

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



CLMD-RM-2026-224

March 30, 2026

**Regional Memorandum**

No. 224 s. 2026

**PARTICIPATION OF DEPED CALABARZON FIELD PERSONNEL  
IN THE IMPLEMENTATION OF THE DOLE-DEPED  
GOVERNMENT INTERNSHIP PROGRAM (GIP)  
UNDER THE ARAL PROGRAM**

To **Schools Division Superintendents**

1. In reference to the communications from the Department of Labor and Employment (DOLE) Regional Office IV-A dated March 11, 2026, this Office, through the Curriculum and Learning Management Division (CLMD), shall participate in the **Implementation of the Government Internship Program (GIP) in support of the ARAL Program** on various dates in 2026 at identified public schools in CALABARZON, particularly hardship-post and priority schools.
2. The activity, organized by DOLE in partnership with DepEd, is in line with DepEd's thrust to support academic recovery and improve learning outcomes among learners, and with DOLE's initiatives to provide employment opportunities and enhance youth employability.
3. The activity aims to:
  - a. deploy GIP beneficiaries to support academic recovery in public schools;
  - b. provide tutoring and academic assistance to learners, particularly in reading, numeracy, and other core areas;
  - c. assist schools in addressing learning gaps through structured academic interventions;
  - d. enhance employability and work readiness of Senior High School (SHS) graduates through hands-on experience;
  - e. strengthen collaboration between DepEd and DOLE in the implementation of education and employment programs; and
  - f. support priority and hardship-post schools through additional human resources for instructional and administrative tasks.
4. Participants in this activity are the GIP beneficiaries (interns) to be deployed in target schools.



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Certificate No. PHP QMS  
22 93 0085

Participants shall:

- be at least SHS graduates and meet DOLE eligibility requirements;
- comply with documentary requirements as prescribed by DOLE;
- demonstrate good academic standing and interest in teaching/community service;
- possess good communication and interpersonal skills;
- preferably reside in or near identified hardship-post or priority schools; and
- be available for immediate deployment and willing to be assigned in target schools.

Participants are expected to:

- perform assigned academic and administrative tasks;
- assist in the delivery of literacy and numeracy interventions;
- participate in orientation and training activities;
- maintain regular communication with DepEd and DOLE supervisors; and
- observe professionalism, accountability, and proper conduct at all times.

5. The selection of participating schools is based on the regional allocation, with a total of two hundred sixteen (216) schools identified across the 25 SDOs in CALABARZON, as reflected in the corresponding allotment matrix.

The selected schools were prioritized due to the severity, multi-dimensional nature, and complexity of challenges encountered in the implementation of the ARAL Program, such as persistent learner absenteeism, limited parental support, increasing teacher workload, and insufficient learning resources and facilities. These conditions significantly hinder effective program delivery and learning recovery efforts. Hence, the deployment of the GIP beneficiaries is deemed necessary to provide critical support in tutoring, learner monitoring, and differentiated instruction, thereby strengthening the overall implementation of the program and improving learner outcomes.

In line with this, an estimated total of one thousand fifty-six (1,056) GIP beneficiaries shall be distributed across the identified schools, based on the approved allocation, to augment existing teaching personnel and ensure adequate support for the effective implementation of the ARAL Program.

The identification of participating GIP beneficiaries (interns) to be deployed in the priority schools shall be covered in a separate issuance.

6. For further inquiries and concerns, please contact Ms. Hazel Angelyn E. Tesoro, Regional ARAL Focal Person; Mr. Gilbert O. Cruz, Regional SHS Focal Person; and Dr. Viernalyn M. Nama, Chief Education Supervisor at the CLMD, through email at [clmd.calabarzon@deped.gov.ph](mailto:clmd.calabarzon@deped.gov.ph).
7. Immediate dissemination of this Memorandum is desired.

  
**CARLITO D. ROCAFORT**  
 Director IV





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

Enclosure 1

**LIST OF PARTICIPATING SCHOOLS IN THE IMPLEMENTATION OF THE DOLE-  
DEPED GOVERNMENT INTERNSHIP PROGRAM (GIP)  
UNDER THE ARAL PROGRAM**

Key Stage 1 (Grades 1-3) and Key Stage 2 (Grades 4-6)		
SDO	School	School ID
1. Bacoor City	1. Soldiers Hills IV Elementary School	164015
	2. Habay Elementary School	107870
	3. Aniban Central School	107877
	4. San Nicolas Elementary School	107889
	5. Ligas I Elementary School	107881
	6. Salinas Elementary School	107875
2. Carmona City	7. Mabuhay Elementary School	107896
	8. Paligawan Matanda Elementary School	107899
	9. Milagrosa West Elementary School	164001
3. Cavite City	10. Dalahican Elem. School	109635
	11. Ladislao Diwa Elementary School	109632
	12. Manuel S. Rojas Elementary School	109637
	13. Estansuela Elementary School	109636
	14. San Lorenzo Ruiz Elementary School	109638
	15. Porta Vaga Elementary School	109630
4. Cavite Province	16. Area J Elementary School	107936
	17. Kaong Elementary School	108123
	18. Hugo Perez Elementary School	108182
	19. Bulihan Sites & Services Project Elementary School	108102
	20. Francisco De Castro Elementary School	107938

