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Republic of the Philippines  
Department of Education  
REGION XI  
SCHOOLS DIVISION OF PANABO CITY

**Office of the Schools Division Superintendent**

**DIVISION MEMORANDUM**

SGOD – 2025 – 0356

To : Assistant Schools Division Superintendent  
Chief, Curriculum Implementation Division (CID)  
Chief, Schools Governance and Operations Division (SGOD)  
All Public Elementary and Secondary School Heads  
Division Registered Guidance Counselor  
Division Youth Formation Focal and Alternate  
School Guidance Counselor/Guidance Advocates

Subject: **REQUEST FOR COMMENTS ON THE DRAFT IMPLEMENTING RULES AND REGULATION OF THE REPUBLIC ACT NO. 11206 OR THE SECONDARY SCHOOL CAREER GUIDANCE AND COUNSELING ACT**

Date : July 17, 2025

Attached is Memorandum PPRD-2025-071 re: **REQUEST FOR COMMENTS ON THE DRAFT IMPLEMENTING RULES AND REGULATION OF THE REPUBLIC ACT NO. 11206 OR THE SECONDARY SCHOOL CAREER GUIDANCE AND COUNSELING ACT.**

In view of this, all Secondary Guidance Counselors/Guidance Advocates are requested to provide comments by completing the Policy Feedback Template thru: <https://tinyurl.com/CommentsOnTheRA11206DraftIRR>.

Further, all are requested to attend the meeting on the following dates to discuss the IRR of RA 11206, to wit:

DATE & TIME	VENUE	PARTICIPANTS
July 21, 2022 / 1:00 PM onwards	Panabo City SHS	All SHS Registered Guidance Counselors/Advocates



Republic of the Philippines  
**Department of Education**  
REGION XI  
SCHOOLS DIVISION OF PANABO CITY

July 22, 2025 / 8:30 AM onwards	Little Panay NHS	All Guidance	JHS	Registered Counselors/ Advocates
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Deadline of submission shall be on **July 22, 2025**.

For your guidance and compliance.

  
**JINKY B. FIRMAN PhD, CESO VI**  
Schools Division Superintendent 

Encl: as stated.  
SGOD/aba/gcn

**RELEASED**

**JUL 18 2025**

RECORDS SECTION SDO PANABO CITY  
BY 



Republic of the Philippines  
Department of Education  
DAVAO REGION

July 14, 2025

REGIONAL MEMORANDUM  
PPRD-2025-071

REQUEST FOR COMMENTS ON THE DRAFT IMPLEMENTING RULES AND  
REGULATION OF REPUBLIC ACT. NO. 11206 OR THE SECONDARY  
SCHOOL CAREER GUIDANCE AND COUNSELING ACT

To: Schools Division Superintendents

1. Pursuant to the Memorandum signed by Atty. Filemon Ray L. Javier, Undersecretary for Legal and Legislative Affairs, this Office is transmitting the draft Implementing Rules and Regulations (IRR) of Republic Act No. 11206, also known as the Secondary School Career Guidance and Counseling Act.
2. Provide comments by completing the Policy Feedback Template, via: <https://tinyurl.com/DraftRA11206>.
3. Regional submissions are due on **July 24, 2025, at 5:00 PM**, to be emailed at [pprd.region11@deped.gov.ph](mailto:pprd.region11@deped.gov.ph). Ensure that comments are consolidated at the division office level and reviewed and approved by the Schools Division Superintendent.
4. For further inquiries and clarifications on this matter, contact Cherry Ann D. Into, Education Program Supervisor of Policy Planning and Research Division, at (082) 224-0750 or at [pprd.region11@deped.gov.ph](mailto:pprd.region11@deped.gov.ph)
5. Immediate dissemination of this Memorandum is highly desired.

