



**EMPLOYABILITY: A PERSPECTIVE ON THE EMPLOYMENT OF THE BACHELOR
OF ARTS IN POLITICAL SCIENCE GRADUATES AT THE KALINGA-APAYAO STATE
COLLEGE**

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Abstract: Employability of a College graduate is considered one major concern of the universities and colleges in the world today. It is one of the missions that an educational institution should look into in order to at least prevent or minimize the problem of unemployment and underemployment among the graduates. For this reason, this paper was engaged to answer the four major problems: 1. The ratio of employment of graduates in BS in Political Science according employment for the last three years, 2. The perceived competency of the graduates on the skills required by the employers as to type of employment and Status of employment, 3.the preferences of the employers on the match graduates' field of study and the job task, 4. The 5-year projected number of graduates of the Bachelor of Arts in Political Science graduates. The descriptive method and empirical data analysis was used to undergo this study.

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There were ten (10) employer- sample respondents in public and private agencies in Tabuk City who participated in the survey. The seventy (70) graduates and 63 employed graduates of the Bachelor of Arts in Political Science were used as a subject of this study. The conduct of the study used a set of survey questionnaire to solicit the responses from the respondents on the level of competency regarding the skills of the employed graduates that are valued by the employers and likewise the employers' preferences on the graduates 'match field of study and job task. The ratio analysis was employed to determine the increase or decrease in the number of graduates and the employed graduates of the AB Political Science. In this context, the use of the readymade data on the number of graduates from the tracer study of the AB graduates of the Institute of Liberal Arts. The data gathered was processed and analyzed through ratio, percentage, mean, and t-test and linear regression.

Based from the result of the data analysis, there is a very high ratio of the employment of the Bachelor of Arts in Political Science graduate during the last three school year 2011-2012 -2013, and 2013- 2014 .The level of competency on the skills of the employed graduates as perceived by the employers is "very high competency," despite that their preference is that "the graduates should have 'match field of study and job task completely." Based on the projected number of graduates ,it is expected that there will be an average increase of 13 percent or per year for the next five years from 2016 to 2020.

RATIONALE

Higher education institution, particularly Kalinga-Apayao State College is one among the producers of AB Political Science graduates. It is now significant to be informed of the number of graduates and the number of employed graduates to minimize if possible the problem of unemployment. Nevertheless, the Supply and demands of graduates of Political Science depend on the level of a country's public governance stability. But, knowledge in the new skills of graduates might also improve the progress of a country. Expertise in the basic political concepts and practices help in the establishment of political stability of the country .The skills which the employer value are important to be determined for better employability and which stakeholders play a role in the achievement of some skills. Of course, the role of formal education to achieve some skills and competencies is in the first place. Anyhow, more and more the role of career centers, incubators of technical faculties.



Some strategies established on a state level and at a higher education institution level improve some creation of a solution of employability problem in a right way.

Currently there is a global tendency that the employability of graduates is used as a benchmark to measure the quality of higher education, hence the concept gaining an important place in higher education policies and strategies (Teichler, 2009, p. 15, 16). In general terms, employability is defined as having the skills and abilities to find employment, remain in employment or obtain new employment as, and when, required (Crossman & Clarke, 2010, p. 602). We follow Harvey (2001) who states that graduate employability cannot be a purely institutional achievement, it is rather contingent on a number of variables such as —students' previous experience, their extracurricular activities, their career intentions and networks, [...] and the peculiarities of the recruitment procedures used by the employer (Harvey, 2001, p. 102). However, despite an increasing number of studies dealing with the various aspects of employability, the transition of the international graduates to the world of work has not been properly researched. This study tries to fill in the gap by investigating what is the competency level along the skills which the employers agree specifically to the employed graduates of AB Political Science.

Universities and colleges administrators as suppliers of graduates should also help their graduates by being sensitive to the different qualifications of the graduates. Hence, they are also responsible in the employment of their graduates. To minimize the problem of unemployment and underemployment, there is a need to anticipate the skills and qualifications of graduates that the employers value in their respective agencies. In this regard, this paper focused on the assessment of the employability of graduates particularly in AB Political Science and other Social Science courses of the Kalinga-Apayao State College.

