

**Status on the Implementation of the  
National Skills Registry (NSRS) Project**  
(as of March 2013)

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**Project Brief.** The NSRS Project was initiated to establish a web-based National Skills Registry System in the Philippines. This project aims to create a readily available (IT-based) database that shall aid in addressing the country’s growing problem on talents mismatch. This will be achieved through the creation of a system that shall capture the pool of available talents at the community level.

In addition to registering available skills in every locality throughout the country, the relevance of the said project is the ‘liveness’ of the skills registry wherein potential employers are given the assurance that the skills registered are up-to-date and only those who are actively searching for employment are shown. This will help expedite the selection and hiring process for employers. Furthermore, because of the monthly and quarterly reporting mechanism of the project, DOLE and PESO are certain that the enrolled skills registrants may be easily contacted and interviewed by potential employers. It also shows the potential of being used as a mechanism to discern additional intermediary services that the PESO may extend to increase the employability of the enrolled skilled registrants, either through the provision of skills re-tooling or upgrading that may be used for both wage and entrepreneurial endeavors.

The ‘liveness’ of the system is vital as it is seen as the most strategic approach in linking available manpower supply and demand.

**Status of Implementation.** According to the available database, and as validated by the SRS database, the NSRS Project First Wave (which includes the pilot areas), Second Wave, and Third Wave of Implementation managed to enlist the support of some **Three Hundred Seventy Eight Thousand Six Hundred and Two (378,602) skills registrants**, covering the period of November 2009 to March 2013, throughout the Three Hundred Fifty (350) cities and municipalities that forged their respective MOU/A with the Department.

**Table 1.** Total Number of Skills Registrants (as of March 2013)

<b>Region</b>	<b>1<sup>st</sup> Wave*</b>	<b>2<sup>nd</sup> Wave</b>	<b>3<sup>rd</sup> Wave</b>	<b>TOTAL</b>
NCR	83,978	48,410	2,980	135,368
1	1,427	13,437	515	15,379
2	3,715	8,520	1,165	13,400
3	15,757	34,507	561	50,825
4A	4,459	9,793	208	14,460
4B	19,813	348	21	17,182
5	3,219	8,696	41	11,956
6	9,335	12,363	82	21,780
7	7,381	6,007	251	13,639
8	403	2,691	17	3,111
9	5,174	1,055	7	6,239

<b>Region</b>	<b>1<sup>st</sup> Wave*</b>	<b>2<sup>nd</sup> Wave</b>	<b>3<sup>rd</sup> Wave</b>	<b>TOTAL</b>
10	25,882	6,927	1,677	34,486
11	5,107	7,463	971	13,541
12	4,476	3,127	948	8,551
CAR	11,568	3,413	10	14,991
CARAGA	3,598	12	7	3,617
ARMM	12	68	0	80
<b>TOTAL</b>	<b>202,304</b>	<b>166,837</b>	<b>9,461 (partial only)</b>	<b>378,602</b>

\*Including the pilot areas

Available data reveals that the NCR solicited the most number of skills registrants with a total 135,368 skills registrants, followed by Regions 3 and 10, with 50,825 and 34,486 enrolled skills registrants respectively. It is expected however that this number will increase as the implementation cycle of the NSRS Project 3<sup>rd</sup> wave is still ongoing.

**Extension of Project Implementation (covering 2013 ~ 2016).** The succeeding roll-out of this project shall target the operationalization of the NSRS Project across all Local Government Units with operational Public Employment Service Office (PESO). Specifically, the second phase of the NSRS shall attain the following objectives: (1) Synchronize the data on available manpower supply and demand of Enhanced Phil-JobNet System with the available skills registry of the NSRS System leading to the creation of a live and flourishing skills and/or labor registry that is firmly anchored with and optimized by the Public Employment Service Office (PESO), the main implementing partner of the NSRS Project; and (2) Fully harness the PESO to serve as the main employment brokering facility in the country by capacitating and facilitating the usage of the NSRS sub-system of the Enhanced Phil-JobNet System.

**Coverage/ Target Areas.** The project proposes for the extension of the project management and implementation of the NSRS Project for an additional 3-year period, from 2013 to 2016, and shall utilize all existing (soft and hard) structures of the OFFLINE NSRS and Enhanced Phil-JobNet Systems.

Targets, or participating LGUs, will be chosen based from the previously identified criteria and shall be proportionate to the total remaining targets of each of the regions. The existence of an operational PESO shall be the main basis for the LGUs' inclusion into the NSRS Project.