ALLAN G. FARNAZO  
Director IV

Enclosed: As Stated

ROP2/cadi

DEPARTMENT OF EDUCATION  
RECORDS SECTION  
**RELEASED**

By: *[Signature]* Date: *July 16, 2025*  
110740



Republic of the Philippines

**Department of Education**

OFFICE OF THE UNDERSECRETARY FOR LEGAL AND LEGISLATIVE AFFAIRS

**MEMORANDUM**  
OULLA-2025- 1351

**FOR : UNDERSECRETARIES  
ASSISTANT SECRETARIES  
REGIONAL DIRECTORS  
ALL OTHERS CONCERNED**

**FROM : ATTY. FILEMON RAY L. JAVIER**  
Undersecretary for Legal and Legislative Affairs

**ATTY. HANA KAMILLE A. ESCUETA**  
Director IV, Legislative Liaison Office

**SUBJECT : REQUEST FOR COMMENTS ON THE DRAFT IMPLEMENTING RULES  
AND REGULATIONS OF REPUBLIC ACT NO. 11206 OR THE  
"SECONDARY SCHOOL CAREER GUIDANCE AND COUNSELING  
ACT"**

**DATE : July 7, 2025**

This is to respectfully transmit to your Office for comments, inputs or recommendations the attached draft Implementing Rules and Regulations (IRR) of Republic Act (RA) No. 11206 or the "Secondary School Career Guidance and Counseling Act."

In this regard, may we request your comments and inputs on the proposed IRR of RA No. 11206 no later than **no later than July 25, 2025**.

Should there be any queries or clarifications, you may contact Ms. Lorena S. Kingat through Viber at 09399162446 or via email at [lorenaskingat@deped.gov.ph](mailto:lorenaskingat@deped.gov.ph).

Your preferential attention on this matter will be highly appreciated.

**PROPOSED IMPLEMENTING RULES AND REGULATIONS OF THE  
SECONDARY SCHOOL CAREER GUIDANCE AND COUNSELING ACT  
(REPUBLIC ACT NO. 11206)**

5 Pursuant to Section 8 of Republic Act (RA) No. 11206 titled, "An Act Establishing  
6 a Career Guidance and Counseling Program for All Secondary Schools and  
7 Appropriating Funds Therefor," otherwise known as the "Secondary School  
8 Career Guidance and Counseling Act," the Department of Education (DepEd)  
9 shall, in consultation with the Professional Regulation Commission (PRC),  
10 Commission on Higher Education (CHED), Technical Education and Skills  
11 Development Authority (TESDA) Department of Trade and Industry (DTI),  
12 National Economic Development Authority (NEDA), and Department of Science  
13 and Technology (DOST), hereby issues the following rules and regulations to  
14 implement the provisions of the Act:

**RULE I.**

## PRELIMINARY PROVISIONS

21 **Section 1. Title.** These rules and regulations shall be referred to as the  
22 Implementing Rules and Regulations (IRR) of RA No. 11206, titled: "An Act  
23 Establishing a Career Guidance and Counseling Program for All Secondary  
24 Schools and Appropriating Funds Therefor, " otherwise known as the Secondary  
25 School Career Guidance and Counseling Act."

26  
27 **Section 2. Scope and Application.** The provisions of this IRR shall apply to all  
28 public—and private basic education schools and institutions including the  
29 Community Learning Centers (CLCs).

31 **Section 3. Interpretation.** This IRR shall be interpreted in light of the  
32 Declaration of Policy found in Section 2 of the Act, which reads, thus: "The State  
33 recognizes the role of the youth in nation building and in the acceleration of

1 social progress. In this regard, the State shall ensure their total development by  
2 promoting relevant education that shall generate human resources to be  
3 responsive to the needs of the government, industry, and the economy.

4

5 **Section 4. Objectives.** Consistent with Section 3 of the Act, DepEd, in  
6 coordination with other relevant agencies, shall institutionalize a career  
7 guidance and counseling program (CGCP) to ensure that secondary education  
8 graduates are equipped with essential knowledge, skills, attitudes, values, and  
9 experiences needed for higher education, employment, entrepreneurship, and  
10 middle-level skills development to meet the requirements of the government,  
11 industry, and the economy, through interventions provided throughout basic  
12 education.