STATEMENT OF OBJECTIVES

This study was conducted to assess the employability of the AB Political graduates in order to find answers to the following objectives:

1. To determine the ratio of employment of graduates in Bachelor of Arts in Political Science for the last three years from 2011-2012, 2012-2013 1nd 2013-2014.
2. To determine perceived competency of the graduates on the skills required by the employers as to type of employment and Status of employment ;



2.1 To determine if there is a significant difference on the perceived level of competency on the skills of the employed graduates as to type of employment and Status of employment;

Hypothesis: There is no significant difference on the perceived level of competency of the employed graduates as to type of employment and status of employment;

3. To determine the preferences of the employers on the graduates' match field of study and the job task.

4. To determine the 5-year projected number of graduates of the Bachelor of Arts in Political Science.

RELATED LITERATURE

Graduate Employability means that higher education alumni have developed the capacity to obtain and/or create work. Furthermore, employability means that institutions and employers have supported the student knowledge, skills, attributes, reflective disposition and identity that graduates need to succeed in the workforce (Hinchliffe & Jolly, 2011; Holmes, 2013; Knight & Yorke, 2004; Yorke, 2006; Yorke & Knight, 2006).

This study was based on the concept and requirements of employability. Employability requires specific skills which graduates from higher education must possess such as core skills; key skills; common skills; transferable skills; essential skills; functional skills; skills for life; generic skills and enterprise skills.

According to Harvey et al, (1997 cited in Holden and Jameson, 2002), most employers are looking for graduates who are proactive, can use higher level skills including 'analysis, critique, Synthesis and multi layered communication to facilitate innovative teamwork in catalyzing the Transformation of their organization'.

In the research report 'How much does higher education enhance the employability of graduates?' (Mason et al, 2003), the concept of employability centered on the development of communication, numeracy, information technology and learning how to learn. More recently, authors have moved towards a more complex understanding of graduate employability and proposed a number of inter-related attributes, skills and competencies that help individuals to both secure and perform well in employment. Rothwell and Arnold (2007) proposed an approach for understanding employability that was based on interrelated components which included wider contextual factors:



- The student's academic performance and engagement in his/her studies
- The student's confidence in his/ her skills and abilities
- The student's ambition
- The student's perception of the strength of the university's brand
- The reputation the student's university has within his/her field of study
- The status and credibility of the student's field of study
- The student's awareness of opportunities in the external labor market

In view of the apparent increase in policy efforts to embed employability priorities into Higher Education practice, it would be expected that HEIs would introduce more systematic learning and teaching methods, course content and other measures to address employability. Since the 1990s there have been increasing examples of HEIs working to address employability within their courses and systems. The literature includes examples and cases studies of HEIs working to promote employability, often working closely with employers to provide placements and work-based learning opportunities (for example, Allison et al 2002). The CBI has collated a number of examples and case studies and offers these as resources on its website and in a report (CBI 2009).

Different employers need graduates who have different capabilities. All value the analytical and reflective qualities that lie at the heart of a quality learning experience. But there is a growing emphasis by employers on the need for graduates to demonstrate a range of competences which will equip them to work in a global environment, in different countries, in multi-cultural teams, be innovative and enterprising and have strong language skills...Businesses have diverse and multiple needs for higher learning.

The UKCES report 'The Employability Challenge' (2009a) has drawn on the most commonly used definitions of employability: We take employability skills to be the skills almost everyone needs to do almost any job. They are the skills that must be present to enable an individual to use the more specific knowledge and technical skills that their particular workplaces will require. They are:

1. A foundation of Positive Approach: being ready to participate, make suggestions, accept new ideas and constructive criticism, and take responsibility for outcomes.

