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Career Pathways of BSN Graduates from Basilan State College: A Tracer Study

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Abstract

This tracer study investigates the career pathways of Bachelor of Science in Nursing (BSN) graduates from Basilan State College (BSC) between 2022 and 2024. Guided by the Social Cognitive Career Theory (SCCT), the study employed a quantitative, descriptive, cross-sectional design using an online survey to collect data on employment status, job roles, challenges in job searching, job satisfaction, and perceived relevance of the BSN program. Findings revealed a high overall employment rate (67.3% full-time, 17.6% part-time), with hospitals and clinics being the primary employers. A significant portion of graduates (24.8%) sought employment in Saudi Arabia, highlighting the influence of international job markets. While most graduates worked in nursing-related fields and expressed satisfaction with their jobs, a notable percentage reported neutral job satisfaction. Lack of relevant work experience, intense job competition, and difficulty finding jobs in preferred locations were identified as major challenges. The study concludes that BSC's BSN program effectively prepares graduates for nursing careers, but emphasizes the need for enhanced internship programs, strengthened career services, and further investigation into factors influencing job satisfaction. Recommendations include bolstering practical experience opportunities, providing comprehensive career support, promoting lifelong learning, and regularly conducting tracer studies to adapt to evolving workforce demands.

Keywords: Tracer Study, Nursing Education, Career Pathways, BSN Graduates, Philippines, Employment Outcomes, Basilan State College, Social Cognitive Career Theory (SCCT), Job Satisfaction, Challenges, Job Search, Curriculum Relevance, Higher Education, Labor Market, Graduate Employability, International Employment, Professional Development, Medical-Surgical Nursing, Community Health Nursing,

Chapter 1: Introduction

Background of the Study

The Philippines faces a persistent challenge in aligning higher education outcomes with the demands of the labor market. A significant number of college graduates struggle to find employment directly related to their field of study, leading to high unemployment rates among recent graduates (Miguele SUPREMO, 2025). This mismatch between

academic training and industry needs is particularly pronounced in certain fields, highlighting the need for continuous evaluation and improvement of educational programs to ensure graduates possess the necessary skills and competencies for successful career transitions. This is especially true for professions like nursing, where the demand for qualified professionals is consistently high, yet the preparedness of graduates for the realities of the workplace remains a critical concern (Owens, 2018).

Tracer studies play a crucial role in bridging this gap between education and employment. By tracking the career paths of graduates, these studies provide valuable insights into the effectiveness of educational programs and their alignment with industry requirements (Abella et al., 2024; Ontok-Balah, 2023; Pardo & Relon, 2023). They offer a mechanism for identifying strengths and weaknesses in curricula, informing necessary adjustments to better equip graduates for the job market and ensuring that educational investments translate into successful and fulfilling careers (Andig & Canencia, 2020, pp. 926–937; Mamaril et al., 2025). Furthermore, tracer studies can reveal the challenges graduates face in their initial job searches and career development, providing crucial information for developing targeted interventions and support systems (Jessup et al., 2021; Raquel et al., 2019).

Basilan State College (BasSC), as a higher education institution committed to producing competent and globally competitive graduates, recognizes the importance of understanding the career pathways of its Bachelor of Science in Nursing (BSN) graduates. The nursing profession in the Philippines, while experiencing high demand, also faces challenges such as high attrition rates and the need for continuous

professional development (Tabuñar & Sacdalan, 2025, pp. 85–98). Therefore, a comprehensive understanding of the employment experiences of BSC's BSN graduates is essential for improving the curriculum, enhancing student support services, and ultimately contributing to the development of a robust and sustainable nursing workforce in the region and beyond. This tracer study aims to address this need by providing a detailed analysis of the career trajectories of BSN graduates from BSC, offering valuable insights for the college, its students, and stakeholders in the nursing profession.

Research Questions

This study seeks to answer the following research questions:

1. **What is the employment status of BSN graduates from Basilan State College?** This question explores the overall employment rate and identifies the proportion of graduates employed in nursing-related versus non-nursing-related fields.

2. **What are the career pathways and job roles of employed BSN graduates from Basilan State College?** This question delves into the specific types of jobs held by graduates, their career progression, and any observed trends in their career trajectories.

3. **What challenges, if any, did BSN graduates from Basilan State College encounter in their job search and career development?** This question aims to identify obstacles faced by graduates during their transition from education to employment, including factors such as skill gaps, lack of experience, and difficulties in securing employment.

