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Beyond The School Walls: A Graduate Tracer Study of The NEUST-BSN Batch 2021-2022

Agatha Mamaril[1], Mary Manuzon[1], Avic Medrano[1], Mark Mesina[1], Kimberly Pacoma[1], Ariza Parcibigan[1]

[1]College of Nursing, Nueva Ecija University of Science and Technology, Philippines

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ABSTRACT

Focusing on the graduates of Nueva Ecija University of Science and Technology Batch 2021-2022, this study encompassed the investigation and analysis of the post-graduation trajectories and experiences of alumni from the NEUST College of Nursing batch 2021-2022 in their employment career. Focused on understanding the career paths, employment status, further education pursuits, skills utilization, and overall outcomes of graduates that can be used as a guide to create an optimum curriculum for future students. This study used a descriptive quantitative research design to gather quantifiable data and statistically analyze a population of Nueva Ecija University of Science and Technology (NEUST) - College of Nursing batch 2021 to 2022. In this study, the researchers sought to identify the percentage of the demographic profile, skills, employability, training, advanced studies, and employment data to gain valuable feedback among nursing graduates, and it could help shape the NEUST College of Nursing's current curriculum. Overall, the NEUST-BSN batch 2021-2022 utilized communication skills, with 80.65% of respondents stating their usefulness. Additionally, 64.52% of the respondents found human relations skills valuable, while entrepreneurial skills were deemed useful by 12.90% of respondents. Information technology skills were helpful in their first job, according to 32.26% of respondents. Problem-solving skills were also found to be valuable competencies acquired in college with 62.37% respondents. Furthermore, 84.95% of respondents answered that they find critical thinking skills useful in their first job. Data analysis reveals that the majority of the graduates are employed and have found their jobs aligned with their undergraduate studies. The graduates also place a high priority on ongoing professional growth through additional education and training.

Corresponding Author:
Agatha Mamaril
College of Nursing, Nueva Ecija University of Science and Technology
Gen. Tinio Street, Quezon District, Cabanatuan City, Nueva Ecija 3100, Philippines
Email: sungjaeagathamamaril@gmail.com

1. INTRODUCTION

A step closer to their aspirations and another step towards their success. One of the most significant turning points in the nursing field is when they go from being a nursing student to becoming a registered nurse—a courage to open their door to opportunities and step beyond their school walls. While nursing education equips students with the necessary theoretical knowledge and practical skills, transitioning to actual clinical practice is

often complex and challenging. The Philippines' Department of Education defined University Graduate Tracer Studies (GTS) as retrospective analyses of graduates through a standardized survey, which takes place sometime after graduation. It provides information that is valuable to help improve education, skills training, and education curriculum in guidance to help individuals decide on their education training paths and clearer judgment about skilling the labor force. The Philippines' Higher Education Institutions (HEIs) are significantly contributing to the country's socio-economic development by endowing individuals with the necessary knowledge, skills, and capability to become more productive and useful citizens of the country.

A tracer study is required to determine how effectively a university has succeeded in terms of strengthening its students' abilities and preparing them for the workplace [1]. GTS is becoming a recognizable practice worldwide. In order to thoroughly evaluate how graduates view the experiences they underwent during their degree study and their transition to the labor market, graduate tracer studies entail the identification and follow-up of graduates from Higher Education Institutions (HEIs) worldwide. Prioritizing learning from and implementing improvements based on graduates' complex experiences should be the goal for colleges looking to improve their teaching and training of graduates [2]. Meanwhile, the Commission on Higher Education (CHED) required the implementation of Outcomes-Based Education (OBE) in universities and colleges. Through the help of Tracer, studies enabled Higher Education Institutions to profile their graduates while reflecting on the quality of education they provide.

The Nursing Graduate Tracer Study (GTS) is a crucial tool in assessing the effectiveness of nursing education programs and the career outcomes of nursing graduates. This study aims to gather data on the employment status, job satisfaction, and further education pursuits of nursing graduates in Nueva Ecija University of Science and Technology batch 2021-2022. This study proposes a guide for graduate trace studies (GTS) to be adopted by NEUST - College of Nursing as a Higher Education Institution. Their essential role notwithstanding, graduate tracer studies present viable opportunities through which quality assurance (QA) can be institutionalized and mainstreamed in the activities of HEIs in Region III, Philippines. An important aspect of this study is assessing job satisfaction among nursing graduates. By gathering data on factors such as work environment and opportunities for career advancement, educational institutions can better understand how satisfied graduates are with their chosen profession.

This information can help shape curriculum changes or additional support services needed to improve future nursing students' job satisfaction. Furthermore, this study proposes the creation of the Alumni Database. With this database, institutions can publish current and vital alumni statistics. It contributes to increased credibility. It allows organizations to stay in touch with their alumni. By conducting this study, educational institutions can evaluate the quality of their nursing programs and make necessary improvements to prepare students for their work environment better. The study was anchored on the Theory of Employability by [3], also utilized in related studies read by the researchers, such as "Interrogating Theoretical and Empirical Approaches to Employability in Different Global Regions" by [4]. This theory concluded employability as a crucial aspect for graduates and institutions in the economy, emphasizing their role in economic development. Higher education institutions' educational, research, and service objectives are needed to extend beyond enhancing graduates' employability.

According to [3], graduates' personal adaptability, career identity, and social and human capital influenced their employability. They emphasized the importance of students believing they could make a difference and managing their career development to maintain employability. Adaptability was also crucial in influencing career intentions because it influenced the choice of challenging or unconventional paths [5]. Moreover, personal adaptability was identified as a soft skill enabling individuals to adapt to changing workplace circumstances such as priorities, projects, clients, and technology. Another factor influencing an individual's employability is career identity, a crucial psychological component aiding nursing students to succeed academically, prepare for the workforce, and handle maladjustment problems based on their belief in their competence for a specific career role [6]. Career identity forms a meaning structure where an individual connects motivation, interests, and competencies to acceptable career roles, defining their understanding of themselves and their aspirations in the work context.

The last factor influencing graduates' employability was their social and human capital. Social capital stems from relationships with others, while human capital originates from the individual. Human capital consists of knowledge, skills, attitudes, and flexibility, while networks and relationships associated with one's job and career provide information on job leads and employment opportunities [7]. Employers typically assess a job seeker's education level, work ability, work experience, and other human capital to determine their suitability as employees, while social capital allows job seekers to obtain resources through social relationships to achieve employment goals. In the context of this study, to ensure the employability of NEUST– Bachelor of Science in Nursing graduates, students were prepared for their chosen paths by providing sustainable study conditions, aligned experiences, and provisions, enabling them to gain personal adaptability, career identity, and social and human capitals necessary for navigating challenging paths.

