



LABOR MARKET INFORMATION (LMI) News Packet

Department of Labor and Employment

Labor Communications Office

April 2012

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— Sec. ROSALINDA DIMAPILIS-BALDOZ

Baldoz says job search is a process, as she urges use of DOLE’s Guiding Young Jobseekers

“**P**arents, teachers, and peers play a significant role in the career exploration process of young people.

They largely participate in helping the youth find their desired path. At the same time, they help them maintain a solid course towards continuous self-discovery and success.”

Thus said Labor and Employment Secretary Rosalinda Dimapilis-Baldoz as she encouraged parents and mentors of young people to use the DOLE’s “Guiding Youth Careers: A Handbook for those who help young jobseekers” in further realizing the vision and diligent efforts of many people who are committed to steering the youth in the right direction.

Baldoz said it is only now during the administration of President Benigno S. Aquino III that necessary and sufficient attention is being paid to career counseling, which plays a large part in the success of young people, but hastened to add that it is not too late.

“In highly-developed countries, career guidance provides five basic categories of service, namely: (a) career information, on local and foreign employment opportunities and labor market trends; (b) career education, on career planning and decision making; (c) career counseling, self-assessment, and self-definition; (d) employment counseling, on writing resumes and interviewing skills; and (e) job placement, on actual job search services.

“Job search must not be conducted in a shotgun approach, where hit-or-miss is the name of the game. It is a process and looking for a job requires a structured methodology. This is exactly the approach contained in this handbook,” Baldoz said.

The handbook contains four-parts, which describes the set of activities that young jobseekers must do in order to move forward in the search process. The parts are explained in detail in their appropriate sections, namely, Part 1: Knowing where you’ve

been; Part 2: Knowing what you’ve got; Part 3: Knowing where and how to look; and Part 4: Making the Deal.

In addition, the handbook is enriched with inspiring articles and success stories which may serve as supplementary source materials for career guides. It also has tips on how to enhance entrepreneurial skills, and offers information on business development as a career option.

“The Guiding Youth Career handbook includes a comprehensive list of job search venues and employment and entrepreneurial websites that readers can use accordingly,” said Baldoz.

“With this handbook, career guidance counselors, teachers, and parents will have an effective tool in providing relevant and accessible information and guidance services that will fit the needs of our young people, thus, enabling them to move forward and to triumph on their own,” Baldoz explained.

The manual, first published in 2007, is a collaborative project of the DOLE’s Bureau of Local Employment (BLE) and the International Labor Organization (ILO). The soft-bound manual contains 113 pages and measures 6 x 9 inches.

It is primarily designed to complement another BLE publication, the Minute Guide for Young Jobseekers, and a set of occupational flyers of 20 occupations identified to be in-demand for the next five years.

Guiding Youth Careers: A Handbook for those who help young jobseekers and Minute Guide for Young Jobseekers are part of the DOLE’s body of labor market information advocacy materials designed to help raise awareness and understanding of the labor market to address jobs-skills mismatch.

The DOLE has embarked on career advocacy as part of its labor market information delivery services to help equip college graduates and jobseekers prepare for entry to the labor market.



DOLE bats for safe and healthy lifestyle for BPO workers

The Department of Labor and Employment is aware and recognizes the health and safety issues, including lifestyle-related diseases, associated with outsourcing or BPO work, and are promoting programs that will ensure the health and safety of workers in the industry.

Labor and Employment Secretary Rosalinda Dimapilis-Baldoz said this in the wake of a report saying there is a surge in so-called "lifestyle diseases" in the BPO industry.

"While the rapid growth of the business process outsourcing industry has created significant employment opportunities, we recognize there are health and safety concerns linked to peculiar working conditions in the industry," Baldoz said, citing the report of the DOLE's Occupational Safety and Health Center (OSHC), which said available scientific information from local and international studies acknowledge that there are recognized health and safety issues, including lifestyle-related diseases, associated with outsourcing or BPO work.

Baldoz said that because of this, the DOLE, in 2008, issued Department Circular No. 1-08 containing the "Policy Guidelines Governing the Occupational Safety and Health (OSH) of Workers in the Call Center Industry".