<b>Key Stage 1 (Grades 1-3) and Key Stage 2 (Grades 4-6)</b>		
<b>SDO</b>	<b>School</b>	<b>School ID</b>
	21. Calubcob Elementary School	108079
5. Dasmariñas City	22. Paliparan III Elementary School	107908
	23. Dr. J. P. Rizal Elementary School (Dasmariñas BBES A-1)	107921
	24. Bautista Elementary School	107915
	25. Pintong Gubat Elementary School	107923
	26. Salitran Elementary School	107924
	27. San Miguel Elementary School (Dasmariñas BBES A-3)	107922
6. General Trias City	28. Navarro Elementary School	107962
	29. Manggahan Elementary School	107951
	30. Santiago Elementary School	107966
	31. Sunny Brooke Elementary School	164017
	32. Parklane Elementary School	107963
	33. Belvedere Elementary School	107963
7. Imus City	34. Bukandala Elementary School	107982
	35. Gov. D. M. Camerino Integrated School	501895
	36. Alapan I Elementary School	107980
	37. Malagasang I Elementary School	107986
	38. Buhay na Tubig Elementary School	107972
	39. Malagasang II Elementary School	107987
8. Biñan City	40. Southville 5A Elementary School - Langkiwa	164526
	41. St. Anthony Integrated School	502553
	42. Malaban Elementary School	108223
	43. Malaban East Elementary School	164513
	44. Dela Paz West Elementary School	108218
	45. Canlalay Elementary School	108216
9. Cabuyao City	46. 1.Southville 1 Elementary School	164516
	47. 2.Pulo Elementary School	108249
	48. 3.San Isidro ES Elementary School	108251
	49. 4.North Marinig Elementary School	108247
	50. 5.Gulod Elementary School	108243

<b>Key Stage 1 (Grades 1-3) and Key Stage 2 (Grades 4-6)</b>		
<b>SDO</b>	<b>School</b>	<b>School ID</b>
	51. 6.Bigaa Elementary School	108237
10. Calamba City	52. Parian Elementary School	109835
	53. Turbina Elementary School	109827
	54. Southville VI Elementary School	168501
	55. Tiyani Elementary School	109825
	56. Looc Elementary School	109833
	57. E. Barretto Sr. Elementary School	109815
11. Laguna Province	58. Santo Tomas Elementary School	108267
	59. Bayog Elementary School	108304
	60. Alaminos Central School	108188
	61. Buenavista-Cigaras Elementary School	108339
	62. Bitin Elementary School	108201
	63. Santisima Cruz Elementary School	108447
12. San Pablo City	64. Sto. Cristo Elementary School	109766
	65. Sto. Angel Elementary School	109812
	66. C.M. Azcarate Elementary School	109788
	67. San Gregorio Elementary School	109797
	68. Prudencia D. Fule Memorial Elementary School	109773
	69. San Vicente Elementary School	109801
13. San Pedro City	70. Chrysanthemum Village Elementary School	108419
	71. Landayan Elementary School	108423
	72. San Pedro Central Elementary School	108432
	73. Cuyab Elementary School	108420
	74. Rosario Complex Elementary School	108428
	75. Estrella Elementary School	108421
14. Santa Rosa City	76. Southville 4 Caingin Elementary School	251501
	77. Labas Elementary School	108476
	78. Sinalhan Elementary School	108484
	79. Balibago Elementary School	108470
	80. Pulong Sta. Cruz Elementary School	108479
	81. Dita Integrated School	503062

<b>Key Stage 1 (Grades 1-3) and Key Stage 2 (Grades 4-6)</b>		
<b>SDO</b>	<b>School</b>	<b>School ID</b>
15. Batangas City	82. Alangilan Central Elementary School	109582
	83. Batangas City Integrated High School	301472
	84. Wawa Elementary School	109581
	85. Sta. Clara Elementary School	109625
	86. Sta. Rita Elementary School	109593
	87. Balagtas Elementary School	109583
16. Batangas Province	88. Looc Elementary School	107251
	89. Nasi Elementary School	107565
	90. Rosario East Central School	107571
	91. Gulod Elementary School – Laurel	107373
	92. Putingkahoy Elementary School	107569
	93. Colvo Elementary School	107267
17. Calaca City	94. Matipok Elementary School	107300
	95. Puting Kahoy Elementary School	107305
	96. Calantas Integrated School	502499
18. Lipa City	97. Tangob Elementary School	109656
	98. Anilao Elementary School	109671
	99. Gaudencio B. Lontok Memorial Integrated School	500781
	100. Kayumanggi Elementary School	109675
	101. Edilberto L. Mendoza Memorial Elementary School	109645
	102. Pangao Integrated School	500888
19. Sto. Tomas City	103. Gerardo A. Masarap Elementary School	137309
	104. San Luis Elementary School	107706
	105. San Pablo Elementary School	107708
	106. Sta. Clara Elementary School	107715
	107. San Felix Elementary School	107699
	108. San Juan Elementary School	107705
20. Tanauan City	109. Pagaspas Elementary School	107770
	110. Paaralang Sentral ng Talaga	107780
	111. Banjo East Elementary School	107751

