

NINETEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
Third Regular Session)

25 JAN 27 P5:31

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SENATE
S. No. 2963

Introduced by Senator Loren Legarda

AN ACT
ESTABLISHING THE NATIONAL PUBLIC SERVICE COLLEGE, AND
APPROPRIATING FUNDS THEREFOR

EXPLANATORY NOTE

In 2021, the Philippine government workforce presented a complex demographic portrait, revealing both challenges and opportunities across different age groups¹. According to the Civil Service Commission (CSC), in 2021, employees aged 18-25 in the Philippine government workforce comprised a small 3.04% of the total workforce. This age bracket primarily occupies entry-level roles, with just over 1% in first-level positions and 2% in second-level positions in the entire career service. Meanwhile, those aged 26-35 represented a more significant 26.31% of the total workforce, mainly occupying second-level supervisorial/ managerial positions and holding 20.21% of career roles. Together, these two age brackets account for only 17% of the elected positions in the country. Despite their growing involvement in decision-making, their influence was overshadowed by the dominant 36-65 age group, which constitutes 70.65% of the total workforce, 53% of the total career position in managerial roles, and 83% of elective positions.

¹ Inventory of Government Human Resources;
<https://csc.gov.ph/phocadownload/userupload/irmo/ighr/2021/IGHR%20Career%20and%20Non-career%20as%20of%20Aug%202021.pdf> last retrieved 26/06/24

This demographic distribution underscores a significant disparity in governance dynamics. While younger employees embody the future leadership, their ascent to higher managerial echelons and influence in policy-making processes is constrained. This generational divide highlights systemic issues in preparing and integrating young Filipinos into effective governance, perpetuating a disconnect where decisions shaping the nation's future are often made without their meaningful input.

Gat. Jose Rizal's assertion that *"The youth is the hope of our future"* reverberates as a poignant call to rectify this disparity. Yet, current realities often depict a governance landscape where youth participation is marginalized by tokenism and entrenched traditional politics. Despite encouraging young Filipinos to aspire to leadership roles, systemic barriers persist, from inadequate education alignment with government service needs to limited awareness of constitutional rights and duties among the youth. Moreover, legislative efforts aimed at lowering the retirement age do little to address the entrenched aging demographic within public service.

Compounding these challenges are systemic deficiencies within the Philippine civil service: a deficiency in technical expertise, ethical lapses, and a misalignment of job roles that hinder effective governance. New hires often grapple with steep learning curves, while mid and senior-level officials frequently lack essential skills in strategic planning and implementation. These shortcomings undermine efficiency, foster corruption, and erode public trust in governmental institutions.

To tackle these pressing issues head-on, comprehensive reforms are essential to equip future civil servants with the requisite skills, knowledge, and ethical grounding needed to serve the nation effectively.

The National Public Service College Act of 2025 emerges as a pivotal inter-generational initiative aimed at empowering young Filipinos to assume leadership roles in government. This legislation embodies the state's heightened trust and hope in the youth, envisioning a future where they play a pivotal role in steering the nation forward.

Central to this vision is the establishment of the National Public Service College (NPSC), envisioned as a premier institution dedicated to cultivating a cadre of skilled and ethical civil servants. The NPSC will impart a specialized curriculum, meticulously crafted in collaboration with government agencies, encompassing legal frameworks,

developmental principles, and technical competencies crucial for public service roles. By prioritizing practical education and experiential learning through a mandatory government internship, the NPSC aims to produce graduates poised to navigate the complexities of governance with integrity and innovation.

Furthermore, graduates of the NPSC will attain Civil Service Commission Level II Eligibility, streamlining their entry into government positions and incentivizing agencies to recruit these prepared professionals. By ensuring access through free education and living stipends, the NPSC endeavors to dismantle financial barriers that hinder the development of capable and committed civil servants. In the future, the NPSC will cultivate a regiment of capable and well-prepared twenty-year-old Filipinos ready to assume mid-level government roles. These emerging leaders will swiftly integrate into critical decision-making and managerial positions across various sectors of governance. Over time, their presence will inject youthful energy and innovative perspectives into the core of governmental operations, enriching policy discussions and driving forward-thinking initiatives that cater to the evolving needs of society.

The NPSC embodies a strategic investment in the future of Philippine public administration, enhancing operational efficiency, ethical governance, and national progress. By cultivating competent, ethical, and visionary leaders, this initiative underscores the state's commitment to harnessing its youth's potential. Through these efforts, the Philippines aims to bridge generational divides, foster inclusive governance, and build a dynamic, resilient public service sector ready for 21st-century challenges.




