

## EMPLOYABILITY STATUS OF CRIMINOLOGY GRADUATES BATCH 2016-2020

**Rowenda Joy S. Gaddi, Ariel A. Calso, John Lee T. Olidan,  
John Michael S. Navarro, Ken D. Andrada**

*College of Criminal Justice Education    University of Eastern Pangasinan    Philippines*

*[rowendajoygaddi1@gmail.com](mailto:rowendajoygaddi1@gmail.com) [arielcalso1@gmail.com](mailto:arielcalso1@gmail.com) [olidanjohnlee@gmail.com](mailto:olidanjohnlee@gmail.com)  
[kingjmsmith07@gmail.com](mailto:kingjmsmith07@gmail.com) [andradaken3@gmail.com](mailto:andradaken3@gmail.com)*

### INTRODUCTION

#### **Background of the Study**

Employability, as an individual capacity and willingness to become and remain attractive in the labor market and be successful in a wide range of jobs, is becoming a major research theme. According to Bates et al. (2019), employability shows having the knowledge, understanding, skills, experience, and personal attributes to move self-sufficiently within the labor market and to realize one's potential through sustainable and fulfilling employment experiences throughout the course of one's life. Furthermore, Gill (2020) defined employability skills as a set of achievements that graduates develop skills in understandings and personal attributes that make them more likely to gain employment and be successful in their

chosen occupation, benefiting themselves, the workforce, the community, and the economy.

Accordingly, competitive graduates in the job market often depend on a strong curriculum of the programs. Graduates are competing among themselves to meet the job market in various sectors Albina and Sumagaysay (2020), because of the limited number of jobs available, many graduates end up unemployed. In the 21st century, employability skill is the most required skill besides technical knowledge to compete for employment and sustain a job at the industrial global market. Schools must provide the training that meets the standards employers set for their workforce. Industries may have different standards, but they always have a set of characteristics they expect their applicants to possess that would boost institutional objectives. Whether employers seek graduates whose skills are, either, related or not aligned to their field of specialization, they will always look for their standards.

After graduation is the time where fresh graduates confront with the realities beyond the academic world and become an active jobseeker, but will face the harsh statistics that only 35 to 40% will land a job and barely 10% will start a career related to the degree earned and the rest will join the unemployed status. In the practice of criminal justice, Switzerland has the highest adult employment rate followed by Iceland and the Netherlands while Japan ranks 4th employment rate which all of them have more than 60%. Szmigiera (2021). The most common job 15 months after graduation is welfare and housing associate professional while the police officer, legal associate professional, prison service officer and probation

officer are also among the top ten jobs Association of Graduate Careers Advisory Services (2020).

In Australia, the study of Bates et. al (2019), suggest that tertiary institutions could improve student employability and employment rates by including a professional context course within their degree programs to support work-integrated courses. When planning this type of course, universities should take into account discipline specific knowledge that is required and ensure that they work closely with the university-based careers service and potential employers of graduates.

However, Greaves (2020) argues that the primary reasons 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.

Employment is closely linked to human resources, and criminology graduates have higher chances of getting employed in various roles such as police officers, firefighters, and drug enforcement agents. However, some graduates may have jobs not related to their chosen course. Thousands of criminology graduates in the Philippines strive to pass the Criminology Licensure Examination to become licensed criminologists, but eligibility requirements for law enforcement jobs make success a challenge.

In the Philippines, the employability of graduates has been used as an indicator to assess the performance of higher education institutions. This is in addition to licensure examinations, research, extension, and production. While

passing the licensure examination is a pre-requisite in board-related works and jobs, it is not the sole requirement in immediate employment Roman and Villanueva (2023).

The competitive labor markets in the Philippines and abroad require parents to consider employability when choosing universities and colleges for their children's education, with enhancing course teaching quality being crucial for this. In the study of Malaluan et al. (2022), the graduate knowledge and skills must match the employer expectations. The ability for graduates to find or create work after higher education is a critical component of a university's reputation and ranking, and a key deciding factor in a student decision-making process. Moreover, focusing on employability helps universities to attract and retain high quality students and maintain a competitive advantage in the global market. Accordingly, a graduate who leaves the sanctuary of the academy desires to find the best employment output there in the job market Ruiz et. al (2020).

