



## HOUSE OF REPRESENTATIVES

**H. No. 7744**

---

---

BY REPRESENTATIVES VILLAFUERTE (L.R.), VILLAFUERTE (M.L.), HORIBATA, ENCISO, RODRIGUEZ (R.), REVILLA (B.), MERCADO-REVILLA, ROMERO, MAGSINO, VILLANUEVA, CASTRO (F.), BROSAS, MANUEL, SILVERIO, RECTO, TAMBUNTING, HERRERA, GO (M.), TUTOR, VERZOSA, ORDANES, CHATTO, BARZAGA, BALINDONG, CAGAS, HERNANDEZ, GALEOS, SUAN, EUDELA, CO-PILAR, KHO (W.), CAJAYON-UY, BUHAIN, CARDEMA, PADIERNOS, NAVA, ADIONG, ROQUE, BORDADO, CARI, ORTEGA, DALOG, TULFO (R.W.), GARDIOLA, VILLA, CUARESMA, DOMINGO, YULO, ZAMORA (M.C.), GUINTU, RODRIGUEZ (E.), AQUINO, CORVERA, GATO, ACIDRE, KHO (O.), OLASO, TAN (R.M.), SINGSON (R.), TAN (K.M.), CO (E.), BARONDA, BOLILIA, PALMA, PRIMICIAS-AGABAS, PUMAREN, SUAREZ, QUIMBO, ABANTE, ALONTE, ALVAREZ (M.), ALVAREZ (J.), ARENAS, BAUTISTA-LIM, BERNOS, BONGALON, CABREDO, CAMPOS, CELESTE, CO (A.N.), CUA, DE VENECIA, DEL MAR, FUENTEBELLA, GO (E.C.), GONZAGA, HARESCO, LACSON, LARA, SALIMBANGON, TIANGCO, UMALI, VARGAS-ALFONSO, VILLARAZA-SUAREZ, VIOLAGO, ZUBIRI, ABALOS, ADVINCULA, AMANTE, ANG, ASISTIO, ATAYDE, AUMENTADO, BASCUG, BOSITA, COJUANGCO (J.), CRUZ (A.), CRUZ (R.), DAGOOC, DIMAPORO (S.A.), FORTES, FRESNEDI, GARCIA (D.), GARCIA (M.A.), GUTIERREZ, KHONGHUN, LAGON (D.), LAGON (S.), LAZATIN, MACEDA, MANIQUIZ, MATIBAG, MERCADO, NOGRALES (M.I.), OUANO-DIZON, PADUANO, PANALIGAN, PANCHO, PLAZA, PLEYTO, REVILLA (R.J.), SALI, TALLADO, TULFO (J.), UNABIA, VARGAS, VERGARA, YAP (C.), AGARAO, BENITEZ, DUTERTE, ECLEO, FLORES, GOMEZ, KHO (R.), MARIANO-HERNANDEZ, MARIÑO, ROMULO, SALCEDA, SAULOG, SORIANO, TOLENTINO, VELOSO-TUAZON, RIVERA, YAMSUAN, YAP (EDVIC) AND DALIPE, PER COMMITTEE REPORT NO. 469

---

---

**AN ACT**  
**ENHANCING THE CONTINUING PROFESSIONAL DEVELOPMENT OF FILIPINO PROFESSIONALS AS AN INTEGRAL COMPONENT OF CAREER PROGRESSION AND SPECIALIZATION PROGRAMS, AND APPROPRIATING FUNDS THEREFOR, AMENDING FOR THE PURPOSE REPUBLIC ACT NO. 10912, OTHERWISE KNOWN AS THE “CONTINUING PROFESSIONAL DEVELOPMENT ACT OF 2016”**

*Be it enacted by the Senate and House of Representatives of the Philippines in Congress assembled:*

1 **SECTION 1.** Section 3 of Republic Act No. 10912 is hereby amended to read as follows:  
2

3 “SEC. 3. *Definition of Terms.* – [The following terms shall be defined under]  
4 AS USED IN this Act:  
5

6 **xxx**  
7

8 (E) CAREER PROGRESSION REFERS TO THE PROCESS OF  
9 DEVELOPING OR MOVING TOWARDS A MORE ADVANCED STATE IN  
10 A PERSON’S QUALIFICATIONS, JOB, TITLE, POSITION, OR  
11 PROFESSION. IT OUTLINES THE ROUTE THAT ONE MAY FOLLOW IN  
12 ORDER TO REACH IDENTIFIED CAREER DEVELOPMENT GOALS;  
13

