



Republic of the Philippines
Department of Education
Region VI – Western Visayas
SCHOOLS DIVISION OF CAPIZ

Division Advisory No. 126, s. 2024

August 14, 2024

In compliance with DepEd Order (DO) No. 8, s. 2013
this advisory is issued not for endorsement per DO 28, s. 2001,
but only for the information of DepEd SDO Capiz officials,
personnel/staff, as well as the concerned public.
(Visit www.depedcapiz.ph)

Attached is Regional Advisory No. 125, s. 2024 titled **Request for
Employment Support to TeachSTEM College Graduates**.

For more information, contact:

Grace R. Colet

GBF TeachSTEM Scholarship Program
Gokongwei Brothers Foundation
09989596604



Address: Banica, Roxas City
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Website: <https://depedcapiz.ph>



Republic of the Philippines
Department of Education
REGION VI – WESTERN VISAYAS

Regional Advisory No. 125, s. 2024

May 18, 2024

In compliance with DepEd Order (DO) No. 8, s. 2013
this advisory is issued not for endorsement per DO 28, s. 2001,
but only for the information of Region VI DepEd
officials and personnel/staff.
(Visit region6.deped.gov.ph)

Attached is the letter from **Grace R. Colet**, Executive Director of
Gokongwei Brothers Foundation TeachSTEM Scholarship Program dated July
11, 2024, regarding the activity titled **Request for Employment Support to
TeachSTEM College Scholar Graduates**, which is self-explanatory.

For more information, contact:

Grace R. Colet
Executive Director
GBF TeachSTEM Scholarship Program
Gokongwei Brothers Foundation
[09989596604](tel:09989596604)

JMM/HRDD/RA-Request for Employment Support to TeachSTEM College Scholar Graduates
09/July 15, 2024



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Certificate No. PHP QMS
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MEMORANDUM OF AGREEMENT

This **Memorandum of Agreement**, hereinafter referred to as the "Agreement," is entered into this ____ day of _____, 2023 at _____, Philippines, by and between:

The **DEPARTMENT OF EDUCATION**, hereinafter referred to as "**DepEd**," a government entity mandated by law to ensure the delivery of quality basic education, particularly Batas Pambansa Blg. 232, otherwise known as the "Education Act of 1982," as amended by Republic Act No. 9155, otherwise known as the "Governance of Basic Education Act of 2001," with principal address at DepEd Complex, Meralco Ave., Pasig City, Philippines represented by the Vice President of the Republic of the Philippines and Secretary of the Department of Education, **SARA Z. DUTERTE**;

-and-

GOKONGWEI BROTHERS FOUNDATION INC. hereinafter referred to as "**GBF**," a non-stock, non-profit foundation duly organized and existing under the laws of the Republic of the Philippines with office address at 6th Floor Robinsons Cybergate Tower 3, Pioneer Street, Mandaluyong City, represented by its Chairman, **LANCE Y. GOKONGWEI**;

WITNESSETH THAT:

WHEREAS, Article 14, Section 1 of the 1987 Constitution provides that "(t)he State shall protect and promote the right of all citizens to quality education at all levels, and shall take appropriate steps to make such education accessible to all";

WHEREAS, the Department of Education ("DepEd") is a government agency mandated to:

- (a) formulate, implement, and coordinate policies, plans, programs, and projects in the areas of formal and non-formal basic education;
- (b) supervise all elementary and secondary education institutions, including alternative learning systems, both public and private; and
- (c) provide for the establishment and maintenance of a complete, adequate, and integrated system of basic education relevant to the goals of national development, while ensuring the well-being of its personnel and learners;

WHEREAS, DepEd, through the External Partnerships Service ("EPS"), believes that partnership is an important paradigm in delivering and achieving DepEd's education development goals and services and to fulfill the mandate of the Constitution to make such quality education accessible to all;

WHEREAS, DepEd has the responsibility of securing resources to make the public schools competitive and is now calling on the private sector to serve as a major partner for the improvement of the public education system and in the nation's development;

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delivery of better-quality education to public schools in the country, particularly in the poverty-stricken provinces;

WHEREAS, Section 5 of RA 8525 provides that "provisions of existing laws to the contrary notwithstanding, expenses incurred by the adopting entity for the 'Adopt-A-School Program' shall be allowed an additional deduction from the gross income equivalent to fifty percent (50%) of such expenses";


WHEREAS, the Department of Finance ("DOF"), through the Bureau of Internal Revenue ("BIR"), issued Revenue Regulations No. 10, s. 2003, entitled "Implementing Tax Incentives Provisions of Republic Act No. 8525, Otherwise Known as the 'Adopt-A-School Act of 1998'";

WHEREAS, DepEd shall comply with the applicable rules on the valuation of contributions or donations of private partners to DepEd and the proper recording of the donated items categorized as Property, Plant, and Equipment as contained in Item VII of the enclosure to DepEd Order No. 24, s. 2016 entitled "Guidelines on Accepting Donations and on Processing Applications for the Availment of Tax Incentives by Private Donor-Partners Supporting the K to 12 Program," which provides the Valuation of Assistance/Contribution or Donation and the formula of computation for the value to be reflected in the Deed of Donation and the records of donated goods and services and DepEd Order No. 82, s. 2011 entitled "Guidelines on the Proper Recording of all Donated Properties";

WHEREAS, both Parties recognize and undertake to comply with the following laws, rules, and regulations:

- (a) Republic Act No. 10173 (RA 10173), otherwise known as the "Data Privacy Act of 2012," its Implementing Rules and Regulations, and other related issuances of the National Privacy Commission (NPC) and "Freedom of Information Order under E.O. No. 2, s. 2016," for the implementation of this Agreement;
- (b) Joint Memorandum Circular No. 2010-01 issued by the Civil Service Commission and the Department of Health, DepEd Order No. 6, s. 2012 and DepEd Order No. 48, s. 2016 on DepEd's policy to not deal with the tobacco industry, or any individual or entity that works to further the interests of the tobacco industry, except to the extent strictly necessary to effectively regulate the tobacco industry and tobacco product;
- (c) DECS Order No. 28, s. 2001 or "Prohibiting the Commercialization of the DECS Organization through Endorsements and Accreditation of Goods and Services" in the implementation of the program, and DepEd Order No. 39, s. 2009 or "Strict Adherence to DECS Order No. 28, s. 2001"; and
- (d) Republic Act No. 9184 (RA 9184), otherwise known as the "Government Procurement Reform Act" and its Implementing Rules and Regulations ("IRR"), and government accounting and auditing rules and regulations;

WHEREAS, GBF was organized with the goal, among others, of making a lasting impact on education through various programs, with focus on science, technology, engineering and mathematics (STEM) education.



