Employability of Nursing Graduates of Canossa College San Pablo City Inc. Batch 2008 to 2022: A Comprehensive Tracer Study

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Abstract:- Every graduate tells a story, a tracer study tells the narrative. As the frontline warriors of patient care, the journey of nurses from academia to professional practice is a significant shift that shapes the future of healthcare delivery. The study utilized SDG 4: Quality Education and SDG 17: Partnership for the goals. This tracer study examined the employment outcomes of graduates and assessed whether the quality of education they received aligns with international standards. It also identifies areas that contribute to their successful employment outcomes. The study used a quantitative research design. A statistician reviewed and validated two questionnaires, which the study combined and altered. The data gathering was conducted online through the use of Google Forms. There are 480 nursing graduates between 2008 and 2022. As a result, the survey garnered 375 responses, representing 74% of the population. Overall, the study revealed that the Philippine Nursing Licensure Examination results of the graduates have consistently been above the national passing rate. A significant number of graduates have obtained nursing licensure abroad, with the United States being the leading country where most nursing graduates are employed. Majority of the graduates take only zero to five months to land their first jobs. Hence, respondents claimed that the employment success is highly influenced by the personal qualities they developed at the institution, as these qualities not only make graduates more employable but also ensure they can effectively meet the demands of their profession, enhancing both their career prospects and quality of healthcare service.

Keywords:- Canossa College; Employability; Nurse; Nursing Graduates; Tracer Study.

I. INTRODUCTION

The Bachelor of Science in Nursing is a four-year bachelor's program that aims to produce professional nurses. As there are growing changes in technology, globalization, and health science, the healthcare industry continues to evolve, making the teaching strategies in need of continuous reforms to supply the demands of healthcare competency. The Republic Act 7722 or the "Higher Education Act" of the Bachelor of Science in Nursing

policies, standards, and guidelines has promulgated a CHED Memorandum Order 15, series of 2017, this indicates that the goal of the nursing education is to develop nurses who can provide competency whether in the health facility or community setting. Thus, institutions must provide ongoing plans for the student nurses to progress that will allow them as future nurses to promote health, prevent illness, restore health, alleviate suffering, and provide end-of-life care (Commission on Higher Education, 2017).

In the Philippines, due to the implementation of the K-12 program, there were no nursing graduates in the academic year 2020 and 2021. Hence, in 2020 the educational institution faced major challenges due to the worldwide spread of the COVID-19 virus which led to the total lockdown implementation. Educational Institutions have adapted new strategies to continuously provide education despite uncertainties (Manoto, 2023), According to Buchan and Cathon (2020), from the start of the pandemic up to 2021, an estimated 40% have already left their nursing jobs. The world has seen a deterioration of nurses with a 5.9 million nursing shortage globally

Despite the challenges, the Canossa College of Nursing in San Pablo city is progressing as nursing students resume hospital duties under the rigorous precautionary measures. School events are also taking place under the new normal set-up. Through the years from the first batch of graduates in 2008 until 2023 the Canossa College of Nursing has produced a total of 14 batches with a total of 507 nursing graduates.

The study utilized the Sustainable Development Goal 4: Quality Education and Sustainable Development 7: Partnership for the Goals, In SDG 4: Quality Education, the results of this study help to identify the areas in need of adapting new strategies to keep up with the latest trends in the education system, allowing the institution to promote learning that is suitable for the generation of students today. Hence, In SDG 7: Partnership for the goals, by obtaining the different trends and patterns of nursing education through the years, the institution can use the study to gain understanding whether the quality of education given to the graduates are aligned to international standards. Gathering the impact of nursing education on nursing employment

may help in the partnership of the Nursing Academe and the Health care team.

The study is significant to measure nursing graduates' employment success outcomes, to understand the reasons for their career decisions, to analyze various factors that influence graduates' employment, and to gather feedback that will aid help in the adaptation new teaching strategies in the Bachelor of Science in Nursing Program at Canossa College San Pablo City Inc.

Through this study, the researchers developed knowledge and gained realistic understanding of nursing education training and the actual demands of the nursing profession. The tracer study is significant as it will help the school administration in tracking and monitoring the nursing graduates of the institution, as well as contributing to the improvement of the education provided by the institution. The findings of the study can help nursing students make informed decisions throughout their nursing journey.

II.   AIM OF THE PAPER

The objectives of the study are to measure the employment success outcomes of nursing graduates, to understand the reasons for the graduates' career decisions, to analyze different factors that influence the employment of the graduates, and to gather feedback that will aid in adaptation of new teaching strategies in the Bachelor of Science in Nursing Program at Canossa College San Pablo City Inc. For this, the researchers obtained the following data.

