



Republic of the Philippines  
**Department of Education**  
REGION IX, ZAMBOANGA PENINSULA  
SCHOOLS DIVISION OF DAPITAN CITY

*Office of the Schools Division Superintendent*

23 July 2025

Division Memorandum  
No. 486 s. 2025

**CONDUCT OF CAREER GUIDANCE PROGRAM SCHOOL-BASED TRAINING OF  
CAREER ADVOCATES (SBTCA)**

To: Assistant Schools Division Superintendent  
Chief, Curriculum Implementation Division  
Chief, School Governance & Operations Division  
Education Program Supervisors  
Public Schools District Supervisors/Principals Incharge of the District  
Public Secondary Schools Heads  
All Others Concerned

1. With referenced to Regional Memorandum No. 379, s. 2025 titled "Conduct of the Career Guidance Program School-Based Training of Career Advocates (SBTCA)" and Regional Advisory No. 233, s. 2025, the Department of Education Region IX through the Education Support Services Division (ESSD), Human Resource Development Division (HRDD), and Curriculum and Learning Development Division (CLMD) will conduct the School-Based Training of Career Advocates (SBTCA) on September 3-7, 2025 in Pagadian City. Specific venue will be announced through an advisory.
2. The copy of the Regional Memorandum and Advisory and its enclosures are attached for your reference. Refer to Annex A for the list of participants.
3. Participants, TWG/members shall be granted with service credits and/or Compensatory Time-Off (CTO) in lieu of the training/workshop days that will fall on weekend or holidays in accordance to DepEd Order No. 13, s. 2024, and updated Guidelines on Grant of Vacation Service Credits to Teachers, and CSC DBM Joint Circular No. 2 s. 2015, Policies and Guidelines on Overtime Services and Overtime Pay for Government Employees.
4. Travel and other incidental expenses of the participants are chargeable to Local Funds, Program Support Funds (PSF), Maintenance and other Operating Expenses (MOOE), or other fund sources, subject to usual accounting and auditing rules and regulations.
5. For questions and/or concerns, you may contact Chief Education Supervisor (CID) Dr. Vicente Jose V. Suarez II / Education Program Supervisor (EPS) in GMRC/



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SCHOOLS DIVISION OF DAPITAN CITY

Values Education Marlyn E. Esmade or through mobile number 09121291927/  
Project Development Officer II Danilo Santiago through mobile number  
09982361910.

6. Immediate dissemination of this Memorandum to all concerned is desired.

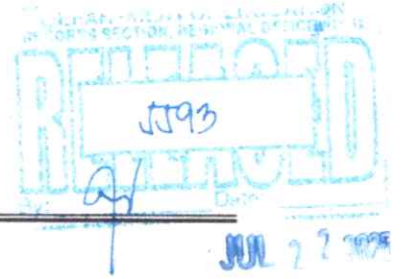
**JAY S. MONTEALTO, CESO VI**  
Asst. Schools Division Superintendent  
Officer-in-Charge  
Office of the Schools Division Superintendent





Republic of the Philippines  
**Department of Education**  
 REGIONAL OFFICE IX, ZAMBOANGA PENINSULA

Office of the Regional Director



**Advisory No. 233, s. 2025**  
 July 21, 2025

In compliance with DepEd Order (DO) No. 8, s. 2013,  
 This advisory is issued not for endorsement per DO No. 28, s. 2001  
 but only for the information of DepEd officials,  
 personnel/staff, as well as the concerned public.  
 (Visit [www.deped.gov.ph](http://www.deped.gov.ph))

**CHANGE OF DATE FOR THE CONDUCT OF CAREER GUIDANCE PROGRAM  
 SCHOOL-BASED TRAINING OF CAREER ADVOCATES (SBTCA)**

This has reference to the issued Regional Memorandum No. 377, s. 2025 dated July 17, 2025, from the Office of the Regional Director, re: **CONDUCT OF THE CAREER GUIDANCE PROGRAM SCHOOL-BASED TRAINING OF CAREER ADVOCATES (SBTCA)** on August 11-15, 2025 in Pagadian City.

Please be advised that the said activity will be moved to **September 3-7, 2025**, instead of August 11-15, 2025 due to conflict of activity and related reasons.

Participants, Speakers and TWG/PMT members shall be granted with service credits and/or Compensatory Time-Off(CTO) in lieu of the training/workshop days that will fall on weekend or holidays in accordance to DepEd Order No. 53, s 2023, and Updated Guidelines on Grant of Vacation Service Credits to Teachers, and CSC DBM Joint Circular No. 2,s. 2015, Policies and Guidelines on Overtime Services and Overtime Pay for Government Employees, respectively.

