

EBT
TO THE
MAX



Prepared by Mario dela Cerna

Welcome

ENTERPRISE-BASED TRAINING

Orientation



What is EBT?

This program refers to Technical-Vocational Education and Training (TVET) programs delivered in the enterprise, which maybe in-plant or stand alone, or may be linked with a training provider. These programs are offered to an industry group or to enterprises, employees and individuals.



EBT programs can be any of the following:

1. Apprenticeship Program
2. Learnership Program
3. Dual Training Program (DTS)
4. Supervised Industry Learning (SIL)
5. Program on Accelerating Farm School Establishment (PAFSE)



The Apprenticeship Program

It is a system of training within employment in a period of more than three months to six months.

This program provides training to willing candidates in participating companies under actual work conditions while earning a wage. It is supplemented by related theoretical instructions.



The Learnership Program

It is similar to the Apprenticeship program in most respects but offers on-the-job training for a period not exceeding 3 months and may not include theoretical instructions.



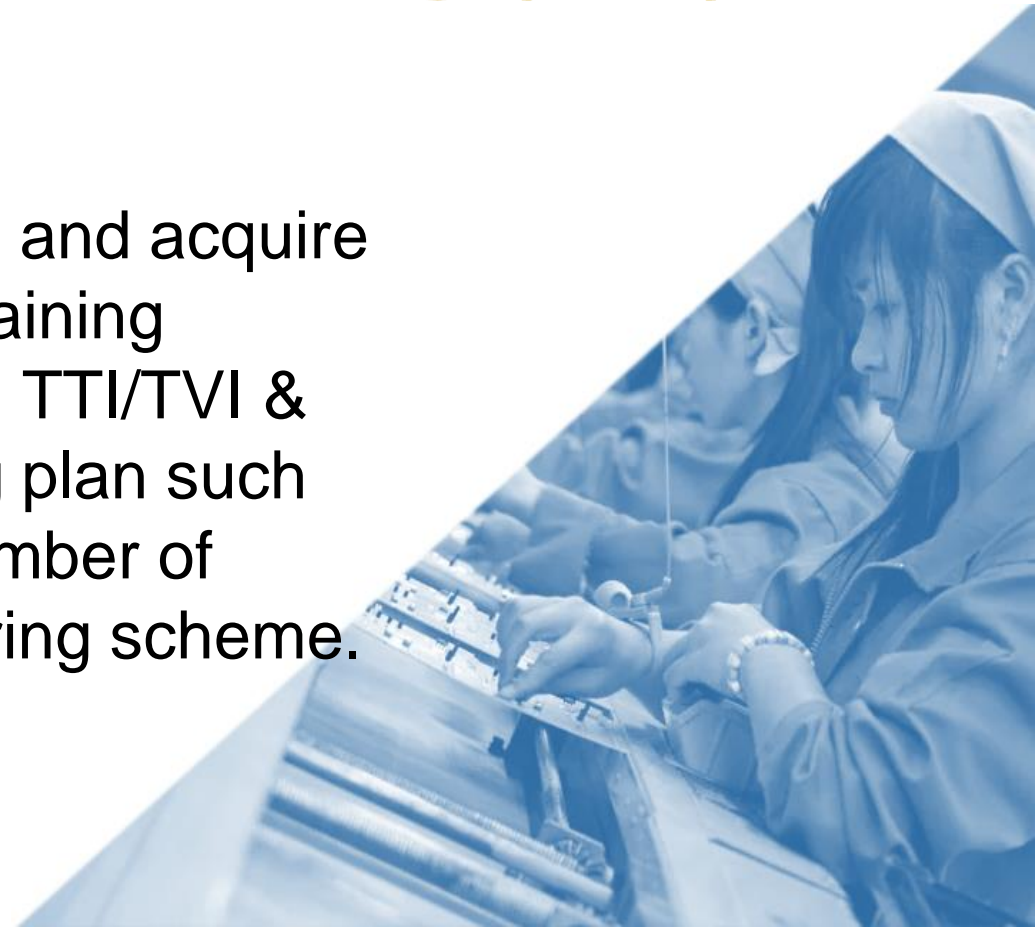
Dual Training System (DTS) Program

An instructional mode of delivery for technology-based education and training in which learning takes place alternately in two venues: the school or training center and the company.



The Supervised Industry Learning (SIL) Program

It is the actual experience in the workplace and acquire specific competencies prescribed in the Training Regulations (must not exceed six months). TTI/TVI & the partner industry must agreed a training plan such as on the competency to be enhanced, number of hours, learning objectives, and the monitoring scheme.



The Program on Accelerating Farm School Establishment (PAFSE) Program

It promotes sustainable Agriculture and Fishery productivity and rural development by providing access to technical vocational education and training (WET) at the countryside through the Farm Schools.



Which companies can implement the Learnership Program?

Companies in highly technical industries involving apprenticeable occupations / qualifications or those occupations approved by TESDA for Apprenticeship.



Which companies can implement the Learnership Program?

An enterprise with 10 or more regular workers duly registered with appropriate government authority/ies on learnable occupations / qualifications or those occupations approved by TESDA for Learnership.



Who can be an Apprentice or Learner?

- Must be at least 15 years of age. Those below 18 years old are not eligible for apprenticeship or Learnership in hazardous occupations
- Physically fit
- Have a vocational aptitude and capacity for a particular occupation



Who can be an Apprentice or Learner?

- With ability to comprehend and follow oral and written instructions
- Minimum educational requirements

NOTE: *Some companies may impose their required qualifications on potential apprentices depending on the complexity of the job.*



Apprenticeship & Learnership Program Benefits:

For the Companies

- a tried and tested way of recruiting new staff with minimal disruption of operations while having optimum impact in production
- training programs can be tailored to specific job roles as needed by the company



Apprenticeship & Learnership Program Benefits:

For the Companies

- effectively attract people with fresh new ideas, encouraging a culture of learning
- Tax perks include deducting half if the total cost of training from the company's taxable income.



Apprenticeship & Learnership Program Benefits:

For the Apprentices and Learners

- earn at least 75% of the minimum wage
- gain skills and knowledge
- put newly learned skills into practice
- get more confidence in real working environment
- get employed earlier and have more potentials for career progress



Checklist of Requirements:

- Training Plan
- List of Trainers with Profile
- Certificate by an authorized enterprise representative that the number of apprentices to be accepted is not more than 20% of its total regular and locally hired workforce (for Apprenticeship)
- Business Registration Documents
- Assessment Tool (for NTR Program)



Training Components:

- **Apprenticeable and Learnable Occupations** – Trades, occupations, and qualifications approved by TESDA
- **Apprentice and Learner** – A person undergoing training for an approved apprenticeable and learnable occupation.
- **Apprenticeship and Learnership Agreement** – A contract wherein a prospective employer binds oneself to train the apprentice or learner for a registered apprenticeable or learnable occupation.



Training Components:

- **Certificate of Apprenticeship or Learnership Program Registration** – The document issued by TESDA which grants authority to a juridical enterprise to offer a certain program in an apprenticeable or learnable occupation.
- **Certificate of Completion** – Issued to an apprentice or learner who successfully completes his/her apprenticeship or Learnership.



Training Components:

- **Plant Learnership or Apprenticeship Committee** – A group established by an enterprise to monitor the Learnership or Apprenticeship program, recommend measures for program implementation and settle differences.
- **Training Plan** – Specification for the apprenticeship or Learnership program which describes all the learning experience an apprentice or learner undergoes.
- **Wage** – Paid to the apprentice or learner and shall not less than 75% of the prevailing minimum wage.



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*Thank
You*