Assessors by the Regional Office (RO) through the appointed RLAs;
3. Pre-scheduled assessment;
4. Presence of a TESDA Representative during the entire conduct of assessment; and
5. Conduct of Calibration Workshop for Accredited Competency Assessors by the TESDA Regional/Provincial Offices through the RLA/PLAs.

F. Registry of Certified Workers

1. The list of certified individuals shall be uploaded in the online Registry of Workers Certified (RWAC).

VI. MONITORING AND FEEDBACK SYSTEM

1. The Regional and Provincial/District Offices (ROPO/DO) shall closely monitor the implementation of the registered programs under this TR; and
2. The ROPO/DO shall require the education and training providers with registered program under this TR to report the enrolled, graduates and employed in the T2MIS as part of the regular monitoring and feedback system.

TESDA CIRCULAR

SUBJECT: Implementing Guidelines on the Deployment of Training Regulations(TR) and Competency Assessment Tools (CATs) for Rubber Production NC II		Page 9 of 9 pages Number 035 series of 2021
Date Issued: 13 April 2021	**Effectivity:** Immediately	**Supersedes:**

VII. EFFECTIVITY

This Circular shall take effect as indicated and shall supersede all other issuances inconsistent hereof. Wide dissemination of this Circular by all concerned is hereby enjoined.

SEC. ISIDRO S LAPEÑA, PhD, CSEE
Director General