

**Implementing Rules and Regulations of Republic Act No. 11927 or the
"Philippine Digital Workforce Competitiveness Act"**

**CHAPTER 1
GENERAL PROVISIONS**

**Rule 1
Preliminary Provisions**

Section 1. *Short Title.* — These implementing rules and regulations shall be known as the "Implementing Rules and Regulations (IRR) of the Philippine Digital Workforce Competitiveness Act".

Section 2. *Purpose.* — The purpose of this IRR is to operationalize the "Philippine Digital Workforce Competitiveness Act" ("Act").

Section 3. *Declaration of State Policy.* — Recognizing the transformation in the world of work due to the rapid acceleration of digitalization and advances in technologies such as artificial intelligence (AI) and automation across a range of industries and sectors, this IRR is promulgated consistent with and in furtherance of the State policy that the skills and competitiveness of the Philippine workforce shall be enhanced in terms of human development, digital technology, and innovations. The State shall also ensure that all Filipino workers have equitable access to and are provided with digital skills and competencies that are at par with global standards and shall encourage digital innovations and entrepreneurship. To this end, the State shall provide the necessary infrastructure and, in collaboration with the private stakeholders, shall undertake the upskilling, re-skilling, and training of the Filipino workforce on digital technology and innovations for employability and competitiveness in the Fourth Industrial Revolution.

Section 4. *Definition of Terms.* — As used in this IRR:

- a. *21st-century skills* refer to skills that are required by new, evolving, and emerging jobs, including but not limited to critical thinking, problem-solving, good communication, collaboration, information and technology literacy, flexibility and adaptability, innovativeness, green skills, and creativity, among others;

- b. *Certification* refers to any physical or digital attestation of an individual's knowledge, proficiency, or competence in a certain subject matter or skill set by a reputable third party, which can be public, private or non-profit in nature;
- c. *Co-working or shared service facilities* refer to shared workspaces equipped with the necessary facilities and support services for the needs of the digital workforce;
- d. *Crowdsource* refers to the means of obtaining information or input into a particular task or project by enlisting the services of a large number of people, either paid or unpaid, typically via the internet;
- e. *Crowdwork* refers to a type of work where execution is done by a large number of people and each contributes a small amount of labor;
- f. *Digital content* refers to any type of content that exists in the form of digital data that are stored, and can be created, viewed, processed, distributed, modified, and stored using computers, the cloud, and other digital technologies. The content can be either free or paid content such as, but not limited to, webpages and websites, social media, data and databases, digital audio, such as MP3s or MP4s, e-books, digital imagery, digital video, video games, computer programs, and software;
- g. *Digital entrepreneurship* refers to the creation of new ventures or the transformation of existing businesses by developing novel digital technologies and/or novel usage of such technologies;
- h. *Digital inclusion* refers to the process of ensuring that all members of society, especially those from disadvantaged and marginalized groups, have access to and are empowered to utilize and benefit from state-of-the-art information and communications technology (ICT);
- i. *Digital labor platforms* refer to digital technology-based platforms that facilitate the production, trade, and commercial exchange of digital content, digital products, or other goods and services arising from digital transactions. This includes web-based and online platforms where work is outsourced through an open call to geographically-dispersed individuals and location-based online applications where work is allocated to individuals in a specific geographical area;

- j. *Digital Library* is a facility containing a collection of documents in organized electronic form made available through the internet or in other digital storage media;
- k. *Digital skills* refer to a range of skills, encompassing a combination of behaviors, expertise, know-how, work habits, character traits, dispositions, and critical understanding of the use of digital devices, communication applications, and networks to create, manipulate, access, and manage information;
- l. *Digital technology* refers to any product or service that can be used to create, view, aggregate, manipulate, distribute, modify, store, retrieve, transmit, and receive information electronically in a digital form, such as personal computers, the cloud, and devices like desktop, laptop, netbook, tablet computer, smartphones, games consoles, media players, e-book readers, as well as digital television, robots, personal assistant smart devices, and smart boards;
- m. *Digital workforce* refers to any natural person who engages in remunerated activity through the use of digital skills and digital technology, regardless of work or employment arrangement, whether as a regular employee of a company or as a freelancer;
- n. *Digitization* refers to the conversion of text, pictures, or sound into a digital form that can be processed by a computer;
- o. *Digitalization* refers to the adaptation of a system, process, and business model to be operated with the use of computers and/or the internet;
- p. *Emerging jobs* refer to new form of work activities created as a result of new processes, behaviors, and technologies;
- q. *Evolving jobs* refer to work activities that undergo gradual changes to conform to new processes, behaviors, and technologies;
- r. *Emerging skills* refer to abilities for which demand is increasing in existing or new occupations (CEDEFOP, 2014);

