TESDA CIRCULAR

SUBJECT: Credentialing System for TVET Trainer Exemplary Service Award (TTESA)		Page 1 of 8 page/s Number 003 Series of 2022
Date Issued: January 19, 2022	Effectivity: As indicated	Supersedes:

Pursuant to TESDA Circular No. 114, Series of 2020 providing for the Amendment to TESDA Circular No. 074 S. 2019 on the Revised TESDA — Program on Awards and Incentives for Service Excellence (TESDA-PRAISE), these guidelines for the Credentialing System of **TVET Trainer Exemplary Service Award** (TTESA) are hereby established.

I. RATIONALE

In order to increase the inclusion of TESDA employees in recognizing their superior accomplishments and extraordinary acts/service, TESDA has established a TTESA program for its trainers of TESDA in the TESDA Technology Institutions (TTIs). Our trainers have been laying the groundwork for the development of the TVET sector, creating a conducive and enabling environment for the production of work-ready, globally competitive, green economy workers imbued with 21st century skills. TTESA is an ideal opportunity to ride the Fourth Industrial Revolution's tide while flexing our best trainers.

The TTESA is viewed to encourage, recognize, and reward employees in teaching positions or designations - *with no discrimination on account of gender, sexual orientation, civil status, disability, religion, ethnicity, and political affiliation*, for their innovative ideas, inventions, discoveries, superior accomplishments, or extraordinary acts or services for the public interest and other personal efforts which contribute to the efficiency, economy and improvement in government operations, and/or acts which lead to the productivity of the organization.

Moreover, as part of the career pathing of TESDA teaching personnel, being conferred an award will help in the promotion of teaching/training personnel of TESDA. TTESA aims to systematize the routinary record keeping of credentials, to align the credentials with the global standards, and to improve quality-assurance systems and mechanisms. Trainers are at the heart of TESDA's core function of providing quality TESD programs and services. Their continuing professional growth and excellence in service greatly contribute to the TVET institutions and the agency's pursuit of "Vibrant Quality TVET for Decent Work and Sustainable Inclusive Growth.

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II. OBJECTIVE

To establish a credentialing system that will provide recognition and rewards to personnel who perform teaching functions in the TTIs for their outstanding accomplishments and exhibited best practices.

III. DEFINITION OF TERMS

- **Award** – is a recognition which may be monetary and/or non-monetary conferred to an individual for ideas, suggestions, inventions, discoveries, superior accomplishments
- **Basic Research** – is an investigation on basic principles and reasons for occurrence of a particular event or process or phenomenon. It is also called theoretical research. Study or investigation of some natural phenomenon or relating to pure science are termed as basic research. Basic research sometimes may not lead to immediate use or application. It is not concerned with solving any practical problems of immediate interest. But it is original or basic in character. It provides a systematic and deep insight into a problem and facilitates extraction of scientific and logical explanation and conclusion on it. It helps build new frontiers of knowledge. The outcomes of basic research form the basis for many applied researches.
- **Continuing Professional Development (CPD)-** refers to inculcation of advance knowledge, skills, and ethical values in a post-licensure specialization or in an inter-or multi-disciplinary field of study, for assimilation into professional practice, self-directed research and/or lifelong learning; (RA-10912)
- **CPD credit unit** - refers to the value of an amount of learning that can be transferred to a qualification achieved from formal, informal or non-formal learning settings, wherein credits can be accumulated to pre-determined levels for the award of the qualification. (RA-10912)
- **Incentive –** refers to monetary or non-monetary motivation or privilege given to an official or employee for contributions, suggestions, inventions, ideas, satisfactory accomplishments or demonstration of exemplary behavior based on agreed performance standards and norms of behavior.
- **Recognized Research-** refers to a research that is given a recognition or award for its outstanding contribution to a specific field or specialization or to the solution of a problem.

