



**Research Publishing
Academy (RPA)**
London, United Kingdom (UK)

JIBM

Journal of International Business and Management (JIBM)
Journal Homepage: <https://rpajournals.com/jibm>

Creating Opportunities Together (COT): The Career Journey of the College of Technology Graduates of 2020 (A Tracer Study)

Bernard Niño Q. Membrebe
Archer R. Armada*
Teresa Desiree A. Palencia
Issa May Obina-Ocasla
Venn Jerk L. Bato
Gilbert Cabalona
Jose B. Cabcabin, Jr.
Christianne Faith Mahinay
Jan Vidale C. Naraja
Harold Regis
Steve Renomeron
Marichu S. Armada

Faculty of Eastern Visayas State University, Tacloban City, Philippines

Abstract

Among the functions of the Higher Educational Institution (HEI) is to bring out quality and excellent graduates who are prepared to enter the local and global labor arena. This study primarily aimed to find out the employment status of the College of Technology graduates from the class of 2020. Employing a descriptive research design, this study utilized a survey questionnaire to elicit the data from the 137 respondents from the Bachelor of Industrial Technology, Mechanical Technology, Bachelor of Science in Hotel and Restaurant Technology, Marine Engineering, and Nutrition and Dietetics programs of the College of Technology. The findings of the study revealed that most of the respondents are employed and have permanent employment status in different fields of specialization, some are self-employed, and others are unemployed. Moreover, as to the type of organizations, most of the respondents are employed in the private sector under their field of specialization and others are connected in the government sector. On the other hand, on the distribution of the respondents according to their place of work, most of the graduates (except for the Bachelor of Science in Marine Engineering) are working in the Philippines. For the Marine Engineering graduates, the majority are working abroad. After the thorough analysis of the findings obtained from the results of the study, the researchers came up with a conclusion that the results are intended to serve as the inputs in policy direction and the curriculum development of the various programs of the College of Technology.

Keywords: College of Technology, Creating opportunity, Career journey, Graduates of 2020, Tracer study, Employability

Corresponding Author*

DOI: <https://doi.org/10.37227/JIBM-2024-09-6946>

Introduction

Graduates of the 2020 tend to be different from the previous history of graduates in various higher education institutions (HEIs) due to the COVID-19 pandemic environment. However, this does not hinder the mandate of the HEIs, that is to produce graduates and new professionals from the various fields of specialization. There was no denying that the COVID-19 pandemic, which affected almost 1.6 billion students across more than 190 countries and all continents, caused the most significant disruption to educational systems in history. 94 percent of students worldwide have been affected by school and other learning space closures, rising to 99 percent in nations with poor and lower-middle incomes. The crisis has, nevertheless, sparked innovation in the educational field (United Nations, 2020). Though the said disaster caused significant effect to the different functions of the public office and agencies, but it was also observed that these offices and institutions were able to deliver their function and mandate such as providing services to the affected communities and producing graduates and young professionals that could assist in combating against the catastrophe caused by the pandemic.

The next challenge on this timeframe is the employability of the graduates wherein the economic activity of the majority of the countries if not all came into recession. Graduate employability may be a collection of hard and soft skills and abilities that a graduate can acquire to attain and meet a desired job requirement and thrive in their profession.

Quality and competitive graduates must be produced by HEIs to ensure their employment (Aclan et al., 2018; Abela et al., 2020; Caingcoy & Barroso, 2020). According to Ali and Jalal (2018), the value of higher education is dependent on its ability to open up opportunities for graduates looking for employment in the future and to forge a solid career path. As a result, it's essential to follow graduates to evaluate their employability and the applicability of the knowledge and skills they picked up while in college. The success of programme graduates in achieving their professional goals is a crucial indicator of delivering high-quality and appropriate education (Daguplo et al., 2019). It is therefore vital to revisit the graduates in the pandemic times particularly on the graduates of 2020. For this reason, the College of Technology of the Eastern Visayas State University looked into its graduates of 2020 and locate where they are now in their professional career. The College of Technology have the following curricular programs and historically produces graduates that excels in their chosen field of profession:

- a. Bachelor of Industrial Technology.
- b. Bachelor of Mechanical Technology.
- c. Bachelor of Science in Hotel and Restaurant Technology.
- d. Bachelor of Science in Marine Engineering; and
- e. Bachelor of Science in Nutrition and Dietetics.

