

Exploring the Challenges in Underemployment among Criminology Graduates: A Qualitative Inquiry

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Abstract:- Underemployment is defined as not having enough paid work or not doing work that makes full use of their skills and abilities. This explains that a person has a job or is employed but not employed in a job that is specifically suited to his/her skills. This study explored the challenges encountered by Criminology Graduates in Underemployment. This study utilized a qualitative research design and employed purposive sampling in selecting the 10 participants, who were interviewed by researchers through self-made questionnaires. Findings revealed five (5) different themes: (1) Waiting for Recruitment, emphasizing that there is no available job in law enforcement yet; (2) Failed in the application, detailing how they have failed to enter the law enforcement due to failure to meet requirements; (3) Self-doubt, highlighting discouraged and undervalued this criminologist due to limited job offers in this sector; (4) Physical Limitations, revealing that they struggled to meet stringent physical requirements, such as BMI standards and agility tests; and (5) Competitiveness and Rejection, emphasizing that they face intense job market competition and frequent rejection in different jobs they have applied into. The study concludes that addressing the unique needs of criminology graduates requires collaborative efforts from educational institutions, employers, and the graduates themselves. The researchers suggest that criminology students should receive more physical training to complement their academic preparation, universities should also expand career services, and students should be made aware of the broad range of career paths available to criminologists beyond just roles in the tri-bureau system.

Keywords:- Challenges, Criminology Graduates, Job Application, Law Enforcement Agencies, Underemployment.

I. INTRODUCTION

Underemployment is defined as not doing work that makes full use of their skills and abilities. This explains that a person has a job or is employed but not employed to a job that is specifically suited for his/her skills. Underemployment occurs where workers are underutilized in terms of the degree to which their skills and qualifications are effectively used (Daly et al., 2020). Underemployment is a low-quality employment situation where employees are undervalued and underutilized. The underemployed workers

are engaged in jobs which are substandard as compared to their goals and expectations. Underemployment puts a worker in a disadvantageous position as he works for increased hours, reduced salary, underutilizes his skills and expertise or gets jobs which are not appropriate or productive. Despite being employed, many will not be able to work as per their capabilities and capacities. This may lead to adverse socio-economic, psychological and health effects (Goyal et al., 2020).

According to the International Labor Organization (ILO), underemployment results from reductions and reorganizations in the demand for labor in more developed nations. Many workers experience both a complete and inadequate lack of employment opportunities, which leads to situations where those who are employed are frequently required to use their skills only partially, to earn lower hourly wages, or to work fewer hours than they are willing and able to work.

Graduates in criminology can pursue different careers in fields such as academia, victim services, research, policymaking, law enforcement, and prisons (Nayoyos, 2024). Republic Act no. 11131 otherwise known as “An Act Regulating the Practice of Criminology Profession in the Philippines”, and Appropriating Funds Therefor, which repealed Republic Act No. 6506, an Act Creating the Board of Examiners for Criminologists in the Philippines. Section 2 of the former recognizes the importance of criminology profession in national security, public safety, peace and order, and in nation-building and development and aims to nurture and develop competent, virtuous, productive and well-rounded criminologist. This law gave additional standards for Criminologist Licensure Examination (CLE) which made it harder to pass.

Factors influencing the underemployment of criminology graduates often stem from not passing the board exam or not having any of the eligibility required to apply for law enforcement agencies or other related fields. Some reasons would be failing the Physical Agility Test, BMI, interview, and not being able to be part of the quota for recruitment in a recruiting agency. Disqualifications for applying to any law enforcement agency could also be the reason for underemployed criminology students. According to Refugia (2021), the foremost challenge faced by the

graduates was the qualifications set by the agency/institution.

Due to limited job opportunities, job mismatches have become a common scenario. Greaves (2020) argues that the primary reason for accepting job offers fits into their career plan: they need to earn a living and pay off debts, there is an opportunity for progress, they will gain and broaden experience, there is a support for their mental health and well-being and that they are well paid (Refugia, 2021).

The undertaking navigated through the challenges faced by the underemployed criminology graduates as well as their experiences in applying for a job in different bureaus. To better understand the challenges of the underemployed Misamis University Ozamiz City BS criminology graduates, this study focused on the graduates from batch 2022 and 2023.

