

PROFESSIONAL REGULATORY BOARD OF GEOLOGY PROFESSION

Resolution No. _____

Series of 2019

OPERATIONAL GUIDELINES ON THE IMPLEMENTATION OF REPUBLIC ACT NO. 10912 OTHERWISE KNOWN AS THE “CONTINUING PROFESSIONAL DEVELOPMENT (CPD) ACT OF 2016” FOR GEOLOGY PROFESSION

WHEREAS, Section 2 Article I of Republic act (RA) No. 10166, otherwise known as the “Geology Profession Act of 2012” provides for the policy of the State, to wit:

“**Section 2. Statement of Policy.** It is hereby declared the policy of the State to supervise and regulate the practice of geology which is vital to national development; upgrade geology education and the quality of geologist whose standards of professional practice shall be excellent, world-class and globally competitive through regulatory measures, programs and activities.”

WHEREAS, Section 7 (q), Article II of RA 10166 provides for the power and duty of the Professional Regulatory Board of Geology (Board) to prescribe guidelines and criteria on the Continuing Professional Education / Development (CPE/D) program for geology in consultation with the Accredited Professional Organization (APO) of Geologists.

WHEREAS, Section 21, Article III of RA 10166 mandates the submission of CPE/D units for the renewal of the Professional Identification Card every three years.

WHEREAS, Republic Act (R.A.) No. 10912 or the “CPD Act of 2016” was enacted to promote and upgrade the practice of the professions in the country and institute measures that will continuously improve the competence of the professionals in accordance with the international standard of practice, thereby ensuring their contribution in uplifting the general welfare, economic growth and development of the nation.

WHEREAS, the Professional Regulation Commission (Commission), upon recommendation of the CPD Program Management Committee and after consultation with the various Professional Regulatory Boards (Boards) and their respective stakeholders, issued Resolution No. 1032 (s. 2017) or the IRR of R.A. 10912, which was published on February 28, 2017.

WHEREAS, Section 15, article IV of Republic Act 10912, otherwise known as “the Continuing Professional Development (CPD) Act of 2016, grants to the Professional Regulatory Boards the authority to prescribe their own requirements or procedures relating to the CPD as may be pertinent and applicable to their respective professions, **PROVIDED** that the same does not contravene any of the provisions of RA No. 10912 and its Implementing Rules and Regulations (IRR).

WHEREAS, the Commission faced constraints and challenges as it carried out its mandate to give effect to the intent and purpose of the CPD Act of 2016.

WHEREAS, with the subsequent enactment of R. A. No. 10968 or the “Philippine Qualifications Framework (PQF) Act”, there is a need to review the IRR of the CPD Act of 2016 and institutionalize the Career Progression and Specialization in all professions as part of CPD for the transfer or award of Credit Units to upgrade professional qualification levels.

WHEREAS, as a result of consultations, the need to revisit pertinent provisions of the IRR of the CPD Act of 2016 and to provide a transition period that will enable the Commission and stakeholders to complete antecedent requirements for the efficient implementation of the provisions of the CPD Act of 2016, the Commission issued Resolution no. 2019-1147 (s. 2019) which was published on February 13, 2019.

WHEREAS, after a series of consultative meetings with the stakeholders through the CPD Council, they favorably endorsed the provisions of this Operational Guidelines for Geologists

NOW THEREFORE, the Professional Regulatory Board of Geology (Board) hereby **RESOLVED**, as it now **RESOLVES** to formulate its own Operational Guidelines of the CPD Program in accordance with the provisions of Republic Act 10912 and its Implementing Rules and Regulations as follows:

Section 1. Date/s of Regular Meeting/s. The CPD Council under the supervision of the Board, is hereby mandated under this Resolution to meet every last Monday of the month for the purpose of evaluating the applications for accreditation of CPD provider, programs, self-directed and/or lifelong learning and other CPD related matters.

