TESDA CIRCULAR

Subject: Implementing Guidelines on the Deployment of Competency Standards (CS) for Permanent Make-up Tattoo Services Level III		Page 1 of 5 pages Number 074, series of 2024
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In the interest of service and to provide quality and uniform program delivery, the following guidelines in the deployment of Competency Standards (CS) for **Permanent Make-up Tattoo Services Level III** is 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. TESDA, through National Technical Education and Skills Development Plan (NTESDP) 2018-2022, aims to strengthen the quality of its training and technical skills development programs for these to be responsive to the needs of the identified industry.

3. In support of the NTESDP 2018-2022, the Area-Based and Demand Driven TVET (TESDA Circular No. 042-2021) aims to respond to the needs of the industries at the national or the local level, deliver programs according to the identified skills priorities and emerging skills needs in the area and consolidate the major process with corresponding process cycle time (PCT) leading to the development of TVET programs to respond immediately to the identified priority and emerging skills at the local level.

4. The demand for specialized dermopigmentation services has increased in recent years, particularly with the rise of permanent makeup tattoo services. These services involve the application of pigments to enhance eyebrows, eyeliner, and lips, as well as procedures for PMU removal. Standardized training programs in these areas are essential to ensure the safety and proficiency of practitioners and to meet the growing needs of the industry.

5. Anyone with the tools can perform dermopigmentation services and make a profit from them. However, not everyone possesses the knowledge and expertise to do so responsibly. The development of standardized Competency Standards in Permanent Make-up Tattoo Services Level III can

educate workers and ensure the safety and well-being of clients seeking these services. This includes monitoring the client's journey during and after follow-up visits to ensure high-quality customer service.

6. The abovementioned Competency Standard (CS) was developed through extensive consultation meetings and workshops with industry technical experts, including professionals in the fields of dermatology and aesthetics, ensuring that it is reflective of current best practices and industry expertise which was facilitated by the Regional Office of National Capital Region (NCR).

II. OBJECTIVES

1. To immediately respond to the industry skills requirements for Slitter 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 eyelash and eyebrow sector.

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 at the TESDA Provincial/District Offices.

IV. IMPLEMENTATION MECHANICS

A. Utilization of the developed CS

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

2. A copy of the CS will be made available and can be downloaded from the TESDA and TESDA NCR website.

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 to ensure that they are in accordance with the CS, the Regional Office and Provincial/District Offices (ROPO/DOs) shall assist in the development of the Competency-Based Curriculum (CBC).

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

Qualification Title	**Permanent Make-up Tattoo Services Level III**
Qualification Code	**AB-SOCPMU1381500324**

Unit Code	Unit Title
Basic Competencies	
400311319	Lead workplace communication
400311320	Lead small teams
400311321	Apply critical thinking and problem-solving techniques in the workplace
400311322	Work in a diverse environment
400311323	Propose methods of applying learning and innovation in the organization
400311324	Use information systematically
400311325	Evaluate occupational safety and health work practices
400311326	Evaluate environmental work practices
400311327	Facilitate entrepreneurial skills for micro-small-medium enterprises (MSMEs)
Common Competencies	

SOC514201	Maintain an effective relationship with client/customers
SOC514202	Manage own performance
SOC514203	Apply quality standards
SOC514204	Maintain a safe, clean and efficient work environment
Core Competencies	
AB-SOC1380300514301	Administer eyebrow pigmentation
AB-SOC1380300514302	Administer eyeliner pigmentation
AB-SOC1380300514303	Administer lip pigmentation
AB-SOC1380300514304	Perform dermopigmentation removal procedure

C. Institutional Assessment of Graduates

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

2. The education and training providers (including the enterprise 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 may be allocated/provided to enrolles 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.
3. To discuss with relevant offices on the development of policy on migrating NTR programs with developed CS.

VI. MONITORING AND FEEDBACK SYSTEM

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

2. The ROPODO 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.

VII. EFFECTIVITY

This Circular shall take effect as indicated. Dissemination of this Circular by all concerned is hereby enjoined.

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