

HUMAN RESOURCE DEVELOPMENT

SEC. 65. *Declaration of Policy.* - It is hereby declared the policy of the State to give priority to education and training on science and technology in order to accelerate social progress and promote total human liberation and development.

The State shall promote industrialization and full employment, based on sound agriculture and fisheries development and agrarian reform, through industries that make full and efficient use of human and natural resources.

SEC. 66. *National Agriculture and Fisheries Education System (NAFES).* - The Commission on Higher Education (CHED), in coordination with the Department and appropriate government agencies, shall establish a National Agriculture and Fisheries Education System (NAFES) which shall have the following objectives:

- a.) To establish, maintain and support a complete and integrated system of agriculture and fisheries education relevant to the needs of the economy, the community and society;
- b.) To modernize and rationalize agriculture and fisheries education from the elementary to the tertiary levels;
- c.) To unify, coordinate and improve the system of implementation of academic programs that are geared toward achieving agriculture and fisheries development in the country; and
- d.) To upgrade the quality, ensure sustainability and promote global competitiveness, at all levels, of agriculture and fisheries education.

SEC. 67. - *Education Program for Elementary and Secondary Levels.* - There is hereby established an Agriculture and Fisheries Education Program, under the NAFES specially designed for elementary and secondary levels. The program shall be formulated, organized and implemented by the DECS with the following objectives:

- a.) to develop appropriate values that form the foundation for sustained growth in agriculture and fisheries modernization;
- b.) to increase the attractiveness of agriculture and fisheries education, so that more young and talented person will look at agriculture and fisheries as an acceptable option for career and livelihood;
- c.) to promote appreciation of science in agriculture and fisheries development;
- d.) to develop among students, positive attitudes towards entrepreneurship and global competition in the agriculture and fisheries business;
- e.) to improve the present curriculum in the elementary and secondary levels by emphasizing the core values necessary for agriculture and fisheries modernization; and

f.) to develop an outreach program where students, parents and the schools become instruments in effecting positive changes in the pupil's home and community.

SEC. 68. *Post-Secondary Education Program.* - There is hereby established a Post-Secondary Education Program for Agriculture and Fisheries under the NAFES, which shall be formulated and developed by TESDA in coordination with the appropriate government agencies, and the private sector. The program shall include, among others, the following:

- a.) a mechanism for a flexible process of curriculum development;
- b.) integration of the dual training system in the various agricultural curricula and training programs;
- c.) integration of entrepreneurship and global competitiveness in the agro-fisheries curricula.
- d.) institutionalizing agriculture and fisheries skills standards and technician testing and certification;
- e.) regular upgrading of learning/training facilities, school buildings, laboratory equipment; and
- f.) development of a system for the strict enforcement of school regulations regarding standards and requirements.

SEC. 69. *Network of National Centers of Excellence for Tertiary Education.* - There is hereby established a Network of National Centers of Excellence in Agriculture and Fisheries Education, composed of qualified public and private colleges and universities, duly accredited as National Centers of Excellence (NCE) in the field of agriculture and fisheries.

For this purpose, the CHED shall formulate and implement a system of accreditation: Provided, That not more than one provincial institute in every province and no more than one national university in each field in every region shall be accredited as such: and Provided, further, That the system shall be based on the following criteria:

- a.) institutional accessibility, population, economic contribution of agriculture and fisheries in the community, and the needs or unique requirements of the area;
- b.) quantity and quality of research studies conducted;
- c.) degree of utilization of research results;
- d.) quantity and quality of faculty members;
- e.) type of facilities;
- f.) linkage with international organizations; and
- g.) potential contribution to agriculture and fisheries development in the target area.

SEC. 70. *Rationalization Plan.* - For the purpose of upgrading and maintaining a high degree of academic excellence in the fields of agriculture and fisheries, all existing public and private colleges and universities that are not hereinafter designated and accredited as centers of excellence shall be given adequate time to redirect its program to non-agriculture and/or non-fisheries areas needed by the province or region and/or merge their program with accredited NCEs in accordance with the Rationalization Plan to be

jointly formulated by CHED and the Philippine Association of State Universities and Colleges (PASUC) upon consultation with the institution concerned.