➢ *What is the General Data of the Respondents?*

- Sex;
- Civil Status;
- Year Graduated?

➢ *What are the Nursing Licensure Examination Results of the Respondents?*

- Philippine Nursing Licensure Examination Passer?
- Nursing Licensure Exam Passer in other country?

➢ *What is the Professional Attainment of the Respondents?*

- Professional Advanced Studies;

➢ *What is the Nature of the Employment of the Respondents?*

- Employment Status;
- Locale;
- Length of Service;
- Monthly Income Range;

➢ *What are the Employability Skills Attained by the Graduates in Terms of:*

- Applied Knowledge;
- Workplace Skills;
- Effective Relationship;

➢ *What are the Comments and Suggestions of the Graduates to the Bachelor of Science in Nursing Degree of Canossa College San Pablo City?*

III.   REVIEW OF LITERATURE

The study is all about tracing the employability of the nursing graduates of Canossa College San Pablo City Batch 2008 to 2022. Employability and good learning are not oppositional constructs otherwise they are seen as being closely aligned (Chidinma & Idoghor, 2020). Hence, the connection of employability and education is that Education is a key component in the development of an individual. Attending school is the only method of providing education, this is known as the entire process of human cognitive development through which knowledge is disseminated, departments undergo training and a number of abilities are nurtured (Adesemowo & Sotonade, 2022). The academic performance of the students in the program they are attending can be seen in how well the institution executes the programs it offers (Terano, 2019).

The Bachelor of Science in Nursing is a four-year degree program that aims to produce professional nurses. Thus, providing exceptional skills, knowledge, and experience to nursing students is what the education institutions aim to achieve (Commission on Higher Education, 2017).

Due to the quality of graduates declining and an oversupply of nursing graduates with over 200,000 nurses with no jobs in the Philippines, the CMO 32 Series of 2010 prohibits the opening of all undergraduate and graduate programs in different programs including nursing and masters of arts in nursing. This was further reinforced due to the result of the Licensure Examination for Nurses indicating a gradual decline in graduate performance in nursing education indicating a deteriorating quality of education (Commision on Higher Education, 2010).

After 11 years, due to the pandemic, understaffed of nurses, and shortage of nurses the moratorium was lifted in 2022 in order to establish a balance between the urgent need for more professionals to strengthen the nation's health care delivery system—which was brought to light by COVID-19—and the need to ensure the quality of HEls that will be granted to offer the BS Nursing program and students who will graduate hence, the moratorium was lifted. Furthermore, the most compelling cause for lifting the moratorium is the need for nurses in the nation to guarantee the proper implementation of the Universal Health Care Law. It is impossible to ignore the preference of employers for Filipino nurses working overseas to meet the demand for healthcare globally, as projected by the

World Health Organization (Commission on Higher Education, 2022).

The nursing profession is a chaotic profession since it is filled with uncertainty, admission, transfer of patients, and a lot of doctor's orders to be carried out. Thus, the world still sees Filipinos as great nurses since they embrace this profession despite the chaotic challenges (Lingcon & Alimsub, 2020). For all that, nurses wanted to work within the health field, a lot of nurses still chose novel and dissimilar occupations that are readily accessible, and available, and provide them with much bigger salaries than those working in the field of nursing because of the pressures that contributing to their household income and meeting their everyday needs. However, doing their job is difficult for them due to a variety of factors influencing their motivation (Condes & Lachica, 2022).

Many hindrances antagonized newly graduated registered nurses, including unforeseen roles, pressure, and lack of support. As a result, numerous of them are bearing in mind leaving their nursing positions. Supporting the growth of this type of aptitude in nursing students remains thought-provoking, not for the reason that evidence about educational plans is not there, but due to the fact that new studies that label the progressive course of human caring in nursing. As such, it looks tough for instructors to figure out which tactic to use and when to engage, so as to efficiently inspire the expansion of humanistic caring. Moreover, the cultivation of humanistic care is supported and hampered by practices that are not always dependent on the educational tactics (Létourneau et al. 2021)

To ensure holistic development in the employment society, every institution should recognize students' necessity to be properly provided with relevant knowledge and skills. One of the drivers that puts increased pressure on institutions to engage with the economy is the student's employability. Ensuring graduates' employability, acknowledgment, and success in their personal disciplines, and being prolific human resources in an economy is the duty of the institution of higher education (Dela Cruz & Dela Cruz, 2023). Consequently, determining the level of the progress achieved by the graduates in their adaptation to the field of employment is important for every institution to keep track of them (Guinid et al,. 2019).

