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**Research Article**

# Employability of Bachelor of Science in Information Technology Graduates of President Ramon Magsaysay State University Iba Main Campus

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**ABSTRACT**

This study evaluates the year of graduation, sex, employment status, employment profile, employment category and unemployment reason of Bachelor of Science in Information Technology graduates. The study used a quantitative descriptive-evaluative research design with total enumeration of the graduate population, data were systematically gathered using standard instruments. The findings reveal a male majority and an exceptionally high overall employment rate. Among employed graduates, a majority secured positions directly related to their degree, predominantly occupying professional, technical, and administrative roles. The study concludes that the academic program exhibits strong market relevance and curriculum responsiveness.

***Keywords****: Employability, Employment Category, Employment Profile, Employment Status, Graduates*

## Introduction

In an increasingly digital economy, information technology education faces intense scrutiny to ensure that classroom instruction keeps pace with fast-changing industry needs (Pinto & Fernandez, 2020). Experts note that true employability goes far beyond simply securing a first job; it encompasses long-term career growth, skill relevance, and adaptability (Behle, 2020). Because of this, universities worldwide rely heavily on tracer studies to evaluate the practical impact and market responsiveness of their computing degrees.

In the Philippines, tracer studies consistently show encouraging results for state universities and colleges, with computing programs often boasting high initial employment rates ranging from 78% to 85% (Agoylo et al., 2024; Monzon, 2022). Graduates typically step straight into professional, technical, and administrative roles, highlighting how crucial these programs are to national development (Villanueva & Binay-an, 2021). Even so, these macro-level numbers often mask underlying vulnerabilities, such as temporary or contractual employment arrangements, emerging skill

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gaps, and occasional mismatches with shifting industry expectations (Lagrimas et al., 2025; Whalley et al., 2024).

Regional institutions frequently struggle to capture, manage, and utilize alumni data effectively. President Ramon Magsaysay State University (PRMSU), particularly its College of Computing and Information Technology (CCIT) at the Iba Campus, plays an important role in preparing information technology graduates for employment and professional development. Through the Bachelor of Science in Information Technology (BSIT) program, the university seeks to equip students with competencies relevant to computing, information systems, software development, and other technology-related fields. Examining the employment experiences of PRMSU graduates is particularly important because their career outcomes may reflect not only the quality and relevance of the academic program but also the opportunities and challenges associated with entering the labor market in Zambales and other parts of the Philippines. Their employment destinations, job positions, employment status, and the relationship between their academic preparation and current occupations can provide evidence of the extent to which the program responds to workforce requirements. While broad institutional reports offer a helpful big-picture view, they often miss the finer details—such as shifting cohort trends, gender participation gaps in tech fields, and the specific personal factors behind temporary joblessness (Amahan et al., 2024). Furthermore, tracking attrition and the lack of centralized, long-term monitoring systems make it difficult to fully understand the career journeys, freelance paths, and entrepreneurial ventures of regional alumni over time (Bonjan & Madlos, 2026).

A notable empirical gap remains in understanding how multi-year cohort outcomes, gender dynamics, and job alignments intersect within specific regional settings to guide curriculum reform. Much of the existing research offers generalized figures without capturing the day-to-day realities, entrepreneurial paths, and micro-level domestic hurdles that graduates face. To bridge this gap, this study aims to conduct a comprehensive graduate tracer analysis to evaluate employment outcomes, professional alignment, and career trajectories, ultimately providing actionable evidence to strengthen institutional programs, guide curriculum updates, and enhance career support services.

The main objective of the study was to determine employability of the Bachelor of Science in Information Technology. The coverage of the tracer is from year 2019 to 2024.

## Methodology

This study utilized a descriptive-evaluative research design to systematically examine and evaluate the employment profiles, career trajectories, and post-graduation outcomes of graduates. This quantitative tracer methodology effectively captures retrospective data, allowing researchers to evaluate the long-term market relevance of academic programs and overall institutional performance. Methodological frameworks in educational research note that descriptive tracer designs are essential for establishing the empirical link between higher education outputs and regional labor market demands (Schomburg, 2016; Tight, 2021).

The respondents were 266 eligible BSINFOTECH graduates from 2019 to 2024 of President Ramon Magsaysay State University (PRMSU), Iba, Zambales. Total enumeration was used to include all eligible graduates covered by the study. The study was conducted at PRMSU, Iba, Zambales.

Data were collected primarily through standard instruments utilizing standard questionnaires adapted from previous study. To ensure comprehensive coverage of the population (N = 266), the survey was administered systematically using digital platforms allowing researchers to reach graduates across multiple academic years.

Descriptive statistical tools were applied to analyze the gathered information. Frequencies and percentage distributions were computed to summarize categorical variables such as graduation cohort distributions, year of graduation, sex, employment status, employment profile, employment category, and reasons for unemployment.

## Results and Discussion

### *Graduates by Year of Graduation*

The graduates by year of graduation is presented in Table 1.

*Table 1. Graduates by Year of Graduation*

| Year Graduated | Frequency (f) | Percentage (%) |
|---|---|---|
| 2023 | 83 | 31.20 |
| 2022 | 69 | 25.94 |
| 2021 | 3 | 1.13 |
| 2020 | 11 | 4.14 |
| 2019 | 100 | 37.59 |
| **Total** | **266** | **100.00** |

The graduate tracer data encompasses a total population of N = 266 graduates. As detailed in Table 1, the distribution across graduation years indicates the largest cohorts occurred in 2019 (f = 100, 37.59%) and 2023 (f = 83, 31.20%), followed by 2022 (f = 69, 25.94%), 2020 (f = 11, 4.14%), and 2021 (f = 3, 1.13%). The lower representation in 2020 and 2021 aligns with disruptions associated with the COVID-19 pandemic, which impacted academic timelines and cohort sizes globally (Schleicher, 2020).