14 (F) CAREER PROGRESSION AND SPECIALIZATION PROGRAM AND  
15 CREDIT ACCUMULATION AND TRANSFER SYSTEM (CPSP-CATS)  
16 COMMITTEE REFERS TO THE BODY THAT PROVIDES TECHNICAL  
17 SUPPORT TO THE CONTINUING PROFESSIONAL DEVELOPMENT  
18 (CPD) COUNCIL AND THE BOARD OF EACH PROFESSION IN THE  
19 FORMULATION AND IMPLEMENTATION OF THE CPSP-CATS, SUCH  
20 AS PROGRAM AND LEARNING OUTCOMES FOR EVERY IDENTIFIED  
21 QUALIFICATION TITLE OF THE PROFESSION AND RECOMMENDS  
22 TO THE COUNCIL THE FORMULATION AND IMPLEMENTATION OF  
23 THE NECESSARY PROGRAMS AND POLICIES TO BE IMPLEMENTED  
24 BY THE CPSP-CATS;  
25

26 (G) CERTIFICATE OF REGISTRATION REFERS TO THE DOCUMENT  
27 ISSUED BY THE PROFESSIONAL REGULATION COMMISSION (PRC)  
28 SIGNIFYING THAT THE PERSON NAMED THEREIN HAS COMPLIED

1 WITH ALL THE LEGAL AND PROCEDURAL REQUIREMENTS FOR  
2 SUCH ISSUANCE, INCLUDING, IN APPROPRIATE CASES, PASSING  
3 THE LICENSURE EXAMINATION OR REGISTRATION WITHOUT  
4 EXAMINATION;

5  
6 [(e) Competence refers to an ability that extends beyond the possession of  
7 knowledge and skills, which include cognitive, functional, personal and ethical  
8 competence;]

9  
10 (H) COMPETENCY REFERS TO THE CAPABILITY TO APPLY OR USE A  
11 SET OF KNOWLEDGE, SKILLS AND ABILITIES REQUIRED TO  
12 SUCCESSFULLY PERFORM AND IMPLEMENT CRITICAL WORK  
13 FUNCTIONS OR TASKS IN A DEFINED WORK SETTING;

14  
15 [(f)] (I) Continuing Professional Development [or] (CPD) refers to the  
16 [inculcation] ACQUISITION of advanced knowledge, skills and ethical values  
17 in a post-licensure specialization or in an inter- or multidisciplinary field of  
18 study, for assimilation into professional practice, [self-directed research and/]  
19 or lifelong learning;

20  
21 [(g)] (J) CPD Council refers to a body created to promote and ensure the  
22 continuous improvement of professionals, in accordance with national,  
23 regional and international standards of practice;

24  
25 [(h)] (K) CPD credit unit refers to the value of an amount of learning that can  
26 be transferred to a qualification achieved from formal [, informal or] AND  
27 nonformal learning setting [,] wherein credits can be accumulated to  
28 predetermined levels for the award of a qualification;

29  
30 [(i)] (L) CPD Program refers to a set of STRUCTURED learning activities  
31 accredited by the CPD Council such as seminars, workshops, technical lectures  
32 or subject matter meetings, nondegree training lectures and scientific meetings,  
33 [modules, tours and visits,] which equip [the] professionals with advanced  
34 knowledge, skills and values in A specialized or [in an] inter- or  
35 multidisciplinary field of study[, self-directed research and/or lifelong  
36 learning];

37  
38 [(j)] (M) CPD Provider refers to a natural or juridical person accredited by the  
39 CPD Council to conduct CPD Programs;

40  
41 (N) CREDIT ACCUMULATION AND TRANSFER SYSTEM FOR  
42 PROFESSIONALS REFERS TO A LEARNER-CENTERED SYSTEM  
43 WHICH FACILITATES THE RECOGNITION, ACCUMULATION,  
44 TRANSFER, AND MOBILITY OF THE WORK EXPERIENCE OR WORK  
45 CREDENTIALS OF PROFESSIONALS AND THE ACHIEVEMENT OF  
46 LEARNING OUTCOMES TO ENABLE THEM TO ACQUIRE A

1 PROFESSIONAL QUALIFICATION OR ANY OTHER FORM OF  
2 RECOGNITION IN ANY AREA OR FIELD OF EXPERTISE;

3  
4 (O) CREDITS REFER TO THE VALUE GIVEN TO A LEARNING  
5 OUTCOME OR A PACKAGE OF LEARNING OUTCOMES;

6  
7 [(k)] (P) Formal learning refers to educational arrangements such as curricular  
8 qualifications and teaching-learning requirements that take place in education  
9 and training institutions recognized by relevant national authorities, and which  
10 lead to THE CONFERMENT OF diplomas and qualifications;

11  
12 [(l)] (I) Informal learning refers to learning that occurs in daily life assessed,  
13 through the recognition, validation and accreditation process, and which can  
14 contribute to a qualification; ]

15  
16 [(m)] (Q) Learning outcomes refer to what a learner can be expected to know,  
17 understand [and/] or demonstrate as a result of a learning experience;

18  
19 [(n)] (R) Lifelong learning refers to learning activities undertaken throughout  
20 life for the development of competencies and qualifications of the professional;