Section 2. Additional list of requirements for accreditation of CPD Provider. In addition to the lists of requirements for accreditation for a CPD Provider as provided in the Resolution No. 1032, series of 2017, or the “Implementing Rules and Regulations of RA No. 10912”, otherwise known as “the Continuing Professional Development (CPD) Act of 2016 and Resolution no. 2019-1147 (s. 2019) which amends Resolution 1032 (s. 2017), are as follows:

The appointed officer to manage the CPD activities of the local providers must be a registered and licensed geologist.

Further, the following are eligible to apply: sole proprietors, firm/partnership/corporation, government institution/agency, geological organization/s, and educational institutions.

For Foreign Provider, the applicant must be an accredited CPD provider in country of origin; and its Articles of incorporation or its equivalent includes as one of its purposes training and development of professionals.

An accredited CPD provider of another profession may apply for accreditation of its programs to the CPD Council for Geology.

Copies of the Application Forms as CPD Provider are hereto attached as Annexes “A” and “B”.

Section 3. List of additional requirements for accreditation of CPD Program. The list of documentary requirements for accreditation of CPD Programs as provided in Resolution No. 1032, series of 2017, shall include, but not limited to, the following:

- 3.1 Course objectives;
- 3.2 Appropriate Evaluation procedures;
- 3.3 For Geology subject areas or topics and training programs, the speakers must be registered and licensed geologists and/or are recognized experts in other fields relevant to Geology.

In-house training programs and capacity-building activities of government agencies and government corporations, including local government units, and private employers shall be accredited and considered as CPD compliance of their employed professionals.

All CPD programs duly submitted for accreditation shall be deemed approved after ten (10) working days from receipt thereof if no feedback from the CPD Council is received. Thereafter, the CPD Providers shall be allowed to offer the same, provided, that the applicable rule of awarding of credits is strictly observed.

Copies of the Application Form for Accreditation of the CPD Programs and the Monitoring Report are herein attached as Annexes “C” and “D” respectively.

Section 4. List of CPD activities with corresponding credit units acceptable to the Board and the CPDC for Geology. The following are the CPD Activities with corresponding credit units that are acceptable to the Board and the CPD Council for Geology:

4.1 Program/Activity/Participation

1. PROGRAM/ PARTICIPATION		CREDIT UNITS	SUPPORTING DOCUMENTS (submit 1 or 2 of the following:)
1.1	Seminar Participant	1 CU per hour	<ul style="list-style-type: none"> ○ Certificate of Attendance (with number of hours and corresponding accreditation number) ○ Seminar Program ○ Program Description ○ Learning Objectives
1.2	Resource Speaker	5 CU per 20-minute power point presentation or 40-minute lecture	<ul style="list-style-type: none"> ○ Certificate of Appreciation ○ Copy of Papers ○ Program Invitation ○ Event Photo of Speaker
	Lecturer	3 CU per hour	<ul style="list-style-type: none"> ○ Certificate of

1.3			<ul style="list-style-type: none"> <i>Appreciation</i> ○ <i>Copy of Papers</i> ○ <i>Program Invitation</i> ○ <i>Event Photo of Lecturer</i> 	
1.4	Panelist/Reactor	3 CU per hour	<ul style="list-style-type: none"> ○ <i>Certification from Sponsoring Organization</i> ○ <i>Copy of Program</i> ○ <i>Event Photo of the Panelist</i> 	
1.5	Workshop Facilitator	2 CU per hour	<ul style="list-style-type: none"> ○ <i>Certification from Sponsoring Organization</i> ○ <i>Copy of Program</i> ○ <i>Event Photo of Facilitator</i> 	
1.6	Monitor/Documentation A copy of the CPD Monitoring Report is hereto attached as Annex "D"	Twice the number of the approved program	<ul style="list-style-type: none"> ○ <i>Monitoring Report</i> ○ <i>Certificate of Appearance from the CPD Provider</i> ○ <i>Authority to Monitor from CPDC</i> ○ <i>Event Photos</i> 	
1.7	In-Service Training	2 CU per month period or a fraction thereof upon completion	<ul style="list-style-type: none"> ○ <i>Certificate of Training</i> ○ <i>Training Description</i> 	
1.8	Distance Learning Module International On-Line Course	Max 10 CU per year or a fraction thereof (to be evaluated by the CPDC)	<ul style="list-style-type: none"> ○ <i>Copy of Online Registration and Confirmation</i> ○ <i>Proof of Payment or Transaction Receipt</i> ○ <i>Certification of Completion of Online Course with corresponding CUs</i> ○ <i>Learning Objectives or Outcomes</i> 	
1.9	Scientific Conferences	Local 8 CU per day	International 16 CU per day	<ul style="list-style-type: none"> ○ <i>Certificate of Attendance (with number of hours from Sponsoring Organization)</i> ○ <i>Seminar Program</i> ○ <i>Program Description</i> ○ <i>Learning Objectives</i> ○ <i>Travel Documents & Tickets</i>

