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Research Article

Exploring Emilio Aguinaldo College Nursing Graduate Outcomes: A Longitudinal Study

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ABSTRACT

The tracer study sheds light on the importance of feedback from nursing alumni about various aspects of their post-graduation experience. Its main purpose is to assess the effectiveness and relevance of the educational programs provided. The study typically collects information on employment status, job satisfaction, skills acquired, and the relevance of these skills to the labor market. Strengthening the relationship between the school and the alumni fosters networking opportunities, mentorship, and contributions to the Marian School of Nursing. The study specifically aimed to explore career placement and progression. A quantitative descriptive approach was used to analyze survey responses from 201 alumni nurses who graduated between 1992 and 2023. Online surveys were administered to alumni via Google forms. Descriptive statistics were utilized to analyze respondents' feedback. Results revealed that the majority have remained to work in the Philippines at 72% while a few Emilian nurses have chosen to work in the United States of America at 8.9%. Seventeen percent (17%) of the respondents diverted to other career pathways or non-nursing jobs, with a predominance of Nursing graduates settling with their chosen career (83%). Based on the respondents' viewpoint, they have expressed deep gratitude towards their alma mater. Mostly have praised EAC for the gained excellent educational experience and precious memories they have had during college days. These are consistent achievements of the program goals and outcomes where alumni are expected to live a life of Virtue, Excellence and Service. However, the study's findings suggest

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that our nursing leaders in academia and practice should make a firm commitment to working together to promote high-quality nursing practice as well as high-quality nursing education. Global nursing leaders have the power to educate not only the next generation of nurses but also the public, including policymakers in both public and private institutions. This is particularly true when it comes to enacting pertinent laws that will help produce high-caliber nurses for both nursing practice and nursing education.

Keywords: *Emilian, Alumni Nurses, Career Pathways*

Introduction

The Filipino nurses are highly sought for by employers locally and abroad because they are hardworking and are compassionate towards patients. This is well supported by a study by Marcus and Nardi in 2014 (as cited by Cabanda, 2020) Australian employers have found Filipino nurses as competent providers of patient care. Moreover, Emilio Aguinaldo College alumni nurses particularly have ventured in various careers in the Philippines and migrated in another country in search for a greener pasture. This tracer study will provide valuable insights into the Emilian Nurses' career experiences, challenges, and opportunities. The findings revealed the factors that influence their career choices and outcomes, informing strategies to improve nursing education programs, providing directions for educators, policymakers, and healthcare professionals. It will also inform strategies to improve the quality and relevance of nursing education programs, ultimately enhancing the practice of nursing in the Philippines. The expected outcomes of this tracer study are to contribute firstly in development of nursing education policies. Policy-makers are on a dynamic search of gold standards for benchmarking. Results of the study will pave the way to new nursing education policies that would help in uplifting the nursing profession. Secondly, the identified needs of the alumni in terms of career planning is an eye-opener for the stakeholders. Programs that support the graduates in choosing a career path can be offered. Lastly, workforce strategies such as building a network of industrial partnership in the healthcare industry creates job opportunities for new graduates. The data would serve as a basis for the enhancement of

the nursing program to better prepare its graduates for global healthcare.

Emilio Aguinaldo College (EAC) Marian School of Nursing is one of the top nursing schools in the Philippines (www.eac.edu.ph, 2025). The main campus is located at the heart of Manila along San Marcelino Street, Paco, Manila. According to records, EAC has a long-time commitment of producing internationally competitive nursing graduates every year. However, there is limited research on the career pathway and outcomes of EAC alumni nurses. Hence, this study aimed to explore the career direction, and progression of EAC alumni nurses over time.

Statement of the Problem

The study aimed to determine the career pathways taken by Emilian Alumni Nurses. The following are the research questions:

1. What is the demographic profile of the respondents?
2. How many among the respondents pursued lifelong learning?
3. What are the career pathways of EAC alumni nurses, including their job roles, industries, and specializations?
4. What proportion of alumni pursued career paths outside of nursing and what factors influenced their decisions?
5. What was the chosen country of destination by the Emilian Nurses?
6. Based on respondents' viewpoint, what is the valuable feedback regarding the nursing program?

Methodology

The study employed a quantitative descriptive approach providing structured, objective

and reliable data, including trends that allow generalization of statistical results to make an informed decision and course of action in the context of the variables under investigation. A sample of 201 EAC alumni nurses were recruited via purposive convenience sampling method who were graduates between 1992 and 2023 and are willing to participate in the study. They were contacted via social media platforms, referrals and through personal institutional visits. Primarily, a self-administered online survey via Google forms was distributed to the respondents to gather information on their career pathway, job satisfaction, and demographics. The structured questionnaire consisted of Part 1 Demographics, Part 2 Professional Progression and Outcomes, Part 3 Career Pathways and Part 4 Alumni Feedback. The research tools were validated by research experts. Consent forms were secured voluntarily from the respondents after the project orientation. Data privacy was strictly observed by

keeping each respondent's information confidential and made anonymous by way of a code number assignment. Google forms were used for online administration conveniently accessed via a QR code. The data collection covers the period from January 2024 to July 2024. However, the project is intended to run over a period of 3 years for a wider coverage with the goal to increase the power effect of the study by increasing the sample size and reducing the standard margin of error. Follow-up surveys will be administered at 6-month intervals to track changes and progression of alumni career pathways for precise monitoring of the achievement of program outcomes. The data was analyzed using descriptive statistics with simple thematic analysis employed specifically for career pathways.

