

Employability of the Bachelor of Elementary Education Graduates of Palawan State University College of Community Resources Development Brooke's Point: An Assessment of Effectiveness and Relevance

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Abstract— This study aimed to trace the employability of the Bachelor of Elementary Education graduates of Palawan State University College of Community Resources Development- Brooke's Point to assess the program's effectiveness and relevance in helping the graduates land a job. Respondents of the study were graduates of the year 2018, 2019, and 2020. Frequency counts, mean, percentage, and Slovin's formula were the statistical tools employed. Most of the graduates were in appropriate age upon graduation; females; belong to Bangsamoro, Bisaya, and Tagalog ethnic groups; single, and with good academic standing. Most of the respondents were employed and landed a job in a span of 0-3 years after their graduation. Graduates disclosed that the learning they acquired from the program was effective and relevant as it helped them to be employed.

Keywords— College of Community Resources Development; Employed; Unemployed; Contract of Service; Bachelor of Elementary Education; Palawan.

I. INTRODUCTION

Parallel to CHED's vision and mission, Palawan State University has a vision of being an internationally recognized university that provides relevant and innovative education and research for lifelong learning and sustainable development. It has a mission of upgrading the quality of life of the people by providing higher education opportunities through excellent instruction, research, extension, production services and transnational collaboration and innovations.

Further, the Bachelor of Elementary Education of Palawan State University College of Community Resources Development- Brooke's Point aims to develop teachers who are multi-literate, effective communicators, noble, transnational, optimists, and result-oriented. This is to correspond with the college goal of providing academic excellence among undergraduate students seeking rigorous learning experiences; addressing local, national and international needs through activities that foster collaboration and mutually beneficial relationships with its diverse stakeholders; and improving the community's quality of life.

This study was conducted to track the employability of the graduates to assess the program's effectiveness and relevance.

Daguplo et al. (2019) [2] stated on their study that education is the basic response to challenges of the

socio-economic status of a nation. The higher education, particularly, is tasked to develop human resources that will become a productive and relevantly employed member of the society. One of the important metrics in the implementation of the quality and relevant education is the realization of the graduates of the program in attaining their professional goals. Strategies employed for employment show that advertisement, referrals, and personal connections were the major approach employed by education graduates for employment. The two major criteria when applying for a job is compensation, opportunity for development, and proximity criterion; and time flexibility and sociocultural criterion.

Cornillez et al. (2021) [3] stated in his study that communication and human relations skills were the most useful competencies in the workplace. Confidence and competence were the most useful values for employment. Entrepreneurial skills and commitment to value were perceived as the least useful competencies and values for employment by teachers' education graduates. Student's feedback in measuring the quality of the academic and non-academic performance of a certain higher educational institution is very important.

Guillena and Felisilda (2018) [4] stated that employability of graduates is one of the greatest challenges of an academic institution. The acquired competency and skills in their pre-service training were very highly useful, relevant and developed thus giving

them the confidence and competence in the field of teaching.

This study undertook the idea of Lalican (2007) [5] that the acquisition of knowledge in the undergraduate specialization, skills and competencies will also promote productivity, efficiency and expertise in the graduates' present job. This study is adopted in relevance to the insight that the employability of the Bachelor of Elementary Education graduates greatly depends upon the standards of the program with regards to the qualifications of the teachers, the educators teaching methods and strategies, the adequacy of the facilities and supervisory assistance, the relevance of competencies and courses, and the sufficiency of trainings in terms of skills and knowledge for students. Tracing and assessing the effectiveness and relevance of the program will be the basis for modification and curriculum improvement.

II. METHODOLOGY

This study was descriptive in nature considering that it focused on the present conditions of the respondents. It used the descriptive-evaluative as its research design to appraise and assess carefully the effectiveness and relevance of the Bachelor of Elementary Education Program to its graduate's current careers.

This research involved graduates of the Bachelor of Elementary Education Program of Palawan State University College of Community Resources Development- Brooke's Point from the year 2018 to 2020.