4.2 Self-Directed and/or Lifelong Learning Activities

Formal Learning refers to educational arrangements such as curricular qualifications and teaching-learning requirements that take place in education and training institutions recognized by relevant national authorities and which lead to diplomas and qualifications

Must be applied under Self-Directed Learning

A copy of the Application Form for Crediting Self-Directed and/or Lifelong Learning is herein attached as Annex “E”.

2. ACTIVITY		CREDIT UNITS	SUPPORTING DOCUMENTS (submit 1 or 2 of the following:)
2.1	Post Graduate Diploma	Maximum of 30 CU for an 18 –month period OR a fraction thereof upon completion	<ul style="list-style-type: none"> ○ <i>Diploma / Certification from the Institution</i> ○ <i>Transcript of Record (authenticated copy)</i>
2.2	Master’s Degree Or Equivalent	1 CU per academic unit or equivalent; 20 CU additional upon completion of degree	<ul style="list-style-type: none"> ○ <i>University Certification/ Diploma</i> ○ <i>Transcript of Records (authenticated copy)</i>
2.3	Doctorate Degree Or Equivalent	2 CU per academic unit or equivalent; 30 CU additional upon completion of degree	<ul style="list-style-type: none"> ○ <i>University Certification/ Diploma</i> ○ <i>Transcript of Records (authenticated copy)</i>
2.4	Post-Doctoral Associate	4 CU upon completion	<ul style="list-style-type: none"> ○ <i>Certification from the Institution</i>
2.5	Professorial Chair	Max. 15 CU per year or a fraction thereof	<ul style="list-style-type: none"> ○ <i>Certificate of Grant or Appointment Paper</i>
2.6	Distance Learning Module International On-Line Course	Max 10 CU per year or a fraction thereof (to be evaluated by the CPDC)	<ul style="list-style-type: none"> ○ <i>Copy of Online Registration and Confirmation</i> ○ <i>Proof of Payment or Transaction Receipt</i> ○ <i>Certification of Completion of Online Course with corresponding CUs</i> ○ <i>Learning Objectives or Outcomes</i>
2.7	Specialization Program / Course	1 CU per academic unit or equivalent	<ul style="list-style-type: none"> ○ <i>Certification from the Institution</i>

2.8	Fellowship Grant		
	2.8.1 Participant	2 CU per grant	<ul style="list-style-type: none"> ○ <i>Certification from the Granting Institution AND/OR</i> ○ <i>Certificate of Fellowship/ Completion</i>
	2.8.2 Resource Speaker	4 CU per grant	
	2.8.3 Research Fellow	5 CU per grant	
	2.8.4 Teaching Fellow	4 CU upon completion	

4.3 Other Self-Directed and/or Lifelong Learning Activities

Informal learning refers to learning that occurs in daily life assessed through the recognition, validation and accreditation process, and which can contribute to a qualification.