Theoretical Framework: Social Cognitive Career Theory (SCCT)

This study utilizes Social Cognitive Career Theory (SCCT) as its primary theoretical framework. SCCT, developed by Lent, Brown, and Hackett (1994), provides a comprehensive model for understanding career development. It posits that career choices and outcomes are not solely determined by individual traits but are a complex interplay of personal factors, environmental influences, and self-efficacy beliefs.

Core Components of SCCT:

● **Self-efficacy:** This refers to an individual's belief in their ability to successfully perform specific tasks or behaviors related to their career. In the context of BSN graduates, self-efficacy encompasses their belief in their ability to secure employment, perform their job duties effectively, and advance in their careers. High self-efficacy is expected to be associated with better career outcomes. (Brown & Lent, 2019, pp. 563–578; Lent & Brown, 2013, pp. 557–568)

● **Outcome expectations:** These are the anticipated consequences of engaging in specific career-related behaviors. For BSN graduates, outcome expectations include their beliefs about the potential rewards (e.g., salary, job satisfaction, career advancement) and challenges (e.g., long hours, stressful work environment) associated with different career paths. Positive outcome expectations are likely to motivate graduates to pursue certain career options. (Brown & Lent, 2019, pp. 563–578; Lent & Brown, 2013, pp. 557–568)

● **Interests:** These are the activities and tasks that individuals find enjoyable and engaging. SCCT suggests that interests influence career choices by shaping individuals' self-efficacy beliefs and outcome expectations. BSN graduates' interests in specific areas of nursing (e.g., pediatrics, geriatrics, critical care) may influence their job choices and career paths. (Brown & Lent, 2019, pp. 563–578; Lent & Brown, 2013, pp. 557–568)

● **Goals:** These are the specific career-related objectives that individuals set for themselves. Goals are influenced by self-efficacy, outcome expectations, and interests. The study will examine the goals set by BSN graduates and how these goals relate to their actual career paths. (Brown & Lent, 2019, pp. 563–578; Lent & Brown, 2013, pp. 557–568)

● **Environmental influences:** These encompass the social and contextual factors that impact career development. For BSN graduates, environmental influences include factors such as family support, access to job opportunities, and the

overall labor market conditions. The study will explore how these factors have influenced the career pathways of BSC's BSN graduates. (Brown & Lent, 2019, pp. 563–578; Lent & Brown, 2013, pp. 557–568)

SCCT provides a robust framework for analyzing the career pathways of BSN graduates from BSC. By examining the interplay of self-efficacy, outcome expectations, interests, goals, and environmental influences, the study can gain a deeper understanding of the factors that contribute to graduates' employment status, career choices, and job satisfaction. The findings can then inform the development of targeted interventions to improve the BSN program and enhance the career success of future graduates. The research questions directly address the key components of SCCT, allowing for a comprehensive assessment of the theory's applicability to the context of BSN graduates in the Philippines. For example, Question 1 assesses employment status, which is directly linked to outcome expectations and self-efficacy. Question 2 explores career pathways and job roles, reflecting the influence of interests and goals. Finally, Question 3 examines challenges encountered, highlighting the impact of environmental influences and self-efficacy on career development.

Conceptual Framework

This study employs a conceptual framework based on Social Cognitive Career Theory (SCCT) to understand the career pathways of BSN graduates from Basilan State

