K to 12 TRANSITION PROGRAM

- CONTEXT: K to 12 Transition Period
- IRSE Grants:
  - Orientation
  - FAQs
  - Application Process
IMPLICATIONS OF THE NATIONWIDE IMPLEMENTATION OF SENIOR HIGH SCHOOL - ENROLLMENT PER YEAR LEVEL
SY 2020 - 2021
Investing in the Future of Higher Education
The CHED K to 12 Transition Program

• In light of this, the CHED K to 12 Transition Program – Project Management Unit (PMU) was established in order to
  (1) mitigate the negative impact on labor and,
  (2) use this opportunity in order to improve the competencies of HEIs and their personnel to ensure high quality and relevance higher education in the Philippines.

• The transition program will run for five (5) years (2016-2021) and will provide support through the provision of a menu of grants for faculty, staff, and HEIs.

• CHED’s grants for faculty and staff are meant for deloaded personnel who are retained in their HEIs but have lesser or no teaching/work load.

• For HEI personnel who were displaced, other government agencies such as DepEd (“Green Lane” for HEI personnel to be SHS teachers) and DOLE (Adjustment Measures Program) have also come up with programs to cater to their needs.
THE K TO 12 TRANSITION AND HIGHER EDUCATION

Big opportunity to engage faculty without taking away from instruction

Government funding available for Faculty Development Programs
CHED Kto12 TRANSITION PROGRAM
COMPONENT GRANTS

Instruction, Research & Sectoral Engagement (IRSE) Grants
(CMOs 11, 12, 13, 14, s.2016)
INSTRUCTION, RESEARCH AND SECTORAL ENGAGEMENT (IRSE) GRANTS

Relevant Documents For Sending HEIs:

**CMO 14, series of 2016** – Guidelines for Availing of Instruction, Research and Sectoral Engagements (IRSE) Grants under the K to 12 Transition Program

**Memorandum from the Chairperson (April 26, 2016)** – Clarifications on the Implementation of IRSE Grants (CMO 14, series of 2016)

INSTRUCTION, RESEARCH AND SECTORAL ENGAGEMENT (IRSE) GRANTS

Relevant Documents For Sectoral Partners:

CMO 11, series of 2016 – Guidelines for Delivery of IRSE Grants under the k to 12 Transition Program

CMO 12, series of 2016 – Implementing Guidelines for Civil Society Partnerships under the Sectoral Engagements Component of the IRSE Grants

CMO 13, series of 2016 – Implementing Guidelines for Industry Partnerships under the Sectoral Engagements Component of the IRSE Grants
WHAT IS IRSE?

NATIONAL DEVELOPMENT GOALS

INSTRUCTION

RESEARCH

EXTENSION

COMMUNITY ENGAGEMENTS

Complementing knowledge with practice and application through partnerships with Government, Industry and Civil Society
The IRSE Grants

Caters to faculty and staff who are retained in their HEIs but:

1. Will have reduced teaching or work loads (deloaded faculty or staff) during the K to 12 Transition Period (2016-2021), and thus cannot commit to full-time graduate studies/scholarships;

2. Preferably those who already have relevant Masters or Doctorate degrees, and can benefit from engagements in Instruction, Research, Creative or Technology Projects, and Sectoral Engagement;

3. The nominations can be based on the particular development need of faculty or staff, or the strategic direction of the HEI;
Differentiating from Scholarship Grants

More flexible—both in timing and in developmental needs

More context heavy—a focus on practice for sectoral engagements, and according to real needs for training programs (e.g. training for new GE, training to teach higher education, research training)

Takes on a lifelong learning perspective—broadening the perception of faculty and staff development to go beyond graduate studies

Need to change perceptions in what it means to “upgrade qualifications” -- not just graduate degrees, but experience
PHASED IMPLEMENTATION OF IRSE GRANTS

INSTRUCTION
AY 2017-2018

RESEARCH

SECTORAL ENGAGEMENT
1st Sem, 2016
UPCOMING IRSE COMPONENTS

**INSTRUCTION** AY 2017-18

Provide training for faculty members to improve instruction in light of the revised G.E. Curriculum and latest developments in content and pedagogy for higher education.

