Employee 1 and Employee 2 have applied for the Teacher I Position in one of the prestigious schools in the Philippines. After completing the application process, Employee 1 bagged rank 1 while Employee 2 secured rank 2. After the tedious process, Employee 2 was hired instead of Employee 1 because she was recommended by the governor of the province.

This is an example of a case that existed. Most of the eligible aspirants were not hired because they do not have connections with powerful persons in the community. The scenario was rampant for a very long time but was put into an end when Republic Act No. 10968 or the Philippine Qualification Framework was enacted in January 2018.

So, what is the Philippine Qualification Framework? The Philippine Education Framework reiterates the guidelines on hiring the applicants based on their educational levels, knowledge, skills, and attitudes acquired from schooling.

The Philippine Qualification Framework has eight educational levels. The knowledge, skills, and attitudes learned in the Senior High School served as the building block of the eight educational levels. If you will analyze the figure, the framework has resulted from the collaboration of the Department of Education, TESDA, and the Commission on higher education.

So how will the Filipino people benefit from the Philippine Qualification framework?

The framework ensures an equal opportunity for every Filipino who applied for a specific position.
The framework provides the career path of an individual since the certificates of training and the diploma obtained in higher education can be used in and out of the country.

The guidelines for assessment knowledge and skills are standardized throughout the country.

The framework has standardized qualification standards in the country.

In my point of view, The Philippine Qualification Framework is important because it creates an equilibrium between education and employment. Job mismatched will be eradicated, thus, the graduates’ knowledge, skills, and attitudes are aligned with the requirements needed in various companies and industries all over the country. An increase in productivity of workers will predispose economic progress.

To end up, we should remember that balance occurs when both the opposing forces are equal. The same principle can be applied to the hiring system in the country. Dissonance will only transpire if a state of imbalance occurs.

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