Discussion and Interpretation of Results

Research Question 1: What is the demographic profile of the respondents?

Table 1. Frequency Distribution According to Demographic Profile

Demographics	Count	Percentage
Age		
20-30	67	33%
31-40	98	48%
41-50	32	16%
51-60	3	2%
61 & above	1	1%
	201	100%
Gender		
Female	130	65%
LGBTQ	2	1%
Male	69	34%
	201	100%
Civil Status		
Annulled	1	0.50%
Divorced	1	0.50%
Married	74	37%
Separated	4	2%
Single	121	60%
	201	100%

Citizenship		
American	2	1%
Filipino-American	3	1.50%
Cameroon	1	0.50%
Canadian	3	1.50%
Eritrean	3	1.50%
Filipino	188	93.50%
Somali	1	0.50%
	201	100%
Religion		
Iglesia ni Cristo	4	2%
Muslim	10	5%
Protestant	10	5%
Roman Catholic	158	79%
Others	19	9%
	201	100%
NCR Address		
NCR	162	81%
Not Applicable	39	19%
	201	100%
Provincial Address		
America	1	0.50%
Bicol Region	1	0.50%
Cagayan Valley	3	21.50%
Calabarzon (IV-A)	54	28%
Caraga (XIII)	1	0.50%
Central Luzon (III)	16	8%
Central Visayas (VII)	1	0.50%
Eastern Visayas (VIII)	3	1.50%
Ilocos Region (I)	3	1.50%
Middle East	3	1.50%
Mimaropa	12	6%
NA	75	37%
NCR	23	12%
Western Visayas (VI)	4	2%
Zamboanga Peninsula (IX)	1	0.50%
	201	100%
Mailing Address		
None of the above	12	6%
Same as City Address	126	63%
Same as Provincial Address	63	31%
	201	100%

Facebook Account		
With Facebook Account	195	97%
No Facebook Account	6	3%
	201	100%
Other Social Media Account		
Instagram	52	26%
NA	125	62%
None	23	11.50%
Twitter	1	0.50%
	201	100 %
Batch		
1992 to 2000	13	6.47%
2002 to 2008	53	26.37%
2009 to 2015	68	33.83%
2016 to 2023	67	33.33%
	201	100%
Gross Monthly Income		
111,000 and above	20	10%
15,000 - 30,000	68	34%
31,000 - 50,000	48	24%
51,000 - 70,000	13	6 %
71,000 - 90,000	9	5 %
91,000 - 110,000	4	2 %
Confidential	39	19%
	201	100%

Socio-demographics are shown in Table 1. The Age distribution of the nurses indicates a predominantly younger workforce: 20-30 (33%) and 31-40 (48%). These two age groups combined represent a substantial 81% of the nurse population, suggesting that many nurses are relatively early in their careers. This might imply that the nursing profession is attracting younger respondents or that there is a high turnover in the profession, 41-50 (16%). A smaller segment, potentially indicating that fewer nurses remain in the profession past their 40s. Very few nurses fall into the older categories, which may reflect the physically demanding nature of nursing and possible retirements. This analysis can be useful for policymakers, or nursing organizations looking to tailor their services or products to meet the needs

of different age demographics (Achury et al., 2022)

In terms of Gender, the majority of the respondents are female (65%), which is consistent with the global trend in the nursing workforce. Male (34%) and LGBTQ (1%), on the other hand, are less common. However, their presence is still noteworthy, suggesting an evolving perception of gender roles within nursing (Piervisani, 2024).

Reflected Civil status revealed sixty percent (60%), a major portion of the nurses is single, indicating a younger demographic once again. This statistic might mean less financial commitment and could speak to a willingness to pursue further education or career advancement. Married (37%) represents stable family units but may also indicate potential

work-life balance challenges. Annulled, Divorced, and Separated (1% each). The low rates here may suggest a community that values family or career commitments, or possibly an underreporting of sensitive issues. The small proportion of separated respondents may indicate that couples are more likely to resolve their issues or seek counseling rather than formally separating. These data are limited to a small sample size and may not be representative of the larger population (Montilijao & Arnibal, 2024).

An overwhelming majority in terms of citizenship (93.5%) are Filipino, emphasizing the localized talent pool in nursing. The presence of a few other citizenships indicates limited diversity. This indicates that the majority of the population in the samples are Filipino, likely reflecting a Filipino-centric community or sample selection (Khajoei, Jokar & Vasli, 2024).