Specifically, this tracer study that trace back the career journey of the COT graduates right after their graduation in 2020, aimed to accomplish the following objectives:

- a. To determine the percent of respondents to the total graduates of 2020 for the College of Technology.
- b. To determine the status of employability of the respondents who are the 2020 graduates of 2020.
- c. To determine the type of organization where these graduates were employed; and
- d. To determine the place of distribution among the respondents of their workplace.

Research Methodology

This tracer study followed the procedure of Nical et al. (2010), Gines (2014), and Bustamante et al. (2018) with some few modifications in order to fit the procedure to its target respondents and objectives.

The descriptive survey method of research was used in this study covering the 2020 graduates from the curricular programs offered by the College of Technology of the Eastern Visayas State University. The curricular programs included:

1. Bachelor of Industrial Technology
2. Bachelor of Mechanical Technology
3. Bachelor of Science in Hotel and Restaurant Technology
4. Bachelor of Science in Marine Engineering
5. Bachelor of Science in Nutrition and Dietetics

A survey questionnaire was the main instrument, which was distributed in hard copies and via an online platform. The research instrument was adapted from a tracer study conducted by Bustamante et al. (2018) with modifications to fit the respondents, who are the graduates of the curricular programs offered by the College of Technology. The use of the descriptive survey method is well-supported in contemporary research, as it allows for the collection of quantitative data that can be analyzed to identify trends and patterns among graduates. Recent studies have highlighted the effectiveness of survey methodologies in educational contexts, emphasizing their role in assessing educational outcomes and graduate satisfaction (Sanchez-Danday, 2023; Taiwo, 2023). For instance, Taiwo (2023) discusses the importance of systematic questionnaire surveys in evaluating educational programs, illustrates how survey research can capture detailed descriptions. Furthermore, the adaptability of survey instruments, as noted by (Taiwo, 2023), ensures that they can be tailored to specific populations, enhancing the relevance and accuracy of the data collected. Thus, the descriptive survey method employed in this study is grounded in a robust methodological framework that aligns with current research practices in education.

Presumably, the respondents of the study come from Region 8 (Eastern Visayas) being the service area of the university, hence, the locale. Other respondents, however, were employed outside the region. There were even those working overseas who were reached by the study. However, it is considered as part of the study considering their origin is from the Eastern Visayas. Likewise, it also validates that the graduates of the College of Technology.

The respondents of the study were the 2020 graduates of the College of Technology of the Eastern Visayas State University- Main Campus. A total of 137 graduates responded to the study which comprises 47.41% of the entire population.

To facilitate data gathering, the instrument was sent to the respondents (either online or hard copy). Likewise, some of the alumni also of the different curricular programs that visited the university were given so that they could answer the needed information. The respondents were given enough time to accomplish the questionnaire. Also, for those graduates that can be reached through social media and electronic mails, a questionnaire was also given using the electronic copy. Accomplished instruments (questionnaires) were then collected by the researchers.

Data analyses in this study primarily employed frequency counts, percentages, and means. Descriptive statistics were used to present the data for further interpretation. This approach is well-supported in contemporary research, as it allows for a clear and concise summary of the data collected, facilitating easier interpretation and understanding of the results. For instance, Arpilleda (2023) utilized frequency counts and percentages in his study.

Literature Review

Graduate Employability and Labor Market Alignment

Recent studies highlight the importance of aligning higher education with labor market demands to enhance graduate employability. Tracer studies reveal high employability rates for graduates, with skills gained in academic programs contributing significantly to personal and professional growth (Cruz, 2022; Asoy et al., 2024; Cook, E. J., 2022). However, there's a notable mismatch between graduates' competencies and employers' needs, emphasizing the need for curriculum review and industry partnerships (Abelha et al., 2020). Transnational education faces unique challenges in preparing students for diverse labor markets, requiring more research on career processes and outcomes (Schueller, 2023). Higher education institutions are increasingly focused on developing strategies to enhance competencies for employability, including offering specialized workshops, strengthening industry partnerships, and establishing graduate employability coordinators (Asoy et al., 2024; Abelha et al., 2020; Wahab, M. H. S., et al., 2022). These efforts aim to bridge the gap between academic preparation and industry requirements, ultimately improving graduates' career prospects and sustainability.