IV. METHODOLOGY

This tracer study approached a quantitative non-experimental-descriptive research design. The research instrument was adapted from the study "Tracer Study of Nursing Graduates in Canossa College Batch 2008 to 2015" by Samonte and San Agustin (2018) and from "The 4th Philippine Graduate Tracer Study: Examining Higher Education as Pathway to Employment, Citizenship, and Life Satisfaction from the Learner's Perspective" of the Philippine Institute for Development Studies (2019). The author of the studies permitted before any research tool was used. For the validation, the questionnaire was validated by

three experts in the nursing field using a reliable validation tool.

The study traced Canossa College of Nursing graduates batch 2008 to 2022 with the total of 13 batches. Furthermore, the academic years 2020 and 2021 have no nursing graduates due to the implementation of the senior high school K-12 educational program. There were 480 total nursing graduates in Canossa College San Pablo City Inc. from 2008 to 2022

Most of the data gathering took place through an online platform. The researchers sent the Google Form questionnaire to all the respondents one-by-one through Messenger, Gmail, and Instagram. Promoting the study was also crucial in the data gathering process the researchers utilized the use of social media usage to gather the respondents.

The questionnaire was divided into six sections, the A. General data, B. Nursing Licensure Examination, C. Professional Attainment, D. Nature of Employment, E. Employability skills, and F. Comments and Suggestions. The A. General data consists of seven items, the B. Nursing Licensure Examination has six items, the C. Professional Attainment has two items and the D. Nature of Employment includes 11 items. The aforementioned four topics in the questionnaire were adapted from other questionnaires.

The Employability skills framework was adapted by the researchers in formulating the Likert scale in the part E. Employability skills. In the Likert scale questionnaire, the first question discussed the Applied knowledge of the respondents. The second and third question discussed workplace skills in terms of the nursing process; Assessment Diagnosis, Planning, Implementation, and Evaluation (ADPIE), whereas in the second question the workplace skills in terms of Assessment, Diagnosis and Planning were discussed and in the third question the Documentation and Implementation was emphasized. The fourth question is regarding the workplace skills in terms of Evaluation and charting. Lastly, the fifth question explores the effective relationship skills the graduates had attained. (U.S. Department of Education, 2014)

The last part of the instrument is the F. Comments and Suggestions of the respondents were divided into two parts. The first part obtained the comments of the graduates regarding the employability skills they received from the institution. In connection to this, the second part is the Suggestions of the graduates for areas of focus to ensure employability of the BSN graduates.

- The researchers aimed to compare and tabulate the data through the use of frequency and percentage distribution. Percentage distribution was utilized in the problem statement number one (1), two (2), three (3), four (4), and six (6)

P = fN x 100%

Where:
P = Percentage
f = frequency
N = total number of respondents
100% = Constant

- The assessment of the average employability of the nursing graduates of Canossa College San Pablo City Inc. The mean formula was used to measure the main data of the respondents in the problem statement number five (5)

$$Mean = \frac{\sum x}{n}$$

Where:
x = sum of all responses
n = total number of respondents

- Standard deviation is used to measure the employability skills attained by the graduates in the Likert scale. Of the problem statement number five (5)

$$\sqrt{\frac{Sum\ of\ (Difference\ from\ mean)^2}{Number\ of\ terms}}$$

V. RESULTS AND DISCUSSION

➢ *Problem Statement Number 1: What is the General Data of the Respondents?*

Table 1 Distribution of the respondents when grouped according to their biological sex

Sex	Percentage	Frequency
Male	34%	122
Female	66%	235

Table 1, presents the biological sex of the respondent. Males have a frequency of 122 (34%), whereas females have a frequency of 235 (66%). Overall, there are 357 responders that scored 100%.

Table 2: Distribution of the Respondents when Grouped According to their Civil Status

Civil Status	Percentage	Frequency
Single	42.86%	153
Married	56.86%	203
Widowed	0.00%	0
Separated	0.28%	1

Table 2 shows the distribution of the respondents according to their civil status. The majority of the respondents were married, with 203 or 56.86% while 153 or 42.86% were single. One or zero-point twenty-eight percent separated and no widow was shown.

