

Tracer Study of STAs and Scholars of UM Panabo College

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Abstract: Every academic institution's goal is to produce competent and highly qualified graduates that can eventually be competitive in a local and global arena. A graduate tracer study is a very powerful tool that can provide valuable information for evaluating the whereabouts and performance of the graduates in the workplace. This study aimed to keep track of all the scholars who were graduates of the UM Panabo College by utilizing the GTS (Graduate Tracer Study) of Commission on Higher Education. Results revealed that most of the graduates were in their early 20s and have just recently graduated from the university. Furthermore, they were able to find a job through someone they knew. Most of the graduates have jobs related to their respective degree programs of which their courses are readily available in the host institution. All of them are currently employed in the Philippines with regular/permanent status. Majority of them stays in the job because of its relevance to their field of specialization. It is notable that almost of the competencies were useful in their first job. Thus, there should be career enhancement for the graduates of the institution.

Keywords: Tracer Study, Scholars and Employment

I. INTRODUCTION

In the world today where competition becomes part of the survival, employees' performance becomes a great advantage at any stage that will meet the requirements of the labor market and it requires relevant knowledge, trainings and experience of the graduates to meet the demand of employer.

Every academic institution's goal is to produce competent and highly qualified graduates' student scholars that can eventually be competitive in local arena. Communication skills, teamwork, problem solving and decision-making skills are the common required employability skills needed to possess by newly graduates in order to deal with real-world problems. In addition to relevant skills, employers seek employees who have the personal values, characteristics, and personality traits that spell success. Good personal values are what make the foundation for a good employee.

As emphasized by Mugabushaka (2002) stated that tracing the graduate scholars or conduct studies using surveys from institutions of higher education are seen as essential tools for institutional development.

Moreover, (Hackery and Sterling, 1996) emphasized that universities needs to conduct tracer study to have an empirical research that constitutes one form of provisional research, which can be considered an appropriate means of evaluating the results of the scholarships among students

scholars who demonstrate where the organization extends in giving free education to deserving student. It plays an essential role in the formation of values of their graduates. Efficiency and competency of graduates toward employment should be monitored to determine the factors affecting the development of human resource in the country considering the changes taking place from time to time.

The Tracer Study on SEARCA (2010), institutions involved in developing human resources through long and short-term programs must keep off the performance of their graduates.

It is supported by the tracer study of (Perera, 2002) on Science and Technology show that graduates, and finding out a situation regarding their present job placement situation. The objective of the study was to collect information describing the first destination, employment status and income levels of new graduates for this course. Finding work shown the absence of required work experiences and employment opportunities in the field of specialization.

In the Philippines, graduates from any course are one of the top choices among students and parents in the present day. It was cited by (Arellano, 2003), taking into account as well that the quality of education is dependent upon the quality of teachers, supervisor and administrators, public and private schools require the school personnel to pursue graduate education, attend seminars, workshops and join faculty development programs to enhance their knowledge and skill, cite by (Badlon, Salise and Sandigan, 2010)

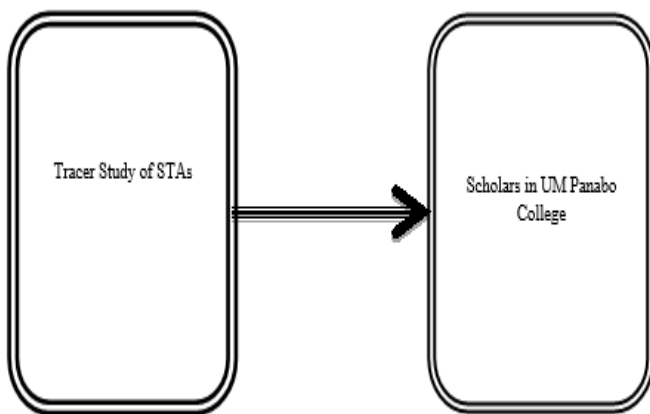
It is evident that UM Panabo graduates penetrated different private and government institutions in terms of their employment in the area of Panabo City, Davao del Norte, claiming such would be difficult as there is no tracer study is done yet. Furthermore, it is observed that in UM Panabo College there is no existing study that would prove on the employability of its graduates who availed scholarships from the University.

