



2006 SURVEY OF HOT JOBS HARD-TO-FILL OCCUPATIONS IN NON-AGRICULTURAL ESTABLISHMENTS

(Last in a five-part series)

This issue of LABSTAT Updates is the last in the five-part series on occupational employment patterns and talent shortage that focuses on the mix of policy and program interventions intended to address the problem of skill/talent shortage in the country. Statistics on this article were culled from the results of the 2006 BLES Integrated Survey of Establishment (BITS) - a nationwide sample survey covering 7,630 non-agricultural establishments with at least 20 workers.

OVERVIEW

This article takes off from the topic on "hard-to-fill" occupations that was featured in the previous issue of LABSTAT Updates (Vol. 12 No. 5). More specifically, this article takes a closer look on the policy and program interventions that respondents of the BITS considered as most crucial in addressing the shortage of professionals and skilled workers in the country.

SURVEY RESULTS

- As mentioned in the previous LABSTAT Updates, nearly one in every four establishments (22.9% or 5,815) has experienced some difficulties in recruiting qualified applicants to fill up job openings in their establishments in the past three years.
- A great majority (87.1% or 5,067) of them think that this

problem will persist in the future.

- When asked further what forms of intervention or measure they believed can resolve the problem of labor shortage, majority of the respondents (51.6%) were quite instructive in their responses. More specifically, these responses can be categorized into six (6) broad headings as follows:

- a) **Enhancement of the quality of education** to make them more responsive to the needs of the industry was most mentioned (21.9%). This response identified five (5) sub-components: (1) curriculum revisions in partnership with industry sector focusing on key competence such as English language proficiency, mathematics,

TABLE 1 - Proposed Policy and Program Interventions to Address Labor Shortage Problem, Philippines: June 2006

Intervention	Number	Percent
Total	5,067	100.0
Improve quality of education	1,109	21.9
Skills training	647	12.8
Strengthen Jobs Fair/PESO/LMI	341	6.7
Regulate overseas deployment of selected category of workers	288	5.7
Review of labor laws	133	2.6
Good macro-economic management	95	1.9
No recommendation/Not relevant	1,691	33.4
No response	762	15.0

Source of data: BLES, 2006 BITS.

- science and computer application technology; 2) investment on human resources, i.e., upgrading teacher's competencies; 3) closer supervision /regulation of colleges and universities particularly nursing schools; 4) increase budget for the Education Department/CHED; and (5) subsidies to private education or more scholarship grants in critical courses.
- b) **Manpower skills development** ranked second in importance (12.8%). This measure relates primarily to: 1) expansion of enrollment in vocational and technical education; and 2) enlargement of the scope of TESDA's short-term training programs and focus more on critical and emerging occupations that matter most to the needs of the industries.
- c) **DOLE employment facilitation programs** were mentioned by 6.7% of the respondents. These include programs that relate to: 1) conduct of more jobs fair; 2) strengthening of the PESO and job matching; and 3) provision of timely and relevant labor market information as a tool in career guidance and counseling for both students and parents.
- d) **The regulation of overseas employment** of selected professional and skilled workers were proposed by 5.7% of the respondents. This "highly unusual" proposal imposes a minimum years of service before a professional worker can be deployed overseas.
- e) **Review of labors laws** that will allow employers to adopt more flexible employment hiring arrangements; and

- f) **Good macro-economic governance** (1.9%) – as a broad response to the problem which could be interpreted to mean that good economic governance will yield positive labor market outcomes in the long run.
- A notable proportion (33.4%) of the respondents made no specific recommendation or has no ready response to the issue (15.0%). Most of them were respondents that did not experience recruitment problems.

FOR INQUIRIES:

Regarding this report contact **EMPLOYMENT AND MANPOWER STATISTICS DIVISION** at 527-3000 loc.312/313
Regarding other statistics and technical services contact **BLES DATABANK** at 527-3000 loc. 317
Or Write to BLES c/o **Databank, 3/F DOLE Bldg. Gen. Luna St., Intramuros, Manila, 1002**
FAX **527-93-24** E-mail: bles_dole@yahoo.com or blesemsd@yahoo.com
Or visit our website at <http://www.bled.dole.gov.ph>