13

14 **Section 5. Definition of Terms.** For purposes of this IRR, the following terms  
15 shall mean or be understood as follows:

16

17 a. **Act** refers to RA No. 11206, titled "An Act Establishing a Career  
18 Guidance and Counseling Program for All Secondary Schools and  
19 Appropriating Funds Therefor," otherwise known as the "Secondary  
20 School Career Guidance and Counseling Act."

21

22 b. **Alternative Learning System (ALS) Learners** refer to out-of-school  
23 children in special cases, out-of-school youth, and out-of-school adults  
24 which include, among others, indigenous peoples, learners with  
25 disabilities, teenage mothers, socioeconomically disadvantaged  
26 learners, children in conflict with the law, persons deprived of liberty,  
27 rebel returnees, learners in emergency situations, and other  
28 marginalized sectors who have not completed basic education and are  
29 enrolled in the ALS Program.

30

1       c. **Career Advocate** refers to teachers, school counselor associates, and  
2       other non-teaching personnel who have undergone relevant training  
3       and certification tasked to implement the Career Guidance activities,  
4       under the supervision of a School Counselor or a Schools Division  
5       Counselor, notwithstanding Section 27 of Republic Act (RA) No. 9258  
6       or the "Guidance and Counseling Act of 2004." This includes career and  
7       employment guidance counselors who are not registered and licensed  
8       guidance counselors, School Counselor Associates (SCA), Guidance  
9       Advocates, and such other related school-based personnel trained,  
10      certified, and designated to support or implement career guidance  
11      activities.

12

13      d. **Career Advocacy Activities** refer to activities that will guide secondary  
14      level learners in choosing the career tracks that they intend to pursue.  
15      These involve career information and experiences, counseling,  
16      coordination and referrals and may include career talks, career and job  
17      fairs, parents' orientation, seminar-workshops on career decision-  
18      making and other similar activities.

19

20      e. **Career Guidance and Counseling Program Center (CGCP Center)**  
21      refers to an office established in all secondary schools and serves as a  
22      resource center for all learners in the implementation of the CGCP.

23

24      f. **Career Guidance and Counseling Instructional Module (CGCIM)**  
25      refers to the basic instructional material to guide secondary learners in  
26      both formal and non-formal education in their pursuit of meaningful  
27      and rewarding career, either in tertiary or technical education, based  
28      on their capacity and skills, accessibility of tertiary education  
29      institutions, labor market information, and the requirements and  
30      expectations of the government, industry, and the economy.

1

2       g. **Career Guidance and Counseling Program (CGCP)** is a comprehensive  
3       and developmental program designed to assist learners in making well-  
4       informed educational and career choices. The program aims to assist  
5       learners in achieving competencies such as self-appraisal, decision-  
6       making, goal setting, and career planning. It is to be provided by either  
7       a school counselor, school division counselor, or a career advocate, and  
8       supported by the school counselor associate to help learners explore  
9       their choices and make responsible decisions relevant to choosing their  
10      curriculum exits.

11

12       h. **Community Learning Center (CLC)** refers to a physical space to house  
13       learning resources and facilities of a learning program for out-of-school  
14       children in special cases and adults. It is a venue for face-to-face  
15       learning activities and other learning opportunities for community  
16       development and improvement of the people's quality of life.

17

18       i. **Learner** refers to a student or any individual enrolled in basic  
19       education seeking basic literacy skills and functional life skills or  
20       support services for the improvement of the quality of his/her life.

21

22       j. **National Career Assessment Examination (NCAE)** refers to the  
23       assessment designed to provide guidance to individual learners  
24       regarding their future education and career choices, and to offer a basis  
25       for profiling the learners' aptitudes.

26

27       k. **Registered Guidance Counselor (RGC)** refers to an individual who  
28       possesses a license or a valid certificate of registration and a valid  
29       professional identification card as a guidance counselor issued by the  
30       Professional Regulatory Board of Guidance and Counseling and the

1      Professional Regulation Commission (PRC) and holds at least a Master's  
2      Degree in Guidance and Counseling, without prejudice to those  
3      registered under the grandfather clause of Republic Act No. 9258, or  
4      the "Guidance and Counseling Act of 2004" and is competent to perform  
5      guidance and counseling and career guidance.