The quality of graduates is measured in terms of a higher education's quality of education (Zhang, 2005; Rowley, 1996; Lindsay, 1992). Several authors have confirmed that the higher the graduates' quality is, the more employable they will be in their respective fields (Mason, Williams & Cranmer, 2009; Archer & Davison, 2008; Dacre Pool & Sewell, 2007). Suffice to say, the quality of graduates stemmed from the kind of instruction and training that they receive from the institution. To achieve this, a tracer study is

needed, which is done by conducting a survey on the cohort of graduates from a specific institution, profession, discipline, level of education, their employment characteristics, competencies and skills development, and have a comparative analysis (Schomburg, 2003). The information gained from these can be used by the graduate's alma mater and other education stakeholders for curriculum development and other emerging reforms (Buenviaje, delMundo, Añonuevo& Martinez, 2015).

With the plethora of studies and actual experiences, it is endeavored that this research will address the following specific rationales: (1) identify the demographic, economic and employment profile of the graduated scholars; (2) identify the competencies learned in college that are helpful in their employment/business ventures; (3) identify the leadership profile of the scholars; and (4) identify the awards and recognitions reaped by the scholars of UM Panabo College.

As to significance, the UM Panabo College through envision sustaining its image as producer of high-quality graduates. And also, this will greatly contribute to the relevant needs of the industry. Moreover, this will be a great help for the students as one of the beneficiaries of the scholarships. The result of this study will also be a very useful tool in the continuous improvement of the University's academic and career development programs. This academic endeavor will contribute in attaining its vision of honing its current students to become ready in facing the world of work.



II. METHODS

This study employed descriptive research design. The study utilized Graduate Tracer Survey prescribed by (Commission on Higher Education, Philippines). The research instrument of (Commission on Higher Education questionnaires) was designed to draw information from the recipients. It was developed in terms of demographic and occupational profiles of the respondents with the following indicators: civil status, sex, provinces where they came from, educational attainment, professional examination passed and status of employment. This study conducted among the student assistants of the school who granted the free education scholarship. The data were presented, analyzed and interpreted through the frequency and percentages. It was

also emphasized by (Calmorin, 2001) that tracer study is an appropriate tool for the school and keep track on students who has given the free education scholarship of the organization in providing the value of facts and focusing attention on the most important things they experience during the entire journey as student scholars. The respondents of this study were the thirty (30) recipients of the scholarship offered by the school to deserving student assistants' program of the University of Mindanao (Panabo Campus). Purposive Sampling technique was applied for the selection of students' scholars, who completed their studies from 1992 to 2019. The list of names of the identified student scholars was taken from the alumni office of the school and certified by the school registrations of the student scholars.

The Commission on Higher Education questionnaire was designed to draw out information about respondents. It was developed in terms of demographic and occupational profiles of the respondents with the following indicators: civil status, sex, provinces where they came from, educational attainment, professional examination passed and status of employment. Since this instrument is being prescribed by the Commission on Higher Education (Philippines) to be used for tracer studies conducted in the University, its validity has already been presumed. Thus, it does not need expert validation.

III. REVIEW OF RELATED LITERATURE

This section contains selected materials related to the study. Written in this section are the various concepts and ideas from different authors and websites that are relevant to this study.

In today's labor market, management, marketing, finances' and accounting and other courses can still noticed in some occupations of which men are favored in most professional and technical jobs. Scholarship really helps students to pursue their dreams to be successful with their respective endeavors. Martha (2005) in Ohio states that men are preferred across industry classification, and women are being perceived as less competent even if they have the same qualifications and skills with men because males can work under pressure and can easily adjust to the influence of the environment.

