



Republic of the Philippines  
**DEPARTMENT OF EDUCATION**  
Region XI  
Division of Digos City



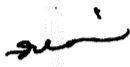
*Office of the Schools Division  
Superintendent*

*Telefax: (082) 553 – 8396; 553-8376*

Division Memorandum

No. 661, s. 2016

To: Public Schools District Supervisors  
School Principals/Officers-in-Charge  
DepEd Senior High School Providers

From:   
DEE D. SILVA, DPA, CESO VI,  
Schools Division Superintendent

Subject: Protection for Senior High School Students on K to 12 Work Immersion  
Program

Date: November 3, 2016

1. Attached herewith are the Regional Memorandum No. 303 s. 2016, entitled, “Protection for Senior High School Students on K to 12 Work Immersion Program”, and the Labor Advisory No. 8, s. 2016 of the Department of Labor, contents of which are self-explanatory.
2. Attention is directed to Paragraphs 2 and 3 of said Memorandum for your appropriate action.
3. For information and guidance.

DepEd Schools Division of Digos

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Date: NOV 03 2016 Time: 1:42

By: 



October 24, 2016

REGIONAL MEMORANDUM  
No. 303 s. 2016

10/24/16  
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**Protection for Senior High School Students on K to 12 Work Immersion Program**

To: Schools Division Superintendents  
School Heads

1. Pursuant to Labor Advisory No.8 s.2016 of the Department of Labor and Employment, Intramuros, Manila and DepED Order No. 40, s. 2015 on the implementation of Work Immersion Program for Senior High School (SHS), this Office reiterates that the protection of our students should always be of utmost consideration in implementing the immersion program for SHS students.
2. It is advised that an orientation on the scope and delimitation of the Work Immersion Program be conducted to the parents and students. All required documents should be complied and submitted to the school prior to the deployment of students to their respective industry partners.
3. Senior High School (SHS) Heads and Work Immersion Coordinator shall ensure compliance of the hereto attached Labor Advisory.
4. For your guidance

**ATTY. ALBERTO T. ESCOBARTE, CESO III**  
Regional Director

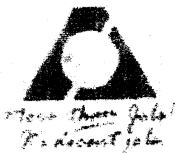
By the Authority of the Regional Director:

**JANETTE G. VELOSO, Ed.D.**  
Chief, CLMD 10/24/16  
Office-in-Charge

Enclosed:  
Labor Advisory No 8 s.2016

To be indicated in the Perennial Index under the following headings:  
CURRICULUM: K TO 12 BASIC EDUCATION PROGRAM WORK IMMERSION

CC: CLMD



Republic of the Philippines  
DEPARTMENT OF LABOR AND EMPLOYMENT  
Intramuros, Manila

DEPARTMENT OF LABOR AND EMPLOYMENT	Administrative Office - Office of the Secretary
DATE	JUN 29 2016
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LABOR ADVISORY NO. 08  
Series of 2016

**Protection for Senior High School Students on K-12 Work Immersion Program**


- I. **Purpose and Basis.** – In the operationalization of the Work Immersion Program pursuant to Department Order No. 40, Series of 2015 of the Department of Education, this Advisory is hereby issued for the guidance of the parties involved in K-12 Building Partnership Agreements and in the execution of Memorandum of Understanding, Memorandum of Agreements and other documents relevant to the Program.
- II. **Concept of Work Immersion.** – Work Immersion is that part of the Senior High School (SHS) Curriculum consisting of 80 hours of hands-on experience or work simulation which the Grades 11 and 12 students will undergo to expose them to the actual workplace setting and enrich the competencies provided by the school under the supervision of the School Head and the designated personnel of the partner. The 80 hours may be scheduled for no more than 8 cumulative or consecutive hours per day. All Technical-Vocational Institutions offering Senior High School shall also be governed by the DepEd guidelines on the 80-hour work immersion. All applicable safety guidelines of TESDA and DOLE relevant to the basic education shall apply.

Work immersion shall not be considered as employment arrangement but only to serve the K-12 Program purpose of exposing the students to actual workplace setting and augment the competencies provided by the schools.

- III. **Conditions for Work Immersion of Students in Workplaces** – The following conditions shall be observed for the protection of SHS students undergoing work immersion:

1. The work immersion shall be allowed only between 8:00 o'clock in the morning and 5:00 o'clock in the afternoon;
2. Work immersion for students below 15 years old and with permission from their parent or guardian, shall not be longer than four (4) hours in any given day;
3. SHS Students, regardless of age shall not be allowed for work immersion in industries and activities considered as hazardous in accordance with DOLE Department Order No. 149, series of 2016 (Guidelines in Assessing and Determining Hazardous Work in the Employment of Persons Below 18 Years of Age); and
4. Work immersion shall in no case result in the replacement of or diminution of benefits of the workers in the partner enterprise/company.

be guided accordingly.

  
ROSALINDA DIMAPILIS-BALDOZ  
Secretary

Dept. of Labor & Employment

30 June 2016