The circular provides direction to BPO firms in formulating OSH programs and how they can comply with OSH standards and other related OSH issuances that the DOLE enforces to protect workers in the BPO industry from hazards in the workplace.

"For BPO companies, their OSH programs should include prevention and control mechanisms and address security and safety concerns related to night work. These programs should also include measures in building the capability of BPO firms' safety and health committees to undertake risk management through information,

training, and work environment safety and health interventions," said Dr. Ma. Teresa Cucueco, OSHC executive director, in her report.

Baldoz said the DOLE is actively involved in advocating OSH programs and OSH compliance through the BPO Industry Tripartite Councils, particularly in regions with numerous BPO establishments--the NCR, Central Luzon, Central Visayas, Northern Mindano, and Davao region.

"We work closely with the BPO ITCs in promoting better compliance to OSH standards," said Baldoz.

She explained that last year, the DOLE started working with the International Labor Organization on a project dubbed, "Promoting Company Values and Healthy Lifestyle in the BPO Industry", which aims to promote healthy lifestyles among the young professionals working in BPOs.

Under the project, the DOLE and the ILO conducted a survey among employers and workers in this industry to arrive at a holistic and integrated workplace-based approach to address the issues of stress, poor diet, physical inactivity, tobacco and alcohol use, HIV and AIDS, tuberculosis, and violence.

The project also envision partnerships among government, the private sector, workers' organizations and NGOs for the development of company policies and programs to be implemented to ensure the protection of the health and safety of BPO workers and, consequently, to prevent lifestyle-related diseases.

Baldoz said that as a result, BPO companies have introduced better workplace design as part of their good ergonomics program to reduce muscle and joint pains, and implemented enhanced safety services, such as transport for night shift workers. They have also launched awareness-raising programs on eating healthy meals and avoiding too much coffee or cigarettes at work and organized physical fitness activities to address work stress.

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To boost competitiveness, DOLE creates TWG to formulate measures on mission-critical skills

Labor and Employment Secretary Rosalinda Dimapilis-Baldoz created a technical working group within the DOLE to formulate specific measures for Philippine industries to retain mission critical skills, and thus, boost the country’s competitiveness.

“Since last year, the DOLE has been implementing a package of policy and program reforms to improve the DOLE’s institutional capacity to effectively and efficiently address issues and concerns in the labor market. One of these is brain drain,” she said.

To squarely address the issue, Baldoz last week constituted a technical working group headed by Undersecretary Danilo P. Cruz and composed of Philippine Overseas Employment Administration chief Hans Leo J. Cacdac as vice chairman, and Institute for Labor Studies executive director Cynthia Cruz; Technical Education and Skills Development Authority executive director Ma. Susan dela Rama; Bureau of Local Employment director Criselda Sy; POEA director Nini Lanto; and Professional Regulation Commission director Rhoda S. Gliane, as members.

Baldoz said the technical working group will look into the concerns of some companies about their losses of highly-skilled workers to overseas employers which threaten or undermine their capability to meet the demand of their global customers.

“These companies have brought to our attention the alleged predatory hiring practices of some foreign employers that specifically target sensitive and highly-skilled Filipino workers by offering them fantastic salaries without due and proper notice,” said Baldoz.

One such company, Moog Controls Corporation, a Philippine branch of the New York-based company specializing in the production and repair of servo-actuators and other high performance precision control systems for aerospace and industrial use, and primary flight control surfaces of commercial airliners, has met with Baldoz and informed her that the company has lost about 48 of its highly-trained CNC (computer numerical control) machinists to unethical recruiters through predatory hiring.

Baldoz said it takes Moog Controls Corporation, which is based in the Baguio Export Processing Zone, four to five years in

specialized training of CNC machinists to gain capability in their highly-specialized field.

“That involves a high cost of investment in manpower development,” Baldoz said.

In constituting the technical working group, Baldoz said its task is to formulate an analytical framework to determine the level of skills supply and demand in a particular industry and identify occurrence of shortage of mission-critical skills.

