



Evaluation of Student Career Services and Placement Program of Selected Private HEI's in Metro Manila : Inputs to Program Enhancement

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Objective

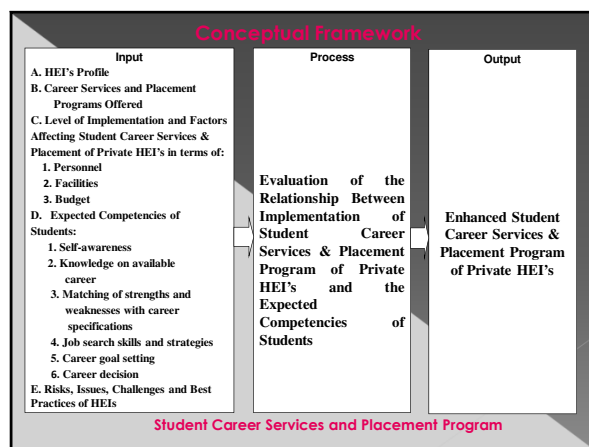
- To determine the present status of the student career services and placement programs of the selected private HEI's in Metro Manila as inputs to program enhancement.

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Significance

- This material will be used in analyzing what particular factors in the program implementation that needs to be strengthened/improved.

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Methods

- Descriptive mixed (qualitative & quantitative)
- Purposive Sampling
- 19 respondents from 6 Selected Private HEI's
- Self-made survey questionnaire, interview and supporting documents
- Frequency, Percentage, Mean, SD and Pearson Product Moment Correlation

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Statement of the Problem

1. What was the profile of the Higher Education Institution (HEI) respondents in terms of :
 - 1.1 **School profile**
 - 1.1.1. School name
 - 1.1.2. School classification
 - 1.1.3. Campuses/branches/subsidiaries
 - 1.1.4. Student population
 - 1.1.5. Program offerings
 - 1.1.6. Institutional accreditation and certifications
 - 1.2 **Organization and Leadership**
 - 1.2.1 Number of staff in Career Services and Placement Office
 - 1.2.2 Number of years in practice of the director/head/coordinator/staff
 - 1.2.3 Job title
 - 1.2.4 Type of office structure
 - 1.2.5 Office in-charge of the Career Services and Placement Office
 - 1.2.6 Leadership style of the Director/Head/Coordinator

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Summary of Findings

- 3 Sectarian and 3 Non-Sectarian HEIs
- Each of the school has 2-4 satellite offices
- 15, 407 highest student population with 5 Placement Practitioners &
- 2,000 lowest student population with 2 Placement Practitioners
- Majority of the Career Advisors, Guidance Counselors were in the career services and placement practice for 1-10 years and 6- 10 years respectively
- Directors/Heads were from 16 and above

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Summary of Findings

- **Varied Job Titles of the respondents:**
- 26.3% Guidance Counselors
- 21% Career Advisors & Coordinators
- 10.5% Guidance & Career and Placement Directors
- 5.3% Director, Office of Placement and Career Services
- 5.1% Marketing Assistant & Office Personnel
- **89.5% Centralized Organizational Structure**
- **78.9% Participative Leadership**

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Summary of Findings

Table 1. Office-in-charge of the Career Services and Placement

Supervising Office	Frequency	Percent
Student Affairs Office	6	31.6
Associate Dean for Student Formation	5	26.3
Guidance Office	4	21.1
Dean of College	2	10.5
Business Affairs	2	10.5
Total	19	100.0

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Statement of the Problem

2. What were the student career services and placement programs being offered?

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Summary of Findings

Table 2. Frequency Distribution of the Career Services and Placement Programs Offered

Career Services and Placement Programs		f	%	N
Career Education	Career Development Curriculum/Class	8	42.1	19
	Career Expo Seminar /Professional Life Skills Series of Seminars & Activities	19	100	
	Job Hunting Seminars	18	94.7	
	Pre-practicum Preparation (e.g. Mock Job Interview)	18	94.7	
	Career Coaching/Counseling	18	94.7	
Assessment	Tests and Measurements	16	84.2	19
	Company Networking	19	100	
Marketing	Business Linkages and Partnerships	19	100	19
	Attending Employer's Events (e.g. company anniversaries etc.)	18	94.7	
	Jobs Fair	19	100	
Placement	Manpower Databank	17	89.5	19
	Job Matching	14	73.7	
	Job Referral	13	68.4	
	Follow-up on Job Referrals	9	47.4	
	Conduct of Research	16	84.2	
Research &				19

