



Republic of the Philippines
Department of Education
REGION IV-A CALABARZON



CLMD-RM-2025-851

12 November 2025

Regional Memorandum
No. 851 s. 2025

**ACTIVITIES FOR THE 2ND SEMESTER DEPLOYMENT OF
THE ENHANCED WORK IMMERSION PROGRAM (EWIP)
PILOT IMPLEMENTATION, SY 2025-2026**

To **Schools Division Superintendents**

1. Pursuant to Memorandum OM-LS-2025-127, this Office through the Curriculum and Learning Management Division (CLMD) informs the field about the Enhanced Work Immersion Activities for the 2nd Semester Deployment.
2. The work immersion activities aims to:
 - a. Guide school heads, work immersion coordinators, work immersion teachers, and focal persons in facilitating pre-deployment activities for the second semester of School Year (SY) 2025-2026 of the Enhanced Senior High School (SHS) Work Immersion Program (EWIP),
 - b. Harmonize learner schedules with work immersion (WI) partners to ensure the smooth conduct and implementation of the program,
 - c. Ensure the acquisition of learner skills and competence aligns with industry demands through the mandatory use of the training plan, and
 - d. Conduct systematic monitoring and evaluation of Enhanced Work Immersion Program (EWIP).
3. Enclosed is Memorandum OM-LS-2025-127 for more details.
4. For submission, inquiries and concerns, please contact the BCD-EWIP Focal Persons via email: Ms. Erwin S. Dionisio, Supervising Education Program Specialist, erwin.dionisio@deped.gov.ph and Maricel S. Carino, Senior Education Program Specialist, maricel.carino24@deped.gov.ph respectively.
5. Immediate and widest dissemination of this Memorandum is desired.


ATTY. ALBERTO T. ESCOBARTE, CESO II
Regional Director ✓

02/ROC5



Address: Gate 2, Karangalan Village, Cainta, Rizal
Telephone No.: 02-8682-2114
Email Address: region4a@deped.gov.ph
Website: depedcalabarzon.ph



Certificate No. PHP QMS
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Republic of the Philippines

Department of Education

OFFICE OF THE UNDERSECRETARY FOR LEARNING SYSTEMS



MEMORANDUM
OM-LS-2025- 127

TO : **JOCELYN DR ANDAYA**
Regional Director, DepEd NCR
and Concurrent Officer-in-Charge
Office of the Assistant Secretary for Operations

TOLENTINO G. AQUINO
Regional Director, DepEd Region I

RONNIE S. MALLARI
Regional Director, DepEd Region III

ALBERTO S. ESCOBARTE
Regional Director, DepEd Region CALABARZON

NICOLAS T. CAPULONG
Regional Director, DepEd Region MIMAROPA

GILBERT T. SADSAD
Regional Director, DepEd Region V

RONILO AL L. FIRMO
Officer-in-Charge
Office of the Regional Director, DepEd Region VIII

ALLAN G. FARNAZO
Regional Director, DepEd Region XI

ESTELA L. CARINO
Regional Director, DepEd CAR

Carmela C. Oracion

FROM : **CARMELA C. ORACION**
Assistant Secretary
Officer-in-Charge
Office of the Undersecretary for Learning Systems

SUBJECT : **ACTIVITIES FOR THE 2ND SEMESTER DEPLOYMENT
OF THE ENHANCED WORK IMMERSION PROGRAM
(EWIP) PILOT IMPLEMENTATION, SY 2025-2026**

DATE : **October 14, 2025**



In reference to DepEd Memorandum No. 52, s. 2025 - Guidelines for the DepEd - PCORP Pilot Implementation of the Enhanced Senior High School Work Immersion Program in Selected Schools, and in partnership with Private Sector Jobs and Skills Corporation (PCORP), this Memorandum is issued for reference and compliance of SHS EWIP Pilot Schools.

The activities outlined herein aim to:

- A. Guide School Heads, Work Immersion Coordinators, Work Immersion Teachers, and Focal Persons in facilitating Pre-Deployment Activities for the Second Semester of School Year (SY) 2025-2026 of the Enhanced Senior High School (SHS) Work Immersion Program (EWIP).
- B. Harmonize learner schedules with Work Immersion (WI) Partners to ensure the smooth conduct and implementation of the program.
- C. Ensure the acquisition of learner skills and competence aligns with industry demands through the mandatory use of the Training Plan.
- D. Conduct systematic Monitoring and Evaluation of Enhanced Work Immersion Program (EWIP).

The School Heads, through the Work Immersion Coordinators shall accomplish and submit the Annex F (List of Participating Senior High School Learners) of DM 52, s. 2025. Likewise, Work Immersion teachers/coordinators are advised to review the attached annexes for proper guidance.

1. **Annex A** - Enhanced Work Immersion Activities for 2nd Semester Deployment, SY 2025-2026
2. **Annex B** - Training Plan Template

For submission, inquiries and concerns, please contact the BCD-EWIP Focal Persons via email: **Ms. Erwin S. Dionisio**, Supervising Education Program Specialist, erwin.dionisio@deped.gov.ph, and **Ms. Maricel S. Carino**, Senior Education Program Specialist, maricel.carino24@deped.gov.ph, respectively.