21  
22 [(o)] (S) Nonformal learning refers to [learning that has been acquired in  
23 addition or alternatively to formal learning, which may be structured and made  
24 more flexible according to educational and training arrangements]  
25 STRUCTURED ACTIVITIES WHICH HAVE LEARNING PROCESSES  
26 AND PRE-DETERMINED OUTCOMES SUCH AS A HIGHER  
27 EDUCATION DEGREE OR DIPLOMA OR CERTIFICATE COURSES,  
28 INSTITUTION OR COMPANY-SPONSORED TRAINING PROGRAMS  
29 AND SEMINARS, SPECIALTY TRAINING, AND ONLINE LEARNING  
30 ACTIVITIES THAT ARE DELIVERED ACCORDING TO APPROVED  
31 SYLLABI AND WHICH ARE RELATED TO ONE'S PROFESSION;

32  
33 [(p)] (T) Online OR DIGITAL learning activities OR APPROACHES refer to  
34 [structured or unstructured] FORMAL AND NONFORMAL learning  
35 initiatives, which make use of the internet and other web-based Information  
36 and Communications Technology solutions, INCLUDING THE  
37 FOLLOWING: 1) ONLINE SEMINARS AND WORKSHOPS, WHICH ARE  
38 SYNCHRONOUS ONLINE LEARNING APPROACHES; 2) E-LEARNING,  
39 WHICH IS AN ASYNCHRONOUS SELF-PACED, ANYTIME,  
40 ANYWHERE LEARNING APPROACH; 3) MICROLEARNING WHICH IS  
41 AN EDUCATIONAL STRATEGY THAT BREAKS COMPLEX TOPICS  
42 DOWN INTO SHORT-FORM, STAND-ALONE UNITS OF STUDY THAT  
43 CAN BE VIEWED AS MANY TIMES AS NECESSARY, WHENEVER AND  
44 WHEREVER THE LEARNER HAS THE NEED, THROUGH  
45 MICROLEARNING INSTRUCTIONAL MODULES THAT ARE  
46 DESIGNED TO BE CONSUMED IN ABOUT FIVE MINUTES AND

1 ADDRESS ONE SPECIFIC SKILL OR KNOWLEDGE GAP TOPIC; AND  
2 4) BLENDED LEARNING, WHICH IS A COMBINATION OF THE OTHER  
3 LEARNING APPROACHES ENUMERATED HEREIN;

4  
5 (U) OVERSEAS FILIPINO WORKER (OFW) REFERS TO A FILIPINO  
6 PROFESSIONAL WHO IS WORKING OUTSIDE THE PHILIPPINES FOR  
7 A LIMITED PERIOD;

8  
9 [(q)] (V) Pathways and Equivalencies refer to mechanisms that provide access  
10 to qualifications and assist professionals to move easily [and readily] between  
11 the different education and training sectors, and between these sectors, and  
12 the labor market, through the Philippine Credit Transfer System;

13  
14 [(r)] (W) Philippine Qualifications Framework [or] (PQF) refers to the quality  
15 assured national system for the development, recognition and award of  
16 qualifications at defined levels, based on standards of knowledge, skills and  
17 values, acquired in different ways and methods by learners and workers  
18 PURSUANT TO REPUBLIC ACT NO. 10968, OTHERWISE KNOWN AS  
19 THE “PQF ACT”;

20  
21 (X) PHILIPPINE QUALIFICATIONS REGISTER (PhQuaR) REFERS TO  
22 THE NATIONAL DATABASE OF QUALITY ASSURANCE  
23 QUALIFICATIONS AUTHORIZED UNDER THE PQF. IT PROVIDES  
24 INFORMATION TO EMPLOYERS, EDUCATION AND TRAINING  
25 PROVIDERS, AND STUDENTS. THE INFORMATION INCLUDES THE  
26 QUALIFICATION TITLE, QUALIFICATION DESCRIPTORS, THE PQF  
27 LEVEL, THE AUTHORITY-GRANTING AGENCY, THE  
28 QUALIFICATION CODE, THE INSTRUMENT AND DATE OF  
29 AUTHORIZATION;

30  
31 (Y) PORTABILITY REFERS TO THE ABILITY OF ENABLING  
32 LEARNERS TO TRANSFER CREDITS OF QUALIFICATIONS FROM  
33 ONE LEARNING INSTITUTION OR EMPLOYER TO ANOTHER.  
34 HOWEVER, SUCH TRANSFER AND RECOGNITION OF SKILLS ARE  
35 NOT AUTOMATIC TRANSFER OF CREDITS TO QUALIFICATIONS;

36  
37 (Z) POSITION REFERS TO A SET OF DUTIES AND  
38 RESPONSIBILITIES, ASSIGNED OR DELEGATED BY COMPETENT  
39 AUTHORITY AND PERFORMED BY AN INDIVIDUAL EITHER ON  
40 FULL-TIME OR PART-TIME BASIS;

41  
42 [(s)] (AA) Prior learning refers to a person’s skills, knowledge and  
43 competencies that have been acquired through work experience, training,  
44 independent study, volunteer activities and hobbies, that may be applied for  
45 academic credit, as a requirement of a training program or for occupational  
46 certification;