College. The framework illustrates the interplay of various factors influencing

graduates' employment outcomes.
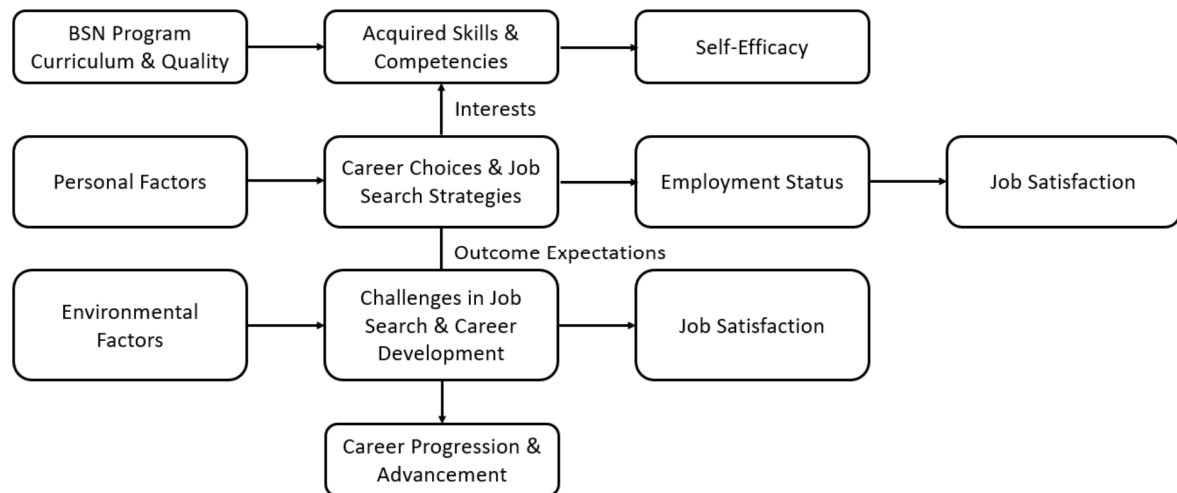
Explanation of Variables and Relationships:

The framework posits that the quality of the BSN program curriculum and the skills and

competencies acquired by graduates directly influence their self-efficacy beliefs.

Personal factors, including interests, goals, and personality traits, further shape their

career choices and job search strategies. Environmental factors, such as labor market

conditions, family support, and access to resources, also play a significant role in

influencing their job search experiences and the challenges they encounter. The

interplay of these factors ultimately determines the graduates' employment status, job

satisfaction, and career progression. Outcome expectations, representing the

anticipated rewards and challenges of different career paths, mediate the relationship between personal factors, career choices, and employment outcomes. The model suggests that a strong BSN program, coupled with supportive personal and environmental factors, will lead to higher self-efficacy, effective job search strategies, successful employment, and ultimately, greater job satisfaction and career advancement. Conversely, weaknesses in any of these areas may contribute to challenges in the job search, lower employment rates, and reduced job satisfaction. The study will investigate these relationships empirically to identify areas for improvement in the BSN program and support services.

Chapter 2: Review of Related Literature

Tracer Studies and Graduate Employability

Tracer studies are essential tools for evaluating the effectiveness of higher education programs and their alignment with labor market demands. These studies track the career paths of graduates, providing valuable insights into employment rates, job roles, and challenges faced during the transition from education to employment. Numerous studies highlight the importance of tracer studies in improving program quality and enhancing graduate employability.

A study by Abella et al. (2024) examined the career trajectories of graduates from the School of Business and Accountancy at Pilgrim Christian College in the Philippines. Their findings revealed that graduates were predominantly employed in private institutions, highlighting the importance of aligning curriculum with industry needs. Similarly, Ontok-Balah (2023) and Pardo & Relon (2023) conducted tracer studies in the Philippines, focusing on teacher education and nursing graduates, respectively. These studies underscored the need for continuous curriculum evaluation and improvement to enhance graduate employability and address challenges faced by graduates in the job market. In the international context, research papers such as those by Jessup et al. (2021) and Raquel et al. (2019) emphasize the role of tracer studies in identifying challenges faced by graduates and informing the development of targeted interventions and support systems. These studies collectively demonstrate the crucial role of tracer studies in bridging the gap between education and employment.

The career pathways and job roles of nursing graduates are diverse and influenced by various factors, including educational background, personal preferences, and labor market conditions. Research papers from both foreign and local contexts shed light on these diverse pathways.

A study by Omwenga et al. (2023) investigated the influence of personal and societal factors on career choices among graduate nurses in Kenya. Their findings revealed that mentorship and parental influence were significant factors, along with personal motivations such as a love for the profession and exposure to caregiving. The study also highlighted the importance of work location as a determinant of attraction and

retention, particularly for graduate nurses in public facilities. In contrast, Ranada et al. (2025) conducted a longitudinal study exploring the career placement and progression of nursing graduates from Emilio Aguinaldo College in the Philippines. Their findings showed that the majority of graduates remained in the Philippines, with a significant number working in the country's healthcare system. These studies, while geographically distinct, underscore the diverse factors influencing career choices and pathways among nursing graduates. Further, the research by Nasser (2024) explored the challenges and future career pathways of diploma-prepared nurses in Saudi Arabia, highlighting the need for policies supporting their professional development and tailored career pathways. This study emphasizes the importance of considering the diverse educational backgrounds of nurses when designing career support systems.