This foundation supports three Functional Skills:



2. Using numbers effectively –measuring, recording measurements, calculating, estimating quantities, relating numbers to the job
3. Using language effectively –writing clearly and in a way appropriate to the context, ordering facts and concepts logically
4. Using IT effectively– operating a computer, both using basic systems and also learning other applications as necessary, and using telephones and other technology to communicate .These functional skills are exercised in the context of four Personal Skills:
5. Self-management–punctuality and time management, fitting dress and behavior to context, overcoming challenges and asking for help when necessary
6. Thinking and solving problems – creativity, reflecting on and learning from own actions, prioritizing, analyzing situations, and developing solutions
7. Working together and communicating-co-operating, being assertive, persuading, being responsible to others, speaking clearly to individuals and groups and listening for a response.
8. Understanding the business –understanding how the individual job fits into the organization as a whole; recognizing the needs of stakeholders.

Universities are accorded a special role in bridging the gap between the worlds of education and work. The world wide universities commission has placed universities at the heart of HEI's so-called knowledge triangle of research, education and innovation, which are seen as the key drivers of a knowledge-based society. For some time now, HE policy has had an increasingly global dimension, with its own distinct influence over national education policies.

Which are the key skills that graduates need to possess to be employable?

The value of the attributes mentioned above is only as high as that of the skills and other personal characteristics that underlie them. That is, employer's value attributes such as grades or work experience because they expect that these attributes are closely associated with relevant, productive skills. A general problem in most employer surveys is the lack of forced choice in evaluating different characteristics. If we look at employers' wishes, they seem to want a "Jack-of-all-trades". For example, the Eurobarometer shows that for 11 listed skills, a large majority of employers find all of these skills somewhat or very important,



ranging from 67% for foreign language skills to 98% for team working skills. We see similar results in other surveys (see for example Arthur, Brennan and De Weert, 2007). In practice, however, these Jacks-of-all-trades hardly exist, and most people have their strong and weak points. It is here that employers are forced to choose and these choices reflect the true significance of certain skills. By applying a choice based conjoint study; we followed this more realistic approach and asked employers explicitly to choose between different, imperfect graduate profiles.

With concept above, the flow of this study is shown in the figure below:

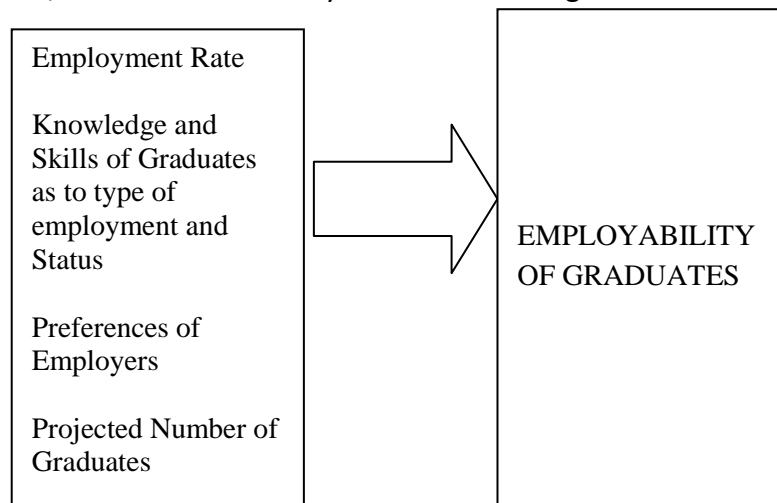


Figure 1 – Skeletal Framework

METHODS AND PROCEDURES

This study used descriptive survey method and empirical data analysis. It focused on the employability of the Bachelor of Arts in Political Science graduates at Kalinga –Apayao State College from school year 2012 to 2014.

The sample respondents of this study included 10 employers who participated in the survey of their employees who are graduates of AB Political Science. Six employers were selected from the public and four from private agencies through random sampling technique.

The survey included the perceptions of the employers on the level of competency and their preferences regarding match graduates' field of Study and the job task of the employed Bachelor of Arts in Political Science graduates of Kalinga-Apayao State College. The assessment on the skills of employees which the employers value much are teamwork skills, problem-solving skills, Self-management, Literacy and numeracy relevant to the work, ICT Knowledge, Good communication skills, Ability to comply with job requirement and easy



to follow instructions, Management and Organizational skills, and Leadership Skills. While the preferences with regards to the match graduates 'field of study and the job task consist of the three types of answers as follows: Field of Study and Job match completely, Field of Study and job are Related, and Field of Study and job task are not related.