1 [(t)] (BB) Professional refers to a person who is registered and licensed to  
2 practice a regulated profession in the Philippines and who holds a valid  
3 Certificate of Registration and Professional Identification Card (PIC) from  
4 the Professional Regulation Commission (PRC);  
5

6 (CC) PROFESSIONAL IDENTIFICATION CARD REFERS TO THE  
7 CARD BEARING THE REGISTRATION NUMBER, DATES OF  
8 ISSUANCE AND EXPIRY, AND IMPORTANT INFORMATION ON  
9 PROFESSIONAL PRACTICE, DULY SIGNED BY THE PRC  
10 CHAIRPERSON AND ISSUED TO A REGISTERED PROFESSIONAL  
11 UPON PAYMENT OF THE PRESCRIBED FEE, AND WHICH IS VALID  
12 FOR THREE (3) YEARS;  
13

14 [(u)] (DD) Qualification refers to a status gained after a person has been  
15 assessed to have achieved learning outcomes or competencies in accordance  
16 with the SET standards [specified for a qualification title, and is proven by a  
17 document issued by a recognized agency or body];  
18

19 (EE) QUALIFICATION FRAMEWORK CREDIT REFERS TO A  
20 MEASUREMENT OF COMPREHENSION IN A SPECIALIZATION  
21 PROGRAM. IT SPECIFIES THE PROFICIENCY LEVEL TO BE  
22 ACQUIRED BY A LEARNER IN ORDER TO EARN THE RELEVANT  
23 QUALIFICATION SOUGHT;  
24

25 (FF) QUALIFICATION TITLE REFERS TO AN AWARD AFTER  
26 COMPETENCY ASSESSMENT ENTERED INTO THE PhQuaR. THE  
27 CONFERMENT IS GIVEN TO A PROFESSIONAL BY THE PRC AND  
28 THE PRBs;  
29

30 [(v)] (GG) Quality assurance refers to planned and systematic processes that  
31 provide confidence in the design, delivery and award of qualifications within  
32 an education and training system, and [is a component of quality management  
33 that is focused on ensuring that quality requirements will be fulfilled] A  
34 COMPONENT OF QUALITY MANAGEMENT THAT IS FOCUSED ON  
35 PROVIDING CONFIDENCE THAT QUALITY REQUIREMENTS WILL  
36 BE FULFILLED. QUALITY ASSURANCE ENSURES THAT  
37 STAKEHOLDERS' INTERESTS AND INVESTMENTS IN ANY  
38 ACCREDITED PROGRAM ARE PROTECTED;  
39

40 [(w)] Self-directed learning refers to learning activities such as online training,  
41 local/international seminars/nondegree courses, institution/company-  
42 sponsored training programs, and the like, which did not undergo CPD  
43 accreditation but may be applied for and awarded CPD units by the respective  
44 CPD Council;]

1 (HH) SPECIALIZATION REFERS TO THE FIELD OF PRACTICE OF A  
2 PROFESSION FOR A PARTICULAR AREA OF KNOWLEDGE OR THE  
3 PROCESS OF BECOMING AN EXPERT IN A PARTICULAR FIELD OF  
4 PROFESSIONAL PRACTICE; AND

5  
6 (II) SPECIALTY TRAINING REFERS TO A NONDEGREE  
7 POSTGRADUATE STRUCTURED TRAINING PROGRAM WITH  
8 ASSESSMENT MECHANISMS, CONDUCTED BY ANY COMPANY,  
9 PUBLIC OR PRIVATE, OR HIGHER EDUCATION INSTITUTION.”

10  
11 **SEC. 2.** Section 5 of Republic Act No. 10912 is hereby amended to read as follows:

12  
13 “SEC. 5. *Nature of CPD Programs.* – The CPD Programs SHALL consist of  
14 FORMAL AND NONFORMAL LEARNING activities that [range from]  
15 ARE structured [to nonstructured activities] SUCH AS DIPLOMA OR  
16 CERTIFICATE COURSES, INSTITUTION OR COMPANY-SPONSORED  
17 TRAINING PROGRAMS AND SEMINARS, SPECIALTY TRAINING,  
18 AND ONLINE LEARNING ACTIVITIES WITH SYLLABI THAT ARE  
19 RELATED TO ONE’S PROFESSION, AND which have learning processes  
20 and outcomes SUCH AS A HIGHER DEGREE OR WHICH CONFERS  
21 HIGHER PROFESSIONAL OR TRADE STATUS OR SKILL  
22 CATEGORIZATION.

23  
24 [These include, but are not limited to, the following:

- 25 (a) Formal learning;  
26 (b) Nonformal learning;  
27 (c) Informal learning;  
28 (d) Self-directed learning;  
29 (e) Online learning activities; and  
30 (f) Professional work experience.]