All other provisions stated in the said Regional Memorandum shall remain in effect.

For your information and guidance.

ESSD/SRBA/kjpb/Ad  
 046/July 21, 2025

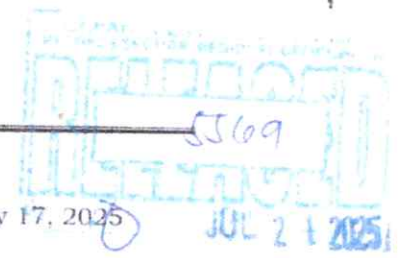
Elejorde Gregorio  
 Cyrus Ricafort  
 2025.07.21  
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Republic of the Philippines  
**Department of Education**  
 REGIONAL OFFICE IX, ZAMBOANGA PENINSULA

Office of the Regional Director

July 17, 2025



**REGIONAL MEMORANDUM**

No. 779, s. 2025

**CONDUCT OF THE CAREER GUIDANCE PROGRAM SCHOOL-BASED TRAINING OF CAREER ADVOCATES (SBTCA)**

To: Assistant Regional Director  
 Schools Division Superintendents  
 Assistant Schools Division Superintendents  
 Functional Division Chiefs  
 All Others Concerned  
 This Region

1. Republic Act No. 11206, also known as the Secondary Career Guidance and Counseling Act of 2019, aims to institutionalize comprehensive career guidance programs in secondary schools across the Philippines. This initiative, led by the Department of Education (DepEd) in partnership with various agencies, seeks to equip learners with essential skills and knowledge necessary to make informed decisions about their education and career paths, aligned with current labor market trends.
2. In pursuit of this objective, the Department of Education Region IX through the Education Support Services Division (ESSD), Human Resource Development Division (HRDD), and Curriculum and Learning Development Division (CLMD) will conduct the School-Based Training of Career Advocates (SBTCA) on **August 11-15, 2025** in **Pagadian City**. An advisory will be disseminated to announce the specific venue.
3. In light of this, **Five Hundred Ninety (590) participants** are hereby requested to actively participate in the said activity. Please refer to **Annex A** for the list of participants.
4. The Indicative Program of Activities is attached as **Annex B** for your guidance and reference.
6. Travel and other incidental expenses of the participants are chargeable to Local Funds, Program Support Funds (PSF), Maintenance and Other Operating Expenses (MOOE), or other fund sources, subject to the usual accounting and auditing rules and regulations.
7. For questions and/or concerns, you may reach us via email at [essd@deped.gov.ph](mailto:essd@deped.gov.ph) or [hrdd@deped.gov.ph](mailto:hrdd@deped.gov.ph), or through mobile number 09171598626.
8. Immediate dissemination of and appropriate action for this Memorandum are desired.

**For the Regional Director:**

Elejorde Gregorio Cyrus  
 Ricafort  
 2025.07.21  
 06:54:57

**GREGORIO CYRUS R. ELEJORDE, Ed.D., CESO V**  
 Assistant Regional Director

ESSD/SRBA/kjbp/RM  
 086/July 17, 2025



Republic of the Philippines  
**Department of Education**  
 REGIONAL OFFICE IX, ZAMBOANGA PENINSULA

