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Implications of the Creation of CPSP-CATS Committees for Regulated Professions in the Philippines (PRC Resolution No. 1262, Series of 2020)

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Abstract

Aim: This research explores the transformative impact of Career Progression and Specialization Program and Credit Accumulation and Transfer System (CPSP-CATS) Committees on regulated professions in the Philippines. It delves into the implications of these committees, emphasizing their role in enhancing professional competence, creating structured career pathways, and gaining international recognition.

Methodology: The research employs documentary analysis to gather evidence from reports, publications, and official documents related to CPSP-CATS Committees. The analysis serves as the foundation for drawing conclusions and formulating recommendations.

Results: The findings reveal the significant positive implications of CPSP-CATS Committees for regulated professions in the Philippines.

Conclusion: Professionals benefit from enhanced competence and specialization, structured career paths, and international recognition. These committees contribute to the maintenance of high professional standards. To optimize the role and impact of CPSP-CATS Committees, recommendations include diversifying specialization programs, enhancing accessibility, strengthening quality assurance mechanisms, promoting awareness, mobilizing resources, addressing geographical inclusivity, fostering peer learning networks, and ensuring policy alignment.

Keywords: CPSP-CATS Committees, Professional Development, Specialization Programs, Quality Assurance, Philippines

INTRODUCTION

A. Background and Context of CPSP-CATS Committees

The field of professional regulation and development in the Philippines has witnessed significant advancements over the years. One notable development is the establishment of Career Progression and Specialization Program and Credit Accumulation and Transfer System (CPSP-CATS) Committees, as outlined in the Professional Regulation Commission (PRC) Resolution No. 1262, Series of 2020. These committees were instituted with the overarching aim of enhancing career progression and specialization opportunities for regulated professions in the Philippines. The CPSP-CATS Committees, composed of dedicated professionals and experts, have played a pivotal role in shaping the landscape of professional development within the country.

PRC Resolution No. 1262, Series of 2020, represents a landmark initiative that underscores the commitment of regulatory bodies and policymakers to provide professionals in the Philippines with a structured framework for continuous learning, specialization, and career advancement. Through the creation of CPSP-CATS Committees, the resolution aims to facilitate the accumulation and transfer of credits earned by professionals, thereby promoting lifelong learning and skill development.



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As the Philippines continues to evolve in response to the demands of a dynamic global economy, the role of CPSP-CATS Committees in guiding regulated professions becomes increasingly significant. It is against this backdrop that this research endeavors to delve into the implications of the creation of CPSP-CATS Committees for regulated professions, as mandated by PRC Resolution No. 1262.

B. Rationale for the Study

The rationale for conducting this study is multifaceted and reflects the critical need to comprehensively understand the effects of CPSP-CATS Committees on regulated professions. Firstly, the establishment of CPSP-CATS Committees represents a significant policy shift in the field of professional development in the Philippines. Understanding the implications of this policy shift is essential for policymakers, regulatory bodies, professionals, and educational institutions.

Secondly, this study is prompted by the recognition that, while CPSP-CATS Committees hold the potential to enhance career progression and specialization opportunities, there is a need to systematically examine their impact. Previous research in this specific context is limited, and a comprehensive analysis is required to uncover both the positive outcomes and potential challenges associated with CPSP-CATS Committees.

Thirdly, this research aims to bridge a critical research gap in the existing literature. While there have been advancements in the study of professional regulation and development, there is a notable lack of research focused specifically on the implications of CPSP-CATS Committees as mandated by PRC Resolution No. 1262. By addressing this gap, the study seeks to contribute valuable insights that can inform policy decisions, professional practices, and educational strategies in the Philippines.

Literature Review

A. Overview of CPSP-CATS Committees and Their Creation

The Career Progression and Specialization Program and Credit Accumulation and Transfer System (CPSP-CATS) Committees are central to the discourse surrounding the professional development landscape in the Philippines. CPSP-CATS Committees, as mandated by Professional Regulation Commission (PRC) Resolution No. 1262, Series of 2020, are instrumental bodies designed to facilitate continuous learning and career progression among regulated professionals. These committees operate within the framework of the PRC, a key regulatory body in the Philippines overseeing various professions. The creation of CPSP-CATS Committees was driven by the need to equip professionals with a structured system for accumulating and transferring educational credits throughout their careers.

This approach emphasizes the importance of lifelong learning and adaptability in an ever-evolving global workforce. PRC Resolution No. 1262, Series of 2020, serves as the foundational document outlining the establishment, functions, and responsibilities of CPSP-CATS Committees. This resolution sets the stage for CPSP-CATS Committees to collaborate with professionals, educators, and experts to develop programs that support the accumulation of credits and the advancement of professionals within their respective fields. Through this initiative, the Philippines seeks to enhance the competence, competitiveness, and specialization of its workforce, aligning it with global standards.

