

National Human Resource Development Roadmapping

Background

The formulation of a Comprehensive National Industrial Strategy (CNIS) is a policy priority under the Philippine Development Plan (PDP) 2011-2016. The PDP anchors the national goal of inclusive growth—defined in the Plan as “poverty reduction in multiple dimensions and massive creation of quality employment”—on reviving the manufacturing sector, and expanding and diversifying the services and agriculture sectors. The government considers these sectors as drivers for accelerating Philippine economic growth in the medium-term as well as the primary generators of good quality employment.

In the Philippine Labor and Employment Plan (LEP) 2011-2016, one of the key strategies is *“formulating a national industrial policy through social dialogue that will pave the way for an industrial plan. The plan will lay down the mapping of opportunities, planning, coordinating, and promoting the growth of forward and backward linkages in priority areas including manufacturing and high-potential growth areas, as well as prepare other industries toward attracting investments and promoting job generation.”*

Recognizing the importance of a skilled workforce to attain productive, innovative and competitive industries, many industry stakeholders have identified human resource development (HRD) as a key cross-sectoral issue of concern, along with infrastructure development, power and energy, research and development, harmonization of local government regulations, and international marketing and promotions. For this reason, the DTI partners with the Department of Labor and Employment (DOLE) to spearhead the

crafting of HRD plans that will complement the industry roadmaps. Thus far, according to DTI, HRD issues like skill shortages and mismatches and difficulties in gaining access to quality trainings, among others, are frequently mentioned as possible constraints to industrial productivity.

In view of this, the DOLE initiated its **National Human Resource Development Roadmapping Initiative** in 2015. The Department created a Technical Working Group (TWG) (*DOLE Administrative Order (A.O.) No. 358 dated 18 August 2015*) to lead in the crafting of sectoral HRD plans, which will contain recommendations on human resource competitiveness and will ensure policy coherence and convergence efforts. Stakeholder consultations shall be conducted for the purpose of formulating a sectoral HRD plan per industry roadmap. These plans will pave the way for the crafting of a National Human Resource Roadmap (NHRR) which will contain cross-cutting issues on industry competitiveness and ensure policy coherence and convergence efforts.

Consultation Objectives

The DOLE aims to produce twenty-two (22) sectoral HRD plans and one (1) overseas employment HRD roadmap to be consolidated into a National Human Resource Roadmap (NHRR). Specifically, the sectoral consultations shall be conducted to achieve the following objectives:

1. To generate industry data from stakeholders (situation analysis);
2. To present employment projections;
3. To identify HRD issues and challenges in the industry; and
4. To recommend policy priorities, program convergence efforts and monitoring and evaluation framework.

Consultation Process

The consultation process (DOLE AO No. 508-2015) has been structured into three interrelated phases:

- (1) Preparatory Activities
- (2) Consultation Proper
- (3) Post-consultation Reports

Phase 1: Preparatory Activities. Preparatory activities shall ensure the completion of an HRD situation analysis report per sector which contains analysis of initial data on labor demand, skills supply and imbalances to be validated by industry key informants during the consultations. Information for the situationer shall be sourced from the following input documents: Industry roadmaps, employment projections, Project JobsFit 2020 and Skills Occupational Shortage List, competitiveness indices, labor supply data (e.g., from CHED, PRC, TESDA, DOLE skills registry), and results of past sectoral industry consultations on skills and training needs.

Phase 2: Consultation Proper. The DOLE-TWG shall organize a Leaders' Meeting and a series of National Multisectoral Consultations. The purpose of the Leaders Meeting is to generate support from industry leaders and elicit relevant representation from sectors. The Multisectoral Consultations aim to ensure that

the invited key informants respond to areas for decision regarding addressing skills gap, hard-to-fill occupations, traditional and emerging jobs and competencies, and key strategies for HRD. The schedule for multi-sectoral consultations can be found in page 3 of DOLE A.O. 508-2015.