The Role of Industry-Academic Partnerships in Career Development

The findings of recent studies on higher education graduates highlight the crucial role of industry-academic partnerships in career development. Notably, these studies reveal that a significant number of graduates have high employability rates, with many finding their degrees relevant to their current jobs. This is a positive indication that institutions are producing graduates who are equipped with the necessary skills and knowledge to succeed in their chosen careers. The studies, conducted by Cruz (2022), Asoy et al. (2024) and Wahab, M. H. W., et al., (s2024) demonstrate that industry-academic partnerships can lead to better career outcomes for graduates.

However, the studies also reveal that some graduates face significant challenges in the job market, including tight competition and a lack of immediate vacancies. This is a concern, as it suggests that some graduates may not be adequately prepared to navigate the complexities of the job market. According to Yanos and Espinosa (2022), these challenges can be addressed by institutions providing additional support to their graduates. This support can take various forms, including the establishment of graduate employability coordinators, the provision of specialized training, and the strengthening of industry partnerships. By providing such support, institutions can help their graduates to overcome the challenges they face and achieve their career goals.

Furthermore, the studies emphasize the need for institutions to ensure program relevance and quality through periodic curriculum reviews and continuous faculty development. This is essential to ensure that graduates are equipped with the skills and knowledge required by industry (Wahab, M. H. S., et al., 2024). Additionally, institutions should focus on aligning with global standards by promoting student mobility, credit transfers, quality assurance, and research clusters. This will enable them to produce graduates who are competitive in both local and global arenas, as highlighted by Cuadra et al. (2019). Ultimately, the efforts of institutions to enhance their support for graduates' career development, ensure program relevance and quality, and align with global standards can contribute to producing competent graduates who are well-equipped to succeed in an increasingly globalized job market.

Challenges and Opportunities in Transitioning from Academia to Industry

The impact of COVID-19 on higher education and graduate employability. The pandemic has accelerated digitalization in education, potentially bridging the gap between academia and industry (Márquez-Ramos, 2021). Despite employment challenges, graduates show high employability rates, with skills acquired during their education being highly applicable to their careers (Bautista Jr. et al., 2023). Higher education institutions are responding by reviewing curricula, enhancing faculty capabilities, and improving facilities to meet industry standards (Cruz, 2022).

Universities are focusing on developing competencies that align with rapidly changing industry needs, aiming to produce graduates who are the top choice for employers (Bautista Jr. et

al., 2023). Additionally, institutions are innovating their curricula to integrate post-COVID in-demand skills, preparing students for the evolving job market (Babalola & Kolawole, 2021). These efforts demonstrate the ongoing adaptation of higher education to prepare students for successful industry transitions.

Results and Analysis

Presented on the tables and discussion were the results obtained from the graduates in 2020 under the College of Technology of Eastern Visayas State University, Tacloban City.

1. Bachelor of Industrial Technology (BIT) Graduates

Graduates of 2020 for the Bachelor of Industrial Technology from the College of Technology were usually employed into the various industries of the country. Due to its wide array of specialization, their skills were varied that were showcased on the different industries in the region and at the national level.

Table 1a. Respondents of the Bachelor of Industrial Technology (BIT) Graduates of 2020.

Graduates	f	%
Respondents	34	34.96
Not Tracked	58	63.04
Total Number of Graduates	92	100.00

As shown in Table 1a, the total number of BIT Graduates for the year 2020 is 92. The total respondents have a frequency of 34 (34.96%). A bigger number of students were not tracked with a total of 58 (63.04%) students. However, despite the smaller number of respondents, it can be clearly shown from the table that respondents were representative of the entire batch representing one-third of the entire population.

Table 1b. Status of Employability of the Respondents of BIT Graduates of 2020.

Status	f	%
Employed	34	100.00
Total	34	100.00

At a glance in Table 1b, 100% of the respondents were employed. This is indicated in the frequency of 34. For the unemployed and self-employed, it was zero and clearly it shows that those who responded were already employed. In general, only students who were employed responded in the survey.

Table 1c. Type of Organization of the Respondents by BIT Graduates of 2020.

