

# Council renews commitment to SME digitalization

THE US-ASEAN Business Council (US-ABC) has renewed its commitment to implement an online platform to support the digitalization of ASEAN small and medium enterprises (SMEs).

US-ABC's government partners in signing a memorandum of understanding (MoU) are the Department of Trade and Industry (DTI) and the Philippine Trade Training Center (PTTC).

US-ABC signed the agreement during the 15<sup>th</sup> ASEAN Coordinating Committee on micro, small, and medium enterprises (ACCMSME) meeting, which started on May 22.

Participants were briefed on the progress made in rolling out the ASEAN SME Academy 2.0 online platform.

"This renewal of commitment to implement the ASEAN SME Academy is very timely — especially after what we have all gone through in the past couple of years. When almost everyone were required to stay at home, online learning boomed to widespread popularity," Trade Undersecretary Blesila A. Lantayona said.

"(Even though) we have returned to face-to-face ACCMSME meetings, online learning platforms such as the ASEAN SME Academy are here to stay," she added.

The amended MoU was signed to assign new roles to US-ABC, the DTI's Bureau of SME Development, and the PTTC's Global MSME Academy following changes arising from a revamp of the website.

"The MoU demonstrated a significant commitment from the US-ABC and ACCMSME, formalizing the continuity of collaboration for ASEAN SMEs, the ASEAN SME Academy. This MoU acts as an amendment from the previous MoU that was signed in 2019," US-ABC said.

According to US-ABC, ASEAN SME Academy 2.0 offers a new website, a self-certification feature, broader

availability in ASEAN languages, a US-ASEAN SME community feature, and an upcoming business continuity and resilience tab.

Launched in 2016, the ASEAN SME Academy hopes to facilitate the digital transformation of ASEAN SMEs. The online platform was relaunched on April 8, 2022.

"We believe with the amended MoU, the ASEAN SME Academy platform could expedite the digital transformation in the region for SMEs, considering they are the backbone of the economy," US-ABC Chief Operations Officer Margaret Hanson-Muse said. — **Revin Mikhael D. Ochave**



## JOB OPENING

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- Contribute to continuous improvements programs and standardization of processes across all markets in scope.

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- 1 year experience in any field / industry
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- Willing to adjust shift schedule as demanded by the business

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## TESDA, Samsung renew training partnership

THE Technical Education and Skills Development Authority (TESDA) said it renewed its training partnership with South Korea's Samsung Electronics Corp.

In a statement, TESDA said Director General Danilo P. Cruz and Samsung Electronics President Min Su Chu signed the renewed partnership on May 15, which covers training programs in electronics and

information and communications technology (ICT).

According to TESDA, the partnership includes the electronic product assembly and servicing program, to be delivered via the Dual Training System at the TESDA Women's Center (TWC).

Mr. Cruz said the partnership aims to ensure the availability of highly skilled

workers for the electronics and ICT industries.

TESDA and Samsung signed the original memorandum of agreement in 2014 establishing the TESDA-Samsung Training Facility for Consumer Electronics at the TWC.

The partnership has produced 198 graduates, of which 80% were eventually employed. — **Revin Mikhael D. Ochave**

## OPINION

### What kind of promotion is this?

*I'm an administrative clerk at a small company. This is my third year of working after college. Last week, I received a memo informing me of a 7% pay increase effective on the first day of the coming month. The increase was made in connection with my promotion "from job grade level six to grade level seven." The memo was accompanied by a copy of my new job description. I have not clarified with our human resource (HR) department whether grade seven is a supervisory job. Who are my direct reports? What is the extent of my authority? Please clarify. — Without a Hint.*

Don't be shy. Go to HR and clarify these things. Each company has its own set of policies on promotion. Of course, I've got some ideas on what could be happening with you but I can only speculate without knowing the full context of your story and the company policy.

Generally speaking, many companies have separate job grade levels (JGL) for non-management, supervisors, and managers. For example, entry-level rank and file workers are typically JGL one (the lowest position in the organization), paying 5-7% higher than minimum wage.

For employers who can't afford it, entry-level can be minimum wage. The problem with this is that the wage scale can be distorted every time the minimum wage is reset.

The maximum JGL for rank-and-file workers could be as high as level 10, setting the maximum amount they can receive in monthly base salary. Sometimes, the maximum JGL can be as high as 15 depending on the nature of the business and its complexity.

