



June 11, 2019

**DIVISION MEMORANDUM**

No. 345 s. 2019

**DISSEMINATION OF TESDA BOARD RESOLUTIONS ON THE NEW RATES FOR  
ASSESSMENT FEES FOR SENIOR HIGH SCHOOL TECHNICAL-VOCATIONAL  
LIVELIHOOD SPECIALIZATIONS**

**To :** Asst. Schools Division Superintendents  
Chiefs, CID & SGOD  
Division Education Program Supervisors/Division Coordinators  
Public Schools District Supervisors/District-In-Charge  
School Heads  
All Others Concerned

1. For information and guidance of all concerned, attached is DepEd Memorandum No. 071, s. 2019, entitled, "Dissemination of TESDA Board Resolutions on the New Rates for Assessment Fees for Senior High School Technical-Vocational Livelihood Specializations", which is self-explanatory.
2. For details, please refer to the attached DepEd Memorandum.
3. Immediate dissemination of this Memorandum to all concerned is desired.

**WILFREDA D. BONGALOS, Ph. D. CESO V**  
Schools Division Superintendent

cid/abbjr.

10 JUN 2019



Republic of the Philippines  
**Department of Education**

03 JUN 2019

DepEd MEMORANDUM  
No. **071**, s. 2019

**DISSEMINATION OF TESDA BOARD RESOLUTIONS ON THE NEW RATES FOR  
ASSESSMENT FEES FOR SENIOR HIGH SCHOOL TECHNICAL-VOCATIONAL-  
LIVELIHOOD SPECIALIZATIONS**

To: Undersecretaries  
Assistant Secretaries  
Bureau and Service Directors  
Regional Directors  
Schools Division Superintendents  
All Others Concerned

1. For the information and guidance of all concerned, enclosed are copies of the Technical Education and Skills Development Authority (TESDA) Resolutions approved during their 109th Annual Board Meeting on March 27, 2019.
2. The board resolutions approved the assessment fees for the following specializations:

<b>Resolution No.</b>	<b>Specialization</b>		<b>Assessment Fee</b>
2019-17	Beauty Care (Skin Care) Services NC II	Beauty Care (Skin Care) Services NC II (Full)	P855.00
		Beauty Care (Skin Care) Services NC II (COC 1)	P675.00
		Beauty Care (Skin Care) Services NC II (COC 2)	P600.00
		Beauty Care (Skin Care) Services NC II (COC 3)	P720.00
2019-18	Driving NC II	Option 1: Vehicle provided by candidate	P535.00
		Option 2: Vehicle provided by the Assessment Center	P750.00

3. Immediate dissemination of this Memorandum is desired.

  
**LEONOR MAGTOLIS BRIONES**  
Secretary

Encl.:

As stated

Reference:

N o n e

To be indicated in the Perpetual Index  
under the following subjects:

ASSESSMENT

FEES

LEGISLATIONS

RATES

TECHNICAL EDUCATION

VOCATIONAL EDUCATION

DJP Dissemination of TESDA Board Resolutions  
0316 May 10/15, 2019

Republic of the Philippines  
**TECHNICAL EDUCATION AND SKILLS DEVELOPMENT AUTHORITY**  
East Service Road, South Luzon Expressway (SLEX)  
Fort Bonifacio, Taguig City

**109<sup>th</sup> TESDA Board Meeting**  
27 March 2019, Wednesday, 11:00 a.m.  
7/F TESDA Board Room, Office of the Chair  
Taguig City, Metro Manila

**Resolution No. 2019-17**  
(Page 1 of 5 pages)

**APPROVING THE ASSESSMENT FEES FOR BEAUTY CARE (SKIN CARE)  
SERVICES NC II**

**WHEREAS**, paragraph 9, Section 8 of Republic Act No. 7796 or the Technical Education and Skills Development Act of 1994 empowers the TESDA Board to "exact reasonable fees and charges for such tests and training conducted and retain such earnings for its own use, subject to guidelines promulgated by the Authority";

**WHEREAS**, Administrative Order No. 31, series of 2012, directs and authorizes all heads of departments, bureaus, commissions, agencies, offices and instrumentalities of the national government, including government-owned and/or controlled corporations (GOCCs), to rationalize the rates of their fees and charges, increase their existing rates and impose new fees and charges;

