



Republic of the Philippines
Department of Education
REGIONAL OFFICE IX, ZAMBOANGA PENINSULA

Office of the Regional Director



October 7, 2025

REGIONAL MEMORANDUM

No. 556, s. 2025

**FACILITATION OF HIRING AND DEPLOYMENT OF EXTERNAL TUTORS FOR
THE IMPLEMENTATION OF THE ARAL PROGRAM IN PARTNERSHIP WITH THE
DEPARTMENT OF LABOR AND EMPLOYMENT (DOLE)**

To: Schools Division Superintendents
This Region

1. In support of the Department of Education's (DepEd) **National Learning Recovery Program (NLRP)** through the **ARAL (Academic Recovery and Learning Program)**, which seeks to address learning loss and enhance foundational literacy and numeracy among learners, **DepEd Region IX** shall facilitate the hiring and deployment of **External Tutors** to public schools with insufficient ARAL tutors.

2. This initiative is in collaboration with the **Department of Labor and Employment (DOLE)** under its **Government Internship Program (GIP)**, pursuant to **DOLE Department Order No. 204, s. 2019** ("Revised Guidelines for the Implementation of the Government Internship Program"), and consistent with **DepEd Order No. 14, s. 2023** (Policy Guidelines on the Implementation of the National Learning Recovery Program) and **DepEd Memorandum No. 30, s. 2023** (Implementation of the National Learning Camp and Other Learning Recovery Programs).

3. This inter-agency initiative aims to:

- 3.1 Strengthen the implementation of the ARAL Program by augmenting tutoring manpower in public schools;
- 3.2 Provide short-term employment opportunities to qualified Education graduates and young professionals through DOLE's GIP;
- 3.3 Ensure that learners in schools with limited teachers or tutors continue to receive remedial and enrichment learning support; and
- 3.4 Foster DepEd-DOLE collaboration in advancing national learning recovery efforts.

4. The **Schools Division Offices (SDOs)** shall **facilitate the application, screening, and endorsement** of qualified External Tutors to the nearest **DOLE Provincial or Field Offices** for hiring under the Government Internship Program (GIP). Specifically, the SDOs shall:

- Disseminate information to potential applicants, especially Education graduates and unemployed teachers;
- Receive and pre-screen applications based on DOLE GIP qualifications;
- Coordinate with the DOLE Field Office for validation, endorsement, and hiring procedures;
- Identify and prioritize ARAL-implementing schools with inadequate tutoring personnel; and
- Supervise and monitor the performance of deployed tutors in coordination with school heads.

5. External Tutors must satisfy the **DOLE-GIP qualifications**, as follows:

- 5.1 **Filipino citizen**, aged 18–30 years old;



Republic of the Philippines
Department of Education
REGIONAL OFFICE IX, ZAMBOANGA PENINSULA

- 5.2 Unemployed and a graduate of an **education-related program** (e.g., BEEd, BSEd, or allied fields);
- 5.3 Has **no prior work experience** in government and has not been a GIP beneficiary; and
- 5.4 Preferably a member of a vulnerable or priority sector, such as **TUPAD or 4Ps beneficiaries, identified by DOLE**.
6. Individuals aged **over 31 years old** may still qualify under the following conditions as stipulated in **DO 204-A, s. 2019**:
- Those with no work experience or with intermittent work experience;
 - Those who are unemployed due to layoff or termination resulting from the closure of establishments; and
 - Those who have been displaced or are about to be displaced due to natural or man-made disasters.
7. For the terms of engagement, the following shall be noted:
- 5.1 External Tutors shall be engaged for a fixed period (typically **3–6 months**) as prescribed in **DOLE Department Order No. 204, s. 2019**.
- 5.2 They shall receive a **stipend equivalent to 75% of the regional minimum wage**, funded through DOLE-GIP.
- 5.3 They will perform tutoring duties under the supervision of the School Head and ARAL Program Focal Person, guided by DepEd's learning recovery materials and monitoring tools.
8. The DepEd Regional Office IX, through the Curriculum and Learning Management Division (CLMD), shall coordinate closely with DOLE Regional Office IX for implementation oversight, data consolidation, and reporting
9. All Division Offices are directed to submit: **a list of schools identified for tutor deployment; and a summary report of qualified applicants** endorsed to DOLE on or before **October 30, 2025**.
10. DOLE issuances and advisories are attached to this memo for reference.
10. For more information and/or clarifications, please contact the CLMD Chief, Dr. Eugenio B. Penales through the EPS in Kindergarten, Marie Concepcion L. Celesio, EdD through marieconcepcion.celesio@deped.gov.ph.
11. For the information, guidance, and compliance of all concerned

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Doc. Ref. Code	RO-ORD-F001	Rev	00
Effectivity	09.06.2023	Page	2 of 2

