



LABOR MARKET INFORMATION (LMI) News Packet

Department of Labor and Employment

Labor Communications Office

March 2012

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— Sec. ROSALINDA DIMAPILIS-BALDOZ

DOLE invites jobseekers to avail of free use of the enhanced Phil-JobNet

“A more ‘user-friendly’ web-based job matching facility and labor market information portal is finally here. For free.”

Thus announced Labor and Employment Secretary Rosalinda Dimapilis-Baldoz after having been informed of the successful launching of the enhanced Phil-JobNet.

“The Phil-Jobnet is now complete with features that will enable jobseekers to efficiently look for the right job on a 24/7 basis,” Baldoz said.

The system enhancement of the government’s job search and job matching facility was initiated by the Bureau of Local Employment late last year- with a series of User Acceptance Testing (UAT), participated by 38 representatives coming from the DOLE Planning Service, Regional Offices (ROs), Public Employment Service Offices (PESOs), Philippine Commission on Women, and private companies.

Participants to the UAT joined the actual test case scenario and contributed significant inputs which resulted to the following innovations: (1) a single user account for each registered jobseeker, employer, PESOs, and DOLE ROs; (2) a resetting option for forgotten passwords; (3) an interactive map to browse available jobs, training, and livelihood opportunities from a specific region or province; (4) a viewable and printable details of candidates from list of matched applicants and prospective candidates; (5) email or SMS notification to qualified job applicants on schedule of interview; and (6) online referral for walk-in applicants.

“While there have been some changes in the Phil-Job-Net, it has retained some of its first-rate features, such as the Skills-for-Hire button, which is similar to a yellow page or bulletin board where skilled persons and own account workers can advertise their services,” Baldoz said.

The registered skills on the Phil-JobNet have been merged with the Skills Registry System data to create a single ‘live’ registry database enabling employers to look for workers who could meet their requirements.

Baldoz also encouraged employers to make use of the enhanced website because, unlike private job search portals, it is free of charge.

To date, there are over 105,000 job vacancies posted on the site. Among the top 20 hot jobs listed are: call center agents; product support engineers; electricians; carpenters; product specialists; software instructors; plumbers; factory workers; sales clerks; masons; promo salespersons; waiters; painters; technical support staff; electrical technicians; domestic helpers; customer service assistants; stockmen; welders; and cashiers.

“The Phil-Jobnet has functioned continuously for more than a decade now since it was first launched in 1998; and its utility will continue to grow. Our thrust to enhance the site as an engine of labor market information and job-skills matching is in pursuit of the agenda of the Aquino government to reinvigorate labor and employment,” Baldoz ended.

DEPARTMENT OF LABOR AND EMPLOYMENT, PHILIPPINES



PHIL-JobNet

THE OFFICIAL JOB PORTAL OF THE PHILIPPINE GOVERNMENT

Learn about the labor market, access DOLE's LMI, Baldoz urges student, jobseekers as graduation near

Adult workers, young workers, graduating college students, and all jobseekers for that matter will find it easy to find their dream jobs if they first learn about the labor market.

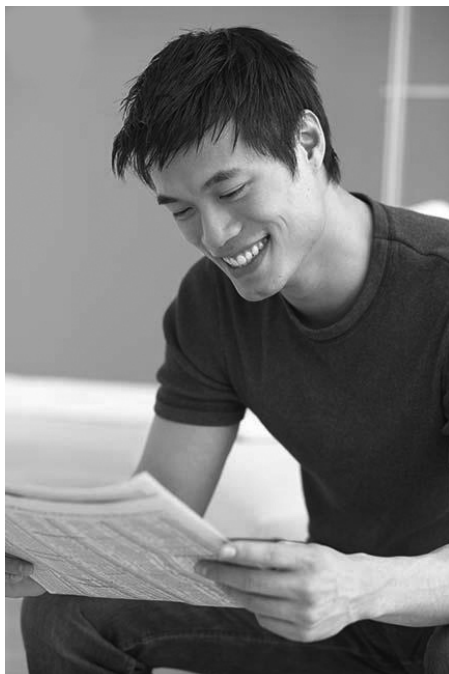
"Learning about the labor market is actually the first step before a job seeker should go out to look for a job," says Baldoz, as she encouraged jobseekers, particularly the first-timers, to make use and benefit from the rich trove of labor market information (LMI) available.

