

The Philippines Skills development and chapters

As a follow up to workshops held in Bangkok and Manila the DECP facilitated a two day workshop in Manila during which some 25 delegates participated. The DECP model was used to analyse in what stage ECOP and member organisations can influence labour market processes positively. The participants concluded that it would make sense to expand the number of internships and apprenticeships significantly. Large companies like SM, IBM and Jollibee perceive talent development as part of their strategy and they do have active programmes on skills development. But most of the small and mid-sized companies don't.

Focus of the workshop has been on the crucial conditions of offering internships which answer these needs. A learning culture (1) should be part of the companies HR strategy, goal setting and concrete competence development should be defined including regular evaluations (2) and the company should train experts to be a learning-coach at the same time (3). The participants were enthusiastic about the results they came up with in teamwork and fully support the ambition to take next steps. Developing such a programme will stimulate interaction between schools for (T)Vet education, companies and government. After all, it takes three to tango. If not more.

The DECP has provided ECOP and the participants with a digital package on skills development as building blocks and theoretical background of their tasks. Furthermore, DECP has provided them with templates that guide the process of putting internships and apprenticeships with added value in place.

The mission also provided the opportunity for the DECP to take its work forward on the development of ECOPs regional network "Chapters". The DECP attended a number of events in Luzon north of Manila and also held a dinner for the Chairman's of the local Chapters to share areas of best practise and concern.