

**UNDERSTANDING THE
PHILIPPINE QUALIFICATIONS
FRAMEWORK FOR CPAS IN
COMMERCE & INDUSTRY**



REGIONAL
QUALITY
REFERENCE
FRAMEWORK

asean



MYANMAR



LAOS



THAILAND



PHILIPPINES



CAMBODIA



VIETNAM



MALAYSIA



Brunei



SINGAPORE



INDONESIA

SCALE
1 : 4,800,000

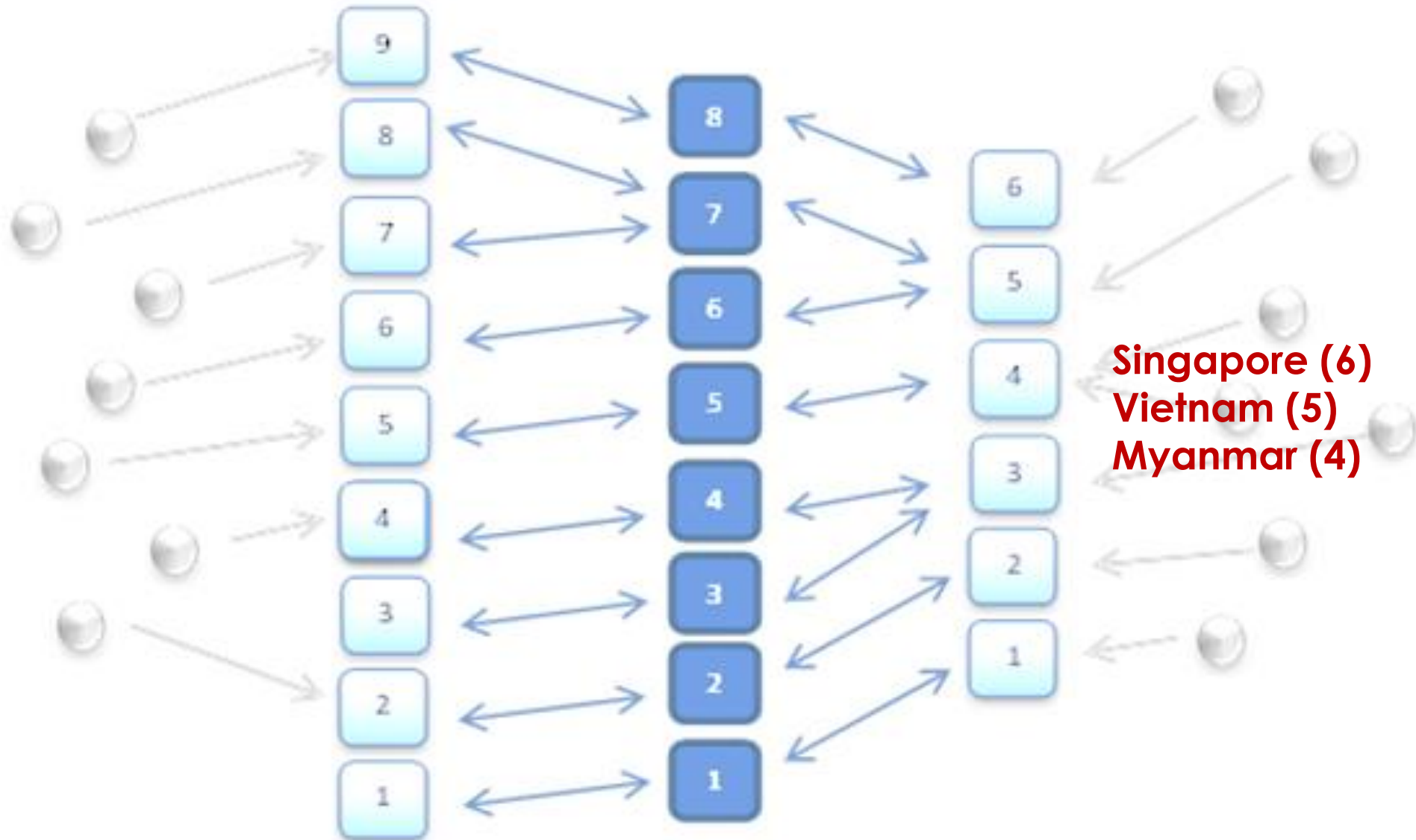
ASEAN Qualifications Reference Framework (AQRF)

- is a *common reference framework* that enables comparisons of education qualifications across participating ASEAN Member States (AMS)
- it aims to have a neutral influence on national qualifications frameworks (NQF) of participating AMS
- engagement in AQRF does not require changes to national qualifications systems (NQS). AQRF respects the specific structures and processes of participating AMS to maintain their responsiveness to national priorities

OBJECTIVES



Referencing to AQRF





Role of AQRF in ASEAN Community Building- an ASEAN Cross-Sectoral Initiative

ASEAN Economic Community



From top-left to bottom-right:

Brunei Indonesia Cambodia Singapore Malaysia
Laos Myanmar Thailand Philippines Vietnam

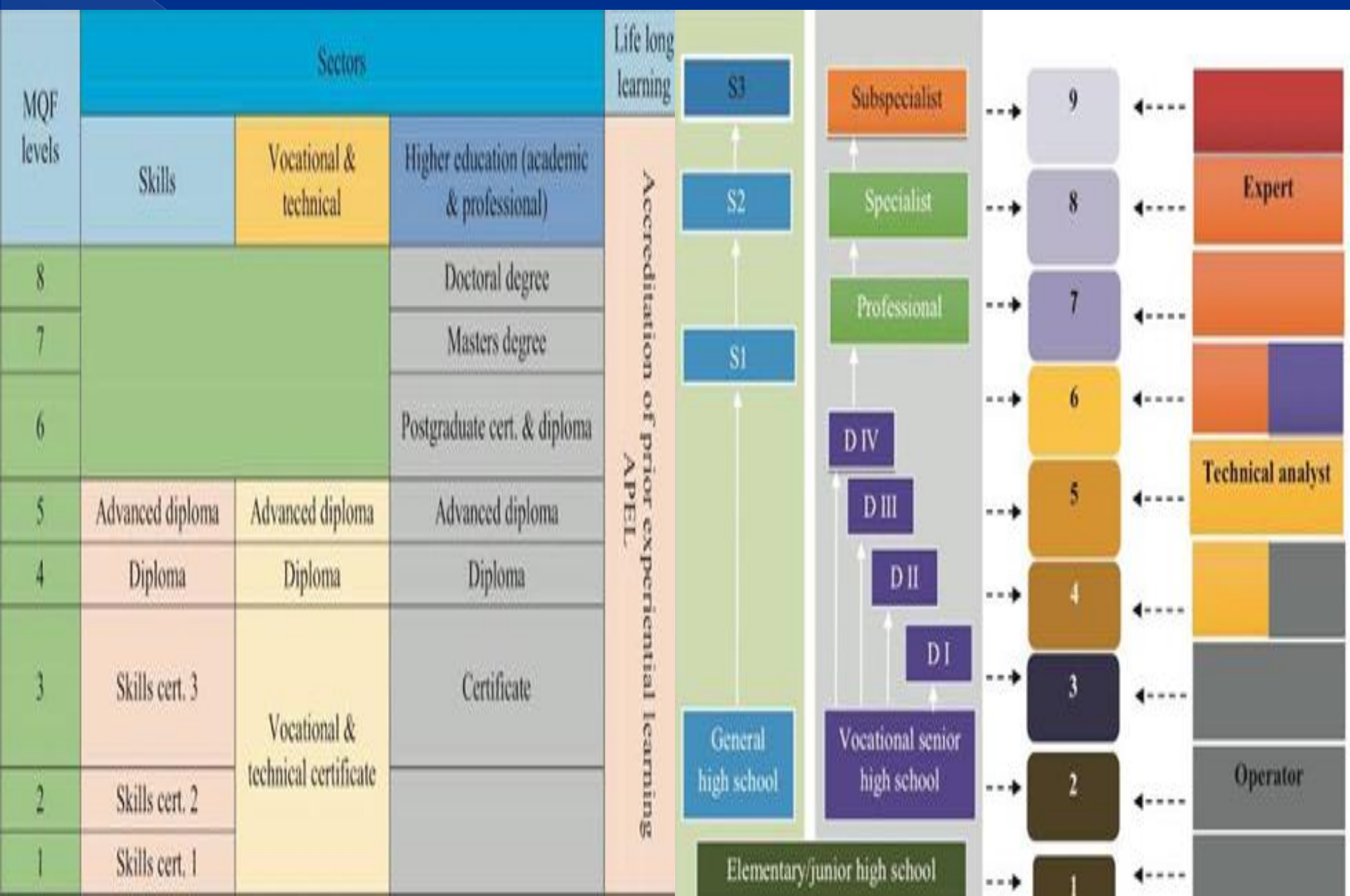
free flow of skilled
labor (through
harmonization and
standardization)

develop human
resources through
closer cooperation in
education & lifelong
learning

National Qualifications Framework of the ASEAN Member States

Malaysia (8 Levels)

Indonesia (9 Levels)

