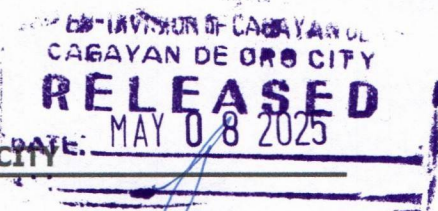




Republic of the Philippines
Department of Education
REGION X

SCHOOLS DIVISION OF CAGAYAN DE ORO CITY

Office of the Schools Division Superintendent



07 May 2025

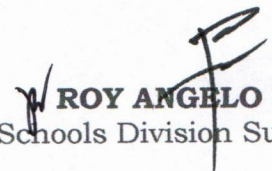
DIVISION MEMORANDUM

No. 375 s. 2025

**REGIONAL ROLL-OUT OF THE CAREER GUIDANCE PROGRAM FOR THE
SCHOOL-BASED TRAINING OF CAREER ADVOCATES (SBTCA)**

To: Asst. Schools Division Superintendent
Chief Education Supervisors, SGOD and CID
Concerned Secondary School Heads
Concerned Teaching and Non-teaching Personnel
All Others Concerned

1. Relative Regional Memorandum No. 319, s. 2025, on the conduct of the Regional Roll-out of the Career Guidance Program for the School-based Training of Career Advocates (SBTCA) on June 9-13, 2025, the field is hereby informed of the participants of the said training (see Annex A of this memorandum).
2. Venue of said training will be announced through a separate memorandum.
3. All participating teaching personnel shall be entitled to vacation service credits in accordance with *DepEd Order No. 53, s. 2003, Updated Guidelines on the Grant of Vacation Service Credits to Teachers*, upon submission of complete documentary requirements.
4. In adherence to Equal Opportunity Principle (EOP), inclusive and fair treatment is accorded to all personnel regardless of disability, sexual orientation, gender, age, religion, and ethnicity.
5. This Office directs immediate dissemination and compliance to this Memorandum.


ROY ANGELO E. GAZO
Schools Division Superintendent

Encl: As stated

Reference: As stated

To be indicated in the Perpetual Index
under the following subjects:

CAREER GUIDANCE

DM012-SGOD-YF-LLT / regional roll-out of the career guidance program for the school-based training of career advocates (sbtca)
May 7, 2025

Annex A. List of Attendees

Rochelle A. Luzano	Education Program Supervisor	Regional Performance Management Team <i>June 2-20, 2025</i>
Jairus John M. Gochuco	Project Development Officer I	CGP SBTCA Class Adviser, Cluster 2 <i>June 9-13, 2025</i>
Loredelle L. Tacandong	Project Development Officer I	CGP SBTCA Class Adviser, Cluster 1 & 2 <i>June 2-13, 2025</i>
Beato C. Buot	Guidance Counselor II	CGP SBTCA Trainer <i>June 2-20, 2025</i>
Ma. Jennifer T. Cabatingan	Teacher II	CGP SBTCA Trainer <i>June 2-20, 2025</i>

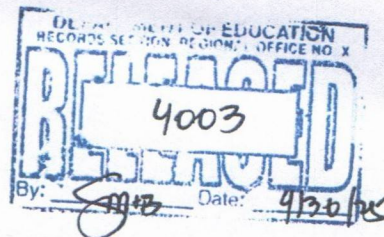
Participants June 9-13, 2025		
<i>Name</i>	<i>School</i>	<i>Position</i>
Landas, John Michael	Gusa Regional Science High School - X	Teacher I
Paclar, Agustina		Teacher I
Dacut, Emmanuel	FS Catanico Integrated School	Teacher I
Ebsolo, Joan Dale		Teacher I
Panal, Reveriano Jr.	East Gusa National High School	Teacher I
Alburo, Jennifer		Teacher I
Cuyag, John Michael	Cugman National High School	Teacher III
Macalos, Maria Evelyn		Teacher II
Talle, Jestoni	Balubal National High School	Teacher I
Ardonia, Ivy		Teacher I
Echem, Emmanuel	Bugo National High School	Teacher II
Echem, Irish Cindy Joy		Teacher I
Dullente, Jim Stephen	Puerto National High School	Teacher I
Dahiroc, Emielyn		Teacher I
Belono, Wilfredo Jr.	Cugman Integrated School	Teacher III/SIC
Cairel, Nancy	Agusan National High School	Teacher III
Leceña, John Rey	Tablon National High School	Teacher II
Pepito, Leonelyn		Teacher I

