TESDA CIRCULAR

Subject: Implementing Guidelines on the Deployment of Competency Standards (CS) for Oil Palm Production Level II		Page 1 of 5 Page/s Number 007 S. of 2025
Date: JAN 17 2025	Effectivity: Immediately	Supersedes:

In the interest of the service and to provide quality and uniform program delivery, the following Guidelines in the deployment of the Competency Standards (CS) for Oil Palm Production Level II are hereby issued;

I. BACKGROUND / LEGAL BASIS

1. The TESDA Act of 1994 (Republic Act No. 7796) defined TESDA as the authority in the "establishment and administration of National Trade Skills Standards (NTSS)." The NTSS eventually evolved into the present-day training regulations (TRs) following the reforms instituted by the agency for the country's TVET, particularly along competency-based, education and training. As such, TESDA is mandated by law to develop and update the competence of the country's industry workers to enhance their employability and ensure long-term economic development.

2. The institutionalization of the Area-Based and Demand Driven (ABDD) process in the registration of the new and emerging skills under the No Training Regulation (NTR) program has paved the way for the localized development of Competency Standards.

3. The Agriculture and Fisheries Modernization Act of 1997 (Republic Act No. 8435) promotes sustainable development in agriculture and includes policies that encourage private sector investments in agricultural ventures, including oil palm production. It sets the foundation for modernizing agriculture and fisheries to increase productivity and sustainability.

4. The Executive Order No. 807 (Promulgated in 2009) directs the promotion of oil palm as a priority crop. It encourages the participation of small farmers and agrarian reform beneficiaries in oil palm production as part of the poverty alleviation efforts, aiming to develop idle lands and support the palm oil industry in creating local employment opportunities.

5. The oil palm industry, established for over half a century in the Philippines, complements the coconut sector and continues to expand steadily. Recognized for its high international market potential, oil palm offers several advantages over other trees for food use and has found diverse uses within local communities, creating valuable livelihood opportunities. As it continues to expand, it is imperative to establish standardized competencies for professionals who produce products from the oil palm tree. This ensures they possess the required skills and knowledge to produce oil palm while adhering to the standards set by the industries, and all laws and regulations which provide the structure for developing

a sustainable palm oil industry that aligns with the Philippines' goals of agricultural productivity, environmental protection, and rural development.

6. The abovementioned Competency Standard (CS) was developed through extensive consultation meetings and workshops with the industry's technical experts, including professionals in the field of agriculture, ensuring that it is reflective of current best practices and industry standards which was facilitated by the Regional Office of Zamboanga Peninsula.

II. OBJECTIVES

1. To immediately respond to the industry skills requirements for Oil Palm Production with the goal to produce competent individuals equipped with 21st Century Skills and compliant with the existing industry standards and practices.

2. To ensure that the education and training providers shall deliver the programs in accordance with the abovementioned CS as required by the oil palm industry.

III. SCOPE / COVERAGE

This CS shall be the basis for the development of the Competency-based Curriculum (CBC) which shall be submitted by the education and training providers registering the program with the TESDA Provincial/District Offices.

IV. IMPLEMENTATION MECHANICS

A. Utilization of the Developed CS

1. To ensure utilization of this CS, all Regional/Provincial/District Directors shall immediately advocate/encourage the registration of abovementioned program; and

2. Copy of the CS will be made available and can be downloaded from the TESDA website.

TESDA CIRCULAR

Subject: Implementing Guidelines on the Deployment of Competency Standards (CS) for Oil Palm Production Level II		Page 3 of 5 Page/s Number 007 S. of 2025
Date: JAN 17 2025	Effectivity: Immediately	Supersedes:

B. Program Registration

1. All Regional/Provincial/District Directors are hereby instructed to process applications for program registration as "No Training Regulations" (NTR) following the Omnibus Guidelines on Technical Vocational Education and Training (TVET) Program Registration (TESDA Circular No. 107 series of 2021) and within the allowable process cycle time (PCT) of three (3) working days indicated in the existing guidelines (TESDA Circular No. 073, Series of 2019). Further, the education and training providers shall develop and submit the competency-based curriculum with number of training hours and appropriate lists of tools, materials, equipment and facilities for training and assessment.

2. To standardize the program implementation and ensure that they are in accordance with the CS. the National Institute for Technical Education and Skills Development (NITESD) and Regional Offices/ Provincial Offices/ District Offices (RO/PO/DOs) shall assist in the development of the Competency-Based Curriculum (CBC).

3. The following codes shall be applied for this CS:

Qualification Title	**Oil Palm Production Level II**
Qualification Code	ABAFFOPP0973320224

Unit Code	Unit Title
Basic Competencies	
400311210	Participate in workplace communication
400311211	Work in 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	
AFF321201	Apply Safety Measures in Farm Operations
AFF321202	Use Farm Tools and Equipment
AFF321203	Perform Estimation and Calculations
AFF321205	Process Farm Wastes

SOC 413206	Perform Record Keeping
Core Competencies	
ABAFF0973320611301	Perform Land Preparation
ABAFF0973320611302	Plant Oil Palm Tree
ABAFF0973320611303	Maintain Oil Palm Tree Plantation
ABAFF0973320611304	Perform Oil Palm FFB Harvest and Post-Harvest Operation

C. Institutional Assessment of Graduates

1. The education and training providers shall ensure the conduct of institutional assessment after the completion of the training program; and

2. The education and training providers (including the enterprises where trainings are conducted) shall issue the Training Certificate after completion of the training and passing the institutional assessment of graduates.

V. SCHOLARSHIP PROVISION

1. A scholarship training subsidy shall be allocated/provided to enrollees of the registered training program under the existing guidelines; and

2. Training cost shall be computed based on the submitted curriculum where the training hours and list of tools, materials and equipment are indicated.

VI. RISK MANAGEMENT

The wide implementation of this program has potential risks, such as but not limited to the following:

1. Standard implementation of competency standard across all regions.
2. Limited number of registered training providers to offer CS.
3. Non-existence of policy to address the migration of No Training Regulations (NTR) programs to NTR with Competency Standards (CS)

To mitigate, if not eliminate the risks, the following measures shall be undertaken.

1. Deploy the competency standards and its implementing guidelines for common understanding and uniform implementation.
2. For the ROPODO to extensively encourage providers to utilize the CS for program registration.

TESDA CIRCULAR

Subject: Implementing Guidelines on the Deployment of Competency Standards (CS) for Oil Palm Production Level II		Page 5 of 5 Page/s Number 007 S. of 2025
Date: JAN 17 2025	Effectivity: Immediately	Supersedes:

3. To discuss with relevant offices on the development of policy on migrating NTR programs with developed CS.

VII. MONITORING AND FEEDBACK SYSTEM

1. The Regional and Provincial/District Offices (ROPO/DO) shall closely monitor the implementation of the registered programs under these CS; and

2. The ROPO/DO shall require the education and training providers with registered program under this CS to report the enrolled, graduates and employed in the T2MIS as part of the regular monitoring and feedback system.

VIII. EFFECTIVITY

This Circular shall take effect as Indicated. Wide dissemination of this Circular by all concerned is hereby enjoined.

TESDA 09:42

JOSE FRANCISCO "KIKO" B. BENITEZ
Secretary/Director General, TESDA