Non-formal learning refers to learning that has been acquired in addition or alternatively to formal learning, which may be structured and made more flexible according to educational and training arrangements.

Included are conventions organized by AIPO or government agency or institution or private companies with a geological workforce.

*Training offered by **non-accredited** CPD Providers, Face to Face/Online*

To be covered by a separate application and payment of fees; must apply at least 60 days before PIC expiration date.

3. ACTIVITY/ PARTICIPATION		CREDIT UNITS	SUPPORTING DOCUMENTS (submit 1 or 2 of the following:)
3.1	Participant	1 CU per hour	<ul style="list-style-type: none"> ○ <i>Certificate of Attendance (with number of hours)</i> ○ <i>Seminar Program</i> ○ <i>Program Description</i> ○ <i>Learning Objectives</i>
3.2	Resource Speaker	4 CU per presentation (at least 20 minutes)	<ul style="list-style-type: none"> ○ <i>Photocopy of Certificate</i> ○ <i>Copy of Papers/ Extended Abstract</i> ○ <i>Copy of Presentation</i> ○ <i>Copy of Program</i>
3.3	Panelist/Reactor	3 CU per hour	<ul style="list-style-type: none"> ○ <i>Certification from Sponsoring Organization</i>

				<ul style="list-style-type: none"> ○ <i>Copy of Program</i>
3.4	Facilitator	2 CU per hour		<ul style="list-style-type: none"> ○ <i>Certification from Sponsoring Organization</i> ○ <i>Copy of Program</i>
3.5	Conference Poster Presenter	2 CU for the first 3 authors 1 CU for the other authors		<ul style="list-style-type: none"> ○ <i>Certification from Sponsoring Organization</i> ○ <i>Copy of Program</i>
3.6	In-Service Training	2 CU per month period or a fraction thereof upon completion		<ul style="list-style-type: none"> ○ <i>Certificate of Training</i> ○ <i>Training Description</i>
3.7	Technical Report / Paper	5 CU per Technical paper <i>(For published paper, see 3.8, 3.9)</i>		<ul style="list-style-type: none"> ○ <i>Copy of Module and Evaluation</i>
Article Published in a Refereed/Peer Reviewed Professional Journal or Scholarly Journal				
3.8	3.8.1 Author/s	<i>Local</i>	<i>International</i>	<ul style="list-style-type: none"> ○ <i>Copy of Published Article</i>
		Max 12 CU per article 5 CU for the first author 4 CU for the second author 3 CU for the third author +2 CU to be divided equally among the other authors	Max 18 CU per article 7.5 CU for the first author 6 CU for the second author 4.5 CU for the third author +4 CU to be divided equally among the other authors	
	3.8.2 Peer Reviewer	<i>Local</i>	<i>International</i>	<ul style="list-style-type: none"> ○ <i>Copy of Reviewed Article</i> ○ <i>Peer Review Report</i>
		Max 2 CU per article	Max 4 CU per article	
3.9	Pamphlet / Book Or Monograph			

