

Improving Employability through a Tracer Study on the Graduates of Don Bosco Training Center - Borongan Inc.

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Published in IJIRMPS (E-ISSN: 2349-7300), Volume 11, Issue 1, January-February 2023

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Abstract

The Employability of the graduates reflects the training that an institution offers to the graduates as well as to the industries. The higher employment that an institution gives the better it is. This research traces the employability of the graduates of the Don Bosco Training Center - Borongan Inc., The study utilizes a descriptive and quantitative survey method. A modified questionnaire of the Graduate Tracer Study of BiH Germany with a written permission was used to collect data from 160 graduates of DBTC - Borongan Inc batch 2017-2021 using stratified simple random sampling technique. Descriptive statistics of percentages was used to analyze the data collected. Furthermore, the Slovin's formula with the 0.05 margin of error was utilized in order to get the number of samples. The result of the number of samples using the Slovin's formula is 156. Results revealed a gradual balance of gender in DBTC-Borongan Inc with 55% male and 45% female; among the 160 respondents, 78 (48.8%) are employed. Many of the graduates had short training, 1-3 months (46.3%). No wonder then that the highest length of time to land a job is 53 (64.6%). Padrino System played a very important role in landing a job. In fact, some of the employed graduates landed a job because of relations (24 or 30.8%). Findings show that the shorter training in the training center offers the longer time for the graduates to land a job. More than half of the employed belong to the below minimum wage because many of them are hired by private enterprises.

Keywords: Don Bosco Training Center, employability, technical skills, employment, trainees, TVET graduates, Tracer Study

The unemployment rate in the Philippines as of February 2022 was estimated at 6.4%. Youth labor force participation rate (LFPR) in February 2022 was estimated at 35.9% out of the 20.15 million youth population who are 15-24 years old. Underemployed youth was reported at 838 thousand of the 6.20 million youth who were reported employed while total number of unemployed youth was placed at 1.03 million (PSA, 2022).

Youth employment rate was reported at 85.7%. This is higher than the reported employment rate in February 2021 (81.5%) but lower than the recorded employment rate in January 2022 (86.2%).

Employed youth in February 2022 worked on an average of 38.0 hours per week, higher than the average 37.2 hours a week reported in the same month of 2021 (PSA, 2022).

In the Eastern Visayas Region, the unemployment rate stood at 7.6% in October 2021 or about 146 thousand unemployed persons out of the total labor force of the region. This figure was 1.5% higher than the 6.1% unemployment rate recorded in July 2021. This was also higher by 2.3% compared with the 5.3% unemployment rate in the same period in 2020. In 2021, the highest unemployment rate of 7.6% occurred in January and October, while the lowest was noted in April at 5% (PSA, 2022).

The Don Bosco Training Center-Borongon Inc., (DBTC - Borongan Inc.) educates and evangelizes the poor young people of Easter Samar. It offers vocational courses under the Technical Education Skills and Development Authority (TESDA) Accreditation. Most of the students in the institution belong to the lower bracket of society. Many of them could not go to college due to financial constraints. This is practically the mission of the school to help the youth find a job so that they could help their respective families in particular and society in general.

This mission is rooted and promulgated in their Constitutions and Regulations which state: that a Salesian school should be for poorer people: this should be reflected in its setting, its culture, its curriculum, and its choice of students. Services to meet local needs should be provided, such as courses for cultural and professional training, literacy and remedial programmes, scholarships, and other initiatives (Constitutions and Regulations, 14). Included in the services, is to help the graduates find a job (Attard, 2014).

The Institution has been serving the Province of Eastern Samar for the past 25 years and has produced skilled graduates both locally and internationally. The Institution has been helping the growth of the economy of the Province of Eastern Samar in many ways. However, with the passing of time, the Institution realizes that the unemployment rate of the graduates is slowly increasing. Hence, the researcher would like to conduct a tracer study so as to improve the employment rate of the graduates. This study will determine the desired information as to what is happening to our new graduates in particular their socio-biographic characteristics and their job search and employment as they embrace the field of work.

In addition, this tracer study will also provide valuable and reliable information for evaluating the results of education and training facilitated by the trainers and thereby will serve as a basis for future planning activities especially when it comes to curriculum revision and implementation.

It is for the above purpose that a tracer study on the graduates of Don Bosco Training Center-Borongon Inc. is done. The graduates included in this survey are the DBTC - Borongan Inc. graduates particularly batch 2017 to 2021 from the three courses: Shielded Metal Arc Welding (SMAW), Motorcycle/Small Engine Servicing (MSES), Computer System Servicing (CSS).

Statement of the Problem

This study aims to improve the employability of the graduates of Don Bosco Training Center - Borongan Inc., Brgy. Taboc, Borongan City.

Specifically, this research attempts to answer the following questions:

1. What are the socio-biographic details of the graduates in terms of the following characteristics?
 - 1.1. Course
 - 1.2. Year Graduated
 - 1.3. Age
 - 1.4. Months of Training
 - 1.5. Gender
 - 1.6. Civil Status
 - 1.7. Highest educational level attained by the graduate's parents
2. What is the status of the graduates' employability in terms of:
 - 2.1. Whether or not they are employed.
 - 2.2. Reasons why some respondents are not yet employed.
 - 2.3. Whether or not the graduates' first job is related to their course.
 - 2.4. Means to find a job.
 - 2.5. Gross monthly earning in respondents' first job.
 - 2.6. Length of time it took the respondents to land in their first job.

Significance of the Study

The research is significant for the following groups of stakeholders:

FIS TVIs: The research aims at developing the training program of FIS TVIs.

Training Director: The research provides data for training director in evaluating the employability of the graduates of Don Bosco Training Center - Borongan Inc.

Trainers: The research makes the trainers aware of their contribution in the employability of the graduates and provides added impetus in their efforts to work hard in molding the young people to become useful citizen.

Trainees: The research serves as a guide in improving the employability of the graduates which will enhance the training experience of the trainees.

Graduates: The research serves as an evaluation of the quality of the instructions given by the institution.

Other Researchers: The research contributes data that measures the employability of the graduates of Don Bosco Training Center - Borongan Inc., Brgy. Taboc, Borongan City.

Scope and Delimitation of the Study

This study was limited to the graduates of Don Bosco Training Center - Borongan Inc, specifically batch 2017-2021. This study was conducted specifically in the Province of Eastern Samar through an online survey.

Definition of Terms

For clarity and understanding, the following terms are defined as used in this study.

FIS: This means Philippine Sud in Italian, and Salesian Philippine South Province in English. This Province comprises Visayas and Mindanao.