**WHEREAS**, DOF – DBM – NEDA Joint Circular No. 1-2013 provides for the Implementing Rules and Regulations of Administrative Order No. 31, series of 2012, on the Rationalization of Rates of Fees and Charges, Increase in Existing Rates, and Imposition of New Fees and Charges;

**WHEREAS**, Section 5 of the DOF – DBM – NEDA Joint Circular No. 1-2013, states that the determination of the rates of fees and charges shall consider the direct costs of rendering the service based on current appropriation, which shall include the cost of supplies and materials, salaries and wages of personnel directly involved in the service, and the proportionate share in the expenses of the agency or department, including the depreciation costs of equipment used;

**WHEREAS**, to implement the intent of the above cited Joint Circular, the TESDA Secretariat through the Qualifications and Standards Office (QSO) initiated the review of assessment fees and pursued a seven-step process, as follows:

1. Creation of TESDA's Task Force (TF) on the Review of Training Costs, Assessment Fees, and other Cost implemented by TESDA;
2. Orientation of the TESDA Task Force by the National Tax Research Center;
3. Conduct of Assessment Fee Workshops with the Technical Experts;
4. Presentation of Proposed Assessment Fees to TF and NTRC;
5. Presentation of Proposed Fees to TESDA Board Joint Standards-Setting and Systems Development and Finance Committee;
6. Conduct of Public Hearing(s) for the Proposed Assessment Fee(s); and
7. Approval and Promulgation of Assessment Fees by the TESDA Board for nationwide implementation.

Republic of the Philippines  
**TECHNICAL EDUCATION AND SKILLS DEVELOPMENT AUTHORITY**  
East Service Road, South Luzon Expressway (SLEX)  
Fort Bonifacio, Taguig City

**109<sup>th</sup> TESDA Board Meeting**  
27 March 2019, Wednesday, 11:00 a.m.  
7/F TESDA Board Room, Office of the Chair  
Taguig City, Metro Manila

**Resolution No. 2019-17**  
(Page 2 of 5 pages)

**APPROVING THE ASSESSMENT FEES FOR BEAUTY CARE (SKIN CARE)  
SERVICES NC II**

**WHEREAS**, in determining the amount of assessment fees, the following Factors and Operational Guidelines were followed:

➤ **Factors:**

- Direct Cost
  - Salaries & wages of personnel involved in the delivery of service
  - Supplies and Materials (consumable and reusable)
  - Utilities (e.g. electricity, water, gas)
- Indirect Cost
  - Tools and equipment cost imputation
- Capital Outlay
  - Rental of buildings
- Assessment Process Workflow
- Plus 10% cost recovery

➤ **Six Operational Principles:**

- Derive an equitable fee that is affordable to the candidate;
- Use less expensive supplies and materials or substitutes, if possible
- Increase reusability of tools and equipment;
- Where applicable, do not charge the candidate for tools and equipment;
- Use average of regional costs; and
- Provide information as **FACTS** (factual, accurate, comprehensive, transparent, and systematic).

**WHEREAS**, TESDA Board Resolution No. 2019-09 was issued, approving the amendments to the Training Regulations for Beauty Care NC III held on 11 January 2019 during the 107<sup>th</sup> TESDA Board Meeting;

**WHEREAS**, during the 41<sup>st</sup> Joint SSSD and Finance (SSSD-F) Committee TESDA Board-TESDA Secretariat Consultation Meeting held on 13 February 2019, the Members of the SSSD-Fin Committee TESDA Board-TESDA Secretariat deliberated on the experts' proposed assessment fees for Beauty Care (Skin Care) Services NC II and favorably endorsed for consideration and approval of the TESDA Board as mentioned hereunder:

- Beauty Care (Skin Care) Services NC II (Full):  
**Eight Hundred Fifty-Five Pesos (Php855.00)**

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**109<sup>th</sup> TESDA Board Meeting**  
27 March 2019, Wednesday, 11:00 a.m.  
7/F TESDA Board Room, Office of the Chair  
Taguig City, Metro Manila

**Resolution No. 2019-17**  
(Page 3 of 5 pages)

**APPROVING THE ASSESSMENT FEES FOR BEAUTY CARE (SKIN CARE)  
SERVICES NC II**

- Beauty Care (Skin Care) Services NC II (COC 1):  
**Six Hundred Seventy-Five Pesos (Php675.00)**
- Beauty Care (Skin Care) Services NC II (COC 2):  
**Six Hundred Pesos (Php600.00)**
- Beauty Care (Skin Care) Services NC II (COC 3):  
**Seven Hundred Twenty Pesos (Php720.00)**