Sale, Roger	Puntod National High School	Teacher III
Naces, Rina Marie		Teacher II
Bontao, Junrey	Macabalan National High School	SST I
Tabaldo, Hazzelel		SST III
Pacana, Arnel	Bayabas National High School	Master Teacher I
Dagondon, Rhea		Guidance Counselor I
Sumaria, Reymark	Bonbon National High School	Teacher I
Rellon, Raissa		Teacher I
Cahoy, Rongie	Kauswagan National High School	Teacher I
Dumlao, Ma. Myamie		Teacher III
Babaylan, Tristan	Camaman-an National High School	Teacher II
Donglas, Susan		Teacher I
Sabidor, Romel	Cagayan De Oro National High School - SHS	Teacher I
Jalit, Junalyn		Teacher I
Frias, Derby	Balongkot Integrated School	Teacher I
Doromal, Pinky	Macasandig National High School	Teacher III
Dela Cerna, Dennis	Cagayan de Oro National High School – JHS	Teacher II
Taboclaon, Karen		Teacher I
Gorgonio, Mario Jr.	Indahag National High School	Teacher I
Encarnacion, Ruth		Teacher I
Moran, Levi	Pigsag-an National High School	Teacher I
Molo, Elvie		Teacher I
Alungay, Christopher	Tagpangi National High School	Teacher III
Obsioma, Marizel		Teacher III
Paigna, John Rod	Pagalungan National High School	Teacher I
Aleonar, Rafunzel May		Teacher II
Mendez, Mauro	Lumbia National High School	Teacher III
Robinol, Fremalen Juliet		Teacher III
Cadalso, Javent Erl	Taglimao National High School	Teacher I
Importante, Juvy		Master Teacher II
Puasan, Elbert	Tumpagon National High School	Teacher I
Buhia, Lea Jhanica		Teacher I

Sajulan, Julius	Tuburan National High School	Teacher II
Legaspi, Naome		Teacher III
Tinoy, Larry	Tignapoloan National High School	Teacher I
Dalay, Teresa		Teacher I
Anero, Glenford	Dansolihon National High School	Teacher I
Bagasbas, Judy Ann		Teacher I
Saluna, Michael	Bayanga National High School	Teacher I
Dalaoyan, Mary Ann		Teacher II
Sogoc, Christian Kenneth	Man-ai National High School	Teacher I
Baldelamar, Aivie Jane		Teacher I
Emlano, James Ryan	Balulang National High School	Teacher I
Bation, Marites		Teacher III
Salic, Edris	Carmen National High School	Teacher II
Bete, Kenneth		Teacher III
Sabino, Michael Joseph	Canitoan National High School	SST I
Cabato, Cathy		SST III
Perino, Virginito	Perdo "Oloy" n. Roa Sr. National High School	Teacher II
Simbajon, Christina MVV		SST I
Lapiz, Charle Magne	Baikingon National High School	Teacher I
Dais, Raquel		Teacher I
Vipinosa, Jovelrich	Pagatpat National High School	Teacher I
Ocot, Marissa		Teacher I
Oclarit, Allan Nicomedes	Iponan National High School	Teacher I
Anay, Melissa		Teacher III
Dejeto, Carmelito	Lapasan National High School	Teacher III
Amores, Joyce Ann		Teacher III
Yana, June Francis	Mambuaya National High School	Teacher I
Bala, Cristen		Teacher I
Baguio, Ralph Angelo	Bulua National High School	Teacher I
Pascual, Angela Mae		Teacher I
Pacudan, Derson	Angeles Sisters National High School	Teacher II
Virtudez, Cheryl		Teacher III