TVI: This means Technical Vocational Institute. The FIS has eight TVI in the Province.

Trainees: This refers to persons who are participants in a vocational, administrative or technical training program for the purpose of acquiring and developing job-related skills.

Trainers: This refers to persons who direct the practice of skills towards immediate improvement in some tasks.

Training Director: This refers to a Salesian or a lay person appointed by the superior of the FIS to manage the Don Bosco Training Center.

TVET Graduate: A TVET graduate is a person who has completed TVET course/programme through the institute-based learning or the Recognition of Prior-Learning (RPL) certification issued by the TESDA.

Tracer Study: A study or graduate survey is a standardized survey (in written or oral form) of graduates from education/training institutions, which takes place sometimes after graduation or at the end of the training (Cedefop, 2008).

Employability: A continuous fulfilling, acquiring, or creating of work through the optimal use of competences (De Cuyper, Bernhard - Oettel, Bernston, De Witte, and Alarco, 2008)

Competency: It refers to the knowledge, skills, and abilities as individual needed to adequately perform various tasks and carry out responsibilities within a job and to the individual's adaptability to changes in the internal and external labor market (De Cuyper, Bernhard - Oettel, Bernston, De Witte, and Alarco, 2008).

Review of Related Literature

The following review of related literature confirms that a tracer study is a big help for schools.

The purpose of education is to enable the society to have a command of knowledge, skills and values for achieving the country's vision of attaining the status of fully developed nation in terms of economic development, social justice and spiritual, moral and ethical strength, towards creating a society that is united, democratic, liberal and dynamic (Abu Bakar et al., 2009). In that regard, the Don Bosco Training Center-Borongon Inc., seeks among other things to deliver training and Christian values that meet the standard of the industry, thus making DBTC -Borongon Inc., graduates employable; and to provide quality instruction and training to school leavers to enhance their opportunities for employment. However, according to Lopez-Acevedo (2003), when rising demand for skills is not met by supply, the result is a persistent shortage of skilled labour and constrained growth. The root of the shortage of skilled labour can be traced to persistence of antiquated and unresponsive training mechanisms vocational and technical systems are not providing new entrants with appropriate skills.

The Salesians of Don Bosco (SDB) who are priests and brothers are continuing the mission of St. John Bosco to educate and evangelize the poor young people by providing them skills and training. The Don Bosco Training Center-Borongon Inc., is one of the eight (8) Technical Vocational Institutes (TVIs) of the Philippine South Province (FIS). For the past 25 years, DBTC - Borongon Inc. has been producing technical and skilled graduates in Eastern Samar. However, there are no studies and empirical data that could trace the graduates so as to improve the training, partnership with the industries, services and curriculum of the institution.

The Salesians of Don Bosco (SDB) who are assigned here in DBTC -Borongon Inc., observed and believed that indeed the training system is indeed declining and thereby not helping the graduates land a job which is the very mission of the institution: pro Deo et Patria (for God and for the country). This requires that the Technical Director and the Industry Liaison Officer (ILO) should understand and work hard that linkages and partnerships with other institutions and industries are deemed necessary in order to develop future skills and career development policies so as to produce employable graduates.

To ascertain the improvement of employment of the graduates, tracer studies are necessary. Tracer studies are generally defined as surveys of graduates from institutions of higher education and are often seen as an important tool for institutional development especially when the world of work is changing rapidly. From information provided by tracer studies, the higher education institutions can get systematic feedback from their former students. The institutions can know the whereabouts of their graduates; their working conditions and their retrospective assessment of their course of study might stimulate the curricular debate and could be also very interesting for the current or later students (Schomburg, 2003).

In addition, tracer Studies provide quantitative-structural data on employment and career, the character of work and related competencies and information on the professional orientation and experiences of their graduates (Millington, 2008). Guzman et al (2008) advocated for the use of a graduate tracer study as an appropriate tool in determining institutional capability in preparing graduates to meet the demands of the workplace. The graduate tracer studies involve the determination of graduates in the job search mode, lead time and employment condition, where the knowledge acquired in schools are used to work, in promotions, and job satisfaction.

These studies were conducted in higher education but they are also applicable in the Technical Vocational Education and Training (TVET) which DBTC - Borongan Inc., is one of them.

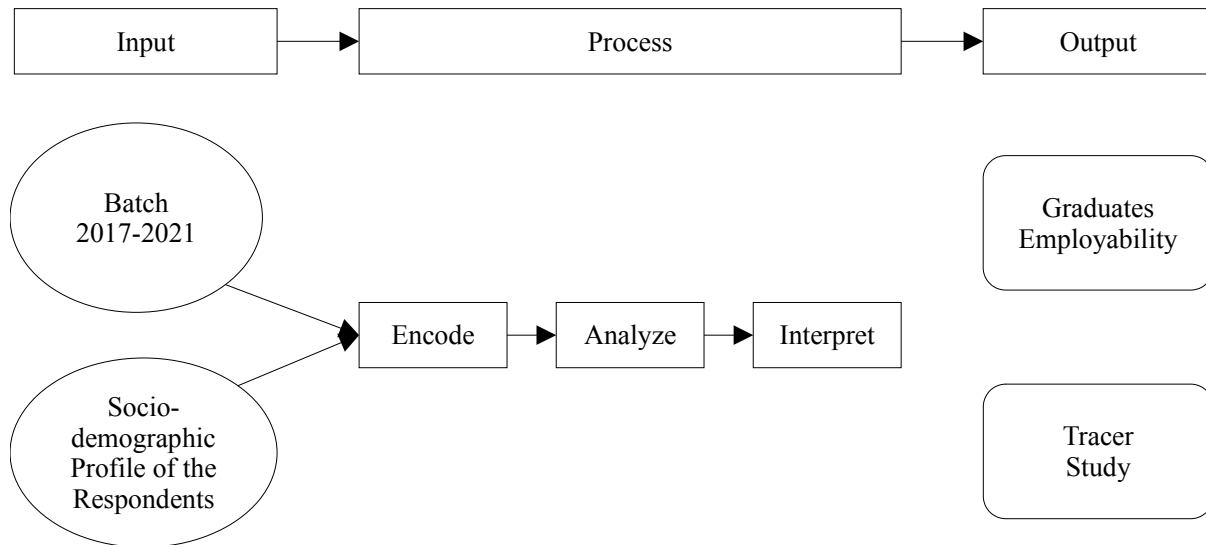
Conceptual Framework

The researcher applied the General Systems Theory of Ludwig von Bertalanffy to show how the variables are related to the study (See Figure 1).