Saying preparation is essential in a job search, the labor and employment chief explained that LMI--defined as any information concerning the size and composition of the labor market and the presentation of facts arising out of the functioning of this market--consists of raw or analyzed statistical or qualitative information which jobseekers can use as basis for making important career or employment decisions.

It consists of primary information, such as the number of the labor force, employed, unemployed, and underemployed; and other pertinent quantitative or qualitative data on job openings and job prospects, human resource development trends, industry profiles and industry situationers, in-demand careers and occupations, labor supply-demand profiles, and skills and supply shortages/surpluses.

"For example, if I were the jobseeker, it would be important for me to know which jobs are "tight"--where applicants exceed the vacancies; and which are "loose"--where vacancies exceed the applicants. I would also need to learn about the hiring requirements of industries, prospects for occupational growth, training opportunities, wages and benefits," said Baldoz.

Baldoz said all these types of information are readily available at various government offices, such as the Department



of Trade and Industry, Commission on Higher Education, Department of Education, National Statistical Coordination Board, and the National Statistics Office.

On the part of the DOLE, its bureaus, namely the Bureau of Local Employment and Bureau of Labor and Employment Statistics, and attached agencies, namely the Technical Education and Skills Development Authority, Philippine Overseas Employment Administration, Overseas Workers Welfare Administration, and the National Wages and Productivity Commission collect, process, and analyze specific LMIs for dissemination to the public.

"A rich collection of LMI are also available in the newspapers, journals, employment service websites, even foreign embassies, and various government and non-government publications, such

as the DOLE's Career Guides, Guiding Youth Careers, and Minute Guide for Young Jobseekers," Baldoz said, adding the government's official job search and job matching portal, Phil-job.net, is a valuable source of LMI.

"Our LMI dissemination activities is aimed to enhance the access of jobseekers to employment opportunities in the labor market," she said, adding:

"They also seek to guide jobseekers and students towards winning courses and productive career choices in consonance with the overarching goal of President Benigno S. Aquino III, in his 22-point labor and employment agenda, to address the labor-mismatch problem by promoting better coordination between employers, academia, and government through strengthening both public and private sector labor market information and exchange institutions."

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Growth trend in e-healthcare services could address nurses’ surplus—Baldoz

Explore other healthcare careers and get employed quickly.

This was the advice of Labor and Employment Secretary Rosalinda Dimapilis-Baldoz to new jobseekers, particularly nursing graduates, who are joining the labor force this year.

“I urge you to consider other healthcare job opportunities to mitigate the glut of registered, yet, unemployed nurses in the country,” she said, mindful that 22,760 new nurses have passed the recent nursing licensure examinations.

“As the DOLE addresses current employment issues affecting nurses and other healthcare professionals, I encourage our nursing graduates, whether licensed or not, to look at other healthcare occupations if they want to land a job in the local labor market. There are opportunities for you other than serving as duty nurses in clinics and hospitals,” she said.

Baldoz pointed to the country’s healthcare graduates the 100,000 available jobs in the non-voice sub-sector of the business process outsourcing (BPO) industry, specifically in such occupational careers as medical transcriptionists, coders, billers, and butlers.

Citing the report of the DOLE’s Bureau of Local Employment (BLE), Baldoz explained that the Healthcare Information Management Outsourcing Association of the Philippines (HIMOAP) has predicted that the knowledge-process outsourcing or non-voice sub-sector is the next growth area in the BPO industry in the country.

“Workers needed in this sector are not the common ‘headset with microphone’ type of worker, but those who process and analyze knowledge, information, and technical data. These healthcare jobs have high turnover rate and are considered essential in business operations,” Baldoz explained.

In the BLE report, medical coders, butlers, and billers are career occupations that require graduates with a bachelor’s degree in nursing or other medical-related courses. These jobs also require the same skills and competencies with that of a nursing graduate.

Medical coders who are responsible for ensuring standard medical coding in all diagnostics have starting monthly salaries ranging from P14,000 to P18,000, while medical billers who function in managing patient accounts and submitting claims to insurance companies have initial pay of P15,000.

Meanwhile, jobseekers who want to pursue a career as a medical butlers will be trained on telemedicine and other healthcare practices supported by electronic processes and communication services as they provide internet-based healthcare support to customers.

