



Protection for SHS Students on K to 12 Work Immersion Program

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DOLE Position on K to 12 Work Immersion Program

**Protection for Senior High School Students
on K to 12 Work Immersion Program**

DOLE Position on K to 12 Work Immersion Program

- Work Immersion is an **integral part of the K to 12 Program** in fully realizing its goal to produce job-ready graduates equipped with industry-based skills.
- DOLE strongly affirms that while work immersion contributes to the full realization of the objectives of the K to 12 Program, **the safety, health, and morals of SHS students, especially those below 18 years of age, shall be a paramount area of consideration.**

The background features a chalkboard with various school-related items drawn in white chalk. On the left, there is a globe. Above it, a ruler and two circular objects are visible. In the center, there are several books. On the right side, a microscope is depicted. The overall theme is educational.

Overview of the DOLE Labor Advisory 08-2016

**Protection for Senior High School Students
on K to 12 Work Immersion Program**

DOLE Labor Advisory No. 08-2016

- Issued on 30 June 2016 as guidance educational institutions and establishments partnering for K to 12 Work Immersion.
- References DOLE Department Order 149-16 (Guidelines in Assessing and Determining Hazardous Work and Activities) and DepEd Order 40-2015 (Guidelines on K to 12 Partnerships)

DOLE recognizes the vital role of the Work Immersion Program in ensuring skills- and knowledge-acquisition of SHS students.

DOLE Labor Advisory No. 08-2016

However, in fully realizing the goal of the K to 12 Work Immersion Program, the **health, safety, and morals** of SHS students must not be compromised.

- Provides conditions on the **Time** and **Hours** of Work Immersion
- Provides that Work Immersion **shall not be considered as an employment arrangement** and shall in no case result in the replacement or diminution of benefits of workers in the establishment.
- Enumerates activities that subjects SHS students to imminent danger and are **declared hazardous and prohibited** by DOLE.

The background features a dark grey, chalkboard-like texture with faint white line drawings of various school supplies. On the left, a globe is depicted. Above it, there are drawings of a ruler, a pencil, and a compass. To the right, a microscope is visible. The overall theme is educational and academic.

Developments in DOLE Regulations related to K to 12 Work Immersion Program

Amendment to DOLE Labor Advisory No. 08-2016

Amendments to DOLE Labor Advisory No. 08-2016

In November 2016, DOLE-BLE was invited to present its policies and regulations affecting K to 12 Work Immersion in the PACU Seminar Series.

- During the seminar, several issues such as the policy being “too restrictive” were brought to the attention of the Bureau initiating a review of its existing Labor Advisory on K to 12 Work Immersion.
- A series of consultation within DOLE, the Bureau of Working Conditions, Bureau of Labor Relations, Bureau of Workers with Special Concerns, Occupational Safety and Health Center, as well as DepEd and TESDA was conducted to clarify emerging issues.

Amendments to DOLE Labor Advisory No. 08-2016

- Amendments to the Labor Advisory includes reiteration on the ff:
 - Time and Hours of Work Immersion
 - Orientation on Safety and Provision of Personal Protective Equipment
 - Supervised Learning and Work Immersion
 - Relaxation of Prohibited Activities (inputs from PACU)
 - Monitoring of Establishments

The draft amendments however, will still be subjected to further consultations and might include more provisions for the purpose of ensuring the safety of SHS students.



K to 12 DOLE Adjustment Measures Program for Displaced HEI Personnel

Program Components and Application Process

K to 12 DOLE Adjustment Measures Program

The **K to 12 DOLE AMP** aims to assist displaced HEI personnel in their transition towards full time and self-employment through:

- **Financial Support**
- **Employment Facilitation**
- **Training and Livelihood**



FINANCIAL SUPPORT

Protects the displaced HEI Personnel against loss of continued income



EMPLOYMENT FACILITATION

Provides tools and venues for reemployment, including profile matching and job referrals



TRAINING AND LIVELIHOOD

Provides skills updating programs, entrepreneurship training, and livelihood opportunities through TESDA and DOLE Kabuhayan Program

K to 12 DOLE Adjustment Measures Program

DISPLACED PERMANENT PERSONNEL

- K to 12 DOLE AMP Application Form
- Notice of Termination or Displacement
(*Application Letter and Latest Payslip)
- Proof of Identification

NON-PERMANENT AND CONTRACTUALS

- K to 12 DOLE AMP Application Form
- Application Letter
- Employment Contract
- Latest Pay Slip
- Proof of Identification
- Income Tax Return*

Note: Only applications with complete documentary requirements will be accepted. For non-permanent HEI personnel with no other source of income (wage employment) who wishes to avail of six (6) months Financial Support coverage.

WHERE TO APPLY?

Nearest Regional Office, Field Office or Public Employment Services Office (PESO).

WHEN TO APPLY?