Republic of the Philippines
Department of Education
REGION X - NORTHERN MINDANAO



REGIONAL MEMORANDUM
No. 319, s. 2025

April 29, 2025

REGIONAL ROLLOUT OF THE CONDUCT OF THE CAREER GUIDANCE PROGRAM
SCHOOL BASED TRAINING OF CAREER ADVOCATES (SBTCA)

To: Schools Division Superintendents
Assistant Schools Division Superintendents
Chief Education Supervisors, CID and SGOD
Division Youth Formation Coordinators
Division HRD SEPS
All Others Concerned

1. In furtherance of its mandate of institutionalizing Republic Act No. 11206, also known as the Secondary Career Guidance and Counseling Act of 2019, this Office, through the Education Support Services Division (ESSD) – Youth Formation and the Human Resource Development Division (HRDD), announces the **Regional Rollout of the Conduct of the Career Guidance Program School-Based Training of Career Advocates (SBTCA)** from **June 2-20** in **Cagayan de Oro City** (exact venue to be announced).
2. The SBTCA is based on DepEd's commitment to the Asian Development Bank (ADB) under the Secondary School Education Program (SESP). This commitment ensures that by June 2025, at least 50% of DepEd secondary schools will have two trained, certified, and designated Career Advocates (CAS), preferably one male and one female.
3. The participants in this activity are selected Secondary School teachers assigned to handle the Career Guidance Program (CGP). Once trained and passed the Career Advocates Assessment, these secondary school teachers shall be called Career Advocates (CAs). They will be tasked to implement the Career Guidance Program activities. As per DepEd Order 05, s. 2024, titled "Rationalization of Teachers Workload in Public Schools and Payment of Teaching Overload," CGP falls under the Teaching-related assignments. Hence, the designation of Career Advocate is a form of specialization and is considered a teaching-related assignment.
4. Division Youth Formation Coordinators (DYFCs), in collaboration with their Human Resource Development Senior Education Program Specialists (HRD-SEPS) are requested to identify two Secondary School teachers (preferably 1 male, 1 female) per school. The names of the identified participants are to be inputted at tinyurl.com/sbtca-rx-pax on or before May 7. For more details about the participants' distribution per Division, kindly refer to **Annex B**.
5. For proper coordination and preparation, Regional PMT members, Class Advisers and CGP Trainers shall likewise conduct an online pre-work activity on **May 13**. Online meeting link shall be sent separately.

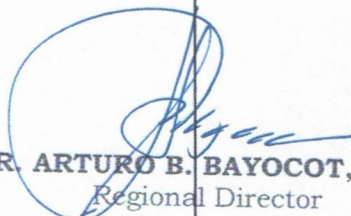


Address: DepEd Regional Office X, Zone 1, Upper Balulang, Cagayan de Oro City
Telephone No: (088) 881-3137
Email Address: region10@depd.gov.ph
Website: r10.deped.gov.ph

Doc. Ref. Code	RD-ORD-F014	Rev	01
Effectivity	01.22.24	Page	1 of 1



6. Personnel who will attend the activity shall be allowed to avail of service credits and Compensatory Time Off (CTO) on a holiday, subject to the existing rules and regulations and the approval of the Schools Division Offices (SDOs).
7. The cost for meals (breakfast, AM & PM snacks, and lunch) of the participants shall be charged against RO funds while travel, board and lodging and other incidental expenses shall be charged to local funds, subject to usual accounting, budgeting, auditing rules and regulations.
8. As a reference guide, the following documents are attached in this Memo:
- Annex A. CGP Trainers and Program Management Team
 - Annex B. Distribution of Participants per Division
 - Annex C. CGP SBTCA Program of Activities
9. For queries and clarifications, contact Michael Dave B. Tan, EPS II-HRDD RX through michaeldave.tan@deped.gov.ph.
10. This Office directs the immediate and wide dissemination of this Memorandum.


DR. ARTURO B. BAYOCOT, CESO III
Regional Director

ATCH.: As stated
To be indicated in the Perpetual Index
under the following subjects:

SCHOOLS DIVISION TRAININGS

RE: Regional Rollout of the Conduct of the Career Guidance Program School-Based Training of Career Advocates (SBTCA)

HRDD/mdtan

Annex A.