Yuchangco (1999) strengthened the purpose of why do we need to conduct a tracer study? It is one of the reasonable and purposeful tools in evaluating a curriculum together with other modes of evaluation. It has strengthened the curriculum offerings of the school by the recommendations that will be founded from the services analyses on the data/information gathered from the alumni of the institution. Likewise, refinement of our methods of instruction may be a great influenced by the results and findings that will be collected and generated.

Boettcher (2006) argued that the findings of tracer studies could be used improvement programs. As seen in the African studies, graduate dissatisfaction with resources,

technology points to where institutional investment and reform could be targeted.

It is mentioned by Samson (2009), that the most modern tracer study conducted by 2007 graduates of the University of West Indies determine how students have blended in the need assessment in the job market after graduation and the recent industry needs in the labor market. The most critical finding revealed that 90 percent of the graduates were employed shortly after graduation and 4.6 percent were in the postgraduate. Hence, 65 percent of the graduates have given the opportunity engaged in three areas of critical importance to the country's development: education, health care, and finance/banking got the 194:90:90 respectively. The majority of the respondents constituting 42 percent were in the age bracket 19-24 and showed a female: male ratio of 79:21.

Supported by (Grande, 2004) that tracer studies constitute one form of empirical research that can be considered as an appropriate means of evaluating the effect of the instruction and practice provided by a given institution. The result of such studies can often demonstrate the success of education and training relating to the graduate's labor market and employers.

Another survey also supported that tracer study conducted by the Career Service Offices cited by (Ishihara, 1998) that among the graduates of Business Administration who received their degree in May and December of the year 1997. The purpose of the survey was to assess the employment/career status that graduates of this course traced to where they are currently connected, if they are continuing their education, seeking for a position, or not finding work. The findings of the study revealed that for the graduates of May 1997, shown that 50 percent were employed full time, while two percent were not working and still seeking employment whereas for the December of 1997 graduates, shown 75 percent were hired as full time, and 6 percent were waiting to begin employment after having been accepted in the job, while 4.2 percent shown that the recipients were not employed but still seeking for a job.

Cosser (2003), mentioned that even the Technical Education and Skills Development Authority (TESDA) had undertaken various studies and researchers and one of which is the Expanded Tracer Study of School Year 2000-2001 Post Secondary Graduates conducted at the latter part of 2002. This study was undertaken to support the effectiveness of the technical vocation education and training programs of all technical vocational education and training institutions as manifested by the employability of its graduates.

Through the conduct of this study, it will serve a benchmark and elaborate the curriculum for specialized field given by the university, the course offering of the institution that may address the needs of the scholars and in general take away for international industry needs. Hence, it determines the performance in the provision of middle-level skills development services of the different technical vocational

education and training players of the regions. It is envisioned to provide signals on the kind of jobs for technical vocational education and training of graduates.

IV. RESULT AND DISCUSSION

The data obtained from the survey questionnaires used for the study. These data are displayed using tables. Textual discussion on the analysis and interpretation are provided for further elaborations of the table.

Table 1 Profile of the Respondents in Terms of Sex, Civil Status and Age

Sex	Number of Respondents	Percentage
Male	11	36.67%
Female	19	63.33%
Total	30	100%
Civil Status	Number of Respondents	Percentage
Single	26	86.67%
Married	4	13.33%
Total	30	100%
Age	Number of Respondents	Percentage
21-25	23	76.67%
26-30	4	13.33%
31-35	2	6.67%
58-above	1	3.33%
Total	30	100%
Location of Residence	Number of Respondents	Percentage
City	23	76.67
Municipality	7	23.33
Total	30	100%

The personal profile of the University of Mindanao graduates in terms of sex is shown in Table 1. The frequencies of the data shows that majority are females and most of them are single with age ranging from 21 to 25 years old. This implies that female were trainable, young adults, responsible single the reason why they avail such scholarship program for student. It is also supported by Gino, Wilmuth and Wood (2015) that most females are particular in professional development, their pursuit is high over male. Most of the scholars are fresh graduate and they are goal oriented to pursue their careers which connotes that most of them are still single.

