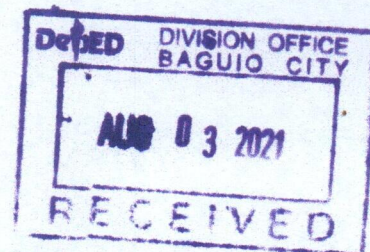




Republic of the Philippines
Department of Education
UNDERSECRETARY FOR CURRICULUM AND INSTRUCTION



BCD-CSDD-O-2021-2499

ADVISORY

July 21, 2021

In reference to DM-OUCI-2021-015 Career Guidance Program (CGP) for S.Y. 2020-2021, please be reminded on schedule below relative to the submission of report on the implementation of Career Guidance:

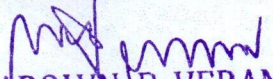
Date	Activity	Link for Submission
August 6, 2021	Submission of School Career Guidance Implementation Report (see Annex C of DM-OUCI-2021-015)	To be assigned by the Division Supervisor In-Charge of Career Guidance
August 20, 2021	Submission of Division Career Guidance Implementation Report (see Annex D of DM-OUCI-2021-015)	To be assigned by the Regional Supervisor In-Charge of Career Guidance
August 31, 2021	Submission of Regional Career Guidance Implementation Report (See Annex E of DM-OUCI-2021-015)	https://bit.ly/RegCareerReport

For your guidance and reference.


DIOSDADO M. SAN ANTONIO

Undersecretary

To: All School Administrators, Principals & Teachers In-Charge
(Elementary & Secondary)
FOR YOUR INFORMATION & APPROPRIATE ACTION


MARIE CAROLYN B. VERANO, CESO V
Schools Division Superintendent

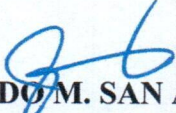


Republic of the Philippines
Department of Education
UNDERSECRETARY FOR CURRICULUM AND INSTRUCTION

BCD-CSDD-O-2021-2194

MEMORANDUM
DM-OUCI-2021-00 15

TO : Minister, MBHTE-BARMM
Regional Directors
Bureau and Service Directors
Schools Division Superintendents
Public Secondary School Heads
All Others Concerned

FROM :  **DIOSDADO M. SAN ANTONIO**
Undersecretary

SUBJECT : Career Guidance Program (CGP) for S.Y. 2020 – 2021

DATE : January 18, 2021

1. The Department of Education (DepEd) issues the enclosed Career Guidance Program for S.Y. 2020 – 2021 which aims to establish guidelines and procedures in its implementation.
2. The Career Guidance Program aims to guide the secondary level students in choosing career tracks that they intend to pursue through informed career choices towards becoming productive and contributing individuals as stated in RA 10533 otherwise known as the Basic Education Act of 2013.
3. The guidelines and procedures shall guide all stakeholders in planning, implementation, monitoring and evaluation of the Career Guidance Program for S.Y. 2020 -2021.
4. This guideline is issued pursuant to the Memorandum from the Office of the Undersecretary for Administration (OUA) No. 00-0520-0030 s. 2020, issued in May 2020, and the Joint Memorandum issued on September 21, 2020 by OUA the Office of the Undersecretary for Curriculum and Instruction (OUCI) and the Office of the Undersecretary for Field Operations (OUFO) on the Announcement of the Transfer of Management and Supervision of the Career Guidance Program to Curriculum and Instruction Strand, hence, the issuance of this Guidelines on the Implementation of the Career Guidance Program (CGP) for S.Y. 2020-2021.



Republic of the Philippines
Department of Education
UNDERSECRETARY FOR CURRICULUM AND INSTRUCTION

5. This policy shall be implemented in all public secondary schools nationwide for S.Y. 2020 – 2021.
6. Immediate dissemination of and strict compliance with this Memorandum is directed.

TO: All Offices Concerned
Regional Directors
Branch and Service Directors
Schools Division Superintendents
Public Secondary School Heads
All Other Concerned

FROM: DIOSDADO SAN ANTONIO
Undersecretary for Curriculum and Instruction

SUBJECT: Career Guidance Program (CGP) for S.Y. 2020 – 2021

DATE: January 18, 2021

The Department of Education (DepEd) issues the enclosed Career Guidance Program for S.Y. 2020 – 2021 which aims to establish guidelines and procedures in its implementation.

