



THE EMPLOYABILITY OF CRIMINOLOGY GRADUATES FROM ACADEMIC YEAR 2019 TO 2023: A TRACER STUDY

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Article DOI: <https://doi.org/10.36713/epra16828>

DOI No: 10.36713/epra16828

ABSTRACT

This tracer study aimed to assess the employment rate and status, as well as self-rated perceptions of work attitude, educational quality, and skills development among Bachelor of Science in Criminology (BSC) graduates of Kapalong College of Agriculture, Sciences and Technology (KCAST) from academic years 2019 to 2023. The study utilized a descriptive research method to gather information on the traceability of BSC graduates. A complete enumeration random sampling method was employed, with a total population of 171 graduates (81 males and 90 females). Findings revealed that most graduates were single and aged between 20-30, with batch 2023 producing the highest number of graduates. A small percentage pursued vocational courses or further studies. The employment rate stood at 35%, with a majority employed as regular or job order employees. Graduates reported a relevant college degree to their present work, with a significant portion earning monthly incomes ranging from 11,000 to 30,000. The majority took 0-8 months to secure employment post-graduation. Additionally, a notable proportion worked in degree related jobs. The study found high levels of work ethic, educational quality provision, and skills and abilities development among BSC graduates. These findings contribute to KCAST's commitment to providing quality education and enhancing graduates' employability, aligning with its institutional goals and social responsibilities.

KEYWORDS: tracer study, criminology, employability, davao del norte, philippines

INTRODUCTION

In order to keep curriculum relevant and give graduates specific advantages, graduate tracer, also known as tracer studies, are used to improve the marketability of educational programs. Sufficient understanding of the career prospects of graduates from training programs might aid in the development of policies aimed at addressing social issues like unemployment. Graduates of all courses in particular must gain a sense of competence in their field of interest and cultivate the courage to pursue new opportunities and jobs, particularly in light of growing rivalry among coworkers. One type of empirical research that can suitably offer useful data for assessing the outcomes of the instruction and training of a particular higher education institution is the graduate tracer study (Woya, 2019).

The necessity for conducting tracer studies has been identified globally, and in particular at Medan State University of Indonesia, in order to ascertain the competences that alumni possess with regard to their application to the workplace and to ascertain the supervisor's appraisal for graduates who are now employed. The study's findings clarified that graduates' positions and involvement in the workforce, as well as their abilities, are in line

with what the workforce requires (Hasibuan et al., 2022). Also, universities are supporting initiatives to raise the general caliber of their offerings, including the profiles of its alumni. One measure of the quality of a graduate's profile is now their absorptivity in industries or consumers. The purpose of the tracer research was to collect information from graduates on the suitability of their acquired knowledge and abilities for their respective jobs (Romadlon & Arifin, 2021).

Also, in order to define themselves as centers of excellence and centers for developing degree programs, Higher Education Institutes (HEIs) in the Philippines are required by the Commission on Higher Education (CHED) to carry out tracer studies. The Accrediting Agency of Chartered Colleges and Universities in the Philippines (AACUP), Inc., for example, has documented standards, one of which is the graduate profile. The results of a tracer study might be used to reassess the variables influencing and adding to graduates' job status. The majority of graduates, according to the literature currently in publication, found employment locally, especially in the public sector (Cuadra et al., 2019). Thus, this present study proposes to trace the



graduates of criminology department for the academic years 2019 to 2023 including information as to their employability. Furthermore, in order to ascertain the employability status of 2019 criminology graduates who were working in various agencies in accordance with law enforcement and public safety procedures, as well as other related and unrelated fields, the Nueva Ecija University of Science and Technology (NEUST) carried out a tracer study. The research employed the descriptive approach to gather data from the 117 College graduates who also served as study respondents. Data were gathered by interviews and a survey questionnaire, and frequency counts and percentages were employed for analysis (Aydinan, 2019).

Moreover, the goal of St. Paul University Surigao's College of Criminal Justice Education was to track and ascertain the job status of its graduates in the field of criminology between 2013 and 2020. The study's respondents, seventy-one (71) criminology graduates, were specifically chosen. Online tools like email and chat were used to collect data, among others. A few parametric tests as well as descriptive statistical methods were used to assess the data. Results indicated that 43 of the 71 respondents were successful in finding employment connected to the course they completed (Cosmiano et al., 2023).

This tracer study was therefore carried out under this premise in order to ascertain the employment rate and status of the graduate students as well as their self-rated assessment of their work ethic, the institution's quality of education, and the growth of their skills and abilities as Bachelor of Science in Criminology graduates. This is the institution's way of responding to its ideals and social responsibilities by creating a curriculum that will guarantee students' employment after graduation and bolstering and expanding its ongoing provision of high-quality education.

OBJECTIVES OF THE STUDY

The primary purpose of this study was to:

1. Describe the demographic profiles of the graduate-respondents in terms of:
 - 1.1. sex when grouped per academic year;
 - 1.2. civil status;
 - 1.3. age;
 - 1.4. year graduated; and
 - 1.5. educational attainment and development.
2. Describe the employment profile and features of the graduate-respondents in terms of:
 - 2.1. employment rate;
 - 2.2. employment status;
 - 2.3. level of income;
 - 2.4. period of seeking the first job after college;
 - 2.5. relevance of college degree to the present job; and
 - 2.6. job mismatching.
3. Describe the level of the graduate-respondents self-rated evaluation with their attitude to work?
4. Determine the level of the graduate-respondents self-rated evaluation with the quality education provision of the institution?

5. Determine the level of the graduate-respondents self-rated evaluation with the skills and abilities obtained in the institution and its usability with their present occupation?