Studying in the Far Eastern countries just like the Philippines is very much important since it is considered as the primary portal for the social and economic mobility of the country. Realizing these facts, the Commission on Higher Education (CHED) is tasked to governments obligation to transformational leadership that puts education as the main strategy for investing in the Filipinos, declining poverty, and creating national competitiveness that shall promote, among others, relevant and quality education which is reachable to all. As evidence, beginning the academic year 2018-2019, the administration undertakes the payment of tuition fees of Students go to colleges and finish a bachelor's degree with the objective of

being hired in a job and to have a better living. The College of Criminology which offers the course Bachelor of Science in Criminology that is a four-year degree program in the Philippines is mainly concerned with the nature of crimes and criminals Aydinan (2019).

Amadeo et. al (2020), identified seven causes of unemployment as voluntarily leaving the workforce, relocation, newly entering the work force, re-entering the workforce, advances in technology, job outsourcing, and demand-deficient unemployment. The first four causes create frictional unemployment, the 5th and 6th causes create structural and the seventh lead to cyclical unemployment. Due to limited job opportunities, job mismatch becomes a common scenario.

In Tangub City, Misamis Occidental from the study of Tom et.al. (2021), the respondents between the ages of 29 and 30 make up the majority of the graduates. The majority of people are single. The majority of the graduates are also licensed criminologists. Some have additional qualifications, such as NAPOLCOM, the Civil Service exam, and the Criminology Licensure Examination passers. Almost all of the graduates completed their B.S. in criminology, which was completed in exactly four years. Their primary motivation for enrolling in the Tangub City Global College Bachelor of Science in Criminology program is to work for the Philippine National Police as a law enforcement officer. The majority of the graduates are already working as non-commission officers in the field of law enforcement on a full-time or permanent basis. Many respondents took three years or longer to locate their first job after college, and they did so based on a referral

from someone. Accepting their first employment was motivated by “dream job” and “salary” career challenges, they said. Lack of eligibility. Failure to hunt for work, and a lack of work experience are among the reasons given by individuals who are not yet employed, while those who have already left their first job cite family problems and a decision not to look for work as reasons for quitting.

So, the researchers conclude that most of the graduates passed the BS Criminology board exams passing the board exam for Criminologist is a guarantee for immediate employment and permanency in the job, most of the graduates are employed in their fields of specialization on a permanent status, graduates took a lengthy period before getting employed.

In the study of Refugia (2021), the employment status of the BS criminology graduates Laguna State Polytechnic University (LSPU-SPCC) Batch 2014 to Batch 2016, found that, the graduates are employable to whom the majority were employed in permanent positions. The salary and benefits of the agency/institution are significant factors to apply in the first chosen career and stay in the current jobs. However, as graduates mostly aim to join the Tri-bureaus (PNP, BJMP, and BFP), it took them at least 1-3 years to be employed. The primary reasons for non-employment were family concern and health-related issues. The foremost challenge faced by the graduates was the qualifications set by the agency/institution.

Ines (2021) of Nueva Ecija University of Science and Technology (NEUST) conducted a study to determine the employability status of criminology graduates from 2019 who were employed in the different agencies in line with the law

enforcement and public safety practices, and other related fields as well as non-related fields. Among the 117 graduates of the College, the data revealed that 27 or 23.08% are employed and the rest are currently seeking their desired job. 24 or 28.08% of the employed graduates are currently employed in a job that is related to their field and the remaining employed graduates were employed in non-related field. And they also, suggested that the Administration should continue to conduct initiatives in reaching out to those graduates who were not able to pass the Licensure Examination for Criminologists and encourage and help them to take the board exam with the hope that they will pass and eventually be able to apply for their desired work. The college should continue to strengthen its efforts to widely disseminate and encourage the students regarding the other agencies with which they could enter after graduation other than that of the PNP, this way, they could expect to see graduates in almost all related field of work. Furthermore, the Graduates should aim for reaching higher job positions in their respective jobs, for them to be able to be honored that they are competing in the world of professionals with excellence.