WHEREAS, GBF would like to partner with DepEd in the implementation of various education programs that will contribute to DepEd's goal in attaining basic and continuous quality education;

WHEREAS, GBF may enter into a partnership with other private sector entities to raise funds for GBF's activities and such private sector entities may intend to avail tax incentives under the Adopt-A-School Act of 1998 subject to the requirements set forth under DepEd Order No. 24, s. 2016 including the execution of a separate Memorandum of Agreement, Deed of Donation, and Deed of Acceptance.

NOW, THEREFORE, for and in consideration of the foregoing premises and the terms and conditions herein set forth, the Parties agree as follows:

Article I. GBF'S PROGRAMS FOR EDUCATION

GBF, consistent with its purposes, shall implement sponsorships, advocacies, and formulate other activities geared towards the promotion of education of the youth. Such activities may include but not limited to the following programs (the "Programs"):

A. Scholarships

1. TeachSTEM Scholarship Programs

The TeachSTEM Scholarship Program supports pre-service and in-service science and math teachers, non-major educators or other professionals to acquire education degrees specializing in science, technology, engineering or mathematics or other related fields through GBF selected institutions. The program aims to develop and strengthen educators to equip them for service to DepEd K to 12 schools or tertiary institutions and become STEM champions in their school and communities. The program may include a return service to a DepEd school, their partner teacher education institute or a government agency, preferably in their local community.

2. Iskolar ni Juan Program

A program that subsidizes a technical - vocational scholarship to senior high school graduates and/or college undergraduates. Enrolled at the GBF Technical Training Center (TTC), scholars undergo GBF's signature TESDA-registered courses and earn a National Certificate upon passing the applicable examination. After which, they may go through an on-the-job immersion to improve their work readiness and fit for employment in various Gokongwei Group plants and/or other companies. GBF may also provide other reputable technical certifications as it deem fit for the needs of GBF program partner or industries in general.

3. STEM Community-based Scholarship for Excellence

The STEM Community-based Scholarship for Excellence provides scholarships to members and/or their family members of various Gokongwei Group local communities. This includes but not limited to the GBF STEM-Agri Scholarship which provides scholarships to children of farmers who are partners of Universal Robina Corporation. This program aims to encourage the next generation to continue on their family's farming legacy.



4. GBF-Gokongwei Group STEM Scholarship for Excellence

GBF scholarship program to financially challenged but outstanding college learners taking STEM degrees who rank among the top of their course batch in selected leading Philippine universities. This program aims to provide better access to quality education to STEM learners with high potential and groom future leaders of the Gokongwei Group companies and future industry leaders for the Philippines. The program may provide industry-standard on-the-job training and various development programs to scholars. It may also offer employment opportunities in the Gokongwei Group after they graduate.

5. GBF Young Scientist Award

A STEM college scholarship grant awarded to selected winners of DepEd's National Science and Technology Fair, and other reputable STEM competitions. This award is aimed to encourage more learners to have an interest in STEM, pursue excellence in STEM and become future STEM advocates for the country.

B. Juan Community for Education Programs

Juan Community is a collaboration among various key stakeholders in the community, GBF, and other Gokongwei Group Business Units in addressing the needs of learners, educators and other relevant education stakeholders in its partner communities all over the country. The programs under Juan Community for Education include but not limited to the following:

1. Juan Kapatid Tutorial/Remediation

Juan Kapatid aims to address learning recovery for K-12 lagging learners by applying community-based remediation program focusing on competency-based, socio-emotional learning, and support system interventions. This program also aims to increase the general appreciation of STEM among learners, teachers, parents and other relevant stakeholders in beneficiary schools. The program currently focuses on literacy and numeracy but may expand to other fields as needed.

2. Juan Brigada Eskwela

Juan Brigada provides resources to select schools within the country to supplement their current learning materials and ensure access of learners to complete learning materials, equipment, and other resources.

3. Juan Community for Resilience in Schools

Juan Community for Resilience provides disaster-related donations to schools in various communities.

C. GBF Educators Flagship Program (Official name to be determined)

The GBF Educators flagship program aims to provide an innovative, scalable, and high-impact class-builder platform for STEM educators. It aims to help teachers

while improving their own competencies in areas such as content mastery, contextualization and pedagogy, among others.

D. Educators Capacity-Building Programs

The Educators Capacity Building Programs may involve various capacity building intervention for teachers /educators that are conducted through various forms such as but not limited to webinars, workshops (whether virtual or face to face), peer learning sessions, and others relevant interventions for the target beneficiaries. Such programs may include but not limited to the current program as described below:

GBF STEM Collab

GBF STEM Collab offers capacity-building sessions for teachers through peer learning using social media and other approaches such as open space technology. It provides educators with an open and safe environment where they can share skills, knowledge, and experiences with each other. Teachers are given the opportunity to determine what topics are most relevant to them, and learn not only from experts, but from fellow teachers as well. From a learning session with resource persons, teachers are provided with a social media learning group where they can continue their learning by discussing amongst each other. Participants benefit not only from discussions, but also from their access to practical teaching, learning strategies, and resources that they can readily use and apply in their classes.

E. Advocacy

1. TeachSTEM Champion Awards for Educators

The TeachSTEM Champion Awards for Educators recognizes teachers that have developed innovations in their teaching strategies, learning content, materials, activities, assessments, classroom engagement, and projects that contributed to improvements in student interest, engagement, and performance in STEM. It may also recognize teachers who are able to engage their learners in applying their learnings in STEM to help their communities.

2. GBF as Co-Presenter of DepEd National Science and Technology Fair (NSTF)

GBF may provide various forms of support to the NSTF event such as any of the following: technology, promotions, program development, capacity building for participants, and sending of selected delegates to possible international competitions. This partnership also includes possible college STEM scholarship grants to selected winners.

The Parties agree that this Agreement shall cover the Programs listed above as may be revised or updated, or may include additional Programs later developed by GBF and GBF agrees to submit such documents/additional details on said Programs as may be reasonably requested by DepEd.