METHODS

Design

This study utilized the descriptive research method. In order to provide adequate and reliable information for the evaluation of the study, the descriptive method of research was used by the researcher to facilitate the gathering of information on the traceability of Bachelor of Science in Criminology graduates of Kapalong College of Agriculture Sciences and Technology for the A.Y. 2019–2023. Descriptive studies examine the features of the population, pinpoint issues that arise inside a group, an organization, or a population, or they examine differences in traits or customs among institutions or even nations (Siedlecki, 2020). Also, studies of status are the focus of descriptive research, which is extensively employed in the behavioral sciences, nutrition, education, and epidemiology. Its usefulness stems from the idea that observation, analysis, and description may be used to solve issues and improve methods. Surveys, which can take the form of phone surveys, personal interviews, questionnaires, or normative surveys, are the most often used approach in descriptive research (Koh & Owen, 2000). Lastly, descriptive research is a research methodology that aims to provide an accurate description of the phenomena under study. The term "existing phenomena" distinguishes descriptive research from experiment research, which observes both the phenomena under study and the phenomena after a specific period of treatment. The phenomena under study in descriptive research are already known. The researcher's task is to gather the available data by using instruments like tests, questionnaires, interviews, or even simple observation. The primary objective of descriptive research is to provide an organized description of the phenomena under study (Atmowardoyo, 2018).

Population and Sample

The population and sample of this tracer study were the graduates of Bachelor of Science in Criminology in Kapalong College of Agriculture, Sciences and Technology from academic year 2019 up until academic year 2023. Hence, the study used complete enumeration random sampling since the very purpose of the study is to track and trace graduates in terms of their employment status and rate. To be specific, in year 2019, there were 55 graduates of which there were 22 males and 33 females; in year 2020, there were 3 males and 1 female; in year 2022, there were 27 males and 18 females; in year 2023, there were 29 males and 38 females which made a total of 171 graduates. Thus, the total population and sample of this study were 81 males and 90 females for a total of 171 Criminology graduates.

Research Instrument

The study employed the research instrument from Escandallo's (2024) tracer study, "A Tracer Study on the Elementary Education



Graduates from Academic Year 2015 To 2019: Employment in Focus." The survey questionnaire's internal consistency is excellent, as indicated by its Cronbach alpha of 0.955.

Data Collection Procedure

Gathering data to help the researcher answer research questions is one of the primary steps of a research project. The process of gathering information with the goal of learning more about the study topic is known as data collection (Taherdoost, 2021). In order to collect the necessary data for the study, the researcher mostly followed these responsible actions.

First, since the institution's graduate students pursuing a Bachelor of Science in Criminology made up the population and sample for the study, the researcher requested information from the college registrar regarding the total number of graduates from the academic years 2019 to 2023 so that precise and accurate data could be taken into account and given priority.

Second, after collecting the total number of graduates, the researcher used the Escandallo (2024) survey tracer questionnaire to ascertain each criminology education graduate's employment rate, employment status, educational attainment and development, work attitude, and quality of education provided.

Third, the researcher started monitoring the graduates using Google Forms, looking at things like employment rate and status, educational achievement and development, work attitude, and access to quality of education.

Fourth, after the graduate students had completed answering the questionnaire, the researcher gathered it and began tallying in order to be ready for data treatment and analysis.

Lastly, the data was examined and assessed by the institution's authorized statistician and given in tabular and graphical form to facilitate a clearer and more comprehensive comprehension of the results.

Data Analysis

In order to get the average score for the data analysis, the mean was utilized to gauge the graduates' attitude toward their jobs, their assessment of the quality of the education they received, and their development of various skills and talents.

RESULTS AND DISCUSSION

Demographic Characteristics of BSC Graduates

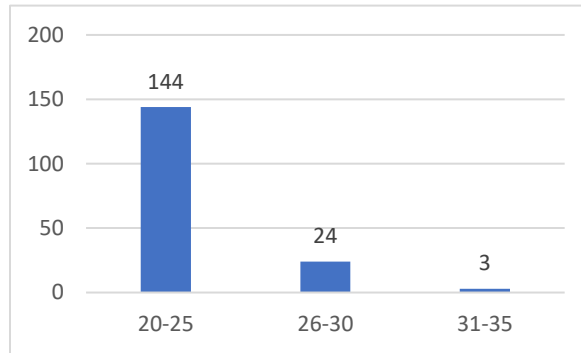
The primary objective of this tracer research is to describe the demographic features of criminology graduates from academic years 2019 to 2023. The demographic factors include sex, age, year of graduation, and educational achievement and development.

Sex. The total number of Bachelor of Science in Criminology graduates from the academic years 2018–2019 through 2022–2023 is displayed in the figure. Of the 55 graduates of the 2019 class, 22 are male, or 40% of the total, and the remaining 33 are female, or 60%. Of the four graduates of batch 2021, three, or 75%, are male and the remaining one, or 25%, is a female. Of the 45 graduates of class 2022, 27 are male, representing 60% of the total, while the remaining 18 are female, or 40%. Of the 67 graduates of batch 2023, 29 are male, or 44% of the total, and the remaining 38 are female, or 56%.