It can be gleaned in Table 1 that the majority of respondents are Roman Catholic (79%). It reflects the cultural context in which these nurses operate. The high percentage suggests a community with deep-rooted traditions, which could influence work ethics and values. This is a significant concentration, indicating that Roman Catholicism is the predominant religion in this community, which is consistent with the religious profile of countries like the Philippines, where Roman Catholicism is the major religion. Other religions (Iglesia ni Cristo, Muslim, Protestant), represent a small percentage, indicating a largely homogenous religious demographic primarily tied to the predominant religion (Olorunfemi & Osunde 2024).

Most nurses reside in the National Capital Region at 81%, suggesting that this area is a hub for healthcare workers, likely due to better job opportunities and facilities. The data about provincial addresses are diverse yet show significant proportions from Calabarzon (28%) and Cagayan Valley (21.5%). They showcase that while many live in NCR, nurses hail from various regions, indicating a remote recruitment and mobilization of the workforce. A notable majority have the same mailing address as their city address (63%), reflecting stability in housing and community ties. The distribution of addresses show a clear dominance of re-

spondents residing in the NCR (81%), suggesting that the community is largely urban-centered (Wegener & Schmidt, 2024).

In the social media presence of the respondents, the overwhelming presence on Facebook at 97% suggests that nurses can leverage social media for professional networking, community support, or even education. This suggests a more focused digital behavior, where most respondents do not feel the need to diversify their social media presence (Kubák et al., 2024). On the flip side, only 26% use Instagram and just one nurse has a Twitter account, indicating that other platforms are less popular for professional engagement (Li et al., 2022).

The distribution across batches shows a fairly even spread among more recent graduates (2009 to 2023 contributing to 67%) versus those from earlier batches, suggesting recent expansions in nursing education or program popularity. In a study by Mamaril et al. (2025), it claimed that the batches indeed are significant as this may imply understanding of career pursuits among the alumni.

The income distribution reveals that 34% of nurses earn between 15,000 - 30,000. Remaining income figures suggest a substantial wage disparity, with only 10% earning above 111,000. This may indicate systemic issues in the nursing profession, where many entry-level positions offer low pay, and the higher wages may reflect seniority or specialized roles. Strategies to improve entry-level salaries or provide pathways for advancement may be beneficial (Kalb & Meekes, 2024).

Overall, the demographic profile of Emilian nurses presents a youthful, predominantly female workforce concentrated in urban areas. They exhibit cultural homogeneity, particularly in religion and citizenship, possibly reflective of broader socio-cultural trends in the Philippines. The data suggest opportunities for increasing support for nurse retention and addressing income disparities, all while promoting initiatives to attract diversity in the profession. Addressing these areas could be beneficial to enhance job satisfaction and workforce stability.

Research Question 2: How many among the respondents pursued lifelong learning?

Table 2. Frequency Distribution according to Master Degree

Master's Degree	Count	Percentage
MSN	3	2 %
MSN undergrad	1	0.50 %
MBA	2	1 %
MAN undergrad	2	1 %
MAN`	1	0.50 %
MPH	2	1 %
NA	190	94 %
Total	201	100 %

Table 2 provided the counts and percentages of respondents with various master's degrees, categorized alongside the label "NA" for those who do not hold a relevant degree. The overwhelming majority (95%) of the respondents do not hold any of the master's degrees listed, represented by the count of 190 respondents in the "NA" category. This suggests that the population under consideration may be predominantly respondents who are

not in advanced degree programs or have not pursued postgraduate education. The reflection of these very small subset of respondents who have pursued advanced studies compared to the total population indicates some diversity in the fields of study among the degree holders. However, the scarcity of degree-holders also indicates that many possible advanced educational pathways are relatively unvisited within this dataset (Harley, 2024).

Table 3. Frequency Distribution according to Doctorate Degree taken

Doctorate	Count	Percentage
PhD	1	0.50 %
NA	200	99.50 %
Total	201	100 %

Table 3 outlined the counts and percentages of respondents holding a doctorate degree. A striking 99.50% of the respondents (200 out of 201) do not hold any doctorate degrees, indicating that the great majority of the respondents surveyed has not pursued or obtained a PhD or any equivalent doctorate qualification. The data reflects that only 1 respondent (0.50%) possesses a PhD. The stark

contrast between the numbers of non-degree holders and the single doctorate holder may indicate a general trend of low educational attainment at the doctorate level in this group. This could highlight various social, economic, or institutional factors that influence educational pathways and access to doctoral programs (van Dongen, 2024).