Organization	f	%
Government/Public	7	20.59
Private	27	79.41
Total	34	100.00

Looking at Table 1c, it is indicated in the frequency that 27 (79.41%) were employed in private organizations. Only 7 (20.59%) were employed in government or public organizations for the Bachelor of Industrial Technology program. Clearly, the result implies that the private sector has a huge role and function in hiring and employing the fresh graduates of Industrial Technology.

Table 1d. Distribution of the Respondents according to their Place of Work

Place of Work	f	%
Local	33	97.06
Abroad	1	2.94
Total	34	100.00

Table 1d shows the distribution of the respondents for the Bachelor of Industrial Technology graduates in 2020. It is indicated in the frequency that 33 (97.06%) were employed locally. Only 1 (2.94%) was employed abroad. In general, graduates found jobs locally since there are already a number of opportunities in the country or at the local level.

2. Bachelor of Mechanical Technology (BMT) Graduates

Table 2a. Respondents of the Bachelor of Mechanical Technology (BMT) Graduates 2020

Graduates	f	%
Respondents	17	30.36
Not Tracked	39	69.64
Total Number of Graduates	56	100.00

As shown in Table 2a, the total number of BMT Graduates for the year 2020 is 56. A total of 17 (30.36%) responded to the survey. This makes a total of 39 (69.64%) who were not tracked. Almost one-third also of the graduates were tracked and responded to this tracer study.

Table 2b. Status of Employability of the Respondents of BMT Graduates of 2020

Status	f	%
Employed	17	100.00
Total	17	100.00

Table 2b indicates the status of employability of the BMT graduates of 2020. On the tabulated data, it is very clear that all of the respondents who answered the questionnaire are employed. It can also be gleaned from the results that there is a need to also trace the graduates that are not employed to provide a better picture on the demographics of the graduates of the abovementioned program.

Table 2c. Type of Organization of the Respondents by BMT Graduates of 2020

Organization	f	%
Government/Public	3	17.65
Private	14	82.35
Total	17	100.00

Presented on the table above (2c) are the type of organization where the employed graduates are connected to. It is evident that 14 (82.35%) were employed in private organizations. Only 3 (17.65%) were employed in government or public organizations. The implication of this data clearly emphasizes the importance of the private industries in the employability of the fresh graduates of the curricular program offered by the College of Technology.

Table 2d. Distribution of the Respondents according to their Place of Work

Place of Work	f	%
Local	17	100.00
Total	17	100.00

As shown in Table 2d, it was observed that 17 (100%) were employed locally. According to Del Rosario (2019), most jobs related to this program are in the skilled workers sector, which is in demand in many foreign countries, most especially the Middle East, Canada, Australia and Singapore. But since these students graduated 2 years ago, all of the respondents were employed locally. This is evident that the local industry still is in need of skilled and young professionals that can help their company grow and progress.

3. Bachelor of Science in Hotel and Restaurant Technology (BSHRT) Graduates

Table 3a. Respondent of Bachelor of Science in Hotel and Restaurant Technology (BSHRT) Graduates of 2020

Graduates	f	%
Respondents	53	65.43
Not Tracked	28	34.57
Total Number of Graduates	81	100.00

The table 3a shows the graduates of the Bachelor of Science in Hotel and Restaurant Technology (BSHRT) by school year 2019-2020, there were a total of 81 graduates with 65.43 percent or equivalent to 53 responses gathered. The 34.57 14 percent is equivalent to not tracked graduates. This distribution shows that most of the graduates of the BSHRT program responded to the survey being conducted.

Table 3b. Status of the employability of the respondents of the Bachelor of Science in Hotel and Restaurant Technology Graduates of 2020

Status	f	%
Employed	45	55.55
Unemployed	12	14.82
Self-employed	5	6.18
Not tracked	19	23.45
Total	81	100.00

Table 3b presents the distribution of BSHRT graduates according to their status of employability. For the 53 responses on the tracer study, the employed had the highest frequency of 45 or 55.55%, unemployed were 14.82%, self-employed were 6.18% and 23.45% were not tracked. It is claimed that there is a great need for BSHRT graduates in the hospitality business and that they can easily find employment due to the demands of the market of hospitality and tourism industries (Castro, (2017), Celis, Festijo, & Cueto, (2013). The degree of saturation in the local hospitality industry has not yet been achieved and there is still a wide gap for the entire industry to be filled and occupied. This goes also to the fact that hospitality management is classified as a priority program by the Commission on Higher Education.