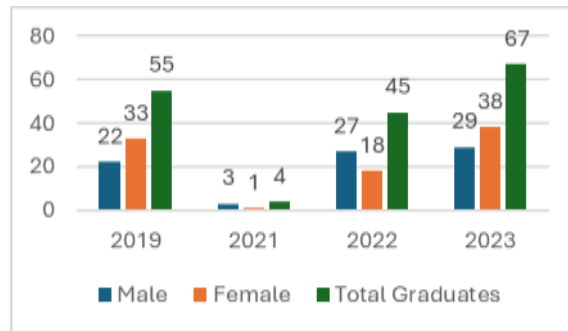
Civil Status. The civil status of the graduates of the Bachelor of Science in Criminology program from the academic years 2018–2019 to 2022–2023 is displayed in the figure. According to data, there are 91% of graduate students—157—who are single, and 9%—or 15—who are married. Additionally, widowed and

separated are possibilities on the survey form, although as of right now, none of the graduates have this civil status.



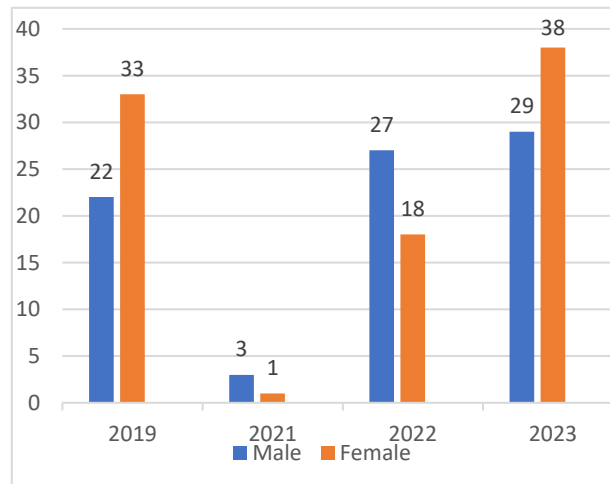
Age. The age distribution of Bachelor of Science in Criminology graduates from the 2018–2019 academic year to the 2022–2023 academic year is displayed in the figure. 144 graduates, whose ages range from 20 to 25, 24 graduates, whose ages range from

26 to 30, and 3 graduates, whose ages range from 31 to 35, are among the 172 graduates who completed the online survey administered using Google Forms



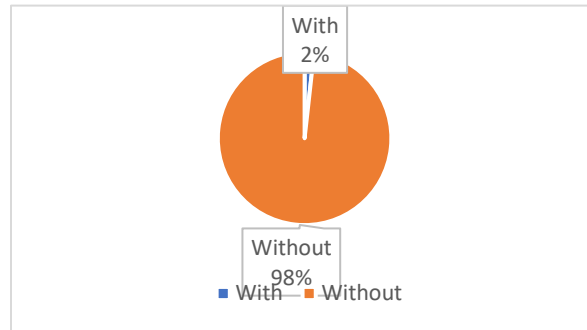
Year Graduated. The total number of Bachelor of Science in Criminology graduates from the academic years 2018–2019 through 2022–2023 is displayed in the figure. There were 55 graduates for the year 2019, of whom 33 were female and 22 were male. There were four graduates in 2020; three of them were male

and one was a female. There were 45 graduates in 2022, consisting of 18 females and 27 males. Finally, out of the 68 graduates in 2023, 29 of them were male and 38 of them were female.



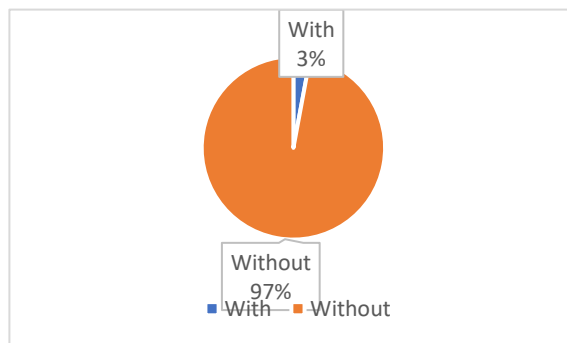
Educational Attainment and Development. This figure represents the total number of graduates with a Bachelor of Science in Criminology from the academic years 2018–2019 to 2022–2023 who obtained a national certificate and/or vocational education. According to the survey, 2% of graduates obtained a

vocational education, while 98% of graduates did not obtain any vocational education. The vocational education programs included in this figure are Computer Hardware Service, Computer Literacy, Electrical Installation and Maintenance, and Security Service.



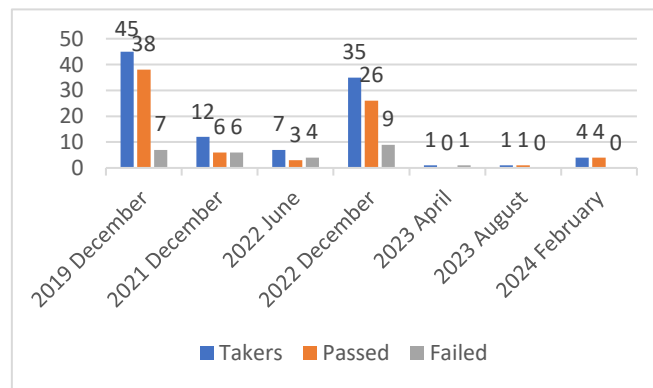
The total number of Bachelor of Science in Criminology graduates who pursued postgraduate degrees or studies during the academic years of 2018–2019 and 2022–2023 is displayed in the figure. According to the survey, 97% of graduates decide not to pursue higher education, while only 3% of graduates have

completed postgraduate coursework or received a degree. Additionally, the study revealed that the sole degree earned by graduates was a Master of Science in Criminal Justice, for which they were enrolled at PHINMA and University of Mindanao and received money from their jobs and scholarships.