**WHEREAS**, the technical computations of the assessment fees for Beauty Care (Skin Care) Services NC II are hereby appended as Annex "A" and shall form an integral part of this Resolution;

**WHEREAS**, pursuant to Administrative Order No. 31, series of 2012, the National Tax Research Center (NTRC) has reviewed the computations of the above mentioned assessment fees for Beauty Care (Skin Care) Services NC II;

**WHEREAS**, the Members of the TESDA Board present during the 6<sup>th</sup> Joint Standards - Setting and Systems Development and Finance Committee TESDA Board-TESDA Secretariat Consultation Meeting held on 20 April 2016 agreed that the assessment fees shall be subject to review based on the following:

1. Indicators in the industry or in the economy that may have a significant impact on certain cost items which were included in the computation of the assessment fees such as but not limited to:
  - cost of electricity;
  - cost of rental; and
  - mandated minimum wages and others, if applicable
2. The assessment fees shall be reviewed after two (2) years unless prior cost items indicated in the computation of the assessment fees will have a significant impact that might necessitate an earlier review.

**WHEREAS**, stakeholders' consultations were held in Visayas, Luzon, and Mindanao on 7, 12, and 14 March 2019 respectively, to ensure that the proposed assessment fees for Beauty Care (Skin Care) Services NC II were properly disseminated and discussed with the stakeholders, pursuant to the Implementing Rules and Regulations of Administrative Order No. 31, series of 2012. The list of participants is hereby appended as Annex "B" of this Resolution to form an integral part hereof;

Republic of the Philippines  
**TECHNICAL EDUCATION AND SKILLS DEVELOPMENT AUTHORITY**  
East Service Road, South Luzon Expressway (SLEX)  
Fort Bonifacio, Taguig City

**109<sup>th</sup> TESDA Board Meeting**  
27 March 2019, Wednesday, 11:00 a.m.  
7/F TESDA Board Room, Office of the Chair  
Taguig City, Metro Manila

**Resolution No. 2019-11**  
(Page 4 of 5 pages)

**APPROVING THE ASSESSMENT FEES FOR BEAUTY CARE (SKIN CARE)  
SERVICES NC II**

**NOW THEREFORE, BE IT RESOLVED, AS IT IS HEREBY RESOLVED,** that the TESDA Board in its meeting today, 27 March 2019, approves the assessment fees for Beauty Care (Skin Care) Services NC II, as follows:

- Beauty Care (Skin Care) Services NC II (Full):  
**Eight Hundred Fifty-Five Pesos (Php855.00)**
- Beauty Care (Skin Care) Services NC II (COC 1):  
**Six Hundred Seventy-Five Pesos (Php675.00)**
- Beauty Care (Skin Care) Services NC II (COC 2):  
**Six Hundred Pesos (Php600.00)**
- Beauty Care (Skin Care) Services NC II (COC 3):  
**Seven Hundred Twenty Pesos (Php720.00)**

**BE IT RESOLVED, FURTHER,** that this Resolution shall be published in a newspaper of general circulation and disseminated to all concerned offices and the same shall be effective fifteen (15) days upon publication:

**BE IT RESOLVED, FINALLY,** that the TESDA Secretariat is directed to issue the appropriate Implementing Guidelines within thirty (30) days from the date of effectivity of this Board Resolution. All competency assessment under this Resolution must comply with the aforementioned fees and the Implementing Guidelines under penalty of suspension or revocation of accreditation as appropriate, after due process.

Adopted this 27th day of March 2019.

**ATTY. MARICHELLE D. DE GUZMAN**  
Board Secretary VI

Attested by:

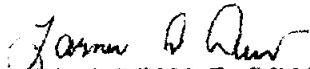
**SEC. ISIDRO S. LAPENA, PhD., CSEE**  
Designated Chairperson, TESDA Board  
Director General, TESDA

Republic of the Philippines  
**TECHNICAL EDUCATION AND SKILLS DEVELOPMENT AUTHORITY**  
East Service Road, South Luzon Expressway (SLEX)  
Fort Bonifacio, Taguig City


**109<sup>th</sup> TESDA Board Meeting**  
27 March 2019, Wednesday, 11:00 a.m.  
7/F TESDA Board Room, Office of the Chair  
Taguig City, Metro Manila


