

2015

**STUDY ON THE EMPLOYABILITY
OF TVET GRADUATES**



TECHNICAL EDUCATION AND SKILLS DEVELOPMENT AUTHORITY

Table of Contents

I. Background	1
II. Highlights of the Results	
1. Profile of 2014 TVET Graduates	3
2. Competency Assessment and Certification of TVET Graduates	9
3. Labor Force Participation of TVET Graduates	10
3.1 Length of Job Search	13
4. Employment of TVET Graduates	13
4.1 Employment of Certified TVET Graduates in WTR Programs	18
4.2 Employment of Graduates of Scholarship Programs	20
4.3 Employment of TVET Graduates of TESDA Technology Institutions	22
4.4 Skills Utilization and Employment Facilitation	22
III. Summary and Conclusions	24
IV. Recommendations	25
IV. Annexes	
• Philippine Statistics Authority Clearance/Approval	
• Sampling Design	
• Survey Questionnaire	

List of Tables

Table 1	TVET Graduates, by Region	3
Table 2	TVET Graduates, by Region, By Delivery Mode of Training	4
Table 3	TVET Graduates, by Scholarship Programs	5
Table 4	TVET Graduates, by Sex, by Highest Grade Completed, by Age Group	6
Table 5	TVET Graduates, by Sector, by Sex	7
Table 6	Reasons of the TVET Graduates for Taking Up TVET Programs	8
Table 7	Youth Profiling for Starring Careers, by Sex	9
Table 8	Reasons of TVET Graduates of WTR Programs for Not Taking Competency Assessment	9
Table 9	Certification Rates of TVET Graduates of WTR Programs, by Sector	10
Table 10	Labor Force Participation Rate of TVET Graduates, by Sex, by Age Group, by Highest Grade Completed	11
Table 11	Labor Force Participation Rate of TVET Graduates, by Training Delivery Mode	11
Table 12	Labor Force Participation Rate of TVET Graduates by Region	12
Table 13	Reasons of TVET Graduates for Not Looking for Work	12
Table 14	Length of Job Search after the Training	13
Table 15	Employment Rate of TVET Graduates from 2008 – 2014	13
Table 16	Employment Rate of TVET Graduates, by Region	14
Table 17	Employment Rate of TVET Graduates, by Training Delivery Mode	15
Table 18	Employed TVET Graduates, by Class of Worker, by Training Delivery Mode	15
Table 19	Employed TVET Graduates, by Class of Worker, by Sex	16
Table 20	Employed TVET Graduates, by Sector	16
Table 21	Employed TVET Graduates, by Nature of Work	17
Table 22	Employed TVET Graduates, by Location of Work	17
Table 23	Monthly Income of Employed TVET Graduates	18
Table 24	Employment Rate of Certified TVET Graduates, by Region	18
Table 25	Employment Rate of Certified TVET Graduates, by Sex	19
Table 26	Comparison of Employed Certified and Non-Certified TVET Graduates, by Nature of Work	19
Table 27	Comparison of Employed Certified and Non-Certified TVET Graduates, By Class of Worker	19
Table 28	Incentives Given to Employed Certified Graduates	20
Table 29	Employment Rate of TVET Graduates, by Type of Programs	20
Table 30	Employment Rate, by Type of Scholarship Program	21
Table 31	Employment Rate of Graduates under TWSP	21
Table 32	Employment Rate of TTI Graduates	22
Table 33	Employment Rate of Certified TTI Graduates, by Region	22
Table 34	Skills Utilization of Employed TVET Graduates	23
Table 35	Employed TVET Graduates, by Type of Employment Facility Availed	23

List of Figures

Figure 1	TVET Graduates by Sex	3
Figure 2	TVET Graduates by Scholarship Program	5
Figure 3	TVET Graduates by Type of Program Registration	6
Figure 4	Employment Status of TVET Graduates before Training	8
Figure 5	Youth Profiling for Starring Careers	8
Figure 6	Employment Rate of TVET Graduates, by Sex	14
Figure 7	Incentives to Employed TVET Graduates	20

I. Background

The year 2015 is another high performance year of the country. The economy grew by 5.8 percent in 2015. The country's gross domestic product (GDP) in the fourth quarter of 2015 grew by 6.3 percent, the highest quarterly growth for the year. However, it was lower than the 6.6 percent posted in the same period of the previous year. The services sector remained the driver of the economy with 7.4% growth rate. The industry and the agricultural industry sectors posted 6.8% and 3.9%, respectively. Total employment was 38,741,000. Employment rate was 93.7%. As expected the services sector got a lion's share at 54.7% of the total employment while the industry got 16.2% and the agricultural sector employment share reached 29.1%.

TESDA is the lead government agency responsible to oversee the technical vocational education and training (TVET) sector in the country. As such, it is expected that the training provisions respond to the requirements of the different sectors. Skills and competencies gained from training should be aligned with the industry standards and at the end of the day, TVET graduates would land into a productive employment and thus contributing to the economy.

TESDA has been regularly monitoring the employability of TVET graduates through the conduct of survey. The study assesses the efficiency and effectiveness of TVET provision based on the employment outcomes of its graduates. The study also serves as feedback mechanism on the status of implementation of major TVET policies and programs, such as program registration, competency assessment and certification and scholarships.

For the 2015 Study on the Employability of TVET graduates, graduates of 2014 in all training delivery modes, namely: institution-based, enterprise-based and community-based were covered.

The Study aims to assess the relevance and effectiveness of TVET Programs. It intends to generate national and regional data and information on the employability of TVET graduates and employment-related indicators. The results of the study will serve as a tool in determining policy recommendations that will guide TESDA in its planning and policy making as Authority in TVET.

Specifically, the employment study aims to generate national and regional data/information in order to:

- Estimate the employment rates and skills utilization of the TVET graduates;
- Estimate the length of job search in finding employment;
- Identify employment facility availed in finding employment;
- Analyze types of employment and TVET qualifications that have better chances of employment for the graduates;
- Determine income levels of employed graduates;
- Compare the performance of certified TVET graduates vs. non-assessment passers in terms of employment;
- Identify the incentives given by the employers to the employed certified graduates;
- Assess the impact of Training for Work Scholarship Program (TWSP) programs in terms of employment of its graduates; and
- Identify reasons for unemployment and for not joining the labor force

The list of 2014 TVET graduates of regular and scholarship programs from MIS 03-02 submitted by the Regional/Provincial Offices to the Central Office served as the sampling frame from where the sample respondents were selected.

Stratified random sampling was adopted in this 2014 study, with the regions as the identified strata. Systematic random sampling was applied in the selection of sample respondents per stratum. A confidence level of 95% and 0.05 margin of error were adopted in determining the sample size. Clearance and approval from the Philippine Statistical Authority (PSA Approval No. TESDA-1537) was obtained before the conduct of survey.

A total of 15,061 TVET graduates were surveyed. The total number of graduates in 2014 was 1,221,781. The graduates of Training for Work Scholarship Program (TWSP) and TESDA Technology Institutions (TTIs) are integral part of the study.

The survey was done through personal interviews of the sample respondents using structured questionnaire.

II. HIGHLIGHTS OF THE RESULTS

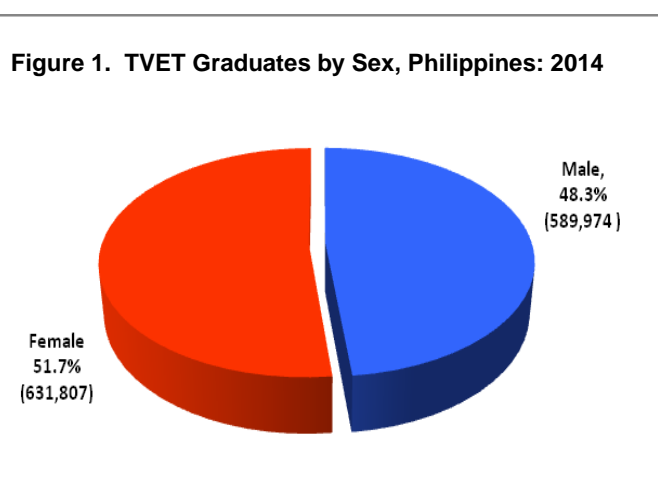
1. Profile of TVET Graduates

- There are 1,221,781 TVET graduates in 2014 that composed the coverage of the study.
- Region IV-A posted the highest number of TVET graduates with 189,525 (15.5%); followed by Region III and NCR, with 176,044 (14.4%) and 163,051(13.3%), respectively. These three regions comprised 43.2% (528,620) of the total graduates.
- ARMM, Regions IV-B and XII had the lowest percentage share with 1.8%,1.7% and 1.6%, respectively (**Table 1**).

Table 1. TVET Graduates by Region, Philippines: 2014

Region	Sex			
	Female	Male	Total	% Share
NCR	90,082	72,969	163,051	13.3
CAR	20,298	16,568	36,866	3.0
Region I	35,620	35,296	70,917	5.8
Region II	20,216	17,832	38,048	3.1
Region III	89,777	86,266	176,044	14.4
Region IV-A	93,364	96,162	189,525	15.5
Region IV-B	10,513	10,531	21,044	1.7
Region V	16,499	16,428	32,927	2.7
Region VI	26,641	33,194	59,835	4.9
Region VII	63,408	61,404	124,812	10.2
Region VIII	19,964	23,310	43,274	3.5
Region IX	40,593	39,124	79,717	6.5
Region X	38,009	28,982	66,990	5.5
Region XI	21,382	17,972	39,354	3.2
Region XII	8,588	10,668	19,256	1.6
Caraga	24,536	14,139	38,675	3.2
ARMM	12,317	9,128	21,445	1.8
Total	631,807	589,974	1,221,781	100

- Female TVET graduates accounted for 51.7% (631,807) while their male counterparts composed 48.3% (589,974). Regions wherein male TVET graduates were more than their female counterparts were in the following regions: IVA, IVB, VI, VIII and XII (**Figure 1**).