The creation and mandate of Career Progression and Specialization Program and Credit Accumulation and Transfer System (CPSP-CATS) Committees in the Philippines are grounded in the legislative framework established by Republic Act (R.A.) No. 10912, also known as the "Continuing Professional Development Act of 2016." This legislation underscores the significance of CPD programs formulated and implemented by regulated professions to ensure the development of quality-assured mechanisms for the validation, accreditation, and recognition of learning outcomes, including professional work experiences and prior learning.

1. Legal Framework for CPSP-CATS Committees: R.A. No. 10912 provides the legal foundation for the establishment of CPSP-CATS Committees. Section 4 (c) highlights the necessity of CPD programs designed to validate, accredit, and recognize various forms of learning, including professional work experiences and prior learning. This underscores the importance of CPSP-CATS Committees in facilitating these processes.



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2. Powers and Functions of the CPD Council: Section 8 (e) and (h) of R.A. No. 10912 delineates the powers and functions of the CPD Council. These include the development of mechanisms for the validation, accreditation, and recognition of self-directed learning, online learning, and other learning processes, aligning with the roles assigned to CPSP-CATS Committees.
3. CPD Credit Units and PQF Alignment: Section 11 of the same law emphasizes the accumulation and transfer of CPD credit units in accordance with the Pathways and Equivalencies of the Philippine Qualifications Framework (PQF). This underscores the need for CPSP-CATS Committees to ensure that CPD programs align with PQF standards.
4. Career Progression and Specialization Program: Section 12 of R.A. No. 10912 mandates the Professional Regulation Commission (PRC) and the Professional Regulatory Boards, in consultation with various stakeholders, to formulate and implement a Career Progression and Specialization Program for each profession. This program is an integral part of CPD and highlights the need for CPSP-CATS Committees to support its implementation.

Alignment with the Philippine Qualifications Framework (PQF) Act:

In addition to R.A. No. 10912, the Philippine Qualifications Framework (PQF) Act, or R.A. No. 10968, plays a significant role in the institutionalization of lifelong learning and the alignment of qualification standards with international frameworks. Section 2 of R.A. No. 10968 emphasizes the policy to encourage lifelong learning and align qualifications with industry standards, aligning with the objectives of CPSP-CATS Committees.

1. Objective of the PQF: Section 5 (c) of the Implementing Rules and Regulations of R.A. No. 10968 outlines the objective of the PQF, which is to align domestic qualification standards with international frameworks. This objective underscores the importance of CPSP-CATS Committees in facilitating the alignment of qualifications and supporting the mobility of Filipino professionals.

The creation and mandate of CPSP-CATS Committees are firmly rooted in the legal framework established by R.A. No. 10912 and R.A. No. 10968. These committees play a crucial role in implementing CPD programs, aligning qualifications with international standards, and supporting the lifelong learning of professionals in the Philippines. Their formation is essential to operationalize the legislative provisions and ensure the continuous development of regulated professions in the country.

B. Regulatory Bodies and Their Role in the Philippines

Regulatory bodies play a pivotal role in shaping and governing various professions in the Philippines. These bodies are tasked with ensuring that professionals meet established standards and adhere to ethical and professional guidelines. In the context of CPSP-CATS Committees, an understanding of regulatory bodies and their functions is crucial. The PRC stands out as a prominent regulatory authority in the Philippines, overseeing numerous professions, including but not limited to engineering, nursing, accountancy, and architecture. The PRC sets licensing requirements, conducts examinations, and maintains professional standards within these fields. Furthermore, it plays a pivotal role in the establishment and supervision of CPSP-CATS Committees, aligning them with the broader objectives of professional regulation. Regulatory bodies like the PRC are responsible for implementing policies that enhance the quality and competitiveness of Filipino professionals. In the context of CPSP-CATS Committees, they serve as key stakeholders in the development and oversight of programs designed to support the accumulation and transfer of educational credits. These regulatory bodies contribute to the formulation of policies that govern the operation of CPSP-CATS Committees and their alignment with the needs and demands of regulated professions.

C. The Impact of Regulatory Committees

The impact of regulatory committees, such as CPSP-CATS Committees, on regulated professions has garnered significant attention in recent scholarly discussions. Regulatory committees, including CPSP-CATS Committees, are integral components of the professional regulatory framework. They are responsible for designing and implementing policies and programs aimed at enhancing the competence, skills, and specialization of professionals. There are several key areas where these committees have been observed to exert an impact:

1. Enhanced Competence: Regulatory committees often lead initiatives that result in professionals acquiring new skills and competencies. These committees play a crucial role in fostering lifelong learning and continuous professional development among regulated professionals.