**Resolution No. 2019-17**  
(Page 5 of 5 pages)


**APPROVING THE ASSESSMENT FEES FOR BEAUTY CARE (SKIN CARE)  
SERVICES NC II**

  
**USEC. LORNA D. DINO**  
Department of Education

  
**USEC. RAFAELITA M. ALDABA**  
Department of Trade and Industry

  
**MR. RENE LUIS M. TADLER**  
Board Member, Labor Sector


  
**MR. ISIDRO ANTONIO C. ASPER**  
Board Member, Labor Sector

  
**MR. RAMON R. DE LEON**  
Board Member, Labor Sector

  
**MR. ROGELIO J. CHAVEZ, JR.**  
Board Member, Labor Sector

  
**ATTY. BAYANI G. DIWA**  
Board Member, Labor Sector

  
**DR. GUMBA B. POINGAN**  
Board Member, Education and  
Training Sector

  
**MS. PATRICIA C. DALMAS**  
Board Member, Education and  
Training Sector



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**109<sup>th</sup> TESDA Board Meeting**  
27 March 2019, Wednesday, 11:00 a.m.  
7/F TESDA Board Room, Office of the Chair  
Taguig City, Metro Manila

**Resolution No. 2019-18**  
(Page 1 of 6 pages)

**APPROVING THE ASSESSMENT FEES FOR DRIVING NC II, DRIVING  
(PASSENGER BUS/STRAIGHT TRUCK) NC III and DRIVING (ARTICULATED  
VEHICLE) NC III**

**WHEREAS**, paragraph 9, Section 8 of Republic Act No.7796 or the Technical Education and Skills Development Act of 1994 empowers the TESDA Board to "exact reasonable fees and charges for such tests and training conducted and retain such earnings for its own use, subject to guidelines promulgated by the Authority";

**WHEREAS**, Administrative Order No. 31, series of 2012, directs and authorizes all heads of departments, bureaus, commissions, agencies, offices and instrumentalities of the national government, including government-owned and/or controlled corporations (GOCCs), to rationalize the rates of their fees and charges, increase their existing rates and impose new fees and charges;

**WHEREAS**, DOF – DBM – NEDA Joint Circular No. 1-2013 provides for the Implementing Rules and Regulations of Administrative Order No. 31, series of 2012, on the Rationalization of Rates of Fees and Charges, Increase in Existing Rates, and Imposition of New Fees and Charges;

**WHEREAS**, Section 5 of the DOF – DBM – NEDA Joint Circular No. 1-2013, states that the determination of the rates of fees and charges shall consider the direct costs of rendering the service based on current appropriation, which shall include the cost of supplies and materials, salaries and wages of personnel directly involved in the service, and the proportionate share in the expenses of the agency or department, including the depreciation costs of equipment used;

**WHEREAS**, to implement the intent of the above cited Joint Circular, the TESDA Secretariat through the Qualifications and Standards Office (QSO) initiated the review of assessment fees and pursued a seven-step process, as follows:

1. Creation of TESDA's Task Force (TF) on the Review of Training Costs, Assessment Fees, and other Cost implemented by TESDA;
2. Orientation of the TESDA Task Force by the National Tax Research Center;
3. Conduct of Assessment Fee Workshops with the Technical Experts;
4. Presentation of Proposed Assessment Fees to TF and NTRC;
5. Presentation of Proposed Fees to TESDA Board Joint Standards-Setting and Systems Development and Finance Committee;
6. Conduct of Public Hearing(s) for the Proposed Assessment Fee(s); and
7. Approval and Promulgation of Assessment Fees by the TESDA Board for nationwide implementation.

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**109<sup>th</sup> TESDA Board Meeting**  
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**Resolution No. 2019-18**  
(Page 2 of 6 pages)

**APPROVING THE ASSESSMENT FEES FOR DRIVING NC II, DRIVING  
(PASSENGER BUS/STRAIGHT TRUCK) NC III and DRIVING (ARTICULATED  
VEHICLE) NC III**

**WHEREAS**, in determining the amount of assessment fees, the following Factors and Operational Guidelines were followed:

> **Factors:**

- Direct Cost
  - Salaries & wages of personnel involved in the delivery of service
  - Supplies and Materials (consumable and reusable)
  - Utilities (e.g. electricity, water, gas)
- Indirect Cost
  - Tools and equipment cost imputation
- Capital Outlay
  - Rental of buildings
- Assessment Process Workflow
- Plus 10% cost recovery

> **Six Operational Principles:**

- Derive an equitable fee that is affordable to the candidate;
- Use less expensive supplies and materials or substitutes, if possible;
- Increase reusability of tools and equipment;
- Where applicable, do not charge the candidate for tools and equipment;
- Use average of regional costs; and
- Provide information as FACTS (factual, accurate, comprehensive, transparent, and systematic).