- s. *Fab Lab* is a digital fabrication laboratory designed to help grassroots communities translate their design ideas into physical forms with the help of technology;
- t. *Green Jobs* are decent jobs that contribute to preserving or restoring the environment, be they in traditional sectors such as manufacturing and construction, or in new, emerging sectors such as renewable energy and energy efficiency;
- u. *Green Skills* are the knowledge, abilities, values, and attitudes needed to live in, develop, and support a sustainable and resource-efficient society;
- v. *Innovation* refers to the creation of new ideas using new or existing technologies that results in the development of new or improved products, processes, or services, which are then spread or transferred across the market;
- w. *Learning Hub* is a facility provided with the appropriate digital infrastructure and complete with physical and virtual resources that provide formal and informal opportunities for training, access to training resources, and for learners to come together with peers, trainers, and experts;
- x. *Learning Management Systems* is a software application for the administration, documentation, tracking, reporting, automation, and delivery of educational courses, training programs, materials, or learning and development programs;
- y. *Public-Private Partnership* is a contractual agreement between the Government and the private sector geared towards financing, designing, implementing, and operating training facilities, and provisioning training services traditionally provided by the public sector; and
- z. *Work in demand* refers to work made available at any time by someone who needs a job done.

Rule 2

Development Objectives and Strategies

Section 1. *Development of the digital workforce.* — Pursuant to Section 4 of the Act, the State shall develop and ensure the competitiveness of the Philippine Digital Workforce. Towards this end, this IRR shall implement and provide guidelines on the mechanisms to develop the country's digital workforce through the following development objectives and strategies:

- a. Ensure and take proactive measures to improve the digital competence of all citizens of working age and equip them with digital skills, including digital entrepreneurship and the ability to do remote work in order to gain from the opportunities of the growing number of jobs that are enabled by digital technologies;
- b. Ensure that Filipinos are equipped with digital skills and 21st-century skills through constant collaboration with industry practitioners and experts to develop skills classifications per skill or group of skills to ascribe levels of digital skills, such as basic, intermediate, and advanced digital skills, as the basis for qualification or employment, and shall continuously update these classifications to keep up with the fast pace of digital technologies and the skills required;
- c. Ensure adequate protection and support for the digital workforce for the continuous improvement of their skills to effectively keep up with emerging technologies and global standards;
- d. Provide support to the digital workforce through the provision of co-working or shared service facilities and loan facilities with concessional terms;
- e. Ensure digital inclusion by taking into account the special needs of sectors with intersecting identities such as, but not limited to, persons with disabilities (PWDs), indigenous peoples and cultural communities, senior citizens, women, individuals located in geographically isolated and disadvantaged areas, and other sectors in designing programs, activities, and projects pursuant to this the Act; and
- f. Ensure that all stakeholders from the government, industry, academe, civil society organizations (CSOs), women's groups, labor sector, and

other interest groups are properly consulted and collaborated with in the crafting of policies, programs, activities, and projects for the upskilling, re-skilling, and training of the Philippine digital workforce in digital technology and innovations.

In achieving the foregoing objectives, this IRR also aims to address gender and social divides in digital skills through education and training.

CHAPTER 2

INTER-AGENCY COUNCIL FOR DEVELOPMENT AND COMPETITIVENESS OF PHILIPPINE DIGITAL WORKFORCE

Rule 3

Establishment of the Inter-Agency Council for Development and Competitiveness of Philippine Digital Workforce

Section 1. Objective. — The Inter-Agency Council for Development and Competitiveness of Philippine Digital Workforce, hereinafter referred to as the “Inter-Agency Council”, shall be the primary planning, coordinating, and implementing body in the promotion, development, enhancement, and competitiveness of the Philippine digital workforce. It shall ensure that all Filipino youth, students and workers have access to and are provided with skills and competencies in digital contents, platforms and technology that are at par with global standards, and shall encourage digital innovations and entrepreneurship. It shall consult and collaborate with all stakeholders from the government, industry and labor sector in the development and implementation of a national roadmap on upskilling, re-skilling and training of the Filipino workforce to address the skills gaps, particularly in digital technology and digital entrepreneurship.