		<p><i>Local</i></p> <p>Single Author Max 20 CU (25-50 pp) Max 30 CU (51-100 pp) Max 40 CU (>100 pp)</p> <p>2 Authors Max 10 CU (25-50 pp) Max 20 CU (51-100 pp) Max 30 CU (>100 pp)</p> <p>3 Authors or more Max 5 CU (25-50 pp) Max 10 CU (51-100 pp) Max 20 CU (>100 pp)</p>	<p><i>International</i></p> <p>Single Author Max 20 CU (25-50 pp) Max 30 CU (51-100 pp) Max 40 CU (>100 pp)</p> <p>2 Authors Max 10 CU (25-50 pp) Max 20 CU (51-100 pp) Max 30 CU (>100 pp)</p> <p>3 Authors or more Max 5 CU (25-50 pp) Max 10 CU (51-100 pp) Max 20 CU (>100 pp)</p>	<ul style="list-style-type: none"> ○ <i>Copy of Published Book</i>
	3.9.1 Author/s			
		<p><i>Local</i></p> <p>Maximum of 10 CU</p>	<p><i>International</i></p> <p>Maximum of 10 CU</p>	<ul style="list-style-type: none"> ○ <i>Copy of Published Book</i>
	3.9.2 Editor			
3.10	<p>Article In Magazine/ Newspaper (International or Local)</p> <p>Article or Column or other Mass Communication Media</p>	<p>Max. of 5 CU per article (For multiple authors, divide CU equally among them.)</p>		<ul style="list-style-type: none"> ○ <i>Proof of Publication of Article</i> ○ <i>Copy of Publication or Video or other Mass Communication Media</i>
3.11	Research/projects	<p>Max of 20 CU per project (for projects not more than 5 years; if more than 5 years accreditation will be on a case to case basis)</p>		<ul style="list-style-type: none"> ○ <i>Copy of Research Project Report or MOA with Funding Agency</i>
3.12	Invention, Patent	45 CU for compliance period		<ul style="list-style-type: none"> ○ <i>Certified Copy of Patent Certificate</i>

	Tours, Travels and Field Visits <i>To be covered by a separate application and payment of fees; must apply at least 60 days before PIC expiration date.</i>		
3.13	3.13.1 Study Tours and Visits	2 CU per day (Max. 20 CU/Tour per cycle)	<ul style="list-style-type: none"> ○ <i>Travel Documents, Boarding Pass, or Proof of Travel as necessary)</i> ○ <i>Proof of Visitor or Attendance (Entrance Tickets)</i> ○ <i>No Repeat Visit per Cycle</i> ○ <i>Photos or Video per day</i> ○ <i>Certificate from Sponsoring Institution or CPD Provider</i> ○ <i>Program Details and Itinerary</i> ○ <i>CV of Tour Resource People</i> ○ <i>Evaluation Report on Learning Objectives & Schedule of Activities</i>
	3.13.2 Foreign Travel	1 CU per Round Trip regardless of number of days and number of countries visited (Max 3 CU per year)	
3.14	Teaching Geology Courses (e.g. Part-time Lecturer, Thesis Adviser, etc.)	5 CU per year	<ul style="list-style-type: none"> ○ <i>Certificate of Employment / Academic Engagement</i> ○ <i>Certificate of Average Teaching Load in a year</i>
3.15	Professional / Technical Consultation (e.g. Project evaluation, interpretation of new data, resource assessment, etc.)	Maximum of 5 CU	<ul style="list-style-type: none"> ○ <i>Copy of report or if data is confidential, summary of nature of data and interpretation, or outline of report</i>
3.16	Socio-Civic Activities Using Profession (e.g. outreach programs, etc.)	1 CU per hour OR 10 CU per project (to be evaluated and determined by CPDC) (Max 15 CU per cycle)	<ul style="list-style-type: none"> ○ <i>Project Description</i> ○ <i>Report or Proof of Participation by Sponsoring Institution or Organization</i>

			<ul style="list-style-type: none"> ○ <i>Photos</i> ○ <i>Certificate of Appearance/ Invitation</i>
3.17	<p>Recognition/ Title</p> <p>(e.g. Fellow, Hall of Fame award, Outstanding Professional, Lifetime Achievement awardee, etc.)</p> <p>(to be determined and evaluated by the CPDC)</p>	Maximum 45 CU for compliance period	<ul style="list-style-type: none"> ○ <i>Copy of Certification from the Awarding Body (duly notarized)</i>

Section 5. CPD Provider Completion Report. The list of documentary requirements for the submission of the Completion Report as provided in Resolution No. 1032, s. of 2017, shall also include the following:

- 5.1. Event Photo and/or Video Documentation
- 5.2. Summary of feedback of comment form in a sealed brown envelope signed by the Monitors.

A copy of CPD Providers' Completion Report is hereto attached as Annex "F".