- **Reward** – refers to monetary or non-monetary benefit given to officials and employees in recognition of and to recompense for worthy or special services or accomplishments rendered along the line of duty or in aside thereof.
- **Special Clients –** refers to trainees who are drug dependents, entrepreneurs, family enterprises, inmates and their immediate families, rebel returnees, indigenous peoples, and calamity-affected communities (TESDA Order No. 118, series of 2017).
- **Technology Research** - the application of scientific knowledge for practical purposes, especially in industry. It is the making, modification, usage and knowledge of tools, machines, techniques, crafts, systems, and methods of organizations, in order to solve a problem or improve a pre-existing solution.
- **TESDA Program on Awards and Incentives for Service Excellence (PRAISE)** – is the system designed to encourage creativity, innovativeness, efficiency, integrity, and productivity in the public service by recognizing officials and employees.
- **Trainees** - participants in a vocational, administrative or technical training program for the purpose of acquiring and developing job-related skills. (RA 7796/TESDA Act of 1994)

IV. SCOPE

The credentialing system for the TVET Trainer Exemplary Service Award shall apply to all regular personnel who perform teaching functions in the TTIs excluding the school administrators.

V. BASIC POLICIES

1. TTESA adheres to the TESDA-PRAISE principle of providing incentives and awards based on performance, and innovative ideas.
2. TTESA shall provide monetary and/or non-monetary awards and incentives to recognize, acknowledge and reward productive, creative and innovative accomplishments.

VI. GENERAL CRITERIA FOR THE AWARD

A. The candidates should be evaluated based on the following criteria:

1. **Award Related to Education (10%)** – a recognition given by a reputable institution to the trainer for his/her competence or

extraordinary performance, service or output. The award is a result of competition.

2. **Skills Competition (15%)** – refers to participation of a trainer as an expert in a provincial, regional, national/zonal, world and other international skills competition.
3. **Creative Accomplishments (10%)** – refers to the participation of a trainer in the publication of printed learning materials, development of online courses/digital content for a qualification and/or development of audio-visual materials.
4. **Research Works (20%)** – refer to the basic, policy and technology researches conducted by the trainer.
5. **Qualifications Earned (25%)** – refer to the highest relevant academic degree or educational attainment and TVET qualifications.
6. **Expert Services (10%)** – refers to the services provided by the trainer such as, conference resource person/speaker, invited/detailed trainer and other technical assistance due to his/her expertise.
7. **Participation in Special Group Functions (10%)** – refers to participation in committees or technical working groups at various levels.

VII. QUALIFICATIONS

1. Must be a regular employee of TESDA for at least three (3) years;
2. Must perform teaching functions for at least three (3) consecutive years;
3. Must not have been given penalties due to administrative cases and criminal offenses;
4. Must not have a pending administrative case before and during the period of submission of application documents;
5. Previous nominees may still be nominated provided that they have not been previously recognized under the TVET Trainers Credentialing System for the past three (3) years;
6. With at least Very Satisfactory performance rating for the last two (2) rating periods;

VIII. Application Documents for Submission

The following documents shall be submitted online through specific google drive to be provided by the HRMD:

1. Checklist of submitted documents (Annex A);
2. Properly accomplished application form (Annex B);

3. Personal Data Sheet of the trainer duly subscribed and sworn to before the FASD Chief, with passport size (1 1/2" x 1 1/2") photo (not computer print-out nor photocopy) taken within the last six (6) months, with name written at the bottom side of the photo;
4. Actual Duties and Responsibilities of trainer covering the year in review, duly signed by both the trainer and the head of operating unit where the trainer is deployed (Annex C);
5. Individual Performance Commitment and Review (IPCR) for the last two (2) rating periods;
6. Certificate of No pending Administrative/Criminal Case duly signed by RO FASD Chief certifying that the trainer has not been found guilty of any administrative or criminal offence involving moral turpitude and that there is no pending administrative or criminal case against him/her at the time of application;
7. Certified thru copy of all relevant documentary evidence for the past three (3) years as stated in Annex D signed by the RO FASD Chief. For CPD credit units earned, refer to Annex E (IRR RA 10912, Annex J).
8. Rating sheet signed by the Evaluating Team (Annex D1-D2) and memorandum of endorsement signed by the Chairperson.

IX. Composition of Evaluating Team

A. Regional Evaluating Team

Chairperson : Regional Director/Appointed PD
Members : One (1) ROD Chief
One (1) FASD Chief
One (1) HR Focal
One (1) Employee Union representative
Secretariat: RO FASD

B. National Evaluating Team

Chairperson : NITESD Executive Director
Co-Chairperson: AS Director
Members :
One (1) Division Chief, NITESD

One (1) Division Chief, CO
One (1) Division Chief, PO
One (1) Division Chief, HRMD
One (1) National Employee Union representative

Secretariat: HRMD

In cases where any of the members above, is the nominated, other employees holding equivalent or comparable positions/ designations but who are not nominated shall take their place in the Selection Committee.