Table 3c. Types of organization of the respondents of the Bachelor of Science in Hotel and Restaurant Technology Graduates of 2020.

Organization	f	%
Government/Public	6	7.40
Private	39	48.15
Unemployed	12	14.82
Self-employed	5	6.18
Not tracked	19	23.45
Total	81	100.00

Table 3c illustrates that the majority of the respondents, 39, or 48.15%, are working in the hospitality and tourism industries (private). This is followed by 7.40% or 6 respondents who are currently working in the government sector, while 12 or 14.82 are unemployed; 5 or 6.18% are self-employed, and the researcher did not track the 19 or 23.45% of the 2020 graduates. Similar to the findings above, the private industry has a huge role on the employability of the fresh graduates of the College of Technology.

Table 3d. Distribution of the respondents according to their place of work.

Place of Work	f	%
Local	45	55.55
Abroad	0	0.00
Unemployed	12	14.82
Self-employed	5	6.18
Not tracked	19	23.45
Total	81	100.00

Table 3d reflects the distribution of BSHRT graduates according to their place of work. As observed, the majority of 55.55%, or 45 respondents, are working in the Philippines and none abroad, unemployed is 14.82%, self-employed is 6.18% and 23.45% are not tracked. In the study of Cornillez Jr., et al. (2021) most of the graduates (81.56%) are working locally or within the region. Various considerations were also taken into consideration as to the choice of location on your employment, but it can be interpreted as well that there is still a need for BSHRT graduates in the local industry

4. Bachelor of Science in Marine Engineering (BSMarE) Graduates

Table 4a Respondents of the BSMarE Graduates 2020

Graduates	f	%
Respondents	23	46.00
Not Tracked	27	54.00
Total Number of Graduates	50	100.00

The table 4a shows the graduates of the Bachelor of Science in Marine Engineering (BSMarE) by school year 2019-2020, there were a total of 50 graduates with 46 percent or equivalent to 23 have responded and the remaining 54 percent did not reply or were not tracked. This shows that almost half of the graduates are responsive to this study. Schomburg (2013) reported that for a good tracer study, a response rate between 30 to 60% is needed. Therefore, the response was good enough for this tracer study to be considered good.

Table 4b. Status of Employability of the Respondents of BSMarE Graduates of 2020.

Status	f	%
Employed	23	100.00
Total	23	100.00

Table 4b presents the distribution of BSMarE graduates according to their status of employability. For the 23 responses on the tracer study, 100 % are employed, no unemployed, and no self-employed among the respondents. The demand of on sea overseas Filipino workers (OFWs) in the global industry is still considered high and the need of Filipino seafarers is still remarkable up to this date.

18

Table 4c Type of Organization of the Respondents by BSMarE Graduates of 2020

Organization	f	%
Government/Public	1	4.35
Private	22	95.65
Total	23	100.00

Table 4c shows that 1 in 23 respondents or 4.35% is working in the government or public organization, while 22 respondents equivalent to 95.65% were employed in private organization. Truly, the private sector takes the big slice of the pie with regards to the employability of fresh graduates, particularly from the College of Technology or from the technological sector of the industry.

Table 4d Distribution of the Respondents according to their Place of Work

Place of Work	f	%
Local	3	13.00
Abroad	20	87.00
Total	23	100.00

Table 4d presents the BSMarE graduates of 2020, their distribution to their place of work. Among the respondents, 3 or 13% work locally, and 20 respondents or 87% work abroad aboard merchant ships. The international demand of Filipino seafarers is still very high compared to that of the local demand. From a different viewpoint, this also shows that the Marine Engineering graduates of the College of Technology are competitive at the global level.

5. Bachelor of Science in Nutrition and Dietetics (BSND) Graduates

Table 5a. Respondents of the Bachelor of Science in Nutrition and Dietetics (BSND) Graduates of 2020

Graduates	f	%
Respondents	10	100.00
Total No. of Graduates	10	100.00

Table 4a shows the total number of graduates of the Bachelor of Science in Nutrition and Dietetics of SY. 2020 with 10 graduates earning a 100% response due to a few number of graduates with zero not being tracked. There is also a contact mechanism being done by the department for their graduates to be tracked easily.