II. METHODS

The undertaking used a phenomenological approach to explore the challenges encountered by Criminology Graduates in Underemployment in Ozamiz City,

Philippines. The researchers used the phenomenological reduction approach of Moustakas (1994) to analyze the data. The procedures were as follows: horizontalization to find important statements, clustering into themes, synthesizing textual and structural descriptions, and bracketing personal biases. In accordance with the Data Privacy Act of 2012, participants' anonymity, confidentiality, and voluntariness were guaranteed by rigorous adherence to ethical guidelines. Ten purposefully chosen students were interviewed in-depth using a structured interview guide to gather data, and their agreement was obtained prior to the study. Through a composite narrative of common views, difficulties, and coping mechanisms, the analysis uncovered the universal core of the participants' experiences and offered deep insights into their work-life balance.

III. RESULTS AND DISCUSSIONS

A. Profile of the Participants

The subjects of this study are graduates from Misamis University College of Criminology. The participants' ages ranges from 23 years old to 25 years old from batches 2022 and 2023. It was revealed that all these 10 participants are Registered Criminologists.

Table 1 Profile of the Participants

Code Name	Age	Gender	Batch Graduated
P1	24	Female	2022
P2	25	Male	2022
P3	24	Male	2022
P4	25	Male	2022
P5	23	Male	2023
P6	23	Female	2023
P7	23	Female	2023
P8	23	Female	2023
P9	23	Female	2023
P10	24	Male	2023

B. Waiting for Recruitment

Some participants stated that the reason of their underemployment or the challenge they have encountered in that situation is due to no recruitment. This theme focuses on individuals who, despite having passed preliminary assessments or training, are in a state of limbo waiting for official recruitment into law enforcement positions. During this waiting period, many applicants find themselves underemployed, which can have far-reaching personal, social, and economic consequences.

“I haven't applied to any of the law enforcement agencies, yet. As of now, I am waiting for the recruitment which occurs twice a year; the regular quota and the attrition quota.” (P1)

“The reason I am not working in any agency is because I am focusing on applying to PNP, but if ever I will not be able to join the force I would try other agencies. Right now, there is still no quota and no recruitment.” (P2)

“The reason why I am not working in any law enforcement agency is because I am still waiting for attrition or for a regular quota of the Philippine National Police. This agency is my first choice in joining, so I am waiting for their recruitment and trying to apply. If I won’t pass, that’s the time I’ll try to apply to other agencies like BJMP and BFP.” (4)

“As a newly pledged Criminologist, I am still in the process of preparing my papers and those things are not cheap these days. Aside from that I am still conditioning my body and mind for the upcoming quota on any government entities.” (8)

The prolonged waiting periods for law enforcement recruitment not only hinder career progression but also exacerbate underemployment, negatively impacting applicants’ morale, financial stability and overall well-being. Consequently, these delays underscore the need for streamlined recruitment processes, enhanced communication and supportive mechanisms to alleviate the challenges faced by aspiring law enforcement professionals.

Related studies have explored the impact of delayed recruitment processes in law enforcement agencies and how prolonged waiting periods contribute to underemployment. For example, research on public sector employment in various regions highlights the economic and psychological toll that waiting for job offers can have on candidates (Berman et al., 2021). These studies demonstrate that applicants who experience extended recruitment delays often encounter significant financial strain, which can lead to increased stress, loss of motivation, and a decrease in overall life satisfaction. Moreover, prolonged waiting periods can foster feelings of frustration and diminished confidence, particularly when candidates are uncertain about when recruitment will resume (Peters & Krenn). In the context of law enforcement, this delay can further contribute to societal challenges, such as a shortage of qualified personnel to maintain public safety. The connection between underemployment and recruitment delays is well-documented in literature, which calls for the need to streamline recruitment procedures and improve transparency to mitigate the negative effects on applicants (Cotton, 2021).

The implications of these results are multifaceted. First, the prolonged waiting periods for law enforcement recruitment not only hinder the career progression of individuals but also create broader societal consequences. By contributing to underemployment, these delays exacerbate financial and emotional challenges for aspiring law enforcement officers, potentially decreasing the pool of qualified candidates in the long run (Bashir et al., 2024). Furthermore, such inefficiencies in the recruitment process may result in a less responsive law enforcement system, which can negatively impact public safety and trust. The findings underscore the need for reforms that would expedite recruitment processes, provide clearer communication regarding timelines, and offer support mechanisms for applicants to maintain their morale and

financial stability (De Groote, 2024). Addressing these issues could improve recruitment outcomes and ensure that law enforcement agencies are better equipped to serve the public.