Table 4. Frequency Distribution according to Acquired Special Training

Special Training	Count	Percentage
ORMAT	1	0.50 %
Industrial Hygienist	1	0.50 %
Underwriting	1	0.50 %
FETP FRONTLINE DOH	1	0.50 %
PHA	1	0.50 %
Medical Surgical	1	0.50 %
Saudi Council for Health Specialist	1	0.50 %
Certified Renal Nurse	3	1.50 %

Special Training	Count	Percentage
Medical Office Assistant	1	0.50 %
International Health	1	0.50 %
BLS, ACLS	4	2 %
ANSAP IVT	2	1 %
NRP	1	0.50 %
United Health	1	0.50 %
Philippine Red Cross	1	0.50 %
Emergency Medical Technician	1	0.50 %
Lactation Nurse	1	0.50 %
Clinical Toxicology	1	0.50 %
DIV 2 Nurse	1	0.50 %
HIV Counsellor	1	0.50 %
Epidemiology & Disease Surveillance	1	0.50 %
Basic Safety, First Aid	1	0.50 %
NONE	12	6 %
Not Applicable	161	80 %
Total	201	100 %

It can be gleaned in Table 4 the counts and percentages of respondents who have undergone special training across various categories. It also includes respondents with no special training or for whom special training is noted as not applicable. A significant majority (80%, or 161 respondents) indicated "Not Applicable," implying that a large part of the population may not have had roles or opportunities that required special training, or they may simply not have pursued additional training

beyond their primary qualifications. The presence of various specialized training, although few in number, indicates a variety of fields of expertise within the small group of trained respondents. The most common training is in BLS and ACLS (4 respondents), highlighting a potential focus or requirement for basic and advanced life support skills in health-related professions (Shen & Feng, 2024; Zhang, Liu, & Cheng, 2024).

Table 5. Frequency Distribution according to Reason for Pursuing Graduate Studies

Reason for Pursuing Graduate Studies	Count	Percentage
For collaboration and network development	1	0.50 %
For personal/professional development	92	46 %
Others	104	51.50 %
For promotion	4	2 %
Total	201	100 %

Table 5 revealed the reasons respondents have for pursuing graduate studies, including counts and percentages of each reason among a total of 201 respondents. The category labeled "Others" accounts for 51.50% (104 respondents), indicating that many respondents have motivations that do not fit neatly into the provided categories. This could imply a variety of unique or diverse reasons for pursuing graduate studies, such as exploring passions,

pursuing specific fields of interest, or addressing personal aspirations not directly related to collaboration or promotion. The reasons for collaboration/network development (0.50%) and for promotion (2%) are very low in comparison to other categories. This suggests that while collaboration and networking are important, they are not the primary motivators for most respondents in this cohort

(Wang, Ge, Chu, & Xu, 2024; Wynne & Garrow, 2024).

Research Question 3: What are the career pathways of EAC alumni nurses, including their job roles, industries, and specializations?

Table 6. Frequency Distribution according to Current Employment Status

Currently Employment Status	Count	Percentage
No	34	17 %
Yes	167	83 %
Total	201	100 %

As illustrated in Table 6 the current employment status of respondents within a group of 201 respondents, detailing counts and percentages of those who are employed versus those who are not. A significant majority, 83% (167 respondents), reported that they are currently employed. This indicates a strong employment status among the respondents and suggests that the majority of respondents in this cohort are engaged in the workforce. Conversely, only 17% (34 respondents) are not

employed. This relatively low percentage may reflect favorable job market conditions for the group or may suggest that the surveyed respondents possess qualifications and skills that are in demand. This information is valuable for understanding the broader context of workforce engagement and can contribute to discussions on economic stability, job market conditions, and educational alignment with industry needs (Friese, Medvec, & Marriott, 2024).

Table 7. Frequency Distribution according to Reasons for Unemployment

Reason for Unemployment	Count	Percentage
Advance or further study	12	6 %
Did not look for job	8	4 %
Family concern and decided not to find a job	11	5.50 %
Lack of work experience	1	0.50 %
N/A (for currently employed)	169	84 %
Total	201	100 %

Data in Table 7 summarized the distribution of respondents based on their reasons for being unemployed. Majority Unemployed for 'N/A' Reasons; a significant portion of the sample, 169 respondents (or 84%), fall under the N/A (for currently employed) category. This indicates that a large majority of the population is employed, leaving a smaller number who are unemployed. Limited Reasons for Unemployment; among those who are unemployed, the most common reason is "Advance or further study," cited by 12 respondents (or 6%). This indicates that some respondents may choose not to work to pursue additional education. The second reason is "Family concern and decided not to find a job," with 11 respondents (or 5.50%), which may reflect personal or familial priorities that take precedence over

employment. The category "Did not look for a job" has 8 respondents (or 4%), suggesting a lack of motivation or circumstances preventing job searches. Very Few Citing Lack of Experience; only 1 respondent (or 0.50%) cites lack of work experience as a reason for unemployment, indicating that this is not a significant barrier for most unemployed respondents in this sample. Results revealed that Understanding Unemployment Motivations; the variety of reasons for unemployment suggests that respondents may prioritize education or personal circumstances over immediate job acquisition. Educational institutions and workforce programs could consider these motivations when designing support services. Potential for Educational Programs; since a notable percentage of unemployed respondents are pursuing

further studies, institutions could promote flexible learning options that accommodate working students or those looking to further their education while managing other responsibilities. Exploring Job Search Behavior; the small percentage of respondents who did not look for

a job highlights an area for potential intervention. Programs aimed at motivating job seekers, providing skills training, and enhancing job search strategies could be beneficial (Condes & Lachica, 2022).