Challenges Faced by Nursing Graduates in Job Search and Career Development

The transition from nursing education to employment is often fraught with challenges. Research papers identify several obstacles faced by graduates during their job search and career development.

Saville et al. (2024) conducted a scoping review examining the barriers to women's equitable career paths in the health sectors of India and Kenya. Their findings revealed that women faced multiple impediments, including discrimination, harassment, and unequal opportunities. The study highlighted the need for gender-transformative interventions to address these barriers and promote women's leadership in the health sector. Similarly, Maghamil (2025) explored the impact of graduate education on

employability and career progression among graduates from La Salle University in the Philippines. The study found that graduate education significantly boosted job security, earnings, and career satisfaction, but also highlighted the importance of aligning graduate programs with workforce demands. Mamaril et al. (2025) conducted a graduate tracer study of nursing graduates from Nueva Ecija University of Science and Technology in the Philippines, focusing on skills utilization and employment outcomes. Their findings indicated that graduates highly valued communication, human relations, and problem-solving skills, suggesting the importance of incorporating these skills into the curriculum. Urio and Nziku (2024) investigated factors influencing career choice and change among graduate students in Dar es Salaam, Tanzania. Their findings revealed that low remuneration, lack of motivation, and job insecurity were significant factors influencing career changes. Emmanuel and Dzisi (2024) examined the effect of graduate unemployment on career development in Ghana, finding that unemployment negatively impacted career development and highlighting the need for curriculum reform to align with current economic and workplace demands. These studies collectively demonstrate the multifaceted challenges faced by nursing graduates during their transition to employment and the need for comprehensive support systems. Furthermore, the research by Bhuyan (2025) explored career pathways in humanities and social sciences in Northeast India, highlighting challenges such as marginalization of research and lack of funding. While not directly related to nursing, this study underscores the broader challenges faced by graduates in various fields.

Social Cognitive Career Theory (SCCT) and Nursing Career Development

The Social Cognitive Career Theory (SCCT) provides a valuable framework for understanding the career development process. This theory emphasizes the interplay of personal factors (self-efficacy, outcome expectations, interests, goals), environmental factors (labor market conditions, social support), and learning experiences in shaping career choices and outcomes.

Lent, Brown, and Hackett (1994) originally proposed SCCT, and subsequent research has expanded its application to various fields, including nursing. Brown & Lent (2019) and Lent & Brown (2013) provide comprehensive reviews of SCCT and its applications. The core components of SCCT—self-efficacy, outcome expectations, interests, goals, and environmental influences—are directly relevant to understanding the career pathways of BSN graduates. For example, a graduate's self-efficacy in their ability to secure a nursing job will influence their job search efforts and ultimately their employment status. Their outcome expectations (e.g., anticipated salary, job satisfaction) will shape their career choices. Their interests and goals will further guide their career paths. Finally, environmental factors such as the availability of jobs and support from family and mentors will play a crucial role in their career success. This study will utilize SCCT as a lens to analyze the data collected from BSN graduates, examining the interplay of these factors in shaping their career trajectories.

Local Context: Philippine Nursing Education and Employment

The Philippine nursing profession is characterized by both high demand and significant challenges. The country is a major exporter of nurses, with many graduates seeking

employment abroad. However, the local nursing workforce also faces challenges such as high attrition rates, inadequate compensation, and stressful work environments.

Tabuñar & Sacdalan (2025) provide insights into the challenges faced by the Philippine nursing workforce, highlighting the need for continuous professional development and improved working conditions. Andig & Canencia (2020) discuss the importance of aligning nursing education with the needs of the healthcare industry in the Philippines. These studies provide a crucial local context for understanding the career pathways of BSN graduates from Basilan State College. The unique challenges and opportunities within the Philippine nursing landscape will be considered in interpreting the findings of this study. The research by Valdez and Argel (2025) on BS Cooperative Management graduates, while not directly related to nursing, provides a valuable example of a local tracer study methodology and highlights the importance of curriculum relevance in enhancing graduate employability. Similarly, the studies by Mondoy and Tantiado (2025) on graduate students' career pathways and Victoriano et al. (2022) on graduate programs at San Pedro College offer further insights into the local context of graduate education and employment in the Philippines. The study by Nemiño, Villamor, and Gibertas (2025) on BSBA graduates also provides a relevant example of a local tracer study focusing on career trajectories and job satisfaction. Finally, the research by Francisco and Aquino (2024) on BSEd graduates and Sanchez et al. (2024) on PhD in Research and Evaluation graduates offer further insights into the local context of graduate education and employment in the Philippines. The study by Cuasito and Sequera (2025)on BS in Electro-Mechanical Technology graduates also provides a relevant example of a local tracer study focusing on employment dynamics and