The statistic shows the total number of 2018–2019 and 2022–2023 Bachelor of Science in Criminology graduates who took and passed the Criminologists Licensure Examination. The statistics indicates that 38 out of 45 participants in the December 2019 CLE passed, with just 7 failing. 6 of the 12 test takers in December 2021 passed, and the remaining 6 failed. 3 of the 7 people that

took the exam in June 2022 passed it, while 4 failed. Afterwards, 26 of the 35 graduates who sat the test in December 2022 passed it, while 9 failed. One graduate took the CLE test in April 2023 but failed it. The exam was then taken and passed by one graduate in August 2023. Lastly, in February 2024 CLE, 4 graduates took and passed the examination.



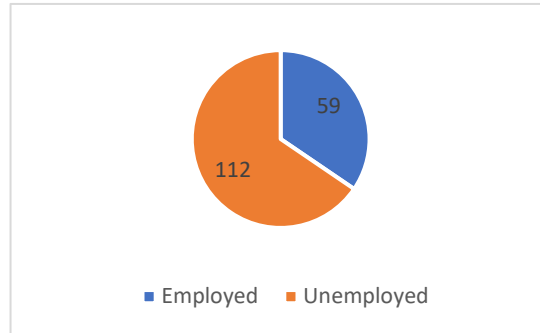
Employment Profile and Features of BSC Graduates

Determining the employment profile and features of the Bachelor of Science in Criminology from the academic years 2018–2019 to 2022–2023 is the second research objective of this tracer study. This includes the following: employment rate, employment status, income level, time spent looking for first job after college, relevance of college degree to current job, and job mismatching.

Employment Rate. The employment rate for Bachelor of Science in Criminology from the 2018–2019 academic year to the 2022–2023 academic year is displayed in the figure. Out of the 172 graduate students that replied favorably to the online survey, 112 (or 65%) were unemployed, while 59 (or 35%) worked in

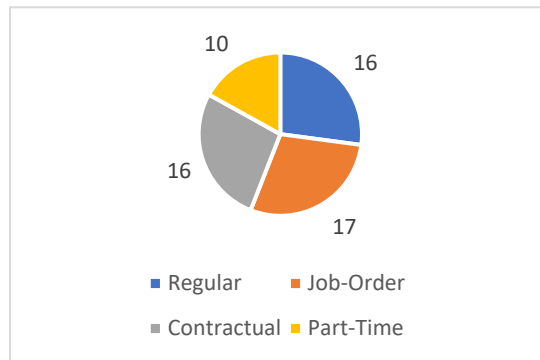


government agencies, academia, law enforcement, or non-degree related fields.



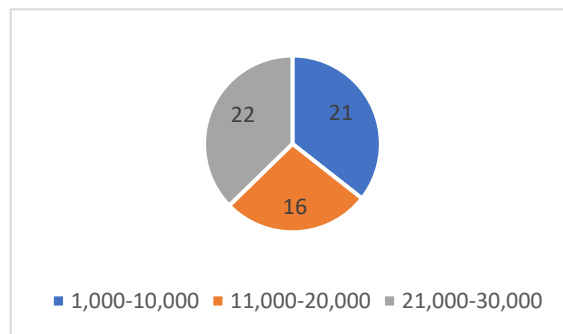
Employment Status. The job status of Bachelor of Science in Criminology graduates from the academic year 2018–2019 to 2022–2023 is displayed in the figure. The survey's results revealed that, of the 59 graduate students who answered on this

particular topic, 16 work as regular employees, 16 have contracts, another 17 are employed in job orders, and the other 10 work part-time.



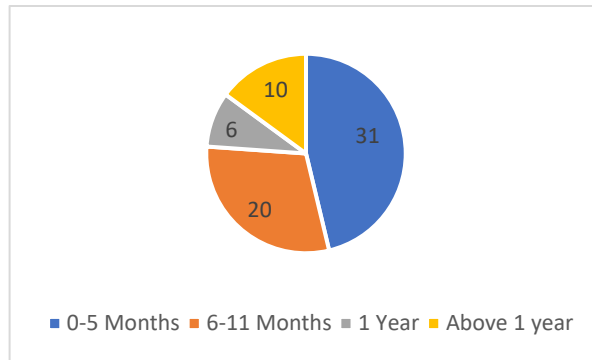
Level of Income. The monthly salary for a Bachelor of Science in Criminology from the 2018–2019 academic year to the 2022–2023 academic year is displayed in the figure. The survey's results revealed that, out of the 59 graduate students who answered in

this regard, 21 (or 36%) made between ₱1,000 and ₱10,000 per month, followed by 16 (27%), who made between ₱11,000 and ₱20,000 per month, and 22 (37%), who made between ₱21,000 and ₱30,000 per month.



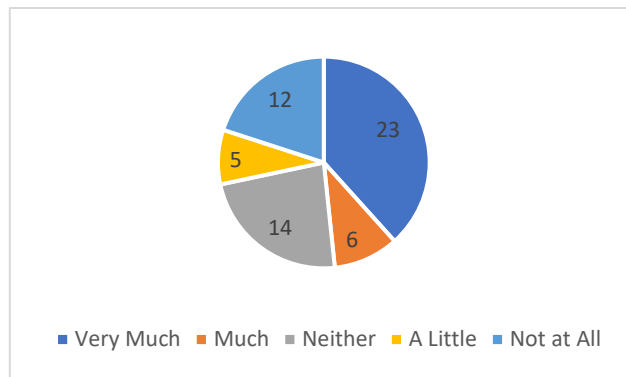
Period Seeking of Job After College. The range of job searching after completing a Bachelor of Science in Criminology from the academic year 2018–2019 to 2022–2023 is depicted in the figure. The survey's results revealed that, out of the 59 graduate students who answered in this category, 31 (or 46%) found their first job

in just 0–5 months, while another 20 (30%) were able to obtain employment in 6–11 months. The remaining 6 or 9% are able to obtain employment within a year, and the remaining 10 or 15% do so after a year has passed.