C. Failed in the Application

The application process in law enforcement agencies often involves several stages designed to assess the physical, mental, and psychological suitability of candidates. However, as pointed out in the speech by PBGEN Ricardo G. Layug Jr., Regional Director of PRO10, the selection process is highly competitive, and the number of successful candidates is often small compared to the number of applicants. In his statement, he emphasized that out of 1,772 applicants, only 300 new officers were appointed, highlighting the rigorous and selective nature of the recruitment process.

“As I applied last time, I did not pass because of the physical agility test, I think my body was shocked because of the rigorous test which made me fail”. (P3)

“The reason we could not pass during the recruitment process is that after the agility test, the chief PNP decided to have a draw lot in region10. Draw Lots is the reason why I could not pass; I was unfortunate to be part of those applicants that were sent home”. (4)

“I am not working in any law enforcement agency because as I have applied in the Philippine National Police, I did not pass during the application. The test that I could not pass was the agility test, where I lacked a couple of repetitions for sit ups. I was being confident in myself and lacked preparation for this test, which made me fail this step.” (P3)

“I’ve applied to Philippine Coast Guard (PCG), but they don’t focus on hiring criminologists. They prefer engineers, and are experienced in the field. During the deliberation, there were other criminologists and our answers were satisfactory, while those LPT applicants were not that much and some were off points. But the result ended up passing those teachers. In that case, I can tell that the PCG is not looking for a criminologist. I failed during the deliberation and I also know that my answers are better than others.” (P5)

“As I’ve heard, the agencies accept more graduates from different courses than the criminology graduates. It gives low morale to the criminology graduates in applying for a job. Specifically, in PNP, we, Criminology Graduates, studied for four (4) years or more in understanding crime and people.” (P2)

Related studies have examined the challenges candidates face during the recruitment process in law enforcement, particularly in regard to physical agility tests and the selective nature of the selection process. Research on recruitment in law enforcement suggests that the physical requirements, such as agility tests, often serve as significant

barriers for many applicants (Lockie, 2020). A study by Chan (2018) noted that while physical fitness is essential for law enforcement roles, it is a major point of failure for many candidates, especially those who may not have had adequate preparation or who face physical limitations. Furthermore, the research highlights that despite having the educational qualifications, some criminology graduates are disadvantaged due to their inability to meet the physical fitness criteria, which leads to feelings of frustration and underemployment. Another study by Kochel and Weisburd (2020) also found that the overemphasis on physical standards, without taking into account the academic qualifications and other nonphysical skills, can result in a less diverse applicant pool and greater attrition, which ultimately affects law enforcement recruitment efforts.

The implications of these results are significant, both for aspiring law enforcement professionals and for the agencies themselves. For individuals, the failure to meet physical requirements despite having the academic qualifications can be disheartening and lead to underemployment or a complete abandonment of their career aspirations in law enforcement (Fineman, 2024). This can contribute to a mismatch between their training and their actual career outcomes, which may result in decreased morale and long-term dissatisfaction. For law enforcement agencies, relying too heavily on physical fitness tests without considering the holistic qualifications of applicants can limit the diversity and breadth of skills available within their workforce. Furthermore, it may lead to missed opportunities to recruit highly qualified candidates who could contribute valuable knowledge and expertise (Tusquellas, 2024). To address these issues, law enforcement agencies may need to reassess the weight given to physical tests, implement comprehensive support systems for candidates, and ensure that recruitment criteria better reflect the broad skill set necessary for modern law enforcement roles.

➤ *Physical Limitations*

Physical limitations pose a significant challenge for criminology graduates pursuing law enforcement careers. Many struggle with meeting the physical requirements, such as Body Mass Index (BMI) standards, hindering their application process. Despite possessing the necessary knowledge and skills, physical fitness issues prevent them from advancing in the recruitment process. This obstacle not only affects their self-confidence but also limits their career opportunities, forcing them to explore alternative paths or invest time in improving their physical fitness to meet the stringent requirements of law enforcement agencies.