The data may indicate that most of the scholars' respondents give more to their career over marriage, which may be so because majority of them graduated despite pressures to maintain academic performance and coping challenges. This may further mean that they are still on the preparation stage of their career as noted in the study. This further demonstrates according to Gagalang, Francisco and Regalado (2017) that the respondents have the can control

their time most not to marry early but focus on the opportunity given by the school. It is also supported by Evangelista, D. (2015), that people expect single individuals to be able and willing to work long hours than married people because married people may have obligations outside of work and this might lead people to favor single employment decisions. In terms of location of residents, the table also shows that student scholars where residing in the city proper.

Table 2 Profile of the Respondents in Terms of Educational Attainment

Educational Attainment	Number of Respondents	Percentage
BSBA	4	14.29%
BSAT	15	53.57%
BSED/BEED	6	21.43%
MAC	2	7.14%
AB ENGLISH	1	3.57%
Total	28	100%

The table above depicts the highest educational attainment of the student scholars Bachelor of Science in Accounting Technology assigned in different offices who assists in the encoding, computing, making reports and other relevant trainings that serves as sufficient knowledge and skills needed by students' scholar of the school (Gagalang,2017). Moreover, it is followed by Bachelor of Science in Secondary Education and Bachelor of Elementary Education who has slight difference with other field who are given assignment in the office that servers the objective for student scholar to acquire sufficient knowledge and skills. University's best practices and it has adequately shown confidence and proficiency, noting that adequate and appropriate learning opportunities are provided for the acquisition of knowledge and skills necessary in their area of specialization.

Table 3 Profile of the Respondents in Terms of Year Graduated

Year Graduated	Number of Respondents	Percentage
1992	1	3.45%
2007	1	3.45%
2010	2	6.90%
2013	2	6.90%
2015	2	6.90%
2016	14	48.28%
2017	4	13.79%
2018	1	3.45%
2019	2	6.90%
Total	29	100%

There were 29 out of 30 respondents who indicated the academic year they graduated, seemingly 1 of the respondents, where not able to filled up the year and considered as no response. The table shows the number of

scholars graduated of UM Panabo College depicted that in the years 2019 there are (2 scholars), 2018 (1 scholar), 2017 (4 scholars), 2016 (14 scholars), 2015 (2 scholars), 2013 (2 scholars), 2010 (2 scholars), 1 for 2007 and 1 for 1992, respectively. It implies that 2016 has higher number of students availed the scholarship.

Table 4 Profile of the Respondents in Terms of Honors / Award Received

Honors / Award Received	Number of Respondents	Percentage
Institutional Leadership	1	50%
Cum Laude	1	50%
Total	2	100%

Table 4 shows the respondents profile in Terms of Honors received among the 30 student (scholars) who graduated of UM Panabo College got a Latin Honor: Cum Laude (1) and another respondent is an Institutional Leadership awardee. It is expected that all awardees are given recognition are duly recognized in their respective graduation.

Table 5 Profile of the Respondents in Terms of National Certification Passed

National Cert. Passed	Number of Respondents	Percentage
CPALE	1	11.11%
NC2- Housekeeping	3	33.33%
NC3- Bookkeeping	1	11.11%
Civil Service, NCIII Bookkeeping, CPA	1	11.11%
Food Beverages Services	1	11.11%
Licensure Examination for Teacher	1	11.11%
CPA Licensure	1	11.11%
Total	9	100%

Data revealed in the profile of the respondents in terms of National Certification earned by the student scholars that there are three respondents (3) National Certification 2 (Housekeeping) given by Technical Education and Skills Development Authority. The other scholars also passed by the licensure exam for Public Accounts and now known to be a Certified Public Accountant, the other student scholar also passed the (LET examination) a Licensure Examination for Teachers, NC2 Tesda - Certification for Food and Beverages for another respondent who was given by the Technical Education and Skills Development, NC3 Tesda – Bookkeeping Certification was earned, NC3 Bookkeeping , and CPALE got 1 respondent respectively. With the variations of certifications taken by the student scholars they showed that they really have the capacity to improve the following through different skills certifications.