INSTRUMENTATION

The instrument used on the survey of the level of competency and employers' preferences were patterned and adopted from the questionnaire of the study undertaken by Martin Humburg, et.al, on "Employability of HEIs Graduates : Employers' Perspective ." Since there was no revision made, the instrument is considered valid.

The readymade data on the number of graduates and employment was used in this study. This was sourced out from the study entitled "Employability of AB Political Science Graduate in the Institute of liberal Arts.

DATA GATHERING PROCEDURE

The survey on the perceived level of competency regarding the skills of employed graduates and the survey on the preferences of the employers regarding match graduates' field of study were floated to the ten (10) employers whom the AB Political Science graduates were hired for jobs. The responses of the employers were secured by personal appearance of the researcher in order that the questionnaire is easily retrieved and for some interview purposes.

The graduate and employment data was extracted from the past tracer study of the AB Political Science graduates authored by Dr. Joy P. Doctor, et.al.in the 2014 KASC research publication.

DATA TREATMENT

The perceived levels of competency of the employed graduates on the required skills, the responses were categorized using the 5-point scale:

Numerical Scale	Description
81 – 100 %	Very high competency
61 – 80 %	High Competency
41 – 60 %	Average Competency
21 – 40 %	Low Competency
0 – 20 %	Very Low Competency

The data on the preferences of employers regarding match graduates 'field of study and job task was treated and statistically analyzed through the 3-point scale as follows:



Numerical Scale	Description of preference by employers
54-80	Graduates' match Field of study and job task completely
27-53	Graduates ' match Field of study and job task match are related
0 -26	Graduates' Field of study and job task are not related

STATISTICAL TREATMENT

1. For the employment data of the graduates, the ratio analysis was used and is computed through the formula is ratio = number of graduates divided by the total number of employed graduates.
2. The formula for mean was used to obtain the perceived level of competency with use of the midpoint method. It can be computed by following the steps:
 - a) Compute for $X = \sum fx/n$, where f = competency per category and x is the midpoint of the group/category
 - b) Calculate the Total area mean, $TAM = \frac{\sum \sum fx}{n}$
3. The t-test formula was used to determine the difference on the level of competency along the identified employees knowledge and skills as perceived by the employers from public and private agencies. This was computed through the use of DATA ANALYSIS stat software.
4. The projection of the employment data used the linear regression model formula. Lastly, the employment data projections used the Linear Regression Formula.
Steps: Determine $y = a + b x$;
Where $b = S_{xy}/S_{xx}$ but $S_{xx} = \sum X^2 - 1/n (\sum x)^2$
 $a = \sum y - 1/n (\sum x) (\sum y)$
Solve: Y-value when x values are assigned in for future value of Y.
5. The data on the employers' preferences regarding graduates' match field of study and job match was distributed and analyzed through the point-system and graphical presentation.
Where Y-axis consist the distribution of 0 to 80 pts with an interval of 10 points
X- Axis contain the 3-point descriptive equivalent of the preferences 'data



RESULTS AND DISCUSSIONS

Table 1. Employment Ratio which Reflects the Rate of Employed Graduates to the Number of the Bachelors Arts in Political Science Graduates for the Last Three Years.

Year	Graduate	Employed Graduate	Employment Ratio	Rank
2012	23	20	20:23	3
2013	22	21	21:22	1
2014	25	22	22:25	2
Total	70	63	63:70	

The table shows that from 2012 to 2014 there were 70 graduates of AB Political Science graduate and 60 of them were employed. Looking at the data, the ratio of employed in 2012 is 20 is to 23 which means that out of 23 graduates 20 of them got employment. In 2013, the ratio is 21 is to 22, so only 1 was not employed and 21 were employed. In 2014, the ratio is 22 is to 25 meaning 22 employed out of 25 graduates. In percent, 87% were employed in 2012, 95 % were employed in 2013 and 88% in 2014. This data implies that employment rate is almost 100% since the average rate of employment is 90% for the three school year period (2012 to 2014).

