



DOLE and SFI Group's Presentation for the League of Metro Manila Mayors & League of Cities of the Philippines



Presented by Luis A. Anastacio – President & CEO , SFI Group
21 March 2015 (Saturday) - Jen Hotel, Manila

A BLESSED AFTERNOON TO ALL OF YOU!



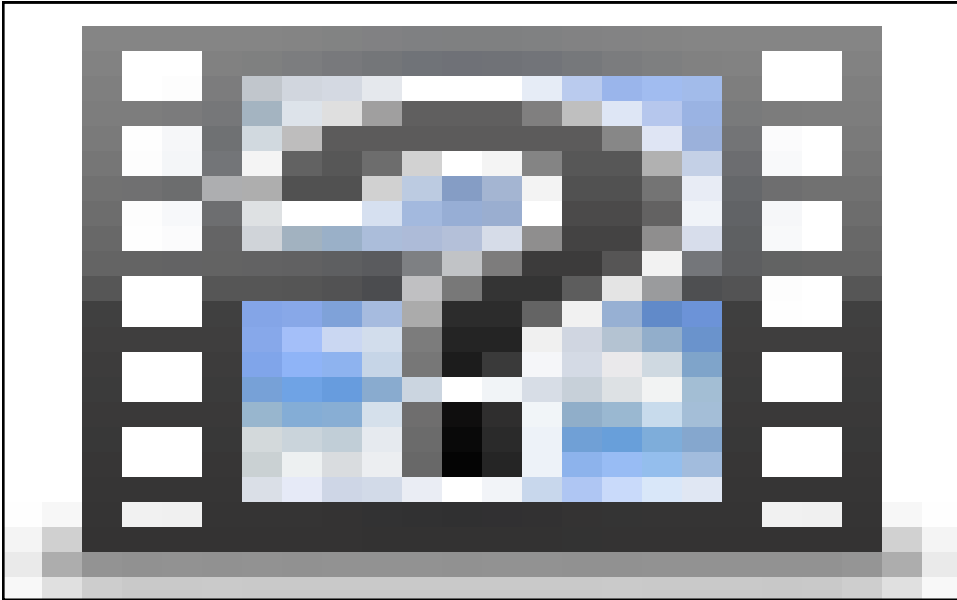
SFI Group's Partnership with the DOLE: Partnership for Talent Mapping, Career Readiness & 21st Century Skills and JobStart Philippines



Philippine Talent Map[®]

The most comprehensive skills and competencies Profile of the Philippine Workforce

A Department of Labor and Employment (DOLE) and SFI Group Joint Initiative



What is the PTMI or
Philippine TalentMap Initiative?

I. Talent Mapping Through HireLabs' TalentSource Skills and Competency Assessments

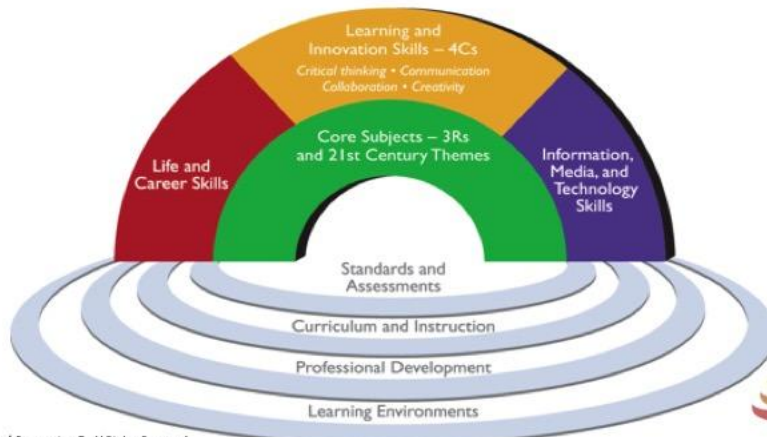
- ❑ This Initiative aims to create the most comprehensive workforce profile of the Philippines called Talent Map[®]
- ❑ SFI Group's partner has customized an assessment which is aligned with p21.org's 21st Century Skills Framework¹ (assessing the behavior, knowledge, skills and abilities or KSA of our workforce)



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Partnership for 21st Century Skills (p21.org) Framework

21st Century Student Outcomes
and Support Systems



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I. Talent Mapping Through HireLabs' TalentSource Skills and Competency Assessments

- ❑ The Talent Map[®] Initiative provides a "Grant" of 80,000 assessment credits to the Department of Labor and Employment and the Public Employment Service Office (PESO) to assess the Filipino workforce.
- ❑ We will assess the 5 categories of our workforce – the students, trainees, the out-of-school-youth (OSY), adult unemployed and employed workforce.



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Objectives of the PTMI Philippine TalentMap Initiative

II. OUR OBJECTIVES:

- ① Build Labor Market Information and support the National Skills Registration System of DOLE and PESO
- ② Create a Survey targeting our Workforce
- ③ Map out the skills and competencies of our workforce according to 21st Century Skills
- ④ Use the Data and Information from the RESEARCH and use this for Policy Making



II. OUR OBJECTIVES:

- ⑤ Provide data analytics and decision support systems to Leaders in helping create Workforce Development Programs that are relevant to their Cities/Constituents
- ⑥ Help train and provide opportunities to the OSY and Adult Unemployed - Address unemployment
- ⑦ Bridge Education and Industry for workforce requirements and help in Job Creation

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What Skills and Competencies of the Workforce
are we Assessing or Measuring?

