

Effectiveness of the Career Guidance Program and the Employability of the Graduates of Isabela State University during the School Year 2010-2015

Judilyn G. Buraga,

Department of Social Sciences,
College of Development Communication and
Arts and Sciences, Isabela State University,
Garita Heights, Cabagan, Isabela, Philippines

Dr. Rosalia T. Caballero, Ph.D.

Advisor and Faculty
University of Santo Tomas,
Graduate School, Espana, Manila.

ABSTRACT

The career and placement unit in school is one of the services embodied in the guidance program that prepares the students for their future careers. The career counselors implement career services to help students determine their interests in the field of work and showcase their strengths and capabilities.

The study aimed at identifying the career guidance program that attributed to the employability of the graduates of Isabela State University. The study analyzed the effectiveness and the extent of the relationship of the career guidance program to the employability of the graduates. It utilized a convenience sampling technique. Moreover, the questionnaire used was patterned in ASCA National Standards for career development. The CHED questionnaire for tracer studies was utilized to trace the employability of graduates. The study included 1,169 respondents from Angadanan, Cabagan and Cauayan campuses. The statistical tools used are Frequency, Percentage, Mean, Pearson-r, Eta Coefficient, Chi-Square, F-ratio and one-way ANOVA.

Results showed that there is significant difference in the effectiveness of the career guidance program among the three campuses and their employability., Significant difference was also found among the three campuses on the employability of their graduates such as waiting time for the first job, employment status, gross monthly income, present occupation, and place of work. But, there was no significant correlation found in the number of jobs since graduation, nature of work, number of employees in present company and length of service in each job. The correlation on the effectiveness and extent of career guidance program to employability of graduates is significant at 0.05 level.

Thus, the career guidance program of the Isabela State University has contributed effectively to the employability of their graduates.

Keywords: effectiveness, career guidance, employability of graduates.

INTRODUCTION:

The Isabela State University is one of the Higher Educational Institutions in the Philippines operated by the Commission on Higher Education (CHED). This university consists of eleven campuses under the leadership of Campus Executive Officers and Administrators. (ISU and You, 2010) The study facilitates the college graduates toward their employability through the implementation of the career guidance program and services of the university in the last five years considering the transitory period prior to the implementation of K-12 program in state colleges and universities in the entire Philippines. There was a significant difference in the employment rate among the campuses of the university as determined by the career guidance professionals and mentors.

The effectiveness of the university based career guidance program prepares the students toward the global challenges of the 21st century in the field of work. The students choose a career direction which facilitates them to enroll in courses that is suitable and necessary to achieve their personal aspirations and career success. (Stone, 2006).

Guidance counselors are needed to render the services to cater the need of the students toward career guidance program. They ought to facilitate employability among their students by equipping them with the right skills and attitudes that are needed in the work force. They are the master initiators for students to be functionally accomplished to understand that their present course preferences will influence their future educational and career choices (American School Counseling Association, 2006). They will address career concerns through the implementation of career programs that permit the counselors to increase the students' capabilities to deliver the goods in the labor market (Salleh, 2010).

The success in the labor market requires the use of effective career management strategies as supplement to educational and vocational expertise (Koivisto, Vuori & Nykyri, 2007). The thrust of educational institutions is to assist the students in preparing for their careers. (Hirshi, 2009). The necessity of career guidance and planning programs in schools is to attain the fundamental premise that more the subjects are attached in career preparation, higher the expansion of career decisiveness (Hirschi, Niles & Akor, 2011).

The employability of graduates can be considered as gauge to measure the effectiveness of the standards and policies of the university. Graduates' employability can be assessed as a relevant academic input to the study programs such as courses that are taught, program design, availability of educational equipments, student skills, department, and career graduate attributes from the points of view of the alumni themselves and their employees (ABCD, 2006).

The Isabela State University elevates career guidance programs and services to soothe changes toward student development and attain the right job or employment after graduation in college (ISU Handbook, 2010) The objectives of having career guidance services in school is to enhance the connection between universities and the industry, thereby enriching the employability of graduates (Chandrasiri, 2008).