Table 2 .Level of Competency of the AB Political Science graduate who are Employed Graduates as perceived by the Employers in Tabuk City= 10 employers.

Competency Level	Frequency	Percentage	Overall Mean
81-100 (Very High Competency)	6	60	
61-80 (High Competency)	4	40	
41-60 (Average Competency)	0	0	
21-40 (Low Competency)	0	0	
0-20 (Very Low Competency)	0	0	
Total	10	100	82.50

Based from the table, the level of competency of the employed graduates obtained a mean of 82.50 which is described as “very high competency.” Six employers said the employed graduates from AB Political Science in their agencies have skills which is “very high competency.” While the other four employers said that the employed graduates in their agencies have skills which are “high competency.” This shows that the graduates possessed the necessary skills which can qualify them for employment after graduation in college.



Table 3. Perceived Level of Competencies of the Bachelor of Arts Employed Graduates by the Employers on the Identified Skills as to Type of Employment.

Graduate skills that are valued by employers	Government N= 6 In Percent	Private N=6 In Percent	Mean Competency level	Description
Teamwork	83	84	82.50	VHC
Problem solving	82	86	84.00	VHC
Self-management	85	83	84.00	VHC
Literacy and numeracy relevant to the work	84	84	84.00	VHC
ICT Knowledge	70	75	72.50	HC
Good communication skills	78	80	79.00	HC
Ability to comply with job requirements and easy to follow instructions	85	82	83.50	VHC
Management and Organizational skills	90	84	87.00	VHC
Leadership Skills	88	85	86.50	VHC
Average	83	82	82.50	VHC

The table reflects that the employers from public agencies claimed that the average competency of the employed graduates is 83%, which means “very high competency.” While, the Identified Skills the employers gave a rating of 82%, which is described as “very high Competency.” This result gave an average rating of 82.50% level of Competency for the employed graduates of AB Political Science. On the different skills evaluated, the skill on “Management and Organizational skills has the highest rating “of 87% ,followed by the skill on” Leadership Skills “with a rating of 86%, the skills on Problem solving task , Self-management, and Literacy and numeracy relevant to the work were rated 84%. The lowest rating is on the skills on “ICT” and “Good Communication Skills.”This indicates that there is a need to enhance the “ICT” and “Good Communication Skills of the students in the undergraduate level.



Table 3. The Significance Test Whether There is a Significant Difference on the Perceived Level of Competency of the Employed Graduates by the Employers from Public and Private Agencies.

Type of Employment Variable	Competency (in Percent)	t-cal	t-crit. at 0.05 level of significance	Interpretation
Government	83	0.19	2.16	Not sig.
Private	82			
TAM	82.50			

The computed t-test is 0.19 which is lower than the t-critical value of 2.16 at 0.05, level of significance. This result shows that the hypothesis which states that there is no significant difference on the perceived level of competency of the employed graduates by the employers from public and private agencies is accepted. It simply means that whether in public or private agencies all the necessary skills of employees required are important for greater employment chances.

Table 5. The Level of Competency of the AB Political Science Graduates Along the Different Employees' Skills as Perceived by the Employers from Public and Private Agencies.

Graduate skills that are valued by employers	Permanent N= 6 In Percent	Temporary N=6 In Percent	Average Competency level	Description
Teamwork	84	84	84.00	VHC
Problem solving	83	78	80.50	VHC
Self-management	84	83	83.50	VHC
Literacy and numeracy relevant to the work	82	82	82.00	VHC
ICT Knowledge	80	78	79.00	HC
Good communication skills	80	80	80.00	HC
Ability to comply with job requirement and easy to follow instructions	83	82	82.50	VHC
Management and Organizational skills	88	84	86.00	VHC
Leadership Skills	85	85	85.00	VHC
Average	83	82	82.50	VHC

The table displayed that as to status of employment, the employers from both employment type reveal that those permanent status employed graduate have an average rating of 83 which means "very high competency." While those with temporary were rated 82 which is also considered a "very high competency." In the group of permanent employees were rated



88%, which is the highest, which is “Management and Organizational skills.” Second is the leadership skill which is rated 85%, VHC, followed by the skills “self management and teamwork “which is 84 %or VHC. Looking at the lowest rating, the skills on” ICT” and” good communication “ were rated by the employers 79% and 80% respectively. As to the strength of the employed graduates’ skills it is reflected they are perceived to be strong in the “Management and Organizational skills.” However, the weaknesses are revealed in the ICT skill.