Table 5b. Status of Employability of the Respondents of BSND Graduates of 2020

Status	f	%
Employed	6	60
Unemployed	4	40
Total	10	100

Table 4b shows that out of the 10 respondents of this study, a frequency of 6 or a percentage of 60% are employed while 4 or 40% are unemployed due to an increased number of job opportunities for BSND graduates especially during the pandemic.

Table 5c. Type of Organization of the Employment of BSND Graduates of 2020.

Organization	f	%
Government/Public	2	33
Private	4	40
Total	6	100

Table 5c indicates that out of the 6 respondents on the type of organization or workplace of employed BSND graduates, a frequency of 2 or a percentage of 33% worked in the government or public sector while 4 or 40% are linked to the private sector. Thus, there is a higher percentage for those working in the private sector due to a PRC license required in the government. From the graduates, having a license from the PRC allows the graduate a higher degree of attraction to employment.

Table 5d. Distribution of the Respondents According to their Place of Work.

Place of Work	f	%
Local	6	60
Abroad	0	0
Unemployed	4	40
Total	10	100

Table 5d proved that out of the 10 respondents on the distribution of the place of work, a frequency of 6 or 60% are employed locally with no employment from abroad due to personal reasons; 40% are unemployed. Considering the nutritional status of the country, there is still a wide gap to be filled to address the perennial problem of malnutrition in the country, thus, needing a high number of nutritionist-dietitians in the field.

Conclusion and Implications

The results from our recent survey shed light on the experiences of graduates from various programs within the College of Technology. Among the 92 graduates of the Bachelor in Industrial Technology, only 34 responded, giving us a response rate of about 37%. This means that a significant portion—63.04%—remained untracked. However, it's encouraging to note that all respondents reported being employed, primarily in local private organizations. Turning to the Bachelor of Mechanical Technology, we found that 17 out of 56 graduates participated in the survey, and once again, all were successfully employed in private sectors at both local and national levels. In contrast, the Bachelor of Science in Hotel and Restaurant Technology saw a more robust response, with 53 out of 81 graduates taking part. Among these respondents, only 14.82% indicated they were unemployed, and most of those who were employed found work in local private organizations.

The Bachelor of Science in Marine Engineering presented an interesting picture: nearly half of its graduates responded to the survey, and all reported being employed. A majority secured positions abroad with various private maritime companies, showcasing their global reach. On the part of the Bachelor of Science in Nutrition and Dietetics participated in the survey. This program showed remarkable resilience during the pandemic, resulting in higher employment rates due to increased job opportunities for allied health professionals. Interestingly, there were no reports of foreign employment among these graduates, which was attributed to personal choices. Taken together, these findings paint a promising picture for graduates from the College of Technology. They demonstrate strong employability prospects both locally and internationally. The data highlights the vital role that private institutions play in helping fresh graduates find jobs across all programs. The impressive local employment rate (22%) among these graduates suggests a thriving job market and indicates that there are still opportunities available.

Moreover, the significant number of Bachelor of Science in Marine Engineering graduates finding work abroad emphasizes their competitiveness on a global scale. This trend underscores the need for educational programs to equip students not just with technical skills but also with essential soft skills that enhance adaptability and employability in diverse settings. Lastly, while challenges such as tracking unresponsive graduates persist, the overall outlook is positive: our graduates appear well-prepared to meet industry demands. Ongoing collaboration between educational institutions and industries is crucial for ensuring that curricula remain relevant and for further improving graduate employability outcomes. We recommend conducting regular tracer studies to keep abreast of graduate success stories and industry needs—ultimately fostering a workforce ready to tackle both local and global challenges with confidence.