X. MECHANICS/SELECTION PROCEDURE

1. Interested trainers shall upload and submit their scanned authenticated documentary requirements to the Regional Office not later than every last Friday of April of the current year.
2. The Regional Evaluating team shall submit the accomplished rating sheet (D1) and the respective google folder of the top 5 Regional qualified trainers to the Central Office through the HRMD not later than every last Friday of June of the same year. Only the trainer/s who have earned a cumulative mark of 70.00% and above shall be endorsed to the National Evaluating Team. The National Evaluating Team shall deliberate the submitted application not later than last week of August of the same year.
3. Conferment of awards will be held during the Celebration of Teacher's Month from September 05 - October 05 of every year.

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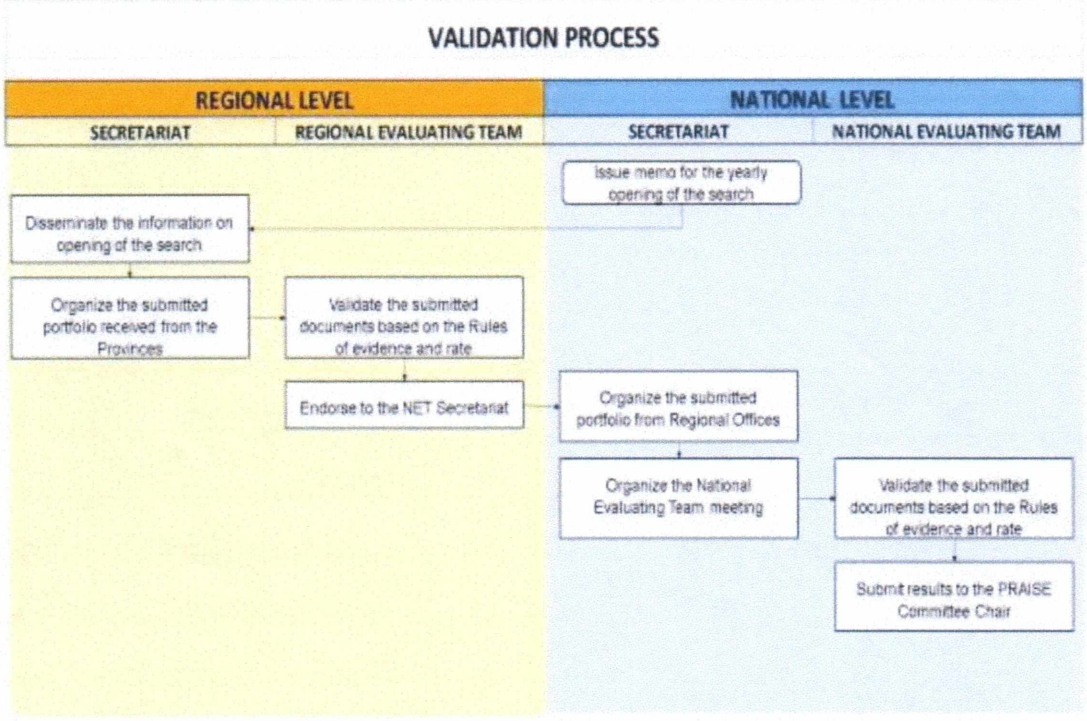
XI. VALIDATION PROCESS



XII. REWARDS AND INCENTIVES

The TVET Trainer Exemplary Service Awardees shall receive the following:

1. Twenty thousand (Php 20,000.00) cash prize for the top 5 qualifiers;
2. Plaque containing the citation and signature of the TESDA Director General;
3. Pin of Excellence;
4. Tokens to be determined by the National Selection Committee;

Other than the above, TVET Trainer Exemplary Service Awardees shall be conferred automatic ten (10) points for their Professional Development Achievement and shall be exempt from demonstration teaching. Awardees shall also be given preferential consideration to Local and Foreign Scholarships.

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XIII. DEFERMENT OF AWARD

The National Evaluating Team reserves the option to recommend deferment of the award when the results of the selection process do not sufficiently satisfy the purpose and rationale stipulated in these guidelines.