LOREN LEGARDA

NINETEENTH CONGRESS OF THE)
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Office of the Secretary

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ESTABLISHING THE NATIONAL PUBLIC SERVICE COLLEGE, AND
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Be it enacted by the Senate and the House of Representatives of the Philippines in Congress assembled:

1 Section 1. *Short Title* — This Act shall be known as the "National Public Service
2 College Act of 2025."

3 Sec. 2. *Declaration of Policies* – It is the policy of the State to produce
4 nationalistic, ethical, highly technical, competent, and diligent public servants. To
5 achieve this, the State shall establish, maintain, support, and operate a National Public
6 Service College (NPSC) to train and develop students in the principles of nationality,
7 ethical standards, and technical knowledge in government operations. It is the State's
8 vision for these graduates to lead the nation in the future with integrity and love for
9 the country.

10 Sec. 3. *Establishment of the National Public Service College* – There is hereby
11 established a National Public Service College (NPSC), which will serve as the premier
12 institution for training and developing future civil servants, with a special focus on
13 technical, management, and administrative government work.

14 Sec. 4. *National Public Service College Board* – The NPSC Board is hereby
15 created, composed of the following officials:

16 a. Chairperson of the Civil Service Commission (President)

- b. Undersecretary in the Office of the President of the Philippines (Member)
- c. President of the Development Academy of the Philippines (Member)
- d. Chairperson of the Commission on Higher Education (Member)
- e. Department of Budget and Management (Member)

An official whose responsibilities and expertise encompass matters directly or primarily related to learning, or technical, management, and administrative operations, may be designated to contribute optimally to the specialized nature of the education envisioned by the NPSC. This official must hold a rank no lower than that of a Department Undersecretary, or its equivalent, and shall serve in a permanent capacity.

Sec. 5. Support Agencies – The following agencies shall provide technical support for curriculum development and overall policy formulation:

- a. National Economic and Development Authority
- b. Department of Science and Technology
- c. Department of Social Welfare and Development
- d. Department of Agriculture
- e. Department of Justice Department of the Interior and Local Government
- f. Department of Environment and Natural Resources
- g. Department of Information and Communications Technology
- h. Department of Finance
- i. Department of National Defense
- j. Commission on Audit
- k. Commission on Human Rights
- l. The National Commission for Culture and the Arts
- m. National Commission on Indigenous Peoples
- n. The Philippine Commission on Women
- o. Government Procurement Policy Board

Department Secretaries or their designated officials, who must hold a rank not lower than Director III or equivalent, shall represent their respective agencies. These officials shall sit in a permanent capacity, and their actions shall be considered as actions of their principals.

1 The Board and the Support Agencies shall meet at least once a year to discuss
2 the developments, plans and the performance of the NPSC. In such meeting, the Board
3 may propose the inclusion of more members of the Support Group in so far as their
4 expertise are necessitated by improvements in the curriculum.

5 Sec. 6. *Secretariat* – The Civil Service Commission’s Civil Service Institute (CSC-
6 CSI) shall act as the secretariat and implement the policies of the NPSC Board. It may
7 expand its workforce, in accordance with legal procedures, to accommodate the new
8 tasks. The CSC-CSI shall continue its functions as the center for comprehensive
9 training and development programs for government officials and employees.

10 Sec. 7. *Curriculum* – A comprehensive curriculum shall be formulated through
11 the combined expertise of the NPSC Board and Support Agencies. The curriculum shall
12 focus on training students in the 1987 Philippine Constitution, laws, regulations,
13 practical application of technical, management, and administrative knowledge,
14 including policy making, strategic planning, monitoring, evaluation, digitization, among
15 other knowledge pertinent to future civil servants. In view of its specialized nature,
16 the curriculum to be implemented in the NPSC shall be an exception to the rules
17 provided by the CHED. General education subjects will not be included under this
18 curriculum.

19 Sec. 8. *Location, Facilities and Academe* – The NPSC shall be hosted at the
20 auspices of the DAP. Special appropriations shall be provided to DAP for funding the
21 facilities, faculty, and equipment of the NPSC, to be used exclusively for the said
22 purposes. The workforce necessary for the operation thereof shall be in accordance
23 with the requirements of the Department of Budget and Management (DBM).

24 Sec. 9. *Faculty and Staff Recruitment* – The NPSC is committed to recruiting
25 only the most qualified faculty and staff. All teaching personnel must possess a
26 minimum of ten (10) years of actual government personnel experience. The NPSC will
27 provide continuous training and development to ensure that faculty maintain the
28 highest standards of qualifications and expertise. Incentives will be offered to attract
29 and retain top educators and professionals.

30 To preserve the highly technical nature of the NPSC, the NPSC Board will
31 establish detailed guidelines to ensure that strict academic standards are upheld. The
32 NPSC Board will oversee a rigorous, performance-based engagement process for NPSC

1 professors. To prevent stagnation and promote continuous excellence in public
2 service, tenure positions will be limited and contingent upon proven integrity, ongoing
3 professional development, demonstrated subject matter expertise, scientific,
4 technical, academic, and public service success.