2. Career Advancement: Regulatory committees can significantly influence the career progression of professionals. By providing structured pathways for specialization and skill development, these committees open doors to higher positions and increase opportunities for professionals within their respective fields.
3. Quality Assurance: One of the primary roles of regulatory committees is to maintain and enhance the quality of services provided by professionals. The role of these committees in setting and enforcing standards ensures the delivery of high-quality services to the public.
4. Global Competitiveness: As the global workforce evolves, the impact of regulatory committees extends to international recognition of professionals. Well-regulated professions, guided by competent committees, enhance the competitiveness of professionals in the international job market.

C. Theoretical Framework for Analyzing the Implications of CPSP-CATS Committees

The analysis of CPSP-CATS Committees' implications necessitates a theoretical framework that provides a structured lens for understanding their effects. One such framework is the Systems Theory, which posits that regulatory committees, like CPSP-CATS Committees, are integral components of a broader professional regulatory system. This theory helps in understanding the interconnectedness of regulatory bodies, professionals, educational institutions, and the public. It emphasizes how changes in one part of the system can ripple through and affect other components, highlighting the need for a holistic analysis of CPSP-CATS Committees' implications.

Another theoretical lens commonly employed is the Stakeholder Theory. It asserts that regulatory committees serve various stakeholders, including professionals, educational institutions, regulatory bodies, policymakers, and the public. This perspective underscores the importance of considering the diverse interests and perspectives of these stakeholders when assessing the implications of CPSP-CATS Committees.

Additionally, Institutional Theory provides insights into how regulatory committees, by shaping and implementing policies and practices, contribute to the institutionalization of professional regulation within a society. This theory helps in understanding how CPSP-CATS Committees influence the norms, rules, and practices governing professions in the Philippines.

Research Objectives

1. To investigate how Career Progression and Specialization Program and Credit Accumulation and Transfer System (CPSP-CATS) Committees enhance the competence and specialization of professionals in the Philippines.
2. To examine the role of CPSP-CATS Committees in providing structured career pathways and facilitating career advancement for Filipino professionals.
3. To assess the impact of CPSP-CATS Committees on the international recognition and reputation of Filipino professionals.
4. To analyze the contribution of CPSP-CATS Committees in maintaining and elevating professional standards through quality assurance measures.

METHOD

Research Design

The research design adopted for this study is documentary analysis. Documentary analysis is a rigorous and systematic approach that allows for the in-depth examination of written or recorded materials to extract valuable insights and draw meaningful conclusions. In the context of this research, it serves as the most appropriate method for exploring the implications of CPSP-CATS Committees for regulated professions in the Philippines.

Sources of Data

The primary data sources include:

1. PRC Resolution No. 1262 and Related Documents: Central to this research is the careful scrutiny of PRC Resolution No. 1262, Series of 2020, which serves as the foundational document outlining the creation, functions, and responsibilities of CPSP-CATS Committees.



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2. Reports, Publications, and Communication from PRC and Relevant Stakeholders: The study encompasses reports, publications, and official communication channels utilized by the PRC and other stakeholders involved in the operation of CPSP-CATS Committees. These documents may include annual reports, committee reports, policy documents, and publications by professional associations or educational institutions.

Data Collection and Analysis Procedures

Documents were carefully reviewed and subjected to content analysis. This involved extracting key information, identifying recurring themes, categorizing data, and discerning patterns and trends. A systematic coding and categorization scheme were applied to ensure consistency and accuracy in the analysis.

Ethical Considerations

The research adhered to ethical principles and standards to ensure the responsible handling of information. Key ethical considerations include:

1. Data Privacy and Confidentiality: The research team ensured the protection of sensitive and confidential information contained in the documents analyzed. Personal identifiers and confidential data were redacted or anonymized to prevent the identification of individuals or entities.
2. Informed Consent: Since this research involves the analysis of publicly available documents and communications, informed consent is not applicable. However, any publicly available documents or reports were used in accordance with copyright and intellectual property laws.
3. Research Transparency: The research process is transparent and clearly documented to facilitate reproducibility and verification of findings. Proper citations and references were provided to acknowledge the sources of information.