<b>Key Stage 1 (Grades 1-3) and Key Stage 2 (Grades 4-6)</b>		
<b>SDO</b>	<b>School</b>	<b>School ID</b>
	112. Mahabang Buhangin Elementary School	107764
	113. Tapia Elementary School	107783
	114. Dayapan Elementary School	230501
21. Antipolo City	115. Sta. Cruz Elementary School	109342
	116. San Isidro Elementary School	109339
	117. Bagong Nayon IV Elementary School	109321
	118. Kaila Integrated School	503067
	119. Cupang Elementary School	109323
	120. Bagong Nayon II Elementary School	109320
22. Rizal	121. Rosario Ocampo Elementary School	109541
	122. San Isidro Elementary School	109477
	123. Binangonan Elementary School	109364
	124. Bagumbayan Elementary School	109346
	125. Paopawan Elementary School	137345
	126. Silangan Elementary School (Labahan Elementary School)	109495
23. Lucena City	127. Domoit Elementary School	109741
	128. Dalahican Elementary School	109730
	129. Lucena East I Elementary School	109707
	130. Lucena West I Elementary School	109742
	131. Zaballero Subdivision Elementary School	109727
	132. Lucena East VIII Elementary School	109715
24. Quezon Province	133. Malining Elementary School	108716
	134. San Andres Central Elementary School	109095
	135. Burdeos Central School	108561
	136. Calutcot Integrated School	501453
	137. Catanauan Central School	108649
	138. Guinayangan Elementary School	108738
25. Tayabas City	139. Froilan E. Lopez Elementary School	109254
	140. PotoI Elementary School	109258
	141. Tayabas East Central School	109243

<b>Key Stage 1 (Grades 1-3) and Key Stage 2 (Grades 4-6)</b>		
<b>SDO</b>	<b>School</b>	<b>School ID</b>
	142. Calumpang Integrated School	503072
	143. Lawigue Elementary School	109237
	144. Dapdap Integrated School	500496

<b>Key Stage 3 (Grades 7-10)</b>		
<b>SDO</b>	<b>School</b>	<b>School ID</b>
1. Bacoor City	145. Bacoor National High School - Villa Maria Annex	307815
	146. City of Bacoor National High School - San Nicolas	305687
	147. Eastern Bacoor National High School	301188
2. Carmona City	148. Carmona National High School	301177
3. Cavite City	149. Sangley Point National High School	301485
	150. Cavite National High School	301484
4. Cavite Province	151. Anuling Integrated High School	301168
	152. General Mariano Alvarez National High School	305792
	153. Centro De Naic National High School	305487
5. Dasmariñas City	154. Dasmariñas West National High School	301185
	155. Dasmariñas North National High School	301184
	156. Dasmariñas East Integrated High School	301183
6. General Trias City	157. Luis Y. Ferrer Jr. West National High School	307822
	158. Luis Olimpo Ferrer Sr. National High School	306430
	159. Luis S. Ferrer Integrated National High School	306431
7. Imus City	160. Gov. D. M. Camerino Integrated School	501895
	161. Gen. Emilio Aguinaldo National High School (Imus)	301190
	162. Imus National High School	301196
8. Biñan City	163. St. Anthony Integrated School	502553
	164. Saint Francis National High School	307931
	165. Jacobo Z. Gonzales Memorial National High School	307901
9. Cabuyao City	166. Cabuyao Integrated National High School	301234