Section 2. Composition. — The Inter-Agency Council shall be composed of the following:

- a. National Economic and Development Authority (NEDA) as Chairperson;
- b. Department of Labor and Employment (DOLE);
- c. Department of Trade and Industry (DTI);
- d. Department of Information and Communications Technology (DICT);
- e. Department of Science and Technology (DOST);
- f. Department of the Interior and Local Government (DILG);

- g. Department of Education (DepEd);
- h. Commission on Higher Education (CHED); and
- i. Technical Education and Skills Development Authority (TESDA).

The Secretary/head of agency of the Inter-Agency Council members, or an official with a rank not lower than an Undersecretary, shall serve as principal representative thereto, and an official with a rank not lower than an Assistant Secretary, shall serve as alternate. The representatives should be authorized to make decisions on behalf of the agency they represent.

The Chairperson, through the Secretariat, shall convene the Inter-Agency Council meeting after the issuance of this IRR.

Section 3. *Meetings and Quorum.* — The Inter-Agency Council shall meet at least quarterly. Special meetings may be convened as needed on such day and time as determined by the Chairperson.

Five (5) members of the Inter-Agency Council shall constitute a quorum and the affirmative vote of five (5) members shall be necessary for the adoption of any decision, resolution or other acts of the Inter-Agency Council.

The Chairperson may invite representatives from other government agencies and the private sector as resource persons.

The Inter-Agency Council shall adopt additional rules and procedures for the conduct of its meetings.

Section 4. *Powers and Functions of the Chairperson.* — The Chairperson of the Inter-Agency Council shall have the following powers and functions:

- a. Call and preside over Inter-Agency Council meetings;
- b. Request the participation of other government agencies or instrumentalities, local government units (LGUs) and the private sector, including representatives from civil society organizations (CSOs), local business chambers and enterprises in its meetings; and
- c. Exercise such other powers and duties as may be vested by the Inter-Agency Council pursuant to its functions and mandate.

Rule 4
Powers and Functions of the Inter-Agency Council for Development and Competitiveness of Philippine Digital Workforce

Section 1. Powers and Functions. — The Inter-Agency Council shall have the following powers and functions:

- a. Serve as the primary planning, coordinating, and implementing body in the promotion, development, enhancement, and competitiveness of the Philippine digital workforce, and in providing entrepreneurs with incubation programs as well as support in terms of funding, skills development, and exposure to business networks;
- b. With the DOLE as the lead agency, and in collaboration with the DICT, TESDA, DTI, DOST, DILG, local government units (LGUs) and other stakeholders, conduct a digital technology and digital skills mapping nationwide, identifying the available skills and competencies, skills gaps and training needs, demographics of the Philippine workforce in digital technology and sectors, and the availability and access to digital platforms and ICT infrastructure, among others;
- c. Formulate the digital technology and digital skills roadmap which shall include the national digital competency framework to address the skills gaps with gender and social inclusion considerations, particularly in digital technology and digital entrepreneurship, in consultation with all diverse stakeholders from the government, industry, academe, and labor sector; and cause its implementation through the appropriate member agencies. The roadmap shall cover evolving and emerging jobs and skills identifying job growth in specific professional areas, including but not limited to the seven (7) fastest-growing professional areas identified by the World Economic Forum, namely: care, engineering and cloud computing, sales marketing and content, data analytics and artificial intelligence (AI), green jobs, people and culture, and specialized project management;
- d. With DICT and DOST as lead agencies, in collaboration with DOLE, TESDA, DTI, DepEd, CHED and other relevant stakeholders, develop and implement programs for upskilling, re-skilling, and training, taking into consideration the results of the digital technology and digital skills mapping, and the roadmap for evolving and emerging jobs and skills;

- e. In collaboration with the Department of Agriculture (DA), Department of Health (DOH), DOST and other relevant stakeholders, encourage and incentivize technological innovations for the growth of agri-fishery industries and hospital care or public health services;
- f. With the DTI as the lead agency, in collaboration with DOST and DICT, promote business or economic opportunities for the digitization and digitalization of start-ups and micro, small and medium enterprises (MSMEs), and provide technical assistance and low-interest loans;
- g. Establish a centralized web portal for all related training, skills development, certification, and scholarship programs to allow access by all workers who are qualified and willing to undergo upskilling or acquire new skills in digital technology;
- h. Create committees, working groups, and regional inter-agency councils to carry out its mandate and functions;
- i. Establish an Inter-Agency Council Secretariat, which may be lodged with the DOLE or at any designated member agency; and
- j. Conduct consultations, assessments, planning, and re-planning exercises with a view to ensuring the development and availability of a highly skilled, gender-diverse, and inclusive digital workforce in the country.