“We have to know which other industries have the same concerns and level of shortages as Moog; and whether we can use a standard criteria, such as core necessity of the skill(s) for the industry, the period of time to produce or replace those skill(s), and the difficulty of replacing those skill(s), in ascertaining the occurrence of shortage of mission-critical skills in other industries,” Baldoz explained.

She also tasked the group to monitor the criticality level of skills among industries and to recommend measures to assist the industries employing mission-critical skills and experiencing shortages of these skills to regain viability.

The technical working group, Baldoz further explained, is expected to study and analyze supply and demand of mission-critical skills; educational and technical requirements; cost and duration of training and availability of training centers; and salaries and benefits of holders of such skill(s).

Baldoz said the technical working group will also study the proposal to impose a moratorium on the approval of overseas employment certificates of sensitive mission-critical skills holder intending to work overseas and the requirement of a longer period of notice, say six months, for mission-critical skills holder leaving their present employment. She also said she had already tasked Administrator Cacdac to call the attention of some foreign employers who have hired Filipino workers with mission-critical skills about their alleged predatory hiring practices.

“We need to have a system of retaining talents to be able to compete and assure foreign investors, particularly high technology companies wanting to invest in the Philippines, that we have adequate supply of the workers they may need,” Baldoz finally said.

The Department of Labor and Employment has identified Computer Numerical Control (CNC) Machinist as a mission-critical skill (MCS) and, to retain workers with such skill, Labor and Employment Secretary Rosalinda Dimapilis-Baldoz yesterday signed a memorandum circular establishing specific measures on protecting them as well as clear-cut requirements on their hiring by overseas employers.

“The DOLE has a mandate to gather and develop labor market intelligence and it is in pursuit of this mandate that we identify CNC machinist as a mission-critical skill,” said Baldoz in signing Memorandum Circular No. 02, Series of 2012.

The circular’s issuance follows Baldoz’s creation of a technical working group (TWG) within the DOLE tasked with formulating specific measures for Philippine industries to retain mission-critical skills, boost the competitiveness of the country’s industries, and squarely address the “brain drain” issue.

Relative to the hiring by foreign employers of CNC machinists, Baldoz, through the circular, has instructed the Philippine Overseas Employment Administration (POEA) to (a) include in its existing documentation requirements for said skilled worker a proof of the worker’s six (6) months’ notice of resignation, duly acknowledged by the present

DOLE identifies CNC machinist as mission-critical skill

local employer/company; (b) ensure compliance of this requirement by licensed recruitment agencies and their respective foreign employers/principals; (c) work out with foreign employers/principals through their recruitment agencies the observance of ethical recruitment practices, including the staggered hiring of CNC machinist-workers so as not to adversely affect the operations of local companies, including multinational corporations.

“The POEA should also work out with foreign employers/principals capital investment in the human resource development of our OFWs through partnership with colleges/training institutions to enhance the supply of mission-critical skilled workers,” said Baldoz in her order.

Under M.C. 02, Baldoz also directed the Bureau of Local Employment to work with local industries employing CNC machinists towards the improvement of their employment package and other benefits as an incentive for their retention.

To ensure the replenishment of CNC machinists, she directed the Technical Education and Skills Development Authority to strengthen its partnership with concerned industries and companies in the conduct of training on MCS.

Relative to this, Baldoz bared that Department of Science and Technology Secretary Mario Montejo had assured her that the DOST’s existing training modules can produce sufficient MCS workers to meet the demands of local and overseas markets.

Baldoz explained that the DOLE’s effort to address the issue of “brain drain” is part of the strategies laid down in the Philippine Labor and Employment Plan 2011-2016 in pursuit of inclusive growth.

“These strategies include the need to address “brain drain, especially mission critical skills”—with emphasis upon the choice for migration that is “not inherently detrimental to the country’s competitiveness.”

“We need to improve and strengthen the competitiveness of the country’s industries. We need to counter predatory hiring practices overseas that have depleted the supply of such critically-needed workers among booming industries,” she said.

Finally, in the circular, Baldoz tasked the TWG formed by Administrative Order No. 105, Series of 2012, “to regularly review the circular’s implementation and submit the results of their assessment accordingly”.



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