Table 6 .Test of Significance as to Whether There is a Significant Difference on the Level of Competency of the Bachelor of Arts Employed Graduates as to Status of Employment by the Employers.

Status of Employment	Competency (in Percent)	t-cal	t-crit. At 0.05	Interpretation
Permanent	83	1.21	2.11	Not sig.
Temporary	82			
Total	82.50			

The table reveals that the between the status of employment of the employed graduates, the t-test result that the t-test computation of 1.21 is lower than the t-critical value which means that the hypothesis which states that there is no significant difference of the perceived level of competencies as to status of employment is accepted. The result simply means that both status of employment obtained similar level of competency as revealed by the employers. This implies that regardless of status , employers needs from the graduates skills and knowledge is significantly important for employability of the graduates.

Table 7. The Preferences of the Employers Regarding the Graduates ‘Match Field of Study and Job Task

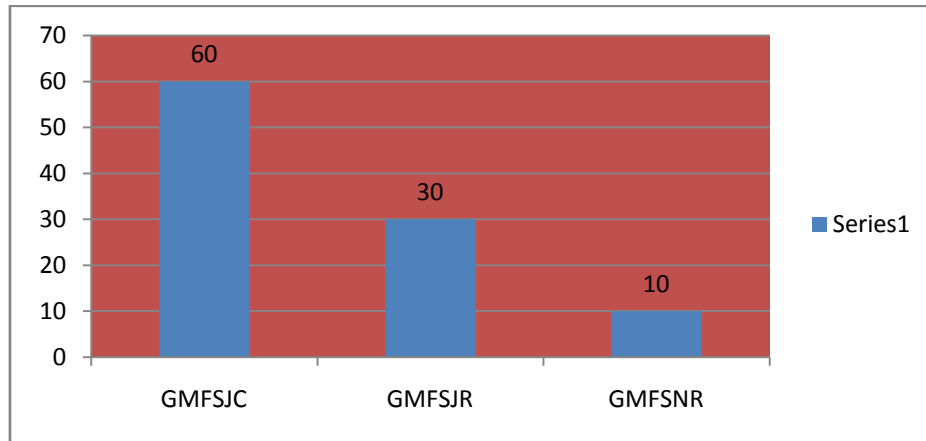
3-point level scale	Description	Points
54 - 80	Graduates ‘match field of study and job task completely	60
27 - 53	Graduates ‘match field of study and job task are related	30
0 - 26	Graduates ‘match field of study and job task are not related	10

The table shows that the preferences of the employers has a highest points 60 which is on the “Graduates ‘match field of study and job task completely, “the second is 30 points which is “Graduates ‘match field of study and job task are related” and the lowest is 10 points which is “Graduates ‘match field of study and job task are not related.” This issue on job matching



is observed that most of the time the graduates settle to a job which is not within their line due to reasons that they don't have other choice or the employer also do not have any choice too.

Figure 1. Representation of Employers' Preferences Regarding Match Graduates' Field of Study and Job Task



The graph shows that the employers' preferences regarding the graduates' match field of study and job task (GMFSJT)with the tallest bar of 60 points which is described as "graduates 'match field of study and job task completely(GMFSJTC)," followed by the second tallest bar with 30 points which indicates a description of "graduates' match field of study and job task are related," and the shortest bar with only 10 points which means "graduates' match field of study are not related."

Table 7. Five (5) - Year Projection on the Number of Graduates of the Bachelor of Arts in Political Science Course in the Next Five Years of Operation.