<b>Key Stage 3 (Grades 7-10)</b>		
<b>SDO</b>	<b>School</b>	<b>School ID</b>
	167. Bigaa Integrated National High School	301229
	168. Pulo National High School	301259
10. Calamba City	169. Palo Alto Integrated School	301524
	170. San Cristobal National High School	308703
	171. Buntog National High School	301513
11. Laguna Province	172. Gaudencio Octavio Integrated High School	301270
	173. Poten & Eliseo M. Quesada MNHS - Papatahan Annex	307925
	174. Suba National High School (Gagalot Annex)	307938
12. San Pablo City	175. San Pablo City Integrated High School	301504
	176. Col. Lauro D. Dizon Memorial Integrated High School	301505
	177. Santisimo Rosario Integrated High School	301509
13. San Pedro City	178. Calendola National High School	301261
	179. Adelina I National High School (Sampaguita Annex)	307921
	180. San Pedro Relocation Center National High School, Main (Langgam) Campus	307907
14. Santa Rosa City	181. Don Jose Integrated High School	301239
	182. Pulong Sta. Cruz National High School	301260
	183. Southville IV National High School	324001
15. Batangas City	184. Batangas City Integrated High School	301472
	185. San Agapito Integrated High School	301477
	186. Haligue Silangan National High School	305790
16. Batangas Province	187. Pacita Ramos Mendoza Memorial National High School	307721
	188. Sampiro Integrated Senior High School	307712
	189. Pansol Integrated National High School	301132
17. Calaca City	190. Lumbang na Matanda National High School	307724
	191. Cahil National High School	301093
	192. Puting Kahoy National High School	305596
18. Lipa City	193. San Jose Integrated School	501185
	194. Anilao Integrated National High School	301486

<b>Key Stage 3 (Grades 7-10)</b>		
<b>SDO</b>	<b>School</b>	<b>School ID</b>
	195. San Celestino Integrated National High School	301499
19. Sto. Tomas City	196. Sto. Tomas City National High School	306243
	197. Sta. Clara Integrated National High School	301147
	198. Sta. Anastacia-San Rafael National High School	301146
20. Tanauan City	199. Dr. Apolonio M. Lirio National High School	321602
	200. Wawa National High School	301163
	201. Trapiche Integrated School	502761
21. Antipolo City	202. Binayoyo Integrated School	501119
	203. Kaila Integrated School	503067
	204. Canumay National High School	321502
22. Rizal	205. Sto. Niño Integrated School	501149
	206. Banaba National High School	306417
	207. Wawa National High School	301443
23. Lucena City	208. Mayao Parada Agricultural Integrated High School	308505
	209. Napoleon Ravanzo National High School	306094
	210. Gulang-gulang National High School	308503
24. Quezon Province	211. Busdak National High School (Formerly Busdak NHS - Patnanungan NHS Annex)	308028
	212. Sto. Nino Ilaya National High School (Formerly San Francisco B NHS Sto. Niño Ilaya Ext.)	301389
	213. Balesin Integrated School	502666
25. Tayabas City	214. Luis Palad Integrated High School	301347
	215. Buenaventura Alandy National High School	342576
	216. Dapdap Integrated School	500496



Republic of the Philippines  
**DEPARTMENT OF LABOR AND EMPLOYMENT**  
 Regional Office No. IV-A (CALABARZON)



11 March 2026

**ATTY. ALBERTO T. ESCOBARTE**

Regional Director  
 Department of Education (DepEd) Region IV-A  
 Gate 2, Karangalan Village, Cainta, Rizal

Dear **Atty. EscobarTE**:

In line with the Department's continuing efforts to support the learning recovery initiatives, we would like to inform your good office of the Memorandum of Agreement between **Department of Labor and Employment (DOLE)** and **Department of Education (DepEd)** to formalize the implementation of Government Internship Program (GIP) in support of the DepEd Academic Recovery and Accessible Learning (ARAL) Program.

Relative thereto, attached herewith are the Guidelines on the Hiring of ARAL Government Internship Program (GIP) Beneficiaries issued by DOLE and DepEd Central Office for your reference and guidance in the deployment and supervision of interns in identified schools.

In this regard, may we respectfully request your office for the proposed distribution of interns among the 216 schools under your jurisdiction. Considering that the number of available slots is limited due to funding constraints, we kindly request that your office identify and prioritize schools requiring immediate academic intervention, where the deployment of interns may be focused.

Your cooperation in identifying priority schools and facilitating the deployment of interns will greatly contribute to the effective implementation of the program and support efforts in addressing learning gaps among learners.

Should you have further concerns and/or clarifications, you may contact our office through Ms. France Largo at [dolegip4a@gmail.com](mailto:dolegip4a@gmail.com) or at 0936-945-9612.

Thank you very much for your continued support.

Very truly yours,

  
**ATTY. ERWIN N. AQUINO**  
 Regional Director



**REGIONAL OFFICE**

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## GUIDELINES ON THE HIRING OF ARAL GIPS

### **BACKGROUND:**

The Academic and Resource Assistance for Learning (ARAL) program, launched in 2025 by the Department of Education (DepEd) and the Department of Labor and Employment (DOLE), aims to support academic recovery in public schools.

Under the ARAL, Senior High School (SHS) learners and graduates gain real-world experience as tutors and tutor aides in hardship-post schools, helping address learning gaps while enhancing youth employability and job readiness.

Nationwide, 4,662 hardship-post schools require an estimated 22,306 tutors and tutor aides. Deployment will be based on school demand and readiness.

