



REPUBLIKA NG PILIPINAS  
REPUBLIC OF THE PHILIPPINES  
**KAGAWARAN NG EDUKASYON, KULTURA AT ISPORTS**  
**DEPARTMENT OF EDUCATION, CULTURE AND SPORTS**  
DECS Complex, Meralco Avenue  
Pasig City, Philippines



*Sama-Sama*  
sa DECS

*Tanggapan ng Kalihim*  
*Office of the Secretary*

March 23, 2000

DECS ORDER  
No. 20, s. 2000

RECOGNITION OF NONFORMAL EDUCATION ACCREDITATION  
AND EQUIVALENCY (NFE A&E) ELEMENTARY  
AND SECONDARY CERTIFICATES

To: Undersecretaries  
Assistant Secretaries  
Bureau/Center Directors  
Regional Directors  
Schools Division/City Superintendents  
Private Elementary and Secondary Schools Principals

1. The Bureau of Nonformal Education (BNFE), Department of Education, Culture and Sports (DECS), through the Philippines Nonformal Education (PNFE) Project with the Nonformal Education Accreditation and Equivalency (NFE A&E) System at its core offers an alternative certification for learning to those Filipinos aged fifteen (15) years old and above who are unable to avail of the formal school system or who have dropped out of formal elementary and secondary school. One sub-component of the System is the Nonformal Education Accreditation and Equivalency (NFE-A&E) tests.
2. The NFE A&E tests are designed to provide two levels of certification of learning achievement comparable to the formal elementary and secondary education system that passing them entitles one to a certificate deemed comparable to the Elementary Certificate and Secondary Diploma of the formal school system.
3. The Civil Service Commission (CSC) issued CSC Resolution No. 000499 dated February 24, 2000 recognizing the Nonformal Education Accreditation and Equivalency (NFE A&E) Elementary and Secondary Level Certificates as valid documents for purposes of permanent appointment to government positions requiring completion of elementary or high school education, provided the other requirements are met.
4. A number of positions in the government prescribes minimum education qualification which is the completion of elementary or secondary education, hence, the recognition of the NFE A&E elementary and secondary certificates.

5. To ensure uniform action on all appointments of NFE A&E Certificate Holders, the following guidelines are issued by the CSC:

- a. Appointments of NFE A&E Elementary Level Certificate Holders proposed under permanent status to positions requiring completion of elementary education shall be approved provided the appointees meet the other minimum requirements of the position in terms of experience, training and eligibility; and
- b. Appointments of NFE A&E Secondary Level Certificate Holders proposed under permanent status to positions requiring completion of secondary education shall be approved provided the appointees meet the other minimum requirements of the position in terms of experience, training and eligibility.

6. Enclosed are copies of the CSC Resolution No. 000499, dated February 24, 2000, CSC Office Memorandum No. 30, s. 2000, dated February 29, 2000 and CSC Memorandum Circular No. 04, s. 2000, dated February 29, 2000 for reference.

7. Immediate and wide dissemination of this Order to all concerned is desired.

*Andrew B. Gonzalez*  
ANDREW B. GONZALEZ, TSC  
Secretary

Encls.: As stated

Reference: None

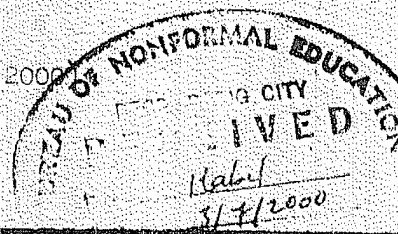
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To be indicated in the Perpetual Index  
under the following subjects:

ACCREDITATION  
CERTIFICATION  
NONFORMAL EDUCATION  
POLICY

(Enclosure No. 1 to DECS Order No. 20, s. 2000)

Republic of the Philippines  
CIVIL SERVICE COMMISSION



QUALIFICATION STANDARDS

Re: Nonformal Education Accreditation & Equivalency (NFE A & E)  
Elementary and Secondary Certificates

RESOLUTION NO. 000499

WHEREAS, the Commission is authorized by law to promulgate policies, standards and guidelines governing recruitment and selection of employees to first and second level positions in the career service;

WHEREAS, the Commission has established qualification standards for first and second level career service positions which specify the minimum requirements for each position expressed in terms of education, training, experience and civil service eligibility for the successful performance of the job;


WHEREAS, for a number of positions in the 1997 Revised Qualification Standards, the prescribed minimum education qualification is the completion of elementary or secondary education;

WHEREAS, the Bureau of Nonformal Education (BNFE), Department of Education Culture and Sports, through their Philippine Nonformal Education (PNFE) Program with the Nonformal Education Accreditation & Equivalency (NFE A & E) System at its core offers an alternative certification for learning to those Filipinos aged fifteen (15) years and above who are unable to avail of the formal school system or who have dropped out of formal elementary and secondary school;

WHEREAS, the BNFE's NFE A & E Tests designed to provide two levels of certification of learning achievement prove comparable to the formal elementary and secondary education system that passing them entitles one to a certificate deemed comparable to the Elementary Certificate and Secondary Diploma of the formal school system as attested by the DECS Secretary;

NOW, THEREFORE, the Commission RESOLVES as it HEREBY RESOLVED to recognize the Nonformal Education Accreditation and Equivalency (NFE A & E) Elementary and Secondary Level Certificates as valid documents for purposes of permanent appointment to government positions requiring completion of elementary or high school education, provided the other requirements are met.