Immediate dissemination of and compliance with this memorandum is requested.

cc: **MALCOLM S. GARMA**
Undersecretary for Operations



1/F Bonifacio Building, DepEd Complex, Meralco Avenue, Pasig City
Direct Line: (632) 8633-7202/8687-4146 E-mail: curt@deped.gov.ph ; Website: www.deped.gov.ph

Annex A

**Enhanced Work Immersion Activities
For the 2nd Semester Deployment, SY 2025-2026**

Work Immersion Activities	Target Date
A. Pre-Deployment	
1. Mapping of industry partners	October
2. Development of Training Plan vis-à-vis Performance Task of the specialization	
3. Orientation to parents of the EWIP	October
4. Submission of approved Training Plans to DepEd CO	October
5. Quality assurance and inspection of potential industry partners and schools	October - November
6. Orientation of work immersion industry partners (new and existing)	October
a. DM 52, s. 2025	
b. MOA	
c. Training Plan	
B. Deployment	
1. Company orientation of learners' immersion activities	November
2. Inspection to industry partners	November
3. Monitoring of EWIP Implementation	January to March 2026
C. Post-Deployment	
1. Industry Partners Submission of Learners Evaluation to the School Work Immersion Coordinators	April 2026
2. Schools Division Office Submission of the Consolidated Industry Partners Evaluation on the conduct of the EWIP to the Regional Office	
3. Regional Office Submission of the Consolidated Report of Industry Evaluation to DepEd Central office through the Bureau of Curriculum Development Director	April 2026

Annex B

TRAINING PLAN FOR ENHANCED WORK IMMERSION
(To be accomplished by Partner Industry)

I. PROFILE

Company Name:	
Company Address:	
Industry Sector/Cluster:	EWIP Model: ☐ 420 Hours ☐ 640 Hours
Contact Details:	
Specialization of Learners:	Company Focal Person:

II. TRAINING OBJECTIVES

At the end of the work immersion, trainees will be able to:

1. Apply theoretical knowledge to practical, real-world scenarios within the chosen industry.
2. Develop essential workplace skills, including communication, teamwork, problem-solving, and time management.
3. Gain a deeper understanding of the industry's operations, culture, and professional standards.
4. Enhance professional ethics and work attitudes, such as accountability, punctuality, and responsibility.
5. Build a professional network and explore potential career paths within the industry.

III. Training Plan Model

This section provides a sample timetable for a **420-hour work immersion program**. This model may be adjusted and customized based on the total number of hours officially required for the specific program and industry partner.

Program Duration	Focus Area	Key Activities and Learning Objectives
Week 1	Orientation & Industry Overview	- Company orientation (mission, vision, policies) - Introduction to key departments and personnel - Overview of industry standards and practices
Week 2-3	Professional Development	- Participation in team meetings - Trainee presentation of written work reports - Shadowing experienced employees - Basic tasks and responsibilities
Week 4-8	Skill Development	- Basic tasks and responsibilities - Introduction to industry-specific software/tools - Shadowing experienced employees

Program Duration	Focus Area	Key Activities and Learning Objectives
Week 9-13	Practical Application & Project Work	- Assigned a specific project or task - Hands-on application of learned skills - Regular check-ins with supervisor - Trainee presentation on their project/learnings - Final performance evaluation and feedback session

IV. Expected Competencies to be Developed

The following competencies are crucial to success in the workplace and will be the focus of the training:

- **Technical Skills**
 - Trainees will acquire hands-on skills that are directly applicable and relevant to the demands of the host industry.
- **Professionalism and Ethics**
 - Trainees will demonstrate an understanding of workplace decorum, confidentiality protocols, and adherence to established company policies.
- **Communication Skills**
 - Trainees will develop proficiency in both written and verbal communication, including drafting professional correspondence, participating effectively in meetings, and delivering formal presentations.
- **Teamwork and Collaboration**
 - Trainees will learn to work effectively within a group environment, share ideas constructively, and contribute positively toward common organizational goals.
- **Problem-Solving and Critical Thinking**
 - Trainees will be challenged to analyze complex situations, accurately identify underlying issues, and propose practical, effective solutions.
- **Time Management and Organization**
 - Trainees will acquire skills to prioritize tasks, meet deadlines consistently, and manage their overall workload in an efficient and organized manner.

V. Key Performance Indicators (KPIs)

Trainee progress and success will be measured using the following KPIs:

- **Task Completion Rate**
 - Percentage of assigned tasks completed accurately and on time. A target of 95% is ideal.
- **Quality of Output**
 - Evaluation of the quality of work produced, as rated by the supervisor.

- **Attendance and Punctuality**
 - Consistence in attending the immersion program and arriving on time.
A 100% attendance rate is expected.
- **Feedback from Supervisor/Mentor**
 - Qualitative feedback from the assigned supervisor regarding the trainee's attitude, teamwork, and overall performance.
- **Self-Assessment and Reflection**
 - Trainee's ability to reflect on their own learning and development through a final report or journal.
- **Presentation of Final Project**
 - The trainee's ability to clearly present their work and articulate their learnings from the immersion experience.