The table below shows the regional distribution of hardship-post schools and the estimated number of tutors and tutor aides needed:

REGION	NUMBER OF SCHOOLS HARDSHIP POST SCHOOLS	ESTIMATED TOTAL NUMBER OF ARAL TUTORS
CAR	212	377
CARAGA	292	1,030
Region I	34	99
Region II	109	420
Region III	35	125
Region IV-A	216	1,056
MIMAROPA	640	3,312
Region IX	499	2,724
Region V	548	2,711
Region VI	181	983
Region VII	501	2,403
Region VIII	372	1,015
Region X	410	2,159
Region XI	231	1,526
Region XII	382	2,366
<b>TOTAL</b>	<b>4,662</b>	<b>22,306</b>

*Note: No deployment in NCR*

### **OBJECTIVES:**

1. Deploy GIP beneficiaries to hardship-post and priority schools to support academic recovery and administrative functions.
2. Deliver academic interventions facilitated by trained youth beneficiaries.
3. Strengthen coordination between DOLE and DepEd at national and regional levels.



**ROLES AND RESPONSIBILITIES:****1. DOLE Regional Offices**

- Identify, screen, and prepare beneficiaries
- Conduct orientation on program guidelines and responsibilities
- Coordinate with DepEd on deployment, monitoring, and reporting

**2. DepEd Regional/Division Offices**

- Assist DOLE Regional Offices in coordinating with LGUs, schools, and communities to identify potential beneficiaries
- Identify hardship-post school needs
- Assign beneficiaries in coordination with school heads to ensure smooth deployment
- Provide instructional training for tutor and tutor aides
- Monitor and supervise beneficiaries and provide feedback

**3. Beneficiaries**

- Perform assigned academic and administrative tasks
- Participate in required training and orientation activities
- Maintain regular communication with DepEd and DOLE supervisors
- Observe professionalism, accountability and proper conduct

**SELECTION CRITERIA FOR BENEFICIARIES:****1. Eligibility**

- At least Senior High School (SHS) graduate and meet the age requirements under DOLE guidelines.
- Must comply with all documentary requirements, including valid ID, SHS completion certificate, diploma or any documents as stated in the DOLE guidelines.

**2. Competency**

- Good academic standing, preferably with strong performance in core subjects (Math, Science, English, Filipino).
- Demonstrate interest or aptitude in education, teaching, or community service.
- Good communication skills and interpersonal skills
- Flexible and adaptable to assigned tasks

**3. Priority Considerations and Deployment readiness**

- Beneficiaries residing in or near the identified hardship-post schools.
- Candidates with prior tutoring or volunteer experience in educational support programs.
- Candidates with no existing employment or commitments that conflict with program schedules.
- Available for immediate deployment.
- Willingness to travel to remote or hard-to-reach locations.
- Adherence to health and safety protocols during deployment

#### 4. Conduct of Orientation and Training

- a. Conduct orientation covering program objectives and guidelines, roles and responsibilities and safety guidelines
- b. Instructional training to be provided by DepEd to prepare beneficiaries as tutors or tutor aides.

**Note:**

*These guidelines are aligned with the DOLE–DepEd Memorandum of Agreement (MOA) and aim to enhance learning outcomes while improving the employability of SHS graduates through short-term work and skills development. Qualified unemployed Licensure Examination for Teachers (LET) passers may also be given priority, provided they meet program requirements.*

#### **MONITORING AND EVALUATION:**

1. DOLE and DepEd may conduct site visits to ensure beneficiaries effectively support academic recovery.
2. Maintain performance logs and attendance records.
3. Feedback to be shared with DepEd and DOLE for program assessment and improvement.
4. Report accomplishments using the prescribed GIP Monitoring Forms.

Attached is the [signed Memorandum of Agreement \(MOA\) between DOLE and DepEd](#) outlining the joint implementation of this initiative for your reference.





## MEMORANDUM OF AGREEMENT

### KNOW ALL MEN BY THESE PRESENTS:

This Memorandum of Agreement ("MOA") is made and executed by and between:

The **DEPARTMENT OF EDUCATION**, a government entity mandated by law to ensure the delivery of quality basic education, particularly Batas Pambansa Blg. 232, otherwise known as the "Education Act of 1982," as amended by Republic Act (RA) No. 9155, otherwise known as the "Governance of Basic Education Act of 2001," with principal address at the DepEd Complex, Meralco Avenue, Pasig City, represented herein by its Secretary, **JUAN EDGARDO M. ANGARA** and hereinafter referred to as the "DepEd";

and

The **DEPARTMENT OF LABOR AND EMPLOYMENT** a national government agency organized and existing under and by virtue of the laws of the Republic of the Philippines, with principal address at DOLE Building, Muralla Street corner General Luna Streets, Intramuros, Manila, represented herein by its Secretary, **BIENVENIDO E. LAGUESMA** and hereinafter referred to as the "DOLE";

The DepEd and DOLE are hereinafter referred to individually as "Party" and collectively as "Parties".

