

6. Immediate dissemination of and strict compliance with this Memorandum are desired.

RONALO AL K. FIRMO CESO IV
Assistant Regional Director *
Officer-in-Charge
Office of the Regional Director

Enclosures: 1. Allotment of Pax per Office
2. Activity Matrix (Pre-Training Conference)
3. Program Management Team
4. Terms of Reference of each Committee

References: IPCR
As stated

To be indicated in the Perpetual Index under the following subjects:
ALS LITERACY TRAININGS

CLMD-APC



Enclosure No. 1 to RM 93, s. 2026 dated January 22, 2026.

Allotment of Participants per Office

A. Pre-Training Conference with TWC Members for the RMTOT
on the WBL-BYOB Programs, Cluster 3

Venue: Hotel Doña Vicenta, Songco, Borongan City
Date: January 29-30, 2026

	Division	ALS Focal Person	EPSAs	Trainers	TWC Members	Total Pax per Office
1	Borongan City	1	TWC	5	1	7
2	Eastern Samar	1	TWC	5	3	9
3	Northern Samar	1	TWC	5	3	9
4	Support Staff from Eastern Samar					4
5	Regional Office	1	N/A	AFP	6	7
6	Baybay City				2	2
7	Calbayog City				1	1
8	Leyte				1	1
9	Ormoc City				1	1
10	Samar				2	2
11	Southern Leyte				2	2
12	Tacloban City				1	1
	Total Participants	4	TWC	15	23	46

Note: The host Division, through the ALS Focal Person, may augment the number of support staff as deemed necessary.



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B. Conduct of RMTOT on the WBL-BYOB Programs, Cluster 3

Venue: Melinda's Resort and Restaurant, Songco, Borongan City

Date: March 16-19, 2026

Division		ALS Focal Person	EPSAs	Teachers	TWC Members	Total Pax per Office
1	Borongan City	1	TWC	6	6	13
2	Eastern Samar	1	TWC	55	8	64
3	Northern Samar	1	TWC	99	8	108
4	Support Staff from Eastern Samar					4
5	Regional Office	1	N/A	AFP	6	7
6	Baybay City				2	2
7	Calbayog City				1	1
8	Leyte				1	1
9	Ormoc City				1	1
10	Samar				2	2
11	Southern Leyte				3	3
Total Participants		4	TWC	160	38	206

Enclosure No. 2 to RM 93, s. 2026 dated January 22, 2026.

ACTIVITY MATRIX

Pre-Training Conference with TWC Members for the RMTOT
on the WBL-BYOB Programs, Cluster 3

Venue: Hotel Doña Vicenta, Songco, Borongan City
Date: January 29-30, 2026

TIME	ACTIVITIES	
	Day 1	Day 2
07:00 AM – 08:00 AM	ARRIVAL, REGISTRATION, AND BILETTING OF PARTICIPANTS	MANAGEMENT OF LEARNING
08:01 AM – 09:00 AM		Synthesis & Next Steps (Host)
09:01 AM – 10:00 AM		SHORT CLOSING PROGRAM
10:01 AM – 10:10 AM	SHORT OPENING PROGRAM <i>(Separate copy of the Program will be provided later)</i>	HOMEWARD BOUND
10:11 AM – 11:00 AM		
11:01 AM – 12:00 NN	Presentation of the Agenda and additional items for Discussion	
12:01 PM – 12:59 PM	NOON BREAK	
01:00 PM – 02:00 PM	Goal Setting and Discussion of the Terms of Reference	
02:01 PM – 03:00 PM	(Dr. Alfredo P. Cafe, EPS, CLMD)	
03:01 PM – 03:10 PM	HEALTH BREAK	
03:11 PM – 04:30 PM	Assignment of topics to each trainer 1. Vicente R. Antofina, Jr., EPS, Eastern Samar SDO 2. Elden Fuentes, EPS, Borongan City SDO 3. Dr. Alex Rejuso, EPS, Northern Samar SDO	
04:31 PM – 05:30 PM	Dry-run of Topics (TWC)	
05:31 PM – 06:00 PM	Facilitating Announcements	
06:01 PM	Dinner	
Officer of the Day	TWC	



Enclosure No. 3 to RM _____, s. 2026 dated January 22, 2026.