RESULTS and DISCUSSION

A. Overview of the Creation of CPSP-CATS Committees

CPSP-CATS Committees, integral to the implementation of Career Progression and Specialization Program and Credit Accumulation and Transfer System (CPSP-CATS), are established in accordance with Section 1 of the mandate. Each profession's CPSP-CATS Committee comprises the following components:

1. **Composition:** The CPSP-CATS Committee is structured to ensure a broad representation of expertise and stakeholders. It is composed of the following:
 - a. Chairperson: The Chairperson is appointed from the Board and possesses a leadership role in overseeing CPSP-CATS initiatives.
 - b. Members: Committee members are drawn from various sectors, including academia, professional organizations, industry, government agencies, and other relevant stakeholders. These members are recognized experts in their respective fields. The composition mandates that the first two members come from academia and an Accredited Professional Organization/Accredited Integrated Professional Organization (APO/AIPO), with flexibility to involve specialty organizations if APO/AIPO representation is unavailable. The CPSP-CATS Committee typically consists of a minimum of three (3) members and a maximum of seven (7).

Additionally, Boards have the flexibility to create Technical Working Groups to address specific concerns or activities pertinent to the formulation and execution of CPSP and CATS.

Section 2 elaborates on the eligibility and selection criteria for the Chairperson and members of the CPSP-CATS Committee:

- a. Chairperson: The Chairperson should have served as a Chairperson or Member of the Board for at least one (1) year and preferably possesses experience in administrative roles related to curriculum development and educational/training administration.



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- b. Members: Members are subject to specific eligibility criteria based on their roles:
- b.1. Academic Expert: Requires at least ten (10) years of discipline-related experience, with administrative positions such as Program Development Head and educational administration roles like College Secretary, Dean, Director, or Department Head. A master's degree from a reputable higher education institution, a scholarly track record in the discipline for the past ten (10) years, and affiliation with designated educational excellence institutions are additional prerequisites.
 - b.2. Accredited Professional Organization (APO)/Accredited Integrated Professional Organization (AIPO) Representative: Preferably, the member should hold a position in the top three (3) of the national organization or, if affiliated with Specialty Committees/Groups, should have recognition as a Specialist.
 - b.3. Government Representative: This member should hold at least a Division Chief-level position with expertise in public or educational administration, policymaking, human resource development, and/or research.
 - b.4. Industry Expert or Independent Practitioner: Requires a minimum of ten (10) years of experience in the profession's practice.
 - b.5. Profession's Specialty Organization or Group Representative: If applicable, this member should hold an elected or appointed position within the relevant Specialty Organization or Group, preferably among the top three (3) positions.

The creation and composition of CPSP-CATS Committees underscore their inclusive nature, involving diverse stakeholders to ensure comprehensive oversight and implementation of CPSP and CATS programs. The inclusion of representatives from academia, professional organizations, government, industry, and specialty groups fosters a collaborative approach to enhancing professional development and specialization.

The eligibility and selection criteria for Chairpersons and members emphasize the importance of expertise, experience, and leadership in guiding CPSP-CATS Committees. This ensures that individuals with a strong foundation in their respective domains are responsible for formulating and implementing CPSP and CATS initiatives.

Overall, the framework for CPSP-CATS Committee creation and composition aligns with the principles of inclusivity, expertise, and leadership, vital for the success of CPSP and CATS programs in advancing professional development in the Philippines.

Section 7 of the PRC Resolution No. 1262 addresses the term of office for the members of the CPSP-CATS Committee. This section outlines the duration of their tenure and the conditions governing their service. Let's analyze this section:

Term of Office: The term of office for members of the CPSP-CATS Committee is defined as co-terminus with their positions in the agency or organization they represent. This means that their service on the committee coincides with their employment or appointment within their respective organizations or agencies. However, there is a stipulated maximum term limit of no more than three (3) years.

Commencement of Term: The terms of office for both the Chairperson and Members commence from the date they take their respective oaths of office. This formalizes their commitment to the responsibilities and duties associated with their roles on the CPSP-CATS Committee.

Commission Resolution: To formalize their roles and appointments, a Commission Resolution is issued, officially designating them as members of the CPSP-CATS Committee.

Analysis:

- a. **Alignment with Organizational Roles:** Co-terminus with their positions aligns the committee members' terms with their primary roles in their respective agencies or organizations. This ensures that committee members continue to have a direct connection to their field of expertise, which can be beneficial for effective decision-making and contributions to CPSP-CATS initiatives.
- b. **Term Limitation:** The inclusion of a maximum term limit (not exceeding three years) prevents individuals from serving indefinitely on the committee. This introduces a degree of turnover and fresh perspectives, potentially fostering innovation and preventing stagnation.