**RESEARCH, CREATIVE, TECHNOLOGY GRANTS**

2nd Semester, AY 2016-2017

Substantially increase the quantity of *faculty-initiated* high-impact research across disciplines for academic publication, public exhibition (creative arts and humanities) and technology production.
SECTORAL engagement Grants

COMPLEMENTING THEORY WITH PRACTICE THROUGH IMMERSION

Available starting June 2016
Immerse where?

SECTORAL PARTNERS include

**INDUSTRY:** Private, for-profit companies

**CIVIL SOCIETY:** NGOs, POs, Church-based organizations, Foundations

**GOVERNMENT:** National, Regional, Local Government Agencies and GOCCs
INDUSTRY ENGAGEMENTS seek to address long standing and systemic problems on job-skills mismatch, and college graduate employability. Through faculty immersion, and other industry linkaging activities, we aim to strengthen higher education by ensuring industry-relevant instruction and curriculum.
IMPLEMENTING GUIDELINES for INDUSTRY PARTNERSHIPS
Industry associations, local private companies, and multinational companies

The Talent Problem

NEW GRADUATE  INDUSTRY

Job Skills Mismatch
IMPLEMENTING GUIDELINES for INDUSTRY PARTNERSHIPS
Industry associations, local private companies, and multinational companies

The Training Problem
IMPLEMENTING GUIDELINES for
INDUSTRY PARTNERSHIPS
Industry associations, local private companies, and multinational companies

Faculty Immersion Model
**RATIONALE**

**SYMPTOMS**

The Talent Problem: mismatch between our graduates’ competencies and needs of industry

**CAUSES**

The Training Problem: mismatch between what is taught and what is being practiced

**SOLUTION**

Aligning Industry-Academe Practices: Updating faculty knowledge with current practice through faculty immersion and collaborative engagements.

**BENEFITS**

Multi-Sectoral Synergy: Aligning curriculum with industry practice, solving practical problems and cultivating a new generation of talent.

*UNESCO, 2009; Project JobsFit, 2014*
Suggested Engagement Types:

1. *Immersive Learning* - faculty immersion
2. *Technical Services* - solving practical problems
3. *Commissioned Research* - partner-identified research project
COMMUNITY ENGAGEMENTS possess the highest potential in making academe respond effectively to social and economic needs of communities. It is also a unique opportunity to not only inform instruction and curriculum, but also to help faculty in presenting Development work as a viable career option for students.
Academe - NGO Collaboration

Aniekwe, et. al., 2012
Suggested Engagement Types:

1. *Community Outreach Officer* – pre to post-project implementation
2. *Trainer* – creating, editing, revising training modules and conduct of training
3. *Materials Development Specialist* – creating and editing print or online modules other than training materials
Suggested Engagement Types:

4. *Technology Transfer Specialist* – development and transfer of technologies (orientation, training)

5. *Operations and Processes Specialist* – identifying bottlenecks and proposing solutions to improve efficiency (e.g. HR, accounting, finance, etc)

6. *Commissioned Research* – partner identified research project
GOVERNMENT ENGAGEMENTS are an opportunity for faculty to participate in governance and play a significant role in the development agenda of the nation. Faculty can take part in initiatives with wide reach and impact, thus gaining a broader awareness of local and national issues.
Why partner with Government Agencies?

NATION-BUILDING

- Technical expertise
- National development
- Large-scale impact

PARTICIPATORY GOVERNANCE

- Civil service
- Viable career path
- Sustainable change
- National development
- Local development
- Professionalizing work
Suggested Engagement Types (hybrid of Industry and Civil Society):

1. Trainer
2. Materials Development Specialist
3. Operations and Processes Specialist
4. Technical Services Engagement
5. Commissioned Research
HOW MUCH IS THE GRANT?