The Parties shall execute subsequent implementing agreements, as may be necessary, to determine the terms and conditions for executing the activities and undertakings referred to in this Agreement, which shall establish the operational and financial responsibilities of each Party.

Article II. PROGRAM SCOPE AND BENEFICIARY

The scope of the Program and target areas are specified in, but not limited to, Annexes "A to E" (attached to this Agreement). Program scope and target areas may change based on GBF's discretion, which changes shall be communicated to DepEd via written notice through its EPS or any other relevant office that DepEd may advise GBF.

Project	Scope of Program/Target Areas
A. Scholarships	Refer to Annex "A"
<ol style="list-style-type: none"> 1. TeachSTEM Scholarship Program <ol style="list-style-type: none"> 1.1 College Degree Scholarship 1.2 Master's Degree Scholarship 1.3 Master's Research Grant 1.4 Teacher Certificate Program 2. Iskolar ni Juan Program 3. STEM Community-based Scholarship for Excellence 4. GBF-Gokongwei Group STEM Scholarship for Excellence 5. GBF Young Scientist Award 	
B. Community Education Programs	Refer to Annex "B"
<ol style="list-style-type: none"> 1. Juan Kapatid Tutorial/Remediation 2. Juan Brigada Eskwela 3. Juan Community for Resilience in Schools 	
C. GBF Educators Flagship Program	Refer to Annex "C"
D. Educators Capacity-Building Programs	Refer to Annex "D"
<ol style="list-style-type: none"> 1. GBF STEM Collab Community 	
E. Advocacy	Refer to Annex "E"
<ol style="list-style-type: none"> 1. TeachSTEM Champion Awards for Educators 2. GBF as Co-Presenter of DepEd National Science and Technology Fair 	

Article III. PROGRAM COST

Below are the tentative projected program costs for a five (5)-year period (the "Program Cost"). The Program Cost is subject to review, and shall be finalized upon approval by GBF's management.



PROGRAM	ESTIMATED COST PER PROGRAM (TOTAL 5 YEARS, in Php)
Scholarships	318,365,000
Community Education Programs	50,200,000
Educators Professional Development and Learning Delivery Programs	121,000,000
Capacity-Building Programs	14,075,000
Advocacy	31,405,000
TOTAL	535,045,000

The above Program Cost are estimates and is subject to further adjustment by GBF once the Parties have agreed on the Programs including the specific terms of the Programs that GBF will be implementing under this Agreement based on its learnings from evaluation of the progress of the Programs.

The Program Cost shall be subject to validation, as may be applicable, consistent with RA 8525 and other existing applicable laws, rules, and regulations on the valuation of donated items to educational institutions should it be so required.

Article IV. RIGHTS AND RESPONSIBILITIES

A. DepEd shall:

1. provide policy guidance and directions to ensure the proper implementation of the Programs;
2. designate a focal person to serve as Partnership Coordinator for this Agreement; and designate leads and members of technical working groups from appropriate agencies for coordination for implementation of the Programs;
3. provide GBF with necessary support, documents or data for the proper design, implementation, and evaluation of their various Programs. This may include but is not limited to the facilitation of the selection and identification of partner stakeholders, providing a list of actual learners, educators, school beneficiaries, or any other information needed for the Program's success;
4. undertake to develop further and discuss with GBF, as may be necessary, to align the scholarships and training programs for teachers and school leaders with the quality professional development standards to be issued by the National Educators Academy of the Philippines (NEAP);
5. coordinate regularly with GBF and discuss, as may be necessary, on the nomination and selection of scholars under the TeachSTEM Scholarship Programs with due consideration that the same are based on the Omnibus Scholarship Guidelines to be issued by the Bureau of Human Resources and NEAP;
6. issue memoranda for the dissemination of Program details and applications at the national, regional, and divisional level and across applicable DepEd bureaus;
7. promote the Programs of GBF for applicable audience in applicable platforms (i.e. DepEd website, DepEd social media platforms);

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8. assist in the evaluation of the implementation of the Programs by providing reports and feedbacks as applicable;
9. coordinate with GBF in the implementation of the Programs including the acceptance and execution of corresponding Deed of Acceptance through the School Heads/Principals, Schools Division Superintendents, or Regional Directors;
10. provide the necessary support in hiring scholar graduates into DepEd Schools as applicable, subject to civil service laws and regulations;
11. provide relevant micro-certifications, credits and incentives to program participants through the concerned office;
12. endeavor to provide documents that GBF may request for the exemption of taxes, subject to the requirements of RA 8525, and other applicable laws, rules and regulations;
13. allow GBF to document the program activities and communicate the partnership and Programs through multi-media and to use the same in its communication materials for television, print, radio, billboards, and/or internet/web-based media, in accordance with existing DepEd rules and regulations; and
14. perform other responsibilities necessary for the effective and efficient implementation of the Programs.

B. GBF shall:

1. provide policy guidance and directions to ensure the proper implementation of the Programs;
 2. provide funding and possibly engage other funders and partners for its Programs;
 3. take the lead in the implementation of the Programs under this Agreement to qualified beneficiaries/partners from among DepEd employees. Learners and schools that satisfy and maintain the conditions and requirements set forth in this Agreement, the details of each program are all set forth in the attached Annexes;
 4. coordinate with the DepEd Central Office and its Concerned Bureaus, Regional and Divisional Offices where collaboration for the Programs is needed;
 5. ensure the compliance of the teacher scholarship and training programs with the existing rules, regulations, and standards of DepEd-NEAP and BHRD;
 6. designate appropriate GBF persons/leads and members of technical working groups to coordinate the conceptualization, implementation, monitoring and evaluation of the Programs under this Agreement as needed;
 7. undertake to continuously develop the teacher scholarship and training programs to align with the existing rules, regulations, and standards of DepEd-NEAP and BHRD;
 8. identify and select stakeholders, beneficiary areas, schools, learners, and teachers in coordination with DepEd, when applicable, for the implementation of the Programs;
 9. be open to support other DepEd STEM Programs (e.g. SEAMEC events, International Day of Women in Science, etc.) subject to the review and further agreement of both Parties; and
 10. perform other responsibilities necessary for the effective and efficient implementation and evaluation of the Program.
- 82