Medical butlers, who are now highly in-demand in the country’s BPO industry, have starting salaries ranging from P13,000 to 16,000. Those who will acquire further education can even become specialists or work as independent consultants.

To boost the electronic or ‘e-healthcare’ sector, Baldoz cited the strengthened partnership of the Technical Education and Skills Development Authority (TESDA) and the Business Processing Association of the Philippines (BPAP) in training and certifying more BPO workers in the health services industry.

“We want our healthcare graduates and jobseekers, particularly our nurses, to consider the in-demand jobs in the knowledge process outsourcing that fit their competencies. With their educational expertise and further re-tooling and re-training, I am confident they will find the opportunity rewarding and fulfilling in terms not only of material income, but also in terms of experience and expertise which they can use later when they transit to their dream nursing job,” Baldoz finally said.

Baldoz to jobseekers: Follow the 10 Commandments against illegal recruitment

Labor and Employment Secretary Rosalinda Dimapilis-Baldoz encouraged college graduates and jobseekers to familiarize themselves with the modus operandi of illegal recruiters and unscrupulous individuals to avoid the perennial pitfall of recruitment scams and fake job offers as they enter the world of work.

“We want our jobseekers to be equipped with the right knowledge on our anti-illegal recruitment (AIR) campaign as they serve as their own lookout during their job hunting and application,” Baldoz said, adding:

“Heightened awareness on the AIR strategies would guard them against job swindlers and would lead them to just and decent jobs in the labor market.”

Baldoz pointed jobseekers to the AIR page at <http://www.poea.gov.ph/air/whatisir.htm> cited at the Philippine Overseas Employment Administration (POEA) website which contains all relevant information that every applicant should know regarding illegal recruitment, including the nature and forms of job scams, tips on how to identify and avoid possible employment con artists and their sophisticated operations and traps.

“It is best that they should know by heart the ‘10 Commandments on How to Avoid Illegal Recruiters’ which will serve as their guide against abusive scammers who are trying to take advantage of first-time job hunters.

Baldoz reiterated the ‘10 Commandments’ as follows:

1. Do not apply at recruitment agencies not licensed by POEA.
2. Do not deal with licensed agencies without job orders.
3. Do not deal with any person who is not an authorized representative of a licensed agency.
4. Do not transact business outside the registered address of the agency. If recruitment is conducted in the province, check if the agency has a provincial recruitment authority.
5. Do not pay more than the allowed placement fee. It should be equivalent to one month salary, exclusive of documentation and processing costs.

6. Do not pay any placement fee unless you have a valid employment contract and an official receipt.

7. Do not be enticed by ads or brochures requiring you to reply to a Post Office (P.O.) Box, and to enclose payment for processing of papers.

8. Do not deal with training centers and travel agencies, which promise overseas employment.

9. Do not accept a tourist visa.

10. Do not deal with fixers.

Following her warning to know the right recruiters and employers, Baldoz also advised those who want to work overseas to make use of the online verification services of licensed recruitment agencies at the POEA website at <http://www.poea.gov.ph> to validate job offers. The site also provides a list of approved job orders up for grabs.

“With a new POEA administration, we expect an intensified anti-illegal recruitment and anti-human trafficking campaign this year to eliminate all forms of illegalities and irregularities in the country’s recruitment system and to curb the proliferation of illegal recruiters who usually victimize young jobseekers,” Baldoz said.

The government’s AIR campaign translates into action the strategy to expand social protection for Filipino migrant workers as spelt out in the Labor and Employment Plan 2011-2016 and President Benigno S. Aquino III’s 22-point Labor and Employment Agenda, which calls for an all-out war against unscrupulous individuals engaged in illegal and predatory activities, including fixers, scammers, and traffickers.

“Always conscious of our mandate under RA 9208, the DOLE continues without let-up in the strict implementation of the law and its rules and regulations relative to the employment of persons locally and overseas, as well as in the monitoring, documentation, and reporting of cases of trafficking in persons, especially women and children, involving employers and recruiters,” Baldoz explained.

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Baldoz’s advice came as the Commission on Higher Education (CHED) earlier urged students to pursue “undersubscribed” programs which include those under agriculture and fisheries.

