Republic of the Philippines
Department of Education
REGION I

DEPARTMENT OF EDUCATION
RECORDS SECTION, REGIONAL OFFICE NO. 1
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DATE: NOV 18 2026

REGIONAL MEMORANDUM
No. 1538, s. 2026

TUPAD SEVEN FLAGSHIP INNOVATIONS

To: Schools Division Superintendents

1. This is with reference to letter of Dr. Honorina Dian-Baga, Regional Director of Department of Labor and Employment – Regional Office I (DOLE-ROI) dated November 4, 2026 on TUPAD Seven Flagship Innovations.

2. This letter serves as a common reference for all participating agencies to ensure that the said innovations are effectively communicated, monitored, and implemented.

3. This Office requests the Schools Division Offices to support these innovations and designate a Focal Person for TUPAD ARAL to facilitate a common understanding of the program's implementation policies and requirements. The designated focal person shall register on the link https://tinyurl.com/TUPAD-ARALFocPerDetails on or before November 20, 2026.

4. For questions and clarifications, please contact the DOLE Technical Support Services Division through ro1_tssd@dole.gov.ph or telephone (072) 888-0047.

5. Annexes to these flagship innovations is attached to this Memorandum for your reference.

6. For information and dissemination.

ESTELA P. LEON-CARINO, EdD, CESO III
Director IV/Regional Director

Encl.: Letter
Reference: Letter of UP Namnama dated November 9, 2026
To be indicated in the Perpetual Index
Under the following subject:

PARTNERSHIP

CLMD/rblj/RM_TupadSevenFlagshipProgram
November 16, 2026

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Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
Regional Office No. I
RSRK Building, Biday, City of San Fernando, La Union

DEPARTMENT OF LABOR AND EMPLOYMENT

BAGONG PILIPINAS

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DEPARTMENT OF EDUCATION
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BY: TIME: 1:28

04 November 2026

ESTELA P. DE LEON – CARIÑO, EdD, CSO
Regional Director
Department of Education Region 1
Don Flores St., Catbangen, City of San Fernando, La Union

Subject: **Stakeholders' Coordination Meeting on the TUPAD Seven Flagship Innovations: Inter-Agency Matrix and Program Guidelines**

Dear **Dir. Cariño:**

Greetings from the Department of Labor and Employment, Regional Office No. 1, City of San Fernando, La Union!

We extend our sincere gratitude to you and your representatives for participating in the **Stakeholders' Coordination Meeting on the TUPAD Seven Flagship Innovations**, held on **03 November 2026** at the DOLE Regional Office No. 1 Conference Room. Your presence and insightful contributions were vital in advancing our shared commitment to uplifting disadvantaged workers across the region.

We deeply appreciate your agency's steadfast partnership and active collaboration with DOLE Region 1. We look forward to delivering responsive, high-impact, and sustainable programs for our community.

Following our coordination meeting, we are furnishing your Office with a copy of the Inter-Agency Matrix, which consolidates the key concerns raised, discussions held, and agreements reached. This document serves as a common reference for all participating agencies to ensure that agreed-upon actions are effectively communicated, monitored, and implemented. Most importantly, it reflects the designated Focal Person for each agency's provincial office specifically for the TUPAD Program.

Additionally, to facilitate a common understanding of the program's implementation policies and requirements, we are providing your Office with a copy of the TUPAD Program Guidelines and their corresponding Annexes for reference and guidance in carrying out our respective roles and responsibilities in the implementation of the TUPAD Seven Flagship Innovations.

Should your team require further clarification or wish to update focal point details, please feel free to reach out to our Technical Support Services Division at **ro1_tssd@dole.gov.ph** or **(072) 888-0047**.

Thank you once again for your continued support and dedication.

Very truly yours,

HONORINA DIAN-BAGA
Regional Director

DepEd RO1 Documan

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TUPAD SEVEN FLAGSHIP INNOVATIONS PROGRAM
INTER-AGENCY MATRIX

AGENCY	AREAS OF CONCERN	RECOMMENDED ACTIONS/STRATEGIES	EXPECTED OUTPUT	TIMELINE	RESPONSIBLE UNIT
DepEd	**Program Alignment & Scope Differences**	Align DOLE's *Tulong Aral* (Grades 1–3 focus) within DepEd's broader *ARAL Program* (Kinder–Grade 12); focus DOLE hiring on **external tutors** (unemployed education graduates, retired teachers, non-in-service LET passers).	Joint operational framework aligning DOLE Tulong Aral with DepEd ARAL	Immediate (Pre-rollout)	DepEd Regional Office, ARAL Coordinator, DOLE RO
DepEd	**Instructional Continuity & MOA**	Execute a Memorandum of Agreement (MOA) ensuring tutoring/training does not disturb regular teacher class hours; secure DepEd-provided literacy and numeracy learning modules.	Executed MOA; Distributed learning modules to target schools	Prior to 10-day Capacity Building	DepEd Regional Director, DOLE RO, DepEd Learning Resources