CGP Trainers and Program Management Team

Regional Program Management Team				
	Name	Position	Office	Station
1	Dr. Arturo B. Bayocot, CESO III	Regional Director	ORD	Regional Office
2	Dr. Federico P. Martin, CESO V	Assistant Regional Director	ORD	Regional Office
3	Enerio E. Ebisa	Chief EPS	HRDD	Regional Office
4	Atty. Candice Zennia R. Razon	Attorney IV / OIC Chief	ESSD	
5	Mala Epra B. Magnaong	Chief EPS	CLMD	Regional Office
6	Rebecca P. Postrano	EPS	HRDD	Regional Office
7	Romeo V. Balandra II	EPS	CLMD	Regional Office
8	Ranie Livero Villamin	EPS	HRDD	Regional Office
9	Ricardo G. Dragon	PDO IV	ESSD	Regional Office
10	Michael Dave B. Tan	EPS-II	HRDD	Regional Office
11	Monella Mae Galos	EPS-II	HRDD	Regional Office
12	Jick Lloyed Melloria	EPS-II	PPRD	Regional Office
13	Maria Bliezl C. Bersano	AO IV	Finance	Regional Office
14	Shirley Ampo	ADAS-II	HRDD	Regional Office
15	Rochelle A. Luzano	EPS	CID	SDO Cagayan de Oro
16	Owen Niko Baylan	School Head	Maribojoc Integrated School	SDO Misamis Oriental
17	Ela B. Abucejo	PDO-I	SGOD	SDO Gingoog
18	Jhonabelle B. Biado	Guidance Counselor I	GCCNHS	SDO Gingoog

CGP SBTCA Trainers			
	Name	SDO	Position
1	Beverly M. Daloyon	Lanao del Norte	Guidance Counselor III
2	Coleen Franchette Q. Lasta	Misamis Occidental	Guidance Counselor II
3	Joan B. Cañeda	Iligan	Guidance Counselor III
4	Analyn L. Pepito	Ozamiz	Guidance Counselor II
5	Girlie S. Monoy	Iligan	Guidance Counselor III
6	Ivy S. Colis	Iligan	Guidance Counselor III
7	Marecil O. Alfeche	Bukidnon	Principal II
8	Audrey D. Abamonga-Fabionar	Lanao del Norte	Guidance Counselor III
9	Angelina M. Tamala	Malaybalay	Guidance Counselor II
10	John Lyric D. Poligrates	Tangub	Guidance Counselor II
11	Arnold C. Montefalcon	Tangub	Guidance Counselor II
12	Beato C. Buot	Cagayan de Oro	Guidance Counselor II

13	Ma.Jennifer T.Cabatingan	Cagayan de Oro	Teacher II
14	Ainee R. Fuentes	Misamis Occidental	Guidance Counselor I
15	Christ Mae S. Saculungan	Misamis Oriental	Guidance Counselor I
16	Jasper F. Cañete	Misamis Oriental	Guidance Counselor III
17	Lawrence T. Pastrano	Oroquieta	Guidance Counselor II
18	Fe Psychie N Nival	Oroquieta	Guidance Counselor III
19	Doneca Goldwyn D. Balos	Ozamiz	Guidance Counselor III
20	Dani Lyne D. Homecillo	Ozamiz	Guidance Counselor III
21	Amihan P. Abraham	Malaybalay	Guidance Counselor III