According to Littlejohn and Foss (2008), the basic idea of input, process and output in groups has influenced how most researchers over the years modified the original model. The researcher focused on the factors that affect the group (input), what happens within the group (process), and the results (output).

The input-process-output (IPO) model provides the general concept of the study for the guide and direction.

Using this modified IPO model, input refers to the action of the researcher in terms of communicating or reaching out to the graduates of each batch, another input was the actual response of the graduates to participate in the survey. These inputs underwent certain processes to properly assess the results. These processes were specifically: data encoding, analyzing, and interpretation. Lastly, for the output, the researcher would be able to know the status of the employability of the graduates. Above all, since this is the first time to conduct this kind of research, the researcher would be able to produce a reliable Tracer Study of the employability of the Don Bosco Training Center- Borongan Inc., graduates batch 2017 to 2021.

Figure 1: Modified Input-Process-Output Model

Research Methodology

This study presents the research design, locale of the study, respondents, sampling technique, research instruments, data collection, and analysis.

Research Design

This study used a Descriptive and Quantitative survey method. An adapted standard questionnaire of BiH, Germany was sent to the Facebook messenger via group chat of the graduates of Don Bosco Training Center - Borongan Inc., particularly batch 2017 to 2021 so as to know the socio-biographic profile and the status of their employability after their training in the Institution.

Locale of the Study

This study was conducted among the graduates of Don Bosco Training Center-Borongan Inc, Brgy Taboc, Borongan City.



Don Bosco Training Center - Borongan Inc., offers the following courses: Computer Servicing System (CSS), Shielded Metal Arc Welding (SMAW), and Motor/Small Engine Servicing (MSES) to out-of-school youths, from 18 to 24 years, with the aim of providing them skills for gainful employment. Don Bosco Training Center - Borongan Inc., was awarded by Technical Education and Skills Development Authority (TESDA) as the Best Training Center in the area whose beneficiaries are high school drop-outs with the possibility of a high school equivalency designed for out-of-school youth.

Respondents of the Study

The respondents of this study were the graduates of DBTC - Borongan Inc., specifically batch 2017 to 2021. Their status of employability will be assessed in terms of their socio-biographic characteristics, job search and employment.

The table below presents the distribution of respondents for the study.

Table 1: Number of Respondents

Year Graduated	No. of Graduates	Percentage	No. of Respondents	Percentage
2017	45	17.65	18	11.3
2018	45	17.65	20	12.5
2019	45	17.65	32	20
2020	45	17.64	27	16.9
2021	75	29.40	63	39.4
Total	255	100	160	100

Table 1 shows the number of respondents. There are 18 (11.3%) from batch 2017, 20 (12.5%) from batch 2018, 32 (20%) from batch 2019, 27 (16.9%) from batch 2020 and 63 (39.4%) from batch 2021.

As for the different batches, the researcher had the following selections: from batch 2017, the researcher had 18/45 (40%); from batch 2018, the researcher had 20/45 (44.44%); from batch 2019, the researcher had 32/45 (71.11%); from batch 2020, the researcher had 27/45 (60%); and from batch 2021 the researcher had 63/75 (84%).

Sampling Procedure

There were 255 total population of graduates from 2017 to 2021 at the Don Bosco Training Center - Borongan Inc. Data were obtained by locating the names, contact numbers, addresses, and email addresses of the graduates in the list provided by the DBTC admin Office through the Registrar and ILO. The researcher used an online survey through Google forms, links were sent via Gmail and social media platforms such as Facebook and messenger. The researcher made a follow up on the contact addresses of all graduates to update their address details due to possible change of addresses and contacts. Those graduates who were not reached were not considered as respondents in this research.

Based on the tracing methods described above, the researcher utilized the stratified simple random sampling in which the researcher considered the percentage of retrieval of questionnaires and representations of the identified number of graduates in the three different courses. From the total

population of graduates, the researcher sent an online survey questionnaire through the group chat of the graduates whose active members were 160 graduates that made up 62.74% from the total population.

In measuring the number of sample in this study, the researcher used Slovin's formula with standard error 5% or 0.05. The total respondents of this research was 160 that which consist of the following courses: 106 or (41.56%) CSS, 39 or (15.29) SMAW and 15 or (5.88%) MSES. This formula is used to determine the number of sample from population. The Slovin's formula shown as followed:

$$n = N \div (1 + N \times e^2)$$

Where:

n = no. of samples

N = total population

e = error margin / margin of error

Here is calculation by using the Slovin's formula for measuring the sample of this research:

$$\begin{aligned} n &= 255 \div (1 + 255 \times 0.05^2) \\ &= 255 \div (1 + 255 \times 0.0025) \\ &= 255 \div (1 + 0.63) \\ &= 255 \div 1.63 \\ &= 156.4 \text{ or } 156 \end{aligned}$$

The total sample is 156.

The number of respondents is bigger than the total sample.

Research Instruments

The research instrument that was utilized by the researcher to get the needed information was the standard Graduate Tracer Study (GTS) developed by BiH (2018), Germany. This instrument is used with written permission from the researchers.

The questionnaire will be divided into 2 parts.

- The first part measured the socio-biographic characteristics of the graduates.
- The second part measured the job search and employment of the respondents.

To get the frequency counts and percentage, the following statistical tools were utilized:

1. Frequency counts (F). To describe the distribution of samples among the concepts that are under investigation.
2. Percentage (P). To compare two magnitudes to determine their relationship using the formula

$$\% = (N \div S) \times 100$$

Where:

N = number of responses following under a particular item/category

S = the total number of subject respondents

% = the percentage

Data Collection Procedure

A survey questionnaire was posted on the Facebook page of the institution and to the chat group of the corresponding graduates. The graduates from 2017 to 2021 were asked to answer the questionnaire online. The result was gathered, tallied, and tabulated according to the items checked by the respondents. Data were then subjected to a statistical method to get the desired objectives of this research.

Analysis of Data

The nature of data to be obtained from this study is both quantitative and descriptive. Quantitative data, which is mainly from the adapted standard questionnaires, was analysed using Statistical Package for Social Sciences (SPSS). A code was placed next to a word or group of words that would mention these key variables of investigation. Output from the analysis was presented in tabular form and descriptive statements where appropriate.

Ethical Consideration

The objectives of the research were sent to the respondents via messenger group chat who would then decide on whether they want to participate or not. The respondents were assured that all information collected would be treated in confidence and only used for the purpose of this study

Results and Discussion

This chapter presents, analyzes, and interprets the result of the online survey conducted on the DBTC-Borongon Inc., graduates particularly batch 2017 to 2021.