Article V. TERM AND TERMINATION

- (1) This Agreement shall be valid immediately effective upon signing of all Parties. This Agreement shall be in effect from the date of signing and shall continue to be valid and effective for five (5) years from such date, unless terminated by any party for any cause.
- (2) Any of the Parties may terminate this Agreement upon submission of a formal written notice to the other Party at least thirty (30) days before the intended date of termination. In case of material breach of this Agreement, the non-breaching Party may terminate or rescind this Agreement, without the need for legal or court action, within thirty (30) days upon notice to the breaching Party of such breach and the same remains unremedied.
- (3) Either Party may terminate the Agreement upon submission of a formal written notice to the other Party based on the following grounds:
 - (a) in case the government is put in an unfavorable or disadvantageous position;
 - (b) irreparable damage to the other Party;
 - (c) supervening impossibility or impracticability of performance due to force majeure or uncontrollable events (such as calamity, typhoon, earthquake, fire, etc.); and
 - (d) fraud, mistake, or misrepresentation

Article VI. CAPACITY AND AUTHORIZATION

Each of the Parties to this Agreement hereby represents and warrants to the other that it is duly authorized and empowered to execute, deliver, and perform this Agreement and that such action does not conflict with or violate any provision of law, regulation, policy, contract, deed of trust, or other instruments to which it is a party or by which it is bound and that this Agreement constitutes a valid and binding obligation of it enforceable in accordance with its terms.

Article VII. SEPARABILITY

In the event that any of the provisions of this Agreement or any document that may be executed in connection therewith shall be declared invalid, illegal, or unenforceable in any respect by a competent authority, the validity, legality, and enforceability of the remaining provisions of this Agreement or any document that may be executed in connection therewith shall not in any way be affected or impaired and shall remain in full force and effect.

Article VIII. LIABILITY AND INDEMNITY

The liability of the Parties for any breach of this Agreement shall be determined in accordance with applicable laws.

Article IX. BREACH OF AGREEMENT

Material violation or omission of any of the provisions of this Agreement shall be ground for termination or rescission of the same without the need for legal or court action.

Article X. FORCE MAJEURE

1. No Party shall be liable to the other Parties for any delay or failure to perform its obligations under this Agreement in case such delay or non-performance is due to any circumstance beyond the control of the affected Party, including but not limited to, acts of God, fire, explosion, earthquake, lightning, storm, volcanic activity hurricane, typhoon, perils of the sea, landslide, flood, drought, war, invasion, act of foreign enemies, riots, plague, epidemic, pandemic, damage or destruction by lightning, drought, heavy rains, or other natural disasters, or compliance with a mandatory order or request of the government including quarantine (in this Agreement, singly or collectively a "Force Majeure Event"), without fault or negligence on the part of the affected Party. In such case, no Party shall have any claim against the other for any direct, indirect or consequential loss, injury or damage.
2. If any Party is unable to perform its respective obligations under this Agreement by reason of a Force Majeure Event, then the Parties, in utmost good faith, shall enter into discussions with a view to agreeing on such adjustments to continue the implementation of this Agreement as may be mutually acceptable and compliant with RA 8525, other relevant laws, issuances and guidelines. In the event that the Parties fail to agree on the adjustments, any Party may terminate this Agreement by providing a thirty (30) days' written notice to the other Parties.

Article XI. AMENDMENTS

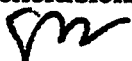
This Agreement may be amended, modified, or superseded only upon prior written consent of all the Parties or their duly authorized representatives.

Article XII. SETTLEMENT OF DIFFERENCES

The Parties shall exert their best efforts to properly resolve any differences or disagreements with respect to any issue that may arise in connection with this Agreement. It shall be settled through amicable means, such as but not limited to, mutual consultation and negotiation.

However, in the event that the Parties fail to settle the dispute amicably, and before any Party may proceed to litigate in court, the Parties shall first resort to Early Neutral Evaluation in accordance with the Rules on Alternative Dispute Resolution ("ADR") for Disputes between Government Agencies and with A.M. No. 07-11-08-SC or the Special Rules of Court on Alternative Dispute Resolution. Under Republic Act No. 9285 or the "Alternative Dispute Resolution Act of 2004," an Early Neutral Evaluation is defined as an ADR process wherein parties and their lawyers are brought together in a pre-trial phase to present summaries of their cases and receive a nonbinding assessment by an experienced and neutral person, with expertise on the subject of the dispute.

In case of failure to settle differences, the Parties shall not be precluded from submitting the dispute to the appropriate courts of the Philippines. Any cause of action for the enforcement of this MOA or any provision hereto shall be instituted only in the courts of competent jurisdiction, specifically in the appropriate courts of Pasig City, to the exclusion of all other venues.



Article XIII. DATA PRIVACY

The Parties shall comply with RA 10173, otherwise known as the "Data Privacy Act of 2012," its IRR and other relevant laws, rules, and regulations on the matter in the event that personal information and/or sensitive personal information are used under this Agreement.

Article XIV. INTELLECTUAL PROPERTY

1. All Parties shall comply with Republic Act No. 8293, otherwise known as the "Intellectual Property Code of the Philippines" and other applicable laws and rules governing intellectual property in the Philippines.
2. The Parties shall retain all intellectual property rights owned by them which includes but is not limited to copyrights, trademarks, tradenames, trade secrets, industrial designs, patents, and any other intellectual property that may be contained in any the tools, materials or platforms (electronic or otherwise) that each Party may use to implement the Programs (the "Intellectual Property"). Except as provided for under Article XIII (3) below, the Parties may not use the company name, logo, trademark, service mark or tradenames of the other Party and/or its parent company, and the affiliates and subsidiaries of its parent company, as may be applicable, without the prior written approval of the such Party and/or the relevant company that owns such Intellectual Property.
3. Each Party may use the logos and knowledge products of the other Party, in relation to this Agreement, provided that such use is limited to academic and promotional materials, which include, but not limited to, logos, brochures, press releases, websites and other social media tools, provided further that the use is necessary and directly related to the accomplishment of the objectives of this Agreement. The use of the service marks of DepEd, if any, shall be in accordance with its Service Marks and Visual Identity Manual under DepEd Order No. 031, series of 2019, as may be further revised by the DepEd from time to time.