31  
32 THE IN-SERVICE TRAINING FOR TEACHERS BEING  
33 IMPLEMENTED BY THE DEPARTMENT OF EDUCATION, WHICH  
34 ARE STRUCTURED AND WITH CLEAR-CUT LEARNING PROCESSES  
35 AND OUTCOMES, SHALL BE CONSIDERED AS PART OF THE CPD  
36 PROGRAM.”

37  
38 **SEC. 3.** Section 10 of Republic Act No. 10912 is hereby amended to read as  
39 follows:

40  
41 “SEC. 10. *CPD as Mandatory Requirement in the [Renewal of Professional*  
42 *License and Accreditation System for the Practice of Professions]*  
43 *UPDATING AND UPGRADING OF KNOWLEDGE, SKILLS, VALUES AND*  
44 *COMPETENCIES.* – SUBJECT TO SEC. 13 OF THIS ACT AND THE  
45 IMPLEMENTING GUIDELINES TO BE PRESCRIBED BY THE CPSP-  
46 CATS FOR EVERY PROFESSION, [T] the CPD is hereby made as a

1 mandatory requirement in the [renewal of the PICs of all registered and  
2 licensed professionals under the regulation of the PRC.] UPDATING AND  
3 UPGRADING OF KNOWLEDGE, SKILLS, VALUES AND  
4 COMPETENCIES. ALL PROFESSIONALS SHALL BE REQUIRED TO  
5 UPDATE AND UPGRADE THEIR KNOWLEDGE AND SKILLS BY  
6 UNDERGOING THE RELEVANT CPD PROGRAM WITHIN THE  
7 ALLOTTED PERIOD. THE COMPLETION OF THE RESPECTIVE  
8 PROFESSIONAL CPD TRAINING COURSES SHALL SERVE TO  
9 QUALIFY A REGISTERED AND LICENSED PROFESSIONAL TO THE  
10 USE OF QUALIFICATION OR TRADE TITLES, AND TO CLAIM  
11 COMPLIANCE WITH QUALIFICATION STANDARDS SET BY THE  
12 PRC, THE PROFESSIONAL REGULATORY BODIES OF FOREIGN  
13 COUNTRIES WITH WHOM THE PHILIPPINES HAS RECIPROCAL  
14 AGREEMENTS WITH, AND THE RESPECTIVE BOARDS OF  
15 PROFESSIONS. THE CPD SHALL ALSO BE SUBJECT TO THE  
16 FOLLOWING:

17  
18 (A) ALL PROFESSIONALS SHALL BE REQUIRED TO OBTAIN  
19 FORTY-FIVE (45) CPD CREDIT UNITS EVERY FOUR (4) YEARS  
20 WHICH SHALL BE DEEMED AS THE COMPLIANCE PERIOD;

21  
22 (B) PROFESSIONALS COVERED BY MUTUAL RECOGNITION  
23 ARRANGEMENTS (MRAS) WHO MAY WISH THAT THEIR  
24 PROFESSION AND QUALIFICATIONS BE INTERNATIONALLY  
25 RECOGNIZED, SHALL COMPLY WITH THE REQUIRED CPD UNITS  
26 AS PRESCRIBED IN THE MRAS WHICH IN NO CASE SHALL BE LESS  
27 THAN FORTY-FIVE (45) CREDIT UNITS;

28  
29 (C) PROFESSIONALS WHO ARE REQUIRED TO APPLY FOR  
30 ACCREDITATION PRIOR TO THE PRACTICE OF THEIR PROFESSION  
31 AS PROVIDED IN THE RELEVANT PROFESSIONAL REGULATORY  
32 LAWS (PRL), SHALL COMPLY WITH THE REQUIRED CPD COURSES;

33  
34 (D) PROFESSIONALS WHO WISH TO BE ISSUED A CERTIFICATE OF  
35 GOOD STANDING (COGS) BY THEIR AIPO AS INDICATED IN THEIR  
36 PRL, SHALL COMPLY WITH THE CPD REQUIREMENT, WHICH IN NO  
37 CASE SHALL BE LESS THAN FORTY-FIVE (45) CREDIT UNITS; AND

38  
39 (E) DURING A PANDEMIC, STATE OF CALAMITY OR NATIONAL  
40 EMERGENCY, THE PRC MAY TEMPORARILY SUSPEND THE  
41 COMPLIANCE PERIOD FOR CPD REQUIREMENTS INDEFINITELY  
42 OR EXTEND THE END OF THE SAID COMPLIANCE PERIOD TO THE  
43 EQUIVALENT DURATION OF THE PANDEMIC, CALAMITY OR  
44 NATIONAL EMERGENCY.”