Table 6 Profile of the Respondents in Terms of Reason for Taking the Course

Taking the Course	Number of Respondents	Percentage
High grades in the course or subject area	3	3.70%
Good grades in high school	10	12.35%
Influence of parents or relatives	9	11.11%
Inspired by a role model	5	6.17%
Strong passion for the profession	5	6.17%
Availability of course offering in chosen institution	18	22.22%
Prospect of career development	9	11.11%
Affordable for the family	7	8.64%
Prospect of attractive compensation	7	8.64%
Opportunity for employment abroad	4	4.93%
No particular choice or better idea	2	2.47%
Because of night shift schedule	1	1.23%
Scholarship offered by the employer	1	1.23%
Total	81	100%

The data shows that 18 respondents or 60% agrees that availability of course offering in chosen in institution, next is 10 scholar respondents tick that they have good grades in high school and 9 scholar respondents influence of parents or relatives in terms of reasons for taking the course, on the other hand in the item prospect of career development ticked 9 scholar respondents which depicted 30%, respectively. The respondents also ticked that their reason in choosing the course is affordable of the family depicted (7 respondents which garnered 23%) and prospect of attractive compensation also got the same percentage of 23% who lodged by the (7 respondents)The article of Susan du Plessis (2021) supports that there are five reasons why grades has a prime importance in secondary education, because it motivates the students to be accepted in tertiary level. Plessis (2021) further added that grades are not the measure of a person, nor they even the sole measure of academic accomplishment but students in high school “grades” matter most if you have hopes of going to college. The grade point average (GPA) is one factor that colleges may consider when they decide to accept or deny a student. Getting accepted is one thing; receiving a scholarship is another matter. Colleges also look at grades when they decide whether to award funding to students. Getting accepted is one thing; receiving a scholarship is another matter. Colleges also look at grades when they decide whether to award funding to students.

Table 7 Profile of the Respondents in Terms of Training Advance Study

Training Advance Study	Number of Respondents	Percentage
Massive Online Course 6 Mos.	2	18.18%
Masteral (1 Sem)	3	27.27%
Industrial Electricity	1	9.09%

Masteral (2yrs)	2	18.18%
MOOC	1	9.09%
MAEd (CAR)	1	9.09%
Masteral (earn units)	1	9.09%
Total	11	100%

As shown in the Table 7, the data reveals the Respondents Training/Advance Studies attended. Among 30 respondents, there are 3 (three) who were able to attend their schooling in masters’ program. This also indicates that there were respondents’ acquisition of knowledge based on massive online course, master’s education got 2 respondents. Addressing the career-enhancing of any profession offered by the University employs preparation of the graduates that they need to grab opportunity in continuing their respective field by going back to school for enhancement and capability through training several corporate trainings practices were given to the scholars for them to enhance and emulate in their future career. Calma (2020), also supported that in order to maintain a competitive edge in the workplace environment we need to motivate our graduates to pursue and willing to take further schooling/training.

Table 8 Profile of the Respondents in Terms of Pursuing Advances Studies

Pursuing Advance Studies	Number of Respondents	Percentage
For Professional Development	8	61.54%
For Promotion	3	23.08%
Additional Learning	1	7.69%
Other: Work Related Skills Development	1	7.69%
Total	13	100%

It is also added by Calma (2020) pursuing advance studies will help the individual to be more fully equipped in terms of professional development, the graduates also agree that taking time to pursue advance studies will make them more effective and efficient members of any organization. This means that generally the respondents have realized and considered pursuing graduate education as the key to fostering the professional growth of individuals in their academic career progression. This further is indicative of their willingness to continue learning to fulfil their successful career better. Moreover, of the 30 respondents, there are 3 of them, or 10% said that they pursue advanced education because of promotion. This indicates that they believe that promotion in rank, or salary is primarily based on educational qualification. This concept may have been influenced by the actual practice in the academic institutions in compliance with the requirements of the University and consonance with the Commission and Higher Education and other accrediting agencies.