Furthermore, the experiences of successful graduates significantly aided in meeting the program's requirements to ensure students' competence and employability. This tracer study obtained input into the profile of NEUST-BSN graduates batch 2021-2022 based on their general information, educational background, training, advanced studies attended after college, and employment data. The data obtained showed the characteristics of graduates in a specific batch in 2021-2022. The respondents' general information, educational background, training, advanced studies attended after college, and employment data could have influenced their assessment of the teaching and learning process at the Nueva Ecija University of Science and Technology. During the process of data gathering, the researchers used an online survey questionnaire, a readily available CHED Graduate Tracer Study and evaluated the outcome of graduates based on knowledge, skills, and employment of BSN batch 2021-2022.

This study involved the application of basic descriptive statistics such as frequency counts and percentages, for the reason(s) for taking the course(s) or pursuing a degree(s) and employment data. Moreover, the researchers also used Thematic analysis to interpret the suggestions of the graduates to improve the BSN curriculum. These statistical measures together provided a detailed view of the post-graduation paths of NEUST-BSN batch 2021-2022, helping identify patterns, trends, and areas for potential improvement in the nursing program. The output was in the form of recommendations for the quality assurance of content and training courses using the alumni database of the Bachelor of Science in Nursing at NEUST, which could have completely shaped the character and competence of graduates. Moreover, the researchers provided pamphlets to recognize the alumni's suggestions to improve the current nursing curriculum. Furthermore, the implementation of this tracer study was divided into three stages: preparation and planning, data collection, data clearing, and data analysis.

2. RESEARCH METHOD

This study used a descriptive quantitative research design to gather quantifiable data and statistically analyze a population of Nueva Ecija University of Science and Technology (NEUST) - College of Nursing batch 2021 to 2022. A descriptive method of research was employed to analyze, interpret, and report the present status of a group. It also included studies that presented facts, acts, conditions, or phenomena [8]. In this study, the researchers sought to identify the percentage of the demographic profile, skills, employability, training, advanced studies, and employment data to gain valuable feedback among nursing graduates, and it could help shape the NEUST College of Nursing's current curriculum. The respondents of this study were graduates of the Bachelor of Science in Nursing at NEUST who finished their degree in the academic year 2021-2022. The overall population of the graduates reached 109. The researchers made use of various sampling techniques in selecting the respondents, such as person-to-person referrals or snowballing techniques with the aid of Facebook, emails, and other social sites to get in touch with the intended respondents.

Purposive sampling was utilized in determining the names of people listed in the directory of graduates for the school year 2021-2022 that were included in this study. Total enumeration was applied as the researchers made use of all their ways to contact the overall population of the graduates, yet the retrieval rate appears to be 93 (86%) out of 109 graduates. The researchers sought statistical consultation and approval from the Nueva Ecija University of Science and Technology - Data and Statistical Analysis Center. This study used the following statistical treatment for the independent and dependent variables involve such as frequency counts and percentages. The most recognized types of descriptive statistics are measures frequency and percentage which are used at almost all levels of maths and statistics [9]. The statement of the problem number 1 consists of the demographic profile, the researchers used frequency distribution. For the statement of the problem number 2 up to 9, which includes educational background, professional exam passed, reasons for taking the course, employment details, employment profile, and skills that are useful to their present job, researchers will use frequency and percentage distribution using the formula below:

$(P)\% = F/N \times 100\%$

where:

F = frequency

N = total number of respondents

P = percentage

These statistical measures together provided a detailed view of the post-graduation paths of NEUST BSN Batch 2021-2022, helping identify patterns, trends, and areas for potential improvement in the nursing program. Meanwhile, for the statement of the problem 10, which states the recommendations of the graduates to further enhance the curriculum, were analyzed using Thematic analysis, which is usually applied to a set of texts [10]. The researcher closely examines the data to identify common themes – topics, ideas, and patterns of meaning that come up repeatedly.

3. RESULTS AND DISCUSSIONS

3.1 General Information

The first part of the study focused on the description of the respondents' general information. The tables below present the data gathered from the profile of the NEUST-BSN batch 2021-2022 graduates. The respondents' profiles were tabulated and computed according to civil status, sex, region of origin, province, and residence location. **Table 1** presents the civil status among NEUST-BSN batch 2021-2022 graduates, revealing a predominant prevalence of individuals categorized as single, comprising 98.92% or 92 respondents. However, the married status was notably lower, accounting for only 1.08%, which is equal to only 1 respondent. No instances of separation, single parenthood, or widowhood/widower status were reported within the surveyed population. These findings underscore a significant demographic composition characterized by a majority of single individuals, with minimal representation from other civil status categories. **Table 2** presents the distribution of sexes within the NEUST-BSN batch 2021-2022 graduates. The data reveal females comprise the majority at 72.04%, consisting of 67 respondents, compared to males, who represent 27.96% or a total of 26 respondents of the total sample size. This sex distribution indicates a predominance of female participants within the studied demographic.

Table 1. Civil Status Among NEUST-BSN Batch 2021-2022 Graduates

Civil Status	Frequency	Percentage (%)
Single	92	98.92
Married	1	1.08
TOTAL	93	100.00

Table 2. Sex Distribution of NEUST-BSN Batch 2021-2022 Graduates

Sex	Frequency	Percentage (%)
Male	26	27.96
Female	67	72.04
TOTAL	93	100.00

Table 3 presents the data concerning the region of origin among NEUST-BSN batch 2021-2022 graduates. Region 3 comprised 97.85% of the total surveyed population, consisting of 91 respondents. However, Region 1 and 2 each represent a minimal proportion of 1.08% or 1 respondent per region. Notably, no participants originate from Regions 4 to 12, including the National Capital Region (NCR), Cordillera Administrative Region (CAR), Autonomous Region in Muslim Mindanao (ARMM), and CARAGA. This distribution highlights the predominant representation of Region 3.