The researchers used survey questionnaires as key instruments in gathering data for the study. Questionnaires were constructed in line with the objectives of the study and in accordance with achieving authentic and reliable results.

Questions lead to the answers for the respondents' demographic profile, and the effectiveness and relevance of the Bachelor of Elementary Education Program in helping the graduates land a job.

This study involved several statistical tools which include frequency tables, percentage, weighted mean, Slovin's Formula, and ranking.

These were utilized to analyze the distribution of the graduates in terms of their demographic profile, their performance in the Licensure Examination for Teachers, their employability, and their answers as how effective and relevant is the program in helping them in landing a job.

II. RESULTS AND ANALYSIS

Table 1: Demographic Profile of the 2020 Graduates in terms of Gender

Gender	Frequency	Percentage	Rank
Male	12	30.00	2
Female	28	70.00	1
Total	40	100.0	

Table 1 presents the university graduates distribution according to their gender. The female graduates comprise 70.00% out of the 40 samples and the rest 30% are male. This implies that most of the 2020 graduates of Bachelor of Elementary Education are female.

Table 2: Demographic Profile of the 2020 Graduates in terms of Age

Age	Frequency	Percentage	Rank
18-22	7	17.50	2
23-27	28	70.00	1
28-32	3	7.50	3
33-37	2	5.00	4
Total	40	100.00	

Mean: 25 years' old

Age	Frequency	Class Mark	F(x)
18-22	7	20	140
23-27	28	25	700
28-32	3	30	90
33-37	2	35	70
Total	40		1,000

Table 2 illustrates the university graduate's distribution according to their age. It reveals that 70% of the respondents were between the ages of 23-27, followed by 17.50% who were between ages 18-22. The mean age of the respondents is 25. This implies that most of the Bachelor of Elementary Education graduates in batch 2020 were aging from 23-27 years old upon graduation.

Table 3: Demographic Profile of the 2020 Graduates in terms of Ethnicity

Ethnicity	Frequency	Percentage	Rank
Aklanon	1	2.50	9.5
Bicolano	1	2.50	9.5
Cebuano	1	2.50	9.5
Cuyunon	7	17.50	2.5
Ilocano	2	5.00	6
Ilonggo	7	17.50	2.5
Jama Mapun	3	7.50	5
Kapampangan	1	2.50	9.5
Muslim	9	22.50	1
Palawan	6	15.00	4

Tagalog	1	2.50	9.5
Waray	1	2.50	9.5
Total	40	100.00	

Table 3 reveals the university graduate’s distribution according to their ethnicity. It can be seen that majority of the respondents with a percentage of 22.50% are Muslims. It is followed by Cuyunon and Ilonggo with both 17.50%. This signifies that most of the graduates of batch 2020 of BEEd Program belong to Bangsamoro Ethnic group.

Table 4: Demographic Profile of the 2020 Graduates in terms of Civil Status upon Graduation

Civil Status	Frequency	Percentage	Rank
Single	33	82.50	1
Married	7	17.50	2
Total	40	100.00	

Table 4 shows the university graduates’ distribution according to their civil status upon graduation. There were 82.50% who were single and 17.50% who were married. This means that most of the graduates of Bachelor of Elementary Education in School Year 2019-2020 were single.

Table 5: Demographic Profile of the 2020 Graduates in terms of General Weighted Average upon Graduation

GWA	Frequency	Percentage	Rank
2.24-2.00	15	37.50	2
1.99-1.75	20	50.00	1
1.74-1.50	4	10.00	3
1.49-1.25	1	2.50	4
Total	40	100.00	
GWA	Frequency	\bar{X}_m	$f\bar{X}_m$
2.24-2.00	15	2.12	31.80
1.99-1.75	20	1.87	37.40
1.74-1.50	4	1.62	6.48
1.49-1.25	1	1.37	1.37
Total	40		77.05
Mean: 1.93			

As shown in Table 5, most of the graduates had a general weighted average of 1.99-1.75 with a mean of 1.93 which denotes that most of the graduates were doing good in their studies because they got a general weighted average of 86- 88 respectively.