Article XV. MISCELLANEOUS

1. Except as otherwise provided herein, no Party shall have any right, power, or authority to create any obligation, express or implied, on behalf of any other Party. Nothing in this Agreement is intended to create or constitute a joint venture, partnership, agency, trust, or other association of any kind between the Parties of persons referred to herein. The employees of each Party shall remain its employees and the concerned employer shall be solely responsible for the wages, benefits, and emoluments of such employees.
2. In cases where the Programs will require government funds, such use of public funds shall be done in accordance with Republic Act No. 9184 otherwise known as the Government Procurement Reform Act and its Implementing Rules and Regulations, Presidential Decree No. 1445 otherwise known as the "Government Auditing Code of the Philippines" and other government accounting and auditing laws, rules, and regulations.
3. The Parties shall not assign or transfer this Agreement or any of the rights or


any purported assignment made without obtaining such written consent shall be null and void.

4. This Agreement shall be governed by and construed in accordance with the laws of the Republic of the Philippines.

IN WITNESS WHEREOF, the Parties have signed this Memorandum of Agreement as of the date first above written.

DEPARTMENT OF EDUCATION

(DepEd)

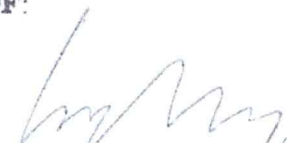

SARA Z. DUTERTE
Vice President of the Republic of the
Philippines
Secretary of the Department of
Education

**GOKONGWEI BROTHERS
FOUNDATION INC. (GBF)**


LANCE Y. GOKONGWEI
Chairman

SIGNED IN THE PRESENCE OF:


MARGARITA CONSOLACION C. BALLESTEROS
Director IV
External Partnerships Service


LISA Y. GOKONGWEI CHENG
General Manager
Gokongwei Brothers Foundation, Inc.

ACKNOWLEDGMENT

REPUBLIC OF THE PHILIPPINES)
_____) S.S.

BEFORE ME, a Notary Public for and in _____ personally, appeared the following:

Name	Government Issued ID (Details)	Date and Place Issued
SARA Z. DUTERTE		
LANCE Y. GOKONGWEI	P6235422B	5FEB2021/DFA NCR Central

Known to me and to me known to be the same persons who executed the foregoing Memorandum of Agreement, signed by the PARTIES and their instrumental witnesses, and they acknowledged to me that the same is their free voluntary act and deed and that of the corporations they represent respectively. This Memorandum of Agreement consists of **twenty-nine (29)** pages including the Annexes and this page in which this acknowledgment is written, signed by the parties and their instrumental witnesses every page thereof.

WITNESS MY HAND AND NOTARIAL SEAL, on the date at the place first written above.



NOTARY PUBLIC

Doc. No. _____

Page No. _____

Book No. _____

Series of 2023.

Annex "A"

Scholarships

1. TeachSTEM Scholarship Program

1.1 TeachSTEM College Scholarship

Scope of the Program	A scholarship grant provided to learners who intend to take, or are currently taking a bachelor's degree in Education, majoring in Science, Technology or Mathematics in any of GBF's preferred Teacher Education Institution ("TEI"), Elementary Education and Secondary Education.
Partner	DepEd GBF preferred TEI
Period of the Program	Ongoing but reviewed annually
Scholar Profile	<p>The Scholar is selected based on the requirements of the scholarship program, which may include the following:</p> <ul style="list-style-type: none"> • Eligibility requirements • Academic qualifications • Acceptance or enrollment in the TEI • Financial status
Scholarship Benefits	<ul style="list-style-type: none"> • Grant amount for coursework as determined and reviewed regularly • Other scholar support programs, such as but not limited to, mentoring and other professional development opportunities, as well as membership to applicable GBF lead or partner educators' communities.
Scholarship and Program Conditions	<p>Scholarship conditions based on the requirements of the program may include the following:</p> <ul style="list-style-type: none"> • Retention requirements • Academic standing • Eligibility to complete the program • Enrollment requirements of degree program • Good standing in terms of moral conduct • Return service <p>DepEd to provide support in terms of:</p> <ul style="list-style-type: none"> • Advising for design • Promoting the program • Selecting and recommending potential scholar applicants • Hiring qualified scholar graduates and placing them in schools within the communities where

	regulations <ul style="list-style-type: none"> Monitoring the performance of the scholar graduate
Program Output	Education graduates eligible for Licensure Exam for Teachers More qualified STEM teachers for DepEd schools

1.2 TeachSTEM Master's Degree Scholarship

Scope of the Program	A scholarship grant provided to master's degree learners specializing in Education, majoring in Science, Technology or Mathematics in any of GBF's preferred Teacher Education Institution ("TEI").
Partner	GBF preferred TEI
Period of the Program	Ongoing but reviewed annually
Scholar Profile	Scholar based on requirements of the scholarship program may include: <ul style="list-style-type: none"> Eligibility requirements Academic qualifications Acceptance or enrollment in the TEI Financial status
Scholarship Benefits	<ul style="list-style-type: none"> Grant amount for coursework and thesis year as determined and reviewed regularly Other scholar support programs such as but not limited to, mentoring and professional development opportunities, membership to applicable GBF lead or partner educators' communities
Scholarship and Program Conditions	Scholarship conditions based on the requirements of the program may include the following: <ul style="list-style-type: none"> Academic standing Retention requirements Eligibility to complete the program Enrollment requirements of degree program Good standing in terms of moral conduct Return service DepEd to provide support in terms of: <ul style="list-style-type: none"> Advising for design Promoting the program Selecting and recommending potential scholar applicants Monitoring the performance of the scholar graduate
Program Output	Teachers with completed Master's Degree More qualified STEM teachers for DepEd schools Potential qualification as Master Teachers in DepEd schools

1.3 TeachSTEM Master's Research Grant Scholarship

Scope of the Program	A financial grant provided to STEM educators pursuing the completion of their master's thesis or capstone project as final requirement for their master's degree program in any of GBF's preferred Teacher Education Institution ("TEI").
Partner	GBF preferred TEI
Period of the Program	Ongoing but reviewed annually
Scholar Profile	Scholar based on requirements of the scholarship program may include the following: <ul style="list-style-type: none"> • Eligibility requirements • Academic qualifications • Acceptance or enrollment in TEI • Financial status
Scholarship Benefits	<ul style="list-style-type: none"> • Grant amount for coursework and thesis year as determined and reviewed regularly • Other scholar support programs such as but not limited to, mentoring and professional development opportunities, membership to applicable GBF lead or partner educators' communities
Scholarship and Program Conditions	<p>Scholarship conditions based on the requirements of the program may include the following:</p> <ul style="list-style-type: none"> • Academic standing • Eligibility to complete the program • Enrollment requirements of degree program • Good standing in terms of moral conduct • Return service <p>DepEd to provide support in terms of:</p> <ul style="list-style-type: none"> • Advising for design • Promoting the program • Selecting and recommending potential scholar applicants • Monitoring the performance of the scholar graduate
Program Output	<p>Teachers with completed Master's Degree</p> <p>More qualified STEM teachers for DepEd schools</p> <p>Potential qualification as Master Teachers in DepEd schools</p>

