



Experience or education: A Cross-sectional retrospective review of the senior high school graduates in TVL Track S.Y 2022-2023 of Hinaplanon National High School

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Abstract

This study employed a cross-sectional retrospective research design to determine the employability of the N=63 TVL graduates of Hinaplanon National High School from 2022-2023. The Statistical Package for the Social Sciences version 20 (SPSS) software was used to analyze the data. Moreover, reliability analysis was conducted to ensure the consistency and accuracy of the data, and descriptive statistics was also utilized to summarize and organize the data in frequency, percentage, and mean to describe the phenomenon of employment of the graduates. The findings revealed that in terms of employment status, 21% were employed, and 79% were unemployed after graduation because of the following reasons: 41% enrolled in college, 13% were a family concern, 18% had no job opportunity, 2% did not look for a job; and the remaining 6% were noted as other reasons. As to the graduates' status of employability in terms of present occupation, 3% are employed as housekeepers, 5% as admin clerks, 5% as cashiers, 3% as salesladies, and 5% are construction workers. Regarding employment status, 6% of all employed hold temporary jobs, 6% of all graduates have regular employment, 2% are casual workers, 2% have contractual jobs, and 5% are self-employed. As to the period of employment, the majority of the graduates are currently working more than 1 month, only 8% are newly hired employees, and lastly, 3% of all graduates are working beyond 6 months. For the gross monthly income, 5% of all graduates earn P5,000 below, and only 3% earn P5,000 above. The study also sought to determine the percentage of alignment of senior high school strands with employment. Results showed that 9% of the respondents who sought employment are aligned with the strands they took in senior high school. These skills include preparing cooked and hot meals (3%), cold meals (6%), and desserts/sweets (5%). Notably, preparing cold meals was graduates' most frequently applied skill. The study made recommendations based on the findings highly suggested to the Department of Education, Stakeholders, Senior High School Administrators, Hinaplanon National High School, and Teachers to enhance the employability of senior high school TVL track graduates.

Keywords: Education, cross-sectional retrospective review, senior high school, TVL track

Introduction

Today's nature of employability requires better and more competent human resources. The Philippines' economic development depends on human capital and essential skills and knowledge. It evolves with technological advancement, globalization, and the environment (Ramirez, 2014). Higher education is vital in providing students with the essential skills needed to become highly skilled human capital through teaching, research, seminars, training, and outreach programs (Siraye, et al., 2018). Cognizant of this fact, the Philippines adopted the K to 12 Basic Education Program in School Year 2012-2013, including Kindergarten and 12 years of primary education. This was made possible through the Republic Act No. 10533 Enhanced Basic Education Act of 2013, which added two years of Senior High School (SHS) to expand high school education for higher education, employment, middle-level skills development, and entrepreneurship. Employment is one of the exit points from the Senior High School program, particularly in the Technical-Vocational Livelihood Track. On the employability of Senior High School graduates, Technical Vocational graduates may take National Certificate Assessments (NCII and NCIII) under TESDA based on the course requirements of the strand. Home Economics students may get certification in food and beverage services, barista, and bartending as these certification programs are offered as their specialized courses. ICT students can take NCII and NCIII for Animation and Computer Servicing.

The school is situated where one hundred eleven (111) construction companies are established. On top of these companies, steel fabrication industries are also available as another line of business for possible employment for EIM and SMAW graduates of HNHS Iligan City. Moreover, restaurants and bakeshops were also created to cater to the needs of Iligan City constituents due to companies surrounding its territory with strategic locations. These aforementioned companies are vital why the school offers the said Technical Vocational Livelihood Track, where Shielded Metal Arc Welding, Cookery, and Electrical and Installation and Maintenance are offered as specializations. Hinaplanon National High School, a public school in Lanao Del Norte, offers a senior high school program. The school offered three courses under TVL. These are Cookery, Electrical Installation and Maintenance, and Shielded Metal Arc Welding. It produces grade 10 completers set to take their chosen senior high school strands. There are several attempts to conduct employability tracer studies among graduates in the Philippines (Woya, 2019). Most are from Bachelor of Secondary Education (Canizares, 2018), and Bachelor of Elementary Education (De Vera, 2018). The study sought to determine the demographic characteristics of the graduates, the employability of the graduates in terms of employment status, present occupation, companies graduates are employed, reasons for staying in the job, reasons for accepting the job, length of time it took the graduates to land in the first job, gross monthly income, and

the reasons for not having a job. Tracer study is also a valuable tool that contributes to the labor market. Moreover, it can give important information about skill matching. Thus, the researcher opted to conduct an employability tracer study of TVL graduates of batch 2022-2023. This study determined the socio-demographic profile of the graduates, the employability of the graduates in terms of employment status, present occupation, gross monthly income, whether their curriculum in senior high school was relevant to their first job, whether the competencies they learned in senior high school were found useful by the graduates in their job and whether or not they proceed to be employed right after graduating or pursue college. This present study addressed the paucity of published employability tracer studies among TVL senior high school graduates in Hinaplanon National High School, addressed curriculum-related issues, and determined the efficacy of senior high school programs at Hinaplanon National High School.

