



Republic of the Philippines  
Professional Regulation Commission  
Manila



PROFESSIONAL REGULATION COMMISSION

Resolution No. 1262

Series of 2020

**CREATION OF THE CAREER PROGRESSION AND SPECIALIZATION PROGRAM  
AND CREDIT ACCUMULATION AND TRANSFER SYSTEM (CPSP-CATS)  
COMMITTEE FOR EACH OF THE REGULATED PROFESSIONS**

**WHEREAS**, Section 4 (c), Article II of Republic Act (R.A.) No. 10912 or the “Continuing Professional Development Act of 2016” states that CPD programs shall be formulated and implemented by each of the regulated professions in order to ensure the development of quality assured mechanisms for the validation, accreditation and recognition of formal, non-formal and informal learning outcomes, including professional work experiences and prior learning;

**WHEREAS**, Section 8 (e) and (h), Article II thereof provides for the powers, functions and responsibilities of the CPD Council. Among which of those are to develop mechanisms for the validation, accreditation and recognition of self-directed learning, prior/informal learning, online learning, and other learning processes through professional work experience and to perform other functions related or incidental to the implementation of the CPD;

**WHEREAS**, Section 11, Article III of said law states that all duly validated and recognized CPD credit units earned by a professional shall be accumulated and transferred in accordance with the Pathways and Equivalencies of the PQF;

**WHEREAS**, Section 12, Article III of the same law states that the Professional Regulation Commission (Commission) and the Professional Regulatory Boards (Boards), in consultation with the Accredited Professional Organization/Accredited Integrated Professional Organization (AIPO/APO), the Civil Service Commission (CSC), other concerned government agencies and industry stakeholders, shall formulate and implement a Career Progression and Specialization Program for every profession which shall form part of the CPD;

**WHEREAS**, Section 2 of R.A. No. 10968 or the “Philippine Qualifications Framework (PQF) Act” states that it is the policy of the State to institutionalize the PQF to encourage lifelong learning of individuals and provide employee specific training standards and qualifications aligned with industry standards;

**WHEREAS**, Section 5 (c) of the Implementing Rules and Regulations of R.A. No. 10968 provides for the objective of the PQF which is to align domestic qualification standards with the international qualifications framework thereby enhancing recognition of the value and comparability of Philippine qualifications and supporting the mobility of Filipino students, workers and professionals; and

**WHEREAS**, in order to operationalize the foregoing provisions of the laws and to identify the employee or professional specific training standards and qualifications aligned with industry standards, there is a need to create a Career Progression and Specialization Program and Credit Accumulation and Transfer System (CPSP-CATS) Committee for each of the regulated professions to assist their respective CPD Councils and Boards on the implementation of the CPSP and CATS.

**WHEREFORE**, the Commission **RESOLVES**, as it hereby **RESOLVED**, to direct the Boards to organize their respective Profession's Career Progression and Specialization Program and Credit Accumulation and Transfer System Committee and endorse to the Commission its creation, as follows:

**Section 1. Composition of the Profession's Career Progression and Specialization Program and Credit Accumulation and Transfer System (CPSP-CATS) Committee.**

- Each of the Boards shall organize its profession's Career Progression and Specialization Program and Credit Accumulation and Transfer System (CPSP-CATS) Committee as follows:

- 1) The Chairperson shall come from the Board; and
- 2) The members shall be constituted from any of the following: academe, professional organization, industry sector, government agency and other relevant stakeholders who are experts in their field; *Provided*, that the first two members shall come from the academe and APO/AIPO respectively. However, in the absence of APO/AIPO, the Board may secure representation from their profession's specialty organization.

The CPSP-CATS Committee shall have at least three (3) members but not to exceed seven (7).

The Boards may create their respective Technical Working Group for a specific concern or activity necessary in the formulation and implementation of CPSP and CATS.

**Section 2. Eligibility and Selection Criteria of the Chairperson and Members of the Profession's CPSP-CATS Committee.** – In addition to the eligibility and selection criteria enumerated herein, all Chairpersons and members of the profession's CPSP-CATS Committee shall be registered professionals with valid Professional Identification Cards and have no pending case involving moral turpitude.

**1. Chairperson**

- a. Shall be a Chairperson or Member of the Board for at least one (1) year; and
- b. Preferably has handled administrative positions related to curriculum development and educational/ training administration.

## **2. Members**

### **1. Academic Expert**

1. With at least ten (10) years of experience in the discipline and has handled administrative positions related to curriculum development such as Program Development Head and educational administration such as College Secretary, Dean, Director, or Department Head;
2. With at least a master's degree from a reputable higher education institution;
3. With scholarly work in the discipline for the past ten (10) years; and
4. Affiliated with Higher Education Institutions (HEIs) that have programs designated as Centers of Excellence/Development; Private HEI's with Autonomous/Deregulated Status, State Universities and Colleges (SUC's) identified as National Universities or at least a Level III status based on the Commission on Higher Education-Department of Budget and Management (CHED-DBM) Joint Circular on Levelling Instrument for SUCs.