Certified True Copy

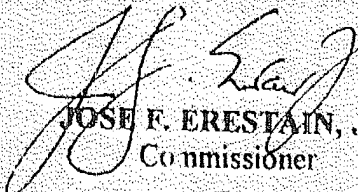
  
NOEMI A. BRILLO  
Board Secretary IV  
Commission Proper Secretariat


Be it RESOLVED further that in order to ensure effective implementation of this policy, the DECS through the Bureau of Nonformal Education (BNFE) shall furnish the Commission and its 16 Regional Offices with the masterlist of NFE A & E Elementary and Secondary Level Certificate Holders by batches, alphabetized, complete with recent picture and other identifying data such as date of birth, birthplace, and address(hard copy and diskette).

This resolution shall take effect immediately.

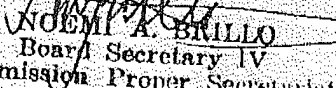
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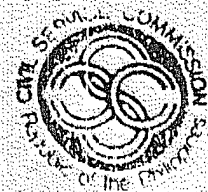
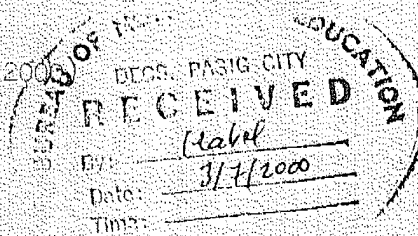
  
CORAZON ALMA G. DE LEON  
Chairman

  
JOSE F. ERESTAIN, JR.  
Commissioner

  
ARIEL G. RONQUILLO  
Director III

Certified True Copy

  
NOEMI A. BRILLO  
Board Secretary IV  
Commission Proper Secretariat



OM No. 30, s. 2000

## OFFICE MEMORANDUM

**TO :** ALL REGIONAL DIRECTORS/HEAD  
CIVIL SERVICE FIELD OFFICERS

**SUBJECT :** Guidelines in the Processing of Appointment of  
Nonformal Education Accreditation and Equivalency  
(NFE A & E) Elementary and Secondary Level  
Certificate Holders

Pursuant to CSC Resolution No. 000499 dated February 24, 2000, the Civil Service Commission has recognized the DECS-BNFE's Nonformal Education Accreditation and Equivalency (NFE A & E) Elementary and Secondary Level Certificates as valid documents for permanent appointment to government positions requiring elementary or high school education provided the other requirements are met.

In view thereof, and to ensure uniform action on all appointments of NFE A & E Certificate Holders, the following guidelines are hereby issued:

1. Appointments of NFE A & E Elementary Level Certificate Holders proposed under permanent status to positions requiring completion of elementary education shall be approved provided the appointees meet the other minimum requirements of the position in terms of experience, training, and eligibility;
2. Appointments of NFE A & E Secondary Level Certificate Holders proposed under permanent status to positions requiring completion of secondary education shall be approved provided the appointees meet the other minimum requirements of the position in terms of experience, training, and eligibility.

Attached for your information and reference are the following pertinent documents:

- a) Masterlist of NFE A & E Elementary and Secondary Level Certificate Holders by batches (Batch 1- June 13, 1999 & Batch 2- November 27 & 28, 1999 and succeeding batches), alphabetized, complete with recent picture and other identifying data such as date of birth, birthplace, and address (hard copy and diskette copy).

Note: DECS-BNFE shall furnish the CSC and its Regional Offices with a Masterlist of NFE A & E Test Passers/Certificate Holders after every NFE A & E Examination, and

- b) Sample NFE A & E Elementary and Secondary Level Certificates with the specimen signature of the Secretary of the Department of Education, Culture and Sports.

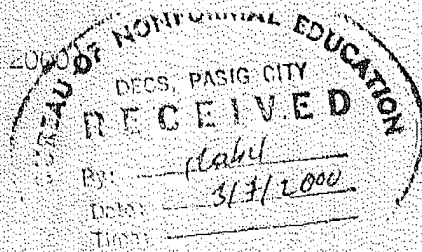
For compliance.

  
CORAZON ALMA G. DE LEON  
Chairperson

February 29, 2000  
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(Enclosure No. 3 to DECS Order No. 20, s. 2000)

Republic of the Philippines  
CIVIL SERVICE COMMISSION



MC NO. 04, s.2000

**MEMORANDUM CIRCULAR**

**TO :** ALL HEADS OF DEPARTMENTS, BUREAUS AND AGENCIES IN THE NATIONAL AND LOCAL GOVERNMENTS INCLUDING GOVERNMENT-OWNED OR CONTROLLED CORPORATIONS AND STATE COLLEGES AND UNIVERSITIES

**SUBJECT:** Nonformal Education Accreditation and Equivalency (NFE A & E) Elementary and Secondary Level Certificates as Valid Documents for Purposes of Permanent Appointment to Government Positions

In its Resolution No. 000499 dated February 24, 2000, the Civil Service Commission has recognized the Nonformal Education Accreditation and Equivalency (NFE A & E) Secondary and Elementary Level Certificates of the Department of Education Culture and Sports-Bureau of Nonformal Education (DECS-BNFE) as valid documents for purposes of permanent appointment to government positions requiring completion of elementary or high school education provided the other requirements are met.

This Memorandum Circular shall take effect immediately.

*Alfonso M. De Leon*  
CO. ALFONSO M. DE LEON  
Chairperson

February 29, 2000  
NLA/ff/voney a/ffea/Recart  
AaCoII-A