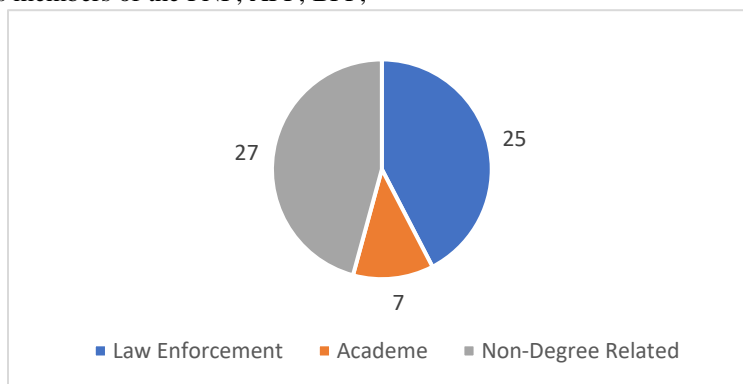
Relevance of College Degree to the Present Job. The assessment of the Bachelor of Science in Criminology students from the academic years 2018–2019 to 2022–2023 about the relevance of their degree to their current position is displayed in the figure. According to the survey's results, out of the 59

graduate students who answered on this topic, 23 or 39% selected extremely relevant, 6 or 10% selected much relevant, and 14 or 23% selected neither. The remaining 5 or 8% selected some information that was important, while the final 12 or 20% selected none at all.



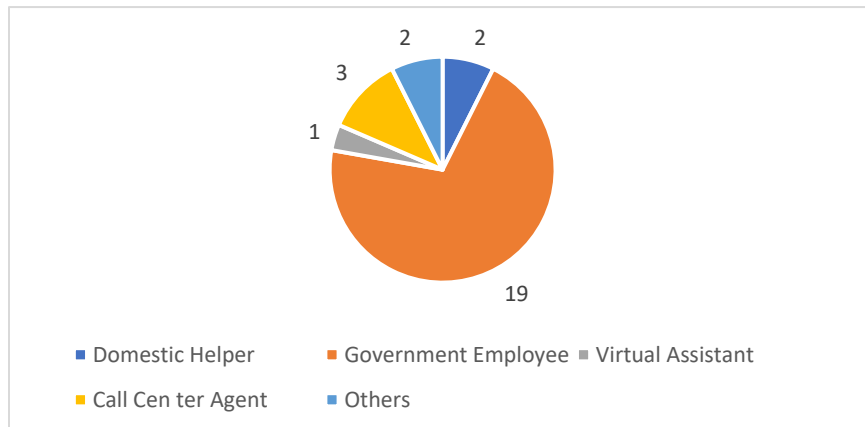
Job Mismatching. The chart shows the mismatch in employment or alignment of jobs for the Bachelor of Science in Criminology from the 2018–2019 academic year to the 2022–2023 academic year. Out of the 59 graduate students who responded to the survey, 25 or 42% are employed by law enforcement, either as traffic or security officers or as members of the PNP, AFP, BFP,

NBI, or other law enforcement organizations. On the other hand, seven to twelve percent more people are employed in academia, specifically in Higher Education Institutions (HEIs). Lastly, the next chart illustrates those 27 graduate students, or 46% of the total, are working in occupations unrelated to their degrees.



The non-degree related job specifications for the Bachelor of Science in Criminology from the academic year 2018–2019 to 2022–2023 are displayed in the figure. The survey's findings revealed that, of the 27 graduate students in non-degree-related employment shown in the figure, 19—or 70%—work for the

government in capacities including PSA, DOLE, and other local government units. The remaining three, or 11%, are employed by the BPO sector. A virtual assistant makes up the remaining 1 or 4%, domestic assistants make up the remaining 2 or 8%, and business makes up the remaining 2 or 7%.



Level of the Bachelor of Science in Criminology Graduates Attitude to Work

The degree of work ethic of Bachelor of Science in Criminology graduates is displayed in Table 1, where they achieved an overall mean score of 4.25, which is considered to be extremely high. Given that the respondents firmly agree with each of the sub-questions that make up attitude to work, this descriptive meaning and equivalent implies that the degree of the BSC graduates' attitude to work is always manifested.

The first sub-question in the table, "I am very interested, happy, and satisfied with my work and it is very important for me," had

the lowest mean score of 4.05 out of the ten, with a descriptive equivalent that was similarly high. This indicates that the BSC graduates frequently exhibit the said item and/or construct in their work or workplace. On the other hand, items seven and nine, which state, "I have a good relationship with my colleagues and co-employees" and "I performed my task and job with excellence and outstanding quality", had the highest mean score of 4.38. This indicates that the BSC graduates consistently demonstrate the aforementioned items and/or constructs in their work or workplace.

Table 1.
Level of the Bachelor of Science in Criminology Graduates Attitude to Work

Attitude To Work	Mean	Description
1 I am very interested, happy and satisfied with my work and it is very important for me.	4.05	High
2 I like the kind of job and work I am doing.	4.18	High
3 I accepted assignments and tasks given to me at work without complaints.	4.11	High
4 I arrived on time to prepare my work and extend working hours if necessary.	4.23	Very High
5 I can work better and functional under different working environment and situations.	4.28	Very High
6 I participated in all activities and events inside my workplace.	4.27	Very High
7 I have a good relationship with my colleagues and co-employees.	4.38	Very High
8 I submitted necessary documents and papers on time and beat deadlines.	4.35	Very High
9 I performed my task and job with excellence and outstanding quality.	4.38	Very High
10 I seek assistance and help from others whenever I have clarifications and queries.	4.35	Very High
OVERALL	4.25	Very High

Level of the Bachelor of Science in Criminology Graduates Quality Education Provisions

Table 2 displays the quality of education provided to Bachelor of Science in Criminology graduates. These graduates received an overall mean score of 4.19, which is considered high. Since the respondents frequently agree to all of the indicated sub-questions

under quality education provision, this descriptive meaning and equivalent implies that the degree of the BSC graduates' quality education provision is frequently expressed.