6

7      1. **School Counselor (SC)** refers to Registered Guidance Counselor or a  
8      Registered Psychologist charged with heading the school CGCP centers  
9      or Care Center and ensuring the performance of its functions provided  
10     for by the Act and other relevant laws.

11

12     m. **School Counselor Associate (SCA)** refers to DepEd personnel tasked  
13     to support and assist the SC and Career Advocates in handling CGCP  
14     activities. He or she must be a graduate of (1) a Bachelor's Degree in  
15     Guidance and Counseling or Psychology; or (2) any Bachelor's Degree  
16     with at least eighteen (18) units of courses in Guidance and Counseling  
17     or Psychology; or (3) any related Bachelor's Degree and who must have  
18     earned a minimum of eighteen (18) units of Behavioral Science courses  
19     that shall include two hundred (200) hours of supervised practicum or  
20     internship experience on guidance and counseling, preferably in a  
21     school or community setting.

22

23     n. **School Division Counselor (SDC)** refers to a Registered Guidance  
24     Counselor or a Registered Psychologist charged with heading the  
25     Mental Health and Well-Being Office in the Schools Division Offices and  
26     ensuring the performance of its functions under the Act and other  
27     relevant laws.

28

29     o. **Teacher** refers to a person qualified to practice teaching under the law  
30     and engaged in the teaching of any subject, including technical-

1 vocational, in the basic education level in all public or private basic  
2 education institutions. This may include teachers who may not actually  
3 be employed as such.

4

5 **RULE II.**

6

7 **NATIONAL SECONDARY SCHOOL CAREER GUIDANCE AND**  
8 **COUNSELING PROGRAM**

9

10 **Section 6. Creation of a National Secondary School Career Guidance and**  
11 **Counseling Program.** There is hereby created a National Secondary Schools  
12 Career Guidance and Counseling Program (CGCP) to be administered by DepEd.  
13 It shall be implemented in all public and private secondary education institutions  
14 and shall commence at the Grade 7 for formal education level and at the Junior  
15 High School for ALS. It shall be a prerequisite to Senior High School graduation.

16

17 For this purpose, DepEd shall, in coordination with the PRC, accredited  
18 professional organizations on guidance and counseling, CHED, TESDA, DOLE,  
19 DTI, NEDA, Parent-Teacher Associations (PTAs) and DOST, formulate, develop,  
20 and review a Career Guidance and Counseling Instructional Module (CGCIM),  
21 which shall serve as the basic instructional material to guide secondary learners,  
22 including those in ALS, in their pursuit of holistic and meaningful curriculum  
23 exit based on their capacity and skills, the accessibility of higher education  
24 institutions, the labor market, the industry, and the economy.

25

26 To ensure effective implementation, DepEd shall issue the necessary guidelines  
27 detailing the execution of the CGCP specifically designed for formal secondary  
28 education learners and ALS learners and outlining the roles and responsibilities  
29 of relevant DepEd offices.

30

1   **Section 7. Components of CGCP.** The components of the CGCP shall be guided  
2   by a general framework to be formulated by DepEd and shall be anchored on  
3   and cognizant of the formal, informal, and non-formal education for life-long  
4   learning.

5

6   **Section 8. Implementers of CGCP Activities.** The implementation of Career  
7   Guidance Program activities shall be supervised by the School Counselor. He or  
8   she shall be supported or assisted by the career advocates and SCA, subject to  
9   the succeeding provisions of this IRR. Career Advocates shall lead career  
10   advocacy activities.