Table 3. Region of Origin Among NEUST-BSN Batch 2021-2022 Graduates

Region of Origin	Frequency	Percentage (%)
Region 1	1	1.08
Region 2	1	1.08
Region 3	91	97.85
TOTAL	93	100.00

Table 4 presents the data concerning the provinces of NEUST- BSN batch 2021-2022 graduates, revealing a predominant representation from Nueva Ecija, comprising 94.62% or 88 of the total surveyed population. Aurora and Pangasinan contribute to a smaller proportion, accounting for 4.30% or 4 respondents and 1.08% which is equivalent to only 1 respondent, respectively. This distribution indicates a significant concentration of participants from Nueva Ecija, with minimal representation from other provinces. Table 5 presents the data on the location of residence of the NEUST-BSN batch 2021-2022 graduate, demonstrating a distribution wherein a majority, 62.37%, comprising of 58 respondents, reside in municipalities, while the remaining 37.63% or 35 respondents reside in cities. This distribution suggests a higher prevalence of participants residing in municipal areas compared to cities.

Table 4. Provinces of NEUST-BSN Batch 2021-2022 Graduates

Province	Frequency	Percentage (%)
Aurora	4	4.30
Nueva Ecija	88	94.62
Pangasinan	1	1.08
TOTAL	93	100.00

Table 5. Location of residence among NEUST-BSN batch 2021-2022 graduates

Location of Residence	Frequency	Percentage (%)
City	35	37.63
Municipality	58	62.37
TOTAL	93	100.00

3.2 Educational Background

This study focused on the description of the respondents' educational background. The tables below present the data gathered from the profile of the NEUST-BSN batch 2021-2022 graduates. The respondents' profiles were tabulated and computed according to educational background, college or university, year graduated, honors or received awards, reason for taking the course, name of examination taken, date of examination taken, and the passing rate. The educational background among NEUST-BSN batch 2021-2022 in **Table 6** reveals that 100% (93 respondents) of the population took a Bachelor of Science in Nursing and specialized nursing patient care. As per the survey results in **Table 7**, 100% or 93 respondents of the NEUST-BSN batch 2021-2022 took their undergraduate studies at Nueva Ecija University of Science and Technology. Drawing from gathered data in **Table 8**, 100% (93 respondents) of the NEUST College of Nursing batch 2021-2022 graduated in the academic year 2022.

The data in **Table 9** reveals that 90 respondents or 96.8% of the NEUST College of Nursing batch 2021-2022 graduates did not indicate any honors or awards received. Meanwhile, 1.08% or only 1 respondent received the Best in CHN silver award, 1 respondent (1.08%) also received Best in Research, and only 1 respondent (1.08%) received the Loyalty award. Based on the gathered result in **Table 10**, 96.81% or 91 respondents took the Philippine Nursing Licensure Examination (PNLE), and at the same time, 1 of the 91 respondents also took the National Council Licensure Examination (NCLEX) which corresponds to 1.06%. Moreover, 2 respondents or 2.13% of the total respondents did not take any examination yet.

Table 6. Educational Background of The NEUST-BSN Batch 2021-2022 Graduates

Educational Background	Frequency	Percentage (%)
Bachelor of Science in Nursing	93	100.00
TOTAL	93	100.00

Table 7. College or University of The NEUST Batch 2021-2022 Graduates

College or University	Frequency	Percentage (%)
Nueva Ecija University of Science and Technology	93	100.00
TOTAL	93	100.00

Table 8. Year Graduated of The NEUST Batch 2021-2022 Graduates

Year Graduated	Frequency	Percentage (%)
2022	93	100.00
TOTAL	93	100.00

Table 9. Honors or Awards Received of The NEUST Batch 2021-2022 Graduates

Honors or Awards Received	Frequency	Percentage (%)
None	90	96.77
Best in CHN (silver)	1	1.08
Best Researcher (gold awardee)	1	1.08
Loyalty Awardee	1	1.08
TOTAL	93	100.00

Table 10. Name of Examination of The NEUST Batch 2021-2022 Graduates

Name of Examination	Frequency	Percentage (%)
Philippine Nursing Licensure Examination	91	96.81
National Council Licensure Examination	1	1.06
Not Applicable	2	2.13
TOTAL	93	100.00

Table 11 presents the examination date taken by the respondents. For the Philippine Nursing Licensure Examination (PNLE), 83 respondents or 91.21% took their board exam on November 12 to 13, 2022, while 1.10%, which is equivalent to 1 respondent took the PNLE on May 28 to 29, 2023. And lastly, seven 7 respondents, compromising 7.69% took their PNLE last November 11 to 12, 2023. Moreover, 1 respondent who took the PNLE

also took the National Council Licensure Examination (NCLEX) on December 28, 2023, as it shown in **Table 12**. Based on the results gathered in **Table 13**, 95.70% or 89 respondents passed their licensure examination, while 2 respondents, which is equivalent to 2.15%, failed to pass their licensure examination and 2 remaining respondents (2.15%) did not take the licensure examination yet.

Table 11. PNLE Date Taken of The NEUST Batch 2021-2022 Graduates

PNLE Date Taken	Frequency	Percentage (%)
November 12-13, 2022	83	91.21
May 28-29, 2023	1	1.10
November 11-12, 2023	7	7.69
TOTAL	91	100.00

Table 12. NCLEX Date Taken of The NEUST Batch 2021-2022 Graduates

NCLEX Date Taken	Frequency	Percentage (%)
December 28, 2023	1	100.00
TOTAL	93	100.00

Table 13. Ratings in the licensure examination of the NEUST-BSN batch 2021-2022 graduates

Ratings	Frequency	Percentage (%)
Passed	89	95.70
Failed	2	2.15
Exam not taken yet	2	2.15
TOTAL	93	100.00

Based on gathered data in **Table 14**, 69.89% or 65 respondents of the NEUST College of Nursing batch 2021-2022 pursued a BS in Nursing due to high grades in health-related courses or subjects. Meanwhile, 77.42%, which is equivalent to 72 respondents, cited good high school grades as influencing their decision, and 74 respondents (79.57%) were influenced by parents or relatives. Conversely, 61 respondents constituting 65.59% of the total mentioned peer influence, while 64 respondents or 68.82% were inspired by role models, and 69 respondents or 74.19% had a strong passion for the profession. Additionally, 65 respondents or 69.89%, were motivated by immediate employment prospects, and 66 of the total respondents (70.97%) reasoned it was because of the status or prestige of the profession of nursing.