CGP SBTCA Class Advisers			
Cluster 1			
	Name	SDO	Position
1	Bobby Glenn Casanos	Bukidnon	PDO - I / DYFC
2	Alva Joyce A. Deconlay	Bukidnon	PDO - I / DYFC
3	Karl Lois C. Pagaran	Malaybalay	PDO - I / DYFC
4	Lucilyn M. Cahucom	Malaybalay	PDO - I / DYFC
5	Marc Andy R. Ramonal	Valencia	PDO - I / DYFC
6	Sophia Rose V. Dio	Valencia	PDO - I / DYFC
7	John Leonard O. Fernandez	Camiguin	PDO - I / DYFC
8	Lyn B. Ellorin	Bukidnon	PDO - I / DYFC
9	Raymond S. Atay	Oroquieta	PDO - I / DYFC
10	Loredelle L. Tacandong	Cagayan de Oro	PDO - I / DYFC
11	Arniel B. Mehoy	Tangub	PDO - I / DYFC
12	Michael Mervin Acenas	Misamis Oriental	PDO - I / DYFC
Cluster 2			
	Name	SDO	Position
1	Jairus John M. Gochuco	Cagayan de Oro	PDO - I / DYFC
2	Loredelle L. Tacandong	Cagayan de Oro	PDO - I / DYFC
3	Melody D. Hormillada	Gingoog	PDO - I / DYFC
4	Arniel B. Mehoy	Tangub	PDO - I / DYFC
5	Michael Mervin Acenas	Misamis Oriental	PDO - I / DYFC
6	Catherine Anne B. Alcala	Misamis Oriental	PDO - I / DYFC
7	Esmael V. Malaco, Jr.	El Salvador	PDO - I / DYFC
8	Rhoda Pearl S. Herrera	Iligan	PDO - I / DYFC
9	Marie Lorraine A. Baclayon	Lanao del Norte	PDO - I / DYFC
10	Marianne April Abejo - Buta	Misamis Occidental	PDO - I / DYFC
11	Shenefe Lomoctos	Ozamiz	PDO - I / DYFC
12	John Perkin L. Sebua	Iligan	PDO - I / DYFC
Cluster 3			
	Name	SDO	Position
1	Esmael V. Malaco, Jr.	El Salvador	PDO - I / DYFC
2	John Perkin L. Sebua	Iligan	PDO - I / DYFC
3	Rhoda Pearl S. Herrera	Iligan	PDO - I / DYFC
4	Marie Lorraine A. Baclayon	Lanao del Norte	PDO - I / DYFC
5	Marielle Monchilou G. Jerusalem	Lanao del Norte	PDO - I / DYFC
6	Marianne April Abejo - Buta	Misamis Occidental	PDO - I / DYFC

7	Caryl Joy P. Tangcasan	Misamis Occidental	PDO - I / DYFC
8	Sheneffe Lomoctos	Ozamiz	PDO - I / DYFC
9	Alva Joyce A. Deconlay	Bukidnon	PDO - I / DYFC
10	Lucilyn M. Cahucom	Malaybalay	PDO - I / DYFC
11	Marc Andy R. Ramonal	Valencia	PDO - I / DYFC
12	John Leonard O. Fernandez	Camiguin	PDO - I / DYFC

Annex B.
Distribution of Participants per Division

Division	No. of Secondary Schools	No. of Male Pax	No. of Female Pax	Total No. of Pax
Bukidnon	68	68	68	136
Cagayan de Oro City	41	41	41	82
Camiguin	9	9	9	18
El Salvador	5	5	5	10
Gingoog City	16	16	16	32
Iligan City	26	26	26	52
Lanao del Norte	43	43	43	86
Malaybalay City	17	17	17	34
Misamis Occidental	35	35	35	70
Misamis Oriental	60	60	60	120
Oroquieta City	9	9	9	18
Ozamiz City	16	16	16	32
Tangub City	8	8	8	16
Valencia City	22	22	22	44
				750

SBTCA Schedule

Training Dates	SDO	No. of Pax
CLUSTER 1	Bukidnon	136
June 2-6, 2025	Malaybalay	34
	Valencia	44
	Camiguin	18
	Oroquieta	18
	Total of Pax / Cluster	250
CLUSTER 2	Cagayan de Oro	82
June 9-13, 2025	Gingoog	32
	Tangub	16
	Misamis Occidental	120
	Total of Pax / Cluster	250
CLUSTER 3	El Salvador	10
June 16-20, 2025	Iligan	52
	Lanao	86
	Malaybalay City	70
	Ozamiz	32
	Total of Pax / Cluster	250

Annex C.