The Career Guidance Program aims to guide the secondary level students in choosing career paths that they intend to pursue through informed career choices towards becoming productive and contributing individuals as stated in RA 10533 otherwise known as the Basic Education Act of 2013.

The guidelines and procedures shall guide all stakeholders in planning, implementation, monitoring and evaluation of the Career Guidance Program for S.Y. 2020 – 2021.

This guideline is issued pursuant to the Memorandum from the Office of the Undersecretary for Administration (OIA) No. 00-9720-0010, issued in May 2020 and the Joint Memorandum issued on September 28, 2020 by OIA, the Office of the Undersecretary for Curriculum and Instruction (OUCI) and the Office of the Undersecretary for Field Operations (OUFO) on the Announcement of the Transfer of Management and Supervision of the Career Guidance Program to Curriculum and Instruction Standard, hence, the issuance of this Guidelines on the Implementation of the Career Guidance Program (CGP) for S.Y. 2020-2021.



Republic of the Philippines
Department of Education
UNDERSECRETARY FOR CURRICULUM AND INSTRUCTION

(Enclosure to DM-OUCI-2021-_____)

Guidelines on the Implementation of the Career Guidance Program for SY 2020-2021

I. Rationale

1. Republic Act No. 11206 otherwise known as the Secondary Career Guidance and Counseling Act of 2019 aims to a) to institutionalize a career guidance and counseling program for students in all public and private secondary schools nationwide in order to provide them proper direction in pursuing subsequent tertiary education;(b) to equip secondary education students with the capability to make educated career decisions and expose them to relevant labor markets; and (c) to ensure graduates of tertiary education meet the requirements of the government, industry, and the economy.
2. The Implementing Rules and Regulations of the Basic Education Act of 2013 Rule V states that the Department of Education (DepEd) is mandated to properly guide the secondary level students in choosing career tracks that they intend to pursue through informed career choices towards becoming productive and contributing individuals, through (a) integration of career concepts in the curriculum and undertake teaching in relevant learning areas; (b) conduct of career assessments;(c) conduct of regular career advocacy activities; (d) conduct of continuous professionalization and capacity building of guidance counselors, career advocates, and peer facilitators;(e) development or accreditation of training programs on career advocacy; (f) establishment of a career advocacy unit and provide adequate office space in high schools; and (g) designation of guidance supervisors at the division level and career advocates at the school level.
3. In view of the above, this Memorandum aims to establish guidelines and procedures that will guide all stakeholders in planning, implementation, monitoring and evaluation of the Career Guidance Program for S.Y. 2020 -2021.

II. Scope

These guidelines on the implementation of the Career Guidance Program shall be applicable for all public secondary schools for S.Y. 2020 – 2021.

III. Definition of Terms

- a. **Career Guidance Program** - is designed to help the learners in exploring their choices and in making responsible decisions relevant to career pathing. These include planning for their track and strand for Senior High School, choosing their curriculum exits (Higher Education, Employment, Entrepreneurship and Middle Level Skills Development) and planning for their future.



Republic of the Philippines
Department of Education

UNDERSECRETARY FOR CURRICULUM AND INSTRUCTION

- b. **Career Development Domain** - pertains to all occupational and world of work-related concerns and issues of learners. This involves the acquisition of skills, attitudes and knowledge that enable them to make successful transition from school to the world of work, and from job to job across the life span. This includes but not limited to learners' discovery of their interests, talents and skills, decision-making, problem-solving, planning and in exploring their career options and opportunities (based on DM 155 s. 2020)
- c. **Homeroom Guidance** - is a comprehensive, developmental and proactive program designed to equip K to 12 learners with life skills on three domains: Academic Development, Personal and Social Development and Career Development. (based on DM 155 s. 2020)
- d. **Career Guidance Portfolio** - is a collection of learner's output (in hard copy or electronic) showing his/her progress in career development domain competencies. This may include summary of assessment taken, journal, activity sheets and other relevant output.
- e. **Curriculum Exits** - refer to higher education, employment, entrepreneurship, and middle level skills development.

IV. Policy Statement

DepEd issues this guideline to ensure proper implementation of Career Guidance Program for S.Y. 2020 – 2021. This policy aims to:

- a. ensure the continuity of the career development process;
- b. employ systematic set of activities and procedures in the implementation of the career guidance program; and
- c. support mechanisms that contribute to the attainment of Department's career guidance program.