III. What Skills and Competencies are we going to Assess?

21st Century Skills has 3 Main Clusters:

- ① Personal Qualities and People Skills
- ② Professional Knowledge and Skills
- ③ Technology Knowledge and Skills

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15 SKILLS BEING ASSESSED

MATH FUNCTIONAL SKILL

This test assesses candidate's knowledge of essential mathematical skills in the following situations: Understanding situation and calculating, applying basic division calculation, using basic multiplication calculation, interpreting mathematical data, solving word problem, analyzing a mathematical situation, solving subtraction equation, solving percentage word problem, applying logic to mathematical-situation, solving multiplication-subtraction equation

ENGLISH FUNCTIONAL SKILLS

This test assesses candidate's ability to understand basic and functional usage of English Language in the following situations: Using simple present tense, using modal auxiliary verb, using simple past tense, identifying correct adjective, selecting superlative adjective, structuring the sentence correctly, selecting odd one out, selecting the antonym, identifying the synonym, comprehending and correcting sentence

ENGLISH COMPREHENSION

This test assesses candidate's ability to understand English Language in the following situations: Comprehending a passage, drawing a conclusion, analyzing a passage, making the right observation, understanding the statement, choosing the correct verb, making the right conclusion, choosing statement with closest-meaning, structuring the sentence correctly and identifying word for sentence-correction.

15 SKILLS BEING ASSESSED

PLANNING & ORGANIZING

This test assesses the candidate's ability to apply Planning & Organizing in the following situations: gathering relevant start-up information, present and future budgeting, developing an expansion strategy, gauging project deadlines, organizing events within budgets, using correct presentation tools, making strategic re-location plans, re-arranging for improved outlook, planning for long-term, understanding goal-oriented plans

SOCIAL PERCEPTIVENESS

This test assesses candidate's ability to apply Social Perceptiveness in the following situations: approaching personal issues discreetly, initiating conversations appropriately, handling aggressive customers politely, owning responsibility for negligence, identifying emotion through expression, being empathetic in relationships, seeking to understand others, adopting right-way for approaching, identifying characteristics by observation, identifying socially sensitive information

INNOVATION

This test assesses the candidate's ability to apply Innovation in the following situations: generating novel ideas, overcoming failures through alternatives, sharing ideas during brainstorming, meeting occasional needs creatively, experimenting with new things, inspecting surroundings for solutions, applying creative instincts, expressing messages innovatively, pursuing innovation with practicality

MULTI-TASKING

The test assesses candidate's ability to apply Multitasking in the following situations: Delegating high-priority unexpected tasks, planning and prioritizing multitasking, pairing physical-with-mental tasks, identifying multitasking's bad example, choosing multitasking over mono-tasking, avoiding leaving tasks midstream, employing available-yet-unusual help, avoiding perfection in time crunch, filtering information while multitasking and identifying low-multitasking jobs.

15 SKILLS BEING ASSESSED

CREATIVE PROBLEM SOLVING

The test assesses candidate's ability to apply Creative Problem Solving in the following situations: Using power of concentration, using lateral thinking, connecting dots in story, drawing conclusion from evidences, identifying pattern in story, identifying logical fallacies, making logical inferences, showing visual perceptual skills and making logical assumption.

TEAMWORK

The test assesses candidate's ability to apply Teamwork in the following situations: Making decision with consensus, identifying a win-win solution, resolving conflict through communication, valuing diversity in team, valuing team's idea, building morale through appreciation, supporting colleagues in crisis, Identifying team building characteristics and acknowledging team's contribution.

DECISION MAKING

This test assesses candidate's ability to apply Decision Making skills in the following situations: Choosing alternatives within budget, recruiting the right candidate, choosing between different product-mix, communicating sensitive information promptly, juggling with commitments simultaneously, prioritizing the right needs, making tough career choices, entertaining unexpected customers, making time-bound decisions and making ethically correct decisions

CRITICAL THINKING

This test assesses candidate's ability to apply Critical Thinking skills in the following situations: Applying criteria reasoning, using cause-and-effect reasoning, identifying logical fallacies, deriving conclusion from statement, making logical inferences, reaching logical assumptions, forming word analogies, recognizing number patterns, identifying the correct road-map and putting together artificial language

15 SKILLS BEING ASSESSED

WORK STANDARDS

The test assesses candidate's ability to apply Work Standards in the following situations: Dealing with customers honestly, providing accurate employment history, completing tasks with dedication, giving others due credit, following supervisor's instruction, maintaining confidentiality of information, following corporate policy, understanding perils of gossiping, reporting hours worked honestly and using company's asset ethically.

STRESS TOLERANCE

The test assesses candidate's ability to apply Stress Tolerance in the following situations: Identifying high-stressor in event, managing last-minute stress effectively, staying calm during crisis, setting realistically-challenging personal targets, showing resiliency in uncertainty, staying positive after failure, prioritizing and managing tasks, managing difficult people, using available resources optimally and facing unexpected challenges head on.

SELF MOTIVATION

The test assesses candidate's ability to apply Self-motivation in the following situations: Exuding will power, setting realistically challenging goals, resisting short-term temptations, keeping your momentum going, being intrinsically motivated, staying positive in uncertainty, breaking goals into steps, congratulating yourself for efforts, setting clear self-improvement goals and being open to new challenges.