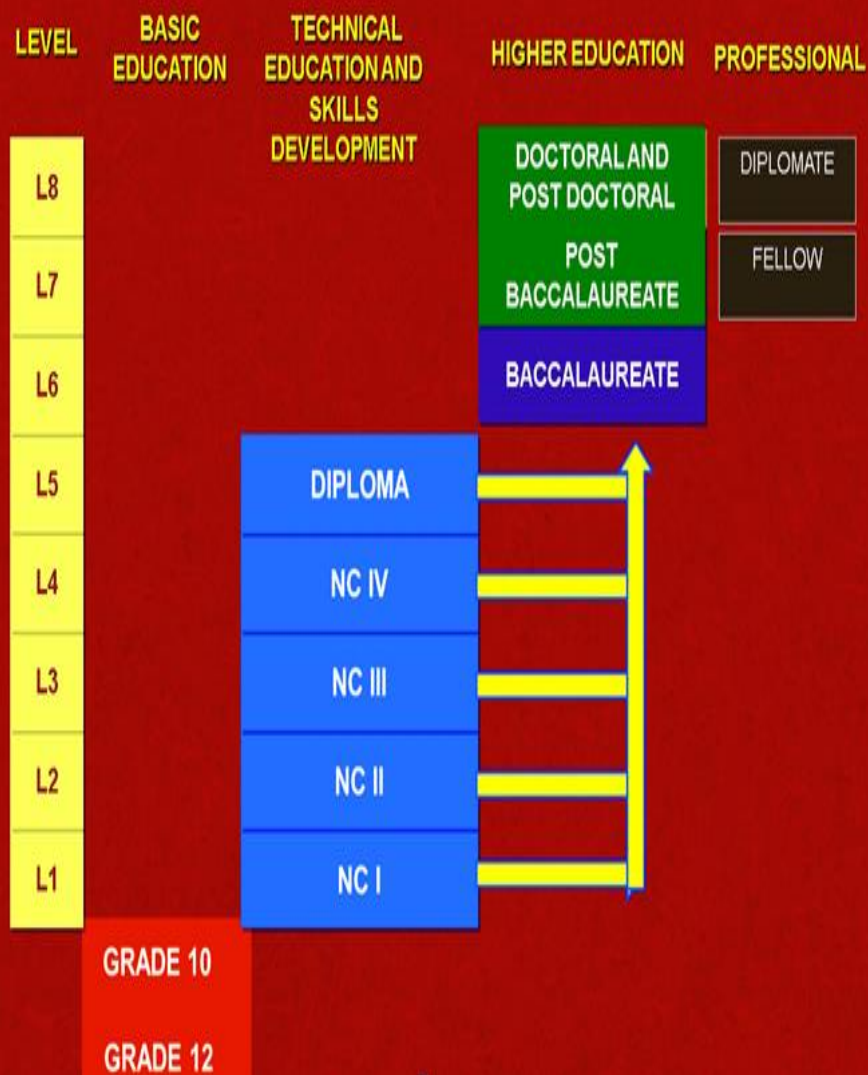


National Qualifications Framework of the ASEAN Member States

Philippines (8 Levels)

Brunei (8 Levels)

THE PHILIPPINE QUALIFICATIONS FRAMEWORK



BDQF Levels	Schools Sector Qualifications	Technical and Vocational Education Sector Qualifications	Higher Education Sector Qualifications
8			Doctoral Degree
7			<ul style="list-style-type: none"> Master's Degree Post Graduate Diploma Post Graduate Certificate
6			Bachelor's Degree
5		<ul style="list-style-type: none"> Advanced Diploma Higher National Diploma (HND) 	<ul style="list-style-type: none"> Foundation Degree Advanced Diploma Higher National Diploma (HND)
4	<ul style="list-style-type: none"> GCE "A" Level IGCSE "A" Level IB Diploma STPU 	<ul style="list-style-type: none"> Diploma Higher national Technical Education (HNTec) 	
3	<ul style="list-style-type: none"> GCE "O" Level (Grades A-C) IGCSE and GCSE "O" Level (Grade A* - C) SPU (Grades A-C) BTEC Level 2 Diploma 	<ul style="list-style-type: none"> Skills Certificate 3 (SC3) National Technical Education Certificate (NTec) 	
2	<ul style="list-style-type: none"> GCE "O" Level (Grades D-E) IGCSE "O" Level (Grade D-E) SPU (grades D) BTEC Level 2 Extended Certificate 	<ul style="list-style-type: none"> Skills Certificate 2 (SC2) Industrial Skills Qualifications (ISQ) 	
1	BTEC Level Introductory Certificate	Skills Certificate 1 (SC1)	

National Qualifications Framework of the ASEAN Member States

Cambodia (8 Levels)

Levels	Technical and Vocational Education and Training	Higher Education	General Education
8	Doctoral Degree	Doctoral Degree	
7	Master's Degree of Technology/Business	Master's Degree	
6	Bachelor of Technology/Engineering/Business	Bachelor's Degree	
5	Higher Diploma of Technology/Business	Associate Degree	
4	Technical and Vocational Certificate 3		Upper Secondary Certificate
3	Technical and Vocational Certificate 2		Certificate
2	Technical and Vocational Certificate 1		Lower Secondary Certificate
1	Vocational Certificate		

Source: Kingdom of Cambodia, Cambodia Qualifications Framework, 2012.

Thailand (9 Levels)

Table 1. Thai National Qualifications Framework (NQF).

Qualification Levels (QLs)	Connecting /Filling-up Mechanisms	Work Experiences	Learning outcome set Educational Qualification Levels (EQLs)
Level 9	Testing, measuring and evaluating transferred experiences from work; Accumulating learning units for raising EQL (Credit Bank)	Acquisition of additional knowledge from formal, non-formal and informal education; Promoting practical training and actual work performance for improving craftsmanship and level of occupational skills	Doctoral Degree
Level 8			Advanced Graduate Certificate
Level 7			Master's Degree
Level 6			Graduate Certificate
Level 5			Bachelor Degree
Level 4			Higher Vocational Certificate
Level 3			Vocational Certificate
Level 2			Upper Secondary
Level 1			Lower Secondary

Source: OEC, 2013.

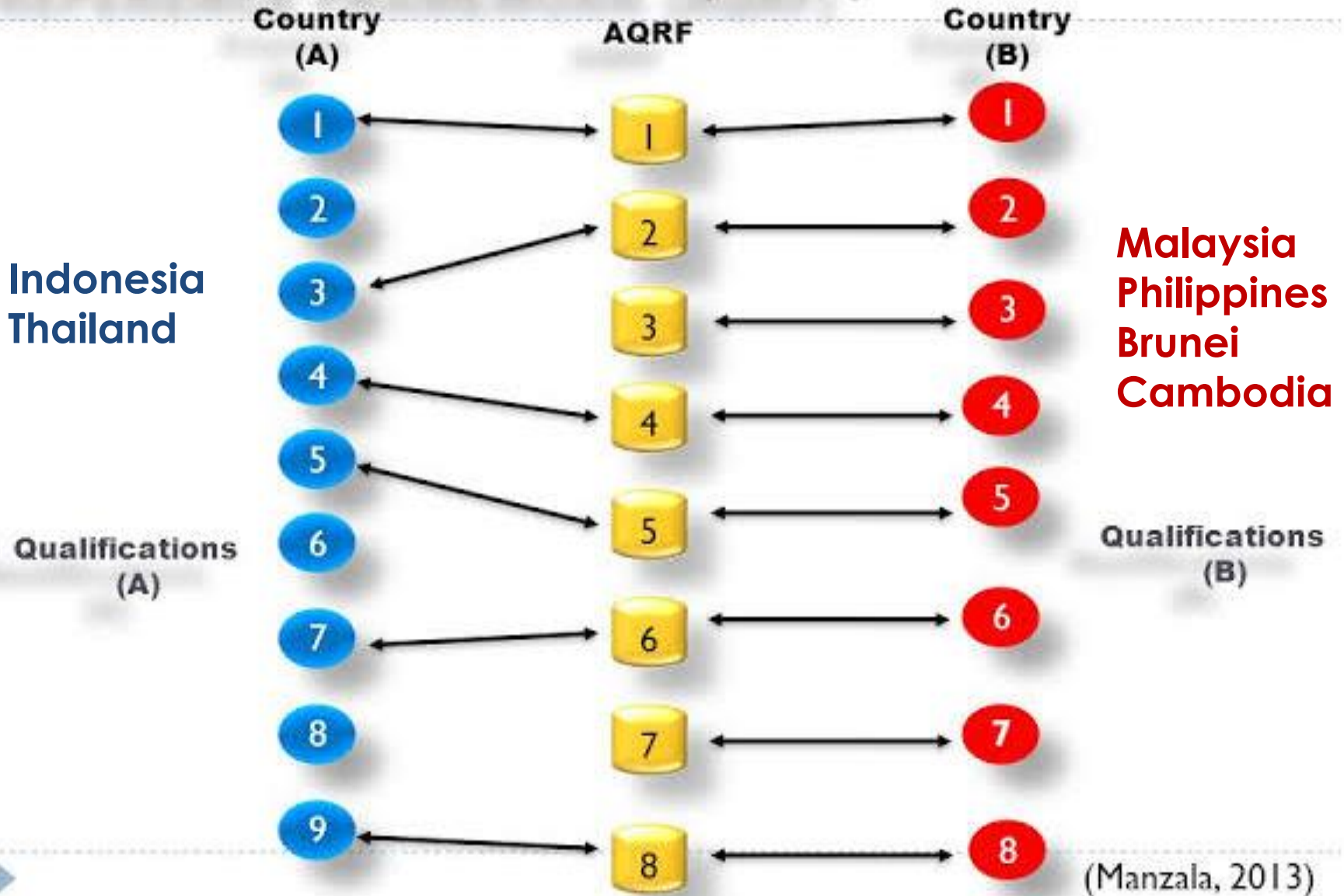
Vietnam (5 Levels)

