



REPUBLIC OF THE PHILIPPINES
DEPARTMENT OF SCIENCE AND TECHNOLOGY
INFORMATION AND
COMMUNICATIONS
TECHNOLOGY
OFFICE

Enhancing ICT Capacity Development through Competency Standards [Philippine Experience]

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National ICT Competency Management



Information & Communications Technology Office (ICTO)

- ★ ICT prime-mover in the government (egovernment/egovernance)
- ★ Sustain a continuing supply of a critical mass of ICT competent manpower in the government through the National ICT Competency Management Service (NCM)
- ★ NCM is the ICT training arm of and for the government providing high impact, high value competency-based capacity building training
- ★ Advocate of ICT competency certification and professionalization
- ★ Philippines focal to the ASEAN Technical Working Group on ICT Skills Standards: Definition and Certification [ISSDaC]



National ICT Competency Standards



- ★ ICTO is mandated to professionalize ICT human resource through the development of the National ICT Competency Standards [NICS]
- ★ NICS ...
 - defines the basic set of knowledge and skills that an individual can and should be able to demonstrate at given levels of proficiency
 - allows flexibility in the adoption of the standard while preserving the general requirements for competence



National ICT Competency Standards



- ★ NICS provides a common framework of expectations:
 - government & business are assured of manpower with the guaranteed ability to perform;
 - educators can discern the competencies on which curriculum is based;
 - workers understand what is expected to be performed and be more efficient & productive; and
 - students know what they need to be able to do.



National ICT Competency Standards



COMPETENCY LEVELS

LEVEL	DESCRIPTION
Level 1: Basic “Performer”	Has basic knowledge and skills which is adequate to perform a given task(s) under supervision of management
Level 2: Intermediate “Supervisor”	Has professional knowledge and skills to perform a given task (s) independently, and if required, can supervise others
Level 3: Advanced “Manager”	Has professional knowledge and skills both technical and management to lead a team in an inexperienced environment

National ICT Competency Standards



★ NICS Development Phases: [PPP with stakeholders]

- Literature Review and Mapping
- Nationwide Sectoral Focus Group Discussions
- Conduct of “Command Workshop”
- Formulation of Policy Advisory
- Advocacy and Adoption
- Monitoring and Evaluation



National ICT Competency Standards



★ NICS for various job roles...

NICS-Basic

NICS-Project Manager 

NICS-Advanced

NICS-Enterprise Architect 

NICS-Civil Servant

NICS-Information Security Specialist 

NICS-Teacher

NICS-IS Auditor

NICS-Webmaster

NICS-Application Developers 

NICS-CESO

NICS-Network Specialist 

NICS-GCIO

NICS-CEC Knowledge Workers

NICS-Cloud and Mobile Computing [coming soon]

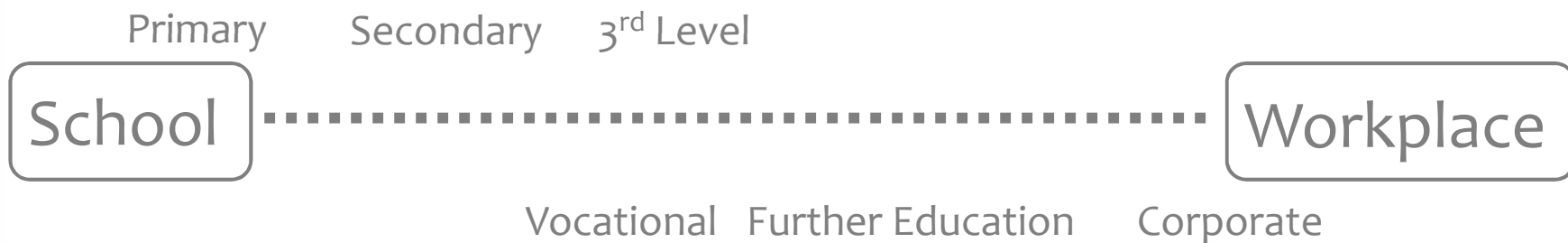
 compliant to ASEAN-ISS / ISSDaC



National ICT Competency Standards



Digital Competence requires a
Lifelong Learning approach



ICT Competency Standards
act as Facilitator



National ICT Competency Standards



The ABC of Empowering the Workforce through Competency Standards and Capacity Building

Assess

- Competence Assessment
- Role Specific

Build

- Flexible Learning
- Off/Online, OJT, Formal, Workshop

Certify

- Flexible Certification
- Off/Online



National ICT Competency Standards



- ★ Competency-based ICT Proficiency Certification: Presidential Decree 1408
 - Assess the competency of individuals in various ICT fields/job roles, in partnership with Civil Service Commission
 - Workforce certification;
 - Academe [instructors/professors, students]; and
 - Being administered by State Universities and Colleges, together with ICTO, nationwide.



Motivating Factors and Challenges



- ★ Multi-sector partnerships as well as Public-Private Partnerships (PPPs) play a vital role in the development and adoption of a robust competency standard
- ★ Allows for a more focused competency-based capacity development initiative and process
- ★ Serves as a motivation to be at par with other countries (e.g. ASEAN integration)
- ★ Promotes self-awareness and continuous development hence ensures positive response to work diversity
- ★ Development of a framework defining a matrix of competency standards vis-à-vis existing assessment and certification programs [ASEAN → Asia & Pacific → global]



Maraming Salamat !

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