Table 14. Reason for Taking The Course of BSN in NEUST Batch 2021-2022 Graduates

Reason for Taking the Course	Frequency	Percentage (%)
High grades in the course or subject	65	69.89
Good grades in high school	72	77.42
Influence of parents or relative	74	79.57
Peer influence	61	65.59
Inspired by role model	64	68.82
Strong passion for the profession	69	74.19
Prospect for immediate employment	65	69.89
Status or prestige of the profession	66	70.97
Availability of course offering in the chosen institution	71	76.34
Prospect for career advancement	70	75.27
Affordable for the family	58	62.37
Prospect of attractive compensation	62	66.67
Opportunity for employment abroad	81	87.10
No Particular choice	56	60.22
Pre-med	1	1.08

*Note. This part had multiple responses from the respondents.

Furthermore, 71 respondents or 76.34% of the NEUST batch 2021-2022 graduates considered the availability of the course in their chosen institution, while 75.27%, which constitute 70 respondents, saw the potential for career advancement. Moreover, affordability was a factor for 58 respondents or 62.37%. Another, a total of 62 respondents or 66.67% were drawn by the prospect of attractive compensation, and the highest proportion, in total of 81 respondents or 87.10%, chose nursing for opportunities abroad. Meanwhile, 60.22% of 56 of the respondents had no specific reason. Lastly, 1 respondent (1.08%) viewed BS Nursing as a pre-med track.

3.3 Training(s)/Advanced Studies Attended After College

This part includes the training(s)/advanced studies attended after college of the respondents, such as title of training or advance study, duration and credits earned, name of training institution/college/university, and reasons for pursuing advance studies that the NEUST-College of Nursing batch 2021 to 2022 have attended. Based on the gathered data in **Table 15**, the majority have undergone Basic Life Support (BLS), with 26 respondents, constituting 27.96% of the total. This training equips nurses with essential skills to respond effectively to life-threatening emergencies, highlighting its paramount importance in patient care settings. Following closely is the Advanced Cardiac Life Support (ACLS) training, with 24 respondents, accounting for 25.81%. ACLS focuses on advanced resuscitation techniques for cardiac arrest and other cardiovascular emergencies, reflecting the commitment of nurses to handle critical situations adeptly. Additionally, 10 individuals, representing 10.75%, have attended Intravenous Therapy Training.

This training underscores the significance of proficient IV therapy administration in delivering medications and fluids safely and efficiently. Two respondents or 2.15% were in Advance Study, Advance Infection Control and Prevention, and Philippine Essential Newborn Care and Resuscitation Program (NRPH). Furthermore, several specialized training programs, such as A Glimpse of CKD: When to Start Initiation of Timely Management, Appreciate Leadership in Nursing, Basic Competency Training for Critical Care Nursing, Basic ECG Reading, BEST PH 'Train the Stroke Champions' Program, Critical Care for Newborn, DOH Unang Yakap, ER-Trauma Training, Hemodialysis Training for Nurses, Neuro Training, Phlebotomy, PONA Training and Seminar, Preceptorship Trainings, Proper Handling of Cytotoxic Drugs and Waste, and Training Course in Rabies and Animal Bite scored low with only 1 respondent, each representing 1.08%.

While these programs may cater to niche areas of practice, their low participation rates could indicate either a limited demand or accessibility to such training opportunities. Interestingly, a substantial portion of respondents, totaling 44 respondents, reported having undergone no specific training, representing 47.31% of the total. While this may indicate a gap in continuous professional development opportunities or varied career trajectories among nursing professionals, it underscores the need for organizations to prioritize and facilitate ongoing education and skill enhancement initiatives.

Table 15. Training or Advance Study Attended by The NEUST-BSN Batch 2021-2022 Graduates

Title of Training or Advance Study	Frequency	Percentage (%)
A Glimpse of CKD: When to Start Initiation of Timely Management	1	1.08
Advanced Cardiac Life Support	24	25.81
Advance Study	3	2.15
Advanced Infection Control and Prevention	2	2.15
Appreciate Leadership in Nursing	1	1.08
Basic Competency Training for Critical Care Nursing	1	1.08
Basic ECG reading	1	1.08
BEST PH " Train the Stroke Champions" PROGRAM	1	1.08
Basic Life Support	26	27.96
Critical Care for Newborn	1	1.08
DOH Unang Yakap	1	1.08
ER- Trauma Training	1	1.08
Hemodialysis Training for Nurses	1	1.08
Intravenous Therapy Training	10	10.75
None	44	47.31
Neuro Training	1	1.08
Philippine Essential Newborn Care and Resuscitation Program (NRPH)	2	2.15
Phlebotomy	1	1.08
PONA Training and Seminar	1	1.08
Preceptorship Trainings	1	1.08
Proper Handling of cytotoxic drugs and waste	1	1.08
Training Course in Rabies and Animal Bite	1	1.08

*Note. This part had multiple responses from the respondents.

Table 16 shown details the number of duration and credits that respondents from the NEUST College of Nursing, batch 2021–2022, completed during their training. The table provides a range of timeframes, from two hours to two years, under the "Duration" column. These timelines show the length of the training sessions that the respondents attended; the durations range from hours to weeks or years, with shorter intervals between each session. The matching credit values for each training duration are displayed in the table's "Credits" column. After the program, participants' educational or professional credits are probably indicated by these credits. The values

of the credits range from 3 credits for shorter training periods to up to 28 credits for longer training periods. **Table 17** shown the name of training institution/college/university attendend by NEUST-BSN batch 2021-2022.

Table 16. **Duration and Credits Earned Among NEUST-BSN Batch 2021-2022 Graduates During Their Training**

Duration	Credits
2 hours	3
4 hours	4
8 hours	8
12 hours	10
1 day	16
2 days	20
3 days	28
Total	93

Table 17. **Name of Training Institution/College/University Attended by NEUST-BSN Batch 2021-2022 Graduates**

Name of Training Institution/College/University	Frequency	Percentage (%)
American Heart Association	3	3.23
Angeles University Foundation	1	1.08
Asian Hospital and Medical Center	1	1.08
BEST-PH	1	1.08
B.Braun Avitum Philippines	1	1.08
Bureau of Fire Protection	1	1.08
Dr. Paulino J. Garcia Memorial Research and Medical Center	9	9.68
Dr. Sulaiman Al Habib Hospital	1	1.08
Good Samaritan Colleges	1	1.08
Heart Up Training Center	1	1.08
Immaculate Conception Medical Center	2	2.15
Infinity Training and Global Institute	1	1.08
Makati Medical Center	1	1.08
Marikina Valley Medical Center	2	2.15
None	44	47.31
Nueva Ecija Doctors Hospital Inc.	1	1.08
Nueva Ecija Medical Center	1	1.08
Nueva Ecija University of Science and Technology	6	6.45
Philippine Heart Association	4	4.30
Philippine Heart Center	1	1.08
Philippine Heart Center / Valeries	1	1.08
Philippine Nurses Association, INC.	1	1.08
Philippine Red Cross	2	2.15
Philippine Red Cross-Cabanatuan Chapter	1	1.08
Premiere Medical Center	1	1.08
Renal Nurses Association of the Philippines Inc	1	1.08
Research Institute for Tropical Medicine	1	1.08
The Medical City	1	1.08
Wesleyan University of the Philippines	1	1.08
Total	93	100

Among the 3 respondents who pursued advanced studies in **Table 18**, all indicated professional development as their primary motivator, accounting for 3.23% of the total population. This demonstrates a strong relationship between higher education and job growth, emphasizing the importance of advanced studies in providing students with the skills and information they need to flourish in their particular industries.