V. Guidelines

The Department of Education with its strong commitment to deliver quality education, the following are the specific components of the Career Guidance Program for S.Y. 2020 – 2021 shall be governed and guided by the following guidelines:

1. Career Guidance Program

- a. **Career Guidance Orientation** aims to provide relevant information on the guidelines, procedures and activities related to career guidance program. For this year, all career guidance orientations shall be held online or through other modalities compliant to the health and safety standards of Inter-Agency Task Force (IATF).



Republic of the Philippines
Department of Education
 UNDERSECRETARY FOR CURRICULUM AND INSTRUCTION

Activity	Schedule	Lead Office
National Orientation on Career Guidance Program for S.Y. 2020-2021	January 26, 2021	Bureau of Curriculum Development in partnership with SEAMEO INNOTECH
Orientation on Portfolio and other forms of Assessment as basis for Career Development	February 1, 2021	Division Office / School (Instructional Video will be provided by the Bureau of Curriculum Development)
Orientation of Grade 10 Learners and Parents on Senior High School Tracks and Strands	March 1 - onward	Division Office / School (Promotional Video will be provided by the Bureau of Curriculum Development)
Orientation of Grade 12 Learners on Curriculum Exits a. Tertiary Education Orientation b. Employment Readiness Orientation c. Entrepreneurial Skills Orientation d. Middle Level Skills Development Orientation	March 15 - onward	Division Office / School in partnership with the Commission on Higher Education (CHED), Department of Labor and Employment – Public Employment Service Office (DOLE-PESO), and Department of Trade and Industry (DTI) and Technical Educations and Skills Development Authority (TESDA) (Promotional Video will be provided by the Bureau of Curriculum Development)

b. Career Guidance Learning Materials

- i. For Junior High School, Grade 7 to Grade 10 learners, career guidance competencies are already included in the Homeroom Guidance modules.

For Grade 10 learners, the Multiple Career Development Pathways (MCDP) Toolkit from SEAMEO INNOTECH can be used as a supplementary material as deemed necessary. It can be downloaded from the DepEd Learning Resource Portal.

- ii. For Grade 11 and Grade 12 learners, career guidance learning materials will be derived from the existing Career Guidance Teacher's Manual for Senior High School which will be made available through the DepEd Learning



Republic of the Philippines
Department of Education
UNDERSECRETARY FOR CURRICULUM AND INSTRUCTION

Resource Portal. The following is the schedule of the career guidance facilitation of activity sheets:

Grade 11	Quarter 2 to Quarter 4	Week 5 – Week 7
Grade 12	Quarters 2 to Quarter 4	Week 5 – Week 7

Refer to the Career Guidance Learning Plan (see Annex A) for the specific modules and activity sheets.

- iii. Printing and distribution of Career Guidance learning resources may be charged against local or any available funds / downloaded from the Central Office.

c. Career Counseling and Consultation

Career Counseling is a process of assisting learners in their career development with focus on planning, organizing and decision-making on their life and career goals. A Registered Guidance Counselor (RGC) shall conduct career counseling to any learners following the existing ethical and legal provisions for its practice, and health and safety standards set by the IATF.

Career Consultation is a process of assisting learners by providing relevant information about different curriculum exits, courses, specializations, opportunities and other data that can guide them in selecting their career path. This may be given preferably by an RGC or a Career Guidance Advocate. (Annex B. Procedure in conducting Career Consultation)

d. Curriculum Exit Tracking System

All schools shall ensure to account all their graduates including their curriculum exit details using the link <https://bit.ly/CurrExitTracking>.

The generated data will be used for any policy or curricular reforms.

2. Program Implementers

i. School

A. The School Head shall:

- i) designate Career Advocates for S.Y. 2020-2021
- ii) lead the implementation of the Career Guidance Program including supervision and monitoring of school career guidance activities.



Republic of the Philippines
Department of Education
UNDERSECRETARY FOR CURRICULUM AND INSTRUCTION

- iii) conduct of orientation for teachers, learners and parents on Career Guidance Program;
- iv) allocate budget for the materials and other related expenses for the conduct of the program; and
- v) submit the School Career Guidance Program Implementation Report (Annex C) to the Division EsP Supervisor.