Schools Sector	Vocational education and Training Sector	Higher Education Sector	Occupational Skills Level
		Doctoral Degree	Level 5
		Masters Degree	Level 4
		Bachelor Degree	Level 3
	Vocational College	College	Level 3
	Secondary Vocational	Secondary Technical	Level 2
Secondary School Certificate of Education	Vocational Certificate		Level 1
	Certificate		Level 1
	Certificate		Level 1
	Certificate		Level 1

Singapore (6 Levels)



ASEAN QUALIFICATIONS REFERENCE FRAMEWORK (AQRF)



WHAT IS THE PHILIPPINE QUALIFICATIONS FRAMEWORK?

quality-assured national system for the development, recognition and award of qualifications based on standards of knowledge, skills and values acquired in different ways and methods by learners and workers educated or trained in the Philippines

STRUCTURES:

PQF

Composed of 8 levels of complexity of learning outcomes based on 3 domains:

KNOWLEDGE, SKILLS AND VALUES

- demonstrated broad and coherent knowledge and skills in their field of study for professional work and lifelong learning

APPLICATION

- application in professional/creative work or research in a specialized field of discipline and/or further study

RESPONSIBILITY AND ACCOUNTABILITY

- independent and/or in teams of related field

AQRF

Composed of 8 levels of complexity of learning outcomes based on 2 domains:

KNOWLEDGE AND SKILLS

- includes the various kinds of knowledge such as facts and theories as well as the skills used, such as practical and cognitive skills

APPLICATION AND RESPONSIBILITY

- defines the context in which the knowledge and skills are used in practice as well as the level of independence including the capacity to make decisions and the responsibility for oneself and others

PQF OBJECTIVES

Adopt national standards and levels for outcomes of education

Support the development & maintenance of pathways and equivalencies

Align domestic qualification standards with the international qualifications framework

PQF BENEFITS

Encourages life-long learning

Recognized Certificates and Licenses

Assures that standards and qualifications are consistent with job requirements/demand

Provides common understanding of standards, qualifications and levels

Conformance to standards and preciseness of accountability for learning outcomes

Provides common understanding of policies and guidelines on credit transfers, articulation, portability and bridges pathways

Provides the standards, taxonomy and typology of qualifications as bases for granting approvals to providers and stakeholders

ROLE OF PRC

Institutionalization of the PQF to encourage lifelong learning of individuals, provide employee specific training standards and qualifications aligned with industry standards

ROLE OF PRBOA

Formulation and implementation of a Career Progression and Specialization Program for Accountants for inclusion in the Philippine Qualification Register, the national database of quality assured qualifications authorized under the PQF

OUTPUT/OBJECTIVES

❖ Drafting of a Resolution on the Guidelines on the Creation and Implementation of a Career Progression and Specialization Program for ACCOUNTANCY (CPSP-Accountancy)

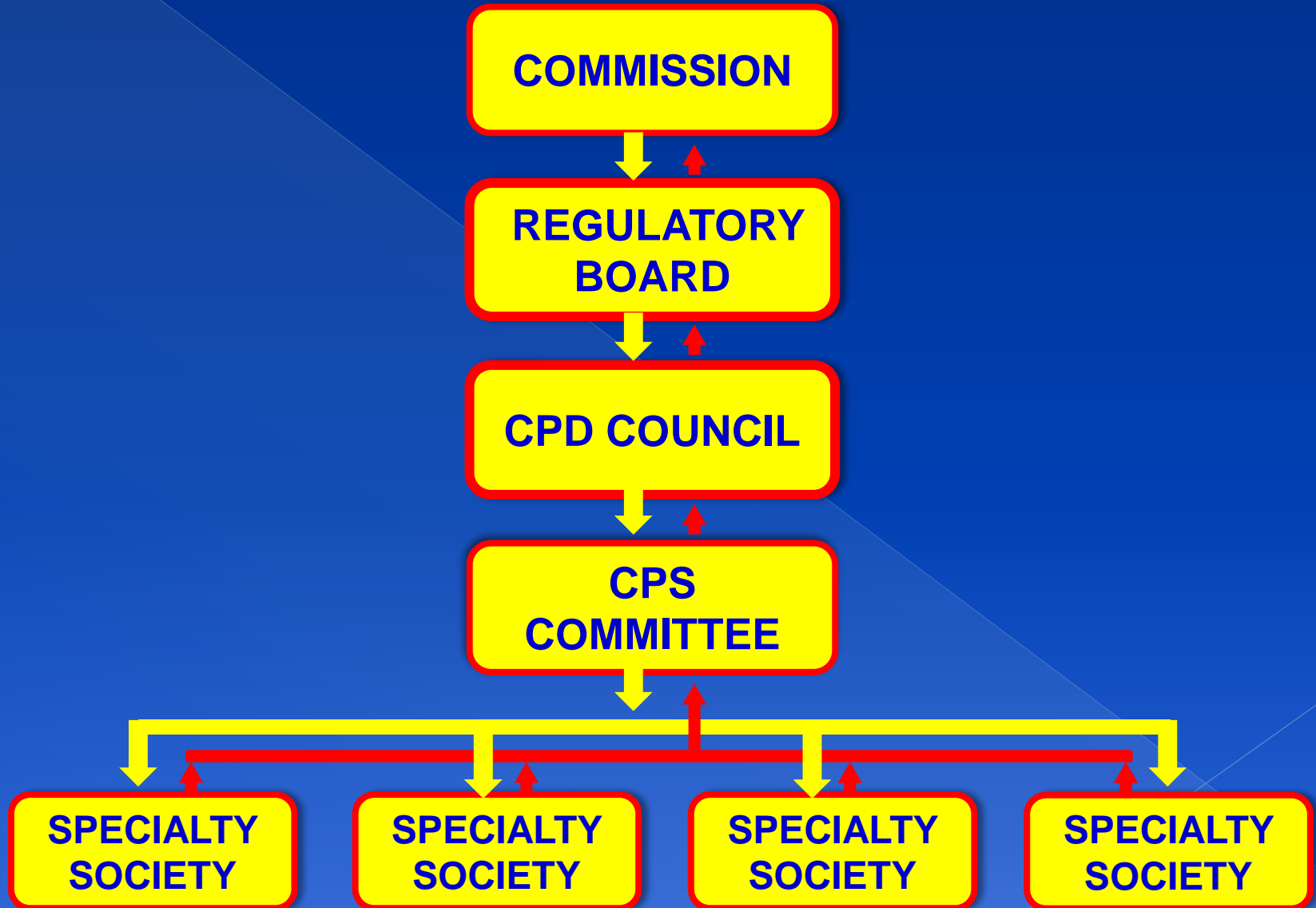
❖ Formulation of an Accountancy Qualification Program for the 4 Practice Areas of Public Practice, Education, Commerce & Industry and Government to the Philippine Qualification Framework using the Level Descriptors. This will lead to the Creation of the Career Progression and Specialization Program for Accountants

PROCESS

- ❖ Preparation of the CPSP- Accountancy by the PRBOA, using as initial inputs the Competency Frameworks provided by the 4 sectors of PICPA, namely Public Practice, Education, Commerce & Industry and Government
- ❖ Conduct of various consultation meetings with the 4 sectoral representations from PICPA and the IPO of the PRBOA to incorporate the comments and proposals
- ❖ To be conducted will be the national consultation meetings in national conferences of the sectoral areas and concerned national government agencies and stakeholders

**CAREER PROGRESSION
AND
SPECIALIZATION PROGRAM**

Implementation of Career Progression and Specialization Program



Career Pathways

- The Career Pathways of the Accountancy Profession is from General Practice (Entry Level – PQF Level 6) to Advanced Practice (Middle Level - PQF Level 7 and Advanced Level- PQF Level 8)
- Four (4) Tracks of Career Progression and Specialization as indicated in RA 9298:
 - 1) Public Practice
 - 2) Commerce and Industry Practice
 - 3) Education/Academe and
 - 4) Government Practice.