Table 18. Reasons for Pursuing Advance Studies Among NEUST-BSN Batch 2021-2022 Graduates

Reasons for Pursuing Advance Studies	Frequency	Percentage (%)
For professional development	3	3.23

3.4 Employment Data

This section encompasses the employment details and profiles of the respondents, focusing on the competencies they acquired in college that proved highly valuable in their first jobs. It also examines the relevance of the Bachelor of Science in Nursing (BSN) curriculum to the respondents' current jobs. Furthermore, it lays the groundwork for proposing program enhancements to ensure that future graduates are better equipped to meet the evolving demands of the nursing profession.

Table 19 presents the present employment status of the nursing graduate batch of 2021-2022. The majority of respondents, comprising 95.70% or 89 respondents, are currently employed, indicating a high level of workforce involvement among recent nursing graduates. On the other hand, 1 respondent, representing 1.08%, is currently unemployed but have previous work experience. Additionally, 3.23% or 3 respondents have never been employed.

Table 19. Present Employment Status of The NEUST-BSN Batch 2021-2022 Graduates

Present Employment Status	Frequency	Percentage (%)
Yes	89	95.70
No	1	1.08
Never been employed	3	3.23
TOTAL	93	100.00

The data in **Table 20** shows the reasons for unemployment among the respondents who are currently unemployed. The data shows that 50.00% or 2 respondents answered advanced or further study as the reason for their unemployment, indicating a pursuit of higher education or skill development. Meanwhile, 1 respondent or 25.00% answered that they did not look for a job. Moreover, family concerns and health-related reasons account for 25.00% or 1 respondent, of the unemployed respondents. This emphasizes the various factors contributing to unemployment, ranging from personal choices to health considerations.

Table 20. Reasons for Unemployed Status of The NEUST-BSN Batch 2021-2022 Graduates

Reasons for Unemployed Status	Frequency	Percentage (%)
Advanced or further study	2	50.00
Family concern and health related reason	1	25.00
Did not look for a job	1	25.00
TOTAL	4	100.00

Table 21 presents the distribution of the nursing graduate batch of 2021-2022 based on employment types. About 63 respondents (70.79%) are engaged in regular or permanent positions, indicating a preference for stable and secure employment arrangements. In the other hand, 23 respondents (25.84%) are in contractual employment. Meanwhile, temporary employment represents 2.25% or 2 respondents, indicating short-term engagements within the workforce. Self-employment accounts for 1 respondent or 1.12%, reflecting entrepreneurial pursuits within the respondents.

Table 21. Employment Type of The NEUST-BSN Batch 2021-2022 Graduates

Employment Type	Frequency	Percentage (%)
Regular or Permanent	63	70.79
Temporary	2	2.25
Contractual	23	25.84
Self-employed	1	1.12
TOTAL	89	100.00

It was indicated in the **Table 22** that self-employment accounts for 1 respondent or 1.12% of the total respondents, reflecting entrepreneurial pursuits within the respondents. **Table 23** presents the present occupations among the nursing graduate batch of 2021-2022. The majority, comprising 83 respondents or 93.26%, are employed as Staff Nurses, highlighting the significant role of nursing within the workforce. Additionally, 3 respondents or 3.37% are working as Nurse Auditors, while 2 respondents, or 2.25%, serve as Healthcare Assistants. Moreover 1.08% or 1 respondent is self-employed.

The data in **Table 24** shows the types of businesses or organizations within the nursing graduate batch of 2021-2022. A significant majority, comprising 86 or 96.63% of respondents, are involved in the Health and Social Work sector, indicating the central role of healthcare services within this group. Meanwhile, 1 respondent, or 1.12%, is engaged in Financial Intermediation. Furthermore, 2.25% or 2 respondents are associated with Other Community, Social, and Personal Service Activities, showcasing a diverse range of community-based and personal service occupations. **Table 25** presents the current workplaces of the nursing graduate batch of 2021-2022. The majority, comprising 83 or 89.25% of respondents, are employed locally, indicating significant engagement in the domestic workforce. Meanwhile, 6 or 6.45% of respondents have sought opportunities abroad, reflecting a global reach within the nursing profession.

Table 22. Skills Acquired by The NEUST-BSN Batch 2021-2022 Graduates During College That They Were Able to Apply as Self-Employed

Skills Acquired	Frequency	Percentage (%)
Critical Thinking Skills	1	1.08
Problem-Solving Skills	1	1.08
Entrepreneurial Skills	1	1.08
Communication Skills	1	1.08

Table 23. Present Occupation of The NEUST-BSN Batch 2021-2022 Graduates

Present Occupation	Frequency	Percentage (%)
Healthcare Assistant	2	2.25
Nurse Auditor	3	3.37
Self Employed	1	1.12
Staff Nurse	83	93.26
TOTAL	89	100.00

Table 24. Type of Business or Organization of The NEUST-BSN Batch 2021-2022 Graduates

Type of Business or Organization	Frequency	Percentage (%)
Financial Intermediation	1	1.12
Health and Social Work	86	96.63
Other Community, Social and Personal Service Activities	2	2.25
Financial Intermediation	1	1.12
TOTAL	89	100.00

Table 25. Place of Work of The NEUST-BSN Batch 2021-2022 Graduates

Place of Work	Frequency	Percentage (%)
Local	83	89.25
Abroad	6	6.45
TOTAL	89	100.00

The data in **Table 26** shows that the majority of the surveyed respondents comprising 76.40%, (68 respondents) secured their first job after graduation, indicating a high rate of employment among recent graduates. However, a notable proportion, representing 23.60% (21 respondents), did not immediately secure a job after completing their degree. The data in **Table 27** reveals that among respondents, the most common reason for staying in their current job is the consideration of salaries and benefits, accounting for 62.37% or 58 respondents. Career challenge comes next, with 52.69%, corresponding to 49 respondents indicating the importance of engaging work. Additionally, 67.74%, consisting of 63 respondents stated that their job relates to their special skills, underscoring the significance of skill utilization in job satisfaction. Remarkably, 21 out of the respondents, or 22.58%, mentioned closeness to home as a factor.