The Rationalization Plan shall include a policy for the effective utilization of affected personnel and facilities, and shall not be construed as to result in the decrease of the budget allocation for the state universities and colleges concerned.

SEC. 71. *Counterpart Funding from LGUs.* - The LGUs shall, within two (2) years from the effectivity of this Act, provide at least ten percent (10%) of the Maintenance and Other Operating Expenses (MOOE) budget for the operation of the provincial institutes within their area of responsibility. In consultation with the LGUs, the CHED shall develop a provincial-national partnership scheme for a reasonable sharing of financial support taking into account social equity factors for poor provinces.

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SEC. 72. *National Integrated Human Resource Development Plan in Agriculture and Fisheries.* - The CHED, in coordination with the Department and appropriate government agencies, shall formulate, develop and implement an integrated human resource development plan in agriculture and fisheries which shall serve as an instrument that will provide over-all direction in setting priorities in curricular programs, enrollment, performance targets, and investment programs.

SEC. 73. *Output-Oriented Performance Standards.* - In order to ensure institutional accountability, efficiency and quality, there shall be formulated and developed an Output-Oriented Performance Standards which shall serve as the primary instrument for institutional evaluation.

For this purpose, all public and private universities and colleges, that are designated as centers of excellence, shall cause to be installed a computerized monitoring and evaluation system that periodically collects and regularly measures variables indicating institutional performance based on the Output-Oriented Performance Standards.

SEC. 74. *Evaluation System.* - Not later than one (1) year from the effectivity of this Act, the CHED shall establish a baseline information using the Output-Oriented Performance Standards referred to in Section 73 of this Title. Once every five (5) years thereafter, all designated NCEs in agriculture and fisheries shall be subject to a third party evaluation.

The evaluation shall include, among others, management and educational experts of national stature and representatives of key sectors of the agriculture and fisheries industries, as well as representatives of the Department, the Department of Environment

and Natural Resources, the Department of Science and Technology, and the National Economic and Development Authority.

SEC. 75. *Agriculture and Fisheries Board.* - There shall be created an Agriculture and Fisheries Board in the Professional Regulation Commission to upgrade the Agriculture and Fisheries profession.

Those who have not passed the Civil Service Examination for Fisheries and Agriculture but have served the industry in either private or public capacity for not less than five (5) years shall be automatically granted eligibility by the Board of Examiners.

The first board of examination for B.S. Fisheries and/or Agriculture Graduates shall be conducted within one (1) year from the approval of this Act.

SEC. 76. *Continuing Agriculture and Fisheries Education Program.* - The Commission on Higher Education, the Department of Education, Culture and Sports and Technical Education and Skills Development Authority, in coordination with the Department and the public and private universities and colleges shall formulate and develop a National and Integrated Continuing Agriculture and Fisheries Education Program, which shall address the current education and training requirements of teachers, professors and educators in agriculture and fisheries.

For this purpose, pre-service and in-service training of teachers in Home Economics Livelihood Education (HELE) for the primary level and Technology and Home Economics (THE) for the secondary level, shall be upgraded.

SEC. 77. *Scholarship Program.* - The CHED, in coordination with public and private universities and colleges, TESDA and the DBM, shall develop a national scholarship program that provides opportunities for deserving academic staff to pursue advanced degrees in agriculture and fisheries. Where appropriate, such scholarship program shall also provide opportunities for graduate work in foreign universities.

SEC. 78. *Merit System.* - To promote the development of scientific excellence and academic scholarship, the public and private universities and colleges, in cooperation with the CHED and the DBM, shall institute an output-oriented unified system of promotion for academic personnel.

SEC. 79. *Budgetary Allocation Scheme.* - The Budgetary Allocation Scheme for NAFES shall be as follows:

a.) The current appropriation or budgets of state universities and colleges, that are herein designated as NCEs, shall continue and shall be modified and adjusted in succeeding years in order to meet the standards of the rationalized programs of the institutions as approved by Congress and shall be included in the annual General Appropriations Act;

b.) NCEs that are created under this Act shall likewise be provided with budgetary support based on their programs and new staffing pattern as approved by DBM and shall be included in the annual General Appropriations Act.