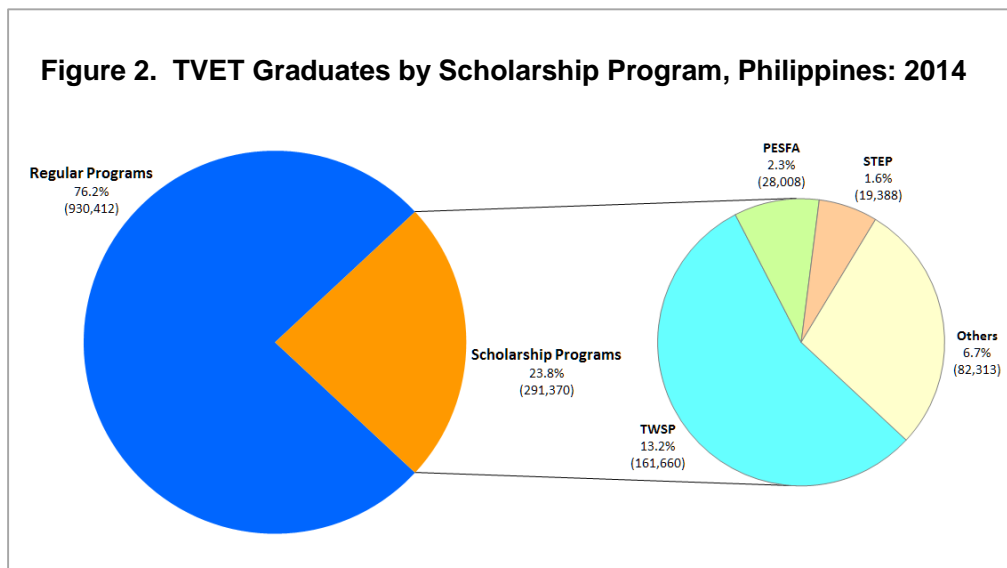


- Given the magnitude of TVET institutions in the country, the institution-based mode of training produced the majority of the TVET graduates at 61.4% (750,213).
- Graduates of enterprise-based training programs registered the lowest among the three delivery modes, estimated at 3%.
- The community-based training delivery mode was able to produce 35.6% of the total.
- Regions IV-B, V, VIII and ARMM did not have graduates from enterprise-based training programs. Based on the data from PSA, in 2010, these regions belong to the least urbanized regions (**Table 2**).

Table 2. TVET Graduates by Region, By Delivery Mode of Training, Philippines: 2014

Region	Training Delivery Mode						
	Institution-based	%	Enterprise-based	%	Community-based	%	Total
NCR	117,629	72.1	1,349	0.8	44,074	27.0	163,051
CAR	16,925	45.9	1,701	4.6	18,239	49.5	36,866
Region I	43,768	61.7	4,355	6.1	22,794	32.1	70,917
Region II	14,795	38.9	763	2.0	22,490	59.1	38,048
Region III	128,151	72.8	9,180	5.2	38,713	22.0	176,044
Region IV-A	130,744	69.0	8,571	4.5	50,211	26.5	189,525
Region IV-B	11,882	56.5			9,162	43.5	21,044
Region V	24,641	74.8			8,286	25.2	32,927
Region VI	40,921	68.4	2,555	4.3	16,359	27.3	59,835
Region VII	70,973	56.9	3,202	2.6	50,638	40.6	124,812
Region VIII	26,500	61.2			16,775	38.8	43,274
Region IX	35,045	44.0	2,002	2.5	42,669	53.5	79,717
Region X	22,727	33.9	1,833	2.7	42,431	63.3	66,990
Region XI	23,766	60.4	726	1.8	14,862	37.8	39,354
Region XII	15,492	80.5	101	0.5	3,663	19.0	19,256
Caraga	14,686	38.0	141	0.4	23,847	61.7	38,675
ARMM	11,568	53.9			9,877	46.1	21,445
Total	750,213	61.4	36,479	3.0	435,089	35.6	1,221,781

- Out of the total TVET graduates, 23.8% (or 291,370) were beneficiaries of various scholarship programs. Majority of the TVET graduates were enrolled in regular programs (930,412 or 76.2%).
- The TWSP having the biggest allocation and well promoted among the three (3) scholarship programs, comprised 13.2% of the total 291,370 scholarship program beneficiaries (**Figure 2**).



- As of to date, TESDA has three (3) scholarship programs that TVET clients can choose from. These are the TWSP, Private Education Students Fund Assistance (PESFA), and the Skills Training for Employment Program (STEP). Scholarship programs categorized as “Others” include those fund-supported by local government units (LGUs), civil society organizations (CSOs), among others.
- Majority of the graduates of scholarship programs were males, comprising 51.9% (151,203) (**Table 3**).

Table 3. TVET Graduates, By Scholarship Programs, By Sex, Philippines: 2014

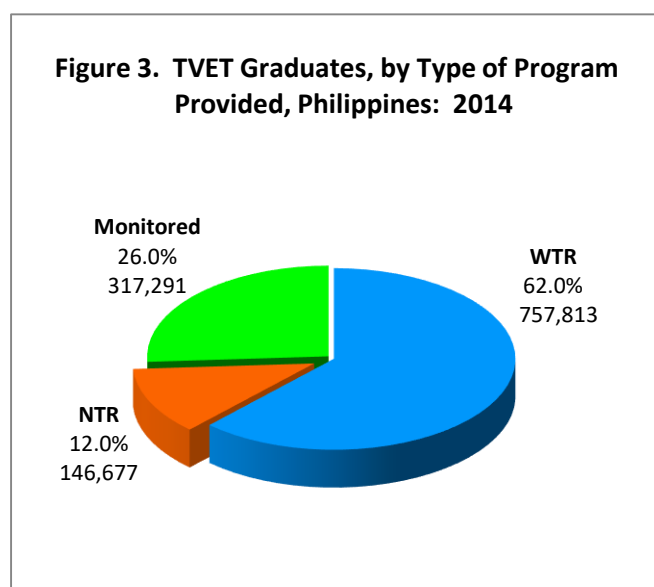
Scholarship Program	Female	%	Male	%	Total
TWSP	77,849	48.2	83,811	51.8	161,660
STEP	6,612	34.1	12,777	65.9	19,388
PESFA	14,547	51.9	13,462	48.1	28,008
Others	41,158	50.0	41,154	50.0	82,313
Total	140,166	48.1	151,203	51.9	291,370

- Given the wide array of TVET clientele, nearly 50% (600,981 or 49.2%) of TVET graduates were secondary school graduates before taking TVET programs.
- A significant number of TVET graduates had higher educational attainment: college undergraduates (16.6%) and college graduates and beyond (14.6%).
- Among those who belong to at least college level, female TVET graduates surpassed their male counterparts with 213,560 or 33.8% and 166,892 or 28.3%, respectively.
- Majority of the graduates belong to the 15-25 age bracket (695,912 or 57%). This was followed by 25-34 age bracket with 256,585 or 21% (**Table 4**).

Table 4. TVET Graduates, by Sex, by Highest Grade Completed, by Age Group, Philippines: 2014

Indicator	Sex					
	Female	%	Male	%	Total	%
Highest Grade Completed						
College Graduate and beyond	105,765	16.7	72,105	12.2	177,870	14.6
College Undergrad	107,795	17.1	94,787	16.1	202,582	16.6
High school graduate	288,616	45.7	312,364	52.9	600,981	49.2
High school undergraduate	62,920	10	46,526	7.9	109,445	9.0
Elementary graduate	17,565	2.8	8,502	1.4	26,067	2.1
Tech-Voc graduate	32,009	5.1	42,732	7.2	74,741	6.1
Tech-Voc undergraduate	9,707	1.5	7,743	1.3	17,450	1.4
Elementary undergraduate	5,710	0.9	5,172	0.9	10,882	0.9
No grade completed	1,720	0.3	42	0	1,762	0.1
Total	631,807	100	589,974	100	1,221,781	100
Age Group						
Below 15	2,921	0.5	3,277	0.6	6,197	0.5
15 - 24	328,593	52	367,320	62.3	695,912	57.0
25 - 34	131,553	20.8	125,032	21.2	256,585	21.0
35 - 44	89,203	14.1	54,280	9.2	143,484	11.7
45 - 54	50,286	8	24,304	4.1	74,590	6.1
55 - 64	24,941	3.9	11,941	2	36,882	3.0
65 and above	4,310	0.7	3,820	0.6	8,130	0.7
Total	631,807	100	589,974	100	1,221,781	100

- Graduates of with training regulations (WTR) programs accounted for 62% (757,813) while 12% (146,677) were graduates of with not training regulations (NTR) programs. The number of graduates of training programs with WTR is lower than the 2013 by 3 percentage points.
- Monitored programs implemented by other government agencies and non-government organizations (NGOs) produced the remaining 26% (317,291) of the graduates (**Figure 3**).
- Over the past years, the TVET programs in tourism sector remain the most popular. It yielded the highest number of graduates with 280,096 representing 23%.



- They were followed by those from the sectors of electronics, information and communications technology, social, community development and other services and construction.
- Hard trades sectors like construction, metals and engineering, and automotive remain male dominated. (**Table 5**).

Table 5. TVET Graduates, by Sector, by Sex, Philippines: 2014

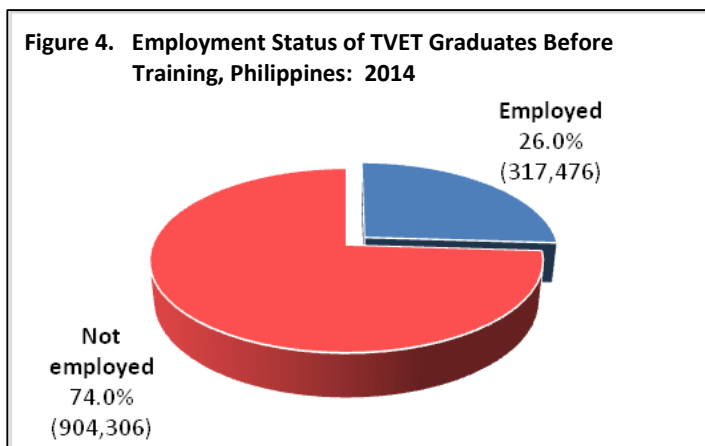
Sector	Female	Male	Total	% Distribution
Tourism (Hotel and Restaurant)	176,595	103,501	280,096	22.9
Electronics	66,044	83,151	149,196	12.2
Information and Communications Technology	70,146	44,311	114,457	9.4
Social, Community Development and Other Services	83,163	23,744	106,907	8.8
Construction	9,054	88,207	97,261	8.0
Human Health / Health Care	53,099	21,736	74,835	6.1
Automotive and Land Transportation	6,175	67,621	73,796	6.0
Metals and Engineering	7,236	65,841	73,077	6.0
Agriculture and Fishery	30,156	25,829	55,985	4.6
Processed Food and Beverages	23,905	12,173	36,078	3.0
Garments	22,586	5,081	27,668	2.3
TVET	6,264	4,049	10,313	0.8
Wholesale and Retail Trading	4,921	3,418	8,338	0.7
Heating, Ventilation, Airconditioning and Refrigeration	301	7,866	8,167	0.7
Maritime	175	4,444	4,619	0.4
Furniture and Fixtures	738	1,124	1,862	0.2
Decorative Crafts	1,064	681	1,745	0.1
Utilities		821	821	0.1
Visual Arts		745	745	0.1
Language and culture	6,680	5,727	12,407	1.0
Others	1,783	1,556	3,339	0.3
Entrepreneurship	28,371	8,660	37,031	3.0
Livelihood	32,954	9,383	42,337	3.5
Logistics		304	304	0.0
Footwear and Leathergoods	398		398	0.0
Total	631,807	589,974	1,221,781	100

- Half of the graduates have indicated that employment/getting a job as their main reason for taking up TVET programs.
- Twenty-nine percent (28.9% or 353,687) specified skills upgrading/enhancement as another reason for taking up TVET programs while 9% (109,529) took TVET programs for their personal use (**Table 6**).