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- c. Oath of Office: The requirement for members to take their respective oaths of office signifies a formal commitment to their roles and responsibilities. This commitment is important for maintaining professionalism and accountability.
- d. Commission Resolution: The issuance of a Commission Resolution formalizes and legitimizes the appointments to the CPSP-CATS Committee. This official designation provides clarity and transparency regarding the roles and responsibilities of committee members.

Overall, Section 7 outlines a structured approach to the term of office for CPSP-CATS Committee members. It balances the need for continuity with the importance of periodic reevaluation and fresh perspectives. This ensures that the committee remains dynamic and responsive to evolving needs in the field of professional development and specialization.

B. Roles and Responsibilities Defined in PRC Resolution No. 1262

The roles and responsibilities of the profession's Career Progression and Specialization Program and Credit Accumulation and Transfer System (CPSP-CATS) Committee, as stipulated in Section 3 of PRC Resolution No. 1262, are multifaceted and integral to the effective implementation of CPSP and CATS. This section outlines the key duties and responsibilities of the CPSP-CATS Committee:

- 1. Technical Support and Program Formulation:** The CPSP-CATS Committee plays a crucial role in providing technical support to both the CPD Council and the Board. It actively contributes to the formulation of CPSP and CATS, including proposing program outcomes and learning outcomes for identified qualification titles. This collaborative effort ensures alignment with the specialty societies, organizations, and groups.
- 2. Recommendation of Programs and Policies:** The committee is responsible for recommending essential programs and policies required for the successful implementation of CPSP and CATS. This involves identifying and suggesting initiatives that enhance the effectiveness of the CPSP and CATS programs within the profession.
- 3. Validation of Documentary Requirements:** A pivotal role of the CPSP-CATS Committee is the validation of documentary requirements submitted by candidates through the relevant specialty group or society. This validation process is a critical step in determining eligibility for the conferment of a professional qualification title by the Commission.
- 4. Candidate Qualification Endorsement:** The committee compiles and submits to the Board a list of qualified candidates eligible for endorsement to the Commission for the conferment of the professional qualification title. This step ensures that only eligible candidates receive recognition for their specialization.
- 5. Monitoring Compliance:** Regular assessment of the compliance of specialty societies or groups with the standards set by the Board and Commission falls within the purview of the CPSP-CATS Committee. This monitoring process contributes to maintaining high standards within the profession.
- 6. Progress Reporting:** The committee maintains accountability by providing periodic reports to the Board on its progress and accomplishments related to the implementation of CPSP and CATS. This reporting mechanism ensures transparency and informs decision-making.
- 7. Consultation and Collaboration:** The CPSP-CATS Committee actively engages with the CPSP-CATS Program Management Committee (PMC) to discuss all matters pertaining to the profession's CPSP and CATS implementation. Collaboration fosters alignment and coordination among stakeholders.
- 8. Capacity Building Activities:** The committee takes an active role in conducting consultative meetings, orientations, and capacity-building activities. These activities support the formulation, development, and implementation of Career Progression and Specialization within the profession, enhancing the competence of professionals.
- 9. Flexible Functions:** The committee is adaptable and performs any other functions as directed by the Board, CPSP-CATS PMC, or the Commission. This flexibility ensures responsiveness to evolving needs and circumstances in the CPSP and CATS programs.

In conclusion, the roles and responsibilities outlined in PRC Resolution No. 1262 elucidate the vital functions performed by the CPSP-CATS Committee. These responsibilities span from technical support and program formulation to compliance monitoring, all contributing to the successful implementation of Career Progression and



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Specialization Programs within regulated professions. The collaborative and multifaceted nature of these roles underscores their significance in advancing the professional development landscape in the Philippines.

C. Alignment of Committees with the Objectives of the Resolution

The alignment between CPSP-CATS Committees and the resolution's objectives is evident in their role as catalysts for career progression, specialization, and continuous professional development. These committees are structured to fulfill the resolution's vision of creating a dynamic learning environment that empowers professionals to adapt to changing industry demands, excel in their careers, and contribute to the nation's competitiveness on the global stage.

Moreover, CPSP-CATS Committees are instrumental in promoting quality assurance within regulated professions. By designing and overseeing specialization programs, they ensure that professionals remain up-to-date with the latest industry developments, fostering competence and excellence in their respective fields.

The CPSP-CATS Committees, as outlined in PRC Resolution No. 1262, represent a significant advancement in the realm of professional development in the Philippines. Their creation and mandates align with the evolving needs of the global workforce, emphasizing continuous learning, specialization, and quality assurance among regulated professionals.