References

- Abelha, M., Fernandes, S., Mesquita, D., Seabra, F., & Ferreira-Oliveira, A. T. (2020). Graduate employability and competence development in higher education—A systematic literature review using PRISMA. *Sustainability*, 12(15), 5900. <https://www.mdpi.com/2071-1050/12/15/5900>
- Aclan, E., Fameronag, J., Francisco, R., & Saban, G. A. (2018). Tracer Study of AUP BEd and BSEd graduates from 2012–2016. *Journal of Education, Psychology, and Humanities*, 1(1), 15–19.
- Ali, M. S., Jalal, H. (2018). Higher Education as a Predictor of Employment: The World of Work Perspective. *Bulletin of Education and Research*. 40(2) pp. 79-90. Retrieved February 9, 2023 from <https://files.eric.ed.gov/fulltext/EJ1209685.pdf>

- Arpilleda, A. J., Resullar, M. P., Budejas, R. P., Degorio, A. L. G., Gulle, R. T., Somera, M. C. J., & Atis, J. M. S. D. (2023). Mathematics teachers' views on online learning implementation barriers. *Journal of Instructional Mathematics*, 4(1), 31-40. <https://doi.org/10.37640/jim.v4i1.1764>
- Asoy, E. M., Ozaraga, A. M., Espinosa, D., Generalao, R., Escandallo, J., Cerna, C., & Muegna, K. J. (2024). An Employability Tracer Study of Secondary Education–Mathematics Graduates From 2022 To 2023. *EPRA International Journal of Multidisciplinary Research (IJMR)*, 10 (4). <https://eprajournals.com/IJMR/article/12869>
- Babalola, S. O., & Kolawole, C. O. (2021). Higher education institutions and post-Covid in-demand employability skills: responding through curriculum that works. *International Journal of Social Learning (IJSL)*, 2(1), 69-83. <https://ijsl.pubmedia.id/index.php/ijsl/article/view/69>
- Bautista Jr, A., Martinez, B. A., Tano, I., Estacio, R., Arago, R., Bautista, G., & Bien, L. (2023). Acquired Skills of Graduates of a Local Philippine University and its Relevance to Their Present Job: A Tracer Survey. *Diversitas Journal*. https://diversitasjournal.com.br/diversitas_journal/article/view/2644
- Bustamante, H.L., Membrebe, B.N.Q., Armada, M.S., Pabrualinan, D.C.D., and Renomeron, S.S. “Steering the Career Direction”; A Tracer Study on the Hotel and Restaurant Technology Graduates of Eastern Visayas State University. *COT Research Journal*, 3(1), 2018.
- Caingcoy, M. E., & Barroso, D. A. (2020). Cross-sectional inquiry on employability and employment status of Bachelor of Secondary Education graduates (2016-2018): A tracer study. *East African Scholars Multidisciplinary Bulletin*, 3(10), 9-16 https://www.researchgate.net/publication/347901333_Cross-Sectional_Inquiry_on_Employability_and_Employment_Status_of_Bachelor_of_Secondary_Education_Graduates_2016-2018_A_Tracer_Study
- Castro, G. D. (2017). Tracer Study of Hotel and Restaurant Management Graduates of One State College in the Philippines from 2014–2016, *Asia Pacific Journal of*, 4(1), 41-47. Retrieved January 5, 2023, from https://www.researchgate.net/publication/321331451_23
- Cook, E. J. (2022). A narrative review of graduate employability models: their paradigms, and relationships to teaching and curricula. *Journal of Teaching and Learning for Graduate Employability*, 13(1), 37-64. <https://search.informit.org/doi/abs/10.3316/informit.549480654840636>
- Cuadra, L. J., Aure, M. R. K., & Gonzaga, G. L. (2019). The Use of Tracer Study in Improving Undergraduate Programs in the University. *Asia Pacific Higher Education Research Journal*, 6 (1), 13–25. <https://po.pnuresearchportal.org/ejournal/index.php/apherj/article/view/1315>
- Del Rosario, P.Y. Tracer Study Of Graduates Of The College Of Industrial Technology. *International Journal of Advanced Research and Publications* ISSN: 2456-9992. Retrieved February 8, 2023, from <http://www.ijarp.org/published-research-papers/may2019/Tracer-Study-Of-Graduates-Of-The-College-Of-Industrial-Technology.pdf>
- Dela Cruz, J. L. (2022). Tracer Study of Graduate School Graduates of a State Higher Education Institution in the Philippines from 2016 to 2020. *International Journal of Education and Literacy Studies*, 10(2), 149-154. <https://journals.aiac.org.au/index.php/IJELS/article/view/7241>
- Dilao, S.D.A., Graduate Tracer Study: Utilizing significant results for the development of the Bachelor of Science in Nutrition and Dietetics Program at Eastern Visayas State University in Tacloban City. *Office of Research and Development In-House Review*, 2021.
- Eduardo Edu C. Cornillez Jr., S. R. (2021, July). Tracer Study of Teacher Education Graduates of the Eastern Visayas State University-Tanauan Campus, Philippines. *European Journal of Education and Pedagogy*, 2 (3). doi:DOI :10.24018/ejedu.2021.2.3.143 <https://www.ej-edu.org/index.php/ejedu/article/view/143>
- Gines, A. (2014). Tracer Study of PNU Graduates. *American International Journal of Contemporary Research*, 4(3), 81–98