The thrusts of the university are instruction, administration, research, extension, and production for thirty nine years. With this concept in mind, the study was undertaken in order to address the career guidance programs and follow-up of graduates considering its usefulness in seeking answers for the concern of the University Guidance Services to implement career training programs which aimed to provide attributes as key factors to the success of college graduates toward their employability. Hence, this study benefited the graduates, parents, career counselors, faculty, administrators and the entire university for the attainment of their vision, mission goals and objectives.

THE RESEARCH PROBLEM:

This study is aimed at evaluating the effectiveness of career guidance program on the employability of graduates of Isabela State University. Specifically, this study sought to answer the following questions:

1. Is there a significant difference among the career guidance programs offered among the different campuses of Isabela State University in terms of the following category of career services? Career exploration, Career readiness, Career information, Career counselling and goal setting, Career planning to achieve career goals and Career decision making.
2. Is there a significant difference on the employability of graduates among the different campuses of Isabela State University from Academic Year 2010-2015 based on the following employability variables? Waiting time for the first job, Number of Job since graduation, Employment status, Gross monthly income, Nature of work, Place of work, Number of employees in present company/ organization, Length of service in each job, Position/ designation in each job
3. What is the relationship of the career guidance program offered to the employability of graduates of Isabela State University in Academic Year 2010-2015?
4. Is there a significant relationship on the extent of effectiveness of career guidance program to the employability of graduates of Isabela State University from Academic Year 2010-2015?

REVIEW OF THE LITERATURE:

The guidance counselors in state colleges and universities delivered career as one of the social magnitudes of services. The services and programs that they implemented will help to resolve problems and develop a clearer focus or sense of direction. The efficiency of career counseling program of activities are necessary elements to the institutional atmosphere in upgrading vocational programs of the students. (Seyoum, 2011).

Every year, the Philippines produced thousands of graduates. However, competitive job market can be personally and emotionally anxious on their part because of the number of applicants and their relative qualifications in occupying their first jobs either in public or private entities. Over the 21st century finding the job market has been resolved such as the college graduates who graduated recently trying to get into the career arena (Ardis, 2010).

There are several theories that tend to connect the effectiveness of career guidance program on the employability of graduates of the university system. The core for scholarly and environmental conformation and success is the suitable educational placement of the student. The theory of Occupational Development of David Super (Marin, 2006) highlights the necessity of aiming the adoptability between the expectations in occupation and self concept. This suggests that self concept enclose self knowledge of our abilities and skills, likes and dislikes, as well as our weaknesses and conflicts. Once the individual finds himself in society he can effectively contribute to his community. The favorable performance will convey substantial and affective fulfillment after satisfying the occupational aspect. This portion involves the sight of an acceptable and productive guidance and counseling program category in a certain delivering educational institution (Marin, 2006).

The stage of exploration or career awareness is the period when the adolescents initially discover themselves in career arena as pointed out in Super's Segmented Model for Occupational Development (Fernando,2006). In the transition stage of the person from his adolescence to adulthood, it is expected that contingent conclusion is all about the occupations in the future. For the first time in their lives, other people were able to select an occupation and locate for a full time job, others opted a post secondary educational institution while continuing their studies, join the military troupe and the rest will choose to take a year off in order to make a decision. The thoughtfulness of the formulated decision is the ultimate consequence for the students. The pressures are overflowing from parents, peers and educators and the sources of information are the professional counselors. They facilitate to explore career choices and consider possible options in this careful creation of a life plan for the student (Fernando,2006).

The mission of career guidance is to inculcate self understanding, realization, and to relate the education at various levels and career pathways. The world of careers is being explored by the students to, understand the pertinent courses of study and evolve awareness of their knowledge, interest and worth. In Singapore career guidance was divided into several topics like awareness and management of one's self, awareness of relational assistance and opinion influencers, education landscape and planning pathways and career sectors exploration. The career guidance approach to all students including both individuals and groups is a necessary policy to be delivered and to be implemented by the student services department (Perry, Liu & Pabian,2010).