“As I applied last time, I did not pass because of the physical agility test. I did not meet the minimum standard needed for the agility test. I think my body was shocked because of the rigorous test which made me fail.” (P3)

“Currently, I'm not physically prepared to undertake the rigorous law enforcement recruitment process. I acknowledge my shortcomings and fear failure due to

inadequate readiness. To overcome this, I'm committed to intensive physical training, focusing on endurance, strength and agility.” (P7)

“Physical preparedness is crucial for law enforcement. Recognizing my limitations, I'm dedicating time to improve my fitness level, ensuring confidence in passing physical evaluations. This preparation phase is vital for withstanding field challenges.” (P7)

“Initially, I faced disappointment when I failed the BMI requirement during the recruitment process. However, I recognized that my weight wasn't proportionate to my height, prompting me to concentrate on physical fitness. Through dedication and perseverance, I've been working tirelessly to achieve the required standards, ensuring I'm well-prepared for future opportunities.” (P6)

Related studies highlight the challenges faced by criminology graduates and other applicants in law enforcement recruitment due to physical limitations. A study by Koropanovski (2020) examined the relationship between physical fitness and recruitment success in law enforcement agencies. The study found that many candidates, particularly those from non-athletic backgrounds, often struggle to meet physical fitness requirements, such as BMI and agility tests, despite having the educational qualifications necessary for the role (Ferrara, 2021). These physical barriers not only hinder their chances of securing positions but also create a sense of inadequacy, leading some to abandon their aspirations altogether. The study suggests that while physical fitness is undoubtedly important for law enforcement roles, agencies should consider providing additional resources and training to help candidates overcome these challenges (Dwivedi, 2023). Furthermore, the study emphasized the importance of addressing the psychological and emotional impact of physical fitness setbacks, which can affect applicants' self-esteem and overall career trajectory (Merino, 2024).

The implications of these results are significant for both aspiring law enforcement officers and the agencies themselves. For criminology graduates, physical limitations represent a major obstacle, potentially delaying their entry into the workforce and leading to frustration and disillusionment (Jackson, 2020). This situation may also result in wasted time and resources as candidates invest significant effort into improving their physical fitness to meet recruitment standards. For law enforcement agencies, the rigid physical requirements may limit their pool of candidates, reducing diversity and potentially excluding individuals with valuable academic and professional qualifications (Donohue, 2021). In light of these challenges, it may be beneficial for law enforcement agencies to introduce more flexible fitness criteria, such as offering preparatory programs or allowing for fitness improvements over time, while still ensuring candidates meet essential physical requirements. Such adjustments could help make the recruitment process more inclusive and equitable,

fostering a stronger, more diverse law enforcement workforce (Ricucci, 2021).

➤ *Self-Doubt and Uncertainty*

Criminology graduates often grapple with self-doubt and uncertainty, questioning their career choices and abilities. Many experience uncertainties about pursuing law enforcement careers, feeling disconnected from their initial aspirations. Self-assessment reveals doubt about their fit in the field, leading to exploration of alternative paths. This inner turmoil fuels anxiety, eroding confidence and motivation. As they navigate uncertain career landscapes, criminology graduates must confront and overcome these internal doubts to redefine their professional identities and forge fulfilling career trajectories.

“I am just quite down knowing I failed the application but later on I have felt that it's not for me. Others may feel depressed or maybe blaming themselves for not being capable enough to pass the application but for me, I have already accepted my fate away from the law enforcement. And I just feel happy now in my current job, the salary is promising, and I just like doing it.” (P4)

“Learning that my name was not in the list of passers in the deliberation, I had this low morale. I was discouraged. But I can't do anything about it and I just can apply again, even though I have doubts about myself.” (P5)

“Despite occasional self-doubt and discouragement, I remain steadfast in pursuing my dream career in law enforcement. My unwavering commitment drives me to overcome obstacles and push forward. I'm willing to invest time and effort into developing the necessary skills, confident that persistence will ultimately lead to success.” (P6)

“It is quite disappointing that the career path (law enforcement agencies) of a criminologist shows that they don't prioritize us, criminologists. I am saddened to think that those years we had studied this course would be at waste. I think there is an overpopulation of criminologists in the Philippines and there are limited jobs allotted for them”. (P3)

“After failing to pass the Philippine Coast Guard (PCG), I feel unmotivated to continue applying for more. The agency's choice in hiring applicants gives me low morale and their favoritism among other courses over criminology. Right now, I might just focus on my job, and I will just take a rest in applying”. (P2)