- Márquez-Ramos, L. (2021). Does digitalization in higher education help to bridge the gap between academia and industry? An application to COVID-19. *Industry and Higher Education*, 35(6), 630-637. <https://journals.sagepub.com/doi/full/10.1177/0950422221989190>
- Nical, R., Aguirre, N., Brao, M., Camino, E., Obina, V., Palencia, D.,... Nical, I. (2010). A Follow-Up Study of the Graduates of the Bachelor of Science in Industrial Technology and Bachelor of Industrial Technology Programs of Eastern Visayas State University, S.Y. 1998-2002. *COT Research Journal*, 1(1), 1-13.
- Sanchez-Danday, A. S. Q. (2023). Employability of elementary education graduates and undergraduates: the case of a teacher education institution in the philippines. *European Modern Studies Journal*, 7(3), 198-210. [https://doi.org/10.59573/emsj.7\(3\).2023.20](https://doi.org/10.59573/emsj.7(3).2023.20)
- Schoburg, H. (2013, August 15). *Handbook of Tracer Studies*. Retrieved from http://www.uni.kessel.de/wz/proj/edwerk/mat/handbook_vz.doc
- Schueller, J. (2023). Transnational education, labor market outcomes and graduate employability: a scoping review. *Career Development International*, 28(2), 196-216. https://www.researchgate.net/publication/369752592_Transnational_education_labor_market_outcomes_and_graduate_employability_a_scoping_review
- Taiwo, S. A., Onasanya, T. O., & Onasanya, S. A. (2023). Entrepreneurship skills preference among undergraduates' technology education students for national development during covid-19 pandemic. *Indonesian Journal of Educational Research and Review*, 6(2), 423-432. <https://doi.org/10.23887/ijerr.v6i2.60366>
- United Nations Sustainable Development Group, August 2020. Policy Brief: Education during COVID-19 and beyond. <https://unsdg.un.org/resources/policy-brief-education-during-covid-19-and-beyond>
- Wahab, M. H. S., Jantan, A. H., Chowdhury, M. A. M., Wahab, S. A., & Islam, M. A. (2022). An Investigation to the Impact of Career Education, Interpersonal and IT Skills on Graduate Employability in Bangladesh. *Journal of International Business Management*, 5(4), 01-12. <https://rpajournals.com/wp-content/uploads/2022/04/JIBM-2022-03-5356.pdf>
- Wahab, M. H. W., Islam, M. A., Jantan, A. H. and Wahab, A. S. (2024) Graduates employability in multinational companies: Role of soft skills, technological skills, and extracurricular activities in a developing country. *International Journal of Business Excellence*. 32(4):1-18. https://www.researchgate.net/publication/378332571_Graduates_employability_in_multinational_companies_Role_of_soft_skills_technological_skills_and_extracurricular_activities_in_a_developing_country
- Wahab, M. H. S., Hosen, M., Islam, M. A., Chowdhury, M. A. M., Jantan, A. H., & Wahab, S. A. (2024) Graduate employability: A bibliometric analysis. *Global Business and Organizational Excellence*. <https://doi.org/10.1002/joe.22267>
- Yanos, M. H., & Espinosa, J. (2022). A tracer study on the bachelor of agricultural technology graduates of batch 2019 of Isabela State University–San Mateo Campus. *J Soc Sci Manag Stud*, 1(3), 8-11. <https://www.jescae.com/index.php/jssms/article/view/85>