

REPUBLIC OF THE PHILIPPINES  
HOUSE OF REPRESENTATIVES  
Quezon City

SEVENTEENTH CONGRESS  
First Regular Session

House Bill No. 1148

HOUSE OF REPRESENTATIVES	
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Introduced by **MAGDALO Party-List Representative**  
**HON. GARY C. ALEJANO**

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**EXPLANATORY NOTE**

Section 2, Article XIV of the 1987 Constitution mandates the State to establish, maintain, and support, a complete, adequate, and integrated system of education relevant to the needs of the people and society.

Amongst the State institutions that abide by the mandates of the said section of the Constitution is our Armed Forces. The Armed Forces of the Philippines (AFP) established a responsive education and training system capable of building and developing the competence of our uniformed men and women. The education and training system in the AFP assists their personnel to be efficient in the use and employment of military hardware, equipment, and resources. The courses also prepare individuals to perform their specific tasks within the organization.

At the age of fifty-six (56), military personnel are compulsorily retired from the service as prescribed under Presidential Decree No. 1638, as amended by PD No. 1650, while others opt for early retirement after attaining at least twenty (20) years from active military service. Yet, the productivity of our Men and Women in uniform extends beyond their age of retirement. Our retirees are highly skilled due to the education and training they receive while on active duty. Thus, their continued employment would prove beneficial to our country if they will be given the chance to render their skills and expertise as civilian professionals.

However, active members of the military are deprived of this opportunity as there is a lack of system that accredits or recognizes the acquired knowledge, skills, and prior learning achieved by members of the military while on active duty. Their continued employment would help generate income which is spent in the economy. Their continued employment after retiring would also generate tax revenues which the government can use to fund programs for basic services.

To fill this gap, this proposed measure establishes an accreditation or equivalency system on all the courses and skills offered in the AFP and convert them into a degree which is recognized in the civilian sector to provide smooth transition between sectors and offer active personnel of the

military employment opportunities after their service in the AFP. This bill seeks to provide competent men and women of the AFP access to opportunities that will prepare them for high value jobs after their stint in the military.

In view of the foregoing, the immediate passage of this measure is earnestly sought.



HON. GARY C. ALEJANO

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AN ACT  
ESTABLISHING THE MILITARY TRANSITION SYSTEM WITHIN THE ARMED  
FORCES OF THE PHILIPPINES (AFP)

*Be it enacted by the Senate and House of Representatives of the Philippines in Congress assembled:*

ARTICLE I  
GENERAL PROVISIONS

1           **SECTION 1. *Short Title.***—This Act shall be known as the “*Military Transition System*  
2 *Act of 2016*”.

3  
4           **SEC. 2. *Declaration of Policy.***—It shall be the policy of the State to provide immediate  
5 support, benefits, and other form of assistance to members of the Armed Forces who have been  
6 separated in active service that shall ease the transition from military to civilian life through the  
7 provision of an equivalency course program and post-retirement assistance.

8           As such, the State shall device a system of academic equivalency and validation of skills  
9 acquired by the uniformed personnel of the AFP while in the performance of their duties  
10 highlighting their relevant work experience and training in order to harness their full potential  
11 and prepare them for higher value jobs upon their separation from service.

12  
13           **SEC. 3. *Coverage.*** – This Act shall cover all active uniformed military personnel from all  
14 branches of the Armed Forces as prescribed under Presidential Decree No. 1638, as amended by  
15 PD No. 1650.

16  
17           **SEC. 4. *The Military Transition System.*** – refers to the system designed to  
18 professionalize the members of the military and promote career development after their tour of  
19 duty in the Armed Forces of the Philippines.

20



1 Republic of the Philippines for the term of three (3) years and shall have the rank and  
2 compensation of a Bureau Director.

3 The Board shall be organized not later than sixty (60) days from the effectivity of this  
4 Act.

5  
6 **SEC. 8. *Annual Report.*** - The Board, thru the Secretary of National Defense, shall  
7 submit to Congress an Annual Report on its operation and accomplishments as well as an  
8 assessment of the implementation of the program.

9 Such report shall include the following:

- 10 a) total number of military personnel who participated in the program and the associate  
11 degrees or certificates awarded;
- 12 b) data related to the employment status of military personnel who participated in the  
13 program; and,
- 14 c) other data or statistics that the Board may identify in order to properly assess the  
15 implementation of this Act.

### 16 17 **ARTICLE III**

#### 18 **HIGHER EDUCATION COURSE AND PRIOR TRAINING EQUIVALENCY** 19 **PROGRAM**

20  
21 **SEC. 9. *Curriculum Development.*** - The Armed Forces of the Philippines shall  
22 maintain, and update periodically, a current curriculum of courses necessary to meet the needs of  
23 the military and their personnel. The curriculum shall provide character and leadership training,  
24 military instruction, and other matters pertaining to the required skills and knowledge of a  
25 personnel's chosen branch of service.

26  
27 **SEC. 10. *Course Equivalency Program.*** - The Board, in collaboration with various  
28 higher education institutions, shall establish an equivalency program and standard for credit on  
29 all the courses offered by the AFP to its personnel.

30  
31 **SEC. 11. *Accreditation of Institutions Offering Equivalency Courses.*** - An institution  
32 of higher education may offer an equivalency degree consistent with this Act after they have  
33 been accredited by the Board. The Accreditation shall be based on the following criteria:

- 34 a) The institutions are duly recognized by CHED to offer higher education courses;
- 35 b) The curriculum meets the standards provided for by the Board;

- 1 c) The performance of the instructors as well as the students enrolled in the accredited  
2 higher education based on the performance measures to be designated by the Board;  
3 and,  
4 d) Other criteria identified by the Board.