1.4 TeachSTEM Teacher Certificate Scholarship

Scope of the Program	<p>A scholarship for STEM Education related certificate programs provided to STEM professionals and educators with the goal of increasing the quantity and quality of STEM Educators.</p> <p>The current running program is being offered to STEM educators and professionals that have no education degree yet and wish to pursue teaching, to be qualified to</p>
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	become licensed professional teachers by acquiring a Teacher Certificate from any of GBF's preferred Teacher Education Institution ("TEI"). Future offerings may include general Science/ Match Spiral course for those educators who graduated from specific strands of specialization or any other relevant certifications that GBF identifies as necessary to address major gaps.
Partner	GBF preferred TEIs or certificate provider
Period of the Program	Ongoing but reviewed annually
Scholar Profile	<p>The Scholar is selected based on requirements of the scholarship program which may include the following:</p> <ul style="list-style-type: none"> • Eligibility requirements • Academic qualifications • Acceptance or enrollment in TEI or certification class • Financial status • Retention requirements
Scholarship Benefits	<ul style="list-style-type: none"> • Grant amount for certificate program • Other scholar support programs such as but not limited to, mentoring and professional development opportunities, membership to applicable GBF lead or partner educators' communities
Scholarship and Program Conditions	<p>Scholarship conditions based on the requirements of the program may include the following:</p> <ul style="list-style-type: none"> • Academic standing • Eligibility to complete the program • Enrollment requirements of degree program • Good standing in terms of moral conduct • Return service <p>DepEd to provide support in terms of:</p> <ul style="list-style-type: none"> • Advising for design • Promoting the program • Selecting and recommending potential scholar applicants • Monitoring the performance of the scholar graduate
Program Output	<p>Scholars with completed Teachers Certificate eligible for Licensure Exam for Teachers</p> <p>More qualified STEM teachers for DepEd schools</p>

2. Iskolar ni Juan Program

Scope of the Program	Fully-subsidized training program offered to senior high school graduates, that includes an opportunity to work with the partner company of GBF. The training consists of courses designed with in-school and industry-training or fieldwork components. As such, these courses may have academic terms and on-the-job training.
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	competency-based training or other selected reputable certification providers, each course shall follow the training modalities specified for its corresponding industry. The Program shall also be aligned with the technical requirements of the partner company and the courses available to satisfy the qualifications of the potential job positions.
Partner	Gokongwei Group Companies and other companies in the future (the "Partner Company")
Period of the Program	As may be agreed upon with Partner Company
Scholar Profile	Scholar profile based on the following program requirements: <ul style="list-style-type: none"> • Eligibility requirements • Academic qualifications • Financial status • Retention requirements
Scholarship Benefits	May include any of the following: <ul style="list-style-type: none"> • Tuition Fees • Dormitory/Board & Lodging • Meals • Transportation • On the job training allowance • School materials/uniform subsidy • Employment opportunity with partner company
Scholarship and Program Conditions	Scholarship conditions based on the requirements of the program may include the following: <ul style="list-style-type: none"> • OJT requirements • Academic standing • Eligibility to complete the program • Enrollment requirements of degree program • Good standing in terms of moral conduct • Financial Status • Return service DepEd to provide support in terms of: <ul style="list-style-type: none"> • Promoting the program • Selecting and recommending potential scholar applicants before they graduate senior high
Program Output	Scholars with Certification from TESDA or other accreditation bodies in course offering Potential regular employment at the Partner Company More qualified STEM-tech voc workforce

3. STEM Community- based Scholarship for Excellence

	COLLEGE	SENIOR HIGH SCHOOL
Scope of the Program	The GBF STEM Community Scholarship is provided to Gokongwei Group community members and/or their family. This program aims to encourage the continuation of industry/sector requirements in the	


	area.	
Partner	Gokongwei Group or other companies	
Program Period	Maximum of 4 years	Maximum of 2 years
Scholar Profile	Scholar profile based on the following program requirements: <ul style="list-style-type: none"> • Eligibility requirements • Academic qualifications • Financial status • Retention requirements 	
Scholarship Benefits	Grant amount as determined and reviewed regularly	
Scholarship and Program Conditions	Scholarship conditions based on the requirements of the program may include the following: <ul style="list-style-type: none"> • Return Service • Retention requirements • Thesis or Project requirements • Post-graduation requirements • Good standing in terms of moral conduct DepEd to provide support in terms of advocacy: <ul style="list-style-type: none"> • Promoting the program • Selecting and recommending potential scholar applicants from graduating senior high learners 	Scholarship conditions based on the requirements of the program may include the following: <ul style="list-style-type: none"> • contract with company partner that may involve Return Service • Retention requirements • Thesis requirements • Post-graduation requirements • Good standing in terms of moral conduct DepEd to provide support in terms of advocacy: <ul style="list-style-type: none"> • Promoting the program • Selecting and recommending potential scholar applicants
Program Output	Scholars with a completed college degree Thesis or project that can be implemented or utilized in the local area to support community and industry	Scholars who are Senior High School graduates and are inclined to take industry-related courses in college. The scholar may apply for another GBF scholarship, subject to the screening process of such scholarship program.