Table 6: Proportion of Employed and Unemployed 2020 Graduates

Employability	Frequency	Percentage	Rank
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Yes	26	65.00	1
No	14	35.00	2
Total	40	100.00	

It can be gleaned in Table 6 that 65% of the respondents were employed. This means that more than 50% of the graduates landed a job after their graduation.

Table 7: Reasons of Unemployment for 2020 Graduates

Reasons of Unemployment	Frequency	Percentage	Rank
N/A	26	65.00	1
LET Review	14	35.00	2
Total	40	100.00	

Table 7 shows that 35% of unemployed respondents were preparing for the Licensure Examination for Teachers as the reason of unemployment. This means that unemployment of other graduates was due to their earnest desire to pass the Licensure Examination for Teachers as they were preparing thoroughly for it, and not because of matters against the program.

Table 8: Working Place of the 2020 Graduates

Company(Employer)	Frequency	Percentage	Rank
DepEd Palawan	2	5.00	4
Private Elementary School	2	5.00	4
Palawan State University	1	2.50	6.5
Southern Palawan Provincial Hospital	1	2.50	6.5
Philippine Statistics Authority	2	5.00	4
Own Business	18	45.00	1
N/A	14	35.00	2
Total	40	100.00	

Table 8 shows that 45% of the respondents have their own business. It is followed by Department of Education – Palawan, Private Elementary Schools, and Philippine Statistics Authority with equally 5%. This means that most of the graduates ventured into business after graduation while waiting for their board exam.

Further, the University of Edinburgh (2020) [6] stated that employability is not the same as gaining a graduate job; rather it is about the capacity to function successfully in a role and be able to move between

occupations, thus remaining employable throughout their life.

Table 9: Years Taken before the 2020 Graduates Landed a Job

Years taken	Frequency	Percentage	Rank
0-3 Years	26	65.00	1
N/A	14	35.00	2
Total	40	100.00	

Table 9 shows that 65% of the respondents landed a job in 0-3 years. This implies that the graduates landed on their first job in a short span of time after graduating in the program.

Table 10: Status of Employment of the 2020 Graduates

Status of Employment	Frequency	Percentage	Rank
Employed	8	20.00	3
Self-employed	18	45.00	1
Unemployed	14	35.00	2
Total	40	100.00	

Table 10 denotes the university graduate's distribution according to their status of employment. It reveals that 45% of the respondents are self-employed, 20% are employed and there are 35% unemployed. This implies that 65% of the respondents are engaged in a job right after graduation. This means that the program is effective in helping the students in finding jobs which further implies that the program is adhering to the university's mission of upgrading the quality of life of the people.

Table 11: Relevance of the Bachelor's Degree to the Field of Work of the 2020 Graduates

Relevance of the Course in Finding the First Job	Freq uency	Perce ntage	Ra nk
Yes	26	65.00	1
N/A	14	35.00	2
Total	40	100.00	

As shown in Table 11, 65% of the respondents perceived that the Bachelor of Elementary Education program was relevant with the society's need of today as it helped them in landing a job. A related study by Graduate Employability (2022) [7], mentioned that graduate employability means that higher education alumni have developed the capacity to obtain and/or create work. Additionally, employability means that institutions and employers have supported the student

knowledge, skills, attributes, reflective disposition and identity that graduates need to succeed in the workforce.

Further, the University of Edinburgh (2020) [6] stated that employability is not the same as gaining a graduate job; rather it is about the capacity to function successfully in a role and be able to move between occupations, thus remaining employable throughout their life.

Table 12: Demographic Profile of 2019 Graduates in terms of Gender

Gender	Frequency	Percentage	Rank
Female	56	94.92	1
Male	3	5.08	2
Total	59	100.00	

Table 12 presents the university graduates distribution according to their gender. The female graduates comprised 94.92% out of the 59 samples and the rest 5.08% were males. This implies that most of the 2019 graduates of Bachelor of Elementary Education were female.