Table 9 Profile of the Respondents in Terms of presently Employed/Employment Status

Presently Employed	Number of Respondents	Percentage
Yes	30	100%
No	0	0%
Never Employed	0	0%
Total	30	100%
Presently Employment Status	Number of Respondents	Percentage
Contractual	5	16.67%
Regular/Permanent	22	73.33%
Temporary	2	6.67%
Casual	1	3.33%
Self-employed	0	0%
Total	30	100%

Table 9, displays the employment status depicts that out of 30 respondents, they are all employed were able to get regular in their respective job posts or 100%. It can be gleaned the employment status that respondents or 73% who lodged regular/permanent status of their work. Calma (2020) further added that the respondents regular/permanent status is an indication the graduates of the University attains security of tenure in their jobs, having been a regular employee. This implies that student scholars who graduated from the University have performed well and in accordance with the standards set their respective employers.

Table 10 Profile of the Respondents in Terms of Occupation

Occupation	Number of Respondents	Percentage
Teller	4	14.29%
Real and other properties owned & ...	1	3.57%
Registrar Clerk	2	7.14%
Payable In-charge	1	3.57%
Controller	1	3.57%
Call Center Agent	1	3.57%
Accounting Staff	3	10.71%
Teacher	2	7.14%
Admin Assistant/College Teacher	1	3.57%
Marketing Staff	1	3.57%
Internal Auditor	2	7.14%
SAO Supervisor – Branch	1	3.57%
PPMGS Head	1	3.57%
College Lecturer	1	3.57%
Lecturer and Document Control ...	1	3.57%
Office Staff	1	3.57%
Lecturer	2	7.14%
Office Assistant	1	3.57%

Grade School Teacher	1	3.57%
Total	28	100%

The data indicates that most of the student scholars landed a job as Bank Tellers out of 30 there were 4 respondents or 13% who worked in a bank. Followed by the accounting staff got (3) or 10.71%. Meanwhile, service providers such as real estate, payable in-charge, controller, call center (Business Process Outsourcing), administrative assistant, marketing staff, Student Accounts Office supervisor, PPMGS or procurement head, college part time lecturer, document controller, office assistant, office assistant and grade school teacher has 1 respondent got 3.57% respectively. This implies that scholars of the University showed variations of positions handled by them (Calma, 2020).

Table 11 Profile of the Respondents in Terms of Major Line of Business of Company You Presently Employed

Major Line of Business of Company You Presently Employed	Number of Respondents	Percentage
Agriculture	2	6.67%
Fishing	0	0%
Mining and Quarrying	0	0%
Manufacturing	0	0%
Electricity	1	3.33%
Construction	0	0%
Wholesale & Retail Trade	2	6.67%
Hotel and Restaurants	0	0%
Transport Storage & Communication	2	6.67%
Financial Intermediation	7	23.33%
Real Estate Rating and Business Activities	0	0%
Public Administration	0	0%
Education	15	50%
Health and Social Work	0	0%
Other Community, Social & Personal Act.	1	3.33%
Private Households with Employed Persons	0	0%
Extra-territorial Organization and Bodies	0	0%
Total	30	100%

It can be gleaned in Table 11, that in most of the respondents landed in the academe or in education out of 30 there were 15 respondents or 50%. Followed by financial intermediation got (7 respondents) or 23%, 2 respondents each 7% of the total population for agriculture, wholesale and retail trade, transport storage and communication, respectively. There were respondents who are presently employed related to electric company and other community related agency.

Table 12 Profile of the Respondents in Terms of Place of Work/First Job

Place of Work	Place of Work	First Job	Percentage
Local (Philippines)	30	30	100%
Abroad	0	0	0%
Total	30	30	100%

The place of work of the respondents as part of their employment revealed that all of the respondents have their first job in the Philippines and eventually until the present time they are still in the country and still work on their job where they landed. Calma(2020) added that proximity to residence or place was also noted to be prime important among the respondents, they prefer to work with their locality, and this concern is being addressed by their employers.