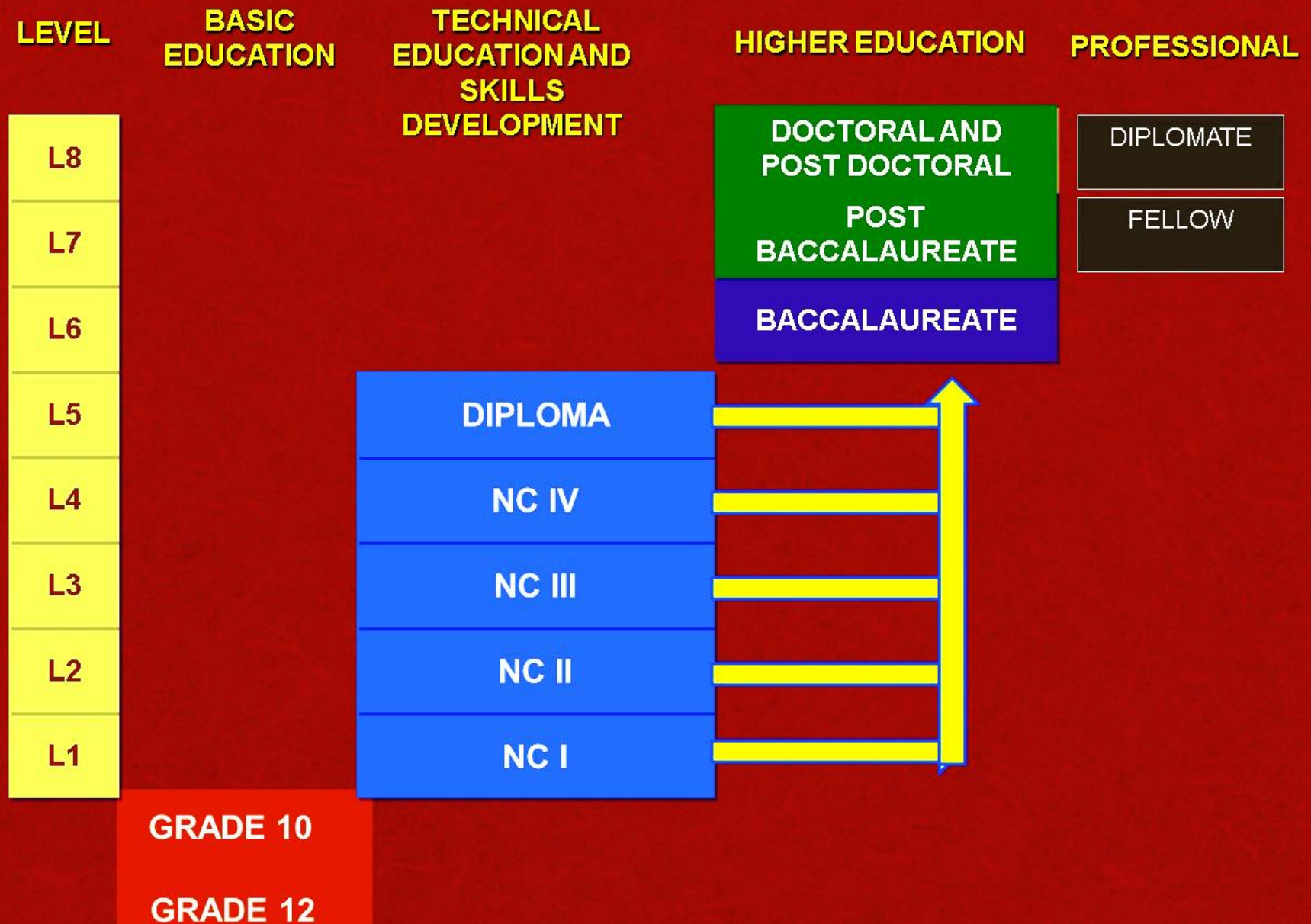
The PRACTICE Includes the Following:

- ❖ Public Practice as Individual Work or in Accounting Firms
- ❖ Employment in Government and Government- owned and Controlled Corporations (GOCCs) whether in units, departments, offices or projects
- ❖ Employment in Financing and Banking Institutions
- ❖ Employment in Private, Profit or Non-profit Organizations

The PRACTICE Includes the Following:

- ❖ Employment as Educators and School Administrators**
- ❖ Consultancy Services**
- ❖ Planning, Monitoring and Technical Audit**
- ❖ Employment in Foreign Service and Missions**
- ❖ Employment Abroad**

THE PHILIPPINE QUALIFICATIONS FRAMEWORK



Career Progression and Specialization Programs

Qualification Title	Descriptor	Level	Authority Granting Agency/ Organization
Entry Level	Performs general scope of professional practice in Accountancy pursuant to Section 4 of R.A. No. 9298, equivalent to a Bachelor's Degree in Accountancy, with a valid license	6	PRBOA and PRC
Middle Level	Performs specialized or supervisory level of professional practice in Accountancy pursuant to Section 4 of R.A. No. 9298 that requires initiative, creativity, substantial degree of independence, leadership in teams and in multi/inter-disciplinary fields, equivalent to a Master's Degree in Accountancy or in a related field, with a valid license, and with at least five (5) years of experience	7	PRBOA and PRC

Career Progression and Specialization Programs

Qualification Title	Descriptor	Level	Authority Granting Agency/ Organization
Advanced Level	Performs highly specialized or managerial/executive level of professional practice in Accountancy pursuant to Section 4 of R.A. No. 9298 that requires specialized cognitive, technical and research, managerial and executive competence, equivalent to a Doctoral Degree in Accountancy or in a related field, with a valid license, and with at least ten (10) years of experience	8	PRBOA and PRC

PQF LEVEL 6 – Baccalaureate Degree with Valid License

OUTCOMES	KNOWLEDGE, SKILLS AND VALUES	APPLICATION	DEGREE OF INDEPENDENCE
	Demonstrated broad and coherent knowledge and skills in their field of study for professional work and lifelong learning	Application in professional/ creative work or research in a specialized field of discipline and/or further study	Substantial degree of independence and/or teams of related fields with minimal supervision
Performs general scope of professional practice in Accountancy pursuant to Section 4 of R.A. No. 9298	Demonstrated broad and coherent knowledge and skills for Accountancy professional practice acquired as a graduate of Bachelor of Science in Accountancy in any CHED recognized school in the Philippines and has passed the Licensure Examination for Certified Public Accountants given by PRC and PRBOA	Application in professional/ creative work or research in a specialized field of discipline and/or further studying the practice of the Accountancy profession in the commerce & industry sector	Substantial degree of independence and/or teams of related fields with minimal supervision

PQF Level 7 – Post-Baccalaureate Program

OUTCOMES	KNOWLEDGE, SKILLS AND VALUES	APPLICATION	DEGREE OF INDEPENDENCE
	Demonstrated advanced knowledge and skills in a specialized or multi-disciplinary field of study for professional practice, self-directed research and/or lifelong learning	Applied in professional/creative work or research that requires self-direction and/or leadership in a specialized or multi-disciplinary professional work/research	High substantial degree of independence that involves exercise of leadership and initiative in individual work or in teams of multi-disciplinary field
Performs specialized or supervisory level of professional practice in Accountancy pursuant to Section 4 of R.A. No. 9298.	Demonstrated advanced knowledge and skills in a specialized or multi-disciplinary field of study for professional practice, self-directed research and/or lifelong learning acquired as a post-baccalaureate graduate of Accountancy, or any related field, in any CHED recognized school in the Philippines, has a valid license for Certified Public Accountants given by PRC and PRBOA, and with at least five (5) years of experience	Applied in professional/creative work or research that requires self-direction and/or leadership in a specialized or multi-disciplinary professional work/research in the practice of the Accountancy profession in the commerce & industry sector	High substantial degree of independence that involves exercise of leadership and initiative in individual work or in teams of multi-disciplinary field

PQF Level 8 – Doctoral Degree and Post-Doctoral Programs

OUTCOMES	KNOWLEDGE, SKILLS AND VALUES	APPLICATION	DEGREE OF INDEPENDENCE
	<p>Demonstrated highly advanced systematic knowledge and skills in a highly specialized and/or complex multi-disciplinary field of learning for complex research and or professional practice and/or for the advancement of learning</p>	<p>Applied for professional leadership for innovation, research and/or development management in highly specialized or multi-disciplinary field</p>	<p>Full independence in individual work and/or in teams of multi-disciplinary and more complex setting that demands leadership for creativity and strategic value added. Significant level of expertise-based autonomy and accountability.</p>
<p>Performs highly specialized or managerial/ executive level of professional practice in Accountancy pursuant to Section 4 of R.A. No. 9298.</p>	<p>Demonstrated highly advanced systematic knowledge and skills in a highly specialized and/or complex multi-disciplinary field of learning for complex research and or professional practice and/or for the advancement of learning acquired as a doctoral or post-doctoral graduate of Accountancy, or any related field, in any CHED recognized school in the Philippines, has a valid license for Certified Public Accountants given by PRC and PRBOA, and with at least ten (10) years of experience</p>	<p>Applied for professional leadership for innovation, research and/or development management in highly specialized or multi-disciplinary field in the practice of the Accountancy profession in the commerce & industry sector</p>	<p>Full independence in individual work and/or in teams of multi-disciplinary and more complex setting that demands leadership for creativity and strategic value added. Significant level of expertise-based autonomy and accountability.</p>

QUALIFICATION OUTCOMES
of
Entry Level
Supervisory/Middle Level
Executive/Advanced Level
Accountants
in relation to the
KNOWLEDGE, SKILLS AND VALUES
Descriptors in
COMMERCE AND INDUSTRY