Baldoz pointed students to the labor market information (LMI) available in the DOLE’s Project Jobs Fit which details a wide range of opportunities in the country’s key employment generators, including the “seven (7) big winners”, which are agriculture, business process outsourcing (BPO), creative industries, infrastructure, manufacturing & logistics, mining and tourism.

“In agriculture alone, there are job opportunities in the medium to long term in the growing agri-business sector, notably such occupations as agricultural economists, those in animal husbandry, aquaculturists, coconut farmers, entomologists, fruit, vegetable, and root crops farmers, fishermen, horticulturists, plant mechanics, rice thresher operator mechanics, veterinarians, and pathologists,” Baldoz said.

“My advice to students is to consider seriously taking up these courses if they want to get employed quickly,” she said.

Director Maria Criselda R. Sy of the DOLE’s Bureau of Local Employment bared that Project Jobs Fit also identifies “in-demand” sub-skills under these occupations, such as poultry raiser, livestock raiser/farmer, entrepreneur (animal production), independent farmer (owner/operator in a smaller operation), leading hand, agronomist, aqua-culturist, aquaculture farm caretaker, aquaculture farm aide, aquaculture facilities repair and maintenance worker, fish nursery worker, shrimp and fish growout worker, prawn farm cultivator, horticultural farm aide, horticultural farm caretaker, coffee and cacao farmer.

Project JobsFit is part of the DOLE reforms on employment facilitation which forms part of the 22-point agenda of President Benigno S. Aquino III.

Baldoz to students: Take agriculture and fisheries courses

The reform calls for disseminating labor market information on new and emerging industries and preferred skills that must be generated per region in the next 10 years.

This LMI can now be accessed online by workers and employers and the public at large. The DOLE has also distributed hard copies in print and in CD format of the Project JobsFit report to members of the Cabinet and Congress, and to relevant government agencies, employers and workers groups, and the network of guidance counselors of schools, colleges and universities.

“We will review the JobsFit Report biennially to analyze labor market trends and to make the data correct for timely and accurate dissemination to the public,” Baldoz said.



DOLE sees creative industries as key job provider

A Department of Labor and Employment (DOLE) study, Project JobsFit, shows that creative industries in the Philippines would be a leading provider of productive opportunities for appropriately-skilled and qualified Filipino workers in this decade.

Labor and Employment Secretary Rosalinda D. Baldoz has, thus, encouraged Filipino workers, students and the youth, to consider pursuing “creative” careers, and to acquire needed skills for these industries where employment opportunities are seen to flourish in the next 10 years.

“The creative industries are among the emerging industries which Project JobsFit has identified to generate jobs,” Baldoz said, adding that job seekers with appropriate skills will readily get employed in these sectors.

Project JobsFit shows that opportunities in the emerging creative industries are “in-demand but hard-to-fill,” such as 3D modelers, 3D artists, 3D animators, flash animators, systems analysts and designers which are mostly computer and digital skills-based opportunities. These also include positions for broadcast engineers, video editors, and visual artists/designers.

The labor and employment chief said that Project JobsFit is in line with the goal of President Benigno S. Aquino III, in his 22-point labor and employment agenda, to strengthen employment and human resources development in the Philippines.

She advised students and the youth that the surest way to fill up these in-demand, but hard-to-fill opportunities would be through the acquisition of the proper qualifications and skills, which would make them readily employed, and in turn decrease labor-jobs mismatch in the economy.

Baldoz also urged investors and established companies in the country to train and upgrade would-be workers and personnel on computer-based, digital, and related capabilities. “Our Technical Education and Skills Development Authority (TESDA) is ready to assist both industries and workers on their training development needs,” she said.

Director Maria Criselda R. Sy of the Bureau of Local Employment had reported to Baldoz that creative industries comprise one of several emerging industries in the country

which are projected to drive employment growth faster than the gross domestic product (GDP) in the long term, based on the results of Project JobsFit.

In addition to creative industries, Sy said that other employment drivers include power and utilities, renewable energy, and diversified/strategic farming and fishing--- all considered as newly-emerging or ‘non-traditional’ industries.

Project JobsFit had identified 12 key employment generators (KEGs) that have the potential for absorbing the most number of the Philippine workforce in the long term to 2016 and beyond. These are as follows: agribusiness, cyberservices, health and wellness, hotel, restaurant and tourism, mining, construction, banking and finance, manufacturing, ownership dwellings and real estate, transport and logistics, wholesale and retail trade, as well as overseas employment.