4. GBF-Gokongwei Group STEM SCHOLARSHIP FOR EXCELLENCE

Scope of the Program:	A scholarship program awarded to outstanding college learners taking STEM degrees who rank among the top of their course batch in select top-ranked Philippine
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	country, including the Gokongwei Group, the program may provide industry-standard on-the-job training to scholars and employment opportunities after they graduate.
Partner:	Various Gokongwei Group Companies
Period of the Program:	Depending on the prescribed years of completion of the Scholar's bachelor's degree program
Scholar Profile	Scholarship profile based on the requirements of the program may include the following: <ul style="list-style-type: none"> • Eligibility Requirements • Enrollment in STEM program • Academic qualifications • Financial status
Scholarship Benefits	<ul style="list-style-type: none"> • Grant amount that may be determined and reviewed regularly • Other scholar support programs such as but not limited to, OJT and employment opportunities, mentoring, and professional development opportunities.
Scholarship Conditions	<p>Conditions based on the requirements of the program may include the following:</p> <ul style="list-style-type: none"> • Enrollment in STEM program • Academic Standing • Good standing in terms of moral conduct • Licensure exam, when applicable • Return of service <p>DepEd to provide support in terms of advocacy:</p> <ul style="list-style-type: none"> • Promoting the program • Selecting and recommending potential scholar applicants
Program Output	College graduates with STEM expertise

5. GBF Young Scientist Award

Scope of the Program:	The Gokongwei Brothers Foundation Young Scientist Award ("GBF YSA") is conferred upon high school and college learners who demonstrate excellent competence through their achievement in highly-competitive and reputable STEM competitions.
Partner:	Reputable institutions, organizations, government agencies that conduct quality STEM competitions, including GBF's current partner, the Department of Education for the National Science and Technology Fair ("NSTF")
Period of the Program:	The GBF YSA is conferred every year or when the competition is held. The scholarship covers the period  depending on the awardees' bachelor's degree

	program curriculum.
Scholar Profile	<p>Scholarship profile based on the requirements of the program may include the following:</p> <ul style="list-style-type: none"> • Eligibility Requirements • Enrollment in STEM program • Academic standing
Scholarship Benefits	<ul style="list-style-type: none"> • Grant Amount • Other scholar support programs such as, but not limited to, OJT opportunity, mentoring, and development opportunities.
Scholarship and Program Conditions	<p>Conditions based on the requirements of the program may include the following:</p> <ul style="list-style-type: none"> • Enrollment in a priority STEM program (as recognized by DOST) and in a Center of Excellence or Development • Academic Standing • Good standing in terms of moral conduct • Licensure exam, when applicable <p>DepEd to provide support in terms of:</p> <ul style="list-style-type: none"> • Promoting the program • Implementation of the program • Selecting and recommending potential scholar applicants • Tracing and updating on alumni status
Program Output	Increased number of STEM professionals in the Philippines that are digitally-adept critical thinkers, and innovative problem-solvers who can contribute to the growth of their communities.

Annex "B"

Community Education Programs

1. Juan Kapatid Tutorial /Remediation

Program Description	<p>A support program sponsored by GBF for the development of STEM-ready achievers in public elementary schools through tutorial or remediation programs that focuses on closing the reading literacy and numeracy gaps . The program may include other areas that may be identified as a critical gap. The learning framework currently used is Teaching at the Right Level ("TARL") which combines a competency</p>
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	based teaching and learning method, supplemented with socio-emotional learning sessions and interventions to gain the support of parents and teachers. GBF may consider employing other frameworks in the future.
Partner:	Gokongwei Group, Other Corporate and other NGO partners, School, local government
Period of the Program:	as determined with the community
Program Benefits	<ul style="list-style-type: none"> • Each enrolled student is provided with the necessary materials. • Parents are also provided home learning support materials and other support as deemed necessary. • Teachers undergo the learning framework session teaching them how to design and implement this program in their respective schools effectively.
Program Conditions	<ul style="list-style-type: none"> • Enrolled Achievers should: <ul style="list-style-type: none"> • Attend and actively participate in all online and face-to-face sessions • Submit all required work assigned by the teacher/tutor • Provide support to other learners who may need it • Parents are required to: <ul style="list-style-type: none"> • Attend and participate in all online, text-based, and face-to-face sessions. • Ensure that their children/Achievers attend the tutorial sessions • Attend the Parent-Teacher Conference • Teachers are required to: <ul style="list-style-type: none"> • Attend all the TARL training sessions • Implement the Juan Kapatid program for all their eligible learners • Coordinate with GBF team regarding student performance and parent cooperation <p>DepEd to provide support in terms of:</p> <ul style="list-style-type: none"> • Advisory on design • promoting the program • Selecting and recommending potential participants / beneficiaries of the program • Sharing of best practices; relevant research, report or data • Providing necessary professional training credits applicable
Program Output	<ul style="list-style-type: none"> • Improved in literacy and numeracy and other identified competence area • Increased confidence among learners (e.g. reciting in class, asking questions, supporting other achievers). • Recognition among parents on additional skills

	<p>gained to help them support their children.</p> <ul style="list-style-type: none"> • More teachers trained in the learning framework approach and applying the program in their school/ class
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2. Juan Brigada Eskwela

Program Description	Aid provided by GBF to public schools, in partnership with the Gokongwei Group business units or other partners, to augment the necessary resources such as learning materials, printing equipment, health kits or provisions, supplementary reading materials, laboratory tools/equipment or any other need that GBF may find relevant.
Partner:	Gokongwei Group Business Units and other partners
Period of the Program:	Year Round
Priority Areas:	<p>All public elementary and high schools within the following priority areas:</p> <ul style="list-style-type: none"> • NCR • CALABARZON • Bicol Region • Negros Occidental and Oriental • Other areas as may be identified by GBF and its partners <p>DepEd to provide support in terms of:</p> <ul style="list-style-type: none"> • Promoting the program • Selecting and recommending potential participants / beneficiaries of the program • Providing assistance in the coordination with school beneficiaries • Sharing of best practices; relevant research, report or data • Helping ensure proper utilization of donations
Program Output:	Additional educational resources that will benefit both teachers and learners

3. Juan Community for Resilience in Schools

Program Description	Support extended by GBF to schools who were impacted by natural calamities and such other phenomena. This comes in the form of donation of supplies, equipment, and others that are essential for schools to continue operating.
Partner:	Gokongwei Group Business Units and other partners
Period of the Program:	When needed
Priority Areas:	<p>All public elementary and high schools within the following priority areas:</p> <ul style="list-style-type: none"> • NCR • CALABARZON • Bicol Region

	<ul style="list-style-type: none"> • Negros Occidental and Oriental • Other areas as may be identified by GBF and its partners <p>DepEd to provide support in terms of:</p> <ul style="list-style-type: none"> • Promoting the program • Selecting and recommending potential participants / beneficiaries of the program • Providing assistance in the coordination with school beneficiaries • Sharing of best practices; relevant research, report or data • Helping ensure proper utilization of donations
Program Output:	<ul style="list-style-type: none"> • Additional educational resources that will benefit both teachers and learners • Disaster affected schools to be able to resume teaching/ learning

Annex "C"