Methods

Research Design

This study adapted a cross-sectional retrospective research design to investigate the variables through statistical analysis. Cross-sectional retrospective is a type of observational study design that involves looking at data from a population at a specific time. Unlike in case-control studies or cohort studies, cross-sectional studies are chosen from an available population of potential relevance to the study question (Wang et al., 2020).

Research Setting

The study was conducted within the borders of Iligan City, specifically at Hinaplanon National High School. Hinaplanon is a barangay in Iligan City, which represents 4.25% of the total population in Iligan City. Hinaplanon National High School, with its school ID 304149, is one of the five mega secondary schools in the Division of Iligan City. The school is located at Sitio Cabugason, Barangay Hinaplanon Iligan City, with a total area of 10,000 square meters. It is 5 kilometers from the city center. Purposive sampling will be used to collect samples.

Respondents of the Study

There were seventy-three (73) senior high school graduates from 2022-2023 specializing in any of these programs, namely, twenty-two (22) Cookery, twenty-eight (28) Electrical Installation and Maintenance, and twenty-three (23) Shielded Metal Arc Welding. All of them will be targeted to be given a survey questionnaire. Those graduates who are not reached will not be considered as study respondents. Furthermore, the information gathered from the questionnaire will be employed using a purposive sample from a population of senior high school graduates for a set time.

Data Gathering Procedure

An online survey questionnaire was distributed on social media platforms and home visitations where the senior high school graduates of Hinaplanon National High School can be reached. All study procedures will be approved by the principal of Hinaplanon National High School, and all participants will be given written informed consent prior to

testing. The researcher will also assure the respondents of the strict confidentiality of their rights, identities, and right to withdraw from the study at any time. The researcher will encourage the respondents to ask questions when some terms in the questionnaire are challenging to understand. Then, they will be asked to fill out the demographic profile indicated in the Graduate Tracer Study questionnaire and proceed directly to answer the rest of the questions.

The Research Instrument

The researcher's questionnaire in this study is adapted from the standard GTS questionnaire developed by the Department of Education in their SHS Graduate Tracer Study. The first part of the questionnaire contains general information about the respondents, including informed consent, which shall be used for analysis and handled with the utmost confidentiality. In contrast, the second part consists of questions regarding the educational background of SHS graduates. A third part of the questionnaire seeks to gather data about the training or advanced studies they took after graduating senior high school. Lastly, the last part seeks employment information of the currently working respondents. In addition, the adapted questionnaires considered item number twenty-five, specifying the duration of finding a job.

Statistical Treatment of the Data

The data was analyzed using the Statistical Package for the Social Sciences version 20 (SPSS) software (Preacher & Hayes, 2010). Missing values will be followed by the computation to replace the values that appeared missing at random. Reliability analysis will also be executed for the scale to measure the Cronbach Alpha. After the preliminary analysis, descriptive statistics will summarize and organize the data in frequency, percentage, and mean to describe the phenomenon of graduates' employment.

Results and discussion

Problem 1: What are the demographic characteristics of the respondents in terms of Sex, Age, Civil Status, and SHS TVL Track?

Table 1: Demographic Profile of the Respondents; N=63

Demographic Profile		Frequency	Percentage
Age	18-24	56	89%
	25-34	6	10%
	35-44	1	1%
Gender	Female	32	51%
	Male	31	49%
Civil Status	Single	61	97%
	Married	2	3%
Strand Completed in SHS	Cookery	22	35%
	EIM	20	32%
	SMAW	21	33%

The table above shows the demographic profile of the respondents. There were 73 SHS graduates for the school year 2022-2023 in Hinaplanon National High School. However, only 86% were retrieved. The overall population consists of 63N. 89% of the respondents were aged 18 to 24; this distribution is expected because by the time the students

graduate from SHS, most of them aged 17 to 19 years old, and only 10% were aged between 25 to 35, and just 1% of the population aged between 35-44. Among the 63 respondents, the female SHS graduates outnumbered males by 3%. 51% were female and 48% were male. As shown in the table above, most respondents were single (97%), and

only 3% were married. 35% of the respondents took up the Cookery strand, 32% took EIM, and 33% took SMAW.

Problem 2: What are the factors that led to the student’s decision to seek employment and to pursue college after SHS?

Table 2: Employment Status of the Respondents.

Variable	Frequency	Percent	
Employment Status	Employed	13	21%
	Unemployed	50	79%
Reasons for being Unemployed	Enrolled to College	26	41%
	Family Concern	8	13%
	no job opportunity	11	18%
	Did not look for a job	1	2%
	Others	4	6%
	N/A (Employed)	13	21%

Completion of a particular strand in SHS does not guarantee that a student will stay on the same track or career after graduation. Of the 63 SHS graduates, 26 students continued college education after graduating. The table above shows the reasons for the graduates to be unemployed. The table likely shows factors contributing too many students (79%) not being in the workforce. These factors include pursuing higher education (41%), individuals with family

commitments preventing them from working (13%), graduates struggling to find jobs after graduation (18%), graduates who have not actively looked for work (2%), and other reasons making it difficult to get hired (6%).