PROBLEM SENSITIVITY

This test assesses the candidate's ability to Problem Sensitivity in the following situations: Identifying immediate risk, reading life-threatening situations correctly, filtering out exaggerated problems, being observant, recognizing controversial statements, sensing other's feeling, sensing subtle nuances, sensing when situation deteriorates, mitigating problems proactively and overcoming information overload.

PHILIPPINE TALENTMAP[®] INITIATIVE (PTMI)

The most comprehensive skills and competencies profile of the Filipino Workforce.

The assessment would determine the level of career readiness of the Filipino workforce with respect to the **21st Century Skills Framework**.

NCR has experienced a national change for progress.

The TalentMap[®] will identify and diagnose the key strengths and weaknesses of the **Filipino workforce** creating an evidence-based report.

ASSESS THE SKILLS

YES WE CAN

TRACK AND WAP OUT TALENTS

CONDUCT TESTS

STRENGTHS WEAKNESSES

PROFILE

Through PTMI, we can create an information in terms of their skills, abilities, behavior and knowledge.

Employed with Degree

Employed - School Leaver

Unemployed with Degree

Unemployed - School Leaver

Students

Trainers

20,000

ASSESSMENT GRANTS given to the entire National Capital Region (Identified by the Department of Labor and Employment)

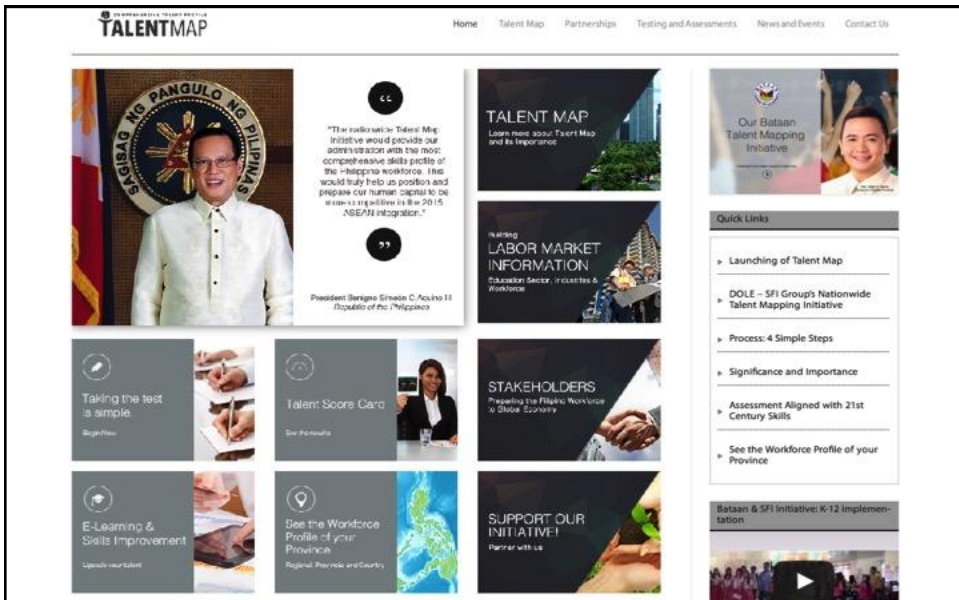
100%

Region	Employed with Degree	Employed - School Leaver	Unemployed with Degree	Unemployed - School Leaver	Students	Trainers	Total number assessed
San Juan	100	100	100	100	100	100	700
Marikina	100	100	100	100	100	100	700
Muntinlupa	112	112	112	112	112	112	750
Calabarzon	285	285	285	285	285	285	1,710
Central Luzon	327	327	327	327	327	327	1,962
Western Visayas	267	267	267	267	267	267	1,602
Eastern Visayas	252	252	252	252	252	252	1,512
Davao	147	147	147	147	147	147	882
Region 10	129	129	129	129	129	129	774
Region 11	102	102	102	102	102	102	612
Region 12	102	102	102	102	102	102	612
Region 13	102	102	102	102	102	102	612
Region 14	102	102	102	102	102	102	612
Region 15	102	102	102	102	102	102	612
Region 16	102	102	102	102	102	102	612
Region 17	102	102	102	102	102	102	612
Region 18	102	102	102	102	102	102	612
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Region 22	102	102	102	102	102	102	612
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Region 93	102	102	102	102	102	102	612
Region 94	102	102	102	102	102	102	612
Region 95	102	102	102	102	102	102	612
Region 96	102	102	102	102	102	102	612
Region 97	102	102	102	102	102	102	612
Region 98	102	102	102	102	102	102	612
Region 99	102	102	102	102	102	102	612
Region 100	102	102	102	102	102	102	612

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TalentSource Engine: NSRS, Labor Market Survey, Assessments, Analytics & Dashboards



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TALENT MAP
Learn more about Talent Map and its importance.