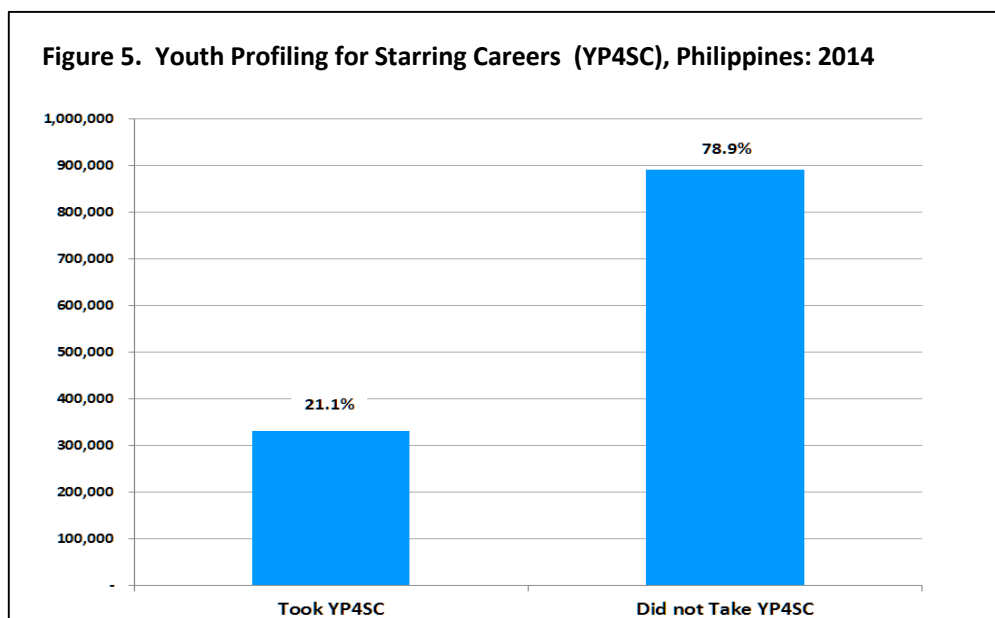
Table 6. Reasons of the TVET Graduates for Taking Up TVET Programs, Philippines: 2014

Reasons for Taking Up the Program	Female	Male	Total	% Share
For employment/to get job	288,086	323,221	611,307	50.0
For promotion/ Increase in income	37,685	25,269	62,954	5.2
For skills upgrading/enhancement	188,383	165,304	353,687	28.9
Nothing to do	4,531	4,682	9,213	0.8
Personal use	72,927	36,602	109,529	9.0
TVET qualification is popular (many are enrolling)	9,659	10,283	19,942	1.6
Others	28,411	22,847	51,259	4.2
Not indicated	2,124	1,766	3,891	0.3
Total	631,807	589,974	1,221,781	100

- Majority (74% or 904,306) of the TVET graduates were not employed before training (**Figure 4**).



- A significant number representing 891,029 or 78.9% did not take the Youth Profiling for Starring Careers (YP4SC). This implies that TESDA has to review or make an assessment on the use and merits of YP4SC and corresponding policy has to be formulated (**Figure 5**).



- A more detailed data on YP4SC is presented in **Table 7**.

Table 7. Youth Profiling for Starring Careers (YP4SC), by Sex, Philippines: 2014

Type of Program	Took YP4SC		Did not Take YP4SC		Total
	Female	Male	Female	Male	
Scholarship Programs					
TWSP	41,461	43,975	36,389	39,836	161,660
STEP	2,484	5,726	4,128	7,050	19,388
PESFA	5,959	7,037	8,588	6,424	28,008
Others	8,051	8,227	33,107	32,927	82,313
Non-scholarship programs	96,995	110,838	394,646	327,933	930,412
Total	154,950	175,803	476,858	414,171	1,221,781

2. Competency Assessment and Certification of TVET Graduates

- It has been a policy that graduates of WTR programs are required to undergo competency assessment. Almost a quarter (24.8% or 188,026) of TVET graduates of WTR programs but did not take the competency assessment.
- The three main reasons cited by respondents for not taking competency assessment were: no time/working/schooling/abroad (26.3% or 49,490); assessment not mandatory (21.8% or 40,962) and financial constraints (15.1% or 28,419). TESDA may consider financial limitations of TVET graduates/workers as one of the criteria in assisting them through Competency Assessment and Certification for Workers (CACW) (**Table 8**).

Table 8. Reasons of TVET Graduates of WTR Programs for Not Taking Competency Assessment, Philippines: 2014

Reasons	Female	Male	Total	% Distribution
Assessment tools/test package not available	14,405	10,604	25,009	13.3
Assessment officer/assessor not available	351	176	527	0.3
No assessment officer/assessor in the area	516	834	1,350	0.7
Assessment center not available/not accessible	675	1,206	1,881	1.0
No assessment center in the area	979	2,813	3,792	2.0
Assessment not mandatory	23,210	17,751	40,962	21.8
Skills and knowledge learned not sufficient	3,772	5,969	9,741	5.2
No money/financial constraints	14,432	13,987	28,419	15.1
No time/working/schooling/abroad	23,169	26,321	49,490	26.3
Schedule not known	13,472	6,388	19,860	10.6
Other reasons	3,256	3,740	6,996	3.7
Total	98,237	89,789	188,026	100

- A total of 569,787 TVET graduates of WTR programs took competency assessment with certification rate of 93.1
- All sectors exhibited high certification rates (**Table 9**).

Table 9. Certification Rates of TVET Graduates of WTR Programs, By Sector, Philippines: 2014

Sector	Took Assessment	Assessment Result		Certification Rate
		Passed	Failed	
Agriculture and Fishery	12,000	11,476	524	95.6
Automotive and Land Transportation	50,384	47,453	2,931	94.2
Construction	59,236	56,474	2,761	95.3
Electronics	94,386	86,602	7,784	91.8
Furniture and Fixtures	87	87		100
Garments	10,614	10,105	509	95.2
Heating, Ventilation, Airconditioning and Refrigeration	5,493	5,443	50	99.1
Human Health / Health Care	29,369	28,204	1,165	96.0
Information and Communications Technology	10,646	8,101	2,545	76.1
Maritime	1,815	1,354	461	74.6
Metals and Engineering	49,591	47,105	2,486	95.0
Processed Food and Beverages	10,412	10,074	338	96.8
Social, Community Development and Other Services	40,285	34,261	6,024	85.0
Tourism (Hotel and Restaurant)	186,831	175,174	11,657	93.8
TVET	8,513	8,477	36	99.6
Visual Arts	125	125		100
Total	569,787	530,514	39,273	93.1

3. Labor Force Participation of TVET Graduates

- The labor participation rate of 2014 TVET graduates was 66 (806,419). This is three percentage points lower than the previous labor force participation rate (LFPR) of the 2013 TVET graduates.
- Male TVET graduates were more active to join the labor force than their female counterparts with 70.4% (415,322) and 61.9% (391,097), respectively.
- By age group, TVET graduates between 25 - 34 and 35 – 44 registered the highest LFPR with 79%.
- By highest grade completed, TVET graduates with college education registered the highest at 82.6% (**Table 10**).

Table 10. Labor Force Participation Rate of TVET Graduates, By Sex, By Age Group, By Highest Grade Completed, Philippines: 2014

Indicator	Not in the Labor Force	In the Labor Force	Total Graduates	LFPR
Sex				
Female	240,710	391,097	631,807	61.9
Male	174,652	415,322	589,974	70.4
Total	415,362	806,419	1,221,781	66.0
Age Group				
Below 15	5,914	283	6,197	4.6
15-24	291,798	404,115	695,912	58.1
25-34	53,160	203,426	256,585	79.3
35-44	29,514	113,969	143,484	79.4
45-54	18,516	56,074	74,590	75.2
55-64	12,763	24,119	36,882	65.4
65 and over	3,696	4,434	8,130	54.5
Total	415,362	806,419	1,221,781	66.0
Highest Grade Completed				
College Graduate and beyond	30,921	146,949	177,870	82.6
College Undergrad	86,470	116,113	202,582	57.3
Tech-Voc graduate	22,290	52,451	74,741	70.2
Tech-Voc undergraduate	6,662	10,788	17,450	61.8
High school graduate	182,406	418,574	600,981	69.6
High school undergraduate	67,735	41,710	109,445	38.1
Elementary graduate	12,265	13,803	26,067	53.0
Elementary undergraduate	5,149	5,733	10,882	52.7
No grade completed	1,464	298	1,762	16.9
Total	415,362	806,419	1,221,781	66.0

- Graduates of enterprise-based training programs registered the highest LFPR over two training delivery modes at 84.3% (39,743). Their willingness to join the labor force may be attributed to their exposure to actual job or industrial operations (**Table 11**).