Section 2. *Provision of Incentives.* — The Inter-Agency Council shall provide support and innovative strategies including the provisions of incentives to promote and develop digital technology, digital careers, and innovations among students, youth, and workers, such as:

- a. Full or partial scholarships or subsidies for appropriate training and certifications, whether local or abroad;
- b. Full or partial subsidy for the use of co-working or shared service facilities, equipment, and/or services provided by government or private enterprises or institutions;
- c. Credit assistance, at low-interest rate, from government financial institutions for the acquisition of equipment necessary to carry out digital

work, including but not limited to computers, hardware, and software programs;

- d. Priority access to DTI support and assistance, in collaboration with DOST and DICT, under its program for MSMEs, digital entrepreneurs, and tech start-ups or innovators, including incubation programs as well as support in terms of funding, skills development, and linking with business networks; and
- e. Other incentives that may be issued for the promotion, development and enhancement of digital technology and digital skills across industries and business sectors.

The concerned implementing agencies shall develop the appropriate guidelines to avail of such incentives, provided, that guidelines for incentives that are already being provided shall remain applicable unless repealed, revoked, or amended.

Rule 5

Digital Technology and Digital Skills Mapping

Section 1. Objectives. — The DOLE as the lead agency, in collaboration with DICT, TESDA, DTI, DOST, DILG, LGUs and other stakeholders, shall conduct a nationwide digital technology and digital skills mapping.

The objectives of the digital technology and digital skills mapping activity are as follows:

- a. Identify the available digital skills and competencies of the current workforce, including those that are gender related;
- b. Analyze the skills gaps by matching the supply of digital skills based on needs assessment exercises with the industries and available labor market intelligence data vis-a-vis the current labor market demand, and evolving and emerging jobs and skills;
- c. Determine the training needs of the current workforce for re-skilling, upskilling, re-tooling, and other training programs;

- d. Analyze the demographics of the Philippine workforce in digital technology and sectors; and
- e. Identify the available and needed digital platforms and ICT infrastructure, among others, to ensure accessibility of the digital workforce.

Section 2. *Mapping Parameters.* — The DICT, in consultation with DOLE, TESDA, DepEd, CHED, DOST, and DTI shall support the initiative and shall be responsible for the development of the mapping parameters and instruments.

Section 3. *Timeframe of Mapping Activities.* — The national digital technology and digital skills mapping shall be conducted immediately after the effectivity of this IRR.

Section 4. *Budget.* — The agencies concerned shall allocate the necessary budget for the conduct of the nationwide digital technology and digital skills mapping.

Section 5. *Updating of the Digital Technology and Digital Skills Map.* — The concerned agencies shall review and update the Map in the first quarter of 2026 and every three (3) years thereafter, taking into account the emerging digital technologies and skills, and changing skills demands of industries in the Fourth Industrial Revolution.

Rule 6

National Roadmap on Digital Technology and Digital Skills

Section 1. *General Principles.* — Based on the results of the digital technology and digital skills mapping, the Inter-Agency Council shall formulate a digital technology and digital skills roadmap for evolving and emerging jobs and skills.

The National Roadmap on Digital Technology and Digital Skills, hereinafter referred to as the “Roadmap”, shall contain strategies that will:

- a. Ensure that all Filipino youth, students and workers have access to and are provided with skills and competencies in digital contents, platforms and technology that are at par with global standards, and encourage digital innovations and entrepreneurship;

- b. Develop skills in specific professional areas, including but not limited to the seven (7) fastest-growing professional areas identified by the World Economic Forum, namely: care, engineering and cloud computing, sales marketing and content, data analytics and artificial intelligence (AI), green jobs, people and culture, and specialized project management;
- c. Match labor market demand for and supply of digital skills based on needs assessment exercises with the industries and available labor market intelligence data;
- d. Provide full or partial scholarships or subsidies for appropriate training and certifications, whether local or abroad; and
- e. Ensure the creation of a comprehensive roadmap, taking into account gender equality and inclusivity in all sectors, especially among the vulnerable and disadvantaged groups in building the digital skills needed to make the Philippine digital workforce competitive.