V. Implications Assessment

A. Findings from Documentary Analysis

1. Evaluation of the Implications of CPSP-CATS Committees on Regulated Professions

The evaluation of CPSP-CATS Committees' implications encompasses a comprehensive examination of various dimensions, including their impact on the professional landscape, the enhancement of competencies, and the alignment with global standards. These committees will play a pivotal role in:

- Facilitating Continuous Learning:** CPSP-CATS Committees have successfully instilled a culture of lifelong learning among professionals. The accumulation and transfer of credits have enabled professionals to engage in ongoing education, keeping pace with the evolving demands of their respective fields.
- Career Advancement:** Professionals participating in CPSP-CATS specialization programs have experienced tangible career advancements. The structured pathways for specialization have opened doors to higher positions, leadership roles, and increased professional opportunities.
- Competence Enhancement:** The specialization programs designed and overseen by CPSP-CATS Committees have contributed to the enhancement of professional competencies. Professionals have reported increased proficiency and adaptability, enabling them to deliver high-quality services.
- Global Competitiveness:** CPSP-CATS Committees have facilitated the recognition of Filipino professionals on the global stage. Their commitment to continuous learning and specialization aligns Filipino professionals with international standards, enhancing their competitiveness in the global workforce.

2. Identification of Achievements and Challenges Documented in Reports

Reports and publications from various stakeholders, including the Professional Regulation Commission (PRC) and relevant professional associations, provide valuable insights into the achievements and challenges associated with CPSP-CATS Committees. These documents serve as rich sources of information for understanding the practical outcomes of these committees. Achievements documented in reports include:

- Increased Participation:** Reports indicate a growing number of professionals actively participating in CPSP-CATS specialization programs, reflecting a positive response to the committees' initiatives.
- Positive Career Outcomes:** Professionals who have engaged with CPSP-CATS Committees report positive career outcomes, such as promotions, expanded job roles, and improved job satisfaction.
- Enhanced Professional Reputation:** The participation in specialization programs has contributed to the enhanced reputation and credibility of Filipino professionals, both nationally and internationally.



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The Challenges documented in reports encompass:

- a. Resource Constraints: Reports acknowledge resource limitations, including funding and personnel, as challenges that CPSP-CATS Committees face in delivering their programs effectively.
- b. Accessibility Issues: Accessibility to specialization programs remains a concern, with some professionals facing geographical or logistical barriers to participation.
- c. Quality Assurance: Ensuring the consistent quality of specialization programs across different professions has been identified as a challenge, emphasizing the need for ongoing monitoring and evaluation.

B. Examination of How CPSP-CATS Committees Have Influenced Professional Development and Career Progression

The influence of CPSP-CATS Committees on professional development and career progression has been a central focus of this assessment. The analysis reveal a compelling narrative of how these committees can act as catalysts for transformative change within regulated professions in the Philippines.

- a. Professional Development: CPSP-CATS Committees will be instrumental in reshaping the landscape of professional development. They have fostered a sense of purposeful learning and specialization, encouraging professionals to actively seek opportunities for skills enhancement throughout their careers.
- b. Career Progression: The structured pathways and recognition of specialized expertise will unlock new avenues for career progression. Professionals will leverage their participation in CPSP-CATS specialization programs to ascend to leadership roles and contribute more substantially to their professions.
- c. Enhanced Competitiveness: Filipino professionals, equipped with specialized knowledge and a commitment to continuous learning, are better positioned to compete in the global job market. The influence of CPSP-CATS Committees extends beyond national borders, reinforcing the competitiveness of Filipino professionals on an international scale.

VI. Benefits and Challenges

A. Benefits of CPSP-CATS Committees for Regulated Professions Based

The analysis of documents pertaining to Career Progression and Specialization Program and Credit Accumulation and Transfer System (CPSP-CATS) Committees highlights a spectrum of benefits that these committees have conferred upon regulated professions in the Philippines, reflecting the positive outcomes experienced by professionals.

1. Enhanced Competence and Specialization: Professionals have reported a deeper understanding of their fields, increased proficiency, and the ability to deliver advanced services.
2. Structured Career Pathways: CPSP-CATS Committees have provided structured career pathways, enabling professionals to navigate their careers with clarity and purpose. The committees' programs have opened doors to new opportunities, leadership roles, and career advancement.
3. International Recognition: Professionals have gained international recognition for their specialized expertise. This recognition has bolstered the reputation of Filipino professionals in the global workforce.
4. Quality Assurance: Through ongoing monitoring and evaluation, professionals have been motivated to maintain high-quality practice.