Tale 11. Labor Force Participation Rate of TVET Graduates, by Training Delivery Mode, Philippines: 2014

Training Delivery Mode	Not in the Labor Force	In the Labor Force	Total Graduates	LFPR
Community-based	169,932	265,157	435,089	60.9
Enterprise-based	5,736	30,743	36,479	84.3
Institution-based	239,694	510,519	750,213	68.0
Total	415,362	806,419	1,221,781	66.0

- TVET graduates in Region VI registered the highest LFPR with 82.9%, followed by NCR and Region V, with 82.3% and 75.9%. Region VII posted the lowest at 45.8% (**Table 12**).

Table 12. Labor Force Participation Rate of TVET Graduates, by Region, Philippines: 2014

Region	Not in the Labor Force	In the Labor Force	Total Graduates	LFPR
NCR	28,923	134,128	163,051	82.3
CAR	18,152	18,714	36,866	50.8
Region I	17,685	53,232	70,917	75.1
Region II	16,695	21,353	38,048	56.1
Region III	82,474	93,570	176,044	53.2
Region IV-A	51,828	137,697	189,525	72.7
Region IV-B	5,108	15,936	21,044	75.7
Region V	7,945	24,982	32,927	75.9
Region VI	10,223	49,612	59,835	82.9
Region VII	67,663	57,149	124,812	45.8
Region VIII	13,373	29,901	43,274	69.1
Region IX	31,003	48,714	79,717	61.1
Region X	27,317	39,673	66,990	59.2
Region XI	9,810	29,544	39,354	75.1
Region XII	6,696	12,560	19,256	65.2
Caraga	13,997	24,678	38,675	63.8
ARMM	6,469	14,976	21,445	69.8
Total	415,362	806,419	1,221,781	66.0

- Those not looking for work during the survey comprised 34.4% (419,740) of the total graduates.
- More than half of them were students (56.2% or 235,910 out of 419,740).
- A significant number of TVET graduates were not able to work due to household and family duties (23.3% or 97,838)
- There were more females (57.4% or 241,109) who did not look for work than their male counterparts (42.6% or 178,631) (**Table 13**).

Table 13. Reasons of TVET Graduates for Not Looking for Work, Philippines: 2014

Reasons	Female	Male	Total	% Distribution
Tired	2,964	1,984	4,947	1.2
No work available	7,903	8,677	16,581	4.0
Awaiting results of previous application	12,200	15,271	27,471	6.5
Temporary illness/disability	2,690	2,339	5,028	1.2
Bad weather	87	759	846	0.2
Waiting for rehire/job recall	5,051	6,633	11,684	2.8
Too young/old or retired	8,667	3,635	12,302	2.9
Permanent disability	797	313	1,110	0.3
Household/family duties	74,096	23,742	97,838	23.3
Schooling	122,849	113,061	235,910	56.2
Others	3,805	2,218	6,023	1.4
Total	241,109	178,631	419,740	100

3.1 Length of Job Search after the Training

- Majority of the TVET graduates found their first job within the first three months after they finished the training program. Most of them found jobs between 1-3 months after training (43% or 144,475).
- There were more female graduates who had been hired in less than a month after training than their male counterparts while most of the male graduates were hired 1-3 months after (**Table 14**).

Table 14. Length of Job Search after the Training, Philippines: 2014

Length of Job Search	Employed TVET Graduates			% Share
	Female	Male	Total	
Less than 1 month	47,282	36,282	83,564	24.9
1 - 3 months	65,123	79,352	144,475	43.0
4 -6 months	23,806	29,136	52,942	15.7
More than 6 months	25,375	27,584	52,959	15.8
Not indicated	995	1,303	2,298	0.7
Total	162,580	173,658	336,239	100

4. Employment of TVET Graduates

- The employment rate for the 2014 TVET graduates during the survey was estimated at 66.2%
- Table 15 provides comparison of the employment rates over the 6-year period. Highest for far, was the 2015 employment rate which was 66.2% (**Table 15**).

Table 15. Employment Rate of TVET Graduates from 2008-2014 Studies

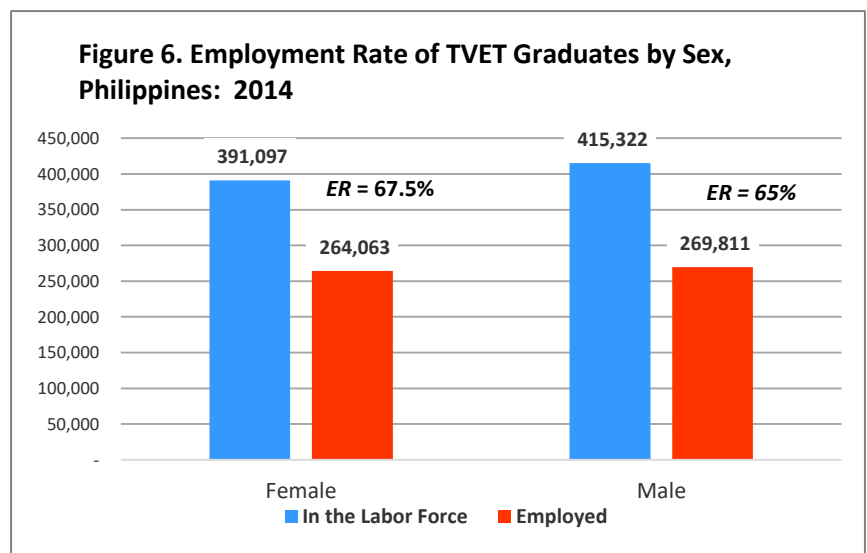
Year of Study	Coverage	ER
2008	2006 TVET Graduates	55.1
2011	2009 TVET Graduates	60.9
2012	2011 TVET Graduates	62.0
2013	2010 TVET Graduates	65.9
	2012 TVET Graduates	65.3
2014	2013 TVET Graduates	65.4
2015	2014 TVET Graduates	66.2

- Region III posted the highest employment rate of 94.2%, followed by Region VI, with 80.6%
- Though ARMM registered the lowest employment rate of 34.2% for this survey round, this is 2.4 percentage points higher than the previous region's 31.8% ER (**Table 16**).

Table 16. Employment Rate of TVET Graduates, By Region, Philippines: 2014

Region	Not in the Labor Force	In the Labor Force				Total Graduates
		Not Employed	Employed	Total	ER	
NCR	28,923	32,068	102,061	134,128	76.1	163,051
CAR	18,152	7,144	11,570	18,714	61.8	36,866
Region I	17,685	21,994	31,237	53,232	58.7	70,917
Region II	16,695	6,360	14,993	21,353	70.2	38,048
Region III	82,474	5,400	88,170	93,570	94.2	176,044
Region IV-A	51,828	69,370	68,327	137,697	49.6	189,525
Region IV-B	5,108	6,032	9,904	15,936	62.2	21,044
Region V	7,945	10,642	14,340	24,982	57.4	32,927
Region VI	10,223	9,637	39,975	49,612	80.6	59,835
Region VII	67,663	18,664	38,485	57,149	67.3	124,812
Region VIII	13,373	11,348	18,553	29,901	62.0	43,274
Region IX	31,003	18,888	29,826	48,714	61.2	79,717
Region X	27,317	19,447	20,226	39,673	51.0	66,990
Region XI	9,810	10,306	19,238	29,544	65.1	39,354
Region XII	6,696	5,077	7,483	12,560	59.6	19,256
Caraga	13,997	10,307	14,371	24,678	58.2	38,675
ARMM	6,469	9,861	5,115	14,976	34.2	21,445
Total	415,362	272,546	533,874	806,419	66.2	1,221,781

- There were more employed male TVET graduates than their female counterparts with 269,811 and 264,063, respectively.
- In terms of employment rate, female TVET graduates stand (67.5%) better than their male counterpart (65%) (**Figure 6**).



- Graduates from the community-based trainings registered the highest ER of 69.9%
- Institution-based training registered the lowest among the three delivery modes at 64.2%, 1.4 percentage points lower than the previous survey findings of 65.6%.
- Enterprise-based training ER rose 14.9 percentage points from 52.5% in previous study employment study to 67.4% (**Table 17**).

Table 17. Employment Rate of TVET Graduates, by Training Delivery Mode, Philippines: 2014

Training Delivery Mode	Female	Male	Total	ER
Institution-based	149,609	178,278	327,887	64.2
Enterprise-based	10,052	10,678	20,730	67.4
Community-based	104,401	80,855	185,256	69.9
Total	264,063	269,811	533,874	66.2

- Majority of the TVET graduates (76.4% or 408,014) were employed as wage and salary workers where most of them were hired in private establishments. Majority of them were graduates of institution-based training programs.
- Own-account workers registered 21.7% which is almost 3 percentage points higher than the 2013 graduates. Eighteen percent (97,669) of them were engaged in self-employment activities (**Table 18**).

Table 18. Employed TVET Graduates, by Class of Worker, by Training Delivery Mode, Philippines: 2014

Class of Worker	Training Delivery Mode						Total	% Share
	Institution-based	%	Enterprise-based	%	Community-based	%		
Wage and Salary Worker	270,691	66.3	19,319	4.7	118,003	28.9	408,014	76.4
Private establishment	198,428	70.0	18,382	6.5	66,702	23.5	283,512	53.1
Private household	23,273	68.5	744	2.2	9,951	29.3	33,969	6.4
Government/GOCC	40,881	53.8	193	0.3	34,946	46.0	76,020	14.2
Employed in family - operated farm or business	8,109	55.9			6,405	44.1	14,514	2.7
Own account workers	53,910	46.6	1,272	1.1	60,465	52.3	115,647	21.7
Self-employed	45,347	46.4	1,272	1.3	51,050	52.3	97,669	18.3
Employer in family-operated farm or business	8,564	47.6			9,414	52.4	17,978	3.4
Unpaid family worker	3,285	32.2	139	1.4	6,788	66.5	10,213	1.9
Total	327,887	61.4	20,730	3.9	185,256	34.7	533,874	100

- There were more male graduates employed as wage and salary workers (209,473) and as unpaid family workers (6,680) than their female counterparts. Majority of the male graduates were working in private establishments.
- There were more female graduates employed in private households, government/GOCCs and in family operated farm or business (71,121) than the employed male graduates (53,381).
- There were also more female graduates who were working on their own account (23.5% or 61,989) where most of them were self-employed (20.5 or 54,112) than their male counterparts (16.1% or 43,557) (**Table 19**).