Within 30 days after displacement or receipt of Notice of Termination/ Displacement from Higher Education Institution (employer)

K to 12 DOLE Adjustment Measures Program

Activities conducted in 2016:

- Policy Orientation for DOLE Regional Offices
- Database Training for DOLE Regional Offices
- Inter-agency Roadshows in coordination with CHED, TESDA, and DepEd (Luzon, Visayas, Mindanao, and NCR)
- Regional Inter-agency Roadshows

Displacement and Availment:

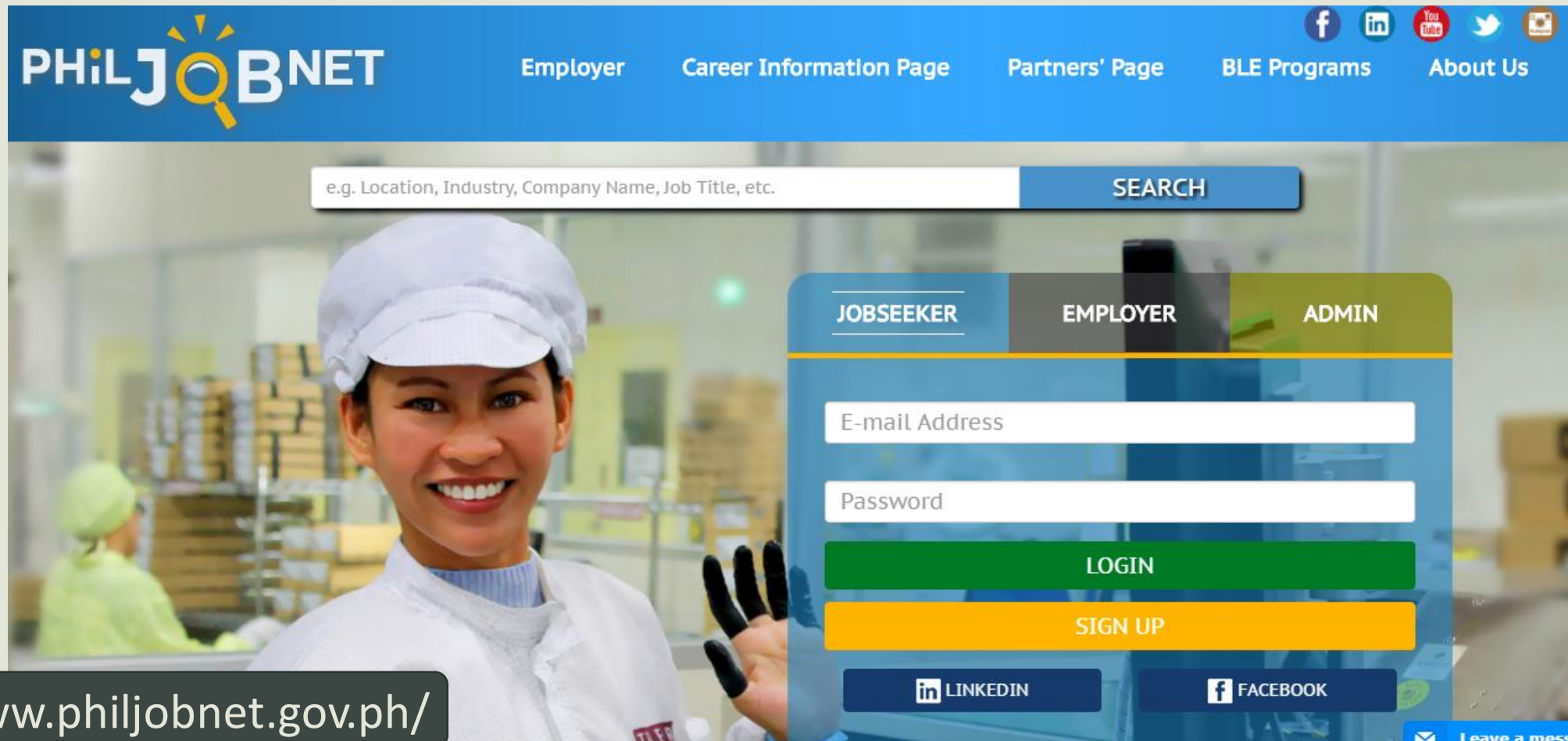
- As of March 2017, **782** HEI personnel were reported displaced due to K to 12 implementation (506 teaching and 276 non-teaching)
- As of March 2017, **172** availed of the K to 12 DOLE AMP.

Way Forward for K to 12 DOLE AMP

- Relaxation of K to 12 DOLE AMP documentary requirements for application and conditional requirements
- Expansion of program coverage and application period
- Access to other inter-agency mitigation measures

PhilJobNet

PhilJobNet is the Philippine government's official web-based labor market information, job search, matching and referral portal.



<http://www.philjobnet.gov.ph/>



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