Table 8. Frequency Distribution according to Designation

DESIGNATION	Count	Percentage
ACADEME NON NURSING	3	1.50 %
ACADEME NURSING	4	2 %
ADMIN NON NURSING	7	3 %
MANAGERIAL NURSING	35	17 %
BPO HEALTHCARE	3	1.50 %
COMPANY NURSE	4	2 %
EMPLOYEE NON NURSING	2	1 %
HEALTH CARE NON NURSING	3	1.50 %
DOCTOR	1	0.50 %
MEDICAL REPRESENTATIVE	1	0.50 %
MILITARY NURSE	2	1 %
NA	34	17.50 %
NONE	1	0.50 %
PRIVATE NURSE	2	1 %
SPECIALTY NURSE	5	2.50 %
STAFF NURSE	89	44.50 %
OTHERS	5	2.50 %
TOTAL	201	100 %

Table 8 listed a breakdown of respondents based on their designations within their respective organizations. The largest group, 89 respondents (44.50%), holds the designation of Staff Nurse. This reflects the critical role of staff nurses in healthcare settings and indicates that most respondents in this sample are directly involved in patient care. Managerial Nursing Positions; Managerial Nursing roles account for 35 respondents (17.50%), highlighting a significant presence of nurses in leadership and administrative roles within healthcare organizations. This suggests opportunities for advancement and specialization in nursing careers. The representation in academic roles is low, with 3 respondents (1.50%)

in Academe Non-Nursing and 4 (1.99%) in Academe Nursing. This indicates limited engagement in teaching roles within the nursing profession among the sample group. The frequency distribution of designations illustrates that the nursing workforce is predominantly composed of staff nurses, with a notable number in managerial positions. This distribution highlights the importance of supporting nursing professionals in their career development while also recognizing opportunities to enhance engagement in academia and other sectors. Understanding the dynamics of these designations can inform strategies for workforce planning and professional development in the nursing field (Rekha, 2020; Saletnik, 2020).

Table 9. Frequency Distribution according to Employment Type

Employment Type	Count	Percentage
Non-Government Organization (NGO)	8	4 %

Employment Type	Count	Percentage
Private	141	70 %
Public/Government	52	26 %
Total	201	100 %

The distribution of respondents based on their employment type within the total sample of 201 respondents is reflected in Table 9. The Private sector employs the largest proportion of respondents, with 141 out of 201 (70%) working in this category. This indicates a strong preference or availability of nursing roles in private healthcare institutions compared to public or non-governmental organizations. Significant Representation in Public/Government: Public/Government employment accounts for 52 respondents (26%), which reflects a notable portion of the workforce involved in public health services. This underscores the important role of government

healthcare facilities in providing employment opportunities for nursing professionals. Limited Engagement in NGO Sector the NGO sector has the least representation, with only 8 respondents (4%). This suggests that nursing professionals may have fewer opportunities or interests in working for non-governmental organizations compared to private and public sectors. Results imply that: Strengthening Private Sector Opportunities; the high percentage of respondents in the private sector may indicate the availability of more diverse roles, better compensation, or working conditions that attract nursing professionals (Cubelo et al., 2024).

Table 10. Frequency Distribution according to Employment Status

Employment Status	Count	Percentage
casual/job order	6	3 %
Others	25	12.50 %
Part-time	9	4.50 %
Project-based	1	0.50 %
Regular/Full-time	157	78 %
Self employed	3	1.50 %
Total	201	100 %

Table 10 focused on the distribution of respondents based on their employment status. The data is presented as follows: Prevalence of Regular/Full-Time Employment; the majority of respondents, 157 out of 201 (78%), are in regular or full-time positions. This indicates a strong preference or availability of stable, full-time employment within the nursing workforce, which is crucial for job security and benefits. Minor Representation in Casual and Part-Time Roles; only 6 respondents (3%) are employed on a casual/job order basis, while 9 respondents (4.48%) hold part-time positions. These low numbers suggest limited flexibility in employment options for nursing professionals who may seek alternative work arrangements. Small Number of Self-Employed and

Project-Based Workers; the number of self-employed respondents is also low at 3 (1.50%), as is the count for project-based employment at 1 (0.50%). This indicates that self-employment and project-based roles are not common choices within this group. Diversity in Employment Status; the "Others" category accounts for 25 respondents (12.50%), reflecting a variety of employment statuses that do not fit neatly into the defined categories. Results imply: Focus on Full-Time Opportunities; the high percentage of regular/full-time employment suggests that nursing organizations are likely providing substantial job security and benefits, which are attractive to professionals in the field. Employers may continue to prioritize full-time positions to attract and retain talent. Lim-

ited Flexibility for Nurses; the low representation of part-time and casual roles may indicate a lack of flexible working arrangements in the nursing field. Exploring opportunities for part-time or flexible schedules could help meet the needs of nurses seeking work-life balance. Support for Diverse Employment Options; given

the diverse nature of the "Others" category, there may be opportunities to better understand and support alternative employment arrangements for nursing professionals. Tailoring programs to accommodate freelance or contract work could diversify employment pathways (Dzomeku et al., 2024).