Additionally, a healthy work environment, mentioned by 1.08% or 1 respondent and hospital experience, mentioned by another 1 respondent, also contributed to job retention. Based on the gathered data in **Table 28**, the most common reason for accepting a job was related to their special skills, with 70.97% or a total of 66 respondents citing this as a factor. Salaries and benefits were also significant motivators, with 65.59%, which equivalent to 61 respondents considering them when accepting a job offer. Career challenge was another important factor, influencing the 53 respondents (56.99%). Proximity to residence played a role for 20.43% (19 respondents) of individuals, while a small percentage, 1.08% (1 respondent), were unemployed before accepting their current job. Additionally, 17.20% or 16 respondents continued their studies after accepting the job offer. Only one 1 respondent (1.08%) mentioned hospital experience as a reason for accepting the job.

From the data in **Table 29**, it is observed that a small portion of respondents, approximately 1.08% (1 respondent) each, mentioned career challenges or the relevance of their special skills as reasons for changing jobs. Interestingly, the majority, constituting 20.43% (19) of respondents, indicated that they had no specific reason for changing their jobs. According to the 2019 American Mobile Nurses (AMN) Healthcare survey, 81% of nurses were either extremely or very satisfied with their career choices and did not see any need to change jobs. From the data shown in **Table 30**, about 25 out of the total respondents (26.88%) stayed in their first job for 1 to 6 months. Meanwhile, about 11 of the total respondents or 11.83% lasted for 7 to 11 months in their job. On the other hand, 58.06% or 54 of the respondents stayed 1 year to less than 2 years in their first job.

Table 26. First Job After Graduation Among NEUST-BSN Batch 2021-2022 Graduates

First Job After Graduation	Frequency	Percentage (%)
Yes	68	76.40
No	21	23.60
TOTAL	89	100.00

Table 27. Reasons for Staying The Job Among NEUST-BSN Batch 2021-2022 Graduates

Reasons for Staying the Job	Frequency	Percentage (%)
Salaries & benefits	58	62.37
Career challenge	49	52.69
Related to special skills	63	67.74
Proximity to residence	21	22.58
Healthy work environment	1	1.08
None	5	5.38
Hospital Experience	1	1.08

Table 28. Reasons for Accepting The Job Among NEUST-BSN Batch 2021-2022 Graduates

Reasons for Accepting the Job	Frequency	Percentage (%)
Salaries & benefits	61	65.59
Career challenge	53	56.99
Related to special skills	66	70.97
Proximity to residence	19	20.43
Hospital Experience	1	1.08

Table 29. Reasons for Changing Jobs Among NEUST-BSN Batch 2021-2022 Graduates

Reasons for Changing Jobs	Frequency	Percentage (%)
Career challenge	1	1.08
Related to special skills	1	1.08
None	19	20.43
TOTAL	21	100.00

Table 30. Number of Months/Years in Their First Job Among NEUST-BSN Batch 2021-2022 Graduates

Number Of Months/Years in Their First Job	Frequency	Percentage (%)
1 to 6 months	25	26.88
7 to 11 months	11	11.83
1 year to less than 2 years	54	58.06
TOTAL	90	100.00

The survey results in **Table 31** reveal various paths individuals take to secure employment after completing their degree. Most commonly, 36 respondents (38.71%) relied on recommendations from acquaintances for job opportunities. Following closely, 29 individuals (31.18%) found jobs as walk-in applicants. Additionally, 10 respondents (10.75%) utilized advertisements to find employment, while 11 participants (11.83%) obtained job information from friends. A smaller number, 2 individuals (2.15%), were involved in family businesses for employment. Notably, only 1 respondent (1.08%) was discovered during board exam preparation, and another 1 respondent (1.11%) secured a job through online applications. In **Table 32**, about 63.44% or 59 respondents of the group, were able to secure a job in less than a month, indicating a relatively quick job search process for a significant portion of the surveyed population.

Additionally, 22.58%, which corresponds to 21 respondents reported taking between 1 to 6 months to land a job, while smaller percentages of 8.60% or 8 respondents took longer durations, ranging from 1 year to less than 2 years and 7 to 11 months which corresponds to 1.08% or 1 respondent. Interestingly, a small

percentage of respondents, 1.08% or 1 respondent, secured employment in less than a week. The data in **Table 33** shows that 90 out of 93 surveyed respondents had their first job experience. About 89 of the respondents (95.70%) was at a job level position and only 1 of the total respondents (1.08%) was self-employed. The data in **Table 34** indicates that 78.49 % or 73 of the respondents, or the majority, are employed in a job-level position in their current work. Meanwhile, 15 out of 89 respondents (16.13%) work with a rank or clerical position in their current job. Furthermore, a small percentage of respondents, 1.08%, which corresponds to 1 respondent reported working for themselves.

Table 31. List of The NEUST-BSN Batch 2021-2022 Graduates on How They Find Their Job After Finishing Their Degree

Finding The Job After Finishing the Degree	Frequency	Percentage (%)
Response to an advertisement	10	10.75
As walk-in applicant	29	31.18
Recommended by someone	36	38.71
Information from friends	11	11.83
Family business	2	2.15
Scouted while reviewing for board exam	1	1.08
Online Job Application	1	1.08
TOTAL	90	100.00

Table 32. The Time it Took to Land Their First Job Among NEUST-BSN Batch 2021-2022 Graduates

The Time It Took to Land the Job	Frequency	Percentage (%)
Less than a month	59	63.44
1 to 6 months	21	22.58
7 to 11 months	1	1.08
1 year to less than 2 years	8	8.60
Less than a week	1	1.08
TOTAL	90	100.00

Table 33. First Job Among NEUST-BSN Batch 2021-2022 Graduates

First Job	Frequency	Percentage (%)
Job level	89	95.70
Self Employed	1	1.08
TOTAL	90	100.00

Table 34. Current or Present Job Among NEUST-BSN Batch 2021-2022 Graduates

Current or Present Job	Frequency	Percentage (%)
Job level	73	78.49
Rank or Clerical	15	16.13
Self-employed	1	1.08
TOTAL	89	100.00

Based on the survey findings in **Table 35**, the initial gross income salaries of respondents vary across different salary brackets. The majority of respondents, comprising 46 respondents or 49.46% of the total population, reported earning between P10,000.00 to less than P15,000.00. Following this, 27.96% or 26 respondents indicated earning P25,000.00 and above. Meanwhile, smaller percentages of respondents fell into other salary ranges: 16.13% or 15 respondents reported earning between P20,000.00 to less than P25,000.00, while 2 respondents or 2.25% fell into P5,000.00 to less than P10,000.00 categories. Lastly, 1 respondent or 1.08% earned below P5,000.00.