Table 19. Employed TVET Graduates by Class of Worker, by Sex, Philippines: 2014

Class of Worker	Employed TVET Graduates by Sex			
	Female	Male	Total	%
Wage and Salary Worker	198,541	209,473	408,014	76.4
Private establishment	127,420	156,092	283,512	53.1
Private household	18,312	15,657	33,969	6.4
Government/GOCC	45,241	30,779	76,020	14.2
Employed in family-operated farm or business	7,568	6,946	14,514	2.7
Own account workers	61,989	53,658	115,647	21.7
Self-employed	54,112	43,557	97,669	18.3
Employer in family-operated farm or business	7,878	10,100	17,978	3.4
Unpaid family worker	3,533	6,680	10,213	1.9
Total	264,063	269,811	533,874	100

- High employment rates ranging from 70.5 to 100% were registered in the following sectors: Footwear and Leathergoods, TVET, Agriculture and Fishery, Utilities, Social, Community Development and other services, Garments, Processed Food and Beverages, Automotive and Land Transportation, Heating, Ventilation, Airconditioning and Refrigeration.
- On the other hand, employment rates from 35.6% to 69.1% were registered on the following: Metals and Engineering, Human Health/Health Care, Construction, Electronics, Information and Technology, Tourism, Furniture and Fixtures, Decorative Crafts, Wholesale and Retail Trading and Maritime (**Table 20**).

Table 20. Employed TVET Graduates by Sector, Philippines: 2014

Sector	Female	Male	Total	ER
Footwear and Leathergoods	299		299	100
TVET	5,810	3,621	9,431	95.5
Agriculture and Fishery	14,357	11,920	26,277	79.1
Utilities		639	639	77.9
Social, Community Development and Other Services	41,223	11,928	53,151	72.5
Garments	9,380	2,308	11,689	71.6
Processed Food and Beverages	10,042	5,501	15,543	71.4
Automotive and Land Transportation	2,543	37,846	40,389	70.5
Heating, Ventilation, Airconditioning and Refrigeration	301	4,470	4,771	70.5
Metals and Engineering	3,467	34,937	38,404	69.1
Human Health / Health Care	24,055	9,332	33,386	67.9
Construction	2,849	45,381	48,230	66.8
Information and Communications Technology	25,086	14,318	39,404	61.3
Electronics	27,436	32,978	60,414	61.1

Sector	Female	Male	Total	ER
Tourism (Hotel and Restaurant)	64,119	41,149	105,267	59.8
Furniture and Fixtures		302	302	55.2
Decorative Crafts	425	135	559	49.9
Maritime		1,083	1,083	35.6
<i>Language and culture</i>	3,473	1,380	4,853	52.2
<i>Entrepreneurship</i>	13,854	4,292	18,146	72.3
Livelihood	12,904	5,014	17,917	76.5
<i>Others</i>	528	280	808	77.9
Total	264,063	269,811	533,874	66.2

- By nature of employment, 48.4% (258,645) were employed in short-term jobs or business (**Table 21**).

Table 21. Employed TVET Graduates, by Nature of Work, Philippines: 2014

Nature of Work	Employed TVET Graduates	% Share
Permanent job business/permanent unpaid family work	238,487	44.7
Short-term or seasonal job/business/unpaid family work	258,645	48.4
Worked for different employers on day to day or week to week basis	3 6,741	6.9
Total	533,874	100

- Majority of the employed graduates (86.9% or 463,919) were employed within their provinces.
- Almost 2 out of every 100 employed TVET graduates (1.6% or 8,573) were working overseas (**Table 22**).

Table 22. Employed TVET Graduates, By Location of Work, Philippines: 2014

Location of Work	Sex			% Share
	Female	Male	Total	
Within the province	233,060	230,859	463,919	86.9
Outside the province but within the region	14,549	15,520	30,069	5.6
Outside the region	11,986	19,327	31,312	5.9
Outside the country	4,468	4,105	8,573	1.6
Total	264,063	269,811	533,874	100

- Six out of every ten employed TVET graduates (62.1% or 331,736) had monthly gross income of less than ₱10,000.00. There were more female employed graduates receiving less than ₱10,000 a month (**Table 23**).

Table 23. Monthly Income of Employed TVET Graduates, Philippines: 2014

Monthly Income	Female	Male	Total	% Share
Less than 5,000	64,377	52,372	116,749	21.9
5,000 - 9,999	97,612	117,375	214,987	40.3
10,000 - 14,999	50,617	56,216	106,833	20.0
15,000 - 19,999	30,803	22,769	53,572	10.0
20,000 and over	17,820	17,562	35,383	6.6
not indicated	2,833	3,517	6,350	1.2
Total	264,063	269,811	533,874	100

4.1 Employment of Certified TVET Graduates in WTR Programs

- Of the total 533,874 employed TVET graduates, 261,114 (48.9%) were certified.
- Certified TVET graduates registered an employment rate of 67.2%, higher than the national employment rate.
- Region III posted the highest employment rate (95.3%) among the regions and also has the highest number of employed certified TVET graduates (48,528).
- NCR and Region IV-A also registered high number of employed graduates, 48,511 and 38,667, respectively.
- Region VI and NCR posted high ERs at 81% and 74.8%, respectively.
- ARMM has the lowest ER (11.8%) and the number of employed graduates (630) (*Table 24*).

Table 24. Employment Rate of Certified TVET Graduates, By Region, Philippines: 2014

Region	Not in the Labor Force	In the Labor Force				Total Graduates
		Not Employed	Employed	Total	ER	
NCR	8,518	16,372	48,511	64,883	74.8	73,401
CAR	5,626	3,731	3,932	7,663	51.3	13,289
Region I	9,695	9,439	16,182	25,621	63.2	35,316
Region II	5,793	2,240	5,336	7,576	70.4	13,369
Region III	37,144	2,415	48,528	50,943	95.3	88,088
Region IV-A	22,225	32,249	38,667	70,915	54.5	93,140
Region IV-B	2,192	2,778	5,366	8,144	65.9	10,336
Region V	3,248	6,275	9,169	15,444	59.4	18,692
Region VI	5,220	4,884	20,765	25,649	81.0	30,868
Region VII	10,090	7,656	17,681	25,337	69.8	35,427
Region VIII	7,981	8,295	14,624	22,919	63.8	30,901
Region IX	8,452	8,795	6,320	15,116	41.8	23,568
Region X	3,405	5,097	5,976	11,073	54.0	14,478
Region XI	5,150	6,064	10,161	16,225	62.6	21,375
Region XII	1,275	2,328	4,828	7,155	67.5	8,431
Caraga	2,251	4,353	4,439	8,792	50.5	11,043
ARMM	3,440	4,722	630	5,352	11.8	8,792
Total	141,706	127,694	261,114	388,808	67.2	530,514

- The employment rate of female certified graduates was higher (67.7%) than their male counterparts (66.7%) (*Table 25*).

Table 25. Employment Rate of Certified TVET Graduates, By Sex, Philippines: 2014

Sex	Not in the Labor Force	In the Labor Force				Total Certified TVET Graduates
		Not Employed	Employed	Total	ER	
Female	72,789	52,284	109,949	162,233	67.8	235,022
Male	68,918	75,410	151,165	226,575	66.7	295,493
Total	141,706	127,694	261,114	388,808	67.2	530,514

- In terms of nature of work, more certified TVET graduates were engaged on permanent job/business/permanent unpaid family work than the non-certified TVET graduates with 43.2% and 31.3%, respectively (*Table 26*).

Table 26. Comparison of Employed Certified and Non-Certified TVET Graduates, by Nature of Work, Philippines: 2014

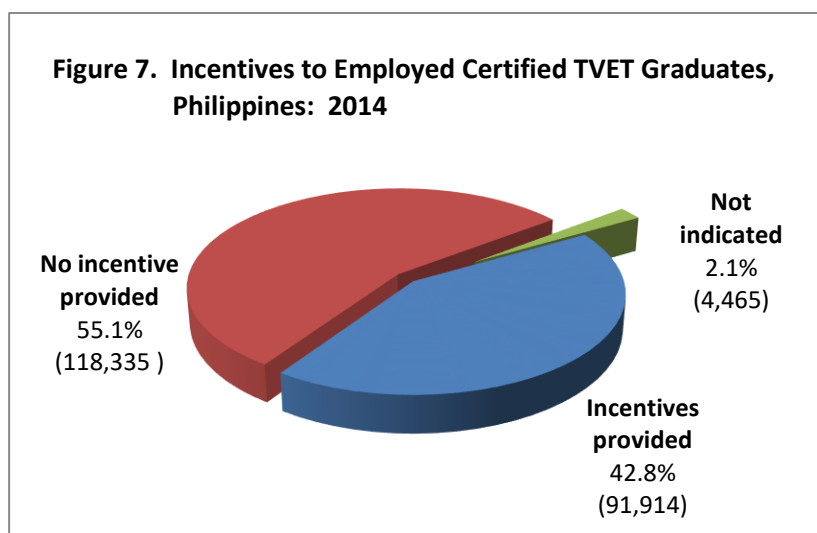
Nature of Work	Certified TVET Graduates	Non-Certified TVET Graduates	Total
Permanent job/business/permanent unpaid family work	43.2 %	31.3 %	42.7 %
Short-term or seasonal job/business/unpaid family work	49.4 %	62.6 %	50.0 %
Worked for different employers on day to day or week to week basis	7.4 %	6.1 %	7.3 %
Total	100 %	100 %	100

- Based on the results of the study, there is no significant difference between the certified and non-certified TVET graduates in the class of work they were engaged in. Employed as wage and salary workers among certified and non-certified TVET graduates is reported at 82.2% and 80.7%, respectively (*Table 27*).

Table 27. Comparison of Employed Certified and Non-Certified TVET Graduates, By Class of Worker, Philippines: 2014

Class of Worker	Certified TVET Graduates	Non-Certified TVET Graduates	Total
Wage and Salary Worker	82.2 %	80.7 %	82.2 %
Private establishment	59.4 %	61.7 %	59.6 %
Private household	7.9 %	5.8 %	7.8 %
Employed in family -operated farm or business	2.6 %	4.3 %	2.6 %
Government/GOCC	12.3 %	8.9 %	12.2 %
Own account workers	16.9 %	17.5 %	17.0 %
Self-employed	14.2 %	13.9 %	14.2 %
Employer in family-operated farm or business	2.7 %	3.6 %	2.7 %
Unpaid family worker	0.8%	1.7 %	0.9%
Total	100 %	100%	100 %

- There were 214,713 certified TVET graduates who were employed as wage/salary workers. Majority of them (55.1%) did not receive any incentives from their employers. Only 42.8% of the certified graduates received incentives from their employers (**Figure 7**).