Table 3: Distribution of the Respondents When Grouped According to the Year They Graduated

Year Graduated	Percentage	Frequency
2008	11%	41
2009	11%	41
2010	11%	40
2011	25%	91
2012	7%	24
2013	10%	34
2014	6%	23
2015	8%	28
2016	1%	5
2017	1%	4
2018	3%	9
2019	2%	8
2022	3%	9

Table 3 shows the Distribution of the respondents based on the year they graduated. The highest number of respondents are from Batch 2011 which has a frequency of 91 or 25%, followed by Batch 2008 and Batch 2009 which has a frequency of 41 or 11%, and Batch 2010 which has a frequency of 40 or 11%.

➢ *Problem Statement Number 2:*
What are the Nursing Licensure Examination results of the respondents?

Table 4: Distribution of the respondents who passed the PNLE

Year Graduated	YES (%)	NO (%)	Total
2008	29 (71)	12 (29)	41
2009	31 (76)	10 (24)	41
2010	35 (87.5)	5 (12.5)	40
2011	64 (70)	27 (30)	91
2012	22 (92)	2 (8)	24
2013	31 (91)	3 (9)	34
2014	23 (100)	0 (0)	23
2015	26(93)	2(7)	28
2016	5 (100)	0 (0)	5
2017	3 (75)	1 (25)	4
2018	8 (89)	1 (11)	9
2019	4 (50)	4 (50)	8
2022	8 (89)	1 (11)	9
Total	289 (81)	68 (19)	357 (100%)

Table 4 displays the distribution of respondents who passed the Philippine Nursing Licensure Examination (PNLE). Regarding distribution, 289 respondents, or 81% passed the PNLE while 68 respondents or 19% failed or did not take the exam.The leading PNLE passers among respondents are from the batch 2016 with two responses and batch 2014 with 23 responses, both of which received a response with a 100% passing rate. The batch 2015 came next, with 26 responses and a 93% response rate. Third, the 2012 batch passed with a 92% rate. The data gathered indicates that the passing rate of the Canossa Nursing graduates has always been above the national passing rate.

Table 5: Distribution of the Respondents who have a Nursing License in other Countries

Distribution of Respondents	%	n
With Nursing License Abroad	36%	129
Without Nursing License Abroad	64%	228

Table 5 shows the respondents' nursing licenses from various countries. The majority of the respondents do not have an international license. The frequency of nurses without a license abroad has 228 respondents with a percentage of 64% whereas the frequency of nurses with a license abroad has 129 respondents with a percentage of 36%. More than half of the respondents obtained nursing licenses abroad with a frequency of 129, which had a key influence in their employability.

Table 6: Countries to which the Graduates have Nursing License

Rank	Country	n
1	United States of America	48
2	United Arab Emirates	23
3	Kingdom of Saudi Arabia	20
4	United Kingdom	14
5	Qatar	11
6	Singapore	10
7	New Zealand	8
8	Australia	6
9	Finland	3
9	Germany	3
11	Japan	2
11	Timor-Leste	2
11	Norway	2
14	Macau	1
14	Ireland	1
14	Canada	1

Table 6, presents the countries where the graduates have nursing licenses. Seventeen different countries were represented. The majority of the respondents have a nursing license in the United States of America with 48 respondents, followed by the United Arab Emirates with 23 respondents, and the Kingdom of Saudi Arabia with 20 respondents.

Table 7: Number of Nurses with Multiple Licenses in Abroad

Licenses	n
With 2 License in 2 different Countries Abroad	21
With 3 Licenses in 3 different Countries Abroad	8
With 4 licenses in 4 different countries abroad	1
Total	**30**

Table 7 displays the number of nurses holding multiple licenses in different countries. Twenty-one nurses hold two licenses in two different countries, eight hold three licenses in three different countries, and one holds four licenses in four different countries. Based on the research analysis, 30 respondents applied for multiple licenses. It increases nurses' job stability and allows them to adapt to whichever country they apply to. Furthermore, it is worth noting that the nursing licenses mentioned are the respondents' nursing licenses abroad which does not include the Philippines nursing licenses of the respondents.

➢ *Problem Statement Number 3: What is the Professional Attainment of the Respondents?*

Table 8: Number of Respondents Who Took Advanced Studies

Studies	*%*	*n*
With Advanced Studies	18	66
Without Advanced Studies	82	291
Total	**100**	**357**

Table 8 shows the number of respondents who pursued advanced studies. Based on the findings, 291 respondents (82%) of the respondents did not pursue advanced studies, whereas 66 respondents, (18%) did.