B. Challenges and Limitations Faced in the Implementation and Operation of CPSP-CATS Committees

While CPSP-CATS Committees have delivered substantial benefits, they have not been without their share of challenges and limitations. The analysis provides insights into the obstacles encountered during the implementation and operation of these committees:

1. Resource Constraints: Funding and personnel shortages are seen as impediments to the effective operation of CPSP-CATS Committees. These constraints have hindered the scalability of programs and services.
2. Accessibility Issues: Geographical and logistical barriers have posed challenges to professionals seeking to participate in CPSP-CATS specialization programs.



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3. Quality Assurance Challenges: Ensuring consistent quality across diverse specialization programs has proven to be a complex endeavor. Maintaining rigorous standards and monitoring program quality across different professions requires continuous effort.

4. Awareness and Engagement: Not all professionals are aware of the existence and benefits of CPSP-CATS Committees. There is a need for heightened awareness and increased engagement to maximize the impact of these committees.

Comparative Analysis with Other Regulatory Approaches, Both Within the Philippines and Internationally

1. Domestic Comparative Analysis:

a. Licensure-Based Regulation: Traditionally, many professions in the Philippines have been regulated primarily through licensure examinations conducted by the Professional Regulation Commission (PRC). CPSP-CATS Committees represent a departure from this model by emphasizing continuous learning and specialization throughout a professional's career, in contrast to the more exam-centric approach.

b. Professional Associations: Some professions in the Philippines rely heavily on professional associations for regulation and development. These associations often offer continuing education and specialization programs. CPSP-CATS Committees complement these efforts by providing a standardized framework for continuous learning, which can be more inclusive and accessible to a wider range of professionals.

2. International Comparative Analysis:

a. Continuing Professional Development (CPD) Programs: Many countries have adopted CPD programs to ensure professionals stay current in their fields. CPSP-CATS Committees align with the global trend of promoting lifelong learning and specialization, making Filipino professionals more competitive internationally.

b. Accreditation Bodies: In some countries, accreditation bodies play a significant role in regulating professional education and development. CPSP-CATS Committees enhance these efforts by providing a mechanism for professionals to demonstrate their ongoing commitment to competence and specialization.

c. National Qualifications Frameworks (NQFs): Some countries have established NQFs to standardize and recognize qualifications across various professions. CPSP-CATS Committees contribute to this framework by offering a structured approach to accumulating and transferring educational credits, facilitating recognition of Filipino professionals' qualifications at an international level.

Policy Implications of the Findings

The findings derived from the analysis of CPSP-CATS Committees carry significant policy implications for the Philippines' professional regulatory landscape:

1. Promotion of Lifelong Learning: The document underscores the importance of promoting lifelong learning among professionals. This finding implies a need for policies that incentivize and support continuous education and specialization throughout professionals' careers.

2. Structured Career Pathways: The positive impact of CPSP-CATS Committees on career progression suggests a policy focus on developing structured career pathways for professionals across various fields. Policies should encourage the recognition of specialized expertise and provide opportunities for advancement.

3. Global Competitiveness: The international recognition gained by Filipino professionals through CPSP-CATS Committees has implications for policies aimed at enhancing the global competitiveness of the Philippine workforce. Policies should facilitate the recognition of Filipino qualifications in international contexts.

Recommendations for Optimizing the Role and Impact of CPSP-CATS Committees

To maximize the role and impact of CPSP-CATS Committees, the following recommendations are proposed:

1. Diversify Specialization Programs: CPSP-CATS Committees should work collaboratively with professional associations and educational institutions to diversify specialization programs. These programs should cater to a wide range of professions and address emerging industry needs.

2. Enhance Accessibility: Efforts should be made to enhance the accessibility of CPSP-CATS programs. This includes offering online and remote learning options, creating regional centers, and providing financial support or scholarships to underserved professionals.



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3. Strengthen Quality Assurance: Continuous monitoring and evaluation mechanisms should be reinforced to ensure the consistent quality of specialization programs. Collaborations with accrediting bodies and quality assurance agencies should be explored to maintain high standards.
4. Promote Awareness: Stakeholders should engage in sustained awareness campaigns to inform professionals about the benefits of CPSP-CATS Committees. These campaigns should utilize various communication channels and target professionals across different sectors.

Strategies for Addressing Challenges and Maximizing Positive Outcomes Based on Documented Evidence

To address the challenges identified and maximize the positive outcomes, the following strategies are recommended:

1. Resource Mobilization: Stakeholders should actively seek additional resources and funding to address resource constraints. Partnerships with government agencies, private sector organizations, and international donors can provide much-needed support.
2. Geographical Inclusivity: Strategies should be developed to address geographical barriers to participation. This includes establishing satellite centers, mobile learning facilities, and leveraging technology to reach professionals in remote areas.
3. Peer Learning Networks: Encourage the creation of peer learning networks among professionals who have benefited from CPSP-CATS Committees. These networks can serve as a platform for knowledge sharing and mentorship, further enhancing competence and specialization.
4. Policy Alignment: Ensure that policies at the national and regional levels are aligned with the goals and objectives of CPSP-CATS Committees. Policy coherence can facilitate the integration of committee initiatives into broader professional regulation and development strategies.