Table 13: Demographic Profile of 2019 Graduates in terms of Age

Age	Frequency	Percentage	Rank
33-37	2	3.39	4
28-32	4	6.78	3
23-27	7	11.86	2
18-22	46	77.97	1
Total	59	100.00	

Mean: 22 years old

Table 13 illustrates the university graduate's distribution according to their age. It reveals that 77.97% of the respondents were between the ages of 18-22, followed by 11.86% who were between ages 23-27. The mean age of the respondents is 22. This implies that most of the Bachelor of Elementary Education graduates in batch 2019 were aging from 18-22 years old upon graduation.

Table 14: Demographic Profile of 2019 Graduates in terms of Ethnicity

Ethnicity	Frequency	Percentage	Rank
Agutaynen	2	3.39	8
Bisaya	14	23.73	1
Cuyunon	8	13.56	4.5
Ilocano	4	6.78	6.5
Ilonggo	4	6.78	6.5
Muslim	8	13.56	4.5
Palawan	9	15.25	3
Tagalog	10	16.95	2

Total	59	100	
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Table 14 reveals the university graduate’s distribution according to their ethnicity. It can be seen that majority of the respondents with a percentage of 23.73% were Bisaya. It was followed by Tagalog with 16.95% and Palawan with 15.25%. This signifies that most of the graduates of batch 2019 of BEEd Program belong to Bisaya ethnic group.

Table 15: Demographic Profile of the 2019 Graduates in terms of Civil Status upon Graduation

Civil Status	Frequency	Percentage	Rank
Married	6	10.17	2
Single	53	89.83	1
Total	59	100.00	

Table 15 shows the university graduates’ distribution according to their civil status upon graduation. There were 89.93% who were single and 10.17% who were married. This means that most of the graduates of Bachelor of Elementary Education in the School Year 2018-2019 were single.

Table 16: Demographic Profile of the 2019 Graduates in terms of General Weighted Average

GWA	Frequency	Percentage	Rank
1.50-1.99	41	69.49	1
2.0-2.49	18	30.51	2
Total	59	100	

As shown in Table 16, most of the graduates had a general weighted average of 1.99-1.50 with a mean of 1.90 which denotes that most of the graduates were doing good in their studies because they got a general weighted average of 86- 88 respectively.

Table 17: Proportion of Employed and Unemployed in 2019 Graduates

Employability	Frequency	Percentage	Rank
Yes	53	89.83	1
No	6	10.17	2
Total	59	100.00	

It can be seen in Table 17 that 89.83% of the respondents were employed. This means that at most 100% of the graduates landed a job after their graduation.

Table 18: Reasons for Unemployment of 2019 Graduates

Reasons	Frequency	Percentage	Rank
Reviewing for LET	5	8.47	2

Waiting for DepEd Ranking	Frequency	Percentage	Rank
3	3	5.08	3
N/A	51	86.44	1
Total	59	100	

Table 18 shows that 8.47% of unemployed respondents were preparing for the Licensure Examination for Teachers and the 5.08% of the respondents were waiting for the DepEd ranking as the reasons of unemployment. This means that unemployment of other graduates was due to their earnest desire to pass the Licensure Examination for Teachers as they were preparing thoroughly for it, and not because of matters against the program.

Table 19: Working Place of 2019 Graduates

Name & Location of School/Company	Frequency	Percentage	Rank
DepEd - Palawan	30	50.85	1
Private Elem School	6	10.17	3
Palawan State University	4	6.78	4
Private Business Institutions	14	23.73	2
Puerto Princesa School of Arts and Trades	2	3.39	6
N/A	3	5.08	5
Total	59	100	

Table 19 shows that 50.85% of the respondents were employed at the Department of Education - Palawan. It was followed by Private Business Institutions with 23.73% and Private Elementary School with 10.17%. This means that most of the graduates were employed after graduation.

Further, the University of Edinburgh (2020) [6] stated that employability is not the same as gaining a graduate job; rather it is about the capacity to function successfully in a role and be able to move between occupations, thus remaining employable throughout their life.