A rank-and-file worker receiving more than the maximum amount stipulated in the JGL is called a "red circle" worker. If this happens, the solution is to "promote" that person to the next higher JGL to justify his pay, accompanied by a corresponding higher workload.

The other option is to promote that rank-and-file person to junior supervisor or higher, depending on circumstances like work experience, performance, unique skills and length of service.

## LEVEL PROMOTION

Some rank-and-file workers may reject being promoted to a junior supervisor position. They may not want to supervise others. Many workers don't want to risk becoming unpopular with their colleagues by rising to a supervisory level. Little can be done should this issue arise except for forced promotion or an offer of early retirement.

Since I don't know your current pay and the nature of your job, it's difficult to speculate whether you've become part of management or not. Only your HR department can answer that. However, given your situation I believe you've retained your non-management status and that you received a level promotion with a corresponding pay increase based on the new JGL that you're occupying.

This should have been clearly stated in your promotion papers.

Typically, a promotion comes with a note detailing your direct reports, a new job description, and the extent of your authority. In many cases, a promotion will include an organization chart that answers the following questions:

To whom does this newly promoted person report to? Who are the other job holders reporting directly to the same boss or authority? What other positions must report to this position, if vacant?

If these are not answered in your "promotion" papers, then it's clear that you were promoted to a level position and not a rank position.

## FAST TRACK

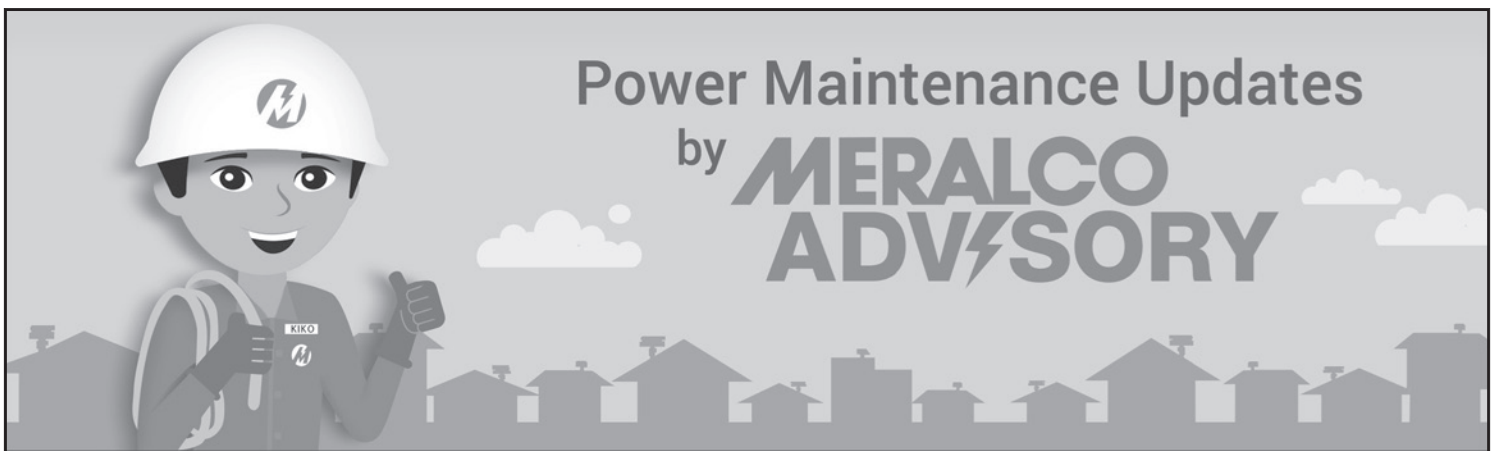
Think about this for a moment. How is it possible to fast-track becoming a manager, say five years after college graduation? In your case, that means you have only two more years to do just that. It's possible, but you'll need to work smart while minimizing failures.

For you to become part of the management team involves a different set of requirements. They likely include how your job is valued within the organization. With this in mind, look around for any opportunities to grab that demonstrate your value.

Obviously, you need to deliver actual results. Your chances improve if your organization has a robust promote-from-within policy and a succession plan buoyed by an objective performance appraisal system.

Have a positive mindset. Exceed expectations. Volunteer for difficult assignments. Be amiable and visible. Chances are, you'll become a supervisor in five years and become a manager after three more years, perhaps before reaching the age of 29, as I did.