Section 6. Maximum Creditable Units for Self-Directed and/or Lifelong Learning. The maximum creditable units for self-directed learning in one (1) compliance period of three (3) years is **Forty percent (40%) of the total number of Credit Units required during such compliance period**, except for the items specified in the matrix of CPD Activities (Section 4). **The practice of Geology (in various fields) as regular employee or as part of a geological project shall earn credits as Self-Directed Learning.**

Section 7. Additional CPD Credit Units. Additional CPD Credit Units may be awarded to participants of accredited CPD programs who will take the learning evaluation provided for in the program. An additional twenty-five percent (25%) credit units will be awarded to participants who will pass the learning evaluation provided for in the program.

Section 8. Major Areas of CPD Activities. The CPD Activities shall be divided into three (3) major areas with corresponding minimum credit units, as follows:

	MAJOR AREAS	SCOPE (Possible Topics)
1.0	Ethics, Standards of Professional Practice	<ul style="list-style-type: none"> ○ Code of Ethics of Geology ○ Geology Profession Act of 2012 (RA 10166) ○ Licensure Examination and Registration ○ Research methods and Critical thinking

		<ul style="list-style-type: none"> ○ Personal Development ○ Written, Visual & Oral Communication ○ Other activities as may be accredited by CPD Council
2.0	Enhancement of Professional Practice and Technical Competence	<ul style="list-style-type: none"> ○ General geological survey and mapping ○ Exploration for metallic and non-metallic mineral resources ○ Geological exploration for energy resources ○ Study of geohazards ○ Hydrogeological studies ○ Physical and geo-mechanical studies of rocks and soils ○ Gathering, processing and evaluation of geologic data ○ Data processing, petrology, mineragraphy and laboratory studies ○ Preparation of geological reports ○ Teaching of geological courses ○ Other activities as may be accredited by the CPD Council
3.0	Environmental Factors and Developments in the practice of Geology	<ul style="list-style-type: none"> ○ Gender and Development ○ Socio-Civic Activities ○ Communications and interpersonal skills ○ Stress management] ○ Health and safety ○ Disaster preparedness ○ Other activities as may be accredited by the CPD Council

Other programs and activities not covered by the above items will be subjected to evaluation by the CPD Council and given appropriate Credit Units if accredited by the council.

Section 9. Required CPD Credit Units in a Compliance Period. All Geologists shall be required to comply with the following CPD credit units within a compliance period of three (3) years:

Required Credit Units (CUs) for the 3 year compliance period (of continuous practice)	Below 60 years old (45 CUs)	Between 61 to 70 (30 CUs)	71 years old and above (15 CUs)
--	------------------------------------	----------------------------------	--

Section 10. Compliance of Professionals Working Overseas. Professionals working overseas may take programs/seminars through the foreign chapters or affiliates of accredited CPD Providers. They may also attend seminars/trainings conducted by non-

accredited CPD Providers and apply for credit unit/s with their respective CPD Councils under Self-Directed and/or Lifelong Learning track.

Section 11. Required CPD Credit units in a Compliance Period. All Geologists, subject to provision of Section 9, shall be required to comply with forty-five (45) CPD credit units in the implementation of which shall provide a **transition period** to develop the necessary standards, processes, capacity and infrastructure while minimizing the cost and inconvenience to Geologists covered by this requirement.

The list of priority deliverables as antecedent requirements for the full implementation of the CPD Act of 2016 is hereto attached as Annex "G".

11.1 During this transition period, the following shall be observed:

- a) The required CPD credit units during the compliance period shall be fifteen (15) credit units for those who are 60 years old and below, ten (10) credit units for those who are between 61 and 70 while those who are 71 years old and above shall not be covered by the CPD requirement.
- b) Newly licensed Geologists shall not be covered by the CPD requirement for the first renewal cycle after obtaining their license.
- c) Professional working overseas shall not be covered by the CPD requirement.
- d) Professionals who executed an Undertaking prior to the effectivity of this transition period shall only comply with the required number of credit units during the transition period.