Problem 3: What is the graduates’ employability status regarding Present Occupation, Employment Status, Gross Monthly Income, and Period of Employment?

Table 3

Variable	Frequency	Percent	
Present Occupation	Househelper	2	3%
	Admin Clerk	3	5%
	Cashier	3	5%
	Sales Lady	2	3%
	Construction Worker	3	5%
	N/A	50	79%
Employment Status	Regular/Permanent	4	6%
	Temporary	4	6%
	Casual	1	2%
	Contractual	1	2%
	Self-Employed	3	5%
N/A	50	79%	
Period of Employment	less than 1 month	5	8%
	1-6 months	6	10%
	6 months above	2	3%
	N/A	50	79%
Gross Monthly Income	5k below	3	5%
	5k to 10k	2	3%
	10k to 15k	2	3%
	15k to 20k	2	3%
	20k to 25k	2	3%
	25k above	2	3%
N/A	50	79%	

As previously stated in Table 2, only 21% reported being employed. As shown in the table above, 3% are employed as housekeepers, 5% as admin clerks, 5% as cashiers, 3% as sales ladies, and 5% as construction workers. 6% of all employed hold temporary jobs. 6% of all graduates have regular employment, 2% of all graduates are casual workers, 2% of all graduates have contractual jobs, and 5% of all graduates are self-employed. Most graduates work for more than 1 month; only 8% are newly hired employees, and 3% of all graduates work beyond 6 months. 5% of all graduates earn P5, 000 below, and only 3% earn P5,000 above. The results of this study also imply that the graduates' current

work aligns with the skills and knowledge they gained in their SHS track/strand. According to Horn (2020), one contributing factor that a company is looking to SHS graduates is the skills they acquired from their senior high school education, which equipped them with the necessary skills matching the requirements of such companies as this is one of the main features of the K to 12 program.

Problem 4: Based on the students’ perceptions, what competencies learned in Senior High School are useful in their Employment?

Table 4: The competencies learned in Senior High School that are useful in employment

Variables	Frequency	Percent
Align with their Track	9	14%
Job Mismatch	4	6%
N/A	50	79%
Weld carbon steel plates and pipes using SMAW	2	3%
Prepare and cook Hot meals	2	3%
Prepare cold meals	4	6%
Prepare sweets	3	5%
Performing Roughing-in activities	1	2%
Install wiring devices	1	2%
N/A	50	79%

The percentage of alignment of senior high school strands and their employment can be gleaned in the table above. Results show that 9% of the respondents who sought employment are aligned with the strands they took in senior high school. The table also shows. The table illustrates the successful transfer of knowledge and skills from SHS to the workplace, as evidenced by the competencies graduates apply in their jobs. The table shows that many graduates applied skills related to food preparation in their jobs. These skills include preparing cooked and hot meals (3%), cold meals (6%), and desserts/sweets (5%). Notably, preparing cold meals was graduates' most frequently applied skill. It can be noted that based on their SHS track and strand, their preparation is very much related to their current work experience. Based on the study conducted by Padios et al. (2021) ^[21], the alignment percentage was 50%, recommending that schools must provide a strong career guidance program to help junior high school students choose senior high school strand aligned to the college degree and jobs they want to pursue

Conclusion

1. Of the sixty-three (63) respondents, 32, or 51% are females, and 31, or 49%, are males. Regarding respondents' age bracket, 56 or 89% majority belong to 18-24 years old, (6) or 10 % is 25-34, and 1 or 1 % is 35-44 years old respectively. Regarding their civil status, 61 or 97% were single, and 26 or 3 % were married, 35% of the respondents took up the cooking strand, 32% took EIM, and lastly, 33% to SMAW, respectively.
2. The data suggests a low initial employment rate (21%) for the graduating class of Hinaplanon National High School's SHS program S.Y. 2022-2023. While 41% opted to pursue college, a significant portion (79%) was unemployed after graduation. This highlights that completing a specific SHS track does not necessarily guarantee a job related to that field.
3. Of the 21% who graduated from the TVL track and could find a job, 14% of them are in industries related to their SHS track and strand of choice, and only 6% of the respondents had a job mismatch.

Recommendation

Based on the findings and conclusions, the following recommendations are hereby presented:

1. This study's results highlight the importance of a robust career guidance program. By strengthening these programs and advocating for their use, the school can better equip incoming students to choose appropriate SHS tracks and strands. This will minimize the likelihood of students changing tracks later or experiencing job mismatch after graduation.
2. A review of the SHS curriculum is necessary to identify areas for improvement and ensure graduates are well-prepared for their chosen paths.
3. This tracer study exemplifies the value of such research in evaluating the SHS program's strengths and weaknesses. By conducting regular tracer studies, Hinaplanon National High School can gain valuable insights to enhance the program further, particularly the work immersion component.

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