MEMORANDUM OF AGREEMENT: GUIDELINES IN THE EXECUTION OF STUDENT WORK IMMERSION

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As part of the vision and mission of the Department of Education where in students are made ready to become productive members of the society, students are provided with the curriculum that will equip them with the necessary skills that will help them in surviving the economy. One way of preparing the youth is by training them to become skilled workers or educated business men and women.

As the K to 12 curriculum includes the senior high school as part of the basic education system, this also brought about several changes and transformations from what has been traditionally conducted Basic Education Curriculum. One striking aspect of the new education system is the deployment of the grade 12 students as work immersionist. Here, students are brought to partner institutions to be exposed to the real scenario of work. One objective of this program is to acquaint the student properly and appropriately on the rules of conduct on becoming employees or owners of businesses. Skills and knowledge gained at school are then executed in the work place to see how the theories gain from the classroom are executed. This promotes a good sense of responsibility on the end of the student because they come to realize the gravity of their work and even to a point of realization of the extent of their potentials as workers or business owners.

Unfortunately, in the implementation of the work immersion, there are cases where it is unclear for the partner institutions as to what extent are their responsibility and hold on the
student immersionist. There were some reports that companies denies the continuity of the program having problems with the immersionist. In some cases, the immersionist themselves withdraw from the partner institutions because they feel that they become exploited. To solve these circumstances, it is vital that both the school and the partner institution have a clear cut understanding of the extent of their roles, duties and obligations to the students. This can be even made clearer through the orientation of the Memorandum of Agreement (MOA) for Student Work Immersion. What does the MOA include?

The MOA indicates the date of effectivity of the deployment of the student work immersionists. This states the school, school address and the principal as the person responsible for the welfare of the students to be deployed. This also states the name of the partner institution, its address and owner being the recipient of the student immersionists. The second part of the MOA indicates the description of the school and the partner institution. Furthermore to that, the rationale behind the implementation of the work immersion is discussed. The next part details the objectives of the work immersion program, the duties, responsibilities and limitations of the partner institutions as well as the school with regard to the student immersionists, time frame of effectivity of partnership, nondisclosure provisions and intellectual property rights of the outputs made by the students.

More specifically, the MOA states the number of hours the student will perform his/ her tasks. The starting and end date of the students reporting to the company, requirements set forth to accomplish the work immersion program. Other provisions such as meal allowances, transportation allowances, schedule of work, termination of student immersion contract, control of development of professional behavior of the student, employer employee relationship, and other benefits as well as limitations of both the student and the partner institution.
In the final part of the MOA, it can be seen there the signatories for the representative of the school and the partner institutions together with their witnesses. The MOA is then signed by either by the School principal or the Schools Division superintendent depending on the scale of the partner institution. To make the MOA legal and binding, it is then notarized and both parties are provided with copies for perusal.

If all of the provisions of the MOA are clearly understood by the school and the partner company, then it is safe to assume that the work immersion program will be truly successful and living to its main objective in preparing the students after graduation. The vision of DepEd will now be closer to realization.

References:
DepEd SDO Bataan Memorandum Of Agreement For Work Immersion Partnership
DepEd Order 30, s. 2017 – Guidelines for Work Immersion