CPD Framework for Commerce and Industry Practice



DOMAINS	CAREER PROGRESSION		
	Knowledge, Skills and Values Descriptors		
	LEVEL 6 ENTRY LEVEL	LEVEL 7 MIDDLE LEVEL	LEVEL 8 ADVANCED LEVEL
Education	<i>Bachelor's Degree</i>	<i>Masteral Degree</i>	<i>Masteral/Doctoral Degree</i>
TECHNICAL COMPETENCE	<p>The accountant is able to demonstrate <i>foundational knowledge</i> of the professional accounting and auditing standards, budgeting and forecasting, financial, cost and risk management, transactional accounting, tax rules and regulations, other applicable laws and regulations, internal controls, and management and financial reporting and analysis</p>	<p>The accountant is able to demonstrate good understanding and working knowledge of the professional accounting and auditing standards, budgeting and forecasting, financial, cost and risk management, transactional accounting, tax rules and regulations, other applicable laws and regulations, internal controls, and management and financial reporting and analysis, and ability to make preliminary assessment of their application in a given organizational situation</p>	<p>The accountant is able to demonstrate detailed understanding and in-depth knowledge of the professional accounting and auditing standards, budgeting and forecasting, financial, cost and risk management, transactional accounting, tax rules and regulations, other applicable laws and regulations, internal controls, and management and financial reporting and analysis, and ability to review and challenge application in a given organizational situation</p>

DOMAINS	CAREER PROGRESSION		
Knowledge, Skills and Values Descriptors			
	LEVEL 6 ENTRY LEVEL	LEVEL 7 MIDDLE LEVEL	LEVEL 8 ADVANCED LEVEL
<i>Education</i>	<i>Bachelor's Degree</i>	<i>Masteral Degree</i>	<i>Masteral/Doctoral Degree</i>
BUSINESS ACUMEN	The accountant is able to demonstrate foundational knowledge of business strategies, project management and quality improvement models, market and regulatory environment	The accountant is able to demonstrate good understanding and working knowledge of business strategies, project management and quality improvement models, market and regulatory environment and ability to implement such knowledge in specific organizational situation/s	The accountant is able to demonstrate detailed understanding and in-depth knowledge of business strategies, project management and quality improvement models, market and regulatory environment and ability to develop and devise strategy for specific organizational situation/s and to institutionalize learning gained

DOMAINS

CAREER PROGRESSION

Knowledge, Skills and Values Descriptors

**LEVEL 6
ENTRY LEVEL**

**LEVEL 7
MIDDLE LEVEL**

**LEVEL 8
ADVANCED LEVEL**

Education

Bachelor's Degree

Masteral Degree

Masteral/Doctoral Degree

LEADERSHIP & GOVERNANCE

The accountant is able to demonstrate *foundational knowledge of governance, communication skills, negotiation and facilitation skills, teamwork enhancement, conflict resolution, and social responsibility*

The accountant is able to demonstrate *good understanding and working knowledge of governance, communication skills, negotiation and facilitation skills, teamwork enhancement, conflict resolution, and social responsibility and ability to make preliminary assessment of their application in specific organizational situation/s*

The accountant is able to demonstrate *detailed understanding and in-depth knowledge of governance, communication skills, negotiation and facilitation skills, teamwork enhancement, conflict resolution, and social responsibility and ability to devise, review and challenge application in specific organizational situation/s*

DOMAINS	CAREER PROGRESSION		
Knowledge, Skills and Values Descriptors			
	LEVEL 6 ENTRY LEVEL	LEVEL 7 MIDDLE LEVEL	LEVEL 8 ADVANCED LEVEL
<i>Education</i>	<i>Bachelor's Degree</i>	<i>Masteral Degree</i>	<i>Masteral/Doctoral Degree</i>
ETHICS & INTEGRITY (CORE)	The accountant is able to act ethically at all times and to demonstrate integrity in the performance of tasks	The accountant is able to identify ethical issues and to recognize and enable integrity in the performance of tasks of team members	The accountant is able to resolve ethical issues and to anticipate integrity issues and develop and manage strategic programs to address such issues
INFORMATION & COMMUNICATIONS TECHNOLOGY (ICT)	The accounting professional is able to quickly adapt to available business and digital technology applications in the performance of tasks	The accounting professional is able to keep abreast with and introduce emerging business and digital technology for continuous process improvement	The accounting professional is able to anticipate the need for new technology applications to enhance the efficiency and effectiveness of business/service delivery

LEARNING OUTCOMES FOR EACH OF THE DOMAINS OF A CPA IN COMMERCE & INDUSTRY

TECHNICAL COMPETENCE	BUSINESS ACUMEN
<p>Budgeting and Forecasting</p> <p>Financial Management</p> <p>Cost Management</p> <p>Risk Management</p> <p>Transactional Accounting</p> <p>Financial Reporting and Analysis</p> <p>Taxation</p> <p>Compliance with Rules and Regulations affecting the Profession</p> <p>Accounting Systems</p> <p>Data Privacy Act</p>	<p>Business Strategies and Models</p> <p>Project Management</p> <p>Quality Improvement</p> <p>Market and Regulatory Environment</p>

LEARNING OUTCOMES FOR EACH OF THE DOMAINS OF A CPA IN COMMERCE & INDUSTRY

LEADERSHIP & GOVERNANCE	ETHICS & INTEGRITY
<p>Governance principles and intervention</p> <p>Communication</p> <p>Negotiation and Facilitation</p> <p>Teamwork</p> <p>Conflict Resolution</p> <p>Social Responsibility</p>	<p>Ethics</p> <p>Integrity</p>

PQF LEVEL ALIGNMENT

COMPARISON of QUALIFICATION OUTCOMES

**Entry Level, Supervisory/Middle Level,
Executive/Advanced Level**

ACCOUNTANTS

in relation to the

KNOWLEDGE, SKILLS AND VALUES,

APPLICATION

and

DEGREE OF INDEPENDENCE Descriptors

TECHNICAL COMPETENCE

LEVEL 6		LEVEL 7	LEVEL 8
OUTCOMES	KNOWLEDGE, SKILLS AND VALUES	KNOWLEDGE, SKILLS AND VALUES	KNOWLEDGE, SKILLS AND VALUES
Budgeting and Forecasting	Explain basic budgeting and forecasting process	Recommend appropriate forecasting methodology	Create sophisticated modelling technique or forecasting solutions/applications
	Identify appropriate tools (e.g., Excel) in making projections and computations	Prepare projected Balance Sheet, Income Statement and Cash Flow	Prepare consolidated budget across group of companies or divisions
	Gather historical data to determine trends and seasonality	Apply best practice tools such as data analytics in discovering relevant trends, different seasons	Set the assumptions for the budget process based on external sources
		Consolidate data and information from multiple sources	Develop framework for monitoring budgeting and forecasting processes
			Link budget to strategic plan objectives

TECHNICAL COMPETENCE

LEVEL 6		LEVEL 7	LEVEL 8
OUTCOMES	KNOWLEDGE, SKILLS AND VALUES	KNOWLEDGE, SKILLS AND VALUES	KNOWLEDGE, SKILLS AND VALUES
Financial Management	Gather historical data as basis for financial forecast	<p>Perform financial forecast, cash requirement analysis</p> <p>Identify cost efficient sources of funds or capital</p> <p>Comply with loan covenants</p>	<p>Develop working capital policies</p> <p>Recommend alternative sources of capital</p> <p>Develop policies that will enhance shareholder value</p>
Cost Management	<p>Identify appropriate inventory control measures</p> <p>Perform cost analysis to specific business line</p> <p>Analyze product profitability</p>	<p>Implement appropriate cost accounting method</p> <p>Recommend improvement to existing process to optimize operations</p>	<p>Develop cost reduction policies</p> <p>Create supply chain process for enhanced value to the organization</p>

TECHNICAL COMPETENCE

LEVEL 6		LEVEL 7	LEVEL 8
OUTCOMES	KNOWLEDGE, SKILLS AND VALUES	KNOWLEDGE, SKILLS AND VALUES	KNOWLEDGE, SKILLS AND VALUES
Risk Management	<p>Identify possible risks within the organization</p> <p>Identify possible cyber security threats</p>	<p>Assess impact of identified risks</p> <p>Implement mitigating controls related to financial and operating risks</p>	<p>Create enterprise wide risk management</p> <p>Develop risk mitigation strategies</p> <p>Design cyber security control system</p>
Transactional Accounting	<p>Perform basic bookkeeping function such as journal entries, payment processing, billing and collection of receivables</p>	<p>Perform specialized account movements such as deferred taxation, present value etc</p>	<p>Communicate financial performance and results of operations to stakeholders</p>