FULL-TIME ENGAGEMENTS
PhP 20,000 or personnel’s net monthly salary, whichever is lower

PART-TIME ENGAGEMENTS
PhP 10,000 or half of personnel’s net monthly salary, whichever is lower

FULL-TIME
40 hours of output/week

PART-TIME
20 hours of output/week
HOW MUCH IS THE GRANT?

Net Monthly Salary
= gross income – income tax.

On SUC/LUC Compensation
As per DBM Consultation, SUC/LUC Plantilla Personnel are not entitled to receive the monetary grants as they remain entitled to receive their full compensation and benefits from their SUC/LUCs.

(Memorandum from the Chairperson dated April 26, 2016)
WHAT ABOUT SUC PERSONNEL?

Counterpart Funding
Sectoral Partners (Industry, Civil Society, and Government) may provide allowances and/or honoraria for the grantees. For government agencies, provision of allowances and honoraria are subject to existing DBM policies for provision of such to SUC personnel.
HOW LONG DOES AN ENGAGEMENT LAST?

**Sectoral Partner Side**
Min: 6 months
Max: 5 years

**Grantee Side**
Min: 6 months
Max: 2 faculty years

*Where one full time semester is half (½) a faculty year, and one part time semester is one fourth (¼) a faculty year.*
Case #1: A 3-year engagement

Sectoral Partner:
Government Agency Region Y

Engagement Type:
Commissioned Research

Project:
Impact Evaluation Study

Duration:
3 years

Slot:
1

Nature of Engagement:
Full-time

Grantees:
Kevin Nera, Clar Gomez

Because the maximum duration for an IRSE Grantee is 2 years, one possible way to accommodate the 3 year engagement is as follows:

First two years:
1st Sem 2016: Kevin Nera
2nd Sem 2016: Kevin Nera
1st Sem 2017: Kevin Nera
2nd sem 2017: Kevin Nera

Third year:
1st Sem 2018: Clar Gomez
2nd Sem 2018: Clar Gomez

*After 2nd sem 2017, Kevin Nera will have already used the maximum years for each grantee.
Case #2: A 3-year engagement

Sectoral Partner:
Government Agency Region Y

Engagement Type:
Commissioned Research

Project:
Impact Evaluation Study

Duration:
3 years

Slot:
1

Grantees:
Kevin Nera, Clar Gomez

Because the maximum duration for an IRSE Grantee is 2 years, one possible way to accommodate the 3 year engagement is as follows:

First two years:
1st Sem 2016: Kevin Nera
2nd Sem 2016: Kevin Nera
1st Sem 2017: Clar Gomez
2nd sem 2017: Clar Gomez

Third year:
1st Sem 2018: Kevin Nera
2nd Sem 2018: Kevin Nera

*Grantees can use their two years anytime between 2016-2021.
CAN A GRANTEE STILL TEACH WHILE DOING ENGAGEMENTS WITH A SECTORAL PARTNER?

Yes, provided that

1. grantee can **accomplish all deliverables** required by the sectoral partner; and

2. the work arrangements are **mutually agreed upon** by the grantee, sending higher education institution (SHEI) and the sectoral partner.
There is no limit as to the number
...of slots requested per agency
...of number of nominees per Higher Education Institution
...of slots allotted per region
### Targets:

<table>
<thead>
<tr>
<th>Sectoral Engagement</th>
<th># of Grantees</th>
<th>Target for First Sem</th>
<th>Target for Second Sem</th>
</tr>
</thead>
<tbody>
<tr>
<td>Industry</td>
<td>73</td>
<td>1280</td>
<td>2000</td>
</tr>
<tr>
<td>Civil Society</td>
<td>10</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Government</td>
<td>22</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
IRSE GRANTS: QUICK RECAP

1. Faculty and non-teaching staff can avail
2. Industry, civil society, or government
3. Monthly Grant
4. Direct Disbursement
5. Full-time or Part-time
6. 2016-2021
Sectoral engagements allow ...