### WITNESSETH:

**WHEREAS**, DepEd is the primary policy-making, programming, coordinating and administrative entity of the Executive Branch of the government in the area of formal and non-formal basic education, including the supervision of all elementary and secondary education institutions, as well as alternative learning systems, both public and private; and the establishment and maintenance of a complete, adequate, and integrated system of basic education relevant to the goals of national development;

**WHEREAS**, DepEd spearheaded the implementation of the K to 12 Basic Education Program pursuant to RA No. 10533, otherwise known as the "Enhanced Basic Education Act of 2013," which added two years of Senior High School (SHS), to develop productive and responsible citizens equipped with the essential competencies, skills, and values for both life-long learning and employment;

**WHEREAS**, the K to 12 programs seek to provide Filipino learners with the necessary skills and competencies to prepare them to face the challenges of the 21st Century. At the end of the program, SHS graduates are expected to have fully acquired the following 21st-century skills: (a) learning and innovation skills, (b) effective communication skills, (c) information, media, and technology skills, and (d) life and career skills, which are all demand skills identified as part of the international standards amid the Fourth Industrial Revolution;

**WHEREAS**, pursuant to RA No. 12028, otherwise known as the "Academic Recovery and Accessible Learning (ARAL) Program Act," it is the declared policy of the State to protect and promote the right of all citizens to quality education at all levels and shall take appropriate steps to make such education accessible to all. Towards this end, the State

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shall endeavor to support learners by establishing a free and effective national learning intervention program to ensure that all learners who are struggling in their lessons, especially in reading, mathematics, and science, will be able to attain the competencies set by the DepEd in their respective levels;

WHEREAS, the DOLE is the primary policy-making, programming, coordinating and administrative entity of the Executive Branch of the government in the field of labor and employment with the primary responsibility to promote gainful employment opportunities and optimize the development and utilization of the country's human resources, to advance workers' welfare by providing for just and humane working conditions and terms of employment, and to maintain industrial peace by promoting harmonious, equitable, and stable employment relations that assure equal protection for the rights of all concerned parties;

WHEREAS, the DOLE is implementing the Tulong Panghanapbuhay sa Atin Disadvantaged Workers (TUPAD) Program, which provides temporary wage employment to disadvantaged workers, to reduce vulnerability to risks of the disadvantaged workers, and to augment the income of workers by providing income opportunities;

WHEREAS, the TUPAD Program promotes the convergence of services through complementation of resources in the delivery of interventions and promotion of accessibility, inclusive, responsive, and sustainability of program implementation;

WHEREAS, the DOLE is also implementing the Government Internship Program (GIP) which aims to provide opportunities for beneficiaries to engage in public service through projects and programs within government agencies at the national and local levels;

WHEREAS, the GIP provides beneficiaries the opportunity to showcase their talents and skills in the field of public service with the ultimate goal of attracting the best and the brightest individuals interested in pursuing a career in government service;

WHEREAS, the DOLE and DepEd agree to collaborate in establishing a system that will accommodate SHS learners, graduates, and beneficiaries of the ARAL Law, in the implementation of the TUPAD Program and GIP;

WHEREAS, this MOA shall serve as a commitment of support by both Parties towards the advocacy of improving learners' outcome and employability;

NOW, THEREFORE, for and in consideration of the foregoing premises, the Parties hereby agree as follows:


#### SECTION 1 PURPOSE

The purpose of this MOA is to establish an inter-agency agreement defining the specific roles and responsibilities of the DOLE and the DepEd, as well as the institutional arrangements for collaboration and partnership between the Parties, in the implementation of the emergency employment of eligible beneficiaries through the TUPAD Program and GIP, to improve learning outcome and employability of SHS graduates. This joint initiative aims to provide short-term employment and skills-building opportunities that support the youth's transition to employment or further education.

#### SECTION 2 SCOPE OF PARTNERSHIP

The implementation of this MOA covers all public schools across all regions, with

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geographical focus on areas with high rates of youth unemployment, poverty incidence, and vulnerability to displacement or social exclusion. The Programs will prioritize communities identified by DOLE and DepEd as needing urgent economic and developmental support.

### SECTION 3 RESPONSIBILITIES OF THE PARTIES

#### A. The DOLE shall:

1. Allocate fund for the implementation of the emergency employment through the TUPAD Program and GIP, subject to existing rules and regulations;
2. Co-lead in the management and implementation of the Programs including profiling, validation, and monitoring, among others;
3. Validate the eligibility of the beneficiaries, based on the existing rules and regulations;
4. Assist in the conduct of coordination meetings with the target public schools and related activities with the DepEd; and
5. Perform such other activities as may be necessary to carry out the purposes of this MOA.