45  
46 **SEC. 4.** A new Section 10-A is hereby inserted to read as follows:

1 “SEC. 10-A. *EXEMPTIONS FROM CPD REQUIREMENTS.* – THE  
2 NUMBER OF REQUIRED CREDIT UNITS PER COMPLIANCE SHALL  
3 NOT APPLY TO THE FOLLOWING:

4  
5 (A) NEWLY LICENSED OR REGISTERED PROFESSIONALS ON THE  
6 FIRST RENEWAL OF THEIR PIC WITHIN THE FIRST FOUR (4) YEARS  
7 AFTER OBTAINING THEIR LICENSE;

8  
9 (B) OFWS, AS DEFINED IN SECTION 2, LETTER (U) OF THIS ACT;  
10 AND

11  
12 (C) SENIOR CITIZENS WHO ARE NOT ENGAGED IN THE PRACTICE  
13 OF THEIR PROFESSION, AS DEFINED UNDER THEIR RESPECTIVE  
14 REGULATORY LAWS.”

15  
16 **SEC. 5.** Section 12 of Republic Act No. 10912 is hereby amended to read as follows:

17  
18 “SEC. 12. *Career Progression and Specialization PROGRAM AND CREDIT*  
19 *ACCUMULATION AND TRANSFER SYSTEM.* – THE CPSP-CATS SHALL  
20 BE SUPERVISED AND ADMINISTERED BY THE CPSP-CATS  
21 COMMITTEE WHICH SHALL PROVIDE TECHNICAL SUPPORT TO  
22 THE CPD COUNCIL AND THE BOARD OF EACH PROFESSION IN  
23 THE FORMULATION AND IMPLEMENTATION OF THE CPSP-CATS.  
24 THE CATS, AS A LEARNER-CENTERED SYSTEM FOR  
25 PROFESSIONALS, IS A MEANS TO FACILITATE THEIR  
26 RECOGNITION, ACCUMULATION, TRANSFER, AND MOBILITY OF  
27 WORK EXPERIENCE OR WORK CREDENTIALS AND  
28 ACHIEVEMENT OF LEARNING OUTCOMES, ENABLING THEM TO  
29 ACQUIRE A PROFESSIONAL QUALIFICATION OR ANY OTHER  
30 FORM OF RECOGNITION IN ANY AREA OR FIELD OF EXPERTISE;

31  
32 THE CPD SHALL BE A BENEFICIAL AND INTEGRATED  
33 COMPONENT IN THE UPGRADING OF QUALIFICATION  
34 STANDARDS AND TITLE TOWARDS CPSP-CATS OF ALL  
35 REGISTERED AND LICENSED PROFESSIONALS UNDER THE  
36 REGULATION OF THE PRC.

37  
38 FOR THIS PURPOSE, THE PRC AND THE PRBs SHALL CREATE THE  
39 CPSP-CATS COMMITTEE FOR EACH PROFESSION TO ASSIST THE  
40 CPD COUNCIL AND THE PRBs IN THE IMPLEMENTATION OF CPSP-  
41 CATS.

42  
43 THE PRC [and], the PRBs AND THE CPSP-CATS COMMITTEE, in  
44 consultation with the RESPECTIVE AIPO/APO, the Civil Service  
45 Commission (CSC), THE DEPARTMENT OF LABOR AND

1 EMPLOYMENT (DOLE), other concerned government agencies,  
2 EMPLOYERS' BUSINESS AND PROFESSIONAL ORGANIZATIONS  
3 and industry stakeholders, shall formulate and implement a [Career  
4 Progression and Specialization Program] CPSP-CATS for every profession  
5 [.The Career Progression and Specialization Program shall form part of the  
6 CPD.] WITH CPD AS AN INTEGRAL COMPONENT THEREOF,  
7 SUBJECT TO THE FOLLOWING:

8  
9 (A) THE CPSP-CATS COMMITTEE SHALL ESTABLISH MECHANISMS  
10 TO FACILITATE THE MATCHING OF CPD LEARNING OUTCOMES  
11 FOR CREDITS WITH THE INTENDED LEARNING OUTCOMES OF  
12 PROFESSIONAL QUALIFICATIONS FOR CAREER PROGRESSION  
13 AND SPECIALIZATION, AS WELL AS FOR THE TRANSFER OF  
14 CREDITS BETWEEN AND ACROSS EDUCATIONAL AND TRAINING  
15 SECTORS;

16  
17 (B) CPD UNITS EARNED SHALL BE AN UPGRADE TOWARDS  
18 MOVEMENT IN THE PQF QUALIFICATION LEVEL AS IT RESULTS IN  
19 EARNING QUALIFICATION FRAMEWORK (QF) CREDIT FOR  
20 CAREER PROGRESSION AND SPECIALIZATION;

21  
22 (C) THE PRBs AND THE CPSP-CATS COMMITTEE, TOGETHER WITH  
23 THE ACCREDITED SPECIALTY SOCIETY OR SIMILAR  
24 PROFESSIONAL SPECIALTY ORGANIZATION SHALL DETERMINE  
25 THE REQUIRED NUMBER OF QF CREDITS REQUIRED FOR THE  
26 CONFERMENT OF QUALIFICATION LEVELS OR PURSUANT TO THE  
27 PQF;