B. The Guidance Counselor shall:

- i) assist the School Head in the over-all implementation of the school career guidance activities;
- ii) provide technical assistance to the career advocates on the implementation of school career guidance activities; and
- iii) provide counseling and referral services when necessary. (In accordance to RA 9258, Guidance and Counseling Law of 2004)

C. The Career Guidance Advocate shall:

- i) facilitate the printing and distribution of learning materials and other supplementary materials on career guidance;
- ii) disseminate information for the learners such as offered Senior High School tracks and strands in the division, labor market information, schools and courses for college, technical courses for the middle level skills development and entrepreneurship-related programs and materials that the learners may utilize;
- iii) conduct career consultation as deemed necessary; and
- iv) facilitate the completion and submission of all documents relevant to career guidance program.

ii. Schools Division Office

The Edukasyon sa Pagpapakatao (EsP) Supervisor of the Curriculum Implementation Division (CID) shall:

- i) lead the division implementation of Career Guidance Program;
- ii) coordinate with the School Governance and Operations Division for the turnover of Career Guidance Program documents and budget allocation for S.Y. 2020-2021;
- iii) provide schools with relevant and updated information relative to the conduct of career guidance activities such as tracks and strands offering in the division, labor market information, schools and courses for college education, technical courses for the middle level skills development, certification process/ guidelines and entrepreneurship-related programs and materials, that learners may utilize;
- iv) provide career guidance learning materials and supplementary materials for the schools;



Republic of the Philippines
Department of Education
UNDERSECRETARY FOR CURRICULUM AND INSTRUCTION

- v) establish linkages with other government offices, NGOs and groups relative to the conduct of career guidance activities;
- vi) support, monitor and evaluate conduct of career guidance activities; and
- vii) submit Division Career Guidance Implementation Report (Annex D) to the Regional Office.

iii. Regional Office

The Curriculum and Learning Management Division (CLMD), through the Edukasyon sa Pagpapakatao (EsP) Supervisor shall:

- i) support Career Guidance Program activities;
- ii) ensure proper implementation of the Career Guidance Program through monitoring and evaluation;
- iii) provide technical assistance to Division Supervisors through orientation, training, and capacity-building activities;
- iv) submit Regional Career Guidance Implementation Report (Annex E) to the National Office.

iv. National Office

The Curriculum and Instruction Strand shall lead the implementation of the Career Guidance Program starting S.Y. 2020 – 2021.

- A. The Bureau of Curriculum Development leads the planning, preparation, implementation and monitoring of the Career Guidance Program. BCD shall develop Career Guidance learning competencies and learning materials in coordination with the Bureau of Learning Resources.
- B. The Bureau of Learning Resources shall ensure accessibility and quality of the Career Guidance learning materials and its compliance to the standards of the Department of Education.
- C. The Bureau of Learning Delivery shall support the planning, preparation, implementation and monitoring of the Career Guidance Program.

3. Budget Allocation

Schools shall include all expenses relative to Career Guidance in their Annual School Improvement Plan and in accordance to the provisions stipulated in the Joint Memorandum issued on September 21, 2020 (Annex F)

4. Non-implementation or improper implementation of Career Guidance shall be subject to existing applicable administrative actions.



Republic of the Philippines
Department of Education
UNDERSECRETARY FOR CURRICULUM AND INSTRUCTION

VI. Monitoring and Evaluation

The Bureau of Curriculum Development, together with the Curriculum and Learning Management Division (CLMD and Curriculum Implementation Division shall monitor and evaluate compliance to the provisions of these guidelines. For questions, clarifications and recommendations you may email bcd.od@deped.gov.ph or you may call the office landline at (02) 8632-7746.

VII. Effectivity

This policy shall take effect immediately upon publication in the DepEd website. Immediate dissemination of and strict compliance with this Memorandum is directed.

VIII. References:

DepEd Order No. 13 s. 2015 Establishment of a Policy Development Process at the Department of Education

DepEd Order No. 30 S. 2020

Joint Memorandum on the Announcement of Transfer of Management and Supervision of the Career Guidance Program issued on September 21, 2020

Memorandum from the Office of the Undersecretary for Administration (OUA) No. 00-0520-0030 s. 2020 Transfer of Management and Supervision of the Career Guidance Program to the Curriculum and Instruction Strand issued on May 2020.

RA 10533 Enhanced Basic Education Law

RA 11206 Secondary School Career Guidance and Counseling Act.