Table 13 Profile of the Respondents in Terms of Reasons for Staying the Job

Reasons for Staying the Job	Number of Respondents	Percentage
Salaries and Benefits	8	21.05%
Career Challenge	6	15.79%
Related Special Skills	4	10.53%
Related to Course or Program Study	10	26.32%
Proximity to Residence	5	13.16%
Peer Influence	3	7.89%
Family influence	2	5.26%
Total	38	100%

Majority of the respondents in terms of reason for staying the job is the relatedness of their current to the skills to course or program study. It is also noted that salaries and benefits ranked second as reason for staying in the job. Over all results shows that a diversified reason came out as factors for these scholars to stay in their present job. In a tracer study conducted by Celis, Festijo, and Cueto (2013), they also found that salaries and benefits play a big role in staying the job. It is also supported by the study of Buenviaje, Del Mundo, Anoñuevo and Martinez (2015) as they stated that the graduates’ number one reason of staying in their jobs are salaries and benefits and claimed they will further stay and change their present position both for the same reason.

Table 14 Profile of the Respondents in Terms of How Long Did They Stay in Their First Job

How Long Did They Stay in Their First Job	Number of Respondents	Percentage
1 to 6 months	5	17.86%
7 to 11 months	3	10.71%
1 yr to less than 2 yrs	5	17.86%
2 yrs to less than 3 yrs	7	25.00%
3 yrs to less than 4 yrs	4	14.29%

7 yrs	1	3.57%
From date hired to present	3	10.71%
Total	28	100%

It is observed that among the respondents, majority have experience of 2 to 3 years in their present job. This is because all of the respondents got their first job as emphasized by (Stahl, 2016) as a career coach and speaker to millennial job hunters around the world, that survey after survey indicates that the number one important thing to employees is salary that is evident that they are still connected with their present company.

Table 15 Profile of the Respondents in Terms of How Did They Find Their First Job

How Did They Find Their First Job	Number of Respondents	Percentage
Response to an advertisement	0	0%
As walk in applicant	5	15.63%
Recommended by someone	20	62.5%
Information from friends	3	9.38%
Arrange by school’s job placement officer	3	9.38%
Family Business	0	0%
Job Fair or PESO	1	3.11%
Total	32	100%

The data revealed that the majority of the scholars find their first job through recommendation of their immediate supervisor. Scholars are familiar with the existing work and task. However, Calma (2020) stated that in terms of difficulties encountered by the respondents in looking for their first job, it implies that it eases the job search if there is a recommendation by someone. It is supported by Gagalang, Francisco, and Regalado (2017) that Walk-in application or directly approaching the employer even without prior awareness of the vacant position has been very good strategy to find their first job. Since the least result revealed information from friends, arrangement from school or from a Job fair, and it depicts that there is no response to an advertisement and family business.

Table 16 Profile of the Respondents in Terms of Job level (Current Job)

Job level (Current Job)	Number of Respondents	Percentage
Rank/ clerical	12	42.86%
Professional, Technical or Supervisory	13	46.43%
Managerial or Executive	3	10.72%
Self-employed	0	0%
Total	28	100%

It is displayed in terms of job level (current job) shows the respondents currents status of them hold a position on (professional, technical in nature and supervisory).

Gagalang, et. al (2017) emphasized that in terms of Job level the student scholars really match the needs of the industry, due to the regulation set by the Professional Regulation Commission where professional deserving job. The data also implies that 12 graduate scholars who are engaged in occupying rank/clerical, and 3 of them earned a managerial or executive job as their current job title.