During the initial training for teachers, career guidance in Malaysia was delivered, with the condition of guidance in primary schools using American approached such as career clubs that arrange debates, talks and searches for occupational information, practices of guidance that includes motivation of self-employment span that are considered as the conditions of effective guidance programs.

The implementation of career guidance program needs to be flexible for modifications and quick to respond to the needs and interests of the students including their usual life situations. There is a necessity to connect the availability of resources and tools that provide career guidance more in depth, pertinent and attainable. An online course which was created in Fudan University in China by the Occupational Information Networks in the United States of America by Peterson et al. in 2001. Students at Fudan gave access to students who can login into a portal using their user names and passwords and they can simply view 50 different video sessions as part of a career guidance courses implemented by the university (Sun, 2009) in reference to the problem of inadequate teaching personnel to cater the area of career guidance, independent learning network for students in some universities was built, these are the websites that supply appropriate information on career matters, producing accessible and appropriate print resources free of charge, and formulating relevant career forums (Zhao and Shen 2008).

Guidance employed the experiential strategy including simulated job interviews and the provision of firsthand vocational experiences. Internships and work fellowships in companies that can also furnish precious opportunities for university students to observed and practice the jobs which they may be interested. These strategies are applied in Zhejiang, China. Naturally, providing this form off campus experiential learning is not easy to arrange for huge number of students. It also immensely lean on the desire of local companies and worksites to collaborate and provide possible placement opportunities and privileges (Yan,2008).

The National Career Development Administration (NCDA) is in coherent as to the judgment, that poverty, wants, demands and other factors that could be an output of profitable societal activities were identified as the major inhibitors towards career guidance and counseling pattern on the needs of society or his own personal

needs (Adensomowo, P.O. & Ogunsanwo, M.A., 2010) Furthermore, the factors that affect career guidance and counseling as yielded by the NCDA included the skills, experience, knowledge, information, and other factors that could be the off shoot for teaching and learning activities. Educational experiences could be the reason that the individual has been subjected to career activities that are considered as forceful factor in career development (Adensomowo, P.O. & Sotonade, O.A.T. 2012).

The novelties of upgrading the employability of graduates as stipulated in the curriculum has expanded eminence at the Higher Education Institutions(HEIs), employers and graduates agreed that graduates involve other attributes in addition to subject- specific discipline and knowledge (Weligamage, S. 2014).

In Batangas State University, Lipa, Campus, Batangas, City, the employability of Bachelor of Science in Psychology assured that the analysis of data, divulged that the respondent's perception of their level of employability was "defined" when grouped according to their profile variables. BS Psychology students and their employees believed that they are highly employed. They believed that they are highly employable especially in the application of their knowledge, skills and attitudes in their present job. Moreover, it was revealed that there was no significant difference in the level of employability as perceived by the same group of graduate clientele compared to that employees perception.(Iponia, 2010).

At the same university, the tracer study of BS Accountancy graduates for the Academic course period from 2006-2012, it was stated that the demographic profile of respondents showed that majority of the graduates were single, female graduates at the same academic year, did not take the Customs Broker Licensure Examination, but attended the job training and other advanced studies. A majority of the graduates were employed on clerical position with regular and permanent status of the employment on the job for 7 to 11 months and waited for less than 1 month to land on the first job. Communication skills, human relation skills, entrepreneurial skills, information technology skills were useful to a great extent on the present job of BS Customs Administration graduates.(Enriquez, 2011) Based on the results there were many things that can be implemented to improve the skills of the students from seminars, programs, orientation and team building activities implemented by the career guidance counselors of the university. Most of the graduates were hired as office clerks, secretaries, cashiers and information officers while least of them were on managerial positions (Blay, 2012).

The graduates tracer study of BS Nursing at University of Batangas from Academic Year 2007-2009, it was stated that the majority of the graduates were employed with regular and permanent status of employment, waited for less than 6 months to get a job, and worked at local private companies. Most of them even employed in the field of nursing and stayed in the job which was very inclined in this field of specialization.(Aguilar, 2016).