Table 9: Advance Studies and Trainings of the Respondents

Advanced Studies	Rank	n
Master of Arts in Nursing (MAN)	1	12
Doctor of Medicine (MD)	1	12
Juris Doctor (JD)	3	2
Master of Science in Care for the Older Adult	3	2
Master in Business Administration (MBA)	3	2
Registered Midwife (RM)	6	1
Registered Phlebotomy Technician (RPT)	6	1
Master of Science in Nursing (MSN)	6	1
Professional Teaching Certification (PTC)	6	1
Certified Aesthetic Nurse Specialist (CANS)	6	1
Master in International Health (MIH)	6	1
Emergency Medical Technician (EMT)	6	1
Doctor of Dental Medicine (DMD)	6	1
Safety Health Officer	6	1
Master of Science in Toxicology	6	1
Master in Occupational Health (MOH)	6	1
Master of Science in Dementia	6	1
Master of Science in Psychiatry	6	1
Master of Arts in Education (MAEd)	6	1
Master Public Health (MPH)	6	1
Respiratory Therapist	6	1
Caregiving (NC II)	6	1

Table 9 presents the Advanced studies and training attended by the respondents. 22 different nursing-related trainings were gathered. The majority of the respondents attended Masters of Arts in Nursing (MAN) with 12 respondents, followed by Doctor of Medicine (MD) with 12 respondents, followed by Juris Doctor (JD) with two respondents

➢ *Problem Statement Number 4: What is the Nature of the Employment of the Respondents?*

Table 10: Current Employment Status of the Respondents

Employment Status	%	n
Employed	87%	311
Not Employed	13%	46
Total	100%	357

Table 10, shows the current employment status of the respondents where there were 311 or 87% employed respondents and 46 or 13% are not employed.

Table 11: Relatedness of Current Job Status in the Field of Nursing

Nursing Related Job	**%**	**n**
Yes	74	263
No	26	94

Table 11 depicts the relationship between current job status in the field of nursing. Based on the findings, the majority of the respondents' current jobs are related to the field of nursing with a frequency of 263 or 74%. On the other hand, a frequency of 94 or 26% of the respondents' current job is not related to the field of nursing.

Table 12: Distribution of Respondents According to the Field of their Work

Employment Status	**%**	**n**
Government	21.57	77
Private	64.99	232
Self-employed	2.80	11
Not Currently Employed	10.64	37
Total	100	357

Table 12 illustrates the distribution of the respondents according to the field of their work. The highest number of respondents is in a private facility with 232 or 64.99%, followed by a government facility with 77 or 21.57% %, and Self-employed with 11 or two- point-eighty percent (2.80%). The findings revealed that most nurses work in the private sector. Hence, it is essential to recognize that there are different factors that might have influence the nurses in choosing their field of work. These factors include the perception that the private sectors have higher salaries and benefits, offers more flexible hours, provides more facilities, and has better working conditions.

Table 13: Locale of Employment

Locale of Employment	**%**	**n**
Local	56	199
Foreign	44	158
Total	100	357

Table 13 depicts the locale of employment filled by the respondents. Local employment gathered 199 respondents 56% and foreign employment of 158 respondents 44%.

Table 14: Distribution of the Respondents According to the Province in Which They Work

Province	**%**	**n**
Laguna	67	134
Manila	17	34
Batangas	7	13
Quezon province	5	10
Rizal	0.50	1
La union	0.50	1
Mindoro	0.50	1
Nueva Ecija	0.50	1
Bacolod	0.50	1
Pampanga	0.50	1
Bicol	0.50	1
No permanent Province	0.50	1
Total	100	199

Table 14 shows the distribution of the respondents according to the province in which they work. The highest number of respondents is located in Laguna with 134 or 67%, followed by Manila with 34 or 17%, and Batangas with 13 or seven percent.

Table 15: Distribution of the Respondents According to the Country in which they Work

United States of America	27.85	44
United Arab Emirates	13.92	22
United Kingdom	8.86	14
Canada	6.96	11
Qatar	5.70	9
Kingdom of Saudi Arabia	5.70	9
Australia	5.06	8
New Zealand	4.43	7
Singapore	3.80	6
Finland	3.16	5
Norway	2.53	4
Germany	2.53	4
Japan	1.90	3
Italy	1.27	2
East Timor	1.27	2
Macau	1.27	2
Ireland	0.63	1
Hong Kong	0.63	1
Pakistan	0.63	1
Korea	0.63	1
No Permanent Country Abroad	1.27	2
Total	100	158

Table 15 reveals that the majority of the respondents with 44 or 27.85% work in the United States. Second to the largest number of respondents who said they work in the United Arab Emirates was 22 or 13.92%, followed by 14 or 8.86% who said they work in the United Kingdom.