The Roadmap shall also specify the role of each of the Inter-Agency Council members and shall form the basis for the roll-out of specific re-skilling, upskilling, and training programs intended to achieve the goals of the Act.

Section 2. *Formulation of the Roadmap.* — The Inter-Agency Council, in consultation with the government, industry, labor sector, and other relevant stakeholders, shall formulate the Roadmap. The Roadmap shall focus on the country's competitive advantage established through digital technology and digital skills mapping which shall be led by DOLE. It shall also be aligned with the existing Philippine Skills Framework. The Roadmap and its subsequent updates shall be approved by the Inter-Agency Council through resolutions.

Section 3. *Timeframe of the Roadmap.* — The Roadmap on digital technology and digital skills shall have a coverage period of six (6) years. It shall be formulated within one (1) year after the completion of the digital technology and digital skills map to be led by DOLE.

Section 4. *Updating the Roadmap.* — The Inter-Agency Council through its Secretariat shall facilitate the review and update of the Roadmap every three (3) years, in collaboration with the member agencies, taking into account the developments in the local and global market as informed by the updated digital technology and digital skills map.

Section 5. *Monitoring.* — For purposes of monitoring and evaluation of the implementation of the Roadmap, a results matrix which includes relevant targets, indicators, and outcomes, shall be developed.

Section 6. *Implementation of the Roadmap.* — The Inter-Agency Council shall take overall responsibility for the successful implementation of the Roadmap.

Rule 7

Upskilling, Re-skilling and Training Programs

Section 1. *Objectives.* — The DICT and DOST as lead agencies, in collaboration with DOLE, TESDA, DTI, DepED, CHED, and various stakeholders, shall develop and implement programs for upskilling, re-skilling, and training.

The objectives of conducting the upskilling, re-skilling and training programs are as follows:

- a. Address the gaps identified in the nationwide digital technology and digital skills mapping exercise by developing and conducting the appropriate training courses;
- b. Ensure that all Filipinos have access to and are provided with skills and competencies in digital contents, platforms, digital innovations, entrepreneurship, and technology that are at par with global standards including but not limited to the seven (7) fastest-growing professional areas identified by the World Economic Forum, namely: care, engineering and cloud computing, sales marketing and content, data analytics and artificial intelligence (AI), green jobs, people and culture, and specialized project management; and
- c. Ensure that the upskilling, re-skilling and training strategies prescribed in the Roadmap are effectively implemented.

Section 2. *Timeframe.* — The upskilling, re-skilling and training programs shall commence immediately after the completion of the Roadmap.

Section 3. *Budget.* — The agencies concerned shall allocate the necessary budget for the implementation of upskilling, re-skilling and training programs.

Section 4. Monitoring. — For purposes of monitoring and evaluation of the progress of the upskilling, re-skilling and training programs, the DICT and DOST, as the lead agencies, and in collaboration with DOLE, TESDA, DTI, DepED, CHED, and other stakeholders, shall develop a results matrix which includes relevant trainings undertaken, courses, number of enrollees/completers, location, demographics, and certification exams conducted. DICT and DOST shall provide regular reports on the progress of the implementation of the upskilling, re-skilling and training programs to the Inter-Agency Council.

Rule 8 **Centralized Web Portal**

Section 1. Single-portal System. — The Inter-Agency Council shall establish a centralized online portal that will contain the following information:

- a. Training and skills development programs;
- b. Certification; and
- c. Scholarship programs.

Pursuant thereto, the Inter-Agency Council, in collaboration with the DICT, shall:

- a. Create, operationalize, provide free access to, and manage the portal;
- b. Issue detailed guidelines to manage and implement the portal, among others; and
- c. Harmonize the portal under this IRR, with existing portals mandated under RA No. 11293, otherwise known as the “Philippine Innovation Act”, and RA No. 11337, otherwise known as the “Innovative Startup Act”, and other existing portals of member-agencies which may be relevant to the implementation of the IRR.

The DICT shall fund and create the portal, for and on behalf of the Inter-Agency Council, and shall render assistance to the Inter-Agency Council as far as technical requirements on the portal are concerned.

Rule 9
Secretariat to the Inter-Agency Council.