Table 20: Years Taken before the 2019 Graduates Landed a Job

Years taken	Frequency	Percentage	Rank
0-3 Years	52	88.14	1
N/A	7	11.86	2
Total	59	100.00	

Table 20 shows that 88.14% of the respondents landed a job in 0-3 years. This implies that the graduates landed

on their first job in a short span of time after graduating in the program.

Table 21: Status of Employment of 2019 Graduates

Status of Employment	Frequency	Percentage	Rank
Employed	52	88.14	1
Self-employed	1	1.69	3
Unemployed	6	10.17	2
Total	59	100.00	

Table 21 denotes the university graduate’s distribution according to their status of employment. It reveals that 88.14% of the respondents were employed, and there was 1.69% who was self-employed. This implies that 88.14% of the respondents were engaged in a job right after graduation. This means that the program was effective in helping the students in finding jobs which further implies that the program was adhering to the university’s mission of upgrading the quality of life of the people.

Table 21: Relevance of the Bachelor’s Degree to the Field of Work of 2019 Graduates

Relevance of the Course in Finding the First Job	Frequency	Percentage	Rank
Yes	52	88.14	1
NA	7	11.86	2
Total	59	100	

As shown in Table 21, 88.14% of the respondents perceived that the Bachelor of Elementary Education program is relevant with the society’s need of today as it helped them in landing a job.

A related study by Graduate Employability (2022) [7], mentioned that graduate employability means that higher education alumni have developed the capacity to obtain and/or create work. Furthermore, employability means that institutions and employers have supported the student knowledge, skills, attributes, reflective disposition and identity that graduates need to succeed in the workforce.

Further, the University of Edinburgh (2020) [6] stated that employability is not the same as gaining a graduate job; rather it is about the capacity to function successfully in a role and be able to move between occupations, thus remaining employable throughout their life.

Table 22: Demographic Profile of the 2018 Graduates in terms of Age

Age	Frequency	Percentage	RANK
28-32	1	1.64	3
23-27	5	8.20	2
18-22	55	90.16	1
Total	61	100	

Age	Frequency	Class Mark	F(x)
28-32	1	30	30
23-27	5	25	125
18-22	55	20	1,100
Total	61		1,255

Average Age: 21 years’ old

Table 22 illustrates the university graduate’s distribution according to their age. It reveals that 90.16% of the respondents were between the ages of 18-22, followed by 8.20% who were between ages 23-27. The mean age of the respondents was 21. This implies that most of the Bachelor of Elementary Education graduates in batch 2018 were aging from 18-22 years old upon graduation.

Table 23: Demographic Profile of the 2018 Graduates in terms of Ethnicity

Ethnicity	f	Percentage	RANK
Bisaya	9	14.75	3.5
Cuyunon	6	9.84	5
Ilocano	4	6.56	6
Ilonggo	9	14.75	3.5
Kinaray-a	1	1.64	8.5
Muslim	12	19.67	2
Palawan	2	3.28	7
Tagalog	17	27.87	1
Waray	1	1.64	8.5
Total	61	100.00	

Table 23 reveals the university graduate’s distribution according to their ethnicity. It can be seen that majority of the respondents with a percentage of 27.87% were Tagalog. It was followed by Muslim with 19.67% and Bisaya and Ilonggo with both 14.75%. This signifies that most of the graduates of batch 2018 of BEE Program belong to Tagalog ethnic group.

Table 24: Demographic Profile of the 2018 Graduates in terms of Civil Status upon Graduation

Civil Status	Frequency	Percentage	RANK
Married	4	6.56	2
Single	57	93.44	1
Total	61	100.00	

Table 24 shows the university graduates’ distribution according to their civil status upon graduation. There were 93.44% who were single and 6.56% who were married. This means that most of the graduates of

Bachelor of Elementary Education in School Year 2017-2018 were single.