The graduates tracer study of BS Criminology in University of Pangasinan consists of 126 respondents. The study stated that majority of the graduates was unemployed while others are waiting for the results of the licensure examination for criminologists and their application to agencies commensurate to their qualifications. However, graduates who passed the board examination were already employed as police officers in some industries here in the country. Along its findings, they recommended that the University should furnish more advanced and practical training for the students. The crime laboratory should be equipped and completed with high end facilities and they should continue to hire faculty members who were specialist in their respective area of specialization.(Abayan&Niem,2014).

The tracer study on the Teachers College Graduates at Isabela State University, Cabagan, Isabela, Philippines focused on the profile of the Teachers College graduates in terms of place of residence, gender, civil status, religious affiliation, and civil service eligibility. Their employment status, extent of job satisfaction, and their community leadership and involvement were also determined. The findings of the study revealed that majority of the respondents are either from Cabagan or Tumauini, Isabela Philippines setting and majority are female, single and Roman catholics. A considerable number of respondents passed the PBET/LET. With regard to their employment status, majority of the employed participants hold a permanent status of appointment and they are generally satisfied with their job. Majority of them participated in the community socio-cultural activities, community projects and businesses. Henceforth, the Teachers College should continue to provide quality pre-service trainings to enable its graduates to be more competitive especially this time when the job market was tough. It is further recommended that more intensive and extensive trainings on the major fields of specialization to be given emphasis in order to improve their performance in their respective fields of specialization. A tracer study should also be made as a continuous research undertaking of the college to include factors that may be associated with the graduates employability, job satisfaction and performance.(Manguba, Cardenas, Tumaliuan & Tarun,2009).

The Bachelor of Science in Business Administration major in Financial Management graduates showed that the

analysis of data disclosed that in order to produce knowledgeable, efficient and employable graduates, they should be motivated to build up courage to stay for a longer period in time to the institution. Most of the respondents were permanent in their first job and all of them are currently employed.(Bautista, 2015).

CONCEPTUAL FRAMEWORK:

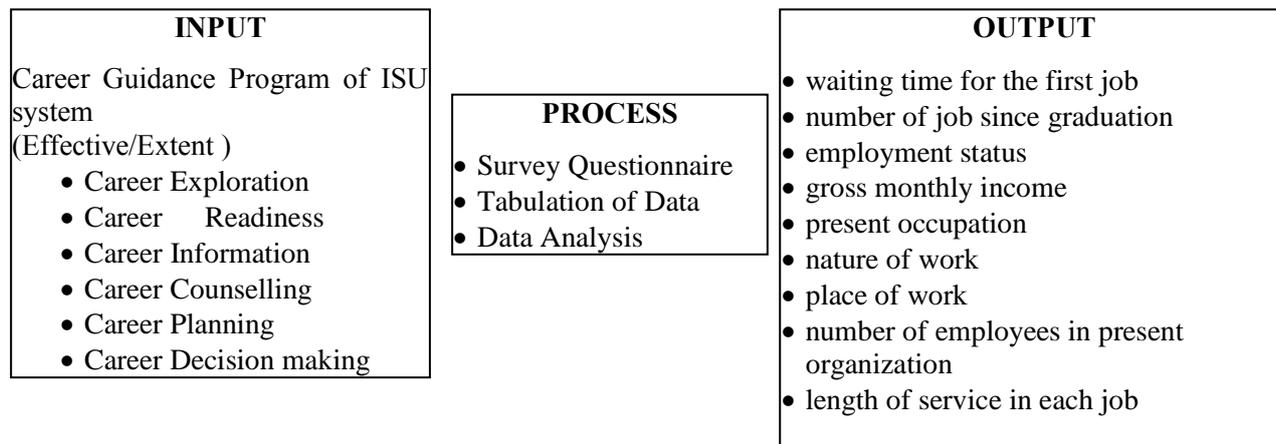


Figure 1: Shows the Frame

Figure 1 shows the effectiveness of the career guidance program on the employability of graduates of the Isabela State University.