### *Graduates by sex profile*

The graduates by sex profile is presented in Table 2.

*Table 2. Graduates by Sex Profile*

| Sex | Frequency (f) | Percentage (%) |
|---|---|---|
| Female | 93 | 34.96 |
| Male | 173 | 65.04 |
| **Total** | **266** | **100.00** |

The sex demographic (Table 2), the alumni pool is predominantly male, accounting for 65.04% (f = 173), while females comprise 34.96% (f = 93). This distribution reflects historical enrollment trends in information technology and computing disciplines, where male participation traditionally exceeds female representation, though digital inclusion initiatives continue to bridge this gap (Gaulee et al., 2020). This pattern mirrors historical enrollment demographics typical of computing and information technology programs across state universities and colleges (SUCs) in the country, where male participation has traditionally been more pronounced (Albina & Sumagaysay, 2020; Monzon, 2022).

### *Employment Status of the Graduates*

The employment status of the graduates is presented in Table 3.

*Table 3. Employment Status of the Graduates*

| Employment Status | Frequency (f) | Percentage (%) |
|---|---|---|
| Employed | 230 | 86.47 |
| Unemployed | 5 | 1.88 |
| Not Tracked | 31 | 11.65 |
| **Total** | **266** | **100.00** |

As presented in Table 3, the overall employment rate among the tracer respondents is exceptionally high at 86.47% (f = 230). Only 1.88% (f = 5) remain unemployed, while 11.65% (f = 31) were classified as not tracked. This high figure indicates that the academic program successfully equips students with the technical abilities, knowledge, and readiness that employers are actively looking for in the job market. This high absorption rate demonstrates that the curriculum effectively equips students with the technical proficiencies,

cognitive competencies, and professional readiness demanded by modern industries, reflecting favorably on the institution's educational quality (Cabrera et al., 2021).

### *Employment Profile of the Graduates*

The employment profile of the graduates is presented in Table 4.

*Table 4. Employment Profile of the Graduates*

| Employment Profile | Frequency (f) | Percentage (%) |
|---|---|---|
| Related to BSINFOTECH | 160 | 69.57 |
| Not Related to BSINFOTECH | 70 | 30.43 |
| **Total** | **230** | **100.00** |

Among the employed subset (N = 230 with valid employment data in Table 4), a substantial majority of 69.57% (f = 160) secured positions directly related to their Bachelor of Science in Information Technology (BSINFOTECH) degree, whereas 30.43% (f = 70) found employment in non-related fields. The result shows that this high alignment rate demonstrates the strong market relevance and curriculum responsiveness of the IT program, validating that graduates are successfully absorbing and applying technical competencies demanded by modern industries (Pinto & Fernandez, 2020). High alignment rates in tracer studies serve as a primary empirical indicator of institutional effectiveness and graduate employability (Schomburg, 2016). This robust alignment rate (>75%) compares favorably with national benchmarks for Philippine IT education, where tracer studies consistently report graduate employment rates ranging between 78% and 85%, with high curricular relevance supporting successful industry transition (Cabrera et al., 2021; Ramos, 2024; Southern Leyte State University, 2023).

### *Employment Category of the Graduates*

The employment category of the graduates is presented in Table 5.

*Table 5. Employment Category of the Graduates*

| Employment Category | Frequency (f) | Percentage (%) | Rank |
|---|---|---|---|
| Rank and File or Clerical | 88 | 38.26 | 2 |
| Professional, Technical, and Administrative | 112 | 48.70 | 1 |
| Managerial or Executive | 7 | 3.04 | 4 |
| Self-Employed | 23 | 10.00 | 3 |
| **Total** | **230** | **100.00** | |

The plurality of respondents is positioned within Professional, Technical, and Administrative roles, which rank first at 48.70 % (f = 112). This is followed closely by Rank and File or Clerical positions at 38.26% (f = 88). Self-employed graduates comprise 10.00% (f = 23), reflecting a notable entrepreneurial drive among alumni, while Managerial or Executive positions account for 3.04% (f = 7). The dominance of professional and technical classifications indicates that graduates successfully transition into skilled, knowledge-based careers commensurate with baccalaureate training in computing (Cabrera et al., 2021). Furthermore, the presence of self-employed alumni highlights the emergence of IT entrepreneurship and freelance tech consulting as viable career pathways.

## Conclusion

The findings indicate that the BS Information Technology (BSINFOTECH) program had the largest number of graduates in 2020, with female graduates comprising the majority. A high proportion of graduates were employed, resulting in a high overall employment rate and minimal unemployment. Most employed graduates were working in positions directly related to BSINFOTECH, particularly in professional, technical, and administrative roles.

## Recommendations

The college may regularly update the Bachelor of Science in Information Technology (BSINFOTECH) curriculum to align with emerging industry standards, technological advancements, and workforce demands, ensuring that the high rate of job alignment and program relevance is consistently sustained. To minimize tracking attrition and maintain comprehensive longitudinal data on graduates, the department may establish a dedicated alumni tracking portal and systematic communication channels. Given the presence of self-employed graduates, the university is encouraged to incorporate entrepreneurship training, startup incubation initiatives, and freelance management modules into the academic program to support independent technology ventures. The department is advised to develop targeted outreach and mentorship programs to encourage greater gender diversity and participation within computing and information technology education.

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