**Table 2.** Number of Target LGUs per DOLE RO until 2015

DOLE RO	First Wave		Second Wave		Third Wave		Fourth Wave		Fifth Wave		Sixth Wave	
	Implementation: 2009		Implementation: 2011		Implementation: 2012		Implementation: 2013		Implementation: 2014		Implementation: 2015	
	LGU	Brgy	LGU	Brgy	LGU	Brgy	LGU	Brgy	LGU	Brgy	LGU	Brgy
NCR	3	203	8	1,401	6	102	0	DRO	0	DRO	0	DRO
CAR	2	171	6	111	12	190	20	DRO	37	DRO	0	DRO
CARAGA	2	81	6	192	12	239	20	DRO	33	DRO	0	DRO
1	2	96	6	238	14	513	30	DRO	30	DRO	43	DRO
2	3	95	6	320	14	427	20	DRO	20	DRO	30	DRO
3	2	86	8	235	14	350	30	DRO	30	DRO	46	DRO
4A	3	179	8	249	14	436	30	DRO	30	DRO	57	DRO
4B	2	128	6	204	12	303	20	DRO	33	DRO	0	DRO
5	2	74	6	259	12	525	30	DRO	30	DRO	34	DRO
6	2	241	6	241	14	353	30	DRO	30	DRO	51	DRO
7	3	121	8	213	14	441	30	DRO	30	DRO	47	DRO
8	2	199	6	510	14	482	30	DRO	30	DRO	61	DRO
9	6	280	6	209	12	320	20	DRO	28	DRO	0	DRO
10	3	138	8	209	12	309	20	DRO	30	DRO	20	DRO
11	2	205	8	220	12	258	27	DRO	0	DRO	0	DRO
12	3	93	6	166	12	254	29	DRO	0	DRO	0	DRO
TOTAL	42	2,390	108	4,977	200	5,502	386	DRO	391	DRO	389	DRO

**Legend:** DRO- To be determined by DOLE RO

Items in ORANGE were already accomplished/ completed

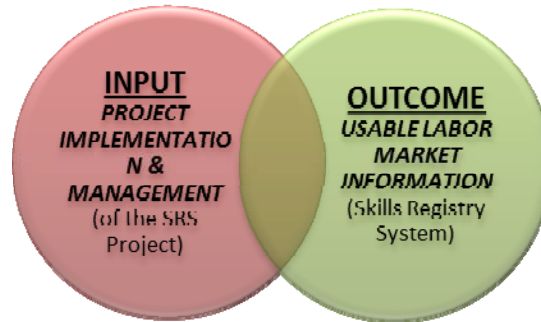
Item in GREEN are the proposed target LGUs until 2015

One of the key challenges in determining the efficacy of the present skills registry is the fact that only a small percentage of the total number of LGUs were enrolled into the project. As such, the Department sees it most strategic to enroll all remaining LGUs into the NSRS, using the proposed implementation scheme (as shown in table 2). The scheme (as shown above) was devised using the remaining targets of every region as basis for increment.

**Monitoring and Evaluation System of the NSRS Project.** The National Validation and Assessment Exercise of the NSRS Project followed a two (2) pronged principle in assessing the deployment and implementation of the NSRS Project. On one layer, and as an input to the entire implementation process, the exercise shall assess the manner by which the NSRS was implemented and managed by all stakeholders, from the national to the community level. This layer still adheres to the 4-window thematic approach that was used in the conduct of the 1<sup>st</sup> National Validation and Assessment Exercise of the NSRS Project. The second layer (and it will be considered as the outcome of the first layer) shall be used to analyze the processed data. This will give emphasis on skills by educational background or training and by work experience, and its relationship with

other LMI related indicators that may be used for the development of a region-specific skills map, which may further be disaggregated according to province and city/municipality.

**Figure 1.** Convergence of the 2 Layers of Analysis for the 2<sup>nd</sup> National Validation and Assessment Exercise



This model, please refer to figure 1, was used during the conduct of the 2<sup>nd</sup> National Validation and Assessment Exercise of the NSRS Project. Hopefully, this action will become the basis for the development of region-specific skills maps, which is also anchored on existing LMI baseline data and related sources.

**Future Directions.** As the data base is still waiting to be uploaded into the Enhanced Phil-JobNet System, the registry is regularly monitored by both the PESO and the NSRS Regional Coordinators who are lodged in the various DOLE Field/ Provincial Offices. Reporting to DOLE RO and BLE is made on a quarterly basis. It is expected however, that once the system is integrated into the Enhanced Phil-JobNet System, program managers and implementers alike will be able to monitor the skills registrants' employment status on 'real' time. Likewise, since the registry has the capacity to capture the skills set of registrants, employers would be able to choose registrants based from their specific set of skills-related requirements.

Again, targets or participating LGUs will be chosen based from the previously identified criteria and shall be proportionate to the total remaining targets of each of the regions. The existence of an operational PESO shall be the main basis for the LGUs' inclusion into the NSRS Project.

**Table 3.** Target Number of LGUs for the Continuous Implementation of the NSRS Project

<b>Implementation Wave</b>	<b>Implementation Date</b>	<b>Evaluation/ Validation Date</b> (of previous and current implementation waves)		<b>Total Number of Target LGUs (per wave)</b>
		<b>Regional Validation</b>	<b>National Validation</b>	
3 <sup>rd</sup>	November 2012	July 2013	August 2013	200
4 <sup>th</sup>	November 2013	July 2014	August 2014	386
5 <sup>th</sup>	November 2014	July 2015	August 2015	391
6 <sup>th</sup>	November 2015	June/ July 2016	August 2016	389

Table 3, as shown above, will adhere to a similar principle as to its predecessor that the project will be deployed in a series of waves/ tranches. This strategy will help project managers and implementers to correct loopholes that will surface in the course of implementation.