economic position. The research by Olila, Arroyo, and Candilasa (2024) on MA in Home Economics Education graduates and Montuerto and Arevalo (2024) on BS in Industrial Education graduates further contribute to the understanding of local graduate employment trends. Demafeliz (2025) provides insights into the employment outcomes of BSIT graduates, highlighting the importance of curriculum enhancement and industry partnerships. Finally, the research by Rubio et al. (2025)on the career trajectories of nursing master's graduates and Balitaan et al. (2024) on the employability of nursing graduates from Canossa College offer valuable insights into the specific context of nursing education and employment in the Philippines.

The findings from these studies will inform the interpretation of the data collected and contribute to a deeper understanding of the career pathways of BSN graduates from Basilan State College.

Chapter 3: Methodology

This study employed a quantitative, descriptive, cross-sectional research design. A quantitative approach was deemed appropriate as the study aimed to measure and analyze the employment outcomes and career pathways of BSN graduates, providing numerical data that could be statistically analyzed. The descriptive nature of the study allowed for a comprehensive overview of the then-current employment status and career trajectories of the target population. The cross-sectional design captured data at a single point in time, providing a snapshot of the career pathways of graduates within the specified timeframe.

Research Population, Inclusion and Exclusion Criteria

The research population for this study comprised all BSN graduates from Basilan State College who graduated between the years 2019 and 2024, inclusive.

Inclusion Criteria:

- Graduated with a Bachelor of Science in Nursing (BSN) degree from Basilan State College.

- Graduated within the academic years 2019-2024.

Exclusion Criteria:

- Individuals who did not complete the BSN program at Basilan State College.

- Graduates from years outside the specified range (before 2019 or after 2024).

Sample Size and Sampling Technique

The study aimed to reach as many graduates within the target population as possible. A complete enumeration of the accessible population was attempted. This meant that

the study attempted to contact and collect data from all BSN graduates of BSC from 2019-2024. This approach was chosen to maximize the representativeness of the findings and minimize sampling bias. If contacting all graduates proved infeasible, a convenience sampling method was employed, where graduates who were readily accessible and willing to participate were included in the study.

Data Collection Instrument

An online survey form served as the primary data collection tool for this study. The survey questionnaire was designed to gather information related to the research questions, including:

- Demographic Information: Age, gender, year of graduation.

- Employment Status: Currently employed, unemployed, seeking employment, further studies, etc.

- Job-Related Information (if employed): Current job title, employer, industry, job responsibilities, salary range, job satisfaction, career progression.

- Job Search Experience: Time taken to find first job, methods used to search for jobs, challenges encountered during the job search.

- Career Development: Professional development activities, career goals, perceived relevance of BSN program to current job.

The survey questionnaire consisted of a combination of closed-ended questions (multiple-choice, Likert scale) and open-ended questions to allow for more detailed responses. The questionnaire was pre-tested with a small group of BSN graduates to ensure clarity, validity, and reliability.

Data Collection Procedure

Data collection was conducted through an online survey platform (Google Forms). A link to the online survey was distributed to the target population through various channels, including:

- Official BSC alumni communication channels (email lists, social media groups).

- Collaboration with BSC faculty and staff to reach out to graduates.

Participants were provided with information about the study's purpose, their rights as participants (including anonymity and confidentiality), and instructions on how to complete the survey. Reminders were sent to encourage participation and maximize response rates.

Data Analysis

Data collected from the online survey were analyzed using descriptive and inferential statistics. Frequencies, percentages, means, and standard deviations were used to describe the characteristics of the sample and summarize the findings related to employment status, job roles, and challenges faced by graduates.

Data analysis was performed using statistical software (e.g., SPSS). The findings were presented in tables, charts, and graphs to facilitate interpretation and understanding. Qualitative data from open-ended survey questions were analyzed thematically to identify recurring themes and patterns.