THE PROGRAM MANAGEMENT TEAM

PROGRAM STEERING COMMITTEE (PSC)

Program Head: DR. RONELO AL K. FIRMO, CESO IV
Assistant Regional Director
Officer-in-Charge
Office of the Regional Director

Program Asst. Head: DR. GERTRUDES C. MABUTIN, CLMD Chief

TWC/Activity Chairperson: DR. ALFREDO P. CAFE, EPS, CLMD, DepEd RO8
TWC/Activity Vice-Chairs: MR. VICENTE R. ANTOFINA, JR., CID, Eastern Samar SDO
MR. ELDEN FUENTES, CID, Borongan City SDO
DR. ALEX REJUSO, CID, Northern Samar SDO

Members: EPSAs & Trainers (Borongan City, Eastern Samar, and Northern Samar SDOs)

Support Personnel: Select ALS Staff from Eastern Samar SDO
(To be identified by the Division ALS Focal Person)

TECHNICAL WORKING COMMITTEES (TWC)

FINANCE AND PROCUREMENT COMMITTEE (FPC)

Chairperson: MR. VICENTE R. ANTOFINA, JR., CID, Eastern Samar SDO
Vice-Chairs: EPSAs from Eastern Samar SDO
Members: MR. JOSE R. PALLONES, TS, FS, GEC-ALS
MS. MARGELYN R. COLANA, FS, GEC-ALS, RO8
1 Staff from Eastern Samar SDO

SUPPLIES AND MATERIALS COMMITTEE (SMC)

Chairperson: EPSA from Eastern Samar SDO
Vice-Chair: MS. JAYMARIE C. SANITA, SS, GEC-ALS
Members: 1 Staff from Eastern Samar SDO
EPSA from Borongan City SDO
EPSA from Northern Samar SDO

MEDICAL, HEALTH PROTOCOL, & SANITATION COMMITTEE (MHFPC)

Chairperson: Division Nurse/Medical Office, Eastern Samar SDO
Vice-Chair: MR. DIONISIO H. VERGARA, EPSA, Ormoc City Division
Member: 1 Staff from Eastern Samar SDO



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SAFETY AND SECURITY COMMITTEE (SSC)

Chairperson: MR. ERWIN T. BULABOG, HT, Southern Leyte Division
Vice-Chair: MS. MARY JOY D. DELA RAMA, Samar SDO
Members: MS. GRACE K. VELARDE, SS, GEC-ALS
1 Staff from Eastern Samar SDO

FOOD COMMITTEE (FC)

Chairperson: EPSA from Eastern Samar SDO
Vice-Chair: MS. JAYMARIE C. SANITA, SS, GEC-ALS
Members: 1 EPSA from Borongan City SDO
1 EPSA from Northern Samar SDO

VENUE, ACCOMMODATION, AND MONITORING COMMITTEE (VAMC)

Chairperson: DR. ALFREDO P. CAFE, EPS, CLMD, DepEd RO8
Vice-Chairs: MR. VICENTE R. ANTOFINA, JR., CID, Eastern Samar SDO
MR. ELDEN FUENTES, CID, Borongan City SDO
Members: DR. ALEX REJUSO, CID, Northern Samar SDO
MS. MARGILINA C. MENDOZA, EPS, Baybay City SDO
MS. MILDRED C. GOFREDO, EPSA, Baybay City SDO
MR. OLIVER CAGARA, EPSA, Leyte SDO
MS. RINA A. ABOGANDA, EPSA, Calbayog City SDO
MS. MARIA LOURDEZ C. OCIMAN, EPSA, Samar SDO
1 Staff from Eastern Samar SDO

TRANSPORTATION COMMITTEE (TC)

Chairperson: MR. VICENTE R. ANTOFINA, JR., CID, Eastern Samar SDO
Vice-Chair: EPSA from Eastern Samar SDO
Members: EPSA from Borongan City SDO
EPSA from Northern Samar SDO
MR. SULPICIO M. GERNALE, MS, GEC-ALS

HOSTING AND RECORDING COMMITTEE (HRC)

Chairperson: DR. BETELINO V. AMIGO, ALS Focal, Southern Leyte SDO
Vice-Chairperson: MS. RINA A. ABOGANDA, EPSA, Calbayog City Division
Members: MR. JOSE LENIN EDER, Eastern Samar Division
MR. ERRUN JUN SAMACO, Southern Leyte SDO
1 Staff from Eastern Samar SDO



Enclosure 4 to RM No. 83 dated January 22, 2026.