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Statement of the Problem

3. How were the student career services and placement program implemented in terms of personnel, budget, and facilities?

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Summary of Findings

Table 3. Implementation of the Student Career Services and Placement Programs

	Mean	SD	Interpretation
Personnel	2.97	0.94	Satisfactorily Implemented
Budget	2.89	.83	Satisfactorily Implemented
Facilities	2.89	.93	Satisfactorily Implemented
Overall Mean	2.91	.78	Satisfactorily Implemented

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Summary of Findings

Table 4. Issues

Interview Question	Main Theme	Sub Theme	F
What were the issues that you encountered in the conduct of the programs?	Personnel Related Concerns	Lack / Limited personnel	4
		Clarity of functions	2
		Practitioners' essential skills	1
	Conduct of Program and Services Concerns	Activity planning & scheduling	3
		Program support	1
		Schedule of career assessment	1
		Lack of program for graduate follow-up	1

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Statement of the Problem

4. How did the student career services and placement programs develop the expected competencies of the students?

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Summary of Findings

Table 5. Expected Competencies of Students

	Mean	SD	Interpretation
Self-awareness	3.12	.697	Agree
Knowledge on the Available Career	3.05	.812	Agree
Matching of Strengths and Weaknesses with Career's Specification	2.88	.747	Agree
Job Search Skills and Strategies	3.21	.756	Agree
Career Goal Setting	3.13	.798	Agree
Career Decision Making	3.11	.089	Agree
Overall Mean	3.08	.726	Agree

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Statement of the Problem

5. Was there a relationship between the student career services and placement programs and the expected competencies of students?

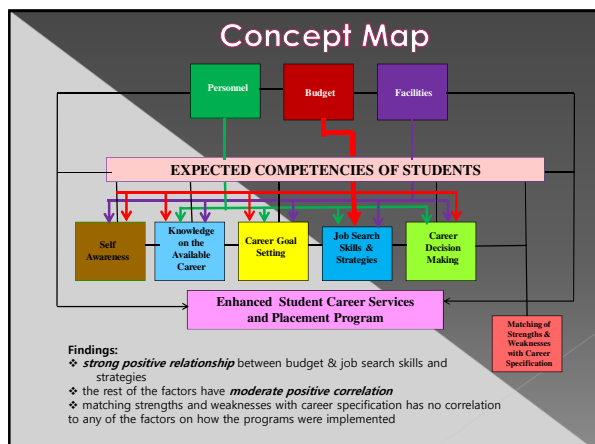
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Summary of Findings

Table 6. Results of Correlation Between the Implementation of Student Career Services and Placement Programs and Expected Competencies of Students

	Student Self-Awareness	Knowledge on the Available Career	Matching of Strengths & Weaknesses with Careers' Specification	Job Search Skills and Strategies	Career Goal Setting	Career Decision-making
Personnel	.42	.51*	.35	.61*	.55*	.52*
Facilities	.48*	.47*	.42	.64**	.50*	.49*
Budget	.63**	.59*	.43	.79**	.65**	.66**

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Statement of the Problem

6. What were the new inputs to enhance the student career and placement programs?

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Summary of Findings

1. Program and process improvement.
2. Marketing and promotions of graduates, reporting of achievements to the school officials to gain the necessary support.

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Summary of Findings

3. Conduct Parents'/guardian's activity to anticipate the impact of the millennial workers' work values and performances.
4. To consider the found themes on the reported risks, issues and challenges like, compliance to the Data Privacy Act, crafting of MOA's/MOU's, additional staff, separate office and facilities etc.

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Recommendations

1. Follow-up researches utilizing the *student respondents as the subject* and to *determine other variables* that can make or unmake the successful job and career placement, work transitions of every Filipino college graduates from the private HEI's.
2. HEI's should identify the difficulties in creating the career services and placement programs like, integrating the career development in the curriculum.

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Recommendations

4. DepEd and CHED must be more serious in the implementation of the policies/guidelines through a memorandum order that schools should prioritize the establishment of an effective student career services and placement programs.
5. The lack of knowledgeable and well-trained practitioners was one of the problems on limited manpower and CHED should design a new degree program /specialization.

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Recommendations

6. Aggressive expansion of industry networks and partnerships by the schools in both local and international employers.
7. Adapt a reputable on-line/technology-driven programs to speed-up job application process and learning of students. Ex. Onet online, Edukasyon.ph, new on-line job applications, etc.
8. Continues conduct of feedback mechanism to all the school's stakeholders.

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