**WHEREAS**, TESDA Board Resolution No. 2004-20 was issued, approving and promulgating the Training Regulations for Driving NC II held on 09 December 2004 during the 44<sup>th</sup> TESDA Board Meeting;

**WHEREAS**, TESDA Board Resolution No. 2011-01 was issued, approving and promulgating the Training Regulations for Driving (Passenger Bus/Straight Truck) NC III and Driving (Articulated Vehicle) NC III held on 14 January 2011 during the 77<sup>th</sup> TESDA Board Meeting;

**WHEREAS**, during the 41<sup>st</sup> Joint SSSD and Finance (SSSD-F) Committee TESDA Board-TESDA Secretariat Consultation Meeting held on 13 February 2019, the Members of the SSSD-Fin Committee TESDA Board-TESDA Secretariat deliberated on the experts' proposed assessment fees for Driving NC II, Driving (Passenger

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7/F TESDA Board Room, Office of the Chair  
Taguig City, Metro Manila

**Resolution No. 2019-13**  
(Page 3 of 6 pages)

**APPROVING THE ASSESSMENT FEES FOR DRIVING NC II, DRIVING  
(PASSENGER BUS/STRAIGHT TRUCK) NC III and DRIVING (ARTICULATED  
VEHICLE) NC III**

Bus/Straight Truck) NC III and Driving (Articulated Vehicle) NC III and favorably endorsed for consideration and approval of the TESDA Board as mentioned hereunder:

**Option 1 – Vehicle provided by Candidate**

- Driving NC II:  
**Five Hundred Thirty-Five Pesos (Php535.00)**
- Driving (Passenger Bus/Straight Truck) NC III:  
**Eight Hundred Ten Pesos (Php810.00)**
- Driving (Articulated Vehicle) NC III:  
**Eight Hundred Thirty Pesos (Php830.00)**

**Option 2 – Vehicle provided by Assessment Center**

- Driving NC II:  
**Seven Hundred Fifty Pesos (Php750.00)**
- Driving (Passenger Bus/Straight Truck) NC III:  
**One Thousand Eight Hundred Pesos (Php1, 800.00)**
- Driving (Articulated Vehicle) NC III:  
**Two Thousand Four Hundred Forty-Five Pesos (Php2, 445.00)**

**WHEREAS, the technical computations of the assessment fees for Driving NC II, Driving (Passenger Bus/Straight Truck) NC III and Driving (Articulated Vehicle) NC III are hereby appended as Annex "A" and shall form an integral part of this Resolution;**

**WHEREAS, pursuant to Administrative Order No. 31, series of 2012, the National Tax Research Center (NTRC) has reviewed the computations of the above mentioned assessment fees for Driving NC II, Driving (Passenger Bus/Straight Truck) NC III and Driving (Articulated Vehicle) NC III;**

**WHEREAS, the Members of the TESDA Board present during the 6<sup>th</sup> Joint Standards - Setting and Systems Development and Finance Committee TESDA Board- TESDA Secretariat Consultation Meeting held on 20 April 2016 agreed that the assessment fees shall be subject to review based on the following:**

1. Indicators in the industry or in the economy that may have a significant impact on certain cost items which were included in the computation of the assessment fees such as but not limited to:
  - cost of electricity;

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**109<sup>th</sup> TESDA Board Meeting**  
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7/F TESDA Board Room, Office of the Chair  
Taguig City, Metro Manila

**Resolution No. 2019-12**  
(Page 4 of 6 pages)

**APPROVING THE ASSESSMENT FEES FOR DRIVING NC II, DRIVING  
(PASSENGER BUS/STRAIGHT TRUCK) NC III and DRIVING (ARTICULATED  
VEHICLE) NC III**

- cost of rental; and
  - mandated minimum wages and others, if applicable.
2. The assessment fees shall be reviewed after two (2) years unless prior cost items indicated in the computation of the assessment fees will have a significant impact that might necessitate an earlier review.