Table 11. Frequency Distribution according to Type of Organization

Organization	Count	Percentage
BPO	12	6 %
DIALYSIS CENTER	7	3.50 %
Government Clinic	1	0.50 %
Government Hospital	25	12.50 %
Government Institution	2	1 %
Homecare	1	0.50 %
Industrial	5	2.50 %
N/A	31	15.50 %
Non Nursing	5	2.50 %
Industrial	2	1 %
Nursing School/University	2	1 %
Overseas	27	13 %
Private Clinic	4	2 %
Private Healthcare Institution	13	6.50 %
Private Hospital	64	32 %
Total	201	100 %

It can be gleaned from Table 11 the distribution of respondents based on their type of organization of employment. Most respondents are employed in Private Hospitals, with 64 respondents (32%) indicating that this sector is a significant employer within the nursing profession in this sample. Government Institutions: Government Hospital employment accounts for 25 respondents (13%), reflecting a substantial but smaller proportion compared to private hospitals. This suggests that government healthcare facilities play an important role in employing nursing professionals. Overseas Employment: a notable number of respondents are employed overseas (27 respondents, 13%), highlighting the trend of nursing professionals seeking opportunities abroad. This could be driven by factors such as better compensation, career advancement, and different working conditions. Limited Representation in Certain

Organizations; Organizations such as Government Clinic and Homecare have very low representation (1 respondent each, 0.50%). Similarly, other types of organizations like Nursing school/University and Industrial have limited counts, suggesting they are not primary employment sources for the respondents in this sample. The frequency distribution of employment by organization type reveals a strong inclination towards private hospitals among nursing professionals, with a notable number also employed in government facilities and overseas. The diversity of employment options illustrates the various paths available to nursing graduates, while the significant N/A category highlights potential areas for further research. Understanding these dynamics can help inform strategies for workforce development, retention, and career guidance in the nursing profession (Nasser, 2024).

Table 12. Frequency Distribution according to Field of Specialization

Field	Count	Percentage
Adult Intensive Care Unit (ICU) Nurse	8	4 %
Clinic Nurse	8	4 %
Community Health Nurse/Health Center Nurse	9	4.50 %
Endoscopy Unit	2	1 %
Geriatric Nurse	2	1 %
Heart Care Services (ECG Tech, Echo Tech etc.)	2	1 %
Hemodialysis Unit Nurse	14	7 %
Medical-Surgical Ward Nurse	23	11.50 %
Medicine Ward Nurse	12	6 %
N/A (for Non-Nursing)	32	16 %
Obstetrical-Gyne Nurse (Delivery Room, OB Ward)	12	6 %
Neonatal Intensive Care Unit (NICU) Nurse	3	1.50 %
Occupational Nurse/Company Nurse	4	2 %
Operating Room (OR) Nurse	15	7 %
Option 26	4	2 %
Others	40	20 %
Outpatient Department (OPD) Nurse	4	2 %
School Nurse	1	0.50 %
Surgery Ward Nurse	5	2.50 %
Mental Health Nurse	1	0.50 %
Total	201	100 %

The distribution of respondents based on their field of specialization within the nursing profession is shown in Table 12. The data show a diverse range of nursing specializations, with various fields represented in the sample. The highest number of respondents reported being in the "Others" category, comprising 40 respondents (20%), indicating a variety of nursing roles not specified in the predefined categories. Most Common Specializations; the Medical-Surgical Ward Nurse category has the highest count of 23 respondents (11.50%), followed by Hemodialysis Unit Nurse with 14 respondents (7%). These specializations are integral to the healthcare system, suggesting significant employment in these areas. Less Common Specializations; Specializations such as Endoscopy Unit, Geriatric Nurse, and Heart Care Services

have only 2 respondents (1%) each. This indicates that these fields may have fewer professionals compared to more common nursing roles. The frequency distribution illustrates a broad spectrum of nursing specializations, with a significant number engaged in critical areas such as Medical-Surgical Nursing and Hemodialysis. The presence of a notable "Others" category and respondents in non-nursing roles indicates a diverse workforce that could benefit from targeted educational programs and career support services tailored to their specific needs and career aspirations. Understanding these dynamics can enhance the alignment of nursing education with workforce demands and improve overall professional satisfaction (Tiliander et al., 2024; Zhang et al., 2024).

Research Question 4: What proportion of alumni pursued career paths outside of nursing and what factors influenced their decisions?

Table 13. Frequency Distribution according to Nature of Work

Nature of work	Count	Percentage
Non-Nursing	35	17 %
Nursing	166	83 %
Total	201	100 %

Table 13 presented the distribution of respondents based on the nature of their work. Significant majority, 166 respondents (or 82.59%), are employed in nursing roles. This suggests that a large portion of the population is directly engaged in healthcare, likely reflecting the training and education they have received in nursing programs. Minority in Non-Nursing Roles; only 35 respondents (or 17%) are working in non-nursing roles. This relatively small percentage indicates that most respondents in this group have pursued careers directly related to their nursing qualifications.