METHODOLOGY:

Research Design:

This is a descriptive research study , as its major objectives were to identify the career guidance program designed to meet the specific needs of the students of Isabela State University and to analyzed the effectiveness and the extent of the relationship of career guidance program to the employability of graduates during the school year, 2010-2015.

Research Population and sampling

A total of 1,169 graduates covering three campuses of the University were included in the study. Convenience sampling was used considering the accessibility of the respondents and availability of data was considered in the research study.

Instrumentation

There are two questionnaires used in the study. The first questionnaire for Career Guidance Program was based and adopted on American School Counselling Association (ASCA) Standards for career development (2006) consists of six categories of careers such as career exploration, readiness, information, counselling, planning and decision making . Each category consists of 5- items. The Career Guidance Questionnaire(CGQ) that determines the extent and effectiveness of the career guidance program of the college graduates as respondents of the study is 30-items presented and utilized the 5- point Likert Scale. The Alpha reliability coefficient is 0.87 in order to determine and identify the existing relationships.

The effectiveness of the career guidance program to graduates employability is represented by the five Likert scale below

Scale	Range	Interpretation
5	4.20 - 5.00	Very Highly Effective
4	3.40 - 4.19	Very Effective
3	2.60 -3.39	Fairly Effective
2	1.80 -2.59	Ineffective
1	1.00 -1.79	Very Ineffective

The extent of the effectiveness of career guidance program to employability of graduates is represented by the five point Likert scale below

Scale	Range	Interpretation
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5	4.20 - 5.00	Very Frequent
4	3.40 - 4.19	Frequent
3	2.60 -3.39	Sometimes
2	1.80 -2.59	Rare
1	1.00 -1.79	Never

The second questionnaire for tracer studies was devised and adopted from the Commission on Higher Education to trace the employability of graduates such as waiting time for the first job, number of job since graduation, length of service in each job, number of employees in present company/ organization, employment status, gross monthly income, nature of work and place of work. The internal consistency at pearson r is 0.81.

Mode of Analysis

Mean, standard deviation, frequency counts and percentages were used to measure the degree of occurrence of career guidance program offered and the employability of graduates.

Eta coefficient was used to obtain if there is existing relationship of the variables.

F-ratio was used to determine if there is a significant difference among the selected campuses. The same statistics was utilized to test if there is a significant difference on the employability of graduates among the identified campuses of the University.

Pearson-r was used to determine if there is an existing relationship of the career guidance program offered to the employability of graduates.

One- way ANOVA (Analysis of Variance) was used to determine if there is a significant relationship on the extent and effectiveness of career guidance program to the employability of graduates from academic year 2010-2015.

Chi-square test was used to determine the degree/ significance of agreement of career guidance program and employability of graduates among the group of respondents by campus.

Table .1 Significant difference on the effectiveness of career guidance program offered among the different campuses of Isabela State University in terms of the following category of career services. Career exploration, Career readiness, Career information, Career counselling and goal setting, Career planning to achieve career goals and Career decision making

Services	Sources	Sum of Squares	df	Mean Square	F	p-value	Remarks
Career exploration	Between Groups	92.73	2	46.37	104.24	.00	Significant
	Within Groups	519.08	1167	0.44			
	Total	611.82	1169				
Career readiness	Between Groups	110.38	2	55.19	120.72	.00	Significant
	Within Groups	533.51	1167	0.46			
	Total	643.89	1169				
Career information	Between Groups	107.01	2	53.50	120.49	.00	Significant
	Within Groups	518.22	1167	0.44			
	Total	625.23	1169				
Career counselling and goal setting	Between Groups	83.92	2	41.96	110.05	.00	Significant
	Within Groups	444.97	1167	0.38			
	Total	528.88	1169				
Career planning to achieve career goals	Between Groups	89.98	2	44.99	107.95	.00	Significant
	Within Groups	486.38	1167	0.42			
	Total	576.36	1169				
Career descision making	Between Groups	100.44	2	50.22	123.17	.00	Significant
	Within Groups	475.82	1167	0.41			
	Total	576.259	1169				