Below are the findings, analysis, and interpretation of the data.

Table 2: Socio-demographic Profile of the Respondents

Socio-demographic Profile	Frequency	Percentage (%)
Courses		
Computer System Servicing NCII	106	66.3
Motorcycle/small Engine Servicing NCII	15	9.4
Shielded Metal Arc Welding NCII	39	24.4
Total	160	100
Year Graduated		
2017	18	11.3
2018	20	12.5
2019	32	20.0
2020	27	16.9
2021	63	39.4
Total	160	100

Age		
18-20	13	8.1
21-23	48	30.0
24-26	49	30.6
27-29	29	18.1
30 above	21	13.1
Total	160	100
Months of Training in the Training Center		
1-3 Months	74	46.3
4-5 Months	37	23.1
6-7 Months	42	26.3
8-9 Months	2	1.3
10-11 Months	5	3.1
Total	160	100
Gender		
Male	88	55
Female	72	45
Total	160	100
Civil Status		
Single	142	88.7
Married	18	11.3
Widowed	0	0
Separated	0	0
Total	160	100
Father's Highest Educational Attainment		
Elementary School	42	26.25
High School Level	1	0.63
High School Graduate	70	43.75
Vocational Level	1	0.63
Vocational Graduate	7	4.37
College Level	25	15.62
College Graduate	13	8.12
Master's Degree	1	0.63
Doctorate	0	0
Total	160	100

Mother's Highest Educational Attainment		
Elementary School	39	24.37
High School Level	0	0.00
High School Graduate	58	36.25
Vocational Level	1	0.63
Vocational Graduate	6	3.75
College Level	30	18.75
College Graduate	24	15.00
Master's Degree	2	1.25
Doctorate	0	0.00
Total	160	100
Employed		
Yes	78	48.8
No	82	51.3
Total	160	100

Table 2 illustrates the socio-biographic profile of the respondents. It presents the respondents' courses, year graduated, age, months of training, gender, civil status, highest educational attainment of the parents, and whether they are employed or not.

This table shows that there are 106 (66.3%) CSS trainees, 15 (9.4%) MSES trainees, and 39 (24.4%) SMAW trainees of the 160 (100%) respondents. This indicates that the CSS respondents have more access to the internet and they are also advanced when it comes to internet connections and online surveys compared to MSES and SMAW respondents. This implies that both MSES and SMAW respondents should take the rudiments of computer literacy. After all, most job searches are done online.

In terms of the batches, there are 63 (39.4%) respondents from batch 2021, 32 (20%) from batch 2019, 27 (16.9%) from batch 2020, 18 (11.3%) from batch 2017, and 20 (12.5%) from batch 2018 who participated in the survey. This indicates that those who are activate in social media are those who recently graduated from the institution. Thus, the school should establish a system or a database of information to keep the graduates in contact so that it is easy to communicate when there is hiring or employment offered to the graduates.

When it comes to the age of the respondents, ages 24-26 and 21-23 got the highest rate 49 (30.6%) and 48 (30%) respectively. This indicates that most of the respondents are senior high school graduates and college-level (ages 21-23). On the other hand, those who belong to ages 24 to 26 indicate that their training in the school is an additional qualification. In fact, there are 21 (13.1%) who are 30 years old and above which means that these respondents are professionals. In fact, the school offers night classes for CSS students. Most of the students are government employees.

For the duration of the training, there are 74 (46.3%) of the respondents stayed 1-3 months in the school. This shows that many of the respondents took the short course of the school which is CSS NC II. This indicates that computer literacy is significant and relevant in today's generation.

For the gender, there are 88 (55%) males who took the online survey compared to females who garnered 72 (45%) of the total respondents. This indicates that males are prompt and diligent in answering the survey and perhaps they are working in their respective work places while females are perhaps working at home.

The percentages of single and married respondents are 142 (80.8%) and 18 (11.3%) respectively. This shows that there are more single persons who are willing to take technical courses than married persons. It also indicates that those who are single persons have more time to answer the survey. In short, they are more active in social media than married persons.

For the educational attainment of the parents of the respondents, mothers seem to have higher educational attainment than fathers. There are 24 (15%) mothers who graduated from college and there are 13 (8.12%) fathers who finished their college degree. But for the vocational graduates, there are only 7 (4.37%) fathers who are graduates of vocational courses and there are 6 (3.75%) mothers who are graduates of vocational courses. This datum indicates that fathers being the breadwinner of the families have to work hard, educated and qualified in order to provide the needs of the family.

For the employment of the respondents, there are 78 (48.8%) who are employed, and there are 82 (51.3%) who are unemployed of the 160 (100%) respondents. Almost half of the respondents are employed. This indicates the employment rate of the graduates is fair. This may also indicate that most of the graduates are affected by the pandemic where jobs are scarce. Thus, the school should work hard in order to increase the employment rate of the graduates.

Table 3: Reasons Why Some Graduates Are Not Employed

Reasons Why Some Graduates Are Not Employed	Frequency	Percentage
Continued studying	39	47.6
I am busy with my family and/or children	8	9.8
Qualification did not fit for the job	4	4.9
I am currently looking for employment	21	25.6
No job opportunity	10	12.2
Total	82	100.0

This table shows the reasons why some graduates are not yet employed. Out of 82 (100%) respondents, there are 39 (47.6%) of them who are pursuing their studies. This indicates that they want to finish a bachelor's degree. Many of them have the intention of finishing a college degree which gives them the possibility of getting a job. There are 21 (25.6%) who are still looking for employment. They are still hopeful that they would land a job despite of the pandemic situation. There are 8 (9.8%) who are busy with their family or children and there are 10 (12.2%) who find no job opportunity. However, there are 4

(4.9%) who did fit for the job. This may indicate that their qualification is not fitting for the job. Thus, qualification is still necessary for employment.

Table 4: Job that Graduates have been Applying

Which job have the graduates been applying?	Frequency	Percentage
Related to my course	57	69.5
Not related to my course	25	30.5
Total	82	100.0

This table shows that there are 57 (69.5%) respondents whose jobs are related to their course and there are 25 (30.5%) respondents whose jobs are not related to their course. This percentage indicates that the courses they took are useful in their jobs. However, there is also a big percentage whose jobs are not related to their course. This data shows that employment in the Province of Eastern Samar does not need course qualification but relation (see table above). Thus, connection with people is important in job placement.