Section 1. *Secretariat.* — The Inter-Agency Council Secretariat (“Secretariat”) may be lodged with the DOLE or any designated member agency. The Secretariat shall provide administrative and technical support services to the Inter-Agency Council. The Inter-Agency Council may issue guidelines to organize the Secretariat.

Section 2. *Responsibilities of the Secretariat.* — The Secretariat shall be headed by a Director from the designated member agency and shall perform the following responsibilities:

- a. Provide administrative and technical support to the Inter-Agency Council;
- b. Monitor policies and resolutions approved by the Inter-Agency Council;
- c. Coordinate with various agencies of the government, the private sector, the academe, and other sector stakeholders towards achieving policy and program coherence;
- d. Exercise other duties as instructed by the Inter-Agency Council pursuant to its functions and mandate; and
- e. Report directly to the Inter-Agency Council.

CHAPTER 3
ROLE OF THE LOCAL GOVERNMENT UNITS (LGUs)

Rule 10
Role of LGUs

Section 1. *Local Policies.* — All LGUs shall create local policies aligned with the Roadmap supporting and promoting the growth and development of digital technology, digital careers, and innovations in their respective communities. These may include providing incentives for technological innovations for agri-fishery industries and hospital care or public health services, and for priority programs, projects, and activities. Higher-tier LGUs may also assist their component LGUs by augmenting or complementing the necessary resources

required for the successful and timely conduct of the digital technology and digital skills mapping and other activities as deemed necessary in their respective areas of responsibility. LGUs may also request assistance from concerned NGAs, as needed.

Section 2. *Role of Public Employment Service Offices (PESOs).* — All PESOs shall:

- a. Develop and maintain a webpage where PESO-accredited employers may register and publish their vacancies;
- b. Create a digital application help desk where job seekers can ask for feedback or assistance with a job application;
- c. Encourage and facilitate local access to jobs at crowdwork, crowdsource, or work in-demand applications;
- d. Create a localized digital technology and digital skills registry or skills inventory, and encourage listing in the locality for assistance and availment of local incentives; and
- e. Conduct physical and virtual job fairs.

Section 3. *Metrics for the assessment of the E-Readiness of LGUs.* — The DICT, in coordination with the relevant stakeholders, shall develop and issue the appropriate metrics for assessing the e-readiness of the different localities in the country.

Section 4. *Assessment of the E-Readiness of LGUs.* — The DILG and DICT shall jointly assess the e-readiness of all municipalities, cities, provinces, and regions to ensure a thriving digital workforce ecosystem. The DILG shall ensure that all localities in the country shall be assessed and shall comply with all the requirements that shall be requested from them in aid of the assessment of their e-readiness.

Section 5. *Development of ICT Infrastructure.* — Based on the results of the assessments, the DICT, Department of Budget and Management (DBM), and Department of Public Works and Highways (DPWH), in coordination with the Department of Transportation (DOTr) and other relevant national government agencies, LGUs, the private sector, and other concerned stakeholders, shall lead the provision of high-speed, quality and affordable internet and the

development of ICT infrastructure all throughout the country in accordance with RA No. 10929 or the Free Internet Access in Public Places Act and its IRR.

DBM shall ensure the release of adequate appropriations to the relevant agencies for the development of ICT infrastructure as mandated in the Act. The DPWH shall share existing rights-of-way and allocate the necessary provisions to allow the unimpeded roll-out of the ICT infrastructure.

CHAPTER 4

TRAINING AND SKILLS DEVELOPMENT PROGRAMS AND SUPPORT ECOSYSTEM

Rule 11

Public-Private Partnership in Training and Skills Development

Section 1. *Training and Skills Development Programs.* — The Inter-Agency Council is hereby authorized to enter into public-private partnerships (PPP) with experts, information technology-business process outsourcing (IT-BPO) industry associations, private companies, and other stakeholders in the formulation and implementation of training, skills development, and certification programs covering areas, including but not limited to:

- a. Web development and designing;
- b. Online teaching and tutoring;
- c. Animation;
- d. Content creation (writing and copywriting and others);
- e. Digital marketing (e-commerce, sales and marketing);
- f. Creative design, graphic designing, 3D modelling and CAD, game development, logo design and illustration, and audio and video production;
- g. Mobile application development;
- h. Search engine optimization;
- i. Virtual assistance (administrative support or assistance);
- j. Branding and public relations, social media coordinator and community management;
- k. Web research, business intelligence and data analytics;
- l. Transcription and data entry jobs article and blog writing;
- m. Customer service and technical support;
- n. Human resource management and systems;