28  
29 (D) UPON ASSESSMENT AND COMPLETION OF THE PQF  
30 REQUIREMENTS AND COMPLIANCE WITH OTHER  
31 REQUIREMENTS, THE PRC AND THE PRB SHALL CONFER THE  
32 QUALIFICATION OR TITLE COMMENSURATE TO THE PQF  
33 QUALIFICATION LEVEL, WHICH SHALL BE INDICATED AS  
34 ADDITIONAL INFORMATION IN THE PIC;

35  
36 (E) PhQuaR AS LINKED TO THE ASEAN QUALIFICATIONS  
37 REFERENCE FRAMEWORK AND THE PRC SHALL MAINTAIN A  
38 REGISTRY OF QUALIFICATIONS TITLES FOR EVERY PROFESSION;  
39 AND

40  
41 (F) PROFESSIONALS WHO ARE COVERED BY MRAs AND OTHER  
42 INTERNATIONAL AGREEMENTS WHO DESIRE TO BE RECOGNIZED  
43 OR REGISTERED UNDER THESE AGREEMENTS SHALL COMPLY  
44 WITH THE MANDATORY CPD AND CPS REQUIREMENTS.”

45  
46 **SEC. 6.** Section 13 of Republic Act No. 10912 is hereby amended to read as follows:

1 “SEC. 13. *Role of Concerned Government Agencies and the Private Sector.*  
2 – [All concerned government agencies and private firms and organizations  
3 employing professionals shall include the CPD as part of their human  
4 resource development plan and program.] AS PART OF THEIR HUMAN  
5 RESOURCE DEVELOPMENT PLANS AND PROGRAMS, AND AS  
6 PROVIDED IN THE SUBSECTIONS BELOW:  
7

8 (A) CONCERNED GOVERNMENT AGENCIES, PUBLIC HIGHER  
9 EDUCATION INSTITUTIONS, AND OTHER PUBLIC INSTITUTIONS  
10 SHALL PROVIDE FULL FUNDING FOR THE CPD COMPLIANCE OF  
11 PROFESSIONALS UNDER THEIR EMPLOY;  
12

13 (B) PRIVATE FIRMS SHALL SUPPORT THE CPD COMPLIANCE OF  
14 PROFESSIONALS UNDER THEIR EMPLOY. NOTHING IN THIS  
15 PROVISION SHALL PREVENT, DIMINISH, OR OTHERWISE REVOKE  
16 EXISTING COMPANY POLICY MORE FAVORABLE TO THE  
17 EMPLOYEE;  
18

19 (C) THE RESPECTIVE CPD COUNCILS SHALL DEVISE  
20 MECHANISMS FOR PROVIDING DISCOUNTS TO SENIOR CITIZENS  
21 IN THE FEES TO BE CHARGED FOR ATTENDANCE IN CPD  
22 SEMINARS, TRAININGS, AND SIMILAR PROGRAMS, SPECIFICALLY  
23 THOSE ENGAGED IN THE PRACTICE OF THEIR PROFESSIONS AND  
24 WHO ARE REQUIRED TO COMPLY WITH THE CPD REQUIREMENTS;  
25

26 (D) ALL PROFESSIONALS SHALL BE GIVEN CPD MANDATORY PAID  
27 LEAVE IN SUFFICIENT NUMBER OF DAYS NECESSARY TO COMPLY  
28 WITH THE REQUIREMENTS OF THIS ACT, TO BE CHARGED TO  
29 THEIR EXISTING LEAVE CREDITS; AND

30 (E) IN THE PROCESSING OF DOCUMENTS FOR RENEWAL OF PIC,  
31 IN ACCORDANCE WITH THIS ACT, NO FEES SHALL BE REQUIRED  
32 IN ADDITION TO WHAT THE PRC ALREADY REQUIRES FOR PIC  
33 RENEWAL, IF ANY, PRIOR TO THE PASSAGE OF THIS ACT.”  
34  
35

36 **SEC. 7.** Section 14 of Republic Act No. 10912 is hereby amended to read as follows:  
37

38 “SEC. 14. *Funding.* – The implementation of the provisions of this Act shall  
39 be immediately included in the PRC programs, the funding of which shall be  
40 included in its annual submissions for inclusion in the annual General  
41 Appropriations Act.  
42

43 The funding requirement herein mentioned shall be used for the  
44 regular operations of the CPD Councils, including the monitoring of the conduct  
45 of the CPD programs, AND THE OPERATION OF THE PRBs AND CPSP-

1 CATS COMMITTEE.  
2

3 The PRC shall review and approve the proposed budget for each  
4 CPD Council, PRB, AND CPSP-CATS COMMITTEE taking into consideration  
5 the reasonable expenses that will be incurred BY THEIR MEMBERS for travel,  
6 honorarium [/] OR allowances, and per diems, when attending official CPD  
7 Council meetings or performing other related functions assigned to them.  
8

9 THE PRC SHALL INCLUDE THE FUNDING FOR THE FULL  
10 COMPUTERIZATION OF THE CPD SYSTEM FOR DATABASE  
11 DEVELOPMENT, AND THE ENHANCEMENT OF THE PIC TO  
12 INCLUDE CPD DATA AND OTHER INFORMATION ON  
13 PROFESSIONAL PRACTICE.