11.2 The transition period allowing the gradual and efficient implementation of the objectives of the CPD Act of 2016 shall expire after all antecedents had been met, upon the recommendation of the CPD Council, through the Board and approved by the Commission. In the year prior to its expiry, the required CPD credit units during the compliance period shall be increased to 30 credit units for those who are 60 years old and below, to fifteen (15) credit units for those who are between 61 and 70 years old and ten (10) credit units for those who are 71 years old and older.

11.3 After the transition period, while the CPD Act of 2016 shall be applied in its entirety, measures shall always be ensured to address issues raised in its implementation."

Section 12. Recognition of Credit Units. All duly validated and recognized CPD credit units earned by a Geologist shall, among others, be accumulated and transferred in accordance with the pathways and equivalencies of the PQF.

Section 13. Repealing Clause. All Resolutions, Orders, Circulars, Issuances and parts thereof which are inconsistent with this Resolution are hereby repealed or modified accordingly.

Section 14. Effectivity. This Resolution shall take effect after fifteen (15) days following its full and complete publication in the Official Gazette or in any major newspaper of general circulation in the country.

Let copies hereof be provided the UP Law Center and the Members of the CPD Council for Geology.

Done in the City of Manila, this ____ day of _____, 2019.

BENJAMIN S. AUSTRIA
OIC / Chairperson

ELMER B. BILLEDO
Member

ATTESTED:

Atty. LOVELIKA T. BAUTISTA
Officer-in-Charge
Secretary's Office of the Professional Regulatory Boards

APPROVED BY:

TEOFILO S. PILANDO, JR.
Chairman

YOLANDA D. REYES
Commissioner

JOSE Y. CUETO, JR.
Commissioner

Priority Deliverables as Antecedent Requirements for the Full Implementation of the CPD Act of 2016:

PRC:

On the Policy Level:

- The standardization of assessment of learning outcomes with corresponding credit units;
- Creation of mechanics for the accumulation of credit units leading to award of qualification;
- Rationalization of CPD registration/seminar fees; and
- Prescription of guidelines and adoption of processes on the submission, recognition and validation of self-directed learning, prior or informal learning, online learning and other learning processes through Professional Work Experiences.

On the Administrative Level:

- *Enhancement of IT Infrastructure* (to include the establishment of the CPD Accreditation System to facilitate online CPD transactions like filing of application for accreditation; creation of a database where the CPD credit units earned by the professionals shall be stored, and which shall be linked to the PRC LERIS);
- *Upgrading of Physical Infrastructure* (to include the procurement of facilities/equipment, and allocation of adequate working space for CPD use);
- *Improvement of Human Infrastructure* (to include the restructuring of the existing organizational set-up of the CPD Secretariat and the rationalization of its manpower requirements, both in the Central and Regional Offices); and
- *Communication Drive* (the conduct of information dissemination and capacity-building for the various stakeholders— PRC/PRB/Councils/AIPO,APO/professionals on the CPD).

PRBs and CPD Councils:

- Approval/Amendment of their respective OGS;
- Identification of the learning outcomes per level descriptor of the PQF as basis of the Career Progression and Specialization;
- Prescription of modules for CPD programs per level of qualification; and
- Adoption of relevant internal procedures and administrative structure, determination of sufficiency in various modes of compliance including available providers and programs, to ensure an efficient and effective implementation of the CPD Act of 2016.

AIPOs/APOs:

- Adoption of measures to strengthen coordination with its CPD Council to provide an accurate and timely response to CPD issues; and
- Expansion of capacity to reach out to members wherever and however they are, thereby providing them with access to options on CPD compliance.

CPD Providers:

- Development of concepts, modules, and procedures that further enhance, while lessening the burden related to, CPD compliance.

Professionals:

- Availment of information on the various modes of CPD compliance and discern his/her best option; and
- Coordinate with PRC/PRB/Council/AIPO/APO on ways to address specific concerns.