TECHNICAL COMPETENCE

	LEVEL 6	LEVEL 7	LEVEL 8
OUTCOMES	KNOWLEDGE, SKILLS AND VALUES	KNOWLEDGE, SKILLS AND VALUES	KNOWLEDGE, SKILLS AND VALUES
Financial Reporting and Analysis	<p>Perform general ledger and subsidiary reconciliations and account analysis in compliance with accounting standards</p> <p>Prepare basic reports on balance sheet, and other financial, accounting and related schedules, exhibits, statements or reports which are to be used for publication or for credit purposes, or to be filed with a court or government agency, or to be used for any other purpose</p> <p>Prepare financial ratios</p>	<p>Finalize reports on balance sheet, and other financial, accounting and related schedules, exhibits, statements or reports which are to be used for publication or for credit purposes, or to be filed with a court or government agency, or to be used for any other purpose</p> <p>Identify deviation from Accounting standards. Reconcile financial statements prepared using different standards i.e. IFRS vs GAAP</p> <p>Interpret meaning of financial ratios</p>	<p>Develop best practices in Financial Statements preparation and analysis</p> <p>Evaluate impact of new accounting standards on organization's strategies and policies</p> <p>Communicate effect of financial ratios on stakeholder</p>

TECHNICAL COMPETENCE

	LEVEL 6	LEVEL 7	LEVEL 8
OUTCOMES	KNOWLEDGE, SKILLS AND VALUES	KNOWLEDGE, SKILLS AND VALUES	KNOWLEDGE, SKILLS AND VALUES
Taxation	<p>Prepare simple tax computation and returns in compliance with existing laws and/or regulations</p>	<p>Supervise the filing of accurate tax returns in a timely manner</p> <p>Evaluate tax impact on business decisions</p> <p>Identify deviation from Tax Laws and Regulations</p>	<p>Prepare tax planning and strategy for the organization</p> <p>Evaluate impact of new tax laws on organization strategies and policies</p> <p>Create policies to manage tax audit and settlement</p> <p>Create policies to manage compliance with Tax Laws and Regulations</p>
Compliance with Rules and Regulations affecting the Profession	<p>Identify current issuances from PRC, BOA, SEC</p>	<p>Supervise compliance with current issuances from PRC, BOA, SEC</p>	<p>Evaluate the impact of new issuances on firm's strategies and policies</p>

TECHNICAL COMPETENCE

	LEVEL 6	LEVEL 7	LEVEL 8
OUTCOMES	KNOWLEDGE, SKILLS AND VALUES	KNOWLEDGE, SKILLS AND VALUES	KNOWLEDGE, SKILLS AND VALUES
Accounting Systems	<p>Comply with established systems and procedures for internal controls and management reporting and analysis</p> <p>Identify required data that is needed to be encoded to the information system</p> <p>Identify appropriate hardware and software tools</p>	<p>Review/approve the transactions in the different processes of an information system</p> <p>Implement solutions to business tools issues</p> <p>Document business requirements in an information system including work flows</p> <p>Prepare reports using the different databases in the information system</p>	<p>Integrate operation, business and performance applications to the financial system</p> <p>Design systems structure to optimize operational and financial performance</p> <p>Evaluate existing and proposed information system</p> <p>Recommend solutions that promote process improvements</p>
Data Privacy Act	<p>Exercise sound data stewardship by complying with all data policies and by documenting procedures followed</p>	<p>Implement processes to protect privacy of personal information</p>	<p>Design data privacy systems and controls in accordance with established frameworks</p>

TECHNICAL COMPETENCE

LEVEL 6		LEVEL 7		LEVEL 8	
APPLICATION	DEGREE OF INDEPENDENCE	APPLICATION	DEGREE OF INDEPENDENCE	APPLICATION	DEGREE OF INDEPENDENCE
Applied to administrative works in the practice of the Accountancy profession in an organization or a firm in the commerce and industry sector	Substantial degree of independence and/or teams of related fields with minimal supervision	Applied to administrative works that require self-direction and/or leadership in the practice of the Accountancy profession in the commerce and industry sector	High substantial degree of independence that involves exercise of leadership and initiative in individual work or in teams of multi-disciplinary field	Applied to administrative works that require professional leadership for innovation and/or development management in the practice of the Accountancy profession across group/s of companies or divisions in the commerce and industry sector	Full independence in individual work and/or in teams of multi-disciplinary and more complex setting that demands leadership for creativity and strategic value added. Significant level of expertise-based autonomy and accountability

BUSINESS ACUMEN

LEVEL 6		LEVEL 7	LEVEL 8
OUTCOMES	KNOWLEDGE, SKILLS AND VALUES	KNOWLEDGE, SKILLS AND VALUES	KNOWLEDGE, SKILLS AND VALUES
Business Strategies and Models	<p>Identify corporate strategy relevant to specific responsibility</p> <p>Evaluate data for decision making</p> <p>Understand the business flow of the organization</p>	<p>Contribute in the formulation of solutions and creation of processes across business units</p> <p>Identify strategic and organizational gaps</p> <p>Apply actual experience in different business environments in creating suitable strategic plan for the organization</p> <p>Apply current business best practice as tools in decision making and opportunities</p> <p>Identify strengths, weaknesses, opportunities and threats that will affect the organization</p> <p>Identify programs that will support the organization's sustainability initiatives</p>	<p>Assess the alignment of the organization's strategic management with the industry</p> <p>Build alliances with business partners to implement multi department change or projects</p> <p>Evaluate and approve proposed solutions and new processes across business units</p>

BUSINESS ACUMEN

	LEVEL 6	LEVEL 7	LEVEL 8
OUTCOMES	KNOWLEDGE, SKILLS AND VALUES	KNOWLEDGE, SKILLS AND VALUES	KNOWLEDGE, SKILLS AND VALUES
Project Management	Use appropriate project management tools such as checklist, milestones, timelines, issue logs	Lead projects using project management tools including the scheduling of resources	Build multiple simultaneous projects that have significant budgets using project management tools
Quality Improvement	Identify and use appropriate quality improvement tools (e.g., process mapping, Kaizen, fishbone diagrams)	Lead cross-functional and departmental quality improvement efforts	Build multiple complex quality improvement projects

BUSINESS ACUMEN

	LEVEL 6	LEVEL 7	LEVEL 8
OUTCOMES	KNOWLEDGE, SKILLS AND VALUES	KNOWLEDGE, SKILLS AND VALUES	KNOWLEDGE, SKILLS AND VALUES
Market and Regulatory Environment	<p>Aware of the market and industry situation</p> <p>Aware of current accounting standards, laws, rules and regulations, ordinances and other issuances affecting the practice of the accountancy profession and the firm's industry</p>	<p>Benchmark competition and monitor market and regulatory developments that may affect the practice of the accountancy profession and the firm's industry</p>	<p>Formulate business competitive advantage and new sources for value creation and assess the alignment of the organization's strategic management with the industry</p> <p>Recommend or participate in regulatory policy development/s (e.g., position papers and attendance in public consultations as experts) that may affect the practice of the accountancy profession and/or the firm</p>

BUSINESS ACUMEN

LEVEL 6		LEVEL 7		LEVEL 8	
APPLICATION	DEGREE OF INDEPENDENCE	APPLICATION	DEGREE OF INDEPENDENCE	APPLICATION	DEGREE OF INDEPENDENCE
Applied to administrative works in the practice of the Accountancy profession in an organization or a firm in the commerce and industry sector.	Substantial degree of independence and/or teams of related fields with minimal supervision.	Applied to administrative works that require self-direction and/or leadership in the practice of the Accountancy profession in the commerce and industry sector	High substantial degree of independence that involves exercise of leadership and initiative in individual work or in teams of multi-disciplinary field	Applied to administrative works that require professional leadership for innovation and/or development management in the practice of the Accountancy profession across group/s of companies or divisions in the commerce and industry sector	Full independence in individual work and/or in teams of multi-disciplinary and more complex setting that demands leadership for creativity and strategic value added Significant level of expertise-based autonomy and accountability

LEADERSHIP & GOVERNANCE

LEVEL 6		LEVEL 7	LEVEL 8
OUTCOMES	KNOWLEDGE, SKILLS AND VALUES	KNOWLEDGE, SKILLS AND VALUES	KNOWLEDGE, SKILLS AND VALUES
Governance principles and intervention	Understand the existing governance structure and complies with issued policies	Apply appropriate governance principles on situations concerning ethical behavior and accountability within the organization	Formulate governance framework as a guide in resolving complex ethical dilemma faced by the organization
Communication	Understand verbal and non-verbal cues in personal interactions and delivers information in a clear and concise manner that is tailored to the needs of the team members	Engage audience in interactive communication in small and large group settings and anticipate needs/questions and respond appropriately such as delivering a learning module or facilitating a focus group discussion	Deliver presentations with complex issues confidently to senior management and other audiences and answers queries/questions convincingly
Negotiation and Facilitation	Support positive relationships among colleagues and other parties	Monitor relationships among team members and other parties and institute actions to resolve identified issues	Formulate negotiation models that will yield positive results

LEADERSHIP & GOVERNANCE

	LEVEL 6	LEVEL 7	LEVEL 8
OUTCOMES	KNOWLEDGE, SKILLS AND VALUES	KNOWLEDGE, SKILLS AND VALUES	KNOWLEDGE, SKILLS AND VALUES
Teamwork	Pro-actively support team goals	Set team goals and provide timely and constructive feedback to issues raised	Devise strategies to enhance team competence
Conflict Resolution	Identify possible causes of conflict and support interventions to resolve conflicts	Resolve conflict within team/department or with other parties and institute or recommend interventions to address root cause/s	Build a culture where constructive conflict leads to continuous improvement
Social Responsibility	Participate in social responsibility programs of the organization	Devise social responsibility programs that are consistent with the core competence of the organization	Develop assessment tools to measure impact of social responsibility programs in the light of a sustainability reporting framework