14 ALL GOVERNMENT AGENCIES, INCLUDING GOVERNMENT-  
15 OWNED AND CONTROLLED CORPORATIONS, SHALL INCLUDE IN  
16 THEIR ANNUAL BUDGET AN ALLOCATION FOR THE CONDUCT OF  
17 FREE TRAININGS AND SEMINARS FOR THEIR PROFESSIONAL  
18 EMPLOYEES IN COMPLIANCE WITH THE PROVISIONS OF THIS  
19 ACT.”  
20

21 **SEC. 8.** A new Section 14-A is hereby inserted to read as follows:

22 “SEC. 14-A. *FREE OR INEXPENSIVE SEMINARS, WEBINARS AND*  
23 *SIMILAR TRAINING PROGRAMS.* – THE VARIOUS GOVERNMENT  
24 DEPARTMENTS AND AGENCIES, AND PRIVATE COMPANIES  
25 SHALL, IN CONSULTATION AND COORDINATION WITH THE PRC,  
26 ESTABLISH A MECHANISM WHEREBY THEY SHALL PROVIDE  
27 PROFESSIONALS UNDER THEIR JURISDICTION, WITH FREE OR  
28 INEXPENSIVE SEMINARS, WORKSHOPS, ONLINE AND SIMILAR  
29 TRAINING PROGRAMS, TO EARN CPD PROGRAM CREDITS WITH  
30 NO OR VERY LOW COST TO PROFESSIONALS. THEY MAY CREATE  
31 MECHANISMS WHERE QUALIFIED PROFESSIONALS FROM  
32 OUTSIDE THE GOVERNMENT AGENCIES OR PRIVATE  
33 COMPANIES MAY BE ALLOWED TO JOIN THE SAID SEMINAR,  
34 WORKSHOPS AND ONLINE OR SIMILAR TRAINING PROGRAM  
35 AND EARN CPD CREDITS.”  
36

37 **SEC. 9.** A new Section 15 is hereby inserted to read as follows:

38 “SEC. 15. *ADMINISTRATIVE PENALTIES.* – WHEN THE FAILURE TO  
39 OBTAIN REQUIRED CPD CREDITS IS SOLELY DUE TO THE  
40 FAILURE OF THE CONCERNED AGENCIES OR THE PERSONS  
41 RESPONSIBLE TO PROPERLY IMPLEMENT THE CPD PROGRAM  
42 IN THE LOCATION AND PROFESSION OF THE CONCERNED  
43 PROFESSIONALS, THE PERSONS OR AGENCIES RESPONSIBLE

1 SHALL BE ADMINISTRATIVELY LIABLE IN ACCORDANCE WITH  
2 RELEVANT LAWS FOR THE FAILURE TO PROPERLY IMPLEMENT  
3 THE CPD PROGRAM, UPON COMPLIANCE WITH DUE PROCESS:  
4 *PROVIDED*, THAT THE PROFESSIONAL HAS EXERCISED DUE  
5 DILIGENCE IN COMPLYING WITH THE CPD REQUIREMENTS  
6 CONSIDERING THE CIRCUMSTANCES.”  
7

8 **SEC. 10.** Section 15 of Republic Act No. 10912 is hereby renumbered as Section  
9 16 and is hereby amended to read as follows:

10  
11 “SEC. [15.] 16. *Implementing Rules and Regulations.* – The PRC and the  
12 PRBs[,] SHALL, in consultation with the VARIOUS AIPOS/APOS, CSC, DOLE,  
13 and other RELEVANT stakeholders, [shall] promulgate the implementing rules and  
14 regulations (IRR) within six (6) months from the effectivity of this Act. However,  
15 a PRB may prescribe its own requirements or procedure relating to the CPD as may  
16 be pertinent and applicable to the specific profession: *Provided*, That the same does  
17 not contravene any of the provisions of this Act and its IRR.”  
18

19 **SEC. 11.** Sections 16, 17, 18, and 19 of Republic Act No. 10912 are hereby renumbered as  
20 Sections 17, 18, 19, and 20, respectively.  
21

22 **SEC. 12.** *Separability Clause.* – If any part or provision of this Act is declared invalid or  
23 unconstitutional, the other parts or provisions not affected shall remain in full force and effect.  
24

25 **SEC. 13.** *Repealing Clause.* – All laws, decrees, executive orders and other administrative  
26 issuances or parts thereof, which are inconsistent with the provisions of this Act, are repealed  
27 or modified accordingly.  
28

29 **SEC. 14.** *Effectivity.* – This Act shall take effect fifteen (15) days after its publication in the  
30 *Official Gazette* or in a newspaper of general circulation.

Approved,