Chapter 4: Results and Discussion

Table 01: Employment Status

	Frequency	Percent
Employed Full-Time (35 hours or more per week)	111	67.3
Employed Part-Time (less than 35 hours per week)	29	17.6
Unemployed, Seeking Employment	22	13.3
Unemployed, Not Seeking Employment	3	1.8

| | Total | 165 | 100.0 |

This table presents the overall employment status of the BSN graduates. A majority (67.3%) are employed full-time, indicating a relatively high employment rate. A smaller proportion (17.6%) are employed part-time, while a combined 15.1% are unemployed, either seeking or not seeking employment. The high percentage of full-time employment suggests a positive outcome, but the reasons for part-time employment and unemployment warrant further investigation. Relating this to the SCCT framework, the employment status reflects the interplay of self-efficacy, outcome expectations, and environmental influences. Those employed full-time may have higher self-efficacy and positive outcome expectations regarding their nursing careers. The unemployed graduates may face challenges related to lower self-efficacy, negative outcome expectations, or unfavorable environmental factors such as limited job opportunities.

Table 02: Type of Employer

	Frequency	Percent
Hospital	97	58.8
Clinic	27	16.4
Educational Institution	11	6.7
Community Health Center	3	1.8
Self-Employed	7	4.2
Other Non-Healthcare	4	2.4
Other Healthcare	3	1.8
Not Applicable	13	7.9
Total	165	100.0

This table details the types of employers hiring BSN graduates. The majority (58.8%) work in hospitals, followed by clinics (16.4%). A smaller percentage are employed in educational institutions, community health centers, or are self-employed. The "Not Applicable" category represents those who are unemployed. The concentration of employment in hospitals and clinics aligns with the typical career paths for nursing graduates. The presence of graduates in other settings, such as educational institutions and community health centers, suggests a degree of diversification in career pathways.

Table 03: Country of Employment

		Frequency	Percent
Philippines		99	60.0
United Arab Emirates		2	1.2
Saudi Arabia		41	24.8
Qatar		1	.6
Ireland		1	.6
Not Applicable		21	12.7
	Total	165	100.0

This table shows the geographical distribution of employment. A majority (60.0%) are employed in the Philippines, while a substantial proportion (24.8%) work in Saudi Arabia. Smaller numbers are employed in other countries. The "Not Applicable" category again represents the unemployed. The significant number of graduates working in Saudi Arabia highlights the international demand for Filipino nurses and the potential influence of higher salaries and better opportunities abroad on career choices. This relates to the outcome expectations component of SCCT.

Table 04: Area of Specialization

	Frequency	Percent
Advanced Practice Nursing	7	4.2
Ambulatory Care Nursing	1	.6
Cardiac Nursing	2	1.2
Critical Care Nursing	5	3.0
Dialysis Nursing	4	2.4
Neonatal Nursing	3	1.8
Oncology Nursing	1	.6
Pediatric Nursing	4	2.4
Gastroenterology Nursing	1	.6
Medical-Surgical Nursing	30	18.2
Obstetrical Nursing	8	4.8
Occupational Health Nursing	1	.6
Orthopedic Nursing	3	1.8
Home Care Nursing	1	.6
Emergency Nursing	11	6.7
Outpatient	12	7.3
Non-Medical	1	.6
Clinical Instruction	7	4.2
General Nursing	11	6.7
Operating Room Nursing	2	1.2
EENT Nursing	2	1.2
Community Health Nursing	13	7.9
Dental Nursing	3	1.8
Intensive Care Nursing	1	.6
Dermatology Nursing	3	1.8
Not Applicable	28	17.0
Total	165	100.0

This table provides a breakdown of the graduates' areas of specialization within nursing. Medical-Surgical Nursing (18.2%) and Community Health Nursing (7.9%) are the most common specializations. A variety of other specializations are represented, though in smaller numbers. The "Not Applicable" category likely includes those who are unemployed. This data further reveals the diversity of career paths within the nursing

profession. The distribution of specializations may reflect the relative demand for specific nursing skills in the job market.

Table 05: Job Relation to BSN Degree

	Frequency	Percent
Yes	151	91.5
No	14	8.5
Total	165	100.0

This table indicates the relevance of the BSN degree to the graduates' current employment. The vast majority (91.5%) are employed in jobs related to their BSN degree, suggesting a strong alignment between education and employment. A small percentage (8.5%) are working in jobs unrelated to their nursing education. This data provides a positive indication of the program's effectiveness in preparing graduates for nursing careers. This finding also relates to the interests and goals components of SCCT, suggesting that most graduates are pursuing careers aligned with their interests and educational goals.