5 **SEC. 12. *Work Experience and Knowledge Evaluation.*** – CHED together with qualified  
6 institutions of higher learning shall certify, after thorough evaluation, the pertinent work  
7 experience and knowledge of expertise acquired by a military personnel from the curriculum as  
8 well as formal and non-formal training toward the awarding of an appropriate academic degree.

9 In case of deficiencies, CHED shall require an applicant to undergo remedial studies or  
10 academic supplementation through formal course work offered by the AFP or by a qualified  
11 institution of higher learning in order to satisfy pertinent requirements needed for the awarding  
12 of a degree as accredited by an institution of higher education.

13  
14 **SEC. 13. *Technical Skills Accreditation.*** – The AFP together with the Technical  
15 Education and Skills Development Authority (TESDA) shall develop a system of competency  
16 and matching standards of all the skills training offered in the AFP. TESDA may offer additional  
17 trainings among their list of trainings offered, given that the AFP identify such trainings as  
18 beneficial to their personnel and organization. As such, they shall therefore jointly conduct a  
19 review of all the skills training offered in the AFP upon the enactment of this Act.

20  
21 **ARTICLE IV**  
22 **EMPLOYMENT ASSISTANCE**

23  
24 **SEC. 14. *Employment Assistance to Active Uniformed Military Personnel.*** – Aside,  
25 from establishing an Equivalency Course Program, the Board, in carrying out the provisions of  
26 this Act, in coordination with the Secretary of National Defense shall do the following:

- 27 a) Provide information concerning employment and training assistance, including:  
28 1) labor market information;  
29 2) civilian workplace requirements and employment opportunities;  
30 3) instruction in resume preparation, and;  
31 4) job analysis techniques, job search techniques, and job interview techniques.  
32 b) Provide information concerning national and local programs, and programs of  
33 military and veterans' service organizations, that may be of assistance to such  
34 members after separation from the Armed Forces.  
35 c) Conduct outreach to employers to assist veterans in gaining employment, including  
36 conducting seminars for employers and, in conjunction with employers, conducting  
37 job search workshops and establishing job search groups.

- 1 d) Provide information and other assistance to retired members of the Armed Forces in  
2 their efforts to obtain loans and grants from banks, and other financial loan  
3 institutions.
- 4 e) Provide information about the geographic areas in which retirees will relocate after  
5 separation from the armed forces, including, to the degree possible, information about  
6 employment opportunities, the labor market, and the cost of living in those areas  
7 (including, to the extent practicable, the cost and availability of housing, child care,  
8 education, and medical and dental care).
- 9 f) Work with military and veterans' service organizations and other appropriate  
10 organizations in promoting and publicizing job fairs for such members.
- 11 g) Provide information on existing trainings on entrepreneurship by government  
12 agencies as well as possible sources of financing for entrepreneurial projects of the  
13 qualified retired members of the armed forces; and,
- 14 h) Loan opportunity for setting-up of a small business.
- 15

16 **SEC. 15. *Employment Assistance Centers.*** – The Armed Forces of the Philippines shall  
17 establish Employment Assistance Centers in appropriate military installations to ensure wider  
18 and easier access to the different Programs available to retiring/ exiting members of the Armed  
19 Forces.

20

21 **ARTICLE V**  
22 **MISCELLANEOUS PROVISIONS**

23

24 **SEC. 16. *Charges and Fees Waived.*** - All government agencies and instrumentalities,  
25 including government-owned and controlled corporations (GOCCs) and local government units  
26 (LGUs), shall not collect fees or charges from a Filipino citizen; Provided, that such fee or  
27 charge is paid in connection with the application for and the granting of licenses, proof of  
28 identification, clearance, certificate, or other document usually required in the course of  
29 employment, and; Provided further, that the person is applying for such license, proof of  
30 identification, clearance, certificate, or other document within one (1) year after retiring/ exiting  
31 from the military service.

32

33 **SEC. 17. *Appropriation.*** - The amount necessary for the initial implementation of this  
34 Act shall be charged against the appropriations of the Department of National Defense (DND)  
35 under the current General Appropriations Act. Thereafter, the funds needed for the continued  
36 operation of the Board shall be included in the Annual General Appropriations Act.

37

1           **SEC. 18. *Implementing Rules and Regulations.*** – The Secretary of National Defense  
2 shall, together with the AFPCOS, the Chairperson of CHED and the Chairperson of the TESDA,  
3 shall promulgate the implementing rules and regulations, orders, and other issuances as may be  
4 necessary to implement and carry out the intent, objectives, purposes, and provisions of this Act.

5           **SEC. 19. *Separability Clause.*** – Should any part or provision of this Act be declared  
6 invalid or unconstitutional, none of the other parts or provisions hereof shall be affected thereby.

7  
8           **SEC. 20. *Repealing Clause.*** – All laws, rules and regulations or parts thereof  
9 inconsistent with this Act are hereby repealed or modified accordingly.

10  
11           **SEC. 21. *Effectivity.*** – This Act shall take effect after fifteen (15) days following its  
12 complete publication in the Official Gazette or in any daily newspaper of general circulation in  
13 the Philippines.

Approved,