As Aydinan (2019) in her study entitled “Employment Array of Bachelor of Science in Criminology Graduates in Nueva Ecija University of Science and Technology”. The study found out that the Bachelor of Science in Criminology course is a male- dominated degree and the majority of the graduates are employed and mostly are in permanent status in their current job. It can also be concluded that the majority are employed in the field that are related to their course and most were able to get hired within six months after graduates. This only means that the skills

they have acquired from the college are relevant to their present job that these agencies found the needs to hire them.

In Binalonan, Pangasinan the College of Criminal Justice Education in University of Eastern Pangasinan provides the student foundation, just like every academic institution that aspires to create graduates who are capable and well-educated and who will eventually be able to compete on a local and international level. In view of the eligibility requirements for law enforcement professions, numerous criminology graduates in the Philippines have difficulty passing the Criminology Licensure Examination and become licensed criminologists. The purpose of this study is to ascertain the employability status of graduates in criminology from 2016 to 2020 and to pinpoint the causes of unemployment. These studies are critical for assisting criminology students, offering early feedback on curriculum revisions, measuring education results, employment patterns, college experiences, and job relevance for recent graduates.

The University of Eastern Pangasinan, through its College of Criminology is doing its responsibility in providing a balanced law enforcement education for future law enforcers/police officers. Graduates serve as the criteria for credibility and excellence of such training ground for learning. They are the projection of what are being taught in the school where they got their profession. It is with reliability that where graduates are, they take the image of their Alma Mater. It is for these reasons that the researcher deemed it important to make a follow-up study of the Criminology graduates of UEP.



This study aims to track the employability status of criminology graduates from the University of Eastern Pangasinan, benefiting the Dean, instructors, school, parents, students, and researchers. The results will help measure the quality of teaching, provide timely feedback, inform parents about their children's employment status, and help researchers understand the employment of criminology graduates in law enforcement agencies. The statistical tool and findings will also aid future research.

To this effect, the researchers intend to find out the employability and work performance of the employed Criminology graduates in terms of their knowledge, skills, and attitudes. Together with giving of proposed measures to improve the employability and enhance the level of performance of the graduates in licensure and that of their jobs.

### **Theoretical and Conceptual Framework**

This research is based on John Holland's Career Choice Theory (1959), which claims that when someone picks a career, he/she hunts for jobs where he/she can meet individuals who share similar or common interests. He or she seeks an environment in which he or she may display his or her finest assets, abilities, and skills while also being the best person possible.

The six personality types defined by Holland's thesis are realistic, investigative, artistic, sociable, enterprising, and conventional. People are considered to fall into one of these categories (Marini, 2009). According to John Holland's profession choice theory, people's vocational choices may be anticipated and understood by identifying their personality types and modeling their settings,

and then pairing the personality types and environments. In summary, this indicates that people are drawn to occupations that satisfy them and match their particular demands, but only when their personality types and model settings interact. A realistic person loves activities in which he/she is certain of what is true and possible in a particular circumstance, and when problems arise, he/she can deal with them in a practical and successful manner.

This personality type, on the other hand, may dislike therapeutic and educational activities. The investigative personality prefers to engage in activities that include observation and creative inquiry of physical, cultural, and biological events in order to comprehend and control them. The artistic personality prefers activities that involve manipulating physical, verbal, or human resources to create art forms or goods and dislikes activities that are explicit, systematic, or ordered.

With an aversion to explicit, structured, systematic activities requiring materials, tools, or machines, the social type prefers occupations that involve manipulating others to inform, train, develop, cure, or enlighten. The enterprising personality prefers it. An aversion to observational, symbolic, and methodical activities, prefers actions involving manipulating others to achieve organizational or economic goals.