The frequency distribution indicates a strong alignment between the nature of work and the educational background of respondents in this sample, with 83% employed in nursing roles. The low representation in non-nursing positions suggests that the nursing profession remains a primary career path for this population. Understanding the dynamics and motivations behind this distribution can help educational institutions and healthcare organizations better support both current and future nursing professionals (Nasser, 2024).

Table 14. Frequency Distribution according to Other Non- Nursing Fields

Non Nursing Other Fields	Total	Percentage
Academe/education	6	3 %
BPO	5	2.50 %
Business	5	2.50 %
Caregiver	1	0.50 %
Construction	1	0.50 %
Medical Rep	1	0.50 %
Freelance	1	0.50 %
Government employee	2	1 %
EMS	1	0.50 %
Health Care Aid	3	1.50 %
HMO	3	1.50 %
Health Care Virtual Assistant	2	1 %
Hospitality	1	0.50 %
Housewife	1	0.50 %
Medical coder	2	1 %
Midwife	1	0.50 %
Military	1	0.50 %
Not applicable	156	77 %
None	5	2.50 %
Safety office	1	0.50 %
Regulatory affairs specialist	1	0.50 %
Medicine student	1	0.50 %
Total	201	100 %

The distribution of respondents based on their employment in non-nursing fields is shown in Table 14. A significant majority, 156 respondents (77%), fall under the Not Applicable category, indicating that these respondents are likely not working in any non-nursing field or have not reported their involvement in such roles. This implies a strong emphasis on nursing positions among the respondents. Limited Representation Across Fields; the fields with the highest counts outside of nursing are Academe/Education (6 respondents, 3%), BPO and Business (5 respondents each, 2.50%). The representation in these fields is relatively small, indicating that very few respondents have pursued careers outside of nursing. Sparsity of Other Non-Nursing Roles; Many other non-nursing roles, such as Caregiver, Construction, Medical Representative, and Freelance, have only 1 respondent each (0.50%), suggesting these areas are not significant employment paths for this population. Specialized Roles; There are a few specialized roles like Medical Coder, Health Care Virtual Assistant, and Government Employee that have slightly higher

representation, but they still reflect low percentages overall. Results imply: Career Counseling and Support; given the overwhelming majority in the Not Applicable category, there is a potential need for career counseling services to help nursing professionals explore non-nursing career options, should they wish to diversify their skills or explore different employment avenues. The frequency distribution illustrates that the majority of respondents in this sample are focused on nursing careers, with a very small representation in non-nursing fields. The high percentage in the Not Applicable category indicates that nursing remains a primary career path for these respondents. This data underscores the importance of supporting nursing professionals in their career development while also providing avenues for exploring non-nursing roles if desired. Understanding the dynamics of their career choices can help educational institutions and workforce programs better tailor their services to meet the needs of nursing professionals (Tiliander et al., 2024; Zhang et al., 2024).

Research Question 5: What was the chosen country of destination by Emilian Nurses?

Table 15. Frequency Distribution according to Locale of Employment

Locale of Employment	Count	Percentage
Canada	7	3.50 %
Germany	2	1 %
Middle East (Saudi Arabia, UAE, Abu Dhabi, Dubai, Oman, Qatar etc.)	11	5.50 %
Others	12	6 %
Philippines	145	72 %
United Kingdom (UK)	4	2 %
United States of America (USA)	18	9 %
Singapore	2	1 %
Total	201	100 %

The data in Table 15 presented the distribution of respondents based on their locale of employment. Majority of respondents, 145 (72%), are employed in the Philippines. This indicates that a significant portion of the nursing workforce remains within the country, which may reflect local job availability, preference, or other socio-economic factors. International Employment; a notable number of

respondents are working abroad, with the United States having the highest representation among international locales, employing 18 respondents (8.96%). The Middle East follows, with 11 respondents (5.50%), while Canada and the United Kingdom have smaller representations, at 7 (3.50%) and 4 (2%), respectively. Minor Presence in Other Regions; the Others category includes 12 respondents (6%)

who are likely working in unspecified locations, indicating some diversity in employment locales beyond the major countries listed. Limited Employment in Specific Countries; Countries such as Germany and Singapore have very few representatives (2 respondents each, 1%), indicating that these may not be popular destinations for nursing professionals in this sample. Results imply: Support for Domestic Employment; given the strong preference for employment within the Philippines, there may be a need for continued support in enhancing job opportunities and working conditions for nurses in the local healthcare system. The fre-

quency distribution of employment locales illustrates a strong inclination for nurses to work within the Philippines, with a smaller but significant number pursuing opportunities abroad. This distribution underscores the importance of supporting local employment initiatives while also recognizing the value of international experience for those who choose to work overseas. Understanding the dynamics of these choices can help inform strategies to enhance job satisfaction and career development within the nursing profession (Bernard, et al 2024).

Research Question 6: What are the valuable feedbacks from Emilian Alumni Nurses regarding the BSN program?