Table 35. Initial Gross Income Salary Among NEUST-BSN Batch 2021-2022 Graduates

Initial Gross Income Salary	Frequency	Percentage (%)
Below P5,000.00	1	1.08
P5,000.00 to less than P10,000.00	2	2.15
P10,000.00 to less than P15,000.00	46	49.46
P20,000.00 to less than P25,000.00	15	16.13
P25,000.00 and above	26	27.96
TOTAL	89	100.00

The data in **Table 36** shows the list of competencies the NEUST batch 2021-2022 graduates learned during their college years, which they find useful in their first job. About 75 or 80.65 % of the respondents answered that they find college-acquired communication skills useful in their first job. Meanwhile, 60 or 64.52% of the total population stated that human relation skills were part of the valuable competencies they had learned in college. Moreover, 12 or 12.90% of the respondents said they found entrepreneurial skills useful in their first job. In addition, information technology skills were also found helpful in their first job by 30 (32.26%) of the participants. Furthermore, 58 or 62.37% of the total population, stated that problem-solving skills were part of the useful competencies they had acquired in college. Also, 79 or 84.95% of the respondents, answered that they find critical thinking skills useful in their first job. Lastly, 3 or 3.23% of the respondents said none. Based on the gathered result in **Table 37**, 65% or 13 respondents suggested to emphasize Related Learning Experience (RLE) as it would be a beneficial weapon when graduates become expose to hospital settings as a registered nurse.

Table 36. **List of Competencies Learned by The Graduates in College They Find Very Useful in Their First Job**

Competencies Learned in College	Frequency	Percentage (%)
Communication skills	75	80.65
Human Relation Skills	60	64.52
Entrepreneurial skills	12	12.90
Information Technology skills	30	32.26
Problem-solving skills	58	62.37
Critical Thinking skills	79	84.95
None	3	3.23

Table 37. **Suggestion of The NEUST-BSN Batch 2021-2022 for Improving The BSN Curriculum**

Coding	Frequency	Percentage (%)
Code: Related Learning Experience	13	13.98

4. CONCLUSIONS

Based on the various findings and statistical tests conducted by the researchers, the following conclusions were drawn. This study aims to trace and determine the employability of Bachelor of Science in Nursing graduates of NEUST General Tinio Campus batch 2021-2022 based on their employment, their statuses, the relevance of the NEUST curriculum, and the student's competency received from the institution. Based on the data collected, the majority demographic profile of NEUST-BSN batch 2021-2022 are single demonstrating a strong commitment to their profession, particularly nursing. Furthermore, female participation outnumbers male participants, which is consistent with overall gender trends in healthcare professions. Regionally, Region 3 and Nueva Ecija have a large participation, indicating specific patterns in educational access and enrollment. The distribution of residency between municipalities and towns demonstrates the complex nature of career choices, which are influenced by variables such as closeness to family and work possibilities.

These findings illustrate the wide-ranging socio-demographic environment that influences the nursing profession, emphasizing the necessity of understanding these dynamics for successful workforce planning and retention strategies. The data gathered demonstrates that the NEUST-BSN batch 2021-2022 graduates took a particular educational path, as stated by the majority of the respondents who all pursued a Bachelor of Science in Nursing with an emphasis on nursing patient care. This is in line with the idea that advanced nursing education is a vital technique for undergraduate students, providing chances for increased competence and leadership roles while also having a substantial impact on patient care. In addition, the graduates' completion of their undergraduate degrees at Nueva Ecija University of Science and Technology demonstrates their strong institutional relationships and dedication to the development of human resources for the good of regional and international society.

The graduates represent the first batch under the K-12 curriculum and the first batch under the outcome-based curriculum in the College of Nursing, marking a pivotal moment in the educational landscape. While a majority of graduates were not awarded any honors or awards, a tiny proportion of them were acknowledged for their accomplishments, highlighting the significance of expanding students' skills, knowledge, and abilities through detailed curricula in order to strengthen their performance. In order to determine the most employable talents and shape curricular modifications, tracer studies are essential. They also provide educational institutions with useful feedback that helps them improve and modify their programs. The NEUST BSN batch 2021-2022 graduates show a strong dedication to professional licensure and career progress, as shown by the study of their licensure examination participation and outcomes. The vast majority of respondents undertook the Philippine Nursing Licensure Examination (PNLE), with the majority taking the exam in November 2022.

Additionally, a small proportion pursued international licensure by taking the National Council Licensure Examination (NCLEX), highlighting the growing trend of Filipino nurses seeking opportunities abroad. Despite

the challenges, the majority of respondents successfully passed their licensure examinations, reflecting positively on the quality of education and preparation provided by the nursing program at NEUST. The licensure examinations serve as critical measures of program effectiveness and student competency, ensuring that graduates possess the necessary skills and knowledge to excel in professional practice. Overall, the high passing rates underscore the success of both the students and the nursing program in meeting regulatory standards and preparing graduates for successful careers in nursing. The graduates of the NEUST College of Nursing batch 2021-2022 are influenced by a wide range of factors when deciding whether to pursue a Bachelor of Science in Nursing (BSN).

High grades in health-related courses, good high school grades, and parental influence emerged as primary motivators for a significant portion of respondents. Peer influence, role models, passion for the profession, immediate employment prospects, and the status/prestige of nursing also played pivotal roles in shaping career choices. Factors such as the availability of the course, potential for career advancement, affordability, attractive compensation, and opportunities. Ultimately, the pursuit of higher education, particularly in nursing, not only expands knowledge and skills but also enhances personal and professional development, equipping graduates with the competencies needed to thrive in a competitive global market. The examination of professional growth and training among NEUST College of Nursing Batch 2021-2022 graduates shows a wide range of learning opportunities meant to improve nursing knowledge and abilities. Basic Life Support (BLS) and Advanced Cardiac Life Support (ACLS) training emerged as prevalent choices, highlighting the significance of emergency response skills in patient care settings.