And the conventional type prefers activities that involve the explicit, ordered, or systematic manipulation of data, such as keeping records, filling materials, reproducing materials, organizing written and numerical data according to a prescribed plan, and operating business machines and data processing machines to achieve organizational or economic goals while avoiding ambiguous,

free, exploratory, or unsystematized activities Brown and Lent, 2005. As a result, career decisions are influenced by ongoing learning experiences. It is thought to be a never-ending process that is influenced by ongoing learning experiences. It also implies the utilization of a natural talent to do or learn something (Capuzzi & Stauffer, 2012).

According to Amparado (2014), the majority of the respondents were employed, either on a regular or permanent basis. Graduates might be found working in the private sector. Some were hired within a year after graduation, and the majority of their jobs are related to the curriculum. Graduates who were unemployed cited health or family issues as reasons for their unemployment. They attempted but failed to join the police force. When it comes to employable skills, the great majority are skilled at disassembling and assembling firearms, as well as collecting, preserving, and handling evidence. Graduates struggled to formulate investigation-related inquiries. When it comes to interpersonal skills, the majority of people indicate they are adaptable and can successfully adapt to changing events and environments. Employability abilities, according to Robinsons (2000), are the fundamental prerequisites for obtaining, maintaining, and excelling in a job. These are the abilities, attitudes, and behaviors that allow employees to get along with their coworkers and supervisors as well as make sound, critical decisions. Discovering and developing talents while still in college should be considered to better prepare students for their future profession; technical skills, interpersonal skills, and conceptual skills are frequently deemed significant. The foundation of fundamental skills. motivation, ability, and acquired skills is what determines

employability. Graduates confront the issue of finding work immediately following graduation. According to Plantilla (2017), it is critical that they have acquired the best information, abilities, and skills in their field of specialization. The competency of an educational institution's graduates, as well as the information and skills that the graduates have gained and can apply in the workplace, can be used to assess the efficiency of an educational program delivered by the institution. The knowledge and skills that the graduates possessed might be determined based on comments on their performance from their employers. The best way to assess the success of any educational program is to look at how well graduates implement their university-acquired knowledge and abilities in the workplace.

A tracer study is an evaluation tool in which the impact on target groups is traced down to specific pieces of a project or program, allowing for the identification of effective and ineffective project components International Labor Organization Thesaurus (2005). Because its target population is former students, the tracer study is also known as a graduate or alumni survey in educational research. Graduate tracer studies have proven to be an efficient tool for obtaining accurate and timely inputs with the aim of ensuring that the human capital created by higher education institutions is always relevant and capable of meeting changing labor market demand Nordin and Tinggi (2006). The quality of graduates reflects not only the quality of the curriculum and supporting academic environment, but also the quality of the graduates themselves. It also reflects the demands of industry in defining higher education's qualities. Graduate tracer studies, according to Schomburg (2003), would acquire information on the kinds of graduates who are

most employable, who have academic experiences and competences developed that are most valuable in the workplace, and the graduates' own academic backgrounds. Graduate tracer study is a method and typical research that researchers can use to keep track of graduates' employment and destinations.

Figure 1 illustrates the paradigm of the study. The input of the study covers the demographic profile of the graduates in terms of age, gender, civil status, year graduated, employment status of the graduates and the level of work performance of employed criminology graduates at UEP. The process is to determine the employability status of criminology graduates. The output is the propose measures to improve the employability and work performance of graduates of batch 2016-2020 in their jobs.