**Annex A - List of Participants**

No.	Name	Sex	Designation	Division
<b>DAPITAN CITY</b>				
1	Leopoldo G. Pacaro	M	Teacher-III	Ilaya National High School
2	Lani G. Baes	F	Master Teacher-I	
3	Emmanuel A. Verano	M	Master Teacher-I	Barcelona National High School
4	Jessyl S. Dahili	F	Teacher-III	
5	Josephus B. Vailcoes	M	Teacher-1	
6	Cecilia P. Cabanlit	F	Teacher-III	Dakak National High School
7	Arleen V. Alayon	F	Teacher 1	
8	Jude Chester E. Quines	M	Teacher-1	Baylimango National High School
9	Joseph Eleazar A. Cabilin	M	Teacher-1	Oro National High School
10	Clarissa Mai P. Vasquez	F	Teacher-1	
11	Onching D. Ponce	M	Teacher-III	
12	June Recxy C. Magtuba	F	Teacher-I	Kauswagan Integrated School
13	Vanessa M. Acorin	F	Teacher-1	Guimputlan Integrated School
14	Shekinah Ruth G. Bayron	F	Teacher-1	
15	Elmer A. Bente	M	Teacher-1	Sclinog Integrated School
16	Shenna May A. Onganiza	F	Teacher-1	
17	Marilou T. Recamara	F	Teacher-III	Dapitan City National High School
18	Mikhael Q. Quizo	M	Teacher-II	
19	Jean M. Alonso	F	Head Teacher-II	
20	Lowell M. Quezon	M	Teacher-I	Talisay Integrated School
21	Eden S. Ulat	F	Teacher-III	
22	Ricardo O. Gestopa Jr.	M	Teacher-1	Aseniero National High School
23	Mariejane G. Revil	F	Teacher-III	
24	Lizette T. Trebujena	F	Teacher-III	Potungan National High School
25	Tiffany L. Ubando	F	Head Teacher-II	
26	Carlo A. Paloma	M	Teacher-1	Sigayan Secondary School
27	Maricel M. Bantaya	F	Teacher-1	
28	Bamie A. Lantaca	F	Teacher-III	Dampalan Secondary School
29	Allan M. Gaballo	M	Teacher-1	
30	Sizette J. Recamara	F	Head Teacher-II	Sulangon National High School
31	Cheene C. Tuballa	F	Teacher-1	
32	Joseph Glenn A. Acaylar	M	Teacher-1	San Pedro Integrated School
33	Melvin R. Cabasag	M	Teacher-1	
34	Elvie S. Abubakar	F	Teacher-1	Aliguay Integrated School
<b>DIPOLOG CITY</b>				
35	Niño Jeff C M. Benerado	M	Teacher I	
36	Marian Jean S. Yapac	F	Teacher III	Sicayab National High School
37	Aubrey Lane F. Nazareno	F	Teacher I	
38	Mary Jerin C. Maglangit	F	Teacher I	Cayasan Integrated School
39	Daryl D. Magusara	M	Teacher I	
40	Hyasinth D. Tribujeña	F	Teacher III	Miputak National High School
41	Jocniffer J. Galvez	M	Teacher II	Alberto Q. Ubay Memorial Agro-Tech Science High School
42	Marivic A. Goite	F	Teacher III	
43	Fritz C. Peñosa	M	Teacher I	
44	Arcelita P. Taclob	F	Teacher III	Galas National High School
45	Arghel A. Torres	M	Teacher I	
46	Charede L. Bantilan	F	Teacher III	Cogon National High School
47	Aggie L. Sumog	M	Teacher III	Pamansalan Eco-Tech High School
48	Richel M. Bracero	F	Teacher I	
49	John Patrick A. Falconite	M	Teacher I	
50	Mylene C. Banagua	F	Teacher III	Upper Dicayas Integrated School
51	Jose Rolando S. Caincay	M	Teacher III	Dipolog City National High School
52	Joselyn B. Garcia	F	Teacher III	
53	John Chris S. Pontioso	M	Teacher I	
54	Maria Bianca N. Cañoneo	F	Teacher III	Gulayon Integrated School
55	Melvin T. Hamoy	M	Teacher I	
56	Russel S. Omandam	F	Teacher I	Tubod Integrated School
57	Jade A. Bengua	M	Teacher III	
58	Rose Vick E. Talic	F	Teacher III	Punta National High School
59	Ridge C. Balolong	M	Teacher II	Zamboanga del Norte National High School Turno
60	Charmalou P. Ogarte	F	Teacher III	
61	Joel M. Saloroy Jr.	M	Teacher III	Sta. Filomena Integrated School



Republic of the Philippines  
**Department of Education**  
 REGIONAL OFFICE IX, ZAMBOANGA PENINSULA

624 Representative  
 Prepared by:

**SHEILA ROSE B. APIAG, JD**

Chief, ESSD

Recommending Approval:

**GREGORIO CYRUS R. ELEJORDE, CESO V**

Asst. Regional Director

Approved:

**RUTH L. FUENTES, CESO III**

Regional Director

Annex B.