From the ten sub-questions, items number six and seven stating - quality of different courses offered in the program that develops



the total sum of the student skills and level of optimum interaction and contact with my fellow students through different in-campus activities obtained the lowest mean score of 4.07 with a descriptive equivalent as high which means that the said items and/or constructs is often manifested by the BSC graduates as they studied in Kapalong College of Agriculture, Sciences and Technology (KCAST). Further, the item which obtained the

highest mean score of 4.39 is item number one stating - availability of course materials and different learning resources needed for our studies which is described as very high which means that the said item and/or construct is always manifested by the BSC graduates as they studied in Kapalong College of Agriculture, Sciences and Technology (KCAST).

Table 2.
Level of the Bachelor of Science in Criminology Graduates Quality Education Provisions

Quality Education Provisions	Mean	Description
1 Availability of course materials and different learning resources needed for our studies.	4.39	Very High
2 Quality of course contents from courses offered as well as the teaching and learning process.	4.21	Very High
3 Conduciveness of the learning environment and atmosphere.	4.29	Very High
4 Provision of quality practicum guidelines and activities that develops more my skills and abilities from different industry partners and linkages.	4.25	Very High
5 Quality of learning facilities for first-hand and direct experiences like of different laboratories.	4.23	Very High
6 Quality of different courses offered in the program that develops the total sum of the student skills.	4.07	High
7 Level of optimum interaction and contact with my fellow students through different in-campus activities.	4.07	High
8 Well-trained and self-renewing Faculty members and staffs.	4.14	High
9 Different trainings, seminars and workshops that prepare students for employment.	4.12	High
10 Varied learning assessments and instructions which assess students' progress and learning fairly and equally.	4.09	High
OVERALL	4.19	High

Level of the Bachelor of Science in Criminology Graduates Skills and Abilities Development

Shown in Table 3 is the level of the Bachelor of Science in Criminology graduates' skills and abilities development which obtained and earned an overall mean score of 4.17 described as high. This descriptive meaning and equivalent entails that the level of the BSC graduates' skills and abilities development is often manifested since the respondents often agree to all of the identified sub-questions under skills and abilities development. From the fifteen sub-questions, item number seven stating - communication and interpersonal skills obtained the lowest mean

score of 4.06 with a descriptive equivalent as high which means that the said item and/or construct is often manifested by the BSC graduates after they studied in Kapalong College of Agriculture, Sciences and Technology (KCAST). Further, the item which obtained the highest mean score of 4.43 is item number five stating - time management and decision-making skills which is described as very high which means that the said item and/or construct is always manifested by the BSC graduates after they studied in Kapalong College of Agriculture, Sciences and Technology (KCAST)

Table 3.
Level of the Bachelor of Science in Criminology Graduates Skills and Abilities Development

Skills and Abilities Development	Mean	Description
1 Organizational and leadership skill.	4.17	High
2 Problem solving and critical thinking skills.	4.18	High
3 Ability to work independently as well as teamwork and team play.	4.23	Very High
4 Creative thinking and creativity, initiative and taking a risk if necessary.	4.31	Very High
5 Time Management and decision-making skills.	4.43	Very High
6 Writing competence and skills including technical writing.	4.08	High
7 Communication and interpersonal skills.	4.06	High
8 Computer and ICT Skills	4.12	High



9	Technical and Entrepreneurial Skills	4.08	High
10	Ability to work under pressure.	4.08	High
11	Keen understanding of human behavior and psychology.	4.05	High
12	Ability to Follow the legal, ethical, and moral standards of society.	4.24	Very High
13	Ability to demonstrate Forensic Laboratory Examination	4.10	High
14	Analytical and Investigative skills.	4.17	High
15	Ability to maintain confidentiality of sensitive information data.	4.27	Very High
OVERALL		4.17	High

DISCUSSION

Below is the summary of findings based on the gathered data conducted through online survey using google forms, the conclusions drawn and the recommendations.

Demographic profile of the BSC Graduates

The study's primary research objective was to determine the demographic profile of criminology graduates from batches 2019 to 2023. The survey results revealed that the majority of graduates were women, yet more men worked in law enforcement. Furthermore, the majority of the population was unmarried, with ages ranging from 20 to 30, with just three of them being 31 or older.

Further, in higher education, women outnumber males on average and have greater success rates. An examination of the literature revealed that institutional, external, and gender variations in learner attributes might all contribute to these discrepancies (Severiens & Dam, 2011).

Yet, for a considerable amount of time, feminist researchers have maintained that patriarchy has an impact on both the way men and women conduct their lives and the way society is structured. The representation of men and women in the legal, correctional, and law enforcement fields, as well as the organizational cultures and structures of these fields, are thought to differ (Batton & Wright, 2018).

Moreover, Neupane et al. (2022) states that due to population aging, the labor force is getting older worldwide. The overall labor force is reduced as a result of older people' declining employment and fewer younger workers joining the job market at the same time.