**WHEREAS**, stakeholders' consultations were held in Visayas, Luzon, and Mindanao on 7, 12, and 14 March 2019 respectively, to ensure that the proposed assessment fees for Driving NC II, Driving (Passenger Bus/Straight Truck) NC III and Driving (Articulated Vehicle) NC III were properly disseminated and discussed with the stakeholders, pursuant to the Implementing Rules and Regulations of Administrative Order No. 31, series of 2012. The list of participants is hereby appended as Annex "B" of this Resolution to form an integral part hereof,

**NOW THEREFORE, BE IT RESOLVED, AS IT IS HEREBY RESOLVED**, that the TESDA Board in its meeting today, 27 March 2019, approves the assessment fees for Driving NC II, Driving (Passenger Bus/Straight Truck) NC III and Driving (Articulated Vehicle) NC III, as follows:

**Option 1 – Vehicle provided by Candidate**

- Driving NC II:  
**Five Hundred Thirty-Five Pesos (Php535.00)**
- Driving (Passenger Bus/Straight Truck) NC III:  
**Eight Hundred Ten Pesos (Php810.00)**
- Driving (Articulated Vehicle) NC III:  
**Eight Hundred Thirty Pesos (Php830.00)**

**Option 2 – Vehicle provided by Assessment Center**

- Driving NC II:  
**Seven Hundred Fifty Pesos (Php750.00)**
- Driving (Passenger Bus/Straight Truck) NC III:  
**One Thousand Eight Hundred Pesos (Php1, 800.00)**
- Driving (Articulated Vehicle) NC III:  
**Two Thousand Four Hundred Forty-Five Pesos (Php2, 445.00)**

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**TECHNICAL EDUCATION AND SKILLS DEVELOPMENT AUTHORITY**  
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**109<sup>th</sup> TESDA Board Meeting**  
27 March 2019, Wednesday, 11:00 a.m.  
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**Resolution No. 2019-18**  
(Page 5 of 6 pages)

**APPROVING THE ASSESSMENT FEES FOR DRIVING NC II, DRIVING  
(PASSENGER BUS/STRAIGHT TRUCK) NC III and DRIVING (ARTICULATED  
VEHICLE) NC III**

**BE IT RESOLVED, FURTHER,** that this Resolution shall be published in a newspaper of general circulation and disseminated to all concerned offices and the same shall be effective fifteen (15) days upon publication;

**BE IT RESOLVED, FINALLY,** that the TESDA Secretariat is directed to issue the appropriate Implementing Guidelines within thirty (30) days from the date of effectivity of this Board Resolution. All competency assessment under this Resolution must comply with the aforementioned fees and the Implementing Guidelines under penalty of suspension or revocation of accreditation as appropriate, after due process.

Adopted this 27th day of March 2019.


  
**ATTY. MARICHELLE D. DE GUZMAN**  
Board Secretary VI

Attested by:

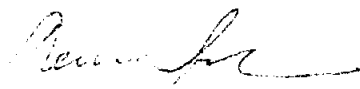
  
**SEC. ISIDRO S. LAPEÑA, PhD., CSEE**  
Designated Chairperson, TESDA Board  
Director General, TESDA

  
**USEC. LORNA D. DINO**  
Department of Education

  
**USEC. RAFAELITA M. ALDABA**  
Department of Trade and Industry

  
**MR. RENE LUIS M. TADLE**  
Board Member, Labor Sector

  
**MR. ISIDRO ANTONIO C. ASPER**  
Board Member, Labor Sector



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**Resolution No. 2019-<sup>18</sup>**  
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**APPROVING THE ASSESSMENT FEES FOR DRIVING NC II, DRIVING  
(PASSENGER BUS/STRAIGHT TRUCK) NC III and DRIVING (ARTICULATED  
VEHICLE) NC III**

  
**MR. RAMON R. DE LEON**  
Board Member, Labor Sector

  
**MR. ROGELIO J. CHAVEZ, JR.**  
Board Member, Labor Sector

  
**ATTY. BAYANI G. DIWA**  
Board Member, Labor Sector

  
**DR. GUIMBA B. POINGAN**  
Board Member, Education and  
Training Sector

  
**MS. PATRICIA C. DALMAS**  
Board Member, Education and  
Training Sector