Table 25: Demographic Profile of the 2018 Graduates in terms of General Weighted Average upon Graduation

GWA	Frequency	Percentage	Rank
1.74-1.50	5	8.20	2
1.99-1.75	55	90.16	1
2.24-2.00	1	1.64	3
Total	61	100.00	

Average GWA: 1.85

GWA	Frequency	Class Mark	F(x)
1.74-1.50	5	1.62	8.10
1.99-1.75	55	1.87	102.85
2.24-2.00	1	2.12	2.12
Total	61	100.00	113.07

As shown in Table 25, most of the graduates had a general weighted average of 1.99-1.75 with a mean of 1.85 which denotes that most of the graduates were doing good in their studies because they got a general weighted average of 86- 88 respectively.

Table 26: Proportion of Employed and Unemployed Graduates 2018 Graduates

Employability	Frequency	Percentage	Rank
Yes	59	96.72	1
No	2	3.28	2
Total	61	100	

It can be seen in Table 26 that 96.72% of the respondents were employed. This means that most of the graduates landed a job after their graduation.

Table 27: Reasons for Unemployment of the 2018 Graduates

Reasons of Unemployment	Frequency	Percentage	Rank
N/A	59	96.72	1
Total	61	100.00	

Table 27 shows that 3.28% of unemployed respondents were waiting for the DepEd ranking as the reason of unemployment.

Table 28: Working Place of the 2018 Graduates

Name & Location of School/Company	Frequency	Percentage	Rank
DepEd	54	88.52	1

Private Elementary School	2	3.28	3
Philippine Coast Guard	1	1.64	4.5
Business Institution	1	1.64	4.5
N/A	3	4.92	2
Total	61	100	

Table 28 shows that 88.52% of the respondents were employed in Department of Education - Palawan. This means that most of the graduates were employed after graduation.

Further, the University of Edinburgh (2020) [6] stated that employability is not the same as gaining a graduate job; rather it is about the capacity to function successfully in a role and be able to move between occupations, thus remaining employable throughout their life.

Table 29: Years taken before the 2018 Graduates Landed a Job

Years taken	Frequency	Percentage	Rank
0-3 years	58	95.08	1
N/A	3	4.92	2
Total	61	100	

Table 29 shows that 95.08% of the respondents landed a job in 0-3 years. This implies that the graduates landed on their first job in a short span of time after graduating in the program.

Table 30: Status of Employment of 2018 Graduates

Status of Employment	Frequency	Percentage	Rank
Employed	58	95.08	1
Unemployed	3	4.92	2
Total	61	100.00	

Table 30 denotes the university graduate's distribution according to their status of employment. It reveals that 95.08% of the respondents were employed and there were 4.92% unemployed. This implies that 95.08% of the respondents were engaged in a job right after graduation. This means that the program was effective in helping the students in finding jobs which further implies that the program is adhering to the university's mission of upgrading the quality of life of the people.

Table 31: Relevance of the Bachelor's Degree to the Field of Work of 2018 Graduates

Relevance of the Course in Finding the First Job	Frequency	Percentage	Rank
Yes	58	95.08	1

NA	3	4.92	2
Total	61	100	

- [7] <https://www.ed.ac.uk/employabilitystaff/whatwhyemployabilityimportant/whatis-employability>

A related study by Graduate Employability (2022) [7], mentioned that graduate employability means that higher education alumni have developed the capacity to obtain and/or create work. Furthermore, employability means that institutions and employers have supported the student knowledge, skills, attributes, reflective disposition and identity that graduates need to succeed in the workforce.

Further, the University of Edinburgh (2020) [6] stated that employability is not the same as gaining a graduate job; rather it is about the capacity to function successfully in a role and be able to move throughout their life.

III. CONCLUSION

Based on the findings, the researchers concluded that most of the graduates were in appropriate age upon graduation; females; belong to Bangsamoro, Bisaya, and Tagalog ethnic groups; single, and with good academic standing. Most of the respondents were employed and landed a job in a span of 0-3 years after their graduation which means that the Bachelor of Elementary Education Program of Palawan State University College of Community Resources Development is effective and relevant as it helped the graduates in their employment.

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