Table 5: Means to Land a Job

Means to land a job	Frequency	Percentage
Public advertisements	23	29.5
Contacting companies directly	12	15.4
I established contact during OJT	7	9.0
I was contacted by the company	8	10.3
Relations (Parents, Relatives, Friends)	24	30.8
Assistance by the Training Center through the ILO	1	1.3
I established my own business	3	3.8
Total	78	100.0

This table shows means find a job. Among the 78 respondents who are employed, the most frequented means to land a job is Relations (parents, relatives, friends) which garnered 24 (30.8%) The second is Public Advertisement which got 23 (29.5%). And the lowest is the assistance by the Training Center through the Liaison officer which garnered 1 (1.3%). This table indicates that Relations (parents, relative, friends) plays a very important role in landing a job. In the Philippines nepotism is a connection which we call "Compadre System" in terms of economic and employment. Nepotism happens in the Philippine government, when you favour or promote your relatives to a higher position so they can also do what you did to others. (**Nepotism In The Philippines**).

Padrino system in the industries works in the Philippines. Padrino system also known as Palakasan or Patronage system in the culture of the Philippines is a system where Filipinos engage in illegal activities in pursuit of their own interests. Some are driven through **nepotism** (favours due to family affiliations) or **cryonism** (favours due to friendship) or even "*utang na loob*" (favours due to debt of gratitude) as opposed to merit or qualifications (<https://poligovpadrino.wordpress.com/2014/08/17/padrino-system/>).

Thus, one has to have a ‘backer’ or padrino so that he or she will be hired. Many times ‘*Political eligibility*’ (another term they use for padrino system) is used when there is an interview which means that person is being referred by a politician or by a government official.

Table 6: Employer of the Graduates

Employer	Frequency	Percentage
Private Enterprise	32	41.0
Public Enterprise	5	6.5
Government Organization	29	37.2
Self Employment	6	7.7
Non Government Organization (NGO)	6	7.7
Total	78	100.0

This table shows the employer of the graduates. Among the 78 graduates who are working, there are 29 (37.2%) of them whose employer is the Government Organization. This may indicate and may confirm that ‘*political eligibility*’ or padrino system is indeed happening in the government sector. Graduates who have connections with government officials can easily be employed. The highest rate is Private Enterprise. There are 32 (40.1%) out of 78 who are employed in the Private sector. This may also indicate the ‘*padrino system*’ of employment. Graduates who have relatives and friends in the private sector can also be employed. Connections of friends and relatives are important in the Province’s employment.

Table 7: Gross Monthly Earnings of the Graduates in their First Job

Gross Monthly Earning	Frequency	Percentage
Below 5,000	14	17.9
5,000 to less than 10,000	28	35.9
10,000 to less than 15,000	14	17.9
15,000 to less than 20,000	9	11.5
Above 20,000	13	16.7
Total	78	100.0

This table shows the gross monthly earnings of the first job of the respondents. There are 28 (35.9%) respondents who have a gross monthly earning of 5,000 to less than 10,000 in their first job after graduation. This gross monthly earning belongs to the below minimum wage. According to Department Of Labor and Employment (DOLE) Region 8, the minimum wage now is 320 pesos. (<https://nwpc.dole.gov.ph/regionandwages/region-viii-eastern-visayas/>) There are 14 (17.9%) who received below 5,000 for their monthly gross. These two ratings indicate that the industry in the Province of Eastern Samar offers below minimum wage. However, there are 9 (11.5%) who get the minimum wage.

Table 8. Length of Landing a Job

Length of landing a Job	Frequency	Percentage
1-3 Months	11	13.4
4-6 Months	14	17.1
7-9 Months	3	3.7
10-12 Months	1	1.2
1 Year and above	53	64.6
Total	82	100.0

This table shows the length of time before the graduates land their first job. It is interesting to know that it takes more than a year before the 53 (64.6%) respondents got their first job. This table indicates that landing a job is never easy and technical skills are not in demand in Eastern Samar. The respondents have to face the hassle and bustle of finding a job. This may also indicate that the respondents are affected by the pandemic. On the other hand, there are 11 (13.4%) who get their jobs in the first three months after their graduation. Most probably these respondents have more contacts in the government and in the private sectors.

Summary, Findings, Conclusion, Recommendations

This chapter presents the summary, findings, conclusion and recommendations of the study. The summary presents the synthesis of the study. The findings are based on the socio-biographic profile and the status of employability of the respondents. The conclusion is based on the findings of the study. The recommendations are based on the analysis of the findings.

Summary

The Don Bosco Training Center - Borongan Inc., is one of the Technical Vocational Institutes (TVIs) of the Philippine South Province (FIS) that has been operating in the Province of Eastern Samar for the past 25 years. Many of the graduates have worked and some are still working in different industries, companies, and institutions, both in the government and in the private sectors. Some of them also have their own businesses and shops. Also, some have ventured to work outside the Philippines. Their skills and competencies have brought them to where they are right now.

Considering that employment is part of the educational system in the FIS TVIs, the Don Bosco Training Center - Borongan Inc. strengthens its resolve to help the graduates land a job through the help of the ILO office and through the different platforms of social media.

In view of this thought, the main purpose of this study is to improve the employment of the graduates through a tracer study.

Specifically, this study seeks to answer the following questions:

1. What are the socio-biographic details of the graduates in terms of the following characteristics?
 - 1.1. Course
 - 1.2. Year Graduated
 - 1.3. Age

- 1.4. Months of Training
- 1.5. Gender
- 1.6. Civil Status
- 1.7. Highest educational level attained by the graduate's parents
2. What is the status of the graduates' employability in terms of:
 - 2.1. Whether or not they are employed.
 - 2.2. Reasons why some respondents are not yet employed.
 - 2.3. Whether or not the graduates' first job is related to their course.
 - 2.4. Means to find a job.
 - 2.5. Gross monthly earning in respondents' first job.
 - 2.6. Length of time it took the respondents to land in their first job.,

The research respondents of this study are the DBTC - Borongan Inc graduates of batch 2017-2021. They have different backgrounds and courses.