DepEd	**SHS Skill Pass & NC II Validation**	Provide official lists of TVL-track SHS graduates with National Certificates (NC II) so they bypass the 15-day training requirement; endorse list to Field Offices for employment facilitation and job fairs.	Validated list of SHS NC II graduates integrated into Skill Pass & KaTropa	Pre-implementation / Profiling Phase	DepEd (Rodolfo Ligawad, Jr. / SHS Coordinator), DOLE Field Offices
TESDA	**Beneficiary Profiling & Age Requirement**	Issue official Profiling Forms to evaluate actual skill needs versus preferences; enforce the **18-year-old minimum age limit** for DOLE TUPAD to prevent child labor issues.	Screened beneficiary profiles (18+ yrs old)	Profiling Phase	TESDA, DOLE Field Offices
TESDA	**Funding & Training Duration Constraints**	Organize community-based training (e.g., Hilot Wellness for 15–25 pax at ~₱3,500/head for 15 days) via cost-sharing/DOLE funding due to depleted TESDA regular scholarships; screen courses to fit within TUPAD's 15-day limit.	Approved special training class allocations & 15-day course lists	Pre-implementation / Program Design	TESDA, DOLE RO/FO

TESDA	**Graduate Transition (TROPA Model)**	Prioritize unemployed TESDA graduates and organize them into 5-member micro-enterprise groups (using starter kits and 6-month income monitoring) to transition into the DOLE Integrated Livelihood Program (DILP).	Formed beneficiary groups equipped for DILP starter kits	Post-Training / Livelihood Phase	TESDA, DOLE
BFAR	**Fisherfolk Profiling & Displaced Workers**	Profile individual fisherfolk vs. association members (SAAD Program upland fishponds, seaweed farmers, red tide victims); enroll displaced crew/captains affected by galunggong closed seasons or municipal bans on illegal fishing gear.	Validated list of displaced fisherfolk and affected vessel crew for *Trabahong Dagat*	Profiling / Pre-offseason Phase	BFAR (Atty. Dagdagan/Henry Canlas), LGUs, DOLE FO

BFAR	**Long-Term Support Integration**	Align BFAR's ongoing aquaculture assistance (tilapia ponds, techno-demo, gear distribution through 2028) with DOLE's post-harvest and marketing training assistance as BFAR aid sunsets.	Multi-year livelihood transition roadmap for fisherfolk groups	Long-term Plan (Through 2028)	BFAR, DOLE
DTI / DOLE	**Enterprise Registration (Tropang Negosyo / Group of 5)**	Temporarily treat 5-member enterprise groups as **Individuals / Sole Proprietorships** for DTI registration while DOLE top management resolves SEC/RWA group registration rules.	Formal DTI registration guidelines for 5-member group enterprise beneficiaries	Enterprise Setup Phase	DTI Provincial Offices, DOLE, BFAR

ALL AGENCIES	**Policy Clarifications (BWSC & Allowances)**	Request DOLE BWSC clarification on paying standard TUPAD wages (₱505/day) during training days, and mandate that scholars waive TESDA daily allowances (₱160/day) during paid training to avoid double compensation.	BWSC policy resolution on training pay, allowances, and Senior Citizen (up to 80 yrs) fit-to-work rules	Prior to Program Rollout	DOLE (Susan Maynes / BWSC), TESDA
ALL AGENCIES	**Centralized Inter-Agency Communication**	Establish an inter-agency Group Chat (GC) for rapid field coordination; DOLE to issue official Memorandums/Department Orders, send formal letters to Regional Directors, and share a Google Drive with standardized forms.	Active inter-agency GC, shared Google Drive link, and formal Regional Directives issued	Immediate Post-Meeting	DOLE Regional Director, DepEd, TESDA, BFAR, DTI

ALL AGENCIES	**Provincial Focal Person Designation (CRITICAL)**	Formally designate and submit an official list of agency **Focal Persons for each Provincial Office** (e.g., Pangasinan, Ilocos Norte, Ilocos Sur, La Union) to coordinate directly with DOLE Field Office Heads/Focals.	Official Designation Orders / Directory of Provincial TUPAD Focal Persons	Immediate (Before Field Office rollout)	Regional Directors & Provincial Office Heads (DepEd, TESDA, BFAR, DTI, DOLE)