LABOR MARKET INFORMATION
TalentMap Survey, Analytics & Workforce

STAKEHOLDERS
Preparing the Filipino Workforce for Global Economy

SUPPORT OUR INITIATIVE!
Partner with us

Our Bataan Talent Mapping Initiative

Quick Links

- » Launching of Talent Map
- » DOLE - SFI Group's Nationwide Talent Mapping Initiative
- » Process: 4 Simple Steps
- » Significance and Importance
- » Assessment Aligned with 21st Century Skills
- » See the Workforce Profile of your Province

Bataan & SFI Initiative: K-12 Implementation

President Benigno Simeon C. Aquino III
Republic of the Philippines

Taking the test is simple
Sign Up Now

Talent Score Card
See Results

E-Learning & Skills Improvement
Upgrade your talent

See the Workforce Profile of your Province
Regional, Province and Country




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REGISTER NOW FOR THE PHILIPPINES TALENTMAP INITIATIVE

registration will take approximately 30 minutes

[REGISTER NOW](#) [CANDIDATE LOGIN](#)



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HOW THE PROGRAM WORKS

STEP 1: PRE-REGISTRATION

During the pre-registration phase, you will be asked to fill out DOLE's NSRP form, followed by a quick self assessment. In the self assessment you will be asked questions regarding your job search and career plans. This step will take 30 minutes.

STEP 2: 15 SKILLS ASSESSMENTS

You will be asked to participate in 15 skills assessments, which will help you gauge how competitive you are in the 21st century. This assessment will take 3 hours.


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Personal information

Surname
 First Name *

Middle Name

Date of Birth
 Place of Birth

Age
 Gender * Male Female

Status Single Married Widowed Separated Others


Our System has been developed to serve as PESO's Automated Web-based NSRS – National Skills Registry System

Permanent Address

House No./Street/Village
 Barangay

Municipality/City
 Province

Height
 Weight


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Our System also serves as a Labor Market Survey Tool

Please answer ALL questions

1- Are you currently looking for a job? (in the next 2 months)


Yes
 No
 Not sure

2- How many job interviews have you been on in the past 24 months?

0 to 3
 4 to 9

3- A good salary is important for me because (select all that apply)

My family relies on me to provide financial support
 I have an active social life
 I like to shop
 I have to pay off loans
 I like to travel
 I have to pay rent / mortgage
 I have to pay medical bills
 I want to save money for something special



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7- How would you rate your skills


Skill	Rate yourself
1- Creative Problem Solving	<input type="radio"/> Inappropriate <input type="radio"/> Marginal <input type="radio"/> Adequate <input type="radio"/> Good
2- Critical Thinking	<input type="radio"/> Inappropriate <input type="radio"/> Marginal <input type="radio"/> Adequate <input type="radio"/> Good
3- Decision Making	<input type="radio"/> Inappropriate <input type="radio"/> Marginal <input type="radio"/> Adequate <input type="radio"/> Good
4- English Comprehension	<input type="radio"/> Inappropriate <input type="radio"/> Marginal <input type="radio"/> Adequate <input type="radio"/> Good
5- English Functional Skills	<input type="radio"/> Inappropriate <input type="radio"/> Marginal <input type="radio"/> Adequate <input type="radio"/> Good
6- Innovation	<input type="radio"/> Inappropriate <input type="radio"/> Marginal <input type="radio"/> Adequate <input type="radio"/> Good
7- Math Functional Skill	<input type="radio"/> Inappropriate <input type="radio"/> Marginal <input type="radio"/> Adequate <input type="radio"/> Good
8- Multi-Tasking	<input type="radio"/> Inappropriate <input type="radio"/> Marginal <input type="radio"/> Adequate <input type="radio"/> Good
9- Planning & Organizing	<input type="radio"/> Inappropriate <input type="radio"/> Marginal <input type="radio"/> Adequate <input type="radio"/> Good
10- Problem Sensitivity	<input type="radio"/> Inappropriate <input type="radio"/> Marginal <input type="radio"/> Adequate <input type="radio"/> Good
11- Self Motivation	<input type="radio"/> Inappropriate <input type="radio"/> Marginal <input type="radio"/> Adequate <input type="radio"/> Good
12- Social Perceptiveness	<input type="radio"/> Inappropriate <input type="radio"/> Marginal <input type="radio"/> Adequate <input type="radio"/> Good
13- Stress Tolerance	<input type="radio"/> Inappropriate <input type="radio"/> Marginal <input type="radio"/> Adequate <input type="radio"/> Good
14- Teamwork	<input type="radio"/> Inappropriate <input type="radio"/> Marginal <input type="radio"/> Adequate <input type="radio"/> Good
15- Work Standards	<input type="radio"/> Inappropriate <input type="radio"/> Marginal <input type="radio"/> Adequate <input type="radio"/> Good

Individuals can rate themselves on the Skills they are going to be assessed

The Database Structure and Data Inputs have been aligned with the current NSRS of DOLE