Table 16: Distribution of the Respondents According to their Nursing Specialty

Nursing Specialty	Frequency
Operating Room Nurse	21
Hemodialysis Nurse	20
Community Health Nurse	16
Emergency Room Nurse	14
Intensive Care Unit Nurse	12
Geriatric Nurse	9
Medical Surgical Ward Nurse	9
Healthcare Virtual Assistant	6
Aesthetic Nurse	6
Pediatric Care Unit Nurse	5
Homecare Nurse	5
Nursing Aide	4
Research Nurse	4
Obstetric Gynecology Nurse	4
Cardiology Nurse	4
Rehabilitation Nurse	3
Cruise Ship Nurse	3
Post-Anesthesia Care Unit	3
Urology Nurse	3
Assessment Nurse	3
Acute Stroke Unit	2
Human Resource for Health	2
Long-Term Ventilated Nurse	2
Assistant Pharmacist	2
Neonatal Intensive Care Unit Nurse	2

Company Nurse	2
Clinical Instructor	2
Dermatology Nurse	2
Isolation Nurse	2
Respiratory Nurse	2
Others (Appendix D)	19
Total	209

Table 16, presents the distribution of the respondents based on their function. Based on the findings, the highest number of respondents work as Operating Room Nurses with 21 respondents, followed by Hemodialysis Nurses with 20 respondents, and Community Health Nurses and Registered Nurses with 16 respondents.

Table 17: Number of Months Before the Respondents Landed their First Job

Number of months before the respondents landed in their first job	%	*n*
0 – 5 Months	71%	254
6 – 11 Month	11%	39
1 year and above	17%	62
NA	1%	2
Total	100%	357

Table 17 indicates how many months it took respondents to get their first employment. The majority of respondents answered zero to five months (254 replies or 71 percent), followed by one year and above (62 responses or 17 percent), and 6 to 11 months (39 responses or 11 percent).

Table 18: Respondents' Reason/s for not being Currently Employed

Indicator	Rank	*n*
Full Time Mom/Dad	1	30
Advanced or further study	2	6
Family concern and decision not to find a job	3	5
Business	4	3
No job opportunity	5	2
Reviewing for PNLE	6	1

Table 18 depicts the reason/s for not being currently employed. The majority of respondents (30%) were full-time mothers or fathers, followed by advanced or further education (6%) and family considerations and the decision not to look for work (5%).

Table 19: Respondents' Reason/s for Changing Career

Indicator	Rank	n
Family circumstance	1	20
Changing philosophy and goals	2	3
Salaries and benefits	3	2

Table 19 shows the distribution of respondents based on their reasons for changing their careers. Family circumstances accounted as the highest indicator for the respondent's reason/s for changing career (20), followed by shifting ideology and goals (3), and salary and benefits (2).

Table 20: Respondents' Reason/s for Accepting their Current Job

Indicator	Rank	n
Salaries and Benefits	1	183
Related to my academic training and special skills	2	161
Career Challenge	3	115
Peer influence	4	30
Proximity to residence	5	30

Table 20, shows that the majority of the respondents (183) said they accepted their current job because of the salary and benefits. The second reason for accepting their current job is related to their academic training and special skills with a frequency of 161 and career challenge was the third reason with a frequency of 115.

Table 21: Respondents' Length of Service

Length of Service	%	n
Below 1 year	9.5 %	34
1 – 2 years	11.2 %	40
3 – 5 years	21.3 %	76
6 - 7 years	16.2 %	58
8 years and above	28.3 %	101
N/A	13.4 %	48
Total	100 %	357

Table 21 presents the respondent's length of service. Based on the findings, the majority of respondents have at least eight years of service and above with 101 or 28.3%, followed by three - five years with 76 or 21.3%, and six - seven years with 58 or 16.2%.