Table 16. Frequency Distribution of respondents that are Most Helpful in BSN Curriculum

Most Helpful in Curriculum	Count	Percentage
AHSE	2	1 %
ALL	36	18 %
Anatomy	3	1.50 %
Community Health Nursing	9	4.50 %
Fundamentals of Nursing Practice	4	2 %
INP	2	1 %
LECTURES	13	6 %
Maternal and Child Nursing	5	2.50 %
Medical-Surgical Nursing	24	12 %
NA	56	28 %
NONE	1	0.50 %
Pharma	2	1 %
Related Learning Experience (RLE)	24	12 %
RLE & LECTURE	6	3 %
Skills lab	6	3 %
Therapeutic Communication	2	1 %
Time management	1	0.50 %
Values	5	2.50 %
Total	201	100 %

The frequency distribution of respondents that are most helpful in the Bachelor of Science in Nursing (BSN) curriculum are summarized in Table 16. The most frequently mentioned answer is Not Applicable, accounting for 28% of the responses. This suggests that understanding patient assessments is a crucial part of the BSN curriculum. While areas such as Time

Management and NONE received the lowest feedback, indicating that these may not be seen as essential or perhaps need more emphasis in the curriculum. The data suggests that while various respondents contribute to the overall learning experience in a BSN program, some respondents like Nursing Assessment, Medical-

Surgical Nursing, and Related Learning Experiences are seen as particularly beneficial. This analysis could guide curriculum development

by highlighting areas that may require more focus or enhancement (Pitkänen, 2024).

Table 17. Frequency Distribution of respondents that are Unhelpful in the BSN Curriculum

UNHELPFUL IN CURRICULUM	Count	Percentage
Community Health Nursing	4	2 %
Maternal and Child Nursing	1	0.50 %
Medical-Surgical Nursing	1	0.50 %
Not Applicable	165	82 %
NONE	16	8 %
NON-MEDICAL respondents	8	4 %
Research	2	1 %
ROTC	2	1 %
The online set up during the pandemic	2	1 %
Total	201	100 %

The frequency distribution of respondents that are perceived as unhelpful in the Bachelor of Science in Nursing (BSN) curriculum are presented in Table 17. The most dominant feedback of the respondents is Not Applicable with the highest counts of 165 respondents (82%). This suggests that many students find either none of the respondents is unhelpful or have others in mind. Maternal Child Nursing and Medical-Surgical Nursing each have 1 response

(0.50%), indicating very few students find these respondents unhelpful. The feedback from the respondents provide deeper insights into why graduates, like them, found the variables in Table 17 unhelpful, leading to more targeted improvements. Hence, engaging alumni in discussions about their experiences with the unhelpful variables in the BSN curriculum may provide actionable insights (De Luzuriaga-Balaria & Cleofas, 2024).

Table 18. Frequency Distribution of Recommendations/Comments by Respondent Alumni

Recommendations/Comments	Count	Percentage
Grateful	20	10 %
Recommended additional enhancement and innovations	25	13 %
Excellent Service	37	18 %
No response	43	21 %
Not applicable	76	38 %
Total	201	100 %

Table 18 summarizes the recommendations and comments from respondents along with their counts and percentages. The most prevalent response was "Not applicable," with 76 respondents (38%) selecting this option. This suggests a significant portion of respondents either felt that the recommendations or comments did not pertain to their experience or did not have suggestions relevant to the curriculum. Positive Feedback, the category

"Excellent Service" received 37 responses (18%), indicating a relatively strong appreciation for the services provided. "Grateful" and "Recommended additional enhancement and innovations" also show positive feedback, with 20 (10%) and 25 (13%) responses, respectively. Neutral and Negative Feedback, "No response" accounted for 43 respondents (21%), indicating that a portion of the audience chose not to provide feedback. The data implies that

while there are positive sentiments, a significant number of respondents either did not engage with the feedback process or found it unnecessary. Addressing "Not Applicable" Responses; the high percentage of respondents selecting "Not applicable" suggests the need for clarity in the feedback solicitation process (Song et al., 2024).

Conclusion and Recommendations

Results revealed that the majority have remained to work in the Philippines at 72% while a number of Emilian nurses have chosen to work in the United States of America at 8.9%. Seventeen percent (17%) of the respondents diverted to other career pathways or non-nursing jobs, with a predominance of Nursing graduates settling with their chosen career (83%). In "Enhancing Positive Comments," a notable portion of respondents expressed gratitude and satisfaction, which can be considered by the institution to showcase these positive comments to reinforce what is working well. Additionally, analyzing the recommendations for "enhancements and innovations" could lead to actionable improvements in the curriculum. And, in "Encouraging Engagement," the relatively high count of "No response" indicates potential disengagement or confusion about the feedback process.

Nonetheless, the results of this study recommend a strong commitment to our nursing leaders both in the academe and in the practice, to collaborate not only for quality nursing education but also for quality nursing practice. Nursing leaders around the world can effect change as to educating not only the next generation of nurses but also the society, including policy makers whether in private or in government institutions, especially on promulgating relevant policies which are beneficial to producing nurses with high caliber both in nursing education and in nursing practice.

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