Phase 3: Post-Consultation Reports. Once consultation work is completed, the inputs received shall be analyzed. The focal agencies shall draft the sectoral HRD plans and submit to DOLE-TWG for clustering and consolidation. The consolidated output shall be the National Human Resource Development Roadmap. The DOLE-TWG shall present to the Secretary the NHRDP for approval.

Way Forward

Timeline of activities. Sectoral HRD roadmaps should have been drafted by 1st to 2nd week of December and presented to the Secretary by 2nd week of December. Detailed timeline for the DOLE Roadmapping activities can be found in Table 1. The schedule of Multisectoral Consultations per roadmap industry and the responsible DOLE agency can be found in Table 2.

Figure 1. HRD Roadmapping Consultation Process



Table 2. HRD Roadmapping Activities and Timeline

ACTIVITY	DATE	OUTPUT
PREPARATORY ACTIVITIES		
1. Briefing for the Secretary on the Consultation Guidelines	19 October 2015	Approved Consultation Guidelines
2. Pre-Consultation Writeshop	28 October 2015	HRD Situation Analysis Reports
3. Directorate Meeting of the DOLE TWG-HRD And Follow-Up Pre-Consultation Writeshop	5 November 2015	Revised HRD Situation Analysis Reports
4. Briefing for the Secretary on the Industry Leaders' Breakfast Meeting and Updates on the HRD Roadmapping Initiative	11 November 2015	
CONSULTATION PROPER		
5. Industry Leaders' Breakfast Meeting	13 November 2015	Pledge of Support
6. Meeting of the DOLE TWG-HRD on the Results of the Industry Leaders' Breakfast Meeting and Preparations for National Multisectoral Consultations	16 November 2015	
7. Conduct of the National Multisectoral Consultations	1st-2nd week December	Proceedings Sector inputs
POST-CONSULTATION REVIEW		
8. Drafting of the Sectoral HRD Plans	1st- to 2nd week December 2015	Sectoral Human Resource Development Roadmaps
9. Consolidation of the Roadmaps	3rd week December 2015	National Human Resource Development Roadmap

Table 2. Schedule of Multisectoral Consultations for Roadmap Sectors and Responsible DOLE Agencies

DATE	SECTORS	RESPONSIBLE DOLE AGENCY
DEC. 3, 2015 (THURS.)	IT-BPM	Bureau of Local Employment (BLE)
	Aerospace	BLE
	Electric Vehicles	BLE
	Motorcycles	BLE
	Automotive	Bureau of Labor Relations (BLR)
	Automotive parts	BLR
DEC. 4, 2015 (FRI.)	Copper & copper products	Institute for Labor Studies (ILS)
	Iron and steel	ILS
	Metal casting	ILS
	Jewelry	ILS
DEC. 14, 2015 (MON.)	Ceramic tiles	National Wages and Productivity Commission (NWPC)
	Furniture	NWPC
DEC. 15, 2015 (TUES.)	Mass Housing	BLR
	Chemicals	BWC
	Petrochemicals	BWC
	Plastics	National Conciliation and Mediation Board (NCMB)
	Cement	NCMB
DEC. 16, 2015 (WED.)	Electronics & Semiconductor	Technical Education and Skills Development Authority (TESDA)
	Tool and die	TESDA
	Biodiesel	Bureau of Workers with Special Concerns (BWSC)
	Rubber products	National Reintegration Center for OFWs (NRCO)
	Natural health products	Professional Regulation Commission (PRC)

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Bridging Research, Policy and Practice

The Institute for Labor Studies (ILS), an attached agency of the Department of Labor and Employment (DOLE), was created through Executive Order No. 251 in 1987.

It is the think tank, consultant, broker and knowledge incubator of DOLE. The ILS informs policy via its researches and advocacies on nascent and critical labor and employment issues and concerns.



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This publication is regularly released by the Institute in support of the DOLE's contributions to ongoing national policy discourses on key labor and employment policy issues of the day.

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