RA 9258 Guidance and Counseling Act of 2004



Republic of the Philippines
Department of Education
UNDERSECRETARY FOR CURRICULUM AND INSTRUCTION

Annex B: Procedure in Conducting Career Consultation

Career Consultation procedure:

1. Guidance Counselors and Career Advocates provide career consultation services.
2. Learners should be informed that the school offers career consultation services. The school should provide procedure, schedule, scope and limitations of this service.
3. Each session may last from 30 minutes to 60 minutes. The session includes:
 - Introduction and building rapport
 - Asking about the learner's career concerns
 - Exploring different aspects of the learner's concern
 - Offering possible source of information (pamphlet, magazines, brochures or online resources/articles)
 - Assisting in the creation of action plans / outputs
4. Career Consultation aims to assist learners by equipping them with significant information related to career development. Career consultation may include:
 - a. schools,
 - b. scholarships,
 - c. courses / degree programs,
 - d. career development activities,
 - e. Labor Market Information (LMI),
 - f. local employment information,
 - g. organizations,
 - h. trainings,
 - i. skills development and certification,
 - j. processes,
 - k. referrals/linkages,
 - l. requirements for the different curriculum exits, and
 - m. different career assessment tools.
5. The Guidance Counselor and Career Advocate should have proper documentation of all facilitated career consultations.
6. Concerns beyond information on career guidance should be handled by a Registered Guidance Counselor or this may be referred to other professionals for further assistance.



Republic of the Philippines
Department of Education
 UNDERSECRETARY FOR CURRICULUM AND INSTRUCTION

Annex C: School Career Guidance Implementation Report

CAREER GUIDANCE IMPLEMENTATION REPORT
S.Y. 2020 - 2021

School:	Name of School Head:
Division:	Region:
Date of Submission:	

Career Guidance Program

1. **Facilitation of Career Guidance Orientation** (*Attach documentation: photos, videos program matrix, summary of activity evaluation report*)

Activity	Date of Facilitation	Target number of attendees	Actual number of attendees	Outcome

2. **Career Guidance Learning Activity Plan**

Task	Actual Accomplishment	Remarks
A. Provides relevant and updated information to learners (schedule of distribution and retrieval of activity sheets, learning resource link and other supplementary information)		
B. Prepares and distributes Career Guidance Learning Plan		
C. Preparation and distribution of Career Guidance Learning Activity Sheets		
D. Attends to the learner's concerns in different modalities.		
E. Encourages learners to appropriately use tools, ideas, methods, or "ways of knowing" to accomplish the activity and/or solve the problem.		



Republic of the Philippines
Department of Education
 UNDERSECRETARY FOR CURRICULUM AND INSTRUCTION

3. Career Counseling and Consultation		
Task/s	Accomplishment	Remarks
A. Responds appropriately to learner questions and comments		
B. Explains important ideas in a clear and practical way		
C. Provides time and direction for individual counseling / consultation		
D. Attends to the learner's concerns in different modalities		
E. Responds appropriately to learner 's questions, clarifications and comments		
4. Curriculum Exit Tracking System No. of Senior High School Graduates: _____ No. of Responses / Entries in the Curriculum Exit Tracking System: _____		

Recommendations _____

Prepared by: _____

Name and Signature of School Head _____



Republic of the Philippines
Department of Education
UNDERSECRETARY FOR CURRICULUM AND INSTRUCTION

Annex D: Division Career Guidance Implementation Report

Division Career Guidance Implementation Report

Division: _____

Region: _____

O – Outstanding	<ul style="list-style-type: none"> • 90% - 100% participation of stakeholders • adherence to the guidelines / evident best practices • timeliness and quality delivery of services • outstanding evaluation results after each activity
VS – Very Satisfactory	<ul style="list-style-type: none"> • 80 % - 89% participation of stakeholders • adherence to the guidelines / evident best practices • timeliness and quality delivery of services • very satisfactory evaluation results after each activity
S – Satisfactory	<ul style="list-style-type: none"> • 70% -79% participation of stakeholders • Adherence to the guidelines • timeliness and quality delivery of services • satisfactory evaluation results after each activity
NI – Needs Improvement	<ul style="list-style-type: none"> • 60% - 69% participation of stakeholders • Minimal compliance to the guidelines • timeliness and quality delivery of services • Satisfactory evaluation results after each activity
P – Poor	<ul style="list-style-type: none"> • 59% below – participation of stakeholders • non- compliance to the guidelines • timeliness and quality delivery of services • poor evaluation results after each activity