Table 06: Pursued Further Education or Professional Development

	Frequency	Percent
Yes	42	25.5
No	123	74.5
Total	165	100.0

This table shows the proportion of graduates who have pursued further education or professional development. A significant minority (25.5%) have engaged in such activities, while the majority (74.5%) have not. This data provides insights into the graduates' commitment to lifelong learning and career advancement. Pursuing further education or professional development can enhance self-efficacy and improve career prospects, aligning with the SCCT framework.

Table 07: Job Satisfaction

	Frequency	Percent
Very Dissatisfied	9	5.5
Somewhat Dissatisfied	5	3.0
Neither Dissatisfied nor Satisfied	44	26.7
Somewhat Satisfied	45	27.3
Very Satisfied	62	37.6
Total	165	100.0

This table presents the graduates' level of job satisfaction. While the largest single category is "Very Satisfied" (37.6%), a substantial proportion are either "Somewhat Satisfied" (27.3%) or "Neither Dissatisfied nor Satisfied" (26.7%). A smaller percentage express dissatisfaction. This data reflects the outcome expectations component of SCCT. The reasons for varying levels of satisfaction warrant further investigation, potentially through qualitative data from open-ended survey questions.

Table 08: Preparation of BSN Program for Current Job

	Frequency	Percent
Irrelevant	1	.6
Somewhat Irrelevant	0	0
Neutral	17	10.3
Somewhat Relevant	31	18.8
Very Relevant	116	70.3
Total	165	100.0

This table assesses the perceived relevance of the BSN program in preparing graduates for their current jobs. A large majority (70.3%) consider the program "Very Relevant," while a smaller proportion find it "Somewhat Relevant" or "Neutral." A very small percentage find it "Irrelevant." This data provides a positive evaluation of the program's effectiveness. This finding relates to the self-efficacy component of SCCT, as graduates who feel well-prepared are likely to have higher self-efficacy in their nursing roles.

Table 09: Challenges Faced During Job Search

	Frequency	Percent
Lack of Relevant Work Experience	85	55.9
Intense Competition for Jobs	33	21.7
Difficulty Finding Jobs in Preferred Location	32	21.1
Lack of Necessary Skills	2	1.3
Total	152	100.0

This table presents the challenges encountered by BSN graduates of Basilan State College during their job search. The most frequently cited challenge was "Lack of

Relevant Work Experience" (85 respondents, 55.9%), followed by "Intense Competition for Jobs" (33 respondents, 21.7%) and "Difficulty Finding Jobs in Preferred Location" (32 respondents, 21.1%). Only a small number of respondents (2, 1.3%) indicated "Lack of Necessary Skills" as a challenge. Some respondents selected more than one problem. Additionally, there were custom responses provided by some graduates, which are not reflected in the aggregated table but provide valuable qualitative insights. These custom responses included specific examples of challenges, such as difficulty finding jobs in a preferred location due to unfamiliarity with the area, or the challenge of securing well-paying jobs in public hospitals versus private hospitals. These findings suggest that while the BSN program at BSC appears to equip graduates with the necessary skills, the lack of relevant work experience and the competitive job market pose significant challenges for graduates entering the workforce. This highlights the importance of providing internship opportunities and career guidance to students to better prepare them for the job search process. The difficulty in finding jobs in preferred locations may be related to factors such as family ties, limited job opportunities in certain areas, or personal preferences for specific work environments. This suggests the need for career counseling services that address job search strategies and location preferences. The low percentage of graduates reporting a lack of necessary skills is a positive indicator of the program's effectiveness in preparing graduates for the nursing profession.

Chapter 5: Summary and Conclusions

This chapter summarizes the key findings of the tracer study conducted on Basilan State College (BasSC) Bachelor of Science in Nursing (BSN) graduates from 2019-2024. It draws conclusions based on these findings and offers recommendations for the college, students, and stakeholders.

Summary of Findings

This tracer study employed a quantitative, descriptive, cross-sectional design to investigate the career pathways of BSC's BSN graduates. Data was collected via an online survey disseminated to graduates from 2019-2024. The survey instrument gathered information on graduates' demographics, employment status, job roles, challenges encountered during the job search, job satisfaction, and perceptions of the BSN program's relevance to their current careers. The Social Cognitive Career Theory (SCCT) provided the theoretical framework for understanding the complex interplay of personal factors, environmental influences, and self-efficacy beliefs in shaping career outcomes.