Additionally, participation in specialized training programs such as Intravenous Therapy underscores the importance of mastering specific clinical competencies. While some respondents pursued advanced studies for personal and professional growth, a notable proportion did not undergo any specific training, indicating potential gaps in continuous professional development opportunities. Affiliations with various training institutions, including Dr. Paulino J. Garcia Memorial Research and Medical Center and Nueva Ecija University of Science and Technology, demonstrate the diverse educational partnerships within the healthcare landscape. Moreover, the motivation for pursuing advanced studies primarily stems from a desire for professional development, emphasizing the integral role of higher education in career advancement and skill enhancement. Overall, the findings highlight the importance of ongoing training and education in maintaining nursing competency and adapting to evolving healthcare practices, ultimately contributing to the delivery of high-quality patient care.

Based on the collected data, the researchers found that the majority of respondents are already employed, which is remarkably high in terms of the involvement of the workforce among recent graduates of nursing. Moreover, the analysis of employment details among the respondent's sheds light on the reasons for unemployment. Among those currently unemployed, pursuing advanced or further study was their primary reason, reflecting a desire for ongoing education or skill enhancement. Among those who are employed as of the present, majority of the NEUST-BSN batch 2021-2022 graduates have regular or permanent positions, while the rest have contractual and temporary positions, thereby showing varied career pathways in the nursing profession. Most of the respondents are working as staff nurses at the moment, and this is only adding onto the importance of nursing as a workforce in the area of health. Furthermore, the majority of respondents are employed in the Health and Social Work sector, demonstrating the importance of healthcare services within their employment landscape.

In terms of place of work, the largest number of the respondents are currently employed locally, while a sizable proportion have already found employment abroad, thus representing both local and international employment opportunities for nursing graduates. These findings provide valuable insights into the diverse factors influencing employment status among the respondents, thus, suggesting a successful transition from academia to professional practice among the NEUST-BSN batch 2021-2022 graduates, with a high rate of employment and diverse career pathways. Based on the data gathered, the researchers found that the majority of respondents, found their first employment after graduation, hence reflecting a high employment rate among recent graduates. In terms of current jobs, staff nursing appeared as the most common occupation among respondents. The majority of the respondents stated that their reasons for staying in their current jobs were related to special skills.

Further to that, a majority of the respondents have worked in their first jobs for not more than two years, but most of them indicated their wish to be pursuing further studies while in employment. Responses to job search methods ranged from recommendations by someone. Moreover, most respondents were able to find a job within a month, showing the relatively fast job search process of many nursing graduates. As for job level positions and with regards to their initial and current employment roles, the vast majority of the respondents commenced their careers at an entry-level position. The respondents stated that their initial gross income salaries ranged from P10,000 to P15,000, showing the diverse income levels of nursing graduates across the region. These findings underscore the pivotal role of the first job experience in shaping individuals' career trajectories, as it represents a foundational step into the professional sphere. To leverage this understanding, it is recommended that stakeholders prioritize the provision of support and resources aimed at facilitating seamless transitions into the workforce, such as internships, mentorship programs, and career guidance initiatives.

Through the gathered data, this study revealed significant insights regarding the different competencies that the graduates acquired during their college years and their perceived relevance and usefulness to their first

jobs. Of the competencies identified, critical thinking emerged as the foremost, followed by communication skills, human relation skills, problem-solving skills, and IT skills. While entrepreneurial skills were less frequently mentioned, their potential significance in nursing professions was underscored. Based on the findings of this study, it is recommended that educational institutions prioritize the development of critical thinking, communication, and human relation skills alongside traditional technical skills. There was a strong association between the competencies studied and the usefulness of their competencies in graduates' first job roles. Additionally, nursing programs may benefit from integrating entrepreneurial skills training to better prepare graduates for the dynamic healthcare environment.

Based on the gathered data, the BSN curriculum is relevant to the current job roles of respondents. A large majority of respondents are staff nurses. This prevalence of staff nursing positions confirms the BSN curriculum's relevance to the job market. The BSN curriculum is effective in preparing graduates for direct patient care roles. The prevalence of staff nursing jobs aligns with previous discussions that highlighted the abundance of employment opportunities for staff nurses right after completing BSN education. The BSN curriculum is practical and relevant to meet the needs of the healthcare workforce. This is especially true for staff nursing positions. Based on the collected data and the recommendations made by the NEUST-BSN batch 2021-2022 for the enhancement of the BSN curriculum, several suggested programs can be formulated. There should be keen attention to student learning in the hospital during related learning experiences (RLEs), where student nurses can most often experience patient care firsthand which is very vital to their future role as bedside nurses.

Education about mental health shall be prioritized in the curriculum to equip students with the needed skills in addressing mental health issues in the settings of health. This is by accommodating the individual abilities of the students in adjusting the learning pace and dropping some of the redundant subjects that do not necessarily contribute to enhancing the outcome of learning in totality. Organizing seminars in stress management and team building on a semester basis for both students and instructors will offer a much healthier and friendly environment for learning. Finally, it will be necessary to review and redefine goals and objectives in alignment with the current standards and needs in healthcare. For example, the presence of more practical lessons in the hospital, with a focus on the core competencies of charting, communication, and collaboration with other healthcare professionals, will help to better prepare nursing students for the role. These programs are proposed to orient the quality of education in a way that will assist BSN students in preparing better for their professional lives as nurses.

Based on the findings and conclusions drawn from the study on Bachelor of Science in Nursing (BSN) graduates from NEUST General Tinio Campus batch 2021-2022, several recommendations can be made. This study suggests to conduct an annual Graduate Tracer Study (GTS) for every Alumni or succeeding batch to ensure quality assurance, as this is a crucial tool in assessing the effectiveness of nursing education programs and the career outcomes of nursing graduates. The researchers recommend the continues usage of the formulated Alumni Database. With this database, NEUST-College of Nursing can publish current and vital alumni statistics. It contributes to increased credibility. It allows organizations to stay in touch with their alumni. This study also recommends a regular update of the alumni database, once it is approved by the College of Nursing and circulated among the graduates, which can evaluate the quality of their nursing programs and make necessary improvements to prepare students for their work environment better.

The researchers also recommend the recognition of the graduates' suggestions towards improving the NEUST-College of Nursing curriculum. This is included in the provided pamphlets that tackled the suggestion of the NEUST-BSN batch 2021-2022 for improving the BSN curriculum and programs in the university.

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