

## K to 12 DOLE Adjustment Measures Program

The K to 12 DOLE Adjustment Measures Program is part of the government's Inter-Agency Mitigation Measures for displaced Higher Education Institution (HEI) personnel during the transition/interim period of the Implementation of RA No. 10533 or the "Enhanced Basic Education Act of 2013" (K to 12 Law).

As embodied in DOLE Department Order 177 Series of 2017, K to 12 DOLE AMP serves as a social protection program that provides displaced HEI personnel with an integrated and comprehensive package of assistance during the K to 12 transition period. Beneficiaries may avail any or all of the following program components:

- **Financial Support.** Provides financial relief necessary to mitigate the adverse economic impacts of the K to 12 implementation;
  - **Amount** is equivalent to ten thousand pesos (P10,000), seventy-five percent (75%) of last monthly gross salary or the prevailing regional median salary, whichever is highest;
  - **Duration** of 6 months for totally displaced HEI personnel or 3 months for partially and temporarily displaced HEI personnel.  
*\*For temporarily displaced HEI personnel, in case the beneficiary eventually becomes totally displaced, the duration shall be extended for another three (3) months.*
- **Employment Facilitation.** Provides access to available job opportunities suitable to the qualifications of the displaced HEI personnel through job matching, referral and placement services, employment coaching and Labor Market Information; and
- **Livelihood Opportunities.** Provides capacity-building assistance through training, working capital and continuing technical and business advisory services under the DOLE Kabuhayan Program.

### Coverage:

Teaching and non-teaching Higher Educational Institution (HEI) personnel either temporarily or permanently displaced due to the implementation of RA 10533 during the Transition Period<sup>1</sup> through any of the following modes of displacement:

- **Retrenchment** as an Authorized Cause of Termination
- Availment of **Voluntary Separation Program**
- Availment of **Early Retirement Program**
- **Non-renewal of Contract**
- **Work Suspension**

### Requirements:

- K to 12 DOLE AMP Application Form
- Certificate of Displacement; or copy of complaint duly received by NLRC in case of dispute
- Certificate of Employment and Compensation
- Any government-issued ID

<sup>1</sup> Until the end of Academic Year 2021-2022 per Article 1 Section 3(e) po DOLE DO 177, series of 2017

**Accomplishments:**

Year	Target	Actual Accomplishment	Budget Allocation
2021	Demand Driven	7	10M
2020	Demand Driven	1	10M
2019	Demand Driven	85	15.2M
2018	346	332	81.4M
2017	n/a	464	80.6M out of 472.3M (2016 Cont)
2016	n/a	142	27.7M out of 500M

- **DOLE Department Order No. 177, Series of 2017** was issued on 10 July 2017 (Expanding DOLE Adjustment Measures Program for Displaced Higher Education Institution Personnel due to the Implementation of Republic Act No. 10533), effectively repealing Department Order No. 152-16, to address the issues encountered by regional implementers as raised by affected HEI personnel and management since the program's initial implementation in June 2016.
- Aimed at extending the assistance to more personnel affected by the implementation of the K to 12 Program, amendments to the K to 12 DOLE AMP guidelines include:
  - the expansion of program coverage;
  - extension of application period;
  - increase in the Financial Support amount; and
  - provision of differential financial support to existing and completed beneficiaries based on the new computation of monetary aid.
- Advocacy activities conducted include:
  - orientation for regional implementers;
  - database training for DOLE Regional Offices;
  - K to 12 Inter-agency Labor and Management Fora and Transition Talks in coordination with CHED, TESDA, and DepEd;
  - HEI visits and orientation sessions;
  - transmittal of direct letters/notices to affected HEIs and workers;
  - regional inter-agency roadshows spearheaded by DOLE Regional Offices; and
  - conciliation-mediation assistance to affected HEI personnel and administrators with NCMB.
- Program fund utilization per year is as follows: (1) Php 27.7 million in 2016; (2) Php 80.6 million in 2017; (3) Php 80.3 million in 2018; (4) Php 15.2 million in 2019; (5) Php 2.3 million in 2020; and (6) Php 1.88 million in 2021. It may be noted that fund utilization decreased in the latter years of program implementation. The implementation of K to 12 DOLE AMP resumed in Financial Year (F.Y.) 2021 after it was put on hold in F.Y. 2020 due to the implementation of Enhanced Community Quarantine (ECQ) to curb the spread of COVID-19. However, despite program resumption, availment continued to be very low. This is mainly because recent

displacement may no longer be attributed to the implementation of the K to 12 Law, but rather as an impact of the COVID-19 pandemic.

- The implementation of the K to 12 DOLE AMP has ended in F.Y. 2021. A Terminal Report will be prepared by the K to 12 DOLE AMP PMO for the information of DOLE Senior Officials and stakeholders and may also serve as a reference for future policy and program implementation.

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