Findings

The following are the findings of the study:

1. Based on the results, the socio-biographic profile of the respondents is as follows:
 - 1.1. There are 106 (66.3%) CSS trainees, 39 (24.4%) SMAW trainees, and 15 (9.4%) MSES trainees of the 160 (100%) respondents who participated in the survey.
 - 1.2. In terms of batches, there are 63 (39.4%) respondents from batch 2021, 32 (20%) from batch 2019, 27 (16.9%) from batch 2020, 18 (11.3%) from batch 2017, and 20 (12.5%) from batch 2018 who participated in the survey.
 - 1.3. When it comes to the age of the respondents, ages 24-26 got the highest rate 49 (30%).
 - 1.4. For the duration of the training, there are 74 (46.3%) of the respondents stayed 1-3 months in the school.
 - 1.5. For the gender, there are 88 (55%) males who took the online survey compared to females who garnered 72 (45%) of the respondents.
 - 1.6. The percentages of single and married respondents are 142 (88.8%) and 18 (11.3%) respectively.
 - 1.7. For the educational attainment of the parents of the respondents, mothers seem to have higher educational attainment than fathers. There are 24 (15%) mothers who graduated from college and there are 13 (8.12%) fathers who finished their college degree.
2. As to the status of the graduates' employability, the following are the results.
 - 2.1. There are 78 (48.8%) who are employed and 82 (51.3%) who are unemployed of the 160 (100%) respondents.
 - 2.2. Out of 82 (100%) respondents who are unemployed, there are 39 (47.6%) of them who pursue their studies. There are 21 (25.6%) who are still looking for employment.
 - 2.3. There are 57 (69.5%) respondents whose jobs are related to their course and there are 25 (30.5%) respondents whose jobs are not related to their course.
 - 2.4. Among the 78 (100%) respondents who are employed, there are 24 (30.8%) who find their jobs through their relations. The second highest rate is Public Advertisements which is 23 (29.5%).
 - 2.5. For the gross monthly earning of the first job of the respondents, there are 28 (35.9%) respondents who got 5,000 to less than 10,000 in their first job after graduation.
 - 2.6. For the duration of the time before the graduates land their first job, it takes more than a year before the 39 (50%) respondents got their first job.

Conclusion

From the findings, the researcher concludes that the DBTC - Borongan Inc graduates' employment is fair. There are 78 (48.8%) graduates who are employed out of 160 respondents. Many of the graduates stayed 1-3 months (74 or 46.3%) for their training. The duration of training is important for the graduates. The more they stay in the training center the highest possibility for them to be employed because the character is also an important factor in the work place. In fact, a good number of the employed graduates (53 or 64.6%) waited for a year before they landed a job.

The researcher also concludes that relations (24 or 30.8%) is another factor to be considered when it comes to employment. In fact, the highest employer is private enterprises which has 32 or 41% of the employed graduates. In addition, some of these employed got their jobs which are not related to their courses (34 or 43.6%). As a result, their monthly gross earning is below minimum wage (42 or 53.8%). This is the combination of below 5,000 which got 14 or 17.9% and 5,000 to less than 10,000 which got 28 or 35.9%).

Recommendations

Based on the analysis of the findings, the following recommendations are presented:

1. The DBTC-Borongan Inc administration through the ILO office should establish a database of information for all graduates.
2. The DBTC-Borongan Inc should lengthen the training of the students so as to mold their values and character properly. In effect, they can be hired immediately.
3. The training director together with the trainers should evaluate the training program so as to integrate values formation in the curriculum
4. There has to be a partnership with the local industry and private sector for higher employability of the graduates and industrial attachment should be forged.
5. For future researchers, expand this study to all FIS TVIs so as to come up with a tracer study for all FIS TVIs graduates.