Name of School	Career Guidance Orientation	Career Guidance Learning Activity Plan	Career Consultation and Career Counseling	Curriculum Exit Tracking	Recommendations

Prepared by:
Name and Signature of Esp Supervisor

Verified by: _____

Noted by:

Schools Division Superintendent



Republic of the Philippines
Department of Education
 UNDERSECRETARY FOR CURRICULUM AND INSTRUCTION

Annex E: Regional Career Guidance Implementation Report

Regional Career Guidance Implementation Report

Division: _____

Region: _____

O – Outstanding	<ul style="list-style-type: none"> • 90% - 100% participation of stakeholders • adherence to the guidelines / evident best practices • timeliness and quality delivery of services • outstanding evaluation results after each activity
VS – Very Satisfactory	<ul style="list-style-type: none"> • 80 % - 89% participation of stakeholders • adherence to the guidelines / evident best practices • timeliness and quality delivery of services • very satisfactory evaluation results after each activity
S – Satisfactory	<ul style="list-style-type: none"> • 70% -79% participation of stakeholders • Adherence to the guidelines • timeliness and quality delivery of services • satisfactory evaluation results after each activity
NI – Needs Improvement	<ul style="list-style-type: none"> • 60% - 69% participation of stakeholders • Minimal compliance to the guidelines • timeliness and quality delivery of services • Satisfactory evaluation results after each activity
P – Poor	<ul style="list-style-type: none"> • 59% below – participation of stakeholders • non- compliance to the guidelines • timeliness and quality delivery of services • poor evaluation results after each activity

Division	Career Guidance Orientation	Career Guidance Learning Activity Plan	Career Consultation and Career Counseling	Curriculum Exit Tracking	Recommendations

Prepared by: _____

Verified by: _____



Name and Signature of EsP Supervisor

Noted by: _____
 Schools Division Superintendent



Republic of the Philippines
Department of Education
 UNDERSECRETARY FOR CURRICULUM AND INSTRUCTION

Annex F: Announcement of Transfer of Management and Supervision of the Career Guidance Program

Republika ng Pilipinas
Kagawaran ng Edukasyon
 Department of Education

JOINT MEMORANDUM
 21 September 2020

To: Undersecretaries
 Assistant Secretaries
 Bureau and Service Directors
 Regional Directors and BARMM Education Ministers
 School Division Superintendents
 Heads, Public and Private Elementary and Secondary Schools
 All Other Concerned

From: **ALAIN DEL S. PASCUA**
 Undersecretary for Administration

DIOSDADO M. SAN ANTONIO
 Undersecretary for Curriculum and Instruction

Atty. REYREE A. ESCOBEDO
 Undersecretary for Field Operations

Subject: ANNOUNCEMENT OF TRANSFER OF MANAGEMENT AND SUPERVISION OF THE CAREER GUIDANCE PROGRAM

This is to inform your offices that pursuant to the Order of the Undersecretary for Administration (DDEP No. 06-0320-0000) titled **Transfer of Management and Supervision of the Career Guidance Program**, and based on the understanding between the Curriculum and Instruction and Administration Divisions, the management and supervision of the Career Guidance Program from the Bureau of Learning Support Services-Field Operations Division (BLS-FO) is hereby transferred to the Curriculum and Instruction (CI) Division.

Office of the Undersecretary for Administration (OIA):
 Administrative Services (AS) Division, Office of Administrative Services (OAS), Bureau of Administration and Management Services (BAMS), Office of Human Resource Management (OHRM), Office of Information Systems (OIS), Office of Information Management (OIM), Department of Education, Division Office, Manila Region, Third Floor, DepEd Center Building, Manila. Tele: (632) 8633-7202; Fax: (632) 8633-7203; Email: oia@deped.gov.ph; oia@deped.gov.ph

In order to strengthen the necessary structures and processes for effective program implementation of the transfer, the following are to be undertaken immediately:

1. Career Program Coordinators shall turn over the necessary documents and other pertinent information to the new assigned managing division under the CI Bureau. All other programs and activities related to Career Guidance shall be handled/implemented by the new assigned managing division after the completion of the transfer of documents.
2. Each division shall coordinate with the conduct of the activities related to Career Guidance planned under their 2021 work plans. Budgetary requirements are to be looked into and transferred to the new assigned managing division under the CI Bureau for inclusion in their work and plans for 2021.

For immediate dissemination and appropriate action.