LEADERSHIP & GOVERNANCE

LEVEL 6		LEVEL 7		LEVEL 8	
APPLICATION	DEGREE OF INDEPENDENCE	APPLICATION	DEGREE OF INDEPENDENCE	APPLICATION	DEGREE OF INDEPENDENCE
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ETHICS & INTEGRITY (CORE)

	LEVEL 6	LEVEL 7	LEVEL 8
OUTCOMES	KNOWLEDGE, SKILLS AND VALUES	KNOWLEDGE, SKILLS AND VALUES	KNOWLEDGE, SKILLS AND VALUES
Ethics	Act ethically at all times in compliance with the Code of Ethics for Professional Accountants	Identify ethical issues or those in violation of the Code of Ethics for Professional Accountants among peers and subordinates and institute due process to resolve these	Resolve ethical issues or those in violation of the Code of Ethics for Professional Accountants among peers and subordinates with due process and devise policies or create mechanisms to prevent re-occurrence
Integrity	Demonstrate integrity in the performance of tasks and in dealing with colleagues and other parties	Recognize and enable integrity in the performance of tasks by team/ department members	Anticipate integrity issues and develop and manage strategic programs to address such issues

ETHICS & INTEGRITY (CORE)

LEVEL 6		LEVEL 7		LEVEL 8	
APPLICATION	DEGREE OF INDEPENDENCE	APPLICATION	DEGREE OF INDEPENDENCE	APPLICATION	DEGREE OF INDEPENDENCE
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INFORMATION & COMMUNICATIONS TECHNOLOGY

LEVEL 6		LEVEL 7	LEVEL 8
OUTCOMES	KNOWLEDGE, SKILLS AND VALUES	KNOWLEDGE, SKILLS AND VALUES	KNOWLEDGE, SKILLS AND VALUES
Information & Communications Technology	Quickly adapt to available business and digital technology applications in the performance of tasks	Keep abreast with and introduces emerging business and digital technology for continuous process improvement	Anticipate the need for new technology applications to enhance the efficiency and effectiveness of business/service delivery

INFORMATION & COMMUNICATIONS TECHNOLOGY

LEVEL 6		LEVEL 7		LEVEL 8	
APPLICATION	DEGREE OF INDEPENDENCE	APPLICATION	DEGREE OF INDEPENDENCE	APPLICATION	DEGREE OF INDEPENDENCE
Applied to administrative works in the practice of the Accountancy profession in an organization or a firm in the commerce and industry sector.	Substantial degree of independence and/or teams of related fields with minimal supervision.	Applied to administrative works that require self-direction and/or leadership in the practice of the Accountancy profession in the commerce and industry sector	High substantial degree of independence that involves exercise of leadership and initiative in individual work or in teams of multi-disciplinary field	Applied to administrative works that require professional leadership for innovation and/or development management in the practice of the Accountancy profession across group/s of companies or divisions in the commerce and industry sector	Full independence in individual work and/or in teams of multi-disciplinary and more complex setting that demands leadership for creativity and strategic value added Significant level of expertise-based autonomy and accountability

Sample Positions per Practice Sector

CAREER PROGRESSION

	LEVEL 6 ENTRY LEVEL		LEVEL 7 MIDDLE LEVEL		LEVEL 8 ADVANCED LEVEL	
Summary of Competency Level Goal	Knowledge, Understanding, Application and Analysis Skills		Knowledge, Understanding, Application and Analysis, Synthesis, Evaluation Skills		Mastery of Skills	
Public	Audit Staff Tax Staff	Management Services/ Consulting Staff	Audit Manager Tax Manager	Consulting Manager	Partner Senior Partner	Senior Consultant Financial Advisor
Commerce and Industry	Financial Accounting and Reporting Staff Management Accounting Staff Tax Accounting Staff Internal Audit Staff	Financial Analyst Budget Analyst Credit Analyst Cost Accountant	Comptroller Senior Information Systems Auditor Senior Fraud Examiner	Senior Forensic Auditor Internal Auditor Financial Manager	Chief Financial Officer (CFO) Chief Information Officer (CIO) Chief Compliance Officer EVP/CEO/COO	Audit Committee Board Chairman Board Committee Member Independent Director

Sample Positions per Practice Sector

CAREER PROGRESSION

	LEVEL 6 ENTRY LEVEL		LEVEL 7 MIDDLE LEVEL		LEVEL 8 ADVANCED LEVEL	
Summary of Competency Level Goal	Knowledge, Understanding, Application and Analysis Skills		Knowledge, Understanding, Application and Analysis, Synthesis, Evaluation Skills		Mastery of Skills	
Education	Junior Accounting Instructor		Assistant Professor Associate Professor Accounting Department Chair / Head		Chancellor Executive VP Vice-President CEO/CFO/COO Vice President for Academic Affairs Dean Full Professor Professor II to VI College Professor (SG29)	
	SALARY GRADES 8 to 21		SALARY GRADE 22 (Supervisors - IV) to 24 (Division Chiefs - V)		SALARY GRADES 25 to 31	
Government	Accountant I to III Audit Examiner Budget Analyst	Revenue Officer/ I to IV Senior Budget and Management Specialists	Accountant IV Accounting Supervisor/ Manager	Government Accountancy and Audit Manager Internal Auditor IV to V	Administrator Assistant Cabinet/ Department Secretary	Commission Chairman Commission Member Commissioner

Sample Positions per Practice Sector

CAREER PROGRESSION

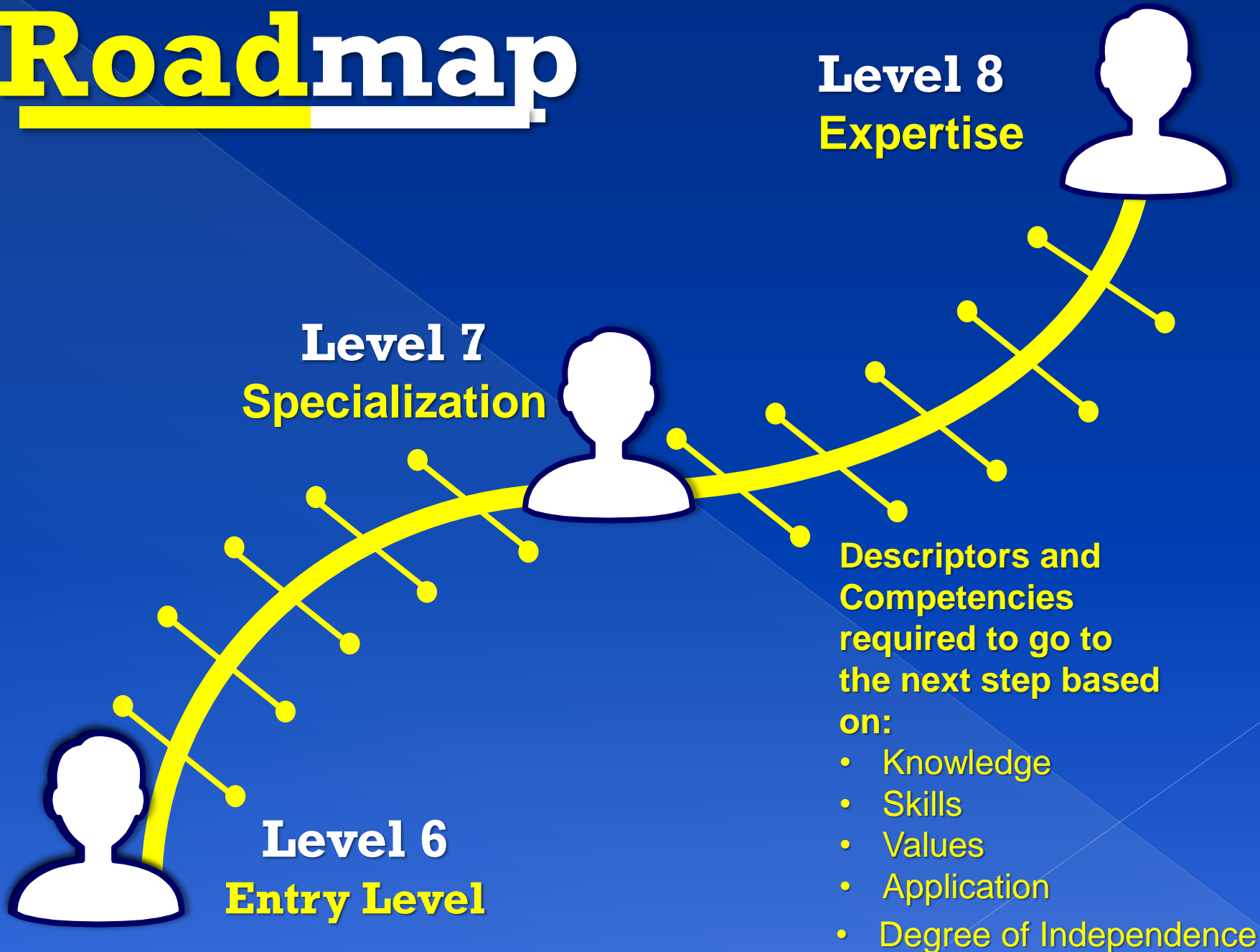
	LEVEL 6 Entry Level		LEVEL 7 Middle Level		LEVEL 8 Advanced Level	
Summary of Competency Level Goal	Generally, "Knowledge, Understanding, Application and Analysis" Skills		Generally, "Knowledge, Understanding, Application and Analysis, Synthesis, Evaluation" Skills		Generally, "Mastery "of Skills	
	SALARY GRADES 8 to 21		SALARY GRADE 22 (Supervisors - IV) to 24 (Division Chiefs - V)		SALARY GRADES 25 to 31	
Government	Financial Accountant	Senior Budget Specialists	Audit Services Manager	Local Revenue Collection Officer IV to V	Assistant/ Deputy Commissioner	Deputy Administrator
	Financial Services Specialist	Senior Local Treasury Examiner	Audit Team Leader	Local Treasury Operations Officer IV to V	Assistant/ Deputy Director-General	Deputy Executive Director
	Internal Auditor I to III	Senior Tax Specialists	Budget Officer IV to V	Management and Audit Analyst IV to V	Assistant Regional Cabinet Secretary	Deputy Treasurer Director
	LGU Accountant	State Accountant	Chief Accountant			Director-General