#### B. The DepEd shall:

1. Identify and endorse qualified beneficiaries of TUPAD Program and GIP in accordance with existing rules and regulations;
2. Provide DOLE with the list of target public schools and beneficiaries;
3. Facilitate the submission of requirements for the availment of TUPAD Program and GIP assistance to DOLE Regional Offices;
4. Co-lead in the management and implementation of the Programs including profiling, validation, and monitoring, among others;
5. Lead in the conduct of coordination meetings with the target public schools and related activities with the DOLE; and
6. Perform such other activities as may be necessary to carry out the purposes of this MOA.

#### C. Joint Responsibilities of DOLE and DepEd

1. Adhere to the DOLE TUPAD and GIP internship guidelines and procedures to be discussed and agreed upon by the Parties within thirty (30) days from the execution of this MOA;
2. Ensure that in no case will the GIP interns be:
  - a. exposed to hazardous undertaking/s specifically provided under the Anti-Child Labor Law and other laws relevant thereto;
  - b. enlisted without actual services rendered, and
  - c. subjected to unauthorized deductions on the interns' allowance/stipend; and
3. Allow access to or make available all records and facilities for purposes of visitorial audit and examination of the DOLE and/or Commission on Audit (COA) authorized representative/s.

### SECTION 4 INFORMATION SHARING AND CONFIDENTIALITY

The Parties confirm their intention to provide each other with relevant information related to the implementation of this MOA, which they may deem suitable.

Any information disclosed by a Party to the other as a result of this MOA and in the



performance of their respective responsibilities shall be considered proprietary and confidential. The Parties, their officers, employees, or agents shall not use or disseminate such information except as may be authorized in writing. Confidential information shall not include information previously known to the Parties, the general public, or previously recognized as standard practice in government.

Each Party shall use the confidential information received solely to the extent necessary for the performance of this MOA and shall limit access to such confidential information solely to its personnel, with a bona fide need to know such confidential information, who agree to keep such information confidential and to be bound by this MOA.

#### SECTION 5 DATA PRIVACY

The Parties, in the performance of their obligations under this MOA, shall ensure the privacy and security of any and all confidential, privileged, personal and/or sensitive personal information that the Parties and their officers, employees, or agents may have access to and shall store, use, process, and dispose the said information in accordance with RA No. 10173, or the "Data Privacy Act of 2012," and its Implementing Rules and Regulations, and applicable National Privacy Commission (NPC) issuances. This clause shall survive the termination or expiration of this MOA.

Any violation of this clause and any of the provision of said law and issuances by the above-cited persons shall be subject to the corresponding sanctions, penalties and/or fines under the said law without prejudice to any other applicable civil and/or criminal liability.

In the event that the Parties will share personal information of data subjects, the Parties shall enter into a separate Data Sharing Agreement which shall be attached as annex of this Agreement. The other Party shall not reproduce, share, and distribute data and information derived by reason of this Agreement to any third party, both local and international, without the express approval of the DepEd.

#### SECTION 6 INTELLECTUAL PROPERTY

All Parties shall comply with RA No. 8293, otherwise known as the "Intellectual Property Code of the Philippines", as amended by RA Nos. 9150, 9502, and 10372, and other applicable laws and rules governing intellectual property in the Philippines.

The Parties shall retain all intellectual property rights owned by them which includes but is not limited to copyrights, trademarks, tradenames, trade secrets, industrial designs, patents, and any other intellectual property that may be contained in any of the tools, materials or platforms (electronic or otherwise) that each Party may use to implement the Programs (the "Intellectual Property").

The Parties may not use the company name, logo, trademark, service mark or tradenames of the other Party and/or its parent company, and the affiliates and subsidiaries of its parent company, as may be applicable, without the prior written approval of such Party and/or the relevant company that owns such Intellectual Property.

Each Party may use the logos and knowledge products of the other Party, in relation to this Agreement, provided that such use is limited to academic and promotional materials, which include, but not limited to, logos, brochures, press releases, websites and other social media tools, provided further that the use is necessary and directly related to the accomplishment of the objectives of this MOA. The use of the service marks of DepEd, if any, shall be in accordance with its Service Marks and Visual Identity Manual under



DepEd Order No. 031, series of 2019, as may be further revised by the DepEd from time to time.

Each Party mutually hold each other free and harmless from any and all liabilities arising from copyright infringement claims and/or any other intellectual property claims or suits from third parties. Attribution shall be given to both Parties in accordance with law.

#### SECTION 7 AMENDMENT, REVISION, AND RESCISSION

This MOA contains the complete understanding of the Parties and may not be modified or amended except through another Agreement in writing duly executed by the Parties.

#### SECTION 8 SETTLEMENT OF DISPUTES

The Parties shall exert their best efforts to properly resolve any differences or disagreements with respect to any issue that may arise in connection with this MOA. It shall be settled through amicable means, such as but not limited to, mutual consultation and negotiation.

In case of failure to settle differences, the dispute shall be referred to adjudication and/or arbitration pursuant to Presidential Decree No. 242 s. 1973, otherwise known as "Prescribing Procedure for Administrative Settlement or Adjudication of Disputes, Claims and Controversies Between or Among Government Offices, Agencies, and Instrumentalities, Including Government-Owned or Controlled Corporations, and for other Purposes."