NRS Form 1 08/01/10	Republic of the Philippines Department of Labor and Employment NATIONAL MANPOWER SKILLS REGISTRATION SYSTEM REGISTRATION FORM	ID Photo (Optional)			
INSTRUCTIONS: Accomplish this form using ball pen. Print in block letters and write legibly. Submit accomplished form to the Public Employment Service Office (PESO) in your City/Municipality of residence.					
1. PERSONAL INFORMATION (Leave one space after entering each name)					
<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 33%; border-bottom: 1px solid black;">Family Name</td> <td style="width: 33%; border-bottom: 1px solid black;">Given Name</td> <td style="width: 33%; border-bottom: 1px solid black;">Middle Name</td> </tr> </table>			Family Name	Given Name	Middle Name
Family Name	Given Name	Middle Name			
Present Address: _____ House No./Street/Subdivision Barangay Municipality/City					
Birthdate: _____ Place of Birth: _____ Age: <input type="text"/> Sex: <input type="checkbox"/> Male <input type="checkbox"/> Female	Height: _____ (cm.) Weight: _____ (kg.) Religion: _____ Preferred Occupation: _____ Local: _____ Overseas: _____ Passport No. _____ Expiry Date: _____	Civil Status: <input type="checkbox"/> Single <input type="checkbox"/> Married <input type="checkbox"/> Widowed <input type="checkbox"/> Separated <input type="checkbox"/> Others (Simplify) _____ Contact Number: _____ Landline: _____ Mobile: _____ Email Address: _____ Disabled? <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Visual impairment <input type="checkbox"/> Hearing impairment <input type="checkbox"/> Speech impairment <input type="checkbox"/> Physically handicapped <input type="checkbox"/> Others, specify _____ Languages and dialects spoken, read and write at home: _____ Other languages that you can read, write and speak: <input type="checkbox"/> English <input type="checkbox"/> Chinese <input type="checkbox"/> Spanish <input type="checkbox"/> French <input type="checkbox"/> Japanese <input type="checkbox"/> Arabic <input type="checkbox"/> Others _____			
2. FORMAL EDUCATION (List according to importance)					
Highest Education/Degree	Level	Name of School/University			
Year Graduated/Last Attended					

Hitting 4 Birds with 1 Stone

- ① National Skills Registry System – we have automated this for PESO
- ② Labor Market Survey Tool
- ③ Skills and Competency Profile of your Workforce – which complements DOLE's JobStart Philippines Program
- ④ Research and Data Analytics as basis for Policy Making/Decision Support 

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Talent Map[®] Assessment Process
and Talent Score Card[®]

Talent Assessment Report

John Paul
for Finance Manager

HireLabs
Talent Assessment Report

Overall Assessment

John Paul was assessed for the position of Finance Manager and took 7 competencies tests. John's total testing time lasted 105 minutes during which time he was asked 76 situation-based questions. John did not run through the tests, and earned an overall score of 80%.

Overall, on a 5-point scale, John scored 5. This means that based on the 7 competency tests that were chosen for this assessment, John can be considered **EXCELLENT** for this position.

Overall, on a 5-point scale, John scored 5. This means that based on the 7 Of the 7 competencies tested, John showed exceptional strength in 5.

There are no competency of immediate concern (scored less than 40%) which need to be addressed through additional training.



EXCELLENT

Competencies Tested

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John Paul
for Finance Manager

HireLabs
Talent Assessment Report


Overall Assessment

John Paul was assessed for the position of Finance Manager and took 7 competencies tests. John's total testing time lasted 105 minutes during which time he was asked 76 situation-based questions. John did not run through the tests, and earned an overall score of 80%.

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There are no competency of immediate concern (scored less than 40%) which need to be addressed through additional training.



EXCELLENT

Competencies Tested

Competency	Score
Business Communication	100%
Financial Statement Concepts	100%
Financial Ratio Analysis	100%
Concepts of Cost Accounting	100%
Entrepreneurship	100%
Financial Analysis	100%
Control Management	100%

Overall Score: **80%**

Questions attempted

76 Questions Attempted (100%)

76 Questions Correct (100%)

0 Questions Incorrect (0%)

Questions score

76 Correct Answers (100%)

0 Incorrect Answers (0%)

Competency Levels

7 Skills Assessed

Training Results

0 Skills Assessed

- Overall Assessment
- Readiness Scale
- Competencies Tested
- Overall Score
- Time Taken
- Correct vs. Incorrect
- Overall Score
- Time Taken
- Questions Attempted
- Training Suggestions
- Competency Level

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Juan Dela Cruz

for Finance Manager

basic Talent Score Card™

Total Experience: 8 years 10 months

Education & Certification: Masters in Accounting and Finance, ABE International College...

Current Position: Assistant Group Manager A...

Employed at: Gilead Sciences, Inc.

Current Salary: Pesos 150,000 per annum

Salary Expectations: Pesos 225,000 per annum

Results from skills tested Overall skills **70%**

Other related information

Career Path

Finance Manager	Gilead Sciences, Inc.	4yrs 3 mon
Financial Accountant	Kleiner Perkins...	3yrs 5 mon
Asst. Accountant	Intuit, Inc.	1y 2 mon