11

12   **Section 9. Career Advocates.** Consistent with Section 9 of R.A. No. 10533, and  
13   notwithstanding the provisions of Section 27 of R.A. No. 9258, career advocates,  
14   as defined in Section 5 of this IRR are allowed to conduct career advocacy  
15   activities, excluding counseling and assessment, to secondary level learners of  
16   the school where they are currently employed; provided, that they undergo  
17   quality assured training programs, developed and delivered through the National  
18   Educators Academy of the Philippines (NEAP), and the activities undertaken by  
19   them shall be supervised by the School Counselor or School Division Counselor.

20

21   **Section 10. CGCP Centers.** CGCP Centers shall be established in all secondary  
22   schools to be headed by the school administrator who shall be assisted by  
23   trained career and employment guidance counselors. The school administrator  
24   may delegate his functions as head of the CGCP Centers to SCs and SDCs in  
25   accordance with Section 9 of RA No. 10533 or the "Enhanced Basic Education  
26   Act of 2013", and notwithstanding the provisions of Section 27 of RA No. 9258,  
27   or the "Guidance and Counseling Act of 2004" and RA No. 10029 known as the  
28   "Psychology Act of 2009."

29

30   The CGCP Center shall serve as a resource center for the implementation of the  
31   Career Guidance and Counseling Program, providing guidance and counseling

1 services in accordance with the Career Guidance and Counseling  
2 Implementation Manual (CGCIM). Career advocates in secondary schools may  
3 conduct career advocacy activities, excluding counseling and assessment, upon  
4 completion of a training program developed or quality-assured by the  
5 Department of Education (DepEd), notwithstanding the provisions of RA 9258  
6 and Republic Act (RA) No. 10029 or the "Psychology Act of 2009."  
7

8 CGCP Centers may also be utilized as Care Centers in accordance with the  
9 provisions of RA 12080 or the Basic Education Mental Health and Well-Being  
10 Promotion Act," without prejudice to the needs of the learners for guidance and  
11 counseling and career guidance services.  
12

13 **RULE IV.**

14 **ROLES AND RESPONSIBILITIES OF CONCERNED AGENCIES AND**  
15 **INTER-AGENCY COORDINATION**  
16

17 **Section 11. Roles and responsibilities of other agencies.** For purposes of this  
18 IRR and to support the implementation of CGCP, the following agencies shall  
19 have the following roles:  
20

21 **A. Professional Regulation Commission (PRC)** shall provide speakers from  
22 the various regulated professions on the conduct of career guidance and  
23 employment coaching activities to aid learners and job seekers make an  
24 informed career choice.

25 **B. Commission on Higher Education (CHED)** shall:

- 26 1. provide accurate and updated information on various academic  
27 programs of different colleges and universities, scholarship grants,  
28 and financial aids offered by CHED.
- 29 2. furnish DepEd with data pertaining to the performance of colleges and  
30 universities in Board Examinations, along with statistics regarding

the popularity of undergraduate programs, both most and least favored.

3

4 C. Technical Education and Skills Development Authority (TESDA) shall:

5 1. provide information and encourage participation in Technical  
6 Vocational Education and Training (TVET) activities.

7 2. conduct advocacy on Training for Work Scholarship Program (TWSP),  
8 Dual Training System (DTS), Apprenticeship Program, and Private  
9 Education Student Fund Assistance (PESFA); and

0 3. endorse its other programs and training.

11

12 D. Department of Labor and Employment (DOLE) shall:

1. develop and disseminate labor market information publications (e.g.,  
2. provide an employment platform that can be utilized by  
3. provide capacity building specifically on labor market information to  
4. Facilitate the provision of Career Development Support (CDS)  
5. Facilitate the conduct of job fairs, through the PESOs, in secondary

1

2       **E. Department of Trade and Industry (DTI)** through the Philippine Trade  
3       Training Center shall:

- 4       1. Capacitate Guidance Counselors and Career Advocates about the  
5       Philippine Skills Framework particularly on sector-specific and  
6       cross-sectoral skills. This may include but not limited to: career  
7       map, skills map, functional and enabling skills and competencies.
- 8       2. Provide support in aligning career maps and pathways with the  
9       Philippine Skills Framework to meet industry demands, enhancing  
10      the employability of Filipinos in local and global labor markets.
- 11      3. Develop and deliver industry-specific training, webinars, and  
12      workshops tailored to secondary schools and community learning  
13      centers, offering industry insights, training resources, and pathways  
14      for student exposure to trade and industry professions.
- 15      4. Foster collaboration between industry stakeholders, government  
16      agencies, and training institutions to develop tailored training  
17      programs, certifications, and apprenticeships aligned with the  
18      Philippine Skills Framework, ensuring a skilled workforce that  
19      meets industry needs and promotes economic growth.
- 20      5. Facilitate partnerships between schools and local businesses for job  
21      shadowing and experiential learning or internship opportunities;  
22      and
- 23      6. Engage parents through informational sessions and workshops to  
24      educate them about the evolving job market and the importance of  
25      supporting their children in exploring diverse career paths.

26      **F. Department of Economy, Planning and Development (DEPDev)** shall  
27      provide relevant information pertaining to economic development as one

1           of the bases in the planning and implementation of the career guidance  
2           programs.

3

4           **G. Department of Science and Technology (DOST)** through the Science  
5           Education Institute shall provide relevant information pertaining to  
6           Science, Technology, Engineering, and Mathematics (STEM) Education  
7           and Career & Scholarship opportunities for learners pursuing STEM  
8           Track.

9

10           **H. Teacher Education Council (TEC)** shall:

11           1. offer relevant information on Teacher Education programs to  
12           prospective learners, and  
13           2. provide scholarship opportunities to attract and support learners  
14           pursuing a career in Teacher Education.

15           Additional responsibilities for all concerned agencies may be incorporated in an  
16           issuance following consultations and mutual agreement between DepEd and the  
17           respective agency.

18

19

20

21

22

## **RULE V**

### **MISCELLANEOUS PROVISIONS**

23

24           **Section 12. National Career Assessment Examination (NCAE).** DepEd,  
25           through the Bureau of Education Assessment (BEA), shall conduct an annual  
26           National Career Assessment Examination (NCAE) among selected learners in all  
27           public and private schools including ALS, as a tool to assess and evaluate the  
28           aptitude, skill, interest, or inclination of the learner in a particular occupational

1 field and to serve as guide for the learners in choosing their respective courses  
2 or career options.

3

4 The DepEd Secretary, through BEA, shall formulate the technical manual for the  
5 NCAE and determine its content, the details for the examination, and the  
6 appropriate grade level of examinees. The contents of the NCAE shall be reviewed  
7 from time to time and revised as may be deemed necessary, to maintain the  
8 relevance, validity, and integrity of the examination.

9

10 DepEd-BEA and shall issue the guidelines necessary for the effective  
11 implementation of the NCAE.

12

## 13 **RULE VI**

### 14 **FINAL PROVISIONS**

15

16 **Section 13. Issuance of Policies and Guidelines.** DepEd, in consultation with  
17 concerned government agencies and other education stakeholders, may issue  
18 necessary policies and guidelines, as may be necessary, to further implement  
19 this IRR.

20

21 **Section 14. Amendments.** Amendments to this IRR shall be issued by DepEd,  
22 in consultation with concerned government agencies and other education  
23 stakeholders.

24 **Section 15. Separability Clause.** If any provision of this IRR is declared  
25 unconstitutional or invalid, the same shall not affect the validity and effectiveness  
26 of this IRR or any provision not affected thereby.

27

28 **Section 16. Repealing Clause.** All provisions of existing rules and regulations,  
29 circulars, department issuances, and procedures inconsistent with this Act and  
30 this IRR are hereby repealed, amended or modified accordingly.

31

**1 Section 17. Effectivity.** This IRR shall take effect immediately after its complete  
2 publication in the Official Gazette.

3 This IRR shall be registered with the Office of the National Administrative  
4 Register at the University of the Philippines Law Center, UP Diliman, Quezon  
5 City.

6 Done this \_\_\_\_\_ day of \_\_\_\_\_, 2025.

7

8

9

**SONNY M. ANGARA**

10 Secretary