**Grantees** to immerse themselves and receive monthly grants

**HEIs** to ensure relevance of instruction

**Sectoral Partners** to tap the expertise of HEI personnel in responding to stakeholders’ concerns
FREQUENTLY ASKED QUESTIONS
ELIGIBILITY REQUIREMENTS FOR GRANTEES

Q: Which Higher Education Institutions (HEIs) are eligible to nominate grantees?
A: ALL HEIs are eligible to nominate their personnel but grantees from SUC/LUC Plantilla will not receive the monetary grant.

Q: Who can be nominated?
A: Faculty AND non-teaching staff may be nominated regardless of tenure provided that the SHEI justifies how each nomination would contribute to achieving their HEI’s strategic plan.
Q: What does the grant cover?
A: The grant is meant to cover the time that the grantee spends for the engagement. While it is up to the grantee how to use the grant, we do not expect it to cover for long-distance travel expenses and the purchase of equipment or supplies to conduct an engagement or research.

Q: Where can funds for such expenses come from?
A: Sectoral partners are highly encouraged to provide counterpart funding for such expenses. Sending HEIs may also provide counterpart funding according to their own arrangement. Also, CHED is striving to ensure the local availability of engagements to minimize travel costs.
Q: Where will the sectoral partners be?
A: CHED is striving to ensure that a sufficient number of quality engagements would be available in all regions.

Q: How does CHED broker partnerships?
A: Presently, there are four sources of partners, namely:

1. Partnerships brokered at the **CHED Central level** with agencies and umbrella organizations that have available engagements in more than one region.
2. Partnerships brokered at the **regional and local level** through the partnership between CHED Regional Offices and the NEDA Regional Development Councils.
3. **Existing HEI partnerships** with sectoral partners
4. **HEI-Initiated partnerships** with sectoral partners
**EXISTING AND HEI-initiated Partnerships**

**Q: How do we apply?**

**A:** SHEIs must submit the following with their Nominations.  
*(See Memo from the Chair dated May 31, 2016)*

<table>
<thead>
<tr>
<th>Forms</th>
<th>Existing Partnerships</th>
<th>New Partnerships</th>
<th>Source</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Forms</strong></td>
<td>For Industry and Civil Society Partners</td>
<td></td>
<td>Appendix 1 &amp; 2 from CMO No. 12 &amp; 13, s. 2016</td>
</tr>
<tr>
<td></td>
<td>✓ Partner Profile Form (word file)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>✓ Engagements Proposal Form (word file)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>✓ Documentary requirements specified in Appendix 1 of the Partner Profile Form</td>
<td></td>
<td></td>
</tr>
<tr>
<td>For Government Partners</td>
<td>✓ Partner Profile and Engagements Proposal Form (excel sheet)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>✓ Cover letter explaining the nature of the partnership</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>✓ Project Proposal covering all pertinent details for the partnership that includes, but is not limited to, the nature of engagements, duration of partnership, areas of coverage, number of personnel needed</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Proof of Partnership</td>
<td>Notarized copy of existing MOA</td>
<td>Exchange of letters or written certification of the verbal agreement of the partnership, duly signed by representatives of the HEI and the partner</td>
<td>SHEI and Partner</td>
</tr>
</tbody>
</table>
Q: Where can we view the list of approved sectoral partners?
A: The list of approved sectoral partners are available in the CHED K to 12 Wordpress: https://chedk12.wordpress.com/irse-partners/
## GOVERNMENT PARTNER MOA Status