Table 22: Monthly Income Range of the Respondents

Monthly Income	%	n
Below 9, 100 PHP	1.12 %	4
9, 100 – 18, 200 PHP	2.52 %	9
18, 200 – 32, 400 PHP	25.77 %	92
36, 400 – 63, 700 PHP	16.25 %	58
63, 700 – 109, 200 PHP	10.08 %	36
109, 200 – 182, 000 PHP	22.13 %	79
Above 182, 000 PHP	11.76 %	42
Not Employed	10.36 %	37
TOTAL	**100 %**	**357**

Table 22 shows the monthly income range of the respondents. The majority of respondents have an income of 18, 200 – 32, 400 with 92 or 25.77%, followed by 109, 200 – 182, 000 with 79 or 22.13%, and 36, 400 – 63, 700 with 58 or 16.25%. The data shows that most respondents earn between 18,200 PHP and 32,400 PHP, majority of the respondents who earns this wage are working locally. As a result, the 109, 200 - 182, 000 PHP income ranks second, with the majority of respondents working abroad.

➢ *Problem Statement Number 5: What are the Employability Skills Attained by the Graduates?*

Table 23: Respondents' Employability Skills in Nursing that Canossa Helped Develop

Indicator	Mean	SD	Remarks
1. My academic training prepared me enough for the challenges of the real- world nursing.	3.58	0.51	Strongly Agree
2. I am confident to assess complicated patient situations, diagnose nursing problems, plan interventions and prioritize care effectively.	3.75	0.4	Strongly Agree
3. I effectively implement nursing interventions, systematically evaluate the outcomes and document all in a timely manner.	3.75	0.4	Strongly Agree
4. I can navigate and utilize technology for nursing information charting.	3.83	0.39	Strongly Agree
5. I effectively communicate with patients and their families while fostering a trusting and supportive relationships with them and their families.	3.92	0.29	Strongly Agree

Legend: 1.00 – 1.75 = strongly disagree; 1.76 – 2.50 = disagree; 2.51 – 3.25 = agree; 3.26 – 4.00 strongly agree

Table 23 shows the respondents' employability skills which Canossa helped develop. The fifth indicator, which addresses effective connection skills, has the greatest mean of 3.92 and the lowest standard deviation of 0.29, showing that the majority of graduates have developed effective relationship skills above all other abilities stated.

Following closely is the fourth indicator that highlights workplace skills in terms of technology use with a mean of 3.83 and a standard deviation of 0.39. The second and third indicators include workplace skills in Assessment, Diagnosis, Planning, Implementation, and Evaluation. Both the third and fourth indicators collected a mean of 3.75 and a standard deviation of 0.45. Lastly, the indicator that got the lowest mean is the Applied Academic Training with a 3.58 mean and standard deviation of 0.51. All the indicators collected results strongly agree. Consequently, while the rankings varied, all the findings are strongly agree. Thus, these findings imply that while there are slight changes in the average level of agreement, respondents feel confident and perceive themselves as having strong nursing employability skills may it be in terms of applied knowledge, effective relationships, or workplace skills.

➢ *Problem Statement Number 6: What are the Comments and Suggestions of the Graduates for the Bachelor of Science in Nursing Degree of Canossa College San Pablo City?*

Table 24: Respondents' Comments on the Employability Skills that Canossa Helped Develop

Skills	Rank	Frequency
Personal Qualities	1	75
Resource Management	2	71
Applied Academic Skills	3	47
Critical Thinking Skills	4	28
Interpersonal Skills	5	16
Communication Skills	6	17
Usage of Technology	7	5

Personal qualities got the majority of the responses with a frequency of 75. Respondents agreed that the institution has given them strong ethics and discipline that allowed them to build their credibility and good work ethics. The morals, values and discipline the graduates received enabled them to adapt to the challenges of nursing which led to career advancement opportunities. It can also be noted that the religious education given by the institution contributes greatly to the ethics of the students.

Second, in the lead is Resource Management with a frequency of 71. Most respondents expressed their gratitude to the institution, stating that the resources of the school and its partner hospital have helped them launch their careers. The teacher's approach and way of teaching also helped the respondents in many ways. Thus, the seminars and training provided by the institution contributed significantly to the respondents' professional reputation.

Finally, applied academic talents come in third with a total of 47 frequencies. The majority of the comments discuss how the Canossa Educative Community has assisted them not just conceptually, but also clinically. Thus, the hands-on clinical experience provided by Canossa and its partner hospital has enhanced the respondents' professional competence, allowing them to soar and reach greater heights. The rigorous training and discipline the respondents received enabled them to easily adapt to the evolving healthcare advancements as a part of their professional growth.