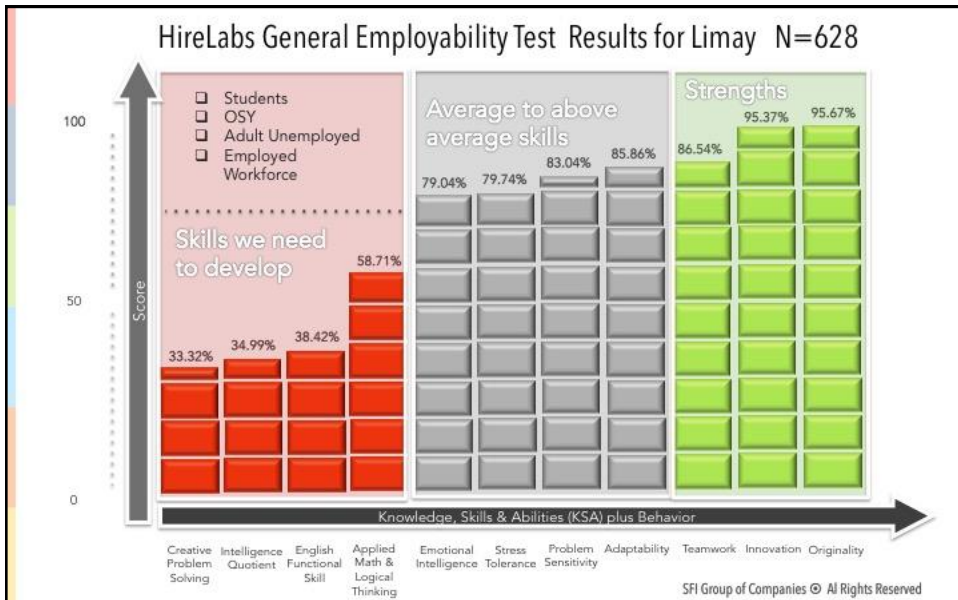
References

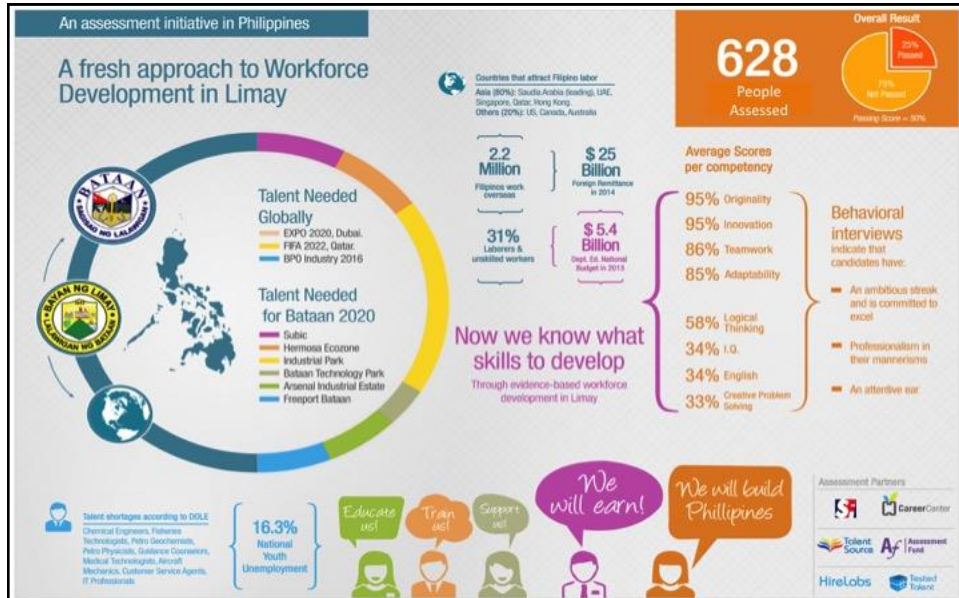
Jason Barton	Jasonb@gmail.com	+1 555 245 366
Jezreel Jimenez	jjimenez@outlook.com	+1 515 212 652
Farok Tannous	farouk@outlook.com	+1 555 950 895

Additional Comments: Switching job because of desire for growth, manages a team of 5, requires a notice period of 30 days

www. EmployabilityTest. com

Overall assessment Excellent





IV. Training Needs Analysis (TNA) Simplified

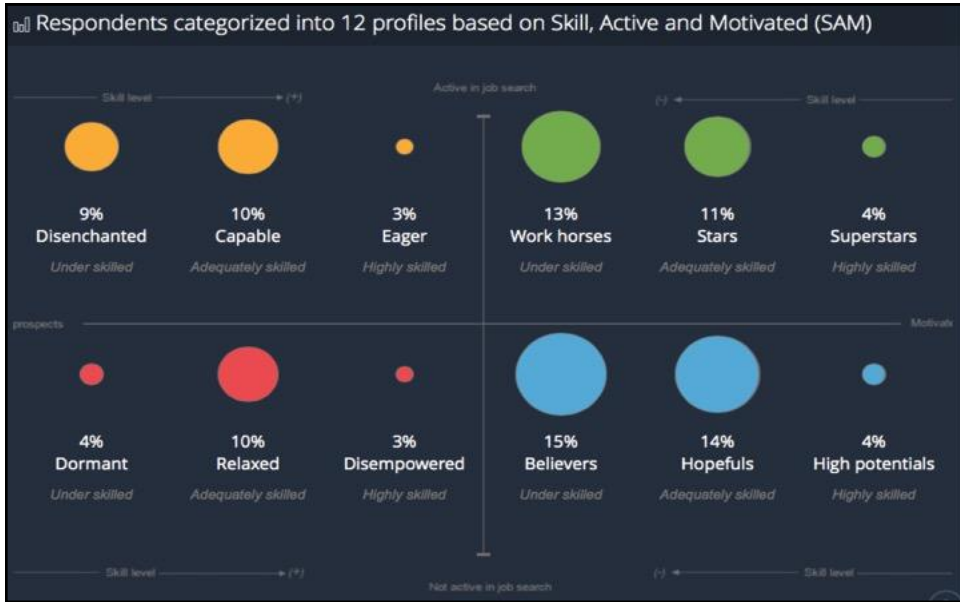
- ❑ The data that will be used to develop sound action plans in positioning the Philippines' workforce in the local and global workforce market.
- ❑ In addition, the information will also help DOLE in creating strategies that could establish sustainable sources of human resource and also address the needs of industries. (Create a Sustainable Talent Pipeline)