#### SECTION 9 SEPARABILITY CLAUSE

If at any time, any provision of this MOA is adjudged to be or becomes illegal, invalid or unenforceable in any respect under the law, rules and regulations with any competent jurisdiction, the legality, validity and enforceability of such provisions not so affected or impaired shall subsist and remain valid as between the Parties.

#### SECTION 10 MISCELLANEOUS

Except as otherwise provided herein, no Party shall have any right, power, or authority to create any obligation, express or implied, on behalf of any other Party. Nothing in this Agreement is intended to create or constitute a joint venture, partnership, agency, trust, or other association of any kind between the Parties or persons referred to herein. The employees of each Party shall remain its employees and the concerned employer shall be solely responsible for the wages, benefits, and emoluments of such employees.

The Parties shall not assign or transfer this MOA or any of the rights or obligations granted herein without the prior written consent of the other Party, and any purported assignment made without obtaining such written consent shall be null and void.

This MOA, including any dispute relating to its existence, validity or termination, and any other matters arising out of or in connection with it shall be governed by and construed in accordance with the relevant laws of the Republic of the Philippines.



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**SECTION 11  
EFFECTIVITY AND TERMINATION**

This MOA shall take effect immediately upon signing of the Parties hereto and shall remain valid and effective, unless otherwise pre-terminated or revoked by both Parties.

Either Party may pre-terminate this MOA without cause, by giving the other Party at least thirty (30) days prior written notice, provided the terminating Party is not guilty of fault or gross negligence.

Without prejudice to any other right or remedy in law or equity, either Party shall have the right to immediately pre-terminate this MOA for valid cause, by giving the other party written notice. "Valid Cause" includes, but is not limited to, the following acts or omissions of the other Party:

- a. A breach of any material provision of this MOA by the other Party, upon ten (10) days written notice to the other Party, provided that, during such ten (10)-day period, the breaching Party has failed to cure such breach;
- b. The Contracting Party's bankruptcy, insolvency, or assignment for the benefit of its creditors, or the appointment of a receiver for all or substantial part of that Party's assets, in which case this MOA may be terminated immediately; and
- c. Commission or non-performance of any act which seriously harms or prejudices the terminating Party in any way.

The termination or pre-termination of this MOA shall not affect the validity and completion of any project, program, activity, or contract that is already being executed pursuant to this MOA or by virtue of separate agreements, unless mutually agreed upon by the Parties.

IN WITNESS WHEREOF, the Parties through their respective duly authorized representatives, have hereunto affixed their signatures this \_\_\_\_ day of \_\_\_\_\_ 2025 at \_\_\_\_\_, Philippines.

**DEPARTMENT OF LABOR AND  
EMPLOYMENT  
(DOLE)**

By:

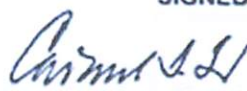
  
**BIENVENIDO E. LAGUESMA**  
Secretary

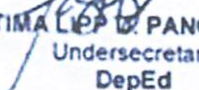
**DEPARTMENT OF  
EDUCATION  
(DepEd)**

By:

  
**JUAN EDGARDO M. ANGARA**  
Secretary

SIGNED IN THE PRESENCE OF:

  
**CARMELA I. TORRES**  
Undersecretary  
DOLE

  
**ATTY. FATIMA LEP B. PANONTONGAN**  
Undersecretary  
DepEd



## ACKNOWLEDGEMENT

REPUBLIC OF THE PHILIPPINES)  
CITY OF CITY OF MANILA ) s.s.

1111 0 4 2025

BEFORE ME, a Notary Public in and the above-named locality, this \_\_\_\_ day of  
2025, personally appeared the following persons:

Name	Competent Evidence of Identity	Place/Date of Issue
Department of Labor and Employment BIENVENIDO E. LAGUESMA		

Whom I have identified through competent evidence of identity and to me known to be the same person(s) who executed the foregoing Memorandum of Agreement, consisting of \_\_ ( ) pages, including the page on which this Acknowledgement is written, and who acknowledged to me that they executed and signed the foregoing as their free and voluntary act and deed, and the entities they are authorized to represent.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed my notarial seal.

## NOTARY PUBLIC

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Page No. 43  
Book No. X  
Series of 2025.

ATTY. MARIELLE A. VECIL L. LAGUERTA  
Notary Public for the City of Manila, Until Dec. 31, 2025  
Notarial Office No. 1004-173  
Tower 3, 7th Floor, CityCenter, Alabang, Muntinlupa, Manila  
I.B.P. NO. 45091-00000-2014 for the year 2025  
PTR. NO. 2049400-0000-2, 2025 at Manila  
MCLE NO. VII-0010640-Valid until 4-14-2026, Ref. No. 18314