### **2. Accredited Professional Organization (APO)/Accredited Integrated Professional Organization (AIPO)**

1. An elected or appointed officer/ working committee member of the APO/AIPO preferably from the top three (3) positions of the national organization; and
2. If the APO/AIPO currently has affiliated Specialty Committees/Groups, then preferably a recognized Specialist.

### **3. Government Representative**

1. At least a Division Chief level with recognized expertise in public or educational administration, policymaking/human resource development and/or research.

### **4. Industry Expert or Independent Practitioner**

1. With at least ten (10) years of experience in the practice of the profession.

### **5. Profession's Specialty Organization, if applicable**

1. An elected or appointed officer/ working committee member of the Profession's Specialty Organization, preferably from the top three (3) positions of the Specialty Organization.

### **6. Profession's Specialty Group, if applicable**

1. An elected or appointed officer of the group to be duly organized by the Board, preferably from the top three (3) positions of the Specialty Group.

**Section 3. Duties and Responsibilities of the Profession's CPSP-CATS Committee.** - The following are the duties and responsibilities of the profession's CPSP-CATS Committee:

1. Provides technical support to the CPD Council and the Board in the formulation of the CPSP and CATS such as proposing program outcomes and learning outcomes for every identified qualification title and coordinating the approved outcomes with Specialty Societies/Organizations/Groups;
2. Recommends programs and policies needed in the implementation of CPSP and CATS;
3. Validates the documentary requirements of the candidates as assessed and submitted by the concerned specialty group/ society for the conferment of qualification title by the Commission;
4. Submits to the Board the list of the qualified candidates to be endorsed to the Commission for conferment of the professional qualification title;
5. Assesses regularly the compliance of specialty society/group in accordance with the standards prescribed by the Board and Commission;
6. Submits to the Board periodic reports on its progress and accomplishment relative to the implementation of CPSP and CATS;
7. Consults with the CPSP-CATS Program Management Committee (PMC) all matters related to the implementation of the profession's CPSP and CATS;
8. Conducts consultative meeting, orientation and capacity building activities related to the formulation, development and implementation of Career Progression and Specialization of their respective profession under the supervision of the Board concerned; and
9. Performs such other functions relevant and necessary in the formulation and implementation of the CPSP and CATS as directed by the Board, CPSP-CATS PMC or by the Commission.

**Section 4. Integrity and Disclosure of Conflict of Interest** – The CPSP-CATS Committee shall be bound by the highest level of integrity, and shall, for this purpose, be required to disclose in a timely manner any conflict of interest. The Board shall decide if, under the disclosure, a clear conflict of interest exists to merit the inhibition of the member.

There is conflict of interest when any of the persons constituting the CPSP-CATS Committee is related within the fourth (4<sup>th</sup>) degree of consanguinity or affinity with any of the following:

1. Any professional-applicant whose application for conferment of qualification title by the Commission is under evaluation pursuant to Section 3, paragraphs 3 and 4 of this Resolution; and
2. Any person constituting the Specialty Society/Organization or Specialty Group or any officers/owners of the training institution, which is for accreditation or compliance, is under assessment or monitoring pursuant to Section 3, paragraph 5 of this Resolution.

The function of the CPSP-CATS Committee is only recommendatory to the Boards thus, inhibition is sufficient if conflict of interest exists.

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Any member of the Board duly authorized by a Board Resolution may replace the person who inhibited due to conflict of interest so that the Committee may remain to be constituted and guided by another member of the Board and only for this purpose.

Affiliation of the concerned CPSP-CATS Committee member in the APO/AIPO, Specialty Societies/Organizations or Specialty Groups, such as being an officer, member, or consultant, and in the Academic Institution as dean, faculty member or academic employee is not a ground for disqualification as member of the CPSP-CATS Committee. However, the same shall be a cause for inhibition for purposes of Section 3, paragraph 3, 4 and 5, as the case may be, of this Resolution.

**Section 5. Grounds for Replacement of the Profession's CPSP-CATS Committee Member** – A member of the profession's CPSP-CATS Committee may be replaced on any of the following grounds:


1. Absence for three (3) consecutive meetings without prior notice;
2. Separation, removal or termination from agency or organization he/she is representing; or
3. Such other justifiable grounds as may be determined by the Board.

**Section 6. Vacancy** – Vacancies arising from any of the grounds cited shall be filled from among those recommended by the Board to the Commission.

**Section 7. Term of office** – The term of office for the CPSP-CATS Committee shall be co-terminus with their positions in the agency or organization they represent but in no case more than three (3) years. The terms of office of the Chairperson and Members shall commence from the date that they have taken their respective oaths of office. A Commission Resolution shall be issued designating them in such capacity.

This Resolution shall take effect immediately upon approval.

Done in the City of Manila, this 14th day of August 2020.

  
**TEOFILO S. PILANDO, JR.**  
Chairman

  
**YOLANDA D. REYES**  
Member

  
**JOSE Y. CUETO, JR.**