The BLE chief also said that in power and utilities, the hard-to-fill, but in-demand occupations include those for electrical control operators, equipment operators, electrical technicians, mechanical technicians, mechanics, power production plant operators, electrical engineering technicians, mechanical engineering technicians, and electrical mechanics and fitters.

In the renewable energy sector, similar opportunities are projected to grow within the decade for checkers, electrical engineers, loaders, mechanical engineers, quality control engineers, electrical engineers, other engineers, and related professionals.

Finally, in the diversified/strategic farming and fishing industry, the numerous occupations up to 2016 and beyond include those for fishermen, aquaculturists, horticulturists, farmers (root crops, fruit & vegetable, upland and lowland), and others.

For the other industries, similarly numerous in-demand but hard-to-fill occupations are contained in the Project JobsFit report prepared by a multi-agency team led by Sy in consultation with various regions, stakeholders, agencies, and the captains of Philippine industry in 2010.

Any feedbacks? Kindly get in touch with the DOLE’s Bureau of Local Employment (BLE) at telephone nos. tel. nos.: (632) 528-0087, 528-0108, 527-2421, e-mail at od@ble.dole.gov.ph.

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Nothing wrong with nurses pursuing alternative healthcare occupations in the non-voice sector—Baldoz

“Nursing graduates are not being asked by the DOLE to work as call center agents. “They are being advised to explore and consider nursing-related careers in the healthcare knowledge process outsourcing (KPO) sector.”

Labor and Employment Secretary Rosalinda Dimapilis-Baldoz emphasized this in response to the negative reaction of labor organization Kilusang Mayo Uno to the DOLE’s exhortation that licensed nurses, nursing graduates, and other jobseekers with healthcare backgrounds consider the array of non-clinical, yet, medical-related job opportunities as alternate careers in the healthcare industry.

“I have emphasized that workers in the knowledge process outsourcing sector are not the “common “headset with microphone” type of worker in call centers, but those who process and analyze knowledge, information, and technical data.

“There is nothing wrong with providing jobseekers with advice. That’s part of our mandate. There’s nothing wrong with nurses pursuing alternative healthcare work in the non-voice sector,” Baldoz said, as she cited the DOLE’s own Project Entrepreneur, a pioneering project that seeks to transform nurses into entrepreneurs providing healthcare services in communities.

A similar effort of the non-government organization Nurses Vox Healthcare Coop Philippines to provide alternative sources of income for nurses through Project HOPE (Hastening Options for Productivity and Employment) aims to transform nurses into entrepreneurs, and no doubt was inspired by Project Entrepreneur.

Last week, the DOLE, citing a report of the Bureau of Local Employment (BLE) that shows the knowledge process outsourcing sector as one of the fast-growing sectors, said that with the fast-growing and innovative trends and advancements in the healthcare industry, jobless nurses should go out-of-the-box, beyond the traditional clinical jobs, and explore other emerging medical and health-related careers that are needed by the labor market today.

“With the growth trend in the healthcare information management outsourcing industry, healthcare careers now expand into various disciplines which opens huge career opportunities for nursing graduates and allied medical professionals,” Baldoz said.

The Career Guides posted at the BLE website at <http://ble.dole.gov.ph/career.asp> cites healthcare knowledge process outsourcing careers, such as clinical research associates and clinical appeals specialists.

Clinical research associates are workers who monitor and administer health and safety protocols and related study training to assigned work sites. The job requires the same skills with that of a nurse, including medical knowledge and skill in applying clinical regulatory requirements, i.e., good clinical practice (GCP) and International Conference on Harmonization (ICH) guidelines.

On the other hand, clinical appeals specialists are workers involved in clinical review and decision making. They do abstracts of clinically relevant facts documented in the patient’s medical record, reviews clinical cases, and responds to written medical appeals of patients and clients.

Other knowledge process outsourcing jobs include medical transcriptionists; medical secretaries; medical coders and billers; medical assistants; medical representatives; and medical butlers.

Citing the BLE Career Guides, Baldoz noted that these healthcare outsourcing jobs have starting pays ranging from P14,000-P18,000, while clinical appeals specialists employed in the BPO industry receive basic pay of P20,000-P40,000. These remunerations may even exceed depending on their hours of work, typing speed, and type of employment.