Participate in Rey Elbo's "Kaizen Study Mission Japan" on July 23-29, 2023 and visit Toyota City to understand kaizen and lean thinking much better. Chat with him on Facebook, LinkedIn, Twitter or e-mail [elbonomics@gmail.com](mailto:elbonomics@gmail.com) or via <https://reyelbo.com>



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### SUNDAY, MAY 28, 2023

#### CALOOCAN CITY (CAMARIN)

BETWEEN 10:00AM AND 2:00PM – PORTION OF CIRCUIT CAMARIN 434TC

- Portion of Ilang-Ilang St. from Capt. Samano St. to near Bunag St. in PHHC Camarin Area B.
- Portion of Champaca St. from Ilang-Ilang St. to and including Cadena De Amor, Jasmin, Petunia, San Antonio, Zenia and Lirio Sts. in PHHC Camarin Areas A, B & C.

**REASON:** Relocation, installation and retirement of facilities along Ilang-Ilang St. in Camarin, Caloocan City.

### MONDAY, MAY 29, 2023

#### QUEZON CITY (LA LOMA)

BETWEEN 9:00AM AND 3:00PM – PORTION OF CIRCUIT STA. MESA 405F

- Portion of Calamba St. from Iriga St. to and including Mariveles, Iba and Dr. Alejos Sts. in Bgy. Salvacion.
- Portion of Dr. Alejos St. from Calamba St. to Nicanor Roxas St. in Bgy. San Isidro Labrador.
- Portion of Mariveles and Iba Sts. from Calamba St. to Maria Clara St. in Bgy. San Isidro Labrador.
- Portion of Iriga St. from Calamba St. to Simuon St. in Bgy. San Isidro Labrador.
- Portion of Simuon St. from Iriga St. to Mariveles St. in Bgy. San Isidro Labrador.
- Portion of Maria Clara St. from Isarog St. to Dr. Alejos St. in Bgy. San Isidro Labrador.

**REASON:** Line reconducting work and installation of additional lightning protection devices along Nicanor Roxas St. corner Dr. Alejos St. in Bgy. San Isidro Labrador, La Loma, Quezon City.

### TUESDAY, MAY 30, 2023

#### MALABON CITY (TINAJEROS)

BETWEEN 9:00AM AND 2:00PM – PORTION OF CIRCUIT MALABON 41YD

- Portion of Col. Espiritu St. from Sanchez St. to Kevindale Apartments.

**REASON:** Upgrading of facilities along Col. Espiritu St. in Bgy. Tinajeros, Malabon City.

#### CAVITE (IMUS CITY)

BETWEEN 9:00AM AND 2:00PM – PORTION OF CIRCUIT LANCASTER 410LAN

- Portion of Bucandala – Alapan Road from Lancaster Rotonda to M. Salud Road including Polar Bear Cold Solutions Corp. in Bgys. Alapan 2-A & 2-B.
- Portion of M. Salud Road from Bucandala – Alapan Road to near Monte Royale Subd. including Bliss Compound in Bgys. Alapan 2-A & 2-B.

**REASON:** Installation of facilities along Bucandala – Alapan Road in Bgys. Alapan 2-A & 2-B, Imus City, Cavite.

#### LAGUNA (LILIW; NAGCARLAN; AND PILA)

BETWEEN 9:30AM AND 2:30PM – PORTION OF CIRCUITS DILA 413DIA; AND STA. CRUZ 322WF

- Portion of Pila – Calumpang Road from Sta. Cruz – Pila National Highway to Villa Arhyanna including Grand Rivera Subd. and Bella Vita Subd. in Bgys. Bukal, Bullian Sur, Concepcion, Masico, Mojon, Pansol, San Miguel, Sta. Clara Sur in Pila; Bgys. Calumpang, Dagatan, Daniw and Dita in Liliw; and Bgys. Banca-Banca, Buhanginan and Sibulan in Nagcarlan.
- Portion of Sta. Cruz – Pila National Highway from Pila – Calumpang Road to and including Villa Adelina 3 Subd. in Bgy. Sta. Clara Sur, Pila.