**INDICATIVE PROGRAM OF ACTIVITIES**

**SCHOOL-BASED TRAINING OF CAREER ADVOCATES**  
 August 11-15, 2025 | Venue: *Pagadian City*

Time	Activity Content
<b>Day 1 – Monday</b>	
8:00 a.m. – 12:00 p.m.	Arrival and Registration
12:00p.m. – 1:00 p.m.	Lunch Break
1:00 p.m. – 2:00 p.m.	Opening Program <ul style="list-style-type: none"> <li>• National Anthem</li> <li>• Prayer</li> <li>• DepEd QPS</li> <li>• Welcome Remarks/Message</li> <li>• Introduction of Participants</li> <li>• Photo Documentation</li> <li>• Pre-Test</li> </ul>
2:00 p.m. – 3:00 p.m.	Plenary 1: YFD CGP Introduction <i>Speaker: Mark Risty S. Tan-awon</i>
3:00 p.m. – 3:15 p.m.	Health Break
3:15 p.m. – 4:30 p.m.	Plenary 2: Overview of Career Guidance Program <i>Speaker: Mark Risty S. Tan-awon</i>
4:30 p.m. – 5:00 p.m.	Pre-test/End of the day evaluation/Writing Activity/Reflection/Other Reminders
<b>Day 2 – Tuesday</b>	
8:00 a.m. – 8:20 a.m.	Management of Learning
8:30 a.m. – 10:00 a.m.	M1S1: Guidance: Principles, Goals, and Other Related Concepts
10:00 a.m. – 10:15 a.m.	Health Break
10:15 a.m. – 12:00 p.m.	M1S2: Guidance Service and Clientele
12:00 p.m. – 1:00 p.m.	Lunch Break
1:00 p.m. – 2:15 p.m.	M1S3: The History of Career Guidance
2:15 p.m. – 3:00 p.m.	M1S4: Career Education in the Context of Guidance
3:00 p.m. – 3:15 p.m.	Health Break
3:15 p.m. – 3:45 p.m.	M1S4: Career Education in the Context of Guidance



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3:45 p.m. – 4:45 p.m.	M1S5: Theories for Career Choice and Development
4:45 p.m. – 5:00 p.m.	End of the day evaluation/Writing Activity/Reflection/Other reminders
<b>Day 3 – Wednesday</b>	
8:00 a.m. – 8:30 a.m.	Management of Learning
8:30 a.m. – 10:00 a.m.	M2S6: Legal Bases of Career Guidance in the Philippines
10:00 a.m. – 10:15 a.m.	Health Break
10:15 a.m. – 12:00 p.m.	M2S7: The Career Advocate
12:00 p.m. – 1:00 p.m.	Lunch Break
1:00 p.m. – 2:30 p.m.	M2S8: Linkage Development
2:30 p.m. – 3:00 p.m.	M3S9: Developing the Career-Conscious K-12 Graduate through Instruction as the Delivery System
3:00 p.m. – 3:30 p.m.	Health Break
3:30 p.m. – 4:20 p.m.	M3S9: Developing the Career-Conscious K-12 Graduate through Instruction as the Delivery System
4:20 p.m. – 5:00 p.m.	End of the day evaluation/Writing Activity/Reflection/Other reminders
<b>Day 4 – Thursday</b>	
8:00 a.m. – 8:30 a.m.	Management of Learning
8:30 a.m. – 10:00 a.m.	M3S10: Guidance Service as Delivery System
10:00 a.m. – 10:15 a.m.	Health Break
10:15 a.m. – 12:00 p.m.	M3S10: Guidance Service as Delivery System (Continuation)
12:00 p.m. – 1:00 p.m.	Lunch Break
1:00 p.m. – 3:00 p.m.	M3S11: Co-curricular Activities as Delivery System
3:00 p.m. – 3:15 p.m.	Health Break
3:15 p.m. – 4:30 p.m.	M3S12: DO No. 30, s. 2017 (Guidelines for Work Immersion) and DO No. 39 s. 2018 (Clarification and Additional Information to DO No. 30 s. 2017)
4:30 p.m. – 5:00 p.m.	End of the day evaluation/Writing Activity/Reflection/Other reminders
<b>Day 5 – Friday</b>	
8:00 a.m. – 8:30 a.m.	Management of Learning
8:30 a.m. – 10:00 a.m.	WAP Orientation
10:00 a.m. – 10:15 a.m.	Health Break
10:15 a.m. – 12:00 p.m.	Post Test Closing Program End of the day evaluation/clearing house/other reminders
12:00 p.m. – 1:00 p.m.	Lunch Break
<b>HOME SWEET HOME</b>	

Prepared by:

**SHEILA ROSE B. APIAG, JD**  
 Chief, ESSD

Recommending Approval:

**GREGORIO CYRUS R. ELEJORDE, CESO V**  
 Asst. Regional Director

Approved:

**RUTH L. FUENTES, CESO III**  
 Regional Director