XIV. SPECIAL PROVISION

TTESA National qualifiers are exempted from the Professional Development Achievement evaluation in the Merit Selection Plan process and exempted from the teaching demonstration. The awardees shall also be included for recommendation to training programs provided they meet the qualification requirements of the training program.

XV. EFFECTIVITY

The TVET Credentialing System shall take effect upon approval by the Director General.

SEC. ISIDRO S. LAPEÑA, PhD., CSEE
Director General

- ☐ **Application Form (Annex B)**
- ☐ **Actual Duties and Responsibilities (Annex C)**
- ☐ **Criteria Rating Sheet (Annex D)**

List of Evidences Attached

(Write N/A if no evidences attached for the criteria.)

A. Award Related to Education
Type here.

B. Skills Competition
Type here.

C. Creative Accomplishments
Type here.

D. Research Works
Type here.

E. Qualifications Earned
Type here.

F. Expert Services
Type here.

G. Participation in Special Group Functions
Type here.

Signature of Trainer over Printed Name : _____

Application Form for the TVET Credentialing System

NAME OF TRAINER: : Type here.

Signature: : _____

Present Position and Designation : Type here.

Unit/Section/Division, Office : Type here.

Telephone Number : Type here.

Fax Number : Type here.

Email Address : Type here.

Date Started in TESDA : Type here.

Date of Application: : Type here.

Actual Duties and Responsibilities **Annex C**

Office	:	Type here.
Trainer's Name	:	Type here.
Trainer's Position	:	Type here.
Head of Operating Unit	:	Type here.
Position of Head of Operating Unit	:	Type here.

Actual Duties and Responsibilities of Trainer
Type here.

Type here.
Signature Over Printed Name
(Trainer)

Type here.
Signature Over Printed Name
(Head of Operating Unit)

Annex D1

REGIONAL RATING SHEET

Name of Trainer: _____

Region : _____

Institution : _____

Credentials		Evidences	Weights	Evidence Submitted	Evidence Link	Rules of Evidence					Remarks	Awarded Weights	Remarks
						VALID	AUTHENTIC	CURRENT	SUFFICIENT	RECENT			
A. Award Related to Education		Evidence may include but not	**10**										
1. Internal (TESDA)		•Certificate	**4**										
a	National	•Plaque	4										
b	Provincial/Regional	•Medal	2										
2. External			**6**										
a	International		6										
b	National		4										
c	Municipal/Provincial/Regional		2										
B. Skills Competition		limited to any of the following:	**15**										
1. National/Zonal Chief Expert/Deputy Chief Expert/Expert for the last 10 years		• Certificate and/or Appointment as Chief Expert, Deputy Chief Expert, Expert	**3**										
2. Regional Chief Expert/Expert for the last 5 years		•TESDA/Office Order	**2**										
3. Provincial Chief Expert/Expert for the last 3 years			**1**										
4. ASEAN			**4**										
a.	Chief Expert/Deputy Chief Expert/Expert	•Certificate and/or Appointment as Chief Expert, Deputy Chief Expert, Expert •TESDA/Office Order	**2**										
b.	Credits based on Awards Earned by Competitor as Expert	•Competitor's Certificate of Achievement/Participation	**2**										
b1.	Gold		2										
b2.	Silver		1.6										
b3.	Bronze		1.2										
b4.	Medallion of Excellence		0.8										
b5.	Participation		0.4										
5. World			**5**										
a.	Chief Expert/Deputy Chief Expert/Expert	•Certificate and/or Appointment as Chief Expert, Deputy Chief Expert, Expert •TESDA/Office Order	**2.5**										
b.	Credits based on Awards Earned by Competitor	•Competitor's Certificate of Achievement/Participation,	**2.5**										
b1.	Gold		2.5										
b2.	Silver		2										
b3.	Bronze		1.5										
b4.	Medallion of Excellence		1										
b5.	Participation		0.5										
6. Other International Competition													
a.	Gold/First	same will apply whether the other competition is ASEAN or World											
b.	Silver/Second												
c.	Bronze/Third												
d.	Participants												
C. Creative Accomplishments			**15**										
1. Published Printed Learning			**5**										
a.	Author/Co-author	•Copy of published printed learning materials	5										
b.	Content Validator		4										
c.	Reviewer	•Certification as Content	3										