**Terms of Reference (ToR) of the Different Working Committees for a
Regional Mass Training of Teachers (RMTOT) on the Work-Based
Learning and Be-Your-Own-Boss (WBL-BYOB) Programs,
Cluster 3**

PROGRAM STEERING COMMITTEE (PSC)

- Initiate the planning process for the activities.
- Make sure that the planned activities are completed, and try to address demands and unexpected challenges as they arise to be able to accomplish the tasks that are assigned.
- Provide updates and communicate progress regularly with the working committees on the assigned tasks towards its completion.
- Oversee the general conduct of the training/conference and monitor progress of the outlined activities.
- Guarantee provision of all necessary resources.
- Warrant the safety and security of the participants.
- Steer and empower the created Working Committees.

TECHNICAL WORKING COMMITTEES

FINANCE AND PROCUREMENT COMMITTEE (FPC)

- In coordination with the other partners, ensure the authorized provision of funds and in the procurement of food, supplies, materials, and other necessary items deemed necessary for the successful conduct of the activities.
- Warrant complete and appropriate logistical preparations.
- Ensure the procurement activity is in accordance with procurement guidelines.
- Coordinate with the Venue, Accommodation, and Monitoring Committee (VAMC) in the preparation documentary evidence as required in the reporting, liquidation, and payment to the suppliers.
- Do other related tasks as instructed by the PSC.

SUPPLIES AND MATERIALS COMMITTEE (SMC)

- Determine the needed supplies, materials, equipment, and other items needed in the activities.



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- Accept the delivery of the procured supplies, materials, and other items needed.
- Check completeness and compliance to specifications of the delivered items based from the approved procurement documents.
- Take charge of the distribution of supplies, materials, and other items to where /whom these are intended to.
- Take charge in the reproduction of the copies of the requested documents and other print resources.
- Do other related tasks as instructed by the PSC.

MEDICAL, HEALTH PROTOCOL, & SANITATION COMMITTEE (MHPS)

- Ensure availability at the venue of the medical personnel throughout the activity.
- Administer emergency/first aid and ensure availability of medicines whenever necessary.
- Work closely with the Safety and Security Committee (SSC) to provide immediate action in case of emergencies.
- Check nutritional values and safety of food under procurement.
- Ensure that food being served are in proper food handling.
- Advise the supplier(s) on trends and best practices in terms of food services.
- Ensure the observance of Health Protocol throughout the activity.
- Do other related tasks as instructed by the PSC.

SAFETY AND SECURITY COMMITTEE (SSC)

- Ensure safety of the learners, implementers, guests, and the general participants throughout the activity.
- Coordinate with the nearest government agencies in-charge with public safety for the security of the visiting guests.
- Post in conspicuous areas hotline numbers for public safety and evacuation routes.
- Check regularly the incoming guests based on the approved list of authorized participants to be involved throughout the activity.
- Report to the PSC any case of irregularity or any sign of security risks that may arise during everyday classes.
- Do other related tasks as instructed by the PSC.

FOOD COMMITTEE (FC)

- Coordinate with the catering service (supplier) in the putting up the cloth for the tables and chairs in the mess hall which shall be ready not later than 7:00 AM.
- Ensure that food and the availability of water dispensers with water are enough to serve the prescribed number of participants.

- Coordinate with the Finance and Procurement Committee (FPC) for the availability of free-flowing coffee which shall start at 7:00 AM.
- Coordinate with the FPC for the availability of food for the lunch of the participants which shall be not later than 11:30 AM.
- Do other related tasks as instructed by the PSC.

VENUE, ACCOMMODATION, AND MONITORING COMMITTEE (VAMC)

- In coordination with the FC, prepare the seats and tables for the learners and teachers with labels.
- Coordinate with the FPC for the availability of free-flowing coffee which shall start at 7:00 AM.
- Coordinate with the FPC for the availability of supplies and materials needed for the venue preparation, including the Sound System with LCD Projector.
- Post in conspicuous areas the directions to guide the guests in going to the Comfort Rooms, Parking Area, and Offices.
- Post in conspicuous areas the security hotline numbers for immediate attention and assistance.
- Prepare and check functionality of the sound system before 7:00 AM.
- Prepare and check functionality of the LCD Projector and Operational Laptop before 7:00 AM.
- Ensure the cleanliness of the rooms, toilets, and other venues and shall be free from any disruptions.
- Post the signages at the designated area.
- In coordination with the SSC, provide and post in conspicuous areas the signages for evacuation routes and hotline public safety numbers
- Monitor the daily progress of the activities.
- Take charge in the registration and attendance of all the participants using DepEd RO8 approved template.
- Prepare and submit a progress report to the PSC using the DepEd RO8 approved template.
- Prepare and submit to the PSC the Activity Documentation Report (ADR) using the DepEd RO8 approved template.
- Do other tasks as instructed by the PSC.