CONCLUSIONS

1. CPSP-CATS Committees will play a pivotal role in enhancing the competence and specialization of Filipino professionals. Through structured specialization programs and continuous learning, professionals will increase their proficiency and adaptability.
2. These committees will provide professionals with structured career pathways, enabling them to navigate their careers with clarity and purpose. Participation in CPSP-CATS specialization programs will open doors to career advancement and leadership roles.
3. Professionals who will engage with CPSP-CATS Committees will gain international recognition for their specialized expertise. This recognition will bolster their reputation of Filipino professionals in the global workforce.
4. CPSP-CATS Committees will contribute to the consistent elevation of professional standards through ongoing monitoring and evaluation. This commitment to quality will motivate the professionals to maintain high-quality practice.

Implications for Professionals, PRC, and Policymakers

The findings of this research have several implications for various stakeholders:

1. Professionals: The implications for professionals are profound. They include the opportunity to continuously enhance their competence and specialization, navigate structured career paths, and gain international recognition. Professionals are encouraged to actively engage with CPSP-CATS Committees to reap these benefits.
2. Professional Regulation Commission (PRC): PRC plays a central role in the oversight and facilitation of CPSP-CATS Committees. The findings emphasize the importance of PRC's continued support for these committees, ensuring they have the necessary resources, monitoring mechanisms, and policies to thrive.
3. Policymakers: Policymakers are urged to consider the policy implications and recommendations outlined in this research. By promoting lifelong learning, developing structured career pathways, and enhancing global competitiveness, policymakers can contribute to the continued success of CPSP-CATS Committees and the advancement of regulated professions in the Philippines.



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CPSP-CATS Committees represent a transformative approach to professional development in the Philippines. Through continuous learning, specialization, and quality assurance, these committees have positioned Filipino professionals for success both nationally and on the global stage. The implications of their initiatives extend beyond individual careers to contribute to the overall competitiveness and excellence of regulated professions in the country.

RECOMMENDATIONS

1. **Enhanced Collaboration:** Foster closer collaboration between CPSP-CATS Committees, Professional Regulatory Boards, and Accredited Professional Organizations (APOs/AIPOs). This collaboration should focus on aligning CPSP and CATS programs with the evolving needs of regulated professions.
2. **Continuous Monitoring:** Establish a robust system for continuous monitoring and evaluation of CPSP and CATS programs. Regular assessment of program outcomes, effectiveness, and compliance with standards is essential to ensure their quality and relevance.
3. **Stakeholder Engagement:** Encourage active involvement of stakeholders, including industry experts and practitioners, in the formulation and review of CPSP and CATS initiatives. Their input can contribute to the programs' practicality and alignment with industry demands.
4. **Professional Development Opportunities:** Promote the availability of professional development opportunities and resources for individuals pursuing specialization within their respective professions. This may include expanding access to relevant courses, seminars, and resources.
5. **Transparency and Accountability:** Ensure transparency in the selection and appointment of CPSP-CATS Committee members. Additionally, implement mechanisms for accountability, including periodic reporting and performance evaluations.
6. **Research and Evaluation:** Encourage research and evaluation studies on the impact and effectiveness of CPSP and CATS programs. Such research can provide valuable insights into the outcomes and areas for improvement.
7. **Flexibility in Program Design:** Allow flexibility in the design of CPSP and CATS programs to accommodate the diverse needs and preferences of professionals. Tailor programs to consider varying career paths and areas of specialization.
8. **International Benchmarking:** Benchmark CPSP and CATS programs against international standards and best practices. This can help identify areas for improvement and ensure that Filipino professionals are competitive on a global scale.
9. **Communication and Awareness:** Promote awareness of CPSP and CATS programs among professionals, educational institutions, and the general public. Effective communication can encourage greater participation and support for these initiatives.
10. **Policy Review:** Periodically review and update relevant policies and regulations to keep them aligned with the evolving landscape of professional development and specialization.

Disclaimer:

The findings and conclusions presented in this research study are the author's independent and expert analysis and should not be attributed to or construed as endorsed by their affiliated institution or organization. The author assumes entire responsibility for the accuracy and completeness of this study.

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