**REASON:** Line conversion work along Sta. Cruz – Pila National Highway in Bgy. Sta. Clara Sur, Pila, Laguna.

#### BULACAN (SAN JOSE DEL MONTE CITY)

BETWEEN 10:00AM AND 3:00PM – PORTION OF CIRCUIT SAN JOSE 415SJ

- Portion of Citrus Road from Tagalog St. to and including Romblon St. in Bgy. Citrus.
- Portion of Calamansi St. from Citrus Road, to near Golden Gate Christian Baptist Church in Bgy. Citrus.
- Portion of RC-8 St. from Calamansi St. to South Road in Bgy. Citrus.
- Portion of South Road from Citrus Road to RC-10 St. in Bgy. Citrus.
- Portion of Mangga St. from South Road to near Alley 8 in Bgy. Citrus.

**REASON:** Line reconducting work along Citrus Road in Bgy. Citrus, San Jose Del Monte City, Bulacan.

#### CAVITE (ALFONSO AND GEN. EMILIO AGUIBALDO)

BETWEEN 10:00AM AND 3:00PM – PORTION OF CIRCUIT TAGAYTAY WEST 313TGW

- Portion of Matagbak Road from Aguinaldo – Alfonso Road to Kaylitinga – Sinaliw Road including Sitio Kulipay and Sitio Burohan in Bgys. Matagbak I & II, Santa Teresa, Sinaliw Malaki and Sinaliw Munti in Alfonso; Sitio Bontog, Sitio Kulipay, Sitio Kaylib, Sitio Talon Butas and Sitio

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Ipot in Bgys. A. Dalusag, Kaymisas, Kaypaaba and Narvaez in Gen. Emilio Aguinaldo.

**REASON:** Installation of facilities along Matagbak Road in Bgy. Matagbak I, Alfonso, Cavite.

### TUESDAY TO WEDNESDAY, MAY 30 – 31, 2023

#### MANILA (TONDO AND STA. CRUZ)

BETWEEN 10:30PM AND 11:00PM (TUE., 05/30/23) AND THEN BETWEEN 5:00AM AND 5:30AM (WED., 05/31/23) – PORTIONS OF CIRCUITS TUTUBAN 56VT; AND NORTH PORT 405H

- Portion of Old Antipolo and New Antipolo Sts. from Ipil St. to near Philippine National Railways (PNR) Railroad Track including Citytrust Banking Corp. in Sta. Cruz.
- Portion of Laguna St. from Old Antipolo St. in Tondo to Makata St. in Sta. Cruz including Tindalo and Kusang Loob Sts. in Tondo.
- Portion of Batangas St. from Old Antipolo St. in Tondo to near Makata St. in Sta. Cruz including JWV Realty Corp. in Tondo.
- Portion of F. Yuseco St. from Philippine National Railways (PNR) Railroad Track in Tondo to near Tomas Mapua St. including Bolinao St. in Sta. Cruz; Katamanan, Nazareno, F. Ma. Guerrero, Narra, Balintawak and San Antonio De Padua Sts.; Ever Supermarket, Yek Holdings Inc., Mercury Drugstore and Yu Eng Kao Electrical Supply & Hardware Inc. in Tondo.
- Portion of S. Herrera St. from Kusang Loob St. to Tomas Mapua St. in Sta. Cruz.
- Portion of Molave St. from Laguna St. to Bispag Basketball Court in Tondo.
- Portion of Jose Abad Santos Ave. from Dreamers Consumers Goods Trading (DCGT) to near Old Antipolo St. including Juan Luna Land Holdings Corp. and Toyota in Tondo.
- Portion of Alameda St. from F. Yuseco St. to Old Antipolo St. in Tondo.
- Portion of Yakal St. from F. Yuseco St. to S. Herrera St. in Sta. Cruz.
- Portion of Ilustre St. from F. Yuseco St. to and including Diokno St. in Sta. Cruz.
- Portion of Ipil St. from F. Yuseco St. to Old Antipolo St. in Sta. Cruz.
- Portion of Severino Reyes St. from Tayuman St. to Old Antipolo St. in Sta. Cruz.
- Portion of Makata St. from Old Antipolo St. to F. Yuseco St. in Sta. Cruz.
- Portion of Tomas Mapua St. from S. Herrera St. to AB Padua Gen. Merchandise in Sta. Cruz.
- Portion of Feliz Huertas St. from Old Antipolo St. to near Black Scoop Café including Mercury Drugstore in Sta. Cruz.