Lastly, if there are needs relating to the family, women are more likely to enter the workforce. Therefore, age, gender, and marital status are demographic characteristics that may have an impact on unemployment (Shakur et al., 2020).

Educational Attainment and Development

This tracer study also describes the educational attainment of Criminology graduates. According to the survey results, only a few of the graduates earned and obtained a vocational educational degree and/or National Certificate Level II, which includes a national certificate in computer and security servicing. In addition, a few alumni went on to get a Master of Science in

Criminal Justice. Also, 75% of the graduates who took the Criminologist Licensure Examination passed.

In relation to this, Cooper et al. (2018), investigated determinants of plans to pursue graduate education in criminology, criminal justice, or a closely related discipline, their study uses data from 388 junior and senior criminal justice majors. The findings of the logistic regression show that the following groups of students are more likely to report graduate school intentions: women, students who feel more pressure to go to graduate school, students who don't dislike reading, writing, or statistics, and students who think there is more intolerance for diversity.

Moreover, Barreda (2022) state that to be granted complete permission to practice criminology, a graduate with a baccalaureate degree in the field must pass the Professional Regulation Commission of the Philippines' Licensure Examination in order to be recognized as a Licensed Criminologist. Republic Act No. 11131, which is titled "the law creating the Board of Criminology," requires this. Higher education institutions' teaching and learning must be up to the standards set by the profession in order to satisfy this expectation. As an indicator of the caliber of teaching and learning produced by higher education institutions, the passing percentage on the board test ought to be greater than the national passing rate.

Employment Profile and Features of BSC Graduates

Based on the result of the survey of this tracer study, 35% of the graduates are already employed and some of them are working in the law enforcement, few are in teaching profession, also, some are working in the government, as call center agents and domestic helper. Also, most of them are in regular status and job order status to which earning 1000 to 30,000 per month.

In relation to this, a graduate in criminology may work as a prison officer, drug enforcement agent, fireman, or port police officer in addition to being a police officer. Others could work as department store security officers, private investigators, criminology instructors, traffic enforcers in the area, hotel and resort internal security, or security consultants. Despite all of these options, some criminology graduates may find themselves employed in fields unrelated to their field of study that still shape, prepare, and improve their skills (Ruiz, et al., 2020).

Moreover, although criminal justice is a popular undergraduate college major, many graduates pursue other careers for reasons that are not fully understood. McMahan (2022) wants to identify



the reasons why some undergraduate criminal justice students are no longer interested in policing as a career choice.

Lastly, in the study of Refugia (2021) suggests that graduates of criminology degrees chose permanent employment in a manner akin to that of graduates from other disciplines. Acceptable benefits of permanent work include paid time off, insurance, retirement benefits, chances for professional growth and promotion, a sense of stability, and job security.

Level of the Bachelor of Science in Criminology Graduates Attitude to Work

The level of the Bachelor of Science in Criminology graduates with their attitude to work was described as very high. This descriptive meaning and equivalent entails that the level of the BSC graduates' attitude to work is always manifested since the respondents strongly agree to all of the identified sub-questions under attitude to work.

In addition, whatever disposition or work attitude of criminology graduates' exhibit in completing their assignments will invariably reflect on the college from which they graduated. Graduates are thought to have a big role in enhancing the college's or university's reputation. Thus, the employer's appraisal of the graduates acts as a feedback system so that the university may create new plans for enhancing the qualities of its graduates (Ayeo-Eo & Doquilla, 2021).

Also, according to Mina and Aydinan's (2019) study, trainers rated the attitudes of BS in Criminology students toward their jobs. An extraordinary average weighted mean of 3.32 was obtained by the pupils. Additionally, students received great ratings for their enthusiasm in carrying out their duties, punctuality, reliability, and trustworthy behavior—particularly when it came to completing their given tasks satisfactorily and exhibiting a helpful attitude at work. During their instruction, students who were obedient to their teachers developed a strong character by learning to comply with the expectations and needs of their immediate superiors.

Level of the Science in Criminology Graduates Quality Education Provisions

The level of the Bachelor of Science in Criminology graduates with quality education provisions was described as high. This descriptive meaning and equivalent entails that the level of the BSC graduates' quality education provision is often manifested since the respondents often agree to all the identified sub-questions under quality education provision.

Furthermore, the goals of the CHED Memorandum Order No. 21 Series of 2005, on Policies and Standards for Bachelor of Science in Criminology, are to prepare students for careers in crime prevention, law enforcement, scientific crime detection, and correctional administration; and foster the values of leadership, integrity, accountability, and responsibility while serving their fellow citizens, community, and country (Pacatang, 2016).

Also, in the study of Habiatan (2019), findings demonstrated that Isabela State University Cabagan's Bachelor of Criminology program complies with the minimal requirements set out by the Commission on Higher Education. The following issues surfaced in the respondents' assessment of the program's shortcomings: inadequate lab spaces, furnishings, and equipment; scant teaching resources; scant research undertaken; inadequate buildings, spaces, furnishings, and tables; and scant library holdings.

Level of the Bachelor of Criminology Graduate Graduates Skills and Abilities Development

The level of the Bachelor of Science in Criminology graduates with the skills and abilities development was described as high. This descriptive meaning and equivalent necessitate that the level of the BSC graduates' skills and abilities development is often manifested.

Regarding this, the Ruiz et al., (2020) study disclosed the technical skills needed for employment among criminology graduates. The majority are adept at both dismantling and reassembling weapons. Additionally, they knew how to gather, store, and manage evidence. The area where knowledge of question formulation in respect to performing polygraph examinations was found to be the least proficient. This was to be expected, as the majority of criminologists were not afforded the chance to become specialists in criminalistics, namely in polygraphy and investigation. Even people who have worked with the Philippine National Police can attest to this.