Table 1 generally reveals that statistically there is a significant difference in the effectiveness of the career

guidance program along the different career services category according to campus as indicated in all p-values of less than 0.001 using one-way ANOVA, The findings could be interpreted that the implementation of the three campuses of career guidance services is highly effective. Every campus has their own strategy in imposing their career guidance programs to their students. It will result into their identification and practical know-how on the skills taught in order for them to attain their goals and life fulfillment towards employment opportunities. The mission of career guidance is to inculcate self understanding, realization, relate education at various levels and career pathways. The world of careers is being explored by the students, understand the pertinent courses of study and evolve awareness of their knowledge, interest and worth. In Singapore career guidance was divided into several topics like awareness and management of one’s self, awareness of relational assistance and opinion influencers, education landscape and planning pathways exploration and career sectors exploration. The career guidance approach to all students including both individuals and groups is a necessary policy to deliver. (Perry, Liu & Pabian,2010).

Table 2. Significant difference on the employability of graduates among the different campuses of Isabela State University from Academic Year 2010-2015 based on the following employability variables such as: Waiting time for the first job, Number of Job since graduation, Employment status, Gross monthly income, Nature of work, Place of work, Number of employees in present company/ organization, Length of service in each job, Position/ designation in each job

Employability	Value	df	p-value	Remarks
1. Waiting time for the first job	195.53 ^a	10	.00	Significant
2. Number of Job since graduation	.20 ^b	2, 1167	.82	Not Significant
3. Employment status	38.12 ^a	6	.00	Significant
4. Gross monthly income	309.34 ^a	16	.00	Significant
5. Present occupation	30.41 ^a	12	.00	Significant
6. Nature of work	2.00 ^a	2	.37	Not Significant
7. Place of work	18.82 ^a	2	.00	Significant
8. Number of employees in present company/ organization	1.43 ^b	2, 1167	.24	Not Significant
9. Length of service in each job	2.76 ^b	2, 1167	.06	Not Significant

Table 2 generally reveals the significant difference on the employability of graduates among the selected campuses of the university as indicated by p-values of less than .001. Using the Chi-Square Test and One-Way Analysis of Variance, the results revealed that waiting time for the first job, employment status, gross monthly income, present occupation, and place of work are significant. The other employability variables such as number of job since graduation, nature of work, number of employees in present company/ organization and length of service in each job are not significant. As gleaned in the table it revealed that the graduates are concerned to a situation that their fulfillment is towards their jobs but not to the number of jobs, its nature and their length of services which they have gone throughout their job search.

Guidance employed the experiential technique including on the spot job interviews and the provision of firsthand vocational experiences. Internships and work fellowships in companies that can also furnish precious opportunities for university students to observed at firsthand and practice the jobs which they may be interested. Naturally, providing this form off campus experiential learning is not easy to arrange for huge number of students. It also immensely lean on the desire of local companies and worksites to collaborate and provide possible placement opportunities.(Yan, 2008).

Table 3. Relationship of the career guidance program offered to the employability of graduates of Isabela State University in Academic Year 2010-2015?

Employability	Career Services					
	Career exploration	Career readiness	Career information	Career counselling and goal setting	Career planning to achieve career goals	Career decision making
1. Waiting time for the first job	.28*	.31*	.27*	.29*	.31*	.30*
2. Number of Job since graduation	-.04	-.02	-.03	-.06	-.07 ⁺	-.10 ⁺
3. Employment status	.10*	.09*	.10*	.10*	.08*	.09*
4. Gross monthly income	.17*	.20*	.18*	.16*	.18*	.13*
5. Present occupation	.05	.07	.10	.06	.08	.10
6. Nature of work	.01	.02	-.01	-.01	.03	.01
7. Place of work	-.04	-.03	-.07 ⁺	-.06	-.03	-.04
8. Number of employees...	-.05	-.05	-.09 ⁺	-.08 ⁺	-.07 ⁺	-.06
9. Length of service in each job	.12 ⁺	.14 ⁺	.11 ⁺	.10 ⁺	.11 ⁺	.11 ⁺

*. Correlation is significant at the 0.05 level (2-tailed).