BETWEEN 10:30PM (TUE., 05/30/23) AND 5:30AM (WED., 05/31/23) – PORTIONS OF CIRCUITS TUTUBAN 56VT; AND NORTH PORT 49H

- Portion of Tayuman St. from Dagupan St. in Tondo to Rizal Ave. including portion of Anacleto, Tomas Mapua, Makata, Kusang Loob, Aptlong and Dapdap Sts.; Dr. Jose Fabella Memorial Hospital, Bureau of Research & Lab., Landbank of the Philippines, Malaria Training Center, Public Information & Health Education, US Navy Medical Research, Filipino – Chinese Bakery Association Inc. and Tayuman Commercial Center Inc. in Sta. Cruz; Antonio Rivera St.; Banco Filipino Savings Bank and Manila Cathedral College in Tondo.
- Portion of Jose Abad Santos Ave. from Quiricada St. to F. Yuseco St. in Tondo.
- Portion of Alameda St. from Quiricada St. to near F. Yuseco St. including Biak Na Bato, Tindalo, Tecson, Santiago, Yakal, San Nicolas, Villaruel and Patnubay Sts. in Tondo.
- Portion of Ipil St. from Aptlong St. to F. Yuseco St. including portion of Priscilla, Yakal, Escaler and Ilustre Sts.; and Andres Bonifacio Elementary School in Sta. Cruz; Ipil St.; and Pure Force & Rescue Corp. in Tondo.
- Portion of S. Herrera St. from Ipil St. to Escaler St. in Sta. Cruz.
- Portion of Rizal Ave. from Tayuman St. to near F. Yuseco St. including Philippine National Bank (PNB), Jollibee and Purefoods Corp. in Sta. Cruz.

**REASON:** Line maintenance work along Jose Abad Santos Ave. and Tayuman St. in Tondo, Manila.

### WEDNESDAY, MAY 31, 2023

#### BULACAN (SAN JOSE DEL MONTE CITY)

BETWEEN 10:00AM AND 3:00PM – PORTION OF CIRCUIT SAN JOSE 415SJ

- Portion of Upper Purok 3 St. from Bagong Buhay Ave. to and including Mahogany and Acacia Sts.; Purok 3 and Purok 4 in Bgy. Bagong Buhay III.

**REASON:** Line reconducting work along Upper Purok 3 St. in Bgy. Bagong Buhay III, San Jose Del Monte City, Bulacan.

### THURSDAY, JUNE 1, 2023

#### CAVITE (IMUS CITY AND DASMARIÑAS CITY)

BETWEEN 1:00AM AND 1:29AM AND THEN BETWEEN 6:31AM AND 7:00AM – THE WHOLE OF CIRCUITS IMUS 36WK; AND ABUTOT 37XZ

- Portion of Gen. Emilio Aguinaldo Highway from Meralco – Imus substation to Gov. D. Mangubat Ave. including New Imus Village, Noble Hills Subd., Bayanihan Homes Subd. and Santiago Subd.; and Anabu Coastal Road in Bgys. Anabu I-D, II-A, II-C, II-D, II-E and II-F in Imus City; Dara Subd. and Camella Dasmariñas Subd. in Bgys. Salitran I, Zone I-A, Zone IV and Buroi Main in Dasmariñas City.
- Portion of Gov. Mangubat Ave. and Congressional Ave. from Gen. Emilio Aguinaldo Highway to and including Acacia Homes Subd., Tierra Verde Residences, Tierra Verde Residences Phase II, Windsor Subd., Amaia Homes Dasma Subd. Phase 2, Chester Place Subd., Corner Stone Executive Homes, Hauskon Homes La Salle Subd., Morson Subd., Pasong Lawin – Dr. Campos Compound, Student Village Compound, Summerwind IV Village, Villa Isabel Village, Manuelaveille Subd., Victoria Reyes Property Subd., Southcrest Village, Villa Verde Village and Dexterville Royale Village; Pasong Bayog and Summerwind Sts.; and portion of Tirona Ave. in Bgys. Buroi I, II & III, Buroi Main, Pag-Asa, San Agustín I & II and Dasmariñas City Proper; Bgys. San Andres I & II, San Francisco I & II, San Mateo, San Nicolas I & II, San Roque, San Simon, San Cristina I & II and Santa Fe in Dasmariñas City.

**REASON:** Repair work inside Meralco - Abutot substation.