5 Sec. 10. *Core Values* – The NPSC shall emphasize the importance of
6 nationalism, public service, ethics, and integrity in the curriculum and in the criteria of
7 selecting its officials, faculty, teaching, and non-teaching staff. The NPSC aims to instill
8 a sense of duty, accountability, service, and honor in all members of its community.

9 Sec. 11. *Digitalization* – The NPSC shall integrate the latest trends and
10 advancements in digitalization and data analytics into its curriculum. This integration
11 shall ensure that students are proficient in modern technologies, evidence-based
12 decision making, and other methodologies relevant to government operations.

13 Sec. 12. *Admission Criteria, Selection & Retention, Process* – The NPSC Board
14 shall establish clear criteria for admission, including academic qualifications, entrance
15 examinations, and other selection methods. The NPSC shall also formulate the
16 retention, disqualification, and post-graduation conditions, including the mandatory
17 length of service to the government of NPSC graduates.

18 Sec. 13. *Non-Discrimination and Merit-Based Admission* – The NPSC shall
19 enforce a strict non-discrimination policy across all operations, including admissions,
20 hiring, and student services, ensuring no individual is discriminated against based on
21 ethnicity, gender, religion, socioeconomic status, disability, or any characteristic
22 unrelated to merit and performance. The NPSC shall actively promote diversity within
23 its community and implement outreach programs to encourage applications from
24 underrepresented groups. Support for economically disadvantaged students shall be
25 provided through grants, and other financial aid beyond what is already granted under
26 this Act.

27 Sec. 14. *Commencement of Operations* – The NPSC shall commence operations
28 not later than five (5) years from the effectivity of this Act. Immediately before the
29 first year of its operation, the NPSC shall conduct a nationwide entrance examination
30 to admit the initial 200 students into the program and every year thereafter. The
31 population size of the NPSC shall be gradually increased by the NPSC Board.

32 Sec. 15. *Free Education and Stipend* – In accordance with Republic Act No.

1 10931, the NPSC shall be free for all accepted Filipino students. All accepted students
2 shall receive a monthly living stipend as may be determined by the Board.

3 Sec. 16. *Research and Development* – The NPSC shall promote research and
4 development in public administration, governance, and related fields. Capstone
5 projects of NPSC Students shall be focused on improving governmental activities,
6 policies, and processes to be formally endorsed to the DAP for publication and
7 endorsement to relevant agencies. Funding shall be allocated for research projects
8 and publications.

9 Sec. 17. *Internship Requirement* – Before graduation, all students shall
10 complete a one-year internship in government agencies, following rules enacted by
11 the Board. Apprenticeship salaries shall be provided by the agencies. Such internship
12 shall be considered valid forms of training required in government employment.

13 Sec. 18. *Civil Service Eligibility* – All graduates of the NPSC will automatically be
14 granted Civil Service Commission (CSC) Level II Eligibility. Government agencies are
15 encouraged to hire these graduates in accordance with their specialized majors.

16 Sec. 19. *Alumni Network and Career Support* – The NPSC shall establish an
17 alumni network to support graduates in their careers, promote continuous professional
18 development, and monitor the long-term overall performance of the graduates of the
19 college.

20 Sec. 20. *Collaboration with Other Institutions* – The NPSC shall encourage
21 collaboration with other educational institutions, government agencies, and
22 international bodies for research, internships, and exchange programs.

23 Sec. 21. *Monitoring and Evaluation* – The NPSC shall implement a system for
24 monitoring and evaluating the performance of students, faculty, and the institution.
25 Key performance indicators and benchmarks shall be established, implemented, and
26 monitored. The CHED shall conduct an annual evaluation of the performance of the
27 NPSC, adopt the best practices gained, and shall prepare a similar and accessible
28 curriculum for other private and public higher education institutions.

29 Sec. 22. *Appropriations* – The amount necessary to carry out the provisions of
30 this Act shall be appropriated under the General Appropriations Act of the subsequent
31 year from the approval of this Act.

32 Sec. 23. *Sunset Provision* – This Act shall be in effect for a period of 50 years,

1 after which, its effect in the governmental structure and human resource shall be
2 reviewed by both houses of congress for renewal, amendment, or repeal by
3 appropriate legislative action.

4 Sec. 24. *Separability Clause* – If any provision of this Act is held to be invalid
5 or unconstitutional, the remainder of the Act shall not be affected, and shall continue
6 to be in full force and effect.

7 Sec. 25. *Effectivity Clause* – This Act shall take effect fifteen (15) days after its
8 publication in the Official Gazette or in at least two (2) newspapers of general
9 circulation.

Approved,