The study yielded the following key findings:

- **Employment Status:** A majority of graduates (67.3%) secured full-time employment, indicating a positive employment rate. However, a notable 15.1% remained unemployed. A smaller percentage (17.6%) were employed part-time.

● **Type of Employer:** Hospitals (58.8%) and clinics (16.4%) emerged as the primary employers of BSC's BSN graduates, aligning with typical employment patterns in the nursing profession.

● **Country of Employment:** While most graduates (60%) found employment within the Philippines, a significant portion (24.8%) secured jobs in Saudi Arabia, reflecting the international demand for Filipino nurses.

● **Area of Specialization:** Medical-Surgical Nursing (18.2%) and Community Health Nursing (7.9%) were the most prevalent areas of specialization among employed graduates.

● **Job Relation to BSN Degree:** A strong alignment between education and employment was observed, with 91.5% of graduates working in jobs directly related to their BSN degree.

● **Further Education/Professional Development:** A relatively small percentage (25.5%) of graduates pursued further education or professional development activities after graduation.

● **Job Satisfaction:** Levels of job satisfaction varied, with 37.6% expressing high satisfaction ("Very Satisfied") and 27.3% indicating moderate satisfaction ("Somewhat Satisfied"). However, a considerable 26.7% reported being "Neither

Dissatisfied nor Satisfied," warranting further investigation into the factors contributing to this neutral sentiment.

● **BSN Program Relevance:** The BSN program at BSC received positive feedback, with 70.3% of graduates rating its relevance to their current job as "Very Relevant."

● **Challenges Faced:** Lack of relevant work experience (55.9%), intense competition for available positions (21.7%), and difficulty finding jobs in preferred locations (21.1%) were identified as the most significant challenges encountered by graduates during their job search.

Conclusions

Based on the presented findings, the following conclusions can be drawn:

● **BSC's BSN program demonstrates effectiveness in preparing graduates for nursing careers.** The high rate of employment in nursing-related fields and the positive feedback regarding the program's relevance support this conclusion.

● **Practical experience and navigating a competitive job market are key challenges for new graduates.** The reported difficulties in securing initial employment due to lack of experience and competition highlight the need for enhanced support in these areas.

- **International job markets, particularly in Saudi Arabia, play a significant role in the career pathways of BSC's BSN graduates.** This underscores the importance of considering global employment trends and providing resources for graduates seeking international careers.

- **Further investigation is needed to understand the factors influencing job satisfaction among BSC's nursing graduates.** The substantial proportion of graduates expressing neutral job satisfaction warrants further exploration to identify potential areas for improvement.

- **Lifelong learning and professional development are essential for career advancement but remain underutilized by BSC's BSN graduates.** The relatively low rate of participation in continuing education activities suggests a need for greater emphasis on the importance of ongoing professional development.

Recommendations

In light of the study's findings and conclusions, the following recommendations are proposed:

- **Enhance Internship Programs:** BSC should strengthen and expand its internship program by forging stronger partnerships with healthcare facilities to provide students with more robust and diverse practical experiences.

● **Bolster Career Services:** The college should invest in comprehensive career services that offer tailored support to nursing students and graduates, including job search strategies, resume and cover letter writing assistance, interview preparation, and career counseling.

● **Investigate and Address Job Satisfaction Factors:** Further research, potentially incorporating qualitative methods, should be conducted to explore the nuances of job satisfaction among BSC's nursing graduates. This research should aim to identify specific factors contributing to both satisfaction and dissatisfaction, informing targeted interventions to improve working conditions and career development opportunities.

● **Promote and Facilitate Lifelong Learning:** BSC should actively promote a culture of lifelong learning among its nursing students and graduates. This could involve establishing partnerships with continuing education providers, offering incentives for professional development activities, and integrating continuing education resources into the BSN curriculum.

● **Monitor and Address International Employment Trends:** BSC should continue to monitor international employment trends, particularly in key destination countries like Saudi Arabia. This information should be used to inform curriculum development, career counseling, and support services for graduates seeking international employment.

● **Conduct Regular Tracer Studies:** To ensure ongoing program evaluation and improvement, BSC should institutionalize regular tracer studies of its BSN graduates. These studies should track long-term career trajectories, assess the evolving needs of the job market, and inform ongoing program adjustments to maintain alignment between education and employment. This will enable the college to proactively adapt to changing workforce demands and ensure the continued success of its graduates.

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