GBF Educators Flagship Program

Scope of the Program	Flagship program implemented by GBF for teachers to help them prepare for a better engaged class while developing and improving their teaching competencies through a digital platform or other modalities as deemed applicable.
Partner	Department of Education
Period of the Program	5 years (review)
Participant Profile	K-12 Teachers in DepEd
Program Benefits	<ul style="list-style-type: none"> • Teachers will be able to be better prepared to teach his or her lesson in class for better engagement and develop skills such as content mastery, pedagogy, assessments, class engagement by using different tools & features of the platform / program
Program Conditions	<ul style="list-style-type: none"> • Users must be currently employed as an elementary or high school science, math or STEM related teacher in a DepEd school • DepEd through its relevant offices to provide applicable certifications, credits and incentives <p>DepEd to provide support in terms of:</p> <ul style="list-style-type: none"> • Advisory on design • Promoting the program • Selecting and recommending potential participants / beneficiaries of the program • Providing assistance in the coordination with school beneficiaries <p>DepEd through its relevant offices to provide</p>

	<ul style="list-style-type: none"> Sharing of best practices, relevant research, report or data
Program Output	Teachers with improved skills and knowledge that may result to increase in student engagement and performance in STEM

Annex "D"

Educators Capacity-Building Programs

1. GBF STEM Collab

Scope of the Program	Program aimed at providing teachers with capacity building sessions that may include peer learning using various approaches and platforms. Teachers are given the opportunity to learn from subject-matter experts and from one another through talks, social media interaction and live sharing.
Partner	Various education professionals and organizations
Period of the Program	Year round
Participant Profile	<ul style="list-style-type: none"> STEM Teachers from DepEd and basic education private schools STEM educators from tertiary institutions
Program Benefits	<ul style="list-style-type: none"> Regular learning from various experts in STEM education on relevant topics pertaining to pedagogy, content, assessments, remediation, and others as needed by participants. Membership to an open and safe platform for STEM teachers Regular exchanges and learning among fellow educators from various grade levels and locations Access to resource materials, relevant trainings and programs Opportunity to be featured in talks Certificate that can be credited for Continuing Professional Development ("CPD") units
Program Conditions	<p>Participants must:</p> <ul style="list-style-type: none"> Attend sessions and show proof of engagement Demonstrate learning through activities Share and reflect on learnings from the sessions Contribute to discussions of the community and live sessions <p>DepEd to provide support in terms of:</p> <ul style="list-style-type: none"> Advisory on design Promoting the program Selecting and recommending potential

	<p>participants / beneficiaries of the program</p> <ul style="list-style-type: none"> • DepEd through its relevant offices to provide applicable certifications, credits and incentives • Sharing of best practices, relevant research, report or data
Program Output	Teachers with enriched practical learning on pedagogy, content, assessments, remediation, and other relevant topics that they can readily apply in their classes

Annex "E"

Advocacy

1. TeachSTEM Champion Awards for Educators

Scope of the Program	Program implemented by GBF that recognizes teachers that have developed and implemented successful innovations in teaching math, science or STEM and have contributed to improvements in learners' interest, engagement and performance in STEM and/or have made an impacted on other STEM educators.
Partner	DepEd
Period of the Program	Periodically as may be determined
Participant Profile	Elementary and High School Teachers in DepEd
Program Benefits	<p>Winners may be awarded with any of the following:</p> <ul style="list-style-type: none"> • Financial award • Financial grant for a project • Professional development grant • Plaque of recognition • Opportunity to present and promote innovation
Program Conditions	<p>Nominees will be selected based on the following:</p> <ul style="list-style-type: none"> • Eligibility requirements • Criteria Rubrics • Good standing in terms of moral conduct • Ratings and recommendations • Winners will serve as GBF co-advocates and ambassadors and may be asked to be a resource person for its various programs. <p>DepEd to provide support in terms of:</p> <ul style="list-style-type: none"> • Advisory on Design • Promoting the program • Selecting and recommending potential nominees • Providing assistance in the coordination relevant regional and division offices • DepEd through its relevant offices to provide applicable certifications, credits and incentives to winners and finalists

	report or data
Program Output	STEM Teacher Champion Awardees to serve as role models and advocates for other teachers and inspiration for learners; encourage excellence and innovation among educators and stakeholders; and contribute upliftment of STEM education.

2. GBF Co-Presenter of DepEd National Science and Technology Fair (NSTF)

Scope of the Program	Various support provided by GBF to DepEd for the implementation of its National Science and Technology Fair ("NSTF").
Partner	DepEd
Period of the Program	Annually NSTF Duration: as determined by DepEd
Participant Profile	<ul style="list-style-type: none"> • Science and Math teachers from DepEd • Learners from DepEd • Education officials from DepEd
Program Benefits	<p>GBF supports programs as may be agreed upon with the DepEd which may include but not limited to any of the following:</p> <ul style="list-style-type: none"> • Technology such as online / virtual event platform • Promotions in social media and traditional media • Development of the program and its components or features to further enhance and advance the advocacy of the event • Capacity building for participants • Support to selected winners such as: Sending of selected delegates to possible international competitions and/or scholarships
Program Conditions	<p>As agreed upon with DepEd, DepEd provides support which may include the following:</p> <ul style="list-style-type: none"> • Provide access to participants for promotion and capacity-building • Provide opportunities for GBF branding and to promote its activities and programs during the event • Provide speaking parts for GBF • Advisory on Design • Promoting the program and partnership • Selecting and recommending potential participants / beneficiaries of the program components such as capacity building • DepEd through its relevant offices to provide applicable certifications, credits and incentives-brought up

	<ul style="list-style-type: none"> • Providing assistance in the coordination with winner awardees • Allow and enable the promotion of GBF advocacies through the program • Sharing of best practices, relevant research, report or data
Program Output	<p>Overall improved Event Implementation</p> <p>Stronger advocacy messaging</p> <p>More learners and teachers encouraged to participate</p> <p>More reach, access to learners and teachers</p> <p>May include trained teachers/ learners</p>

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	<p>components such as capacity building</p> <ul style="list-style-type: none"> • DepEd through its relevant offices to provide applicable certifications, credits and incentives-brought up • Providing assistance in the coordination with winner awardees • Allow and enable the promotion of GBF advocacies through the program • Sharing of best practices, relevant research, report or data
Program Output	<p>Overall improved Event Implementation Stronger advocacy messaging More learners and teachers encouraged to participate More reach, access to learners and teachers May include trained teachers/ learners</p>