Table 3 generally reveals the analysis of data resulted from Eta correlation coefficient, Pearson correlation and eventually point biserial analysis on the career guidance program offered to the employability of graduates of Isabela State University in Academic Year 2010-2015.

It further revealed that significant difference exists in the extent of career guidance program and employability of graduates per campus. Career counsellors provide the needs of their clients in terms of seminars and jobs fair, exposure to different industries and career counselling that facilitates the realization of their future careers. (Blay, 2012; Aguilar, 2016)

The results show that there is a significant relationship of the career guidance program and employability of the respondents at 0.05 level. It can be apprehended that the university have a good implementation of the career guidance program and services. It can also be a fair and reliable predictor of landing an appropriate jobs after graduation in college. Career guidance program and employability of graduates are significantly related variables. Table 4. Significant relationship on the extent of effectiveness of career guidance program to the employability of graduates of Isabela State University from Academic Year 2010-2015?

Employability	Career Services					
	Career exploration	Career readiness	Career information	Career counselling and goal setting	Career planning to achieve career goals	Career decision making
1. Waiting time for the first job	.29*	.31*	.13*	.06	.35*	.10*
2. Number of Job since graduation	-0.05	-.06 ⁺	.03	-.03	.07 ⁺	-.002
3. Employment status	.12*	.11*	.02	.06	.16*	.08*
4. Gross monthly income	.16*	.15*	.08	.09	.33*	.18*
5. Present occupation	.07	.06	.08	.05	.11*	.06
6. Nature of work	-.01	.00	.02	.01	.06 ⁺	-.01
7. Place of work	-.06	-.04	.005	.02	.09 ⁺	-.03
8. Number of employees in present...	-.06 ⁺	-.06 ⁺	.02	.03	.08 ⁺	.003
9. Length of service in each job	.10 ⁺	.13 ⁺	-.02	-.05	-.13 ⁺	.03

*. Correlation is significant at the 0.05 level (2-tailed).

Table 4 generally reveals that there is significant relationship that exists in the extent of effectiveness of career guidance program offered by the different campuses of the Isabela State University and employability of their graduates in School Year 2010-2015.

The findings show that there is a significant correlation on the extent of effectiveness of the career guidance program to employability of graduates as indicated by the probability value which is lesser than the level of significance, 0.05. Eta correlation coefficient and Pearson-r table of interpretation and test statistic at .05 level was used.

The study of (Blay,2012; Aguilar,2016) implied that career counsellors provide the needs of their clients in terms of seminars and jobs fair, exposure to different industries and career counselling that facilitates the realization of their future careers affect the extent of graduates employability.

SUMMARY AND CONCLUSIONS:

1. That the implementation of career guidance program at Isabela State University is highly effective as indicated by all p-values of less than 0.001. The results found to be significant at .05 level.
2. Employability variables by campus indicated by p-values of less than .001 could mean that the campus is significantly different in employability of their graduates as revealed by the employability of the respondents offered by the different campuses. The variation of gaining employment by campus signified an evident from one person to another and the different campuses as well.
3. Significant correlation was found in the career guidance program and employability of graduates of the university is significantly a related variables. It can also be concluded that career guidance program is a reliable forecaster of graduates employability. The degree of correlation is significant at .05 level.
4. The extent of the effectiveness of career guidance program to employability of graduates is also significant at .05 level. It could also be inferred that the implementation of career guidance program are reliable measures towards graduates employability.
5. Self-employment facilitates the graduates in job hunting that will support the crisis of the family, society and the economy.

RECOMMENDATION:

1. Follow-up study is suggested to include among others an extensive data to promote employability of graduates.
2. To make the career guidance program responsive to the needs of the people in educational, academic, social and economic domains.
3. The campuses of the university should work hard for their graduates to be gainfully employed.
4. Self-employment is recommended and for the graduates to become entrepreneurial.

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