“The salary in these alternate medical careers is double of average monthly salary of P10,000 received by nurses working in hospitals and private institutions.” Baldoz said.

“Beyond the higher pay, considering these medical-related careers as employment alternatives is a ‘win-win’ solution for

(Continued at the back)

Nothing wrong . . . (from previous page)

jobseekers in the healthcare industry. These jobs, alongside with constant re-tooling and re-training, add to their educational expertise which will increase and broaden their competencies as they venture to their dream medical profession in the future," Baldoz said.

The emerging careers in the healthcare outsourcing industry, together with other health and wellness careers which include laboratory technicians; physical therapists; pharmacists; medical technologists; and massage therapists, have been identified in the DOLE's Project Jobs Fit study as occupations expected to absorb more workers and create more employment opportunities in the industry up to 2020.

"The current labor market is turning a new leaf in medical-related careers that thrive not only in hospitals, but also

in health maintenance organizations, pharmaceutical firms, research institutions, physicians' offices, schools, and BPO companies. Indeed, their licenses can bring them to different areas in the world of work," Baldoz finally said.

(The DOLE's 101 Career Guides feature in-demand jobs/careers viable in the next five to ten years. It describes the basic education requirements of a job, skills and competencies, attributes and characteristics, salary/compensation, prospect for career advancement, employment opportunities, and cost of education or training. It seeks to aid and supplement students and jobseekers alike, with current information on particular jobs to make informed decisions about their chosen careers. To know more about other up-coming in-demand jobs, visit DOLE's 101 Career Guide at www.ble.dole.gov.ph.)

Intensify LMI delivery to the grassroots, Baldoz instructs DOLE regional directors

Labor and Employment Secretary Rosalinda Dimapilis-Baldoz instructed all DOLE regional directors to effect greater involvement and more intensive action in bringing down accurate, relevant, and up-to-date labor market information (LMI) to the grassroots to enhance the employability of the country's jobseekers, including new entrants to the labor market.

She reiterated that 2012 should be a year of relentless and sustained action to bring down to the remotest corner of the country useful LMI that will benefit jobseekers and even those who are already working.

Saying that LMI is one of the means by which the DOLE could narrow the gap between jobs and skills and, therefore, reduce mismatches, she explained the urgent need to effectively cascade labor market information down to local communities to solve the problem of access among rural jobseekers.

"I firmly believe that when extensively disseminated and properly utilized, LMI would be a potent tool in reducing the perennial problem of job mismatch which are prevalent even in the countryside," she said.

Baldoz's directive came following a report of Director Ma. Criselda Sy of the Bureau of Local Employment showing that in 2011, the DOLE succeeded in providing close to one million or 967,782 jobseekers nationwide with relevant, accurate, and up-to-date LMI, specifically job openings and job prospects information.

Citing the report, she noted that three DOLE regional offices registered the highest number of jobseekers provided with specific LMI in 2011, namely, Region IV-A (172,044); Region III (150,306); and Region VII (128,989). They were followed by Regions XI (89,090); I (66,501); CAR (63,858); VI (57,216); XII (52,073); NCR (50,628); IV-B (35,891); CARAGA (31,715); IX (21,216); II (17,101); V (15,845); X (7,914); and VIII (7,395).

In its report, the BLE said that based on gender, female jobseekers proved as positively receptive to LMI as the males, with 44 percent, or 425,513, of the total recipients female, indicating gender parity when it comes to job search.

Baldoz also observed that on top of the 967,782 jobseekers provided with job opening and job prospects information in the past year, the DOLE also disseminated LMI reports on skills and supply shortages/surpluses, employment situationers, and industry profiles to 770,330 individuals and 11,575 institutions across the country.

"Further, the DOLE provided 27,313 employers with pertinent LMI on jobseekers and applicants; distributed 2,000 copies of the DOLE Project Jobs Fit publications to members of Congress, the DepEd, CHED, DOST, DTI, NEDA, PESO Managers, schools and universities, DOLE ROs, and attached agencies," she said.

Realizing the necessity of LMI in facilitating employment, the Congress has allocated a budget of P50 million to the DOLE for its LMI delivery, programs, and activities covering career guidance and counseling seminars, orientation on the Project Jobs Fit: DOLE 2020 Vision, and other specific LMI thrusts for 2012.

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