<table>
<thead>
<tr>
<th>Name of Agency</th>
<th>Regions Involved</th>
</tr>
</thead>
<tbody>
<tr>
<td>Department of Social Welfare and Development</td>
<td>Agency-wide MOA, covers all interested units and regional offices</td>
</tr>
<tr>
<td>Department of Environment and Natural Resources – Environmental Management Bureau</td>
<td>Covers all interested DENR-EMB offices, currently - NCR, CAR, 3, 5 4-B, 6, 8, 9, 12, CARAGA</td>
</tr>
<tr>
<td>Early Childhood Care and Development Council</td>
<td>NCR</td>
</tr>
<tr>
<td>Philippine Sports Commission</td>
<td>Luzon research project</td>
</tr>
<tr>
<td>People’s Television Network, Inc.</td>
<td>NCR</td>
</tr>
<tr>
<td>Foreign Service Institute</td>
<td>NCR</td>
</tr>
<tr>
<td>Department of Education – Summer Institute of Linguistics</td>
<td>Covers regions where a Lead HEI to study a specific language has been identified</td>
</tr>
<tr>
<td>Department of Health Regional Office IV</td>
<td>RO-wide MOA</td>
</tr>
</tbody>
</table>
### GOVERNMENT PARTNER MOA Status

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<thead>
<tr>
<th>Name of Agency</th>
<th>Regions Involved</th>
</tr>
</thead>
<tbody>
<tr>
<td>Department of Science and Technology</td>
<td>Agency-wide MOA, covers all interested units, attached agencies and regional offices</td>
</tr>
<tr>
<td>Local Government Unit of Tangub (Region X)</td>
<td>LGU-wide MOA, Region X</td>
</tr>
<tr>
<td>Department of Interior and Local Government (Region III)</td>
<td>RO-wide MOA</td>
</tr>
</tbody>
</table>
**TERMINATION**

**Q:** Can a sectoral partner recommend termination of a grant?

**A:** Yes, provided that there are just causes such as non-compliance with internal policies of the sectoral partner especially with regard to attendance, disclosure of sensitive information, etc.

**Q:** Can a grantee request for the termination of a grant?

**A:** Yes, provided that there are just causes.

**Q:** Process for requesting grant termination?

**A:** The request must be put in writing and submitted with documentation. CHED will deliberate and inform all concerned parties of the decision.
Q: What will happen when a partner terminates an engagement?
A: If CHED approves the request, the engagements will be terminated for the semester/s concerned. Terminated grantees can be prohibited from availing of other grants from CHED in the future, unless the justifications for termination are deemed valid.

Q: What will happen when a grantee terminates an engagement?
A: If a grantee’s request to terminate an engagement is granted, said grantee may look for another engagement where s/he can immerse her/himself provided that the sectoral partner is amenable to accepting the said grantee.
RETURN SERVICE OBLIGATION

Q: Can the partner hire the grantee during/immediately after the engagement?
A: During the engagement proper, partners are prohibited from hiring CHED Grantees. After the engagement, grantees are required to render return service to their SHEI following a ratio of 1:1 of time under the grant.
I. TIMELINE FOR SHEI NOMINATIONS

1. DEADLINE FOR MID-SEMESTER ENGAGEMENTS
   - June 25, 2016

2. TARGET RELEASE OF APPROVED IRSE NOMINEES
   - 1st - 2nd Week of July

3. Start of Grant Proper (Special semester)
   - August 1, 2016
I. TIMELINE FOR SHEI NOMINATIONS

1. **Deadline for Second Semester Engagements**: September 2, 2016

2. **Target Release of Approved IRSE Nominees**: 3rd-4th Week of September 2016

3. **Start of Grant Proper (Second semester)**: 1st Week of November 2016
Next steps for Approved Nominees:

1. **Provisional Notice of Award will be sent to Sending HEI** which includes the names of grantees, detailed guide for the online platform and next steps, and copies of the necessary forms and contracts.

2. **Verification e-mail will be sent to each approved nominee** for online account creation.

Faculty and staff can create their online profile containing information that potential partners may want to know.
QUESTION AND ANSWER PORTION
Download links:

Sending HEI Nomination Forms: 
bit.ly/sheinominationkit

List of Approved Grantees: 
https://chedk12.wordpress.com/irse-nominees/

List of Approved Partners: 
https://chedk12.wordpress.com/irse-partners/

Status of Nominations: 
https://chedk12.wordpress.com/irse-shei-tracker/
CONTACT US:

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