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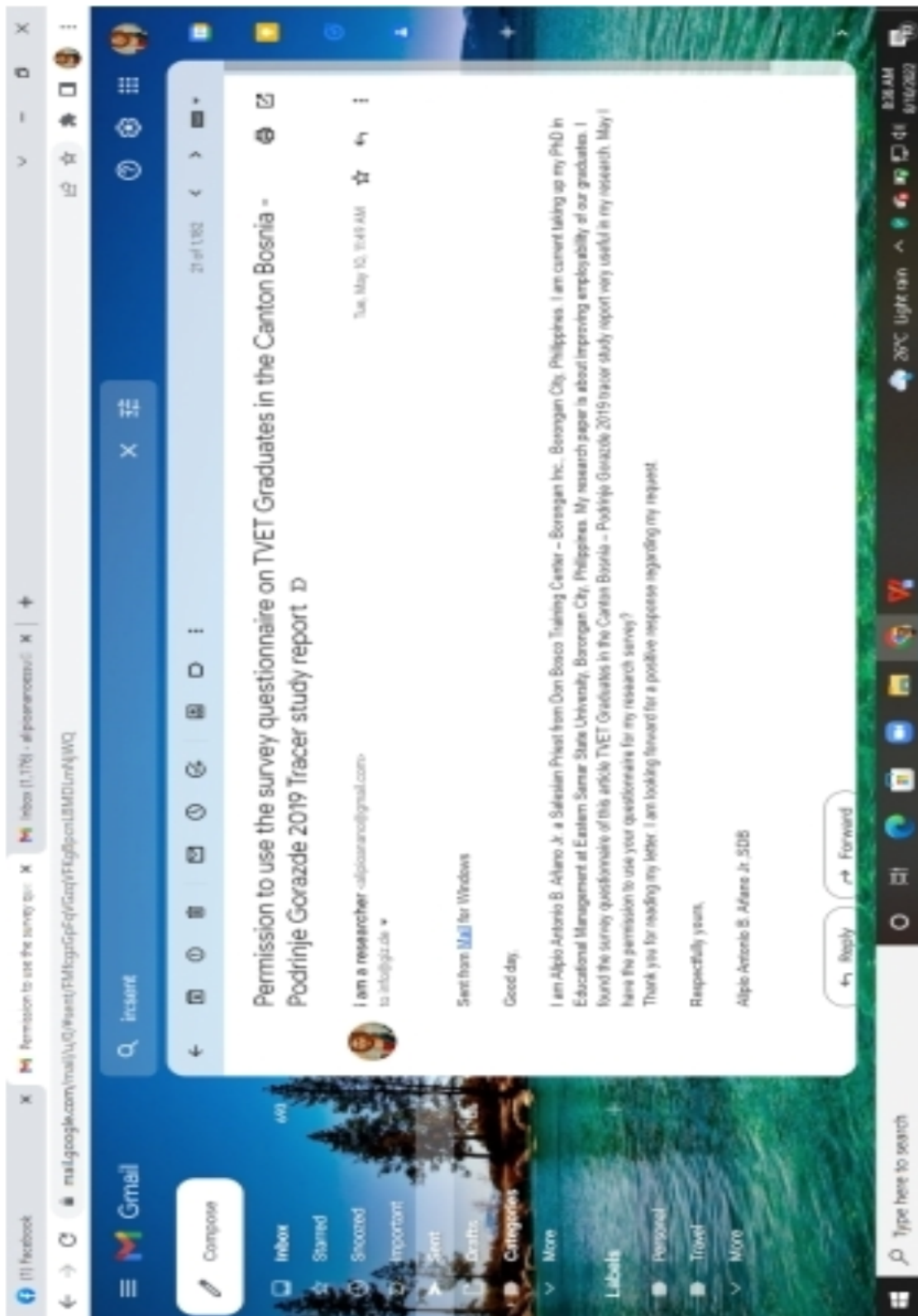
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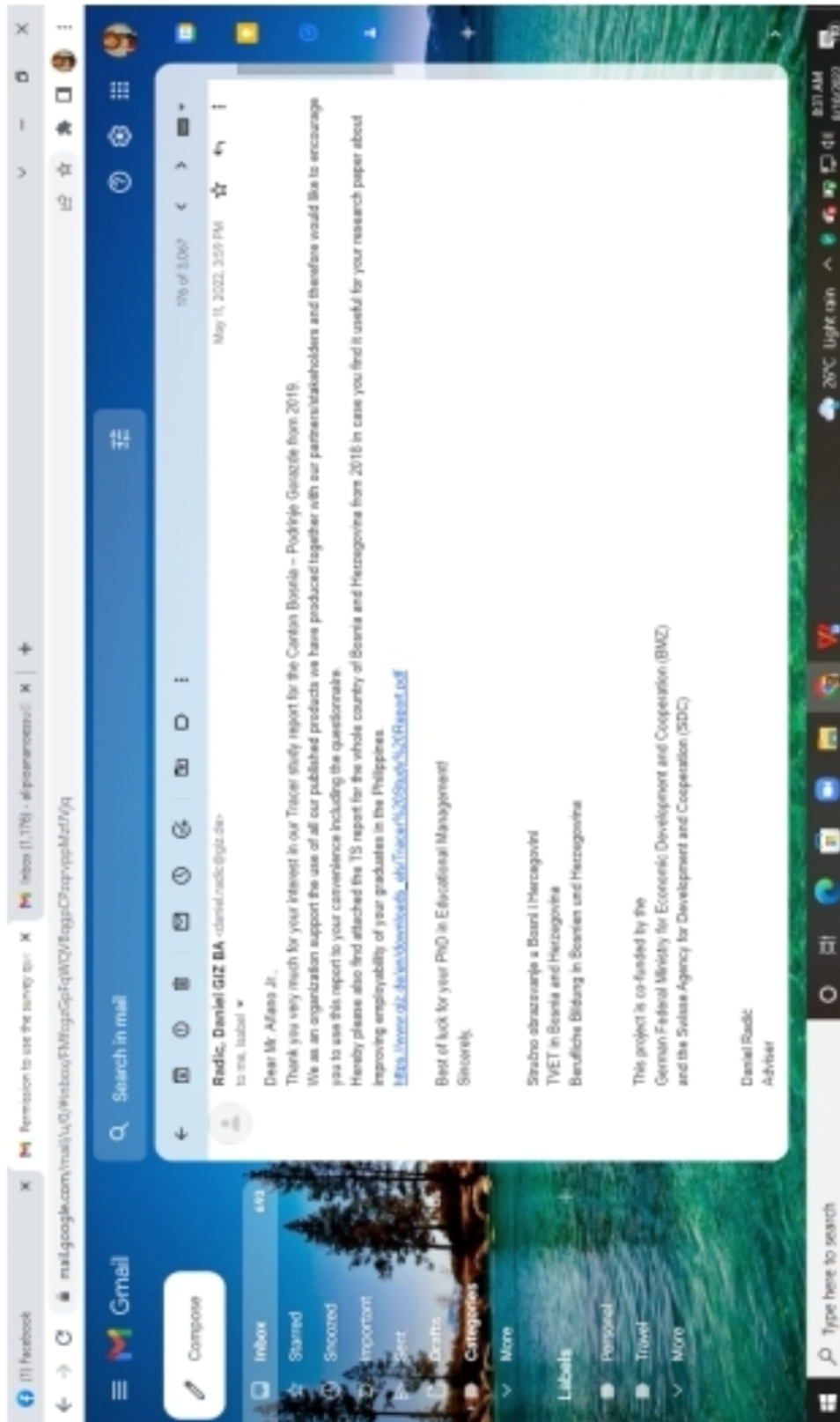
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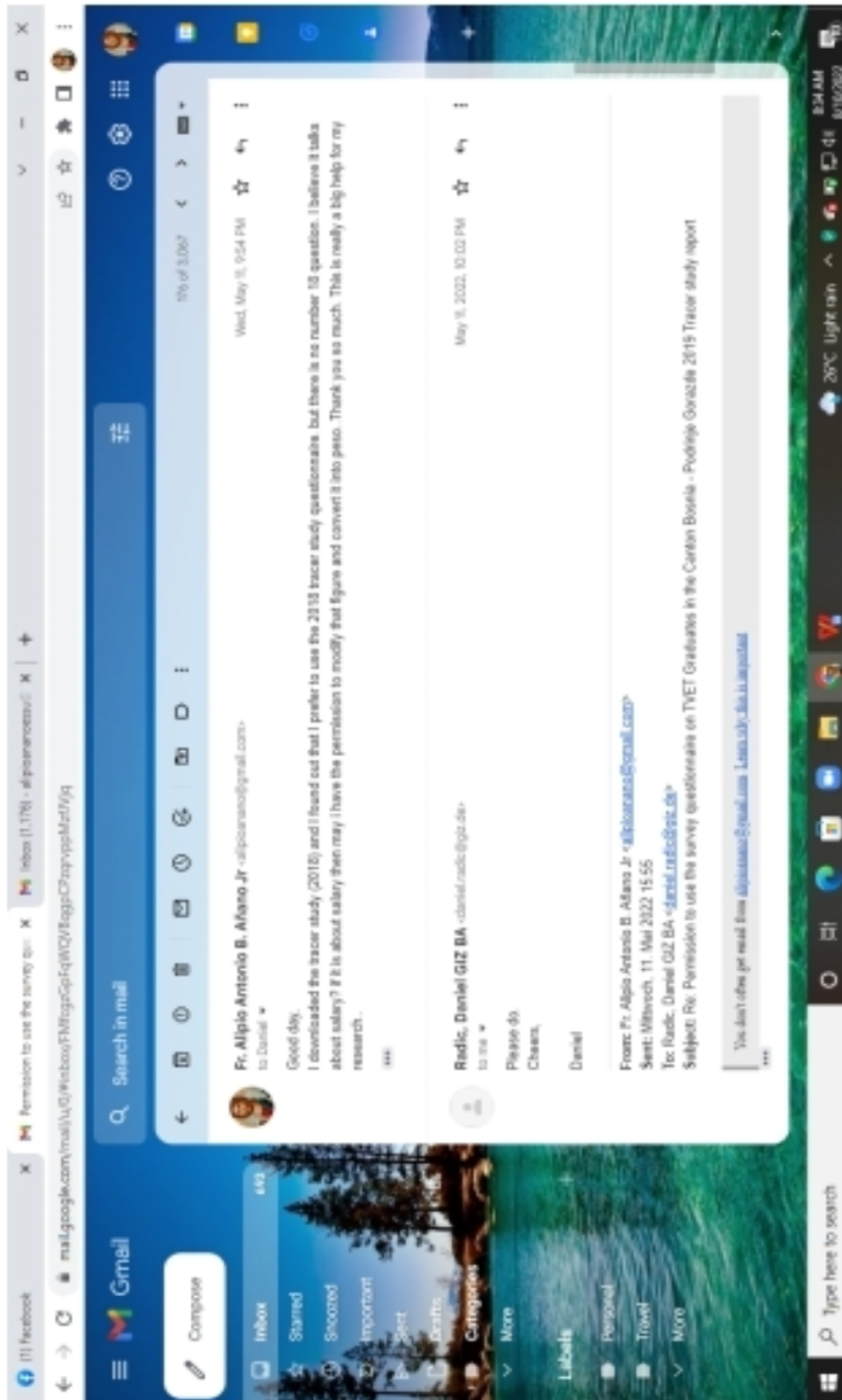
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Appendices