2. Developed Online Courses/Digital			**4**										
a.	Author/Co-author	•Actual Online courses/digital content for a qualification •Certification by the Administrator	4										
b.	Content Validator		3										
c.	Reviewer		2										
3. Developed Audio-Visual Materials			**4**										
a.	Author/Co-author	•Actual AVP materials •Certification by the Administrator that the AVP was developed by	4										
b.	Content Validator		3										
c.	Reviewer		2										
4. Developed/Review/Validate			**2**										
a.	Developer	•TESDA Order •Certificate	2										
b.	Reviewer/Validator		1										
D. Research Works			**25**										
1. Basic Research		•Copy of Research work/full paper •Research Adviser/Panel appointment	**7**										
a.	Researcher (Sole)		7										
b.	Researcher (Group)		5										
c.	Research Adviser/Panel		4										
2. Technology Research		•Technology developed •Copy of technology research report/full paper •Research Adviser/Panel appointment	**13**										
a.	Researcher (Sole)		13										
b.	Researcher (Group)		10										
c.	Research Adviser/Panel		5										
3. Recognized Research			**5**										
a.	International		3										
b.	Local		2										
E. Qualifications Earned			**15**										
1. Degree		•Copy of Diploma in graduate studies •Copy of Transcript of Records TOR	**6**										
a.	Doctoral		6										
	Completed Academic Requirements in a doctorate degree		5.5										
	With Units in Doctorate degree **0.5 per 3 Units earned*		5.25										
b.	Master		5										
	Completed Academic Requirements in a master's degree		4.5										
	With Master's degree units **0.5 per 3 Units earned*		4										
2. TVET Qualifications		•TMC II •Diploma •National Certificate III/IV	**6**										
a.	TM II ** 1 point per COC*		6										
b.	Diploma		4.5										
c.	NC IV ** 1pt per NC*		3										
d	NC III ** 0.5 pt per NC*		1.5										
3. CPD Earned Units **Weight Marks=(Units earned/Required*		•Certificate of Trainings indicating CPD Credit Units	**3**										
F. Expert Services			**10**										
1. Conference Resource		•Certificate/Plaque indicating that the trainer serves as a resource person	**4**										
a.	International		4										
b.	National		3										
c.	Regional		2										
d.	Provincial		1										
2. Invited/Detailed Trainer		•Certificate/Plaque/any certification indicating that the candidate serves as a resource person	**3**										
a.	National		3										
a1.	Special Clients		3										
a2.	Trainees		2.5										
b	Regional		2										
b1.	Special Clients		2										
b2.	Trainees		1.5										

c	Provincial		1										
c1.	Special Clients		1										
c2.	Trainees		0.5										
3. Technical Assistance		•Certificate/Plaque/any certification indicating that the candidate extends technical expertise.	**3**										
a.	International		3										
b.	National		2										
c.	Provincial/Regional		1										
G.	**Participation in special group**		**10**										
1. Committees/TWG		•Office order •Memorandum plus Certificate of Attendance/Attendance Sheet/Photo of Attendance	**2**										
a.	Chairperson/ Co-Chair		2										
b.	Members		1.5										
c.	Secretariat		1										
2. Public Biddings			**8**										
a	BAC/TWG		8										
a1.	Chairperson/ Co-Chair		8										
a2.	Vice Chair		7										
a3.	Member		6										
b	Technical Expert/Evaluation Group		6										
c	Inspection and Acceptance Committee		4										
c1.	Chairperson/ Co-Chair		4										
c2.	Vice Chair		3										
c3.	Member		2										
TOTAL			**100**										