Table 25: Respondents' Suggestions of Area of Focus for Ensuring Employability of Nursing Students

Skills	Rank	Frequency
Resource Management	1	87
Applied Academic Skills	2	65
Personal Qualities	3	52
Communication Skills	4	14
Critical Thinking Skills	5	13
Interpersonal Skills	6	3
Usage of Technology	7	2

Table 25 depicts the respondents' suggestions of areas of focus for assuring nursing employability. The highest response rate is resource management with 87 frequencies. For this, respondents emphasized that to ensure the employability of the graduates' resources and connections should still be the area of focus. Providing training and seminars to the students is also crucial as it will help the students build their set of skills and credibility. Furthermore, some former scholars also reiterate the importance of supporting the students financially to ensure that the students have the same chances of success as their more financially privileged peers. Moreover, respondents accentuated the importance of grabbing the opportunities and using the resources given by the institution in its maximum use.

Applied Academic Skills is the second leading suggestion for the area of focus in ensuring the employability of graduates with a frequency of 65. Most respondents expressed that the acquired theoretical knowledge from the school will serve as the foundation in the clinical setting of the graduates. Therefore, more clinical areas and clinical exposure are also suggested as it would enhance the skills of the students in handling patients. Respondents also agreed that learning the basics in school is important for the students to be able to perform critical skills.

Finally, the Personal qualities with 52 responses landed in the top three. The graduates suggested that the institution should continue to shape shaping the students' personal qualities. Specifically, respondents stressed the importance of strengthening the student's qualities such as time management, leadership, and initiative as these are crucial in maintaining a work-life balance. Learning to give compassionate care and empathy also allowed the respondents to give holistic and patient-centered care.

VI. CONCLUSION

In conclusion, this study provided valuable insights on the employment of the nursing graduates of Canossa College San Pablo City Inc. First, the findings of the study revealed that the Philippine Nursing Licensure Examination (PNLE) passing rate of nursing graduates in Canossa has consistently been higher than the national passing rate in all the 13 batches. Overall, 81% respondents passed the PNLE ; however, it should be noted that the majority of those who did not pass did not take the exam in the first place.

The study revealed that a significant number of respondents are committed to professional development as it was found that many respondents have a nursing licensure abroad, this is a proof that the education and training received by these graduates meets international standards, as they are recognized and accepted in other countries. The United States of America is the leading country in terms of the number of graduates with nursing licenses and the number of graduates working abroad.

Therefore, it was suggested that there may be greater demand for nurses in the USA, leading the graduates to seek nursing licensure and to take advantage of job opportunities and potentially better working conditions or compensation here. A large proportion of the respondents are also found to have taken advanced studies as they are inclined to professional growth. The leading advanced studies taken by the graduates are the Master of Arts in Nursing (MAN) and the Doctor of Medicine (MD).

When portioning the respondents, most respondents are employed and have continued their nursing profession implying that the institution is successful in preparing the graduates for the workforce and demands of the nursing profession. Most respondents claimed that the employability skill they received from the institution is personal quality. Conversely, it is worth noting that the environment of the institution being a Catholic school has significantly influenced the respondent's employability skills.

Lastly, the findings of the study unveiled that the majority of the graduates take only zero to five months before they land their first jobs. For this, it is concluded that the nursing program equips the graduates with the necessary skills and qualifications sought by the employers. It is also suggested that a high demand for nurses in the job market allows graduates to secure employment relatively quickly after completing their studies. It implies that the skills acquired by the graduates from their institution are valued by the employers.

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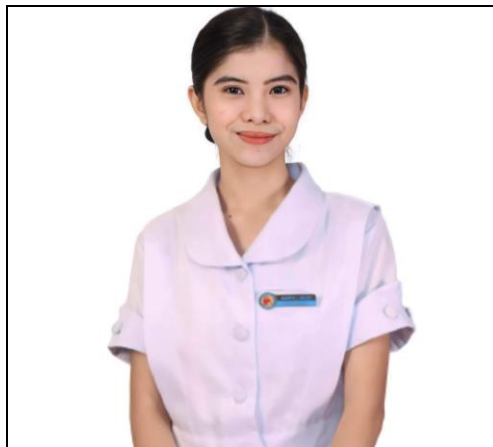
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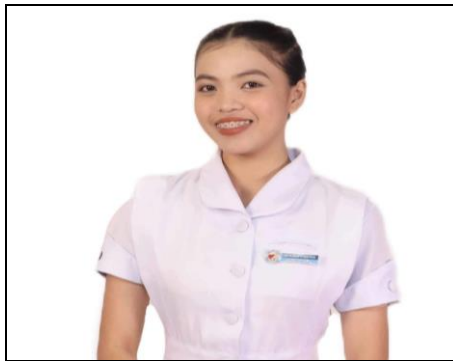
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