TRANSPORTATION COMMITTEE (TC)

- Oversee the transportation of all guests and participants, ensuring their arrival at the venue earlier as expected.
- Ensure the functionality and upkeep of the government vehicles used, maintaining it in excellent condition.
- Verify the validity of the registration and insurance policy.
- Ensure drivers and government vehicles are available during the entire duration of the activities.



HOSTING AND RECORDING COMMITTEE (HRC)

- Make an immediate press release or newsletter covering the activity;
- Provide important information updates to the PSC;
- Prepare complete documentation of the activity in coordination with the different committees;
- Provide photos and video clips to the PSC and to the other requesting committees;
- Refer to the PSC answers to queries from the Media relative to the activity;
- Work with the VAMC in the preparation and submission of the Activity Documentation Report (ADR) using the DepEd RO8 approved template; and
- Do other related tasks as instructed by the PSC.



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Republic of the Philippines
Department of Education
REGION VIII - EASTERN VISAYAS

November 20, 2025

REGIONAL MEMORANDUM

No. **1582** s.2025

IMPLEMENTATION OF THE REGIONAL MASS TRAINING OF TEACHERS (RMTOT) ON THE WORK-BASED LEARNING AND BE-YOUR-OWN-BOSS (WBL-BYOB) PROGRAMS

To: Schools Division Superintendents
All Others Concerned

1. This Office, through the Curriculum and Learning Management Division (CLMD), shall implement the **Regional Mass Training of Teachers (RMTOT) on the Work-Based Learning and Be-Your-Own-Boss (WBL-BYOB) Programs** in four batches, with dates and venues to be determined by the respective host Schools Division Offices (SDOs), to wit:

	Title of Activities	Host SDOs	Clusterd SDOs	Total Pax including PMT Members
1	RMTOT on the WBL-BYOB Programs, Batch 1	Southern Leyte	Baybay City Biliran Maasin City Tacloban City	176
2	RMTOT on the WBL-BYOB Programs, Batch 2	Ormoc City	Leyte	195
3	RMTOT on the WBL-BYOB Programs, Batch 3	Eastern Samar	Borongan City Northern Samar	206
4	RMTOT on the WBL-BYOB Programs, Batch 4	Calbayog City	Catbalogan City Samar	171

2. This activity aims to:

- a) equip ALS teachers with the essential competencies, skills, and tools necessary for the effective delivery of the Work-Based Learning (WBL) and Be-Your-Own-Boss (BYOB) programs; and
- b) strengthen teachers' ability to support learners in workplace immersion and in developing basic business or livelihood plans, ensuring meaningful and relevant learning experiences.



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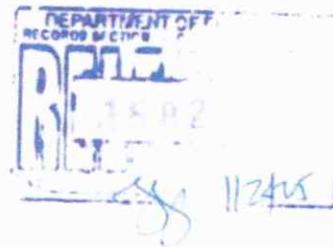
3. Pre- and post-conferences with the Program Management Team (PMT) members and Support Staff shall be conducted at the same venue as the main activity.
4. A separate issuance will announce the list of PMT members, Terms of Reference, training matrices, dates, and venues.
5. There is **no registration fee**. The board and lodging of participants, along with other related preparations, shall be arranged by the host SDOs, with expenses charged against the **downloaded ALS Program Support Funds**, with **lunch** as the initial meal on first day and **morning snacks** as the final meal on the last day, while the travel and other incidental expenses relative to the activity to the downloaded funds at the respective offices, subject to the usual accounting and auditing rules and regulations.
6. Participants shall be entitled to the corresponding Compensatory Overtime Credit (COC) or Compensatory Time Off (CTO) for their participation in sessions, conferences, and emergency call-ups conducted on Saturdays, Sundays, and holidays, subject to existing Civil Service rules and regulations.
7. Further, accomplishment reports, accompanied by photos and 5-8 minute video clips highlighting the events, shall be submitted to the Regional Office through email at clmd.region8@deped.gov.ph cc alfredo.cafe@deped.gov.ph.
8. For queries, **Dr. Alfredo P. Cafe, EPS, Regional ALS Focal Person**, can be reached at the above-mentioned emails.
9. Immediate dissemination of and strict compliance with this Memorandum are desired.

RONELO AL K. FIRMO CESO IV
Assistant Regional Director
Officer-in-Charge
Office of the Regional Director

Enclosures: None
Reference: DO 28, s. 2022 dtd June 20, 2022
To be indicated in the Perpetual Index under the following subjects:

ALS LITERACY TRAININGS

CLMD APC



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