Permission Letter via Gmail







**Online Survey Questionnaire
Tracer Study**

Don Bosco Training Center - Borongan Inc., Graduates 2017, 2018, 2019, 2020, 2021!

Dear Bosconian Graduate:

Please complete this Graduate Tracer Study questionnaire as accurately and frankly as possible by checking (√) the box corresponding to your response. Your answer will be used for research purposes in order to assess graduate employability and eventually, improve course offerings to your alma mater. Your answers to this survey will be treated with strictest confidentiality.

Thank You.

Fr. Alipio Antonio B. Añano Jr., SDB
Administrator

Click here (link) for the survey. (Online Survey)

This Survey Questionnaire is adapted with a written permission from the Tracer Study of TVET Graduates in BiH (2018).

A. Information and Socio-biographic Characteristics

(Optional) Name: _____

Kindly put a check mark (√) on your choices.

Course Taken:

- Computer System Servicing (CSS) NC II
- Motorcycle/Small Engine Servicing (MSES) NC II
- Shielded Metal Arc Welding (SMAW) NC II

Year Graduated:

- 2017
- 2018
- 2019
- 2020
- 2021

Age:

- 18-20
- 21-23
- 24-26
- 27-29
- 30 Above

Months of training in the Training Center:

- 2-3 Months
- 4-5 Months
- 6-7 Months
- 8-9 Months
- 10-11 Months

Gender:

- Male
 Female

Civil Status:

- Single
 Married
 Widowed
 Separated

Kindly put a check mark in the bracket (√) under 'Father' and 'Mother' which signifies the educational attainment of your parents.

Which is the highest educational level attained by your parents (Father and Mother)?

Father	Mother	
<input type="checkbox"/>	<input type="checkbox"/>	Elementary School
<input type="checkbox"/>	<input type="checkbox"/>	High School level
<input type="checkbox"/>	<input type="checkbox"/>	High School graduate
<input type="checkbox"/>	<input type="checkbox"/>	Vocational level
<input type="checkbox"/>	<input type="checkbox"/>	Vocational graduate
<input type="checkbox"/>	<input type="checkbox"/>	College level
<input type="checkbox"/>	<input type="checkbox"/>	College graduate
<input type="checkbox"/>	<input type="checkbox"/>	Master's Degree
<input type="checkbox"/>	<input type="checkbox"/>	Doctorate (PhD)

Job Search and Employment

Are you currently employed?

- Yes - please continue with question no. 12
 No - please continue with question no. 9

Only for unemployed persons

Reasons why some graduates are not yet employed. (Multiple answers possible.)

- Continued studying
 I am busy with my family and/or children
 Qualification did not fit for the job
 I am currently looking for employment
 No Job opportunity

Other: _____

How long have you already been searching for a job?

Month/s: _____

Year/s: _____

How do you search for a job? (Multiple answers possible.)

- Public Advertisements (e.g. internet, newspaper, radio, TV, advertisement boards)
 Contacting companies directly
 I contacted a commercial employment agency

- Relations (e.g. parents, relatives, friends)
 Assistance by the state employment office
Other, please specify: _____

For which jobs have you been applying? (Multiple answers possible.)

- Jobs related to my course
 Jobs unrelated to my course

Only for employed persons

Is this your first job since graduation

- Yes
 No. Please specify how many employers have you worked for since you have graduated: _____

How long have you been searching before you got your first job?

_____ Month/s
_____ Year/s

How long have you been working on this job?

_____ Month/s
_____ Year/s

Who is your employer?

- Public enterprise (waterworks, electrical power company, railway, etc.)
 Private enterprise
 Self employment
 Government organization (Ministry, municipality, school, police, etc.)
 Non Government Organization (NGO)
 Other, please specify: _____

In what City/Province do you work?

Name of the City/Province: _____

Abroad, please specify: _____

By what means did you find this job? (Multiple answers possible.)

- Public advertisement (e.g. internet, newspaper, radio, TV, advertisement boards)
 Contacting companies directly
 I established contacts during an internship/cooperative training/OJT
 I was contacted by the company
 I contacted a commercial employment agency
 Relations (e.g. parents, relatives, friends, company trainer/instructor)
 Assistance by the Training Center through the Liaison Officer
 I established my own business
 Other, please specify: _____

How many hours do you usually work per day at your job?

_____ working hours per day

How many days do you usually work per week at your job?

_____ working day per week

How many employees does your current company/organization have?

- Only me
- Less than 6 employees
- 6-10 employees
- 11-50 employees
- More than 50 employees

What is your gross monthly earning in your first job after you graduated from the institution?

- Below 5,000
- 5,000 to less than 10,000
- 10,000 to less than 15,000
- 15,000 to less than 20,000
- 20,000 above

Is the employment related to your course?

- Yes
- No

Only for the wage-employed persons

Did you receive any On-The-Job training since you started working for this company?

- Yes
- No

If **Yes**, please state the duration of the On-The-Job training you received.

- 1 month
- 2 months
- 3 months
- 4 months
- 5 months