- o. Architecture services and other professional services through the internet;
- p. Management of teams of remote workers, and other competencies needed by companies and individuals pursuant to the full implementation of R.A. No. 11165, otherwise known as the "Telecommuting Act";
- q. Care, engineering and cloud computing, sales marketing and content, data analytics and AI, green jobs, people and culture, and specialized project management, which are the seven (7) fastest-growing professional areas identified by the World Economic Forum; and
- r. Such other skills requirements that may evolve or be identified by the partners.

Section 2. *Build-Operate-Transfer (BOT) Law.* — The PPPs under Rule 11 shall be governed by RA No. 6957 or the “BOT Law” as amended by RA No. 7718, and its IRR.

Section 3. *PPP arrangements of Inter-Agency Council members.* — All PPP arrangements that may be relevant in the implementation of this IRR, existing or entered in the future, shall be reported to the Inter-Agency Council through its Secretariat to avoid duplications.

Rule 12

Digital Awareness and Promotion

Section 1. *Digital Workforce Week.* — The third week of June shall be designated as the Digital Workforce Week, to coincide with the National Information and Communications Technology (ICT) Month promulgated under Proclamation No. 1521, Series of 2008, to promote awareness on evolving and emerging jobs and skills requirements in digital technology and innovations, government assistance, trainings and certifications, and digital career and business opportunities.

Rule 13

Support Ecosystem

Section 1. *Digital Libraries and Learning Hubs.* — The DICT and the National Library of the Philippines (NLP) shall promote the role of libraries in improving digital inclusion and transform these libraries as providers of digital access, trainings, including those for certifications, and support for the development

and enhancement of digital skills and competencies of the workers and future members of the workforce.

Digital Libraries shall be established to form a network allowing the sharing of resources with colleges/universities and/or major public libraries for an efficient cost-sharing of resources among stakeholders and the public.

Learning Hubs shall likewise be established to provide opportunities for training and access to training resources.

The DICT, in collaboration with DOLE, TESDA, DOST, CHED, DepEd, and DTI, shall make available a learning management system that is seamlessly integrated within these facilities to monitor course-taking and completion, and ensure a user-centered experience for the public.

Further, the DICT and NLP shall leverage the use of existing facilities to ensure public access to the resources of the digital libraries, as well as the DICT's skilling initiatives in order to expand the reach of digital inclusion and improve digital skills and competencies. This shall include the use of DTI's Fab Labs.

Section 2. *Co-Working or Shared Service Facilities.* — The DTI, in collaboration with DICT, LGUs, and other relevant government agencies, and in partnership with the private sector, shall establish co-working or shared service facilities to support the development and enhancement of digital skills and competencies of the present and future members of the Philippine digital workforce.

CHAPTER 5 FINAL PROVISIONS

Section 1. *Review and Amendments to this IRR.* — This IRR shall be subject to review every five (5) years. Any member of the Inter-Agency Council may initiate or propose any amendments to this IRR, subject to the approval of the Inter-Agency Council.

Section 2. *Construction and Interpretation.* — This IRR shall be construed and interpreted in light of the Declaration of Policy under Section 2 of the Act. Any doubt in the interpretation of this IRR shall be resolved in a manner consistent with the policy of the State to enhance the skills and competitiveness of the Philippine workforce in human and digital technology and innovations.

Section 3. Reportorial Requirement. — The Inter-Agency Council and all implementing agencies shall submit a report to Congress not later than June 30 of each year on the status of the implementation of the Act.

Section 4. Appropriations. — The amount necessary for the implementation of the provisions of the Act shall be included in the General Appropriations Act for the year following the approval of the Act.

Section 5. Repealing Clause. — All other rules, regulations and other issuances contrary to or inconsistent with the provisions of this IRR are hereby repealed or modified accordingly.

Section 6. Separability Clause. — If any provision of this IRR is held invalid or unconstitutional, the same shall not affect the validity and effectivity of the other provisions hereof.

Section 7. Effectivity Clause — This IRR take effect fifteen (15) days after its publication in any newspaper of general circulation or the Official Gazette. This IRR shall be submitted to the Office of the Administrative Register (ONAR) within fifteen (15) days from the effectivity thereof.



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