Annex D2

NATIONAL RATING SHEET

Name of Trainer: _____

Region : _____

Institution : _____

Credentials		Evidences	Weights	Evidence Submitted	Evidence Link	Rules of Evidence					Remarks	Awarded Weights	Remarks
						VALID	AUTHENTIC	CURRENT	SUFFICIENT	RECENT			
A. Award Related to Education		Evidence may include but not	**10**										
1. Internal (TESDA)		•Certificate •Plaque •Medal	**4**										
a	National		4										
b	Provincial/Regional		2										
2. External			**6**										
a	International		6										
b	National		4										
c	Municipal/Provincial/Regional		2										
B. Skills Competition		limited to any of the following:	**15**										
1. National/Zonal Chief Expert/Deputy Chief Expert/Expert for the last 10 years		• Certificate and/or Appointment as Chief Expert, Deputy Chief Expert, Expert •TESDA/Office Order	**3**										
2. Regional Chief Expert/Expert for the last 5 years			**2**										
3. Provincial Chief Expert/Expert for the last 3 years			**1**										
4. ASEAN			**4**										
a.	Chief Expert/Deputy Chief Expert/Expert	•Certificate and/or Appointment as Chief Expert, Deputy Chief Expert, Expert •TESDA/Office Order	**2**										
b.	Credits based on Awards Earned by Competitor as Expert	•Competitor's Certificate of Achievement/Participation	**2**										
b1.	Gold		2										
b2.	Silver		1.6										
b3.	Bronze		1.2										
b4.	Medallion of Excellence		0.8										
b5.	Participation		0.4										
5. World			**5**										
a.	Chief Expert/Deputy Chief Expert/Expert	•Certificate and/or Appointment as Chief Expert, Deputy Chief Expert, Expert •TESDA/Office Order	**2.5**										
b.	Credits based on Awards Earned by Competitor	•Competitor's Certificate of Achievement/Participation,	**2.5**										
b1.	Gold		2.5										
b2.	Silver		2										
b3.	Bronze		1.5										
b4.	Medallion of Excellence		1										
b5.	Participation		0.5										
6. Other International Competition													
a.	Gold/First	same will apply whether the other competition is ASEAN or World											
b.	Silver/Second												
c.	Bronze/Third												
d.	Participants												
C. Creative Accomplishments			**15**										
1. Published Printed Learning			**5**										
a.	Author/Co-author	•Copy of published printed learning materials •Certification as Content	5										
b.	Content Validator		4										
c.	Reviewer		3										

2. Developed Online Courses/Digital			**4**										
a.	Author/Co-author	•Actual Online courses/digital content for a qualification •Certification by the Administrator	4										
b.	Content Validator		3										
c.	Reviewer		2										
3. Developed Audio-Visual Materials			**4**										
a.	Author/Co-author	•Actual AVP materials •Certification by the Administrator that the AVP was developed by	4										
b.	Content Validator		3										
c.	Reviewer		2										
4. Developed/Review/Validate			**2**										
a.	Developer	•TESDA Order •Certificate	2										
b.	Reviewer/Validator		1										
D. Research Works			**25**										
1. Basic Research		•Copy of Research work/full paper •Research Adviser/Panel appointment	**7**										
a.	Researcher (Sole)		7										
b.	Researcher (Group)		5										
c.	Research Adviser/Panel		4										
2. Technology Research		•Technology developed •Copy of technology research report/full paper •Research Adviser/Panel appointment	**13**										
a.	Researcher (Sole)		13										
b.	Researcher (Group)		10										
c.	Research Adviser/Panel		5										
3. Recognized Research			**5**										
a.	International		3										
b.	Local		2										
E. Qualifications Earned			**15**										
1. Degree		•Copy of Diploma in graduate studies •Copy of Transcript of Records TOR	**6**										
a.	Doctoral		6										
	Completed Academic Requirements in a doctorate degree		5.5										
	With Units in Doctorate degree **0.5 per 3 Units earned*		5.25										
b.	Master		5										
	Completed Academic Requirements in a master's degree		4.5										
	With Master's degree units **0.5 per 3 Units earned*		4										
2. TVET Qualifications		•TMC II •Diploma •National Certificate III/IV	**6**										
a.	TM II ** 1 point per COC*		6										
b.	Diploma		4.5										
c.	NC IV ** 1pt per NC*		3										
d	NC III ** 0.5 pt per NC*		1.5										
3. CPD Earned Units **Weight Marks=(Units earned/Required*		•Certificate of Trainings indicating CPD Credit Units	**3**										
F. Expert Services			**10**										
1. Conference Resource		•Certificate/Plaque indicating that the trainer serves as a resource person	**4**										
a.	International		4										
b.	National		3										
c.	Regional		2										
d.	Provincial		1										
2. Invited/Detailed Trainer		•Certificate/Plaque/any certification indicating that the candidate serves as a resource person	**3**										
a.	National		3										
a1.	Special Clients		3										
a2.	Trainees		2.5										
b	Regional		2										
b1.	Special Clients		2										
b2.	Trainees		1.5										