- Employed certified graduates received incentives (or in combination) as salary increases, promotions and job security, among others.
- Salary increase was the most common form of incentive provided by employers to the certified graduates. Job security and promotion were the two other common incentives (**Table 28**).

Table 28. Incentives Given to Employed Certified Graduates, Philippines: 2014

Type of Incentive	Number
Salary increase	57,549
Job security	19,497
Promotion	32,707
Others	3,071

4.2 Employment of Graduates of Scholarship Programs

- Employment rate of 2014 scholars was 66.9%, higher than the graduates of regular programs which is 65.9%
- More male scholars were employed than female graduate scholars (**Table 29**).

Table 29. Employment Rate of TVET Graduates, By Type of Programs, Philippines: 2014

Type of Program	Female	Male	Total	ER
Scholarship Program	71,541	80,086	151,627	66.9
Regular Program	192,522	189,725	382,247	65.9
Total	264,063	269,811	533,874	66.2

- Graduates of STEP registered highest employment rate among the three (3) scholarship programs of TESDA. The higher employment rate of the graduates of STEP can be attributed to the provision of starter toolkits which immediately enabled them to engage in economic activity as self-employed or own-account workers.

- The employment rate of TWSP graduates was 65.7% (**Table 30**).

Table 30. Employment Rate, By Type of Scholarship Program, Philippines: 2014

Type of Program	Not in the Labor Force	In the Labor Force				Total Graduates
		Not Employed	Employed	Total	ER	
TWSP	31,264	44,754	85,642	130,396	65.7	161,660
STEP	4,343	3,892	11,153	15,046	74.1	19,388
PESFA	8,344	8,082	11,583	19,664	58.9	28,008
Other scholarship programs	20,891	18,173	43,248	61,422	70.4	82,313
Total	64,842	74,901	151,627	226,528	66.9	291,370

- Priority sectors where TWSP funds have been allocated are shown in Table 31. Graduates of agriculture and fishery registered highest employment rate among the five (5) sectors with 86.1%. Employed graduates of ICT registered lowest employment rate at 48.7%.
- The graduates from tourism sector enlisted the highest number of employed at the time of survey. However, its employment rate was only 58.3% (**Table 31**).

Table 31. Employment Rate of Graduates Under TWSP, Philippines: 2014

Sector	Not in the Labor Force	In the Labor Force				Total Graduates
		Not Employed	Employed	Total	ER	
Agriculture and Fishery	765	220	1,357	1,577	86.1	2,342
Construction	3,245	5,039	9,977	15,017	66.4	18,262
Information and Communications Technology	1,319	3,449	3,275	6,724	48.7	8,043
Tourism (Hotel and Restaurant)	13,494	18,206	25,436	43,642	58.3	57,136
Manufacturing	6,011	8,736	16,369	25,105	65.2	31,116
<i>Automotive and Land Transportation</i>	353	1,768	5,963	7,730	77.1	8,083
<i>Electronics</i>	5,543	6,626	9,538	16,164	59.0	21,707
<i>Garments</i>	115	342	868	1,211	71.7	1,326
subtotal	24,833	35,650	56,415	92,065	61.3	116,898
Other Sectors	6,431	9,104	29,228	38,331	76.3	44,762
Total	31,264	44,754	85,642	130,396	65.7	161,660

4.3 Employment of TVET Graduates of TESDA Technology Institutions (TTIs)

- TESDA Technology Institutions (TTI) graduates who were employed during the survey was 98,408 or 18.4% of the employed TVET graduates. TTI graduates registered a high employment rate of 69.2%

- The employment rate of female TTI graduates is higher than their male counterparts (*Table 32*).

Table 32. Employment Rate of TTI Graduates, Philippines: 2014

Graduates	Not in the Labor Force	In the Labor Force				Total Graduates
		Not Employed	Employed	Total	ER	
Female	23,096	16,446	38,955	55,401	70.3	78,497
Male	22,573	27,442	59,453	86,894	68.4	109,467
Total	45,669	43,887	98,408	142,295	69.2	187,964

- Regions VI, VIII, III and IV-A registered the most number of employed certified TTI graduates.
- The five regions with high employment among TTI graduates were: NCR; III; XII; VI; and VII (*Table 33*).

Table 33. Employment Rate of Certified TTI Graduates, By Region, Philippines: 2014

Regions	Not in the Labor Force	In the Labor Force				Total Graduates
		Not Employed	Employed	Total	ER	
NCR	62		287	287	100	349
CAR	1,619	973	2,374	3,347	70.9	4,966
Region I	1,448	2,706	5,796	8,501	68.2	9,949
Region II	2,105	794	2,204	2,998	73.5	5,103
Region III	5,068	599	9,774	10,373	94.2	15,441
Region IV-A	2,028	4,108	8,446	12,554	67.3	14,582
Region IV-B	727	897	1,406	2,303	61.0	3,030
Region V	1,512	4,047	5,379	9,425	57.1	10,937
Region VI	1,868	2,966	10,920	13,885	78.6	15,753
Region VII	896	1,494	5,032	6,526	77.1	7,421
Region VIII	3,512	4,065	10,237	14,302	71.6	17,815
Region IX	1,906	1,487	2,546	4,033	63.1	5,939
Region X	1,570	2,665	3,061	5,726	53.5	7,295
Region XI	2,555	1,318	3,189	4,508	70.8	7,063
Region XII	721	320	1,267	1,587	79.8	2,308
Caraga	690	715	897	1,612	55.7	2,302
ARMM	673	460	198	658	30.1	1,331
Total	28,961	29,613	73,013	102,625	71.1	131,586

4.4 Skills Utilization and Employment Facilitation

- Majority (60% or 320,129) of the employed TVET graduates indicated that their acquired skills/competencies were very useful in their current jobs.

- Also, a number of employed graduates (103,354 or 19.4%) revealed that their acquired skills/competencies have no use in their present jobs (**Table 34**).

Table 34. Skills Utilization of Employed TVET Graduates, Philippines: 2014

Skills Utilization	Female	Male	Total	% Share
Very useful	157,614	162,515	320,129	60.0
Some use	57,215	53,175	110,391	20.7
No use at all	49,234	54,120	103,354	19.4
Total	264,063	269,811	533,874	100

- Majority (381,888 or 71.6%) of the employed graduates got their current jobs through referrals and walk-in applications.
- The government employment facility services, the TESDA's Blue Desk and the LGU's Public Employment Service Office remain unpopular with 1.5% and 2.6%, respectively. TESDA and the PESO have to work together to strengthen its services to TVET clients (**Table 35**).

Table 35. Employed TVET Graduates, by Type of Employment Facility Availed, Philippines: 2014

Job Facilitation	Sex			
	Female	Male	Total	%
Referral from friends/relatives	100,674	110,516	211,190	39.6
Walk-in application	85,308	85,390	170,698	32.0
Public Employment Service Office	5,468	8,296	13,764	2.6
Internet Job Posting	5,236	6,131	11,367	2.1
Blue Desk	4,548	3,214	7,762	1.5
Newspaper advertisement	1,840	1,610	3,450	0.6
Others	60,990	54,652	115,643	21.7
Total	264,063	269,811	533,874	100

SUMMARY and CONCLUSIONS

Based on the findings of the study, the following results and conclusions were derived.

1. There is an increase of 1.22% in the employment rate of TVET graduates from 65.4% in 2014 to 66.2% in 2015. High employment rates were accounted on the following sectors: 1) footwear and leathersgoods; 2) TVET; 3) agriculture and fishery; and 4) utilities.
2. Employers preferred to hire graduates who have acquired actual workplace experiences. This is credited to the 67.4% employment rate of graduates of Enterprise-Based Training (EBT). However, the decreasing participation of the partner industries was also noted over the years.
3. Only 42.8% of the employed certified graduates received incentives from their employers. This can be an indication of the level of employers' acceptability and appreciation to the value of the National Certification issued by TESDA.
4. For short-term employment, employers favored more those who are non-certified TVET graduates than of those who are certified. 62.6% of the employed TVET graduates in short-term or seasonal job are not certified.
5. The provision for tool kits under the TESDA scholarship program on Special Training for Employment Program or STEP allows the graduates to immediately be employed either as self-employed or as an entrepreneur. It is noted that the 74.1% employment rate of STEP is higher compared to the 65.7% of the Training for Work Scholarship Program (TWSP).
6. Referral from friends and relatives and walk-in applicants remain to be the major mode in the hiring of graduates registering a combined share of 71.6%. there is minimal use of the PESO and Blue-Desk in terms of employment facilitations.
7. More than half or 55.3% of the TVET graduates have short-term or seasonal employment or engaged in unpaid family work or worked for different employers. This has implication on the income level.

The low wage or monthly income of most of the graduates can be attributed to the non-permanent nature of the jobs of the employed TVET graduates. About 50% of the graduates receive less than ₱10,000 monthly income



RECOMMENDATIONS

In order to further improve the implementation of TVET programs and increase the employability of TVET graduates, the following recommendations are being put forward:

1. For TESDA to further establish its relevance, it should take aggressive move to accelerate the development of training standards and conduct of training programs towards higher level qualifications.
2. Implement the inclusion/embedment of entrepreneurship in the TVET programs as pronounced in the policy that was formulated by the TESDA Board, through a TESDA Board Resolution, should be operationalized/realized to support the initiative.
3. Intensify the implementation of the Enterprise Based Training (EBT).
 - Ensure strict monitoring of the implementation of the all the Enterprise Based Training program.
 - Enhance the engagement efforts with the firms in revisiting proposing appropriate policies, guidelines and strategies on how to attract partner companies;
 - Study and adapt the good practices of other countries that are applicable to the TVET system in the Philippines in strengthening the enterprise-based training;
 - Conduct massive advocacy and promotion of the EBT program both to enterprises and prospective enrollees of TVET;
 - Conduct of study, review of the existing laws/policies or Focus Group Discussions in determining the issues/reasons that caused the decrease in the number of participating enterprises, for the agency to identify the most appropriate interventions including possible amendments on the existing Laws that governs the implementation of enterprise-based training.
4. Develop mechanisms that will encourage the industries to recognize and give value to the certificate issue to TVET graduates in increasing the acceptability of the enterprises to the TESDA certifications: To do this, the following strategies maybe consider:
 - Capitalize the existing partnership of TESDA with various organizations, like the Philippine Chamber of Commerce, Inc. (PCCI) and IT-Business Process Association of the Philippines (IT-BPA) in the promotion of assessment and certification to their member-companies.
 - Consider the industries' clamor to establish industry-based assessment, as this could possibly establish not only their involvement in the development of standards, but also the sense of ownership on the part of the industries.
 - Propose for legislative measures that will put premium to the TESDA certification and will encourage the enterprises to hire only TESDA certified workers.