Table 17 Profile of the Respondents in Terms of Initial Gross Monthly in First job

Initial Gross Monthly in First job	Number of Respondents	Percentage
Below 5K	2	7%
5K to less than 10K	11	37%
10k to less than 15K	10	33%
15K to less than 20K	6	20%
20K to less 25K	0	0%
25K and above	1	3%
Total	30	100%

The above table shows the profile of respondents in terms of initial gross-monthly in their first job. The result indicates that 5k to less than 10K has a slight difference between 10k to less than 15k reflects monthly income, respondents are receiving just enough for their daily needs. Gagalang, et. al (2017). A possible indication of holding higher positions since they earned much it justifies that an individual is holding a managerial or executive position, thus, earning higher salary but the study made by the National Economic and Development Authority (NEDA) that every Filipino family consisting 5 members should be earning on the average combined monthly income of Php 7,019 in order to meet the basic needs reiterated by Gagalang (2017).

Table 18 Profile of the Respondents in Terms of the curriculum had in college relevant to First Job

Curriculum had in college relevant to First Job	Number of Respondents	Percentage
Yes	27	90%
No	3	10%
Total	30	100%

The data implied there is matching or alignment of their course to the present job that they are handling (Calma, 2020). First Job search study proves that job seeker includes their information source and familiarity to be vertically aligned in their college curriculum. College Curriculum suits in the industries needs to minimize the degree of difficulty among graduates of the University. It creates a more natural scenario for a job seeker to acquire job matching function.

Table 19 Profile of the Respondents in Terms of competencies learned in college, find useful in First Job

Competencies learned in college, find useful in First Job	Number of Respondents	Percentage
Communication skills	23	21%
Human relation skills	19	18%
Entrepreneurial skills	10	9%
Information skills	14	13%
Problem solving skills	20	19%
Critical thinking skills	21	20%
Total	107	100%

It is depicted that majority of the respondents' competencies in terms of communication skills, critical thinking skills, problem solving skills and human relation skills are useful in their first job. It is also supported by Calma (2020) that communication skill is the top skills shown by the respondents that they have the (ability of the student scholars to convey information and ideas); critical thinking skill (ability of the respondents to analyze, synthesize and evaluate information as a guide to make conceptualization) problem solving skill or the ability of the student scholars to define the problem and find solution. On the other hand, the skills which are being used by the respondents to their first job are: human relation skills (ability of the respondents to interact with the other people in any business organization); information skill (ability of the respondents to perform their tasks using computer systems, software, networks and other related technology). It can be gleaned from the table that entrepreneurial skill has the least result among the skills being used by the respondents in their work as student scholars.

V. CONCLUSION AND RECOMMENDATIONS

Conclusion

Based on the findings arrived at, the following conclusions are drawn: Most of the respondents are Bachelor of Science in Accounting Technology graduates from 1992 to 2019. Respondent is dominated by the female. The main reasons for accepting work the same locality through salary and benefits. This further indicates that wages and benefits would make them on par with the other blue collar jobs. The graduates are attracted to work with high intellectual capacity because of the benefits associated with the job. Their passion for the profession and the prospect of immediate employment was the main reason for pursuing their specific courses in college. Most of the graduates are regularly employed in their present job until present status. Salary is the reason for staying in their current work, and the length of time spent in the first job is three years and up. It takes less than six months to be employed. Recommendations were the most common method to be employed, supervisory, rank/clerical is the first job level position. Eventually, they were promoted to professional, technical or supervisory position. The curriculum they took was relevant in their first job. Communication skills and critical thinking skills were the

competencies learned in college at par in most Filipino workers become competitive.

Recommendations

In light of the specific findings and conclusion of the study the following recommendations are offered: The University of Mindanao Panabo Campus must create a program that strengthens the career development (entrepreneurial skills) on STAP Scholars and intensify training on Office Practice, Personality Development, and Leadership improvement in handling clients of the Institution. The school offers scholarship and future model employees in their respective field.

Furthermore, the UM system may fortify the competencies of STAP scholars students on communication and human resource skills, emphasizing these skills in selected professional courses offered by the University. There should be career enhancement for the graduates of the institution.

Lastly, a tracer study should be conducted every five years to evaluate, and strengthen the curriculum offerings and there are probable factors that may be given priority in developing quality policies for the continuous improvement of the University.

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