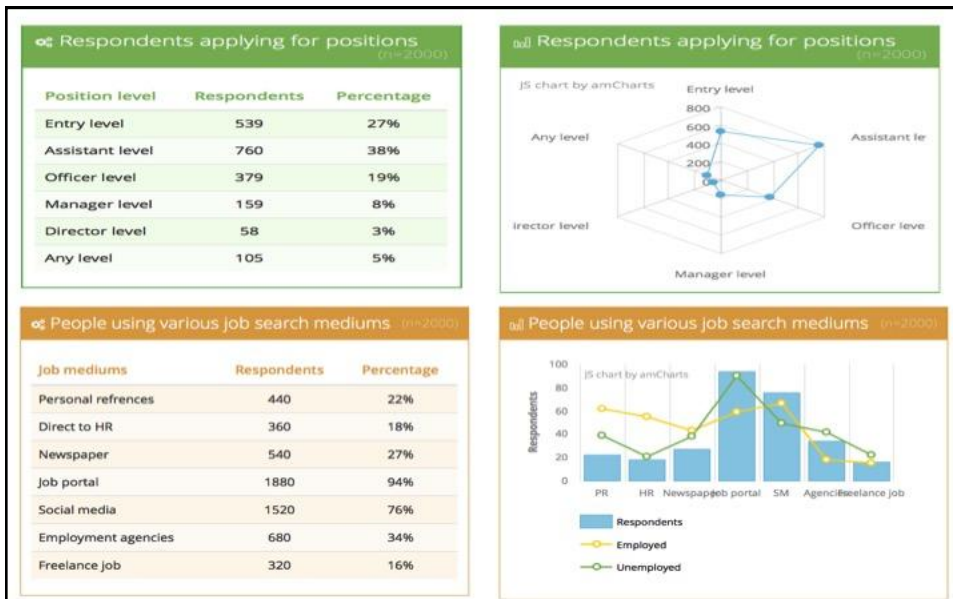




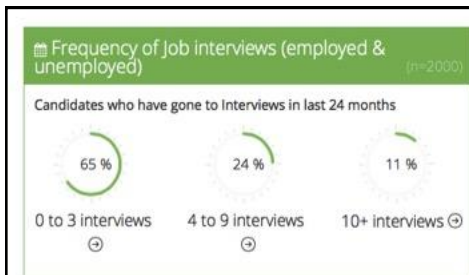
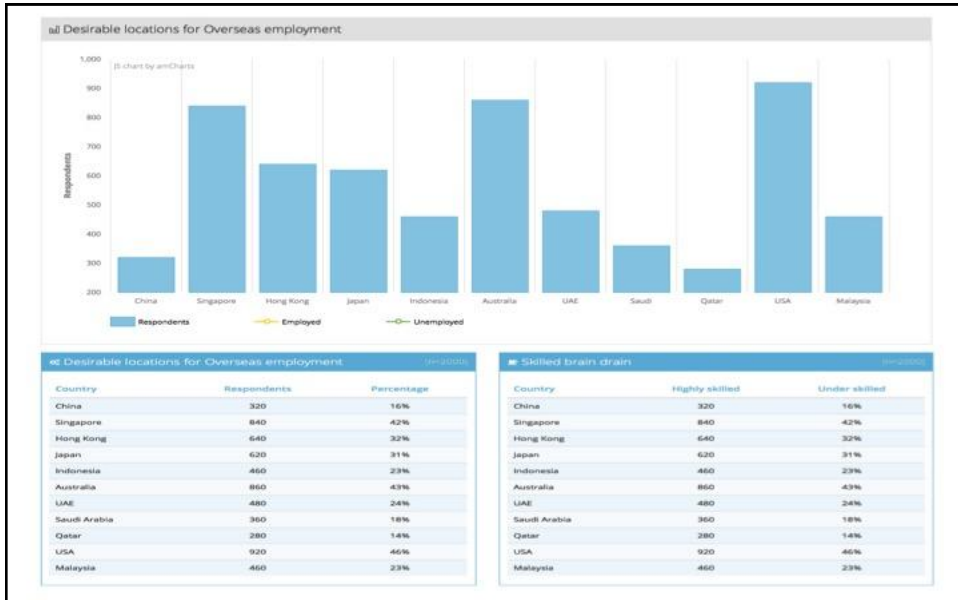
Information Dashboards and Data Analytics: Decision Support Systems