5. In the implementation of the TESDA scholarship program, the following should be taken into consideration:
 - Rationalize and improve the implementation of the various TESDA scholarship programs to ensure the employability of the graduates.
 - Closer monitoring of programs implementation should be ensured.
6. Intensify the implementation of the **Job Linkaging and Networking Services (JLNS)** — a four-platform delivery service by TESDA to provide job seekers relevant Labor Market Information (LMI), strategies, approaches and techniques in looking for job opportunities in the easiest and most systematic manner.
7. Conduct study on setting of “peso value” in every level of the national certificate. This is to give premium on the quality of TVET certified graduates and to make sure that graduates of TVET are taking the path towards decent jobs.
8. A separate study on the factors that could influence the increase in the employability of the TVET graduates should be conducted. This is to provide the management better reference in the formulation of policies that will support the employability of the graduates.

Annex

Title of statistical survey 2015 Study on the Employability of TVET Graduates			
Proponent agency Technical Education and Skills Development Authority	Conducting agency Technical Education and Skills Development Authority		
<p>1 <input checked="" type="checkbox"/> CLEARANCE GRANTED, subject to the following final action:</p> <p>i) <input checked="" type="checkbox"/> All information enclosed in the box/es below must be printed or stamped on the upper right corner of the first page of the statistical survey form.</p> <p>(a) Questionnaire Title: <i>2015 Study on the Employability of TVET Graduates</i></p> <table border="1" style="width: 100%;"> <tr> <td style="text-align: center;">PSA Approval No. TESDA-1537</td> <td style="text-align: center;">Expires on 31 August 2016</td> </tr> </table> <p>ii) <input checked="" type="checkbox"/> Submit a copy of the Manual of Operations and the printed forms/questionnaires with the clearance number to the Censuses and Technical Coordination Office – Standards Service (CTCO-SS), 30 days upon receipt of this form.</p> <p>iii) <input checked="" type="checkbox"/> Others. (Specify)</p> <ul style="list-style-type: none"> • Please furnish the CTCO-SS copies of the survey results. • The survey design and instrument shall be subject to review should there be any changes made prior to the expiration of the clearance granted. 		PSA Approval No. TESDA-1537	Expires on 31 August 2016
PSA Approval No. TESDA-1537	Expires on 31 August 2016		
2 <input type="checkbox"/> DISAPPROVED , for the following reasons:			
<p>3 <input checked="" type="checkbox"/> REMARKS</p> <p>A. Sampling Design</p> <p>1. We would like to reiterate our previous comment on the 2014 Study on the Employment of TVET Graduates that the response rate in the 2015 Study be aimed at a minimum of 90%, instead of 70%. The TESDA database on the 2014 TVET graduates, disaggregated by region/province may be provided to the enumerators or respective provincial offices. A sample which will not be able to respond to the survey may be replaced by a different graduate/respondent that will be lifted from the database. Doing so will obtain a higher response rate for the survey, thus increasing the accuracy and reliability of the results.</p> <p>2. On the SSRCS Form 1, since the data to be produced will be disaggregated at the provincial level (Item II.4, page 2), the domain (Item II.12.f, page 3) should be “province” instead of “region”. By definition, “domain” refers to the lowest level for which survey results could be produced.</p> <p>B. Questionnaire Design/Forms Content</p> <p>1. Per communication with Mr. Regie Cleofe (TESDA) on 13 August 2015, there are no changes in the questionnaire aside from Item B.10, page 2, “<i>Are you satisfied with the TVET program you attended/completed?</i>” Further, the SPPD has no more comments on the survey instrument.</p>			
REVIEWING OFFICIAL	RECOMMENDING OFFICIAL		
 MARIA FE M. TALENTO <i>Division Chief</i> <i>Statistical Policies and Programs Division</i> <i>13 August 2015</i>	 REGINA S. REYES <i>Interim Assistant National Statistician</i> <i>Standards Services</i> <i>13 August 2015</i>		

2015 Study on the Employability of TVET Graduates

Sampling Design:

The list of 2014 TVET graduates of regular programs and scholarship programs from MIS 03-02 submitted to the Central Office by the regional/provincial offices served as the sampling frame/population from where the sample respondents were selected.

Stratified random sampling will be adopted in 2015 Employability Study, with the regions as the identified strata. A confidence level of 95% and .05 margin of error were adopted in determining the sample size. Systematic random sampling was applied in the selection of sample respondents per stratum. The formula for the computation of the sample size is:

$$n = \frac{Z^2_{\alpha/2} CV^2}{e^2 + \frac{Z^2_{\alpha/2} CV^2}{N}}$$

Where:

n = sample size

N = 2014 TVET graduates

$$\begin{aligned} n &= \frac{1.96^2 (2.5)^2}{.05^2 + \frac{1.96^2 (2.5)^2}{1,216,349}} \\ &= \mathbf{9,529 \text{ TVET graduates}} \end{aligned}$$

To adjust the sample size:

- a) The finite population correction (fpc) shall be taken into account

For CY 2014 TVET graduates
$n = \frac{N n_0}{N + n_0} = \frac{(1,216,349) (9,529)}{1,216,349 + 9,529}$
$n = \mathbf{9,455}$

- b) Considering that the average response rate in the previous 2014 survey conducted is 70%, we will adopt

$n = \frac{n}{0.70} = \frac{9,455}{0.70}$
$n = \mathbf{13,507}$

- c) The sample is divided into two groups, graduates of TESDA Technology Institutions (TTIs) and graduates of other TVET institutions. We purposively selected 30 samples from the 120 TTIs further increasing the number of samples

n (non-TTI) = 11,461
n (TTI) = 3,600
n = 15,061

The survey will be done through face-to-face or phone interview using a structured questionnaire. The individual TVET graduate is the unit of enumeration for the survey. The key informant will be interviewed in cases where the sampled graduate will not available during the survey period. The key informants include relatives, i.e., parents, children, spouse, siblings of the graduate who can provide the needed information.

The generation of data and information will be carried out through a nationwide survey of selected TVET graduates using a structured survey instrument with clearance issued by the Philippine Statistics Authority (PSA).

The total universe and the sample size by region are indicated in Table 1.

Table 1
 Total Number of 2014 TVET Graduates and Sample Size by Region:

Region	Total Graduates	Number of Samples
NCR	163,051	1,887
CAR	36,866	525
I	70,916	854
II	38,048	497
III	176,043	2,046
IV-A	189,525	2,132
IV-B	21,044	341
V	27,498	492
VI	59,835	685
VII	124,811	1,649
VIII	43,274	535
IX	79,717	935
X	66,991	893
XI	39,354	501
XII	19,256	269
CARAGA	38,675	520
ARMM	21,445	300
Total	1,216,349	15,061

2015 Study on the Employability of TVET Graduates

This survey of TVET graduates is a regular undertaking of TESDA to generate employment data of TVET graduates after completing the TVET program. The study will also identify areas of improvement for TVET program initiatives to be more effective. This survey shall cover 2014 graduates of TVET Programs. Please be assured that all answers shall be held STRICTLY CONFIDENTIAL. The report and statistical summaries derived from this survey shall refer to the totality of the study and will not be on individual graduate/institution.

(To be accomplished by M&E focal staff)

Region: _____ **Province/ District** (for NCR): _____ **Case ID:** _____

Name: _____
(Family Name) (First Name) (Middle Name)

(To be accomplished by Enumerator)

Visits/callback: 1st ___/___/___ 2nd ___/___/___ 3rd ___/___/___ <small>mm dd yyyy</small> Time interview started:	Status of response <input type="checkbox"/> Valid <input type="checkbox"/> Invalid <input type="checkbox"/> cannot be located <input type="checkbox"/> deceased <input type="checkbox"/> program not completed <input type="checkbox"/> course not yet completed <input type="checkbox"/> not a graduate of CY 2014	Type of interview: <input type="checkbox"/> Face-to-face <input type="checkbox"/> phone/social media <small>(for M&E focal staff only)</small> Contact information phone: social media:
---	--	---

Instructions: Please answer the questions below. Encircle code of the answer as applicable.

PART A: GRADUATE'S PROFILE

A.1 Date of Birth: ___/___/___
mm dd yyyy

A.2 Complete Address: _____
No./ Street/Subdivision Barangay

A.3 Sex: _____
Municipality Province
 1. Male 2. Female

A.4 Marital Status:
 1. Single 3. Widow/er 5. Common-law/live-in
 2. Married 4. Separated/Divorced/Annulled

A.5 Highest educational attainment before attending the TVET program/ qualification where the respondent was sampled.

1. No Grade Completed
2. Elementary Undergraduate
3. Elementary Graduate
4. High School Undergraduate
5. High School Graduate
6. TechVoc Course Undergraduate
7. TechVoc Course Graduate
8. College Undergraduate course: _____
9. College Graduate course: _____

A.6 Please indicate reason for taking up the program
(refers to qualification where the respondent was sampled)

1. For employment/to get job
2. For promotion
3. To increase in income
4. For skills upgrading/enhancement
5. TVET qualification is popular (many are enrolling)
6. Personal use/interest/hobby
7. Nothing to do
8. Others, please specify _____

<i>for PRED-PO use, please do not fill-up</i>	
Accounted by:	
<small>name</small>	<small>date</small>
Data encoded:	
<small>name</small>	<small>date</small>

PART B: TRAINING, COMPETENCY ASSESSMENT AND CERTIFICATION

Training Program Particulars in CY 2014: (All Items should be filled up by the Provincial M&E Focal Staff before the conduct of the survey, except items B.3.1, B.8 and B.9. But it should be verified by the enumerators during the survey. Please encircle the appropriate code and request additional answer as applicable)

B.1 TVET Program Attended/ Qualification Title/s in 2014 where the graduate was sampled	B.2 Date Started and Date Completed (mm/dd/yyyy)		B.3 Program Delivery Mode	B.3.1 If institution-based, did the training have an internship or OJT at enterprise?	B.4 Name of Training Institution/s Attended	B.5 Type of TVET Program Registration
	Started	Completed	1. Institution-based 2. Enterprise-based 3. Community-based	1. Yes 2. No		1. WTR 2. NTR 3. Not registered
Write the other programs the respondent took in 2014 in the spaces provided below. Write N/A if not applicable						
B.1.1 other programs the respondent took in 2014	Started	Completed	1. Institution-based 4. Enterprise-based 3. Community-based	1. Yes 2. No		1. WTR 2. NTR 3. Not registered
	Started	Completed	1. Institution-based 5. Enterprise-based 3. Community-based	1. Yes 2. No		1. WTR 2. NTR 3. Not registered
	Started	Completed	1. Institution-based 6. Enterprise-based 3. Community-based	1. Yes 2. No		1. WTR 2. NTR 3. Not registered

All succeeding questions refer to the qualification where the respondent was sampled.