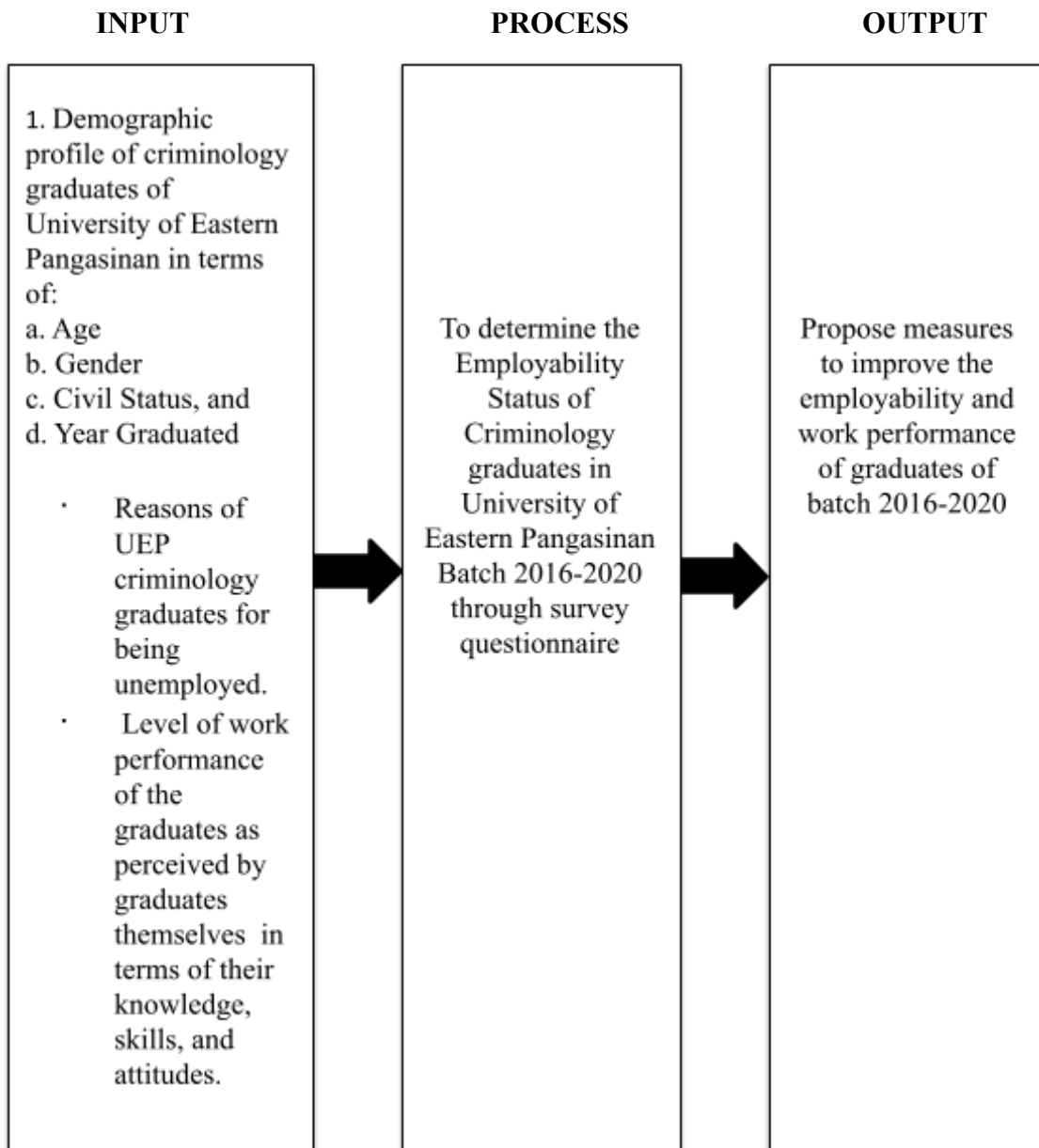


Figure 1.  
Paradigm of the Study

**Statement of the Problem**

This study aims to trace the employability status of criminology graduates in University of Eastern Pangasinan batch 2016-2020.

Specifically, this research study will seek answers to the following questions:

1. What is the demographic profile of Criminology graduates of University of Eastern Pangasinan in terms of :

- a. Age,
- b. Gender
- c. Civil Status, and
- d. Year Graduated?

2. Reasons of UEP criminology graduates for being unemployed?

3. What is the level of work performance of the graduates as perceived by the graduates themselves in terms of their knowledge, skills, and attitudes?

4. What measures may be proposed to enhance the employability and level of work performance of UEP criminology graduates in their jobs?

**Scope and Delimitation of the Study**

The general intent of this study is to know the employability status of the criminology graduates in University of Eastern Pangasinan batch 2016-2020 and their work performances. This study will be using descriptive research design under the quantitative method. The study is delimited only for the Criminology Graduates in University of Eastern Pangasinan batch 2016-2020.