Also, according to the study, of Libradilla et al. (2023) states that criminology internships significantly contribute to the improvement of interns' knowledge and skill sets. These results emphasize the value of hands-on training in the criminology intern's growth as it gives students a chance to put their academic knowledge to use in practical settings. The knowledge and skills development of criminology interns is greatly influenced by the internship program, self-efficacy, and experiential learning. This is evident in the development of the interns' professional skills, theoretical knowledge application, and personal skills.

Lastly, regardless of position or level, it is beneficial for crime scene examiners and field forensic practitioners to have advanced cognitive and leadership skills. Police investigations and crime prevention heavily rely on tasks like processing crime scenes, analyzing evidence in mobile laboratories, or mapping serial crimes using forensic intelligence (Kelty et al., 2017).

Summary of Findings

After the conduct of the survey which successfully responded to most of the respondents, the following are the summary of findings: the institution, Kapalong College of Agriculture, Sciences and Technology produced a total of 171 graduates which composed of 81 males and 90 females. In terms of civil status, the survey showed that 91% of the graduates is single and 9% is married. Talking about age, most of the total population of the



graduates ages 20-30 of which there are only 3 graduates whose age is 31 above. Further, batch 2023 has the greatest number of graduates of 67 students and batch 2020 has the least number of graduates of 4. Lastly, there are 2% of the graduates obtained a vocational course or National Certificate and only 3% of the graduate proceed to further studies.

In addition, when it comes to the employment rate, 35% of the graduates are employed and 65% are unemployed. Also, survey showed that many of the graduates who responded in the survey are regular employee while others are working as job order. Further, most of the graduates have a monthly income of 11,000 to 30,000 and there are only few who earned at least 31,000 above monthly and most of them took 0-3 and 4-8 months to land a job after college to which most graduates agreed that their college degree is very much relevant with their present as it obtained a total of 68.4%. Lastly, there is 38.2% of the graduates who responded with the survey who work as nonteaching.

Lastly, survey showed that level of attitude of work of the BSC graduates is very high, the level of the quality education provision of the institution is high and the level of the skills and abilities development is also high.

CONCLUSION

After conducting a thorough survey, the following conclusions have been reached, first the employment rate among BSC graduates from the batches spanning 2019 to 2023 stands at 35%, indicating that a significant portion of graduates possess the skills and qualifications necessary to secure employment. Notably, a considerable number of graduates have been able to secure job orders or full-time positions, highlighting their readiness for the workforce.

Also, the relevance of the college degree to graduates' employment underscores the quality of education provided by the institution. This correlation suggests that the courses and disciplines offered by the institution effectively prepare graduates for their respective fields, affirming the institution's commitment to delivering quality education.

Additionally, the survey revealed the following insights, graduates demonstrate a high level of work attitude, as evidenced by their strong agreement with the performance of tasks and responsibilities efficiently and effectively. This positive attitude towards work reflects favorably on the institution's ability to instill a strong work ethic among its students.

Moreover, the quality of education provided by the institution is rated as good, indicating that KCAST offers a robust educational experience characterized by diverse training opportunities, seminars, ample learning resources, and competent faculty and staff members. These factors contribute to a rich and conducive learning environment for students.

In addition, the development of graduates' skills and abilities is assessed as high, indicating that KCAST effectively nurtures and enhances the diverse interests, skills, and abilities of its students throughout their academic journey. This highlights the institution's success in fostering holistic growth and development among its graduates.

Overall, the findings affirm KCAST's commitment to providing quality education, fostering a positive work ethic, and nurturing the skills and abilities of its students, ultimately preparing them for successful careers in their chosen fields.

RECOMMENDATIONS

Based on the comprehensive findings and conclusions drawn from the study, several recommendations are proposed. First, establishing a dedicated Graduate Employability Coordinator within the school can significantly enhance employment prospects for graduates. This coordinator would be responsible for tracking and monitoring graduates' employment status, as well as organizing online forums to disseminate information about job vacancies and career opportunities. By fostering stronger connections between graduates and potential employers, the school can better support its alumni in securing meaningful employment.

Also, addressing the issue of graduates working in non-degree related jobs requires proactive measures. The school should offer a variety of training sessions, seminars, and workshops tailored to the interests and career aspirations of its students. By equipping students with relevant skills and knowledge, particularly in the realm of law enforcement, the school can inspire greater motivation and enthusiasm among graduates to pursue careers aligned with their academic backgrounds.

Moreover, strengthening the development of multidisciplinary research expertise is crucial for enhancing the academic preparedness of graduates. Given the low mean score attributed to expertise in multidisciplinary research, the institution should prioritize the improvement of thesis writing programs for BSC graduates. By enhancing their proficiency in research methodologies and thesis crafting, graduates will be better equipped to contribute effectively to their respective fields of work, thereby bolstering their overall professional competence.

Furthermore, accelerating the transition from graduation to employment necessitates forging closer partnerships with local industries and community stakeholders. By expanding collaboration with industry partners and community linkages, the institution can facilitate smoother transitions for graduates into the workforce. Through these strategic partnerships, graduates can gain access to a broader range of job opportunities, thereby reducing the time it takes to secure employment post-graduation.

In summary, these recommendations aim to optimize the employability and career prospects of graduates by fostering stronger connections with potential employers, enhancing



relevant skill development initiatives, improving research competencies, and expanding collaborative networks within the local community and industry sectors. By implementing these proactive measures, the institution can better fulfill its commitment to preparing graduates for successful and fulfilling careers.

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