Program of Activities CAREER GUIDANCE PROGRAM SCHOOL-BASED TRAINING OF CAREER ADVOCATES

DAY 1 (Monday)		
Inclusive Time	Minutes	Program
8:00 a.m. – 12:00 p.m.		Arrival and Registration
12:00 p.m. – 1:00 p.m.	60 min	Lunch Break
1:00 p.m. – 2:00 p.m.	60 min	Opening Program • National Anthem • Ecumenical Prayer • DepEd QPS • Welcome Remarks/ Message • Introduction of Participants • Photo Documentation • Pre-Test
2:00 p.m. – 3:00 p.m.	60 min	Plenary 1: YFD CGP Introduction
3:00 p.m. – 3:15 p.m.	15 min	Health Break
3:15 p.m. – 4:30 p.m.	75 min	Plenary 2: Overview of Career Guidance Program
4:30 p.m. – 5:00 p.m.	30 min	Pre-test/ End of the day evaluation / Writing Activity / Reflection / Other Reminders

DAY 2 (Tuesday)		
Inclusive Time	Mins	Program
8:00 a.m. – 8:20 a.m.	30 min	Management of Learning
8:30 a.m. – 10:00 a.m.	90 min	M1S1: Guidance: Principles, Goals and other-related Concepts
10:00 a.m. – 10:15 a.m.	15 min	Health Break
10:15 a.m. – 12:00 p.m.	105 min	M1S2: Guidance Service and Clientele
12:00 p.m. – 1:00 p.m.	60 min	Lunch Break
1:00 p.m. – 2:15 p.m.	75 min	M1S3: The History of Career Guidance
2:15 p.m. – 3:00 p.m.	45 min	M1S4: Career Education in the Context of Guidance
3:00 p.m. – 3:15 p.m.	15 min	Health Break
3:15 p.m. – 3:45 p.m.	30 min	M1S4: Career Education in the Context of Guidance
3:45 p.m. – 4:45 p.m.	60 min	M1S5: Theories for Career Choice and Development
4:45 p.m. – 5:00 p.m.	15 min	End of the day evaluation / Writing Activity / Reflection / other reminders

DAY 3 (Wednesday)		
Inclusive Time	Mins	Program
8:00 am – 8:30 am	30 min	Management of Learning
8:30 am – 10:00 am	90 min	M2S6: Legal Bases of Career Guidance in the Philippines
10:00 am – 10:15 am	15 min	Health Break
10:15 am – 12:00 p.m.	105 min	M2S7: The Career Advocate
12:00 p.m. – 1:00 p.m.	60 min	Lunch Break
1:00 p.m. – 2:30 p.m.	90 min	M2S8: Linkage Development
2:30 p.m. – 3:00 p.m.	30 min	M3S9: Developing the Career-Conscious K-12 Graduate through Instruction as the Delivery System
3:00 p.m. – 3:30 p.m.	30 min	Health Break
3:30 p.m. – 4:20 p.m.	50 min	M3S9: Developing the Career-Conscious K-12 Graduate through Instruction as the Delivery System
4:20 p.m. – 5:00 p.m.	40 min	End of the day evaluation / Writing Activity / Reflection / other reminders

DAY 4 (Thursday)		
Inclusive Time	Mins	Program
8:00 a.m. – 8:30 a.m.	30 min	Management of Learning
8:30 a.m. – 10:00 a.m.	90 min	M3S10: Guidance Service as Delivery System
10:00 a.m. – 10:15 a.m.	15 min	Health Break
10:15 a.m. – 12:00 p.m.	105 min	M3S10: Guidance Service as Delivery System (continuation)
12:00 p.m. – 1:00 p.m.	60 min	Lunch Break
1:00 p.m. – 3:00 p.m.	120 min	M3S11: Co-curricular Activities as Delivery System
3:00 p.m. – 3:15 p.m.	15 min	Health Break
3:15 p.m. – 4:30 p.m.	75 min	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.	30 min	End of the day evaluation/clearing house / other reminders

DAY 5 (Friday)		
Inclusive Time	Mins	Program
8:00 a.m. – 8:30 a.m.	30 min	Management of Learning
8:30 a.m. – 10:00 a.m.	90 min	WAP Orientation
10:00 a.m. – 10:15 a.m.	15 min	Health Break
10:15 a.m. – 12:00 p.m.	105 min	Post Test Closing Program End of the day evaluation/clearing house / other reminders
12:00 p.m. – 1:00 p.m.	60 min	Lunch Break

HOME SWEET HOME