Related studies have explored the psychological impact of self-doubt and uncertainty on career aspirations, particularly in high-stakes fields like law enforcement. Research by Pueblo (2024) indicates that many criminology graduates experience a significant amount of self-doubt after facing setbacks during the recruitment process, particularly when they fail to meet physical or qualification standards. This study highlights that the lack of positive feedback

during the recruitment process, coupled with feelings of failure, can lead to decreased self-esteem and increased anxiety. Additionally, individuals may begin to question their career choices, even if their academic qualifications are strong, leading them to explore alternative careers. Another study by Carter (2021) found that for many individuals in competitive sectors like law enforcement, this self-doubt can be a major barrier to persistence. Applicants who experience these feelings of inadequacy may struggle to overcome initial failures, leading to longer delays in career progression or even abandonment of their career aspirations altogether (Brim, 2018). These findings suggest that self-doubt is a critical factor that affects the mental well-being and career trajectories of criminology graduates.

The implications of these results are profound both for aspiring law enforcement professionals and for law enforcement agencies. For individuals, self-doubt and uncertainty can significantly hinder career development, affecting their motivation, confidence, and perseverance in the face of challenge (Patel, 2019). This could lead to the abandonment of law enforcement as a career choice, which is detrimental not only to the individual but also to the sector, as agencies lose out on qualified candidates. For law enforcement agencies, the failure to address the psychological barriers that candidates face during the recruitment process could contribute to a decrease in the pool of committed and qualified applicants (Doyle, 2021). Agencies may also face higher rates of attrition if candidates do not receive sufficient support and encouragement to navigate the challenges they face (Blumberg et al., 2019). Therefore, there is a pressing need for law enforcement agencies to provide psychological support, mentorship, and clear communication throughout the recruitment process to help candidates overcome self-doubt, maintain their motivation, and ultimately succeed in their career aspirations.

➤ *Competitiveness and Rejection*

Criminology graduates face intense competition and frequent rejection, despite being qualified, leading to disappointment and self-doubt. Stringent hiring processes and scarce job openings exacerbate these challenges, prompting graduates to reevaluate their career aspirations and explore alternative paths. Some studies suggest that criminology graduates face numerous challenges beyond physical limitations, including limited job opportunities, intense competition, and perceived mismatch between academic preparation and industry expectations.

“I have applied to an agency but as I've noticed they don't prioritize criminology graduates which makes it hard to have a job. Like in PNP, they don't prioritize Criminologist, they hire Teachers because they are very knowledgeable in teaching especially this time that the PNP conducts more outreach programs, and teachers would be very useful in engaging with the people, specifically kids.” (P5)

"I've applied to Philippine Coast Guard (PCG), but they don't focus on hiring criminologists. They prefer engineers, and are experienced in the field. During the deliberation, there were other criminologists and our answers were satisfactory, while those LPT applicants were not that much and some were off points. But the result ended up passing those teachers. In that case, I can tell that the PCG is not looking for a criminologist. I failed during the deliberation and I also know that my answers are better than others". (P5)

"Political reason is the reason I am not working in any law enforcement agency. Unfortunately, the recent PNP Attrition Quota needs Ad Hoc from the municipality and unluckily our mayor is not our political ally at the moment. The supposed ad hoc screening was conducted unfairly resulting in no interviews done. Only 2 were given Ad Hoc recommendations "secretly". It was bad news for us other applicants who wanted to play fair. Karma is on point because recently we heard from the Regional Office in Zamboanga that those "2" did not even pass the PNP process. Maybe that's what you get when you don't go through a 'proper' process". (P8)

Criminology graduates describe their job search experience as emotionally taxing, with 60% reporting feelings of frustration, anxiety, and disillusionment. Many recall feeling underprepared for the competitive market, citing inadequate career guidance and limited practical experience. People who experience underemployment frequently suffer with the sense that their potential is not being completely fulfilled, which causes them to doubt their skills and worry about the future. Uncertainty regarding one's job direction can keep people stuck in a cycle of frustration and stagnation, while self-doubt can keep them from taking aggressive measures to change their circumstances.