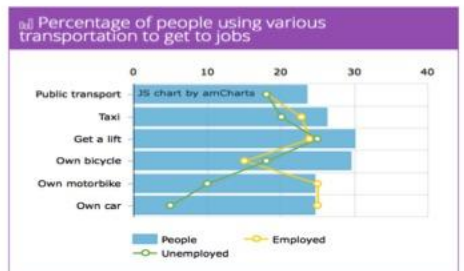


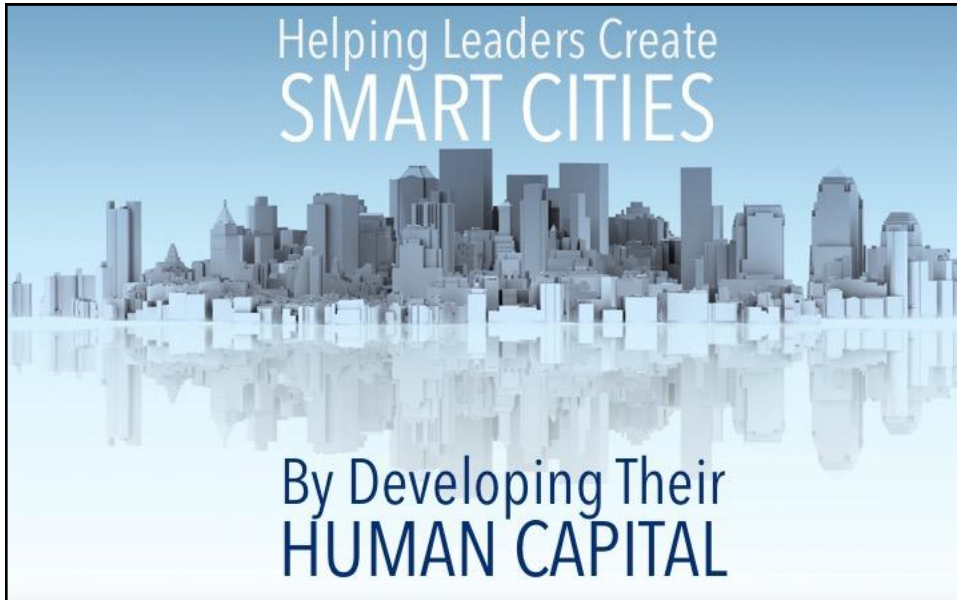


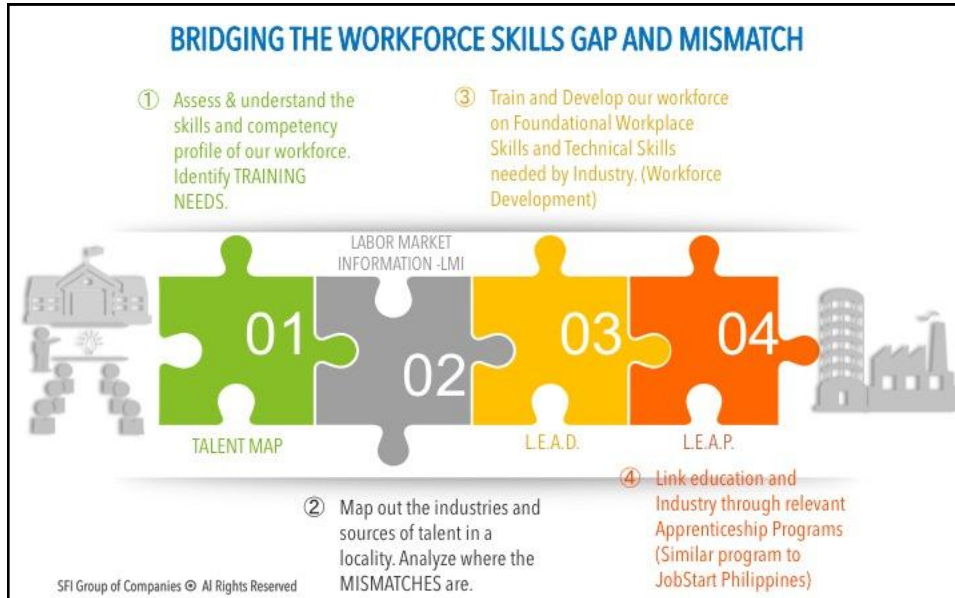


People using various transportation to get to jobs

Reasons	Respondents	Percentage
Public transport	110	41%
Taxi	90	45%
Get a lift	67	39%
Own bicycle	45	33%
Own motorbike	58	35%
Own car	50	28%







Benefits of the Philippine Talent Map Initiative

- ① Understand your Talent Landscape
- ② Use our tools and assessment for workforce planning
- ③ Our Dashboards can help you identify the training needs and gaps of your workforce, monitor performance and assess outcomes against objectives
- ④ Use the data and information for policy making - introduce a regulatory framework that supports workforce advancement



Benefits of the Philippine Talent Map Initiative

- ⑤ Create a Competency Framework for your city to provide better job opportunities
- ⑥ Up-skill, Train and Certify your Workforce – Complement classrooms with on-line training
- ⑦ Make your workforce your competitive edge and start building Smarter Cities

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The PESO offices of your Cities need your Support and Help:

- Resources required from LGU and PESO:
 1. Interview room
 2. Interviewers
 3. Computer Facility with Internet;
 4. Test facilitators
 5. IT Support


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With DOLE, PESO and the League of Cities of the Philippines ...



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What if the LGU's can help DOLE & PESO present a significant research on the Philippine Workforce in the upcoming APEC meetings on May?

What if the Philippines can be the very first country in the world to successfully do a Talent Map because of DOLE, PESO's League of Metro Manila Mayors' effort and unity?



COMPREHENSIVE TALENT PROFILE
TALENTMAP



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Questions and Comments?



Thank You So Much
and God Bless All of You!