B.10 Are you satisfied with the TVET program you attended/completed?
 1. Yes 2. No (please indicate reason why) _____

B.11 Did you take the Youth Profiling for Starring Career (YP4SC)?
 1. Yes
 B.10.1 If yes, is the TVET Program that you have enrolled in line with the result of YP4SC?
 1. Yes 2. No

2.. No

(Continuation of B)

B.6 Did You avail of any scholarship program?	B.6.1 What type of scholarship program?	B.7 Did you take the competency Assessment?	B.7.1 Did you pass the Competency Assessment?	B.7.2 What is the level of certification	B.8 Reason for not taking assessment (see choices below)	B.9 After completing the training program, do you think you already possess the necessary skills for getting employed?
1. Yes 2. No (If YES, answer question B.6.1, if NO, proceed to question B.7)	1. PESFA 2. TWSP 3. Others, Pls. specify _____	1. Yes 2. No (If YES, answer question B.7.1, if NO, proceed to question B.8)	1. Yes 2. No (If YES, answer question B.7.2, if NO, proceed to question B.9)	1. COC 2. NC I 3. NC II 4. NC III 5. NC IV		1. Yes 2. No, state the reason _____

B.8 Choices of reasons for not taking the assessment

1. Assessment tools/test package not available
2. Assessment officer/assessor not available
3. No Assessment officer/assessor in the area
4. Assessment center not available/not accessible
5. No Assessment center in the area
6. Assessment not mandatory
7. Skills and knowledge learned not sufficient
8. No money/financial constraints
9. No time/working/schooling/abroad
10. Schedule not known
11. Others, please, specify _____

PART C: EMPLOYMENT STATUS OF GRADUATE BEFORE AND AFTER TRAINING

Employment Status before Enrolment

C.1 Were you employed upon or within one week before enrolling in this course?

[Note: "employed" include all persons 15 years old and over as of their last birthday who either:

a. do any work even for one hour during the reference period for pay or profit, or work without pay on the farm or business enterprise operated by a member of the same household related by blood, marriage, or adoption;

OR b. With a job but not at work (those who have a job or business but are not at work because of temporary illness/injury, vacation, or other reasons.)

Also included as employed are those who opt to resign from their job for enrolment reason.]

2. Yes, please specify

C.1.1 occupational title : _____

C.1.2 monthly gross income : ₱ _____

C.1.3 Whom do you work for? *(please select one answer only)*

1. Worked for private household;
2. Worked for private establishment;
3. Worked for government/government corporation;
4. Worked with pay on own family-operated farm or business;
5. Self-employed without paid employee;
6. Employer in own family-operated farm or business;
7. Worked without pay on own family-operated farm or business

PSOC Code _____

Income Code _____

3. No

C.2 Did you look for work or try to establish a business within one week before enrolling in this course?

C.2.1 Yes ***(please proceed to Q C.2.2.1)***

C.2.2 No, what is the major reason for not looking for work? *(please select one answer only)*

1. Tired
2. No work available
3. Awaiting results of previous application
4. Temporary illness/disability
5. Bad weather
6. Waiting for rehire/job recall
7. Too young/old or retired
8. Permanent disability
9. Household/family duties
10. Schooling
11. others, specify _____

(To be answered also by the respondent if the response in Q C.2.2 is any from 1 to 6.)

C.2.2.1 Were you available and willing to take up work in paid or self-employment within the past week and/or would be available and willing to take up work within two weeks before enrolling in this course?

1. Yes
2. No

Employment Status After Training

C.3 Did you get your **first job/employment** after completing the course/training program?

(Note: include as employed if the graduate was able to work even for one hour in any period after completing the course/training program until one week before this interview)

1. Yes, specify

C.3.1 occupational title : _____

C.3.2 monthly gross income : ₱ _____

2. No ***(please proceed to C.5)***

3. Continued with the previous job ***(please proceed to C.5)***

PSOC Code _____

Income Code _____

C.4 How long did it take you to get your **first job/employment** after completing the course?

C.4.1 please indicate number of months _____

C.4.2 if less than one month, indicate number of weeks _____

C.5 Is work experience a requirement of the employer before being employed?

1. Yes 2. No 3. I don't know

C.6 Is certification a requirement of the employer before being employed?

1. Yes 2. No 3. I don't know

PART D. EMPLOYMENT STATUS OF GRADUATE AT THE TIME OF THE SURVEY

D.1 Are you currently employed or employed within a week before this interview?

[Note: "employed" includes all persons 15 years old and over as of their last birthday and during the basic survey reference period are reported as either:

a. at work. Those who do any work even for one hour during the reference period for pay or profit, or work without pay on the farm or business enterprise operated by a member of the same household related by blood, marriage, or adoption;

OR b. With a job but not at work (those who have a job or business but are not at work because of temporary illness/injury, vacation, or other reasons.

Likewise, persons who expect to report for work or to start operation of a farm or business enterprise within two weeks from the date of the enumerator's visit, are considered employed.)]

1. Yes

D.1.1 Complete Name of Company: _____

D.1.2 Complete Address: _____

(No./Street)

(Barangay)

(Municipality/City)

(Province)

D.1.3 Occupational title: _____ PSOC Code _____

D.1.4 Since when? (**Date of start of this employment**): _____

(mm/yyyy)

D.1.5 Current monthly gross income: ₱ _____ Income Code _____

(include estimated value of goods or non-cash received)

D.1.6 Number of hours worked in the past week: _____

(disregard item D1.1.6 if the respondent has yet to report for work or start a business)

2. No (**Please proceed to D.13**)

D.2 How did you get your present job? (**please select one answer only**)

1. Blue Desk
2. Public Employment Service Office (PESO)
3. Internet Job Posting
4. Newspaper Advertisements
5. Referral from friends/relatives
6. Walk-in application
7. Others, Specify _____

D.3 What type of industry/business are you engaged in?

PSIC Code _____

(Please specify, e.g. iron works, garments, semicon, construction, trading, etc.)

D.4 Whom do you work for? (**please select one answer only**)

1. Works for private household;
2. Works for private establishment;
3. Works for government/government corporation;
4. Works with pay on own family-operated farm or business;
5. Self-employed without paid employee;
6. Employer in own family-operated farm or business;
7. Works without pay on own family-operated farm or business

(For those who answered, 5, 6 or 7, please proceed to D.8)

D.5 Does your employer provide incentives to NC/COC holder?

1. Yes

D.5.1 What are the incentives, select as many as possible.

1. Salary increase
2. Promotion
3. Job Security
4. Others, please specify _____

2. No

D.6 Are the terms of your employment covered by a contract?

1. Yes, D.6.1. if written D.6.2. if verbal
2. No

D.7 Does your employer pay for your contribution to the following (*Please encircle the appropriate box*):

1. GSIS/SSS	Yes	No
2. Pag-IBIG	Yes	No
3. PhilHealth	Yes	No

D.8 What is the nature of your employment? (*please encircle one answer only*)

1. permanent job/permanent business/permanent unpaid family work
2. short-term or seasonal job/business/unpaid family work
3. worked for different employers/clients on day to day or week to week basis

D.9 Is the training/course you completed (in B.1) related or relevant to your current job/business?

1. Yes
2. No

D.10 How useful are your skills acquired from the training to your job/business?

1. very useful (when often or directly used in the job)
2. some use (when seldom or sometimes used in the job)
3. no use at all because
 - 3.1 skills acquired from training/course not needed in actual work
 - 3.2 occupation is entirely different with training/course completed
 - 3.3 others, specify _____

D.11 Where is the company/business located? (*please select one answer only*)

1. within the province
2. outside the province but within the region
3. outside the region, specify province _____
4. outside the country, specify country _____

D.12 Other than your current occupation in D.1, do you still want additional hours in your present job or additional job or to have new job with longer hours?

1. Yes, please state the reason _____
2. No

(End of interview for the employed TVET Respondents, pls. request respondent to sign in the last page of the questionnaire)

(D.13 to be answered by the respondent whose response in D.1 is NO)

D.13 Did you look for work or try to establish a business during the past week (*within 1 week before this interview*)?

1. Yes **(proceed to D.15)**
2. No

D.14 What is the major reason why you did not look for work? (*pls. select 1 answer only*)

1. Tired
2. No work available
3. Awaiting results of previous application
4. Temporary illness/disability
5. Bad weather
6. Waiting for rehire/job recall
7. Too young/old or retired
8. Permanent disability
9. Household/family duties
10. Schooling
11. others, specify _____

(To be answered also by the respondent if the response in D.14 is any from 1 to 6)

D.15 Were you available and willing to take up work in paid or self-employment within the past week and/or would be available and willing to take up work within two weeks after this interview?

1. Yes
2. No

(End of interview. Pls. request the respondent to sign below)

Thank you for your support and full cooperation to our undertaking.

Time interview ended: _____

Name and Signature of Respondent

Name and Signature of Enumerator

Date Accomplished

Edited/Verified Correct: Provincial M&E focal staff

Date Edited/Verified

I affirmed that the survey was done in accordance to the 2015 Study on the Employment of TVET Graduates Guidelines and all responses are correct, accurate and complete as reviewed/verified by the M&E focal staff.

Name and Signature of Provincial Director



**Policy Research and Information Division
Planning Office**

TESDA Complex, East Service Road,
South Luzon Expressway, Taguig City
www.tesda.gov.ph