c	Provincial		1										
c1.	Special Clients		1										
c2.	Trainees		0.5										
3. Technical Assistance		•Certificate/Plaque/any certification indicating that the candidate extends technical expertise.	**3**										
a.	International		3										
b.	National		2										
c.	Provincial/Regional		1										
G.	**Participation in special group**		**10**										
1. Committees/TWG		•Office order •Memorandum plus Certificate of Attendance/Attendance Sheet/Photo of Attendance	**2**										
a.	Chairperson/ Co-Chair		2										
b.	Members		1.5										
c.	Secretariat		1										
2. Public Biddings			**8**										
a	BAC/TWG		8										
a1.	Chairperson/ Co-Chair		8										
a2.	Vice Chair		7										
a3.	Member		6										
b	Technical Expert/Evaluation Group		6										
c	Inspection and Acceptance Committee		4										
c1.	Chairperson/ Co-Chair		4										
c2.	Vice Chair		3										
c3.	Member		2										
TOTAL			**100**										

REQUIRED CPD CREDIT UNITS

NO.	PROFESSIONS	NO. OF CPD UNITS	SR. CITIZEN/PWD		
			60 and Above	65 and above	70 above
1	ACCOUNTANCY			15	
2	AERONAUTICAL ENGINEERING			15	
3	AGRICULTURE			15	
4	AGRICULTURAL ANDBIOSYSTEMS ENGINEER	15		10	
5	ARCHITECTURE	15		10	
6	CHEMICAL ENGINEERING			15	
7	CHEMISTRY		MAY OPT TO SUBMIT A BRIEF NARRATION OF THEIR PROFESSIONAL WORK EXPERIENC		
	CHEMISTS	15			
	CHEMICAL TECHNICIAN	10			
8	CIVIL ENGINEERING	15		10	
9	CRIMINOLOGY			15	
10	CUSTOMS BROKERS			15	
11	DENTISTRY				
	Dentists	15		10	
	Dental Technologists	9		6	
12	ELECTRICAL ENGINEERING				
	PEE	15			
	REE	15			
	RME	10			
13	ELECTRONICS ENGINEERING				
	PECE	15			
	ECE	15			
	ECT	10			
14	ENVIRONMENTAL PLANNING	15	15	10	5
15	FISHERY TECHNOLOGY				
	FY 2020	10	Starting 2021		
	FY 2021	15	15	10	
16	FORESTRY	15	10		
17	GEODETIC ENGINEERING	15	9		
18	GEOLOGY	15	10		5
19	GUIDANCE AND COUNSELING	15	10		
20	INTERIOR DESIGN	15		5 (with minimum of 20 years	
21	LANDSCAPE ARCHITECTURE	15		6	
22	LIBRARIAN	15			
23	MASTER PLUMBER				
	FY 2020	10	8		6
	FY 2021 (onwards)	15	10		9
24	MECHANICAL ENGINEERING				
	PME	15			
	RMEE	15			
	CPM	10			
25	MEDICAL TECHNOLOGY				
	Registered Medical Technologists (RMTs)	15	12		
	Medical Laboratory Technicians (MLTs)	10	8		
26	MEDICINE	15	10		
27	METALLURGICAL ENGINEERING	15	10		
28	MIDWIFERY				
	FY 2020	10			
	FY 2021	15			
29	MINING ENGINEERING	15			
30	NAVAL ARCHITECTURE	15			
31	NURSING	15	10		
32	NUTRITION-DIETETICS	15			
33	OCCUPATIONAL THERAPY	15			
34	OPTOMETRY	15	10		
35	PHARMACY	15	5		

36	PHYSICAL THERAPY	15			
37	PROFESSIONAL TEACHERS	15			
38	PSYCHOLOGY	15			
39	RADIOLOGIC TECHNOLOGY				
	Radiologic Technologists	15	10	5	
	X-Ray Technologists	10	6	4	
40	REAL ESTATE SERVICE				
	Accredited RE	15per licence			
	Salesperson	5			
41	RESPIRATORY THERAPY	15			
42	SANITARY ENGINEERING	15			
43	SOCIAL WORKERS	45			
44	VETERINARY MEDICINE	15			