Some participants also highlighted that aside from having the competitiveness in the application process in law enforcement, there are also bias or unfairness/prioritization in the field. The backer system in employment is not new to the applicants, with this system some would feel low morale and disappointment. Along with this, it made the competition more intense because having a backer guarantees you a spot in the application, limiting the spots for no backer. The statements of the participants are below.

"Despite the flawed "backer system" and ethical concerns, I remain determined to pursue a law enforcement career. I believe fighting this corrupt system is essential for reform. Quitting isn't an option." (P8)

"Although disappointed by competitive law enforcement recruitment, I'm utilizing this period to refine skills, explore alternative paths and bolster my application portfolio. Resilience and strategic growth will ultimately propel me toward success." (P7)

"Prioritization of other courses over criminology is not new. With these limited job offers for our field, you should explore. Being a criminologist doesn't guarantee you being a law enforcer. Discover things anew, and think outside of the box. Don't think too highly of yourself and take the available job until you have your dream job." (P5)

Related studies have extensively examined the impact of intense competition and rejection in the job market for criminology graduates. Moses (2021) discuss how criminology graduates often face a challenging job market, with a surplus of applicants competing for limited positions in law enforcement agencies. They point out that many agencies prioritize candidates with other skill sets, such as teaching or engineering, over criminology graduates, despite their relevant academic qualifications. This mismatch between academic preparation and job requirements is a key factor contributing to frustration and job dissatisfaction. Similarly, Lynch et al. (2018) emphasize that the recruitment processes in law enforcement are highly competitive, with a limited number of positions available, often creating a cycle of rejection and self-doubt (Black, 2024). They also highlight the presence of perceived biases in the hiring process, such as favoritism towards certain applicants due to personal or political connections, which further compounds the sense of injustice and discouragement among qualified candidates. These studies provide insight into the broader challenges criminology graduates face, underscoring the emotional and psychological toll that competitiveness and rejection take on individuals in this field (Lumingkit et al., 2024).

The implications of these results are significant for both criminology graduates and law enforcement agencies. For graduates, the intense competition and frequent rejection can lead to feelings of inadequacy, self-doubt, and frustration, which may drive some individuals to reconsider their career aspirations or abandon law enforcement as a profession altogether (Nagel, 2023). This can result in a loss of qualified and motivated candidates who could have contributed positively to the field. For law enforcement agencies, the challenges faced by criminology graduates in the recruitment process may lead to a reduction in the pool of available talent, limiting the diversity of applicants and potentially overlooking candidates with relevant qualifications and expertise. Furthermore, the existence of a "backer system" or favoritism can create a perception of inequity, which can diminish the overall morale of applicants and undermine public trust in the recruitment process. Addressing these issues by improving transparency, offering better career guidance, and ensuring a fairer recruitment process could help mitigate the negative impact of competition and rejection, fostering a more inclusive and effective workforce in law enforcement.

IV. CONCLUSIONS

Criminology graduates face multiple challenges in pursuing law enforcement careers, including prolonged waiting periods for recruitment, high rejection rates due to stringent physical and academic requirements, and intense competition in the job market. These issues contribute to underemployment, economic instability, and heightened stress, leading to self-doubt and frustration. Many graduates struggle with physical limitations, hindering their chances of passing necessary fitness tests, while others question the value of their education after repeated rejections. To address these challenges, there is a need for more efficient, transparent recruitment processes, enhanced training programs, improved physical fitness support, and better career guidance. Law enforcement agencies must also recognize the value of criminology graduates and adjust recruitment practices to provide fairer opportunities, helping to rebuild confidence and offer clearer career paths for graduates.

RECOMMENDATIONS

Exposing criminology students to physical training, in addition to academic education, would enhance their readiness for law enforcement careers by improving both their physical health and practical skills. This balanced approach equips students to meet the demanding and unpredictable nature of the criminal justice system. Additionally, universities may provide essential services, such as career coaching and job search assistance, to help criminology graduates transition from school to the workforce. Offering specialized counseling, résumé workshops, interview preparation, and job search strategies would support their career development. Furthermore, criminologists should be made more aware of the diverse career paths available in the field, as many focus solely on the tri-bureau, neglecting the broader range of opportunities that exist.

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➤ Competing Interests Statement

The authors declare no competing financial, professional, or personal interests.

➤ Consent for Publication

The authors declare that they consented to the publication of this study.

➤ Authors' Contributions

All the authors took part in literature review, analysis, and manuscript writing equally.

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