## **METHODOLOGY**

This chapter presents the research design, population of the study, data-gathering tools, data-gathering procedures, treatment of data, and statistical tools used in the study.

### **Research Design**

To determine the employment status of graduates in the year 2016-2020, the researchers will use a descriptive-quantitative research approach with the help of a checklist questionnaire. The age, status, gender, year graduated, employment status and work performance of employed criminology graduates will be determining in this study.

In the study of Paler et al. (2021), he studied approach was considered suitable since the objective was to track graduate's associated employment characteristics and examine the relevance of the graduate acquired skills, competence, and values, as well as the university's curriculum program on their employment.

### **Population and Locale of the Study**

The respondents of this study are the graduates of criminology batch 2016-2020 in University of Eastern Pangasinan. Respondents of this study include the 8 people graduates from batch 2016, 29 batch from 2017, 32 batch from 2018, 30 batch from 2019, and 24 graduates from batch 2020. A total of 123 respondents.



**Table 1**  
**Population of the Study According to Year of Graduation**

Year of Graduation	Total Population
Respondents	
2016	8
8	
2017	28
28	
2018	32
32	
2019	30
30	
2020	24
24	
<b>Total</b>	<b>122</b>
<b>12</b>	

### **Data Gathering Tools**

A survey questionnaire will be used as the main tool in gathering the needed data for research problem number 1 and 2. Part I of the questionnaire contains the demographic profile, employment status, and part II covers the level of work performances of the graduates as perceived by the graduates themselves in terms of their knowledge, skills, and attitudes.

### **Validity of the Questionnaire**

The questionnaire will be devised by the researchers from the sample tracer survey questionnaire by the CHED specifically in the area of employment. The questionnaire to be use in determining the level of work performance of Criminology graduates, the researchers will adopt questionnaire in the study of Dr. Aldrin R. Tarangco with his permission.

Furthermore, the research adviser will checked the adopted questionnaire to avoid errors and to strengthen the validity of the instrument. The contents of the questionnaire will be validated by Three (3) Panel members who have expertise in the related field of the study.

### **Data Gathering Procedure**

This research will focus on determining the employability status of criminology graduates in the University of Eastern Pangasinan batch 2016-2020. The first step taken by the researchers is to prepare a letter address to the university registrar and noted by the dean of the college of criminology at the UEP requesting the total number of graduates from batch 2016–2020 in order to address the first problem of this study. Upon its release, the total number of graduates will be immediately examined by the researchers using the documentary analysis research method.

Basically, the graduates will be asked to complete the questionnaire, and this will be administered through personal contact, cloud-based questionnaires like Google Forms, and electronic platforms such as Facebook, emails, or Messenger to the graduates. The names of the respondents to the study will be taken from the university registrar of graduates from their year of graduation (2016–2020). To ensure faster retrieval, the other questionnaires will be hand-carried by the researchers, who know the whereabouts of the respondents. After answering, the researchers will collect the questionnaires from respondents for the tallying of the data gathered.

### **Treatment of Data**

The statistical tools to be used in analyzing the data in order to realize the objectives of the study are as follows:

Questions on the status of employment of the respondents will be analyzed through frequency count or percentage. Dividing the frequency of response by the total number of respondents and multiplying it by 100 obtain percentage.

The formula is:

$$f/N \times 100 = \text{Percentage (\%)}$$

where:

f = frequency of response

N = total number of respondents

Weighted mean will be used to determine the level of work performance of the graduates as perceived by the graduates themselves in terms of their knowledge, skills, and attitudes.

The following formula will be used for determining the weighted mean:

$$WM = \frac{5f_5 + 4f_4 + 3f_3 + 2f_2 + 1f_1}{N}$$

Where:

WM = weighted mean

$f_5$  = number of respondents who answered outstanding

$f_4$  = number of respondents who answered very satisfactory

$f_3$  = number of respondents who answered moderately satisfactory

$f_2$  = number of respondents who answered fair

$f_1$  = number of respondents who answered poor

N = Total number who respondents