Sample Positions per Practice Sector

CAREER PROGRESSION

Summary of Competency Level Goal	LEVEL 6 Entry Level		LEVEL 7 Middle Level		LEVEL 8 Advanced Level	
	SALARY GRADES 8 to 21		SALARY GRADE 22 (Supervisors - IV) to 24 (Division Chiefs - V)		SALARY GRADES 25 to 31	
Government	Local Revenue Collection Officer	State Accounting Examiner	Chief Auditing Systems Specialist	Senior/Supervising Auditor	Board Chairman I to IV	Executive Director
	Local Treasury Examiner	State Auditing Examiner	Chief Revenue Officer I to IV	State Accountant V	Board Governor	National Treasurer
	Local Treasury Operations Officer	State Auditor	Chief Treasury Operations Officer	State Auditor III to V	Cabinet/Department Secretary	Project Manager
	Management and Audit Analyst	Treasury Operations Officer I to IV	Controller Financial Analyst IV to V	Supervising/Chief Financial Management Specialist	Cabinet/Department Undersecretary	Regional Treasurer
			Financial and Management Officer I & II	Supervising/Chief Tax Specialist	Chief Audit Executive (CAE)	Vice President for Finance
			Financial Services Manager		Chief Financial Officer (CFO) for GOCCs	
					COA Director	

Roadmap



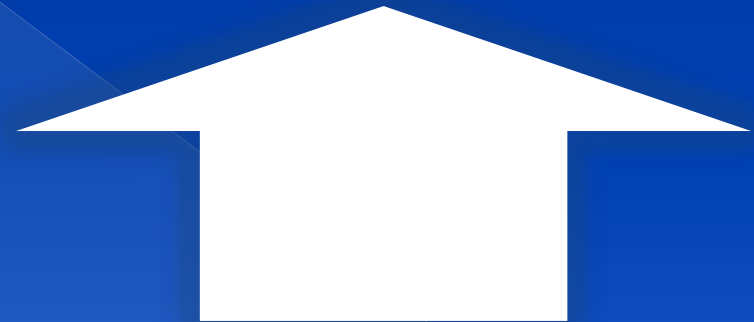
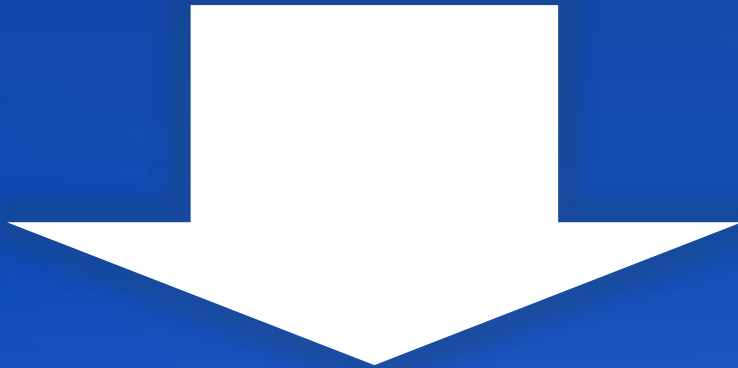
CREATION OF SPECIALTY SOCIETIES

VALIDATION

ACCREDITATION

RECOGNITION

LEARNING
OUTCOMES

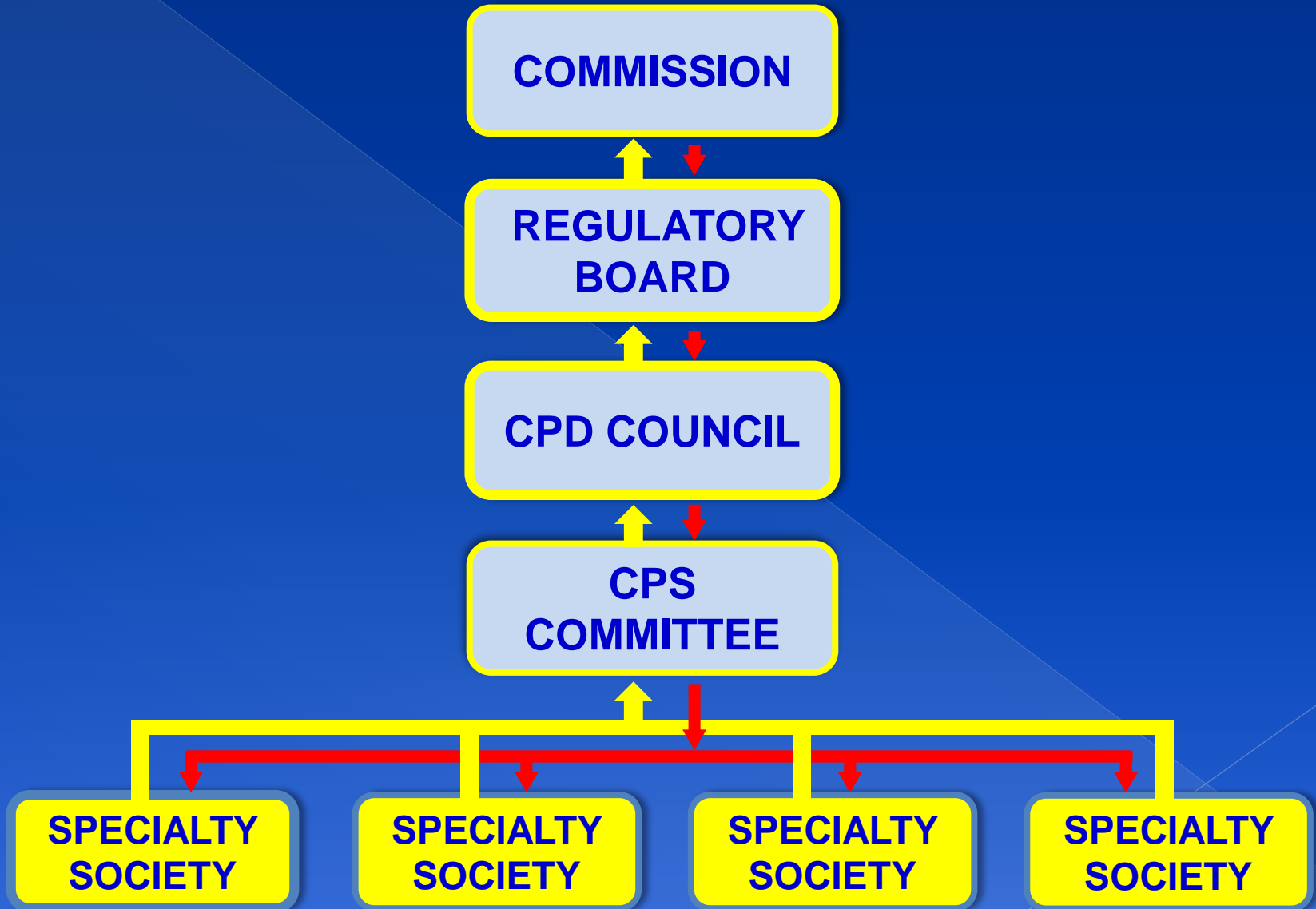


Formal, Non-formal, Informal
Professional Work Experiences
Prior Learning of Professionals

DUTIES and RESPONSIBILITIES

- ❖ Establish criteria and assessment process set by the Specialty Board per level of qualification
- ❖ Receive applicants for assessment of their qualification
- ❖ Endorse to the CPS Committee qualified applicants for validation
- ❖ Perform such other activities deemed necessary as identified by the Board and Commission

REPORTORIAL RESPONSIBILITY



**END
OF
PRESENTATION**