Year	Actual Number of Graduates	Projected data of graduates	Increased %	Decreased %
2012	23		-	-
2013	22		-	4%
2014	25		12%	
2015	70		80%	
Average	35		29%	
2016		69	-	
2017		82	19%	-
2018		96	17%	2%
2019		109	14%	3%
2020		123	13%	1%
Average		96	13%	2%



The table shows that in the actual number of graduates there is an average of 35 AB Political Science graduate per school year. It is in the year 2015 that there is a jumped of 80% increased from the 2014 number of graduates. In 2013, there was a decrease of 4 % in the number of graduates, but in 2014 it increased to 12 %, and in 2015 there was a great increase of graduates from 25 to 70 and this 80% increase. This figure shows that there will be enough supply of AB Political Science graduates in the City of Tabuk starting this year. It indicates that there will be an employment crisis in the Province of Kalinga if these graduates won't be able to find a job that matches their educational qualification.

On the other hand, the projections of graduates were extracted from the record of graduates from 2012 to 2015. In this record, the column of projection shows that there are an average number of graduates of 96 per year in the next five year periods or an average increase of 13 % per year from 2016 to 2020. While, in the column of percent in decreased of the graduates, it is noted that there is an average of 3% decreased of graduates from years 2016 to 2020. Specifically, by 2016 there will be an expected number of graduates of 69, in 2017 there will be a 82 graduates or an increase of 19%, in 2018 the number graduates will be 109 with an increase of 17% from year the 2017, in 2019 there will be 109 graduates with an increase of 14% from the year 2018, and in 2020 the number of graduates will be 123 with an increase of 13% from the year 2019. The increases of graduates will have an average of 13% increase per year. Although in the column of decrease, there will be an average decrease in the number of graduates by 2% per year.

The findings based on the increases of graduates imply that more teachers, facilities, and classrooms will be needed to accommodate the possible increase of enrolment basing it on the projected increase in the number of graduates. More jobs for AB Political Sciences graduates must be created. The knowledge and skills of the graduates should be competitive enough to meet the preferences of the employers.

With this projection, it is significant to take note of the valued skills that can make the graduate become competitive with other university graduates so that they can be employed anywhere in the country, and /, or in abroad if the province or the region cannot accommodate the demands of the graduates by the next years.



SUMMARY OF FINDINGS

1. The average rate of employment is 90% for the three school year period (2012 to 2014).
2. The employed graduates obtained a mean of 82.50 which is described as “very high competency.”
3. On the different skills evaluated, the skill on “ Management and Organizational skills has the highest rating “of 87% ,followed by the skill on” Leadership Skills “with a rating of 86%, the skills on Problem solving task , Self-management, and Literacy and numeracy relevant to the work were rated 84%. The lowest in rating fall on the skills on “ICT” and “Good Communication Skills.”
 - 3.1 The hypothesis which states that there is no significant difference on the perceived level of competency of the employed graduates by the employers from public and private agencies is accepted.
4. As to status of employment, the employers from both employment types reveal that permanent status employed graduate have an average rating of 83 which means “very high competency;”
 - 4.1. The t-test result that the t-test computation of 1.21 is lower than the t-critical value which means that the hypothesis which states that there is no significant difference of the perceived level of competencies as to status of employment is accepted
5. The table shows that the preferences of the employers has a highest points 60 which is on the “Graduates ‘match field of study and job task completely, “
6. There is an average increase of 13% AB Political Science graduate based from the projected data from next year’s 2016 to 2020.

CONCLUSION

Based from the findings of this study, it can be concluded that there is a very high ratio of the employment of the Bachelor of Arts in Political Science during the year 2012 to 2014. The level competency on the skills of the employed graduates as perceived by the employers is “very high competency.” The perspective of employers from public and private agencies on the level of competency on the skills of the graduates has no significant difference despite that their preference on the job and field of study matching is that the



graduates should have ‘match field of study and job task completely.’ It is also expected that there will be an increasing number of graduates as evidenced by the projections which shows an average increase of 13 percent in the yearly number of graduates in the next five years from 2016 to 2020.

RECOMMENDATION

Based from the findings of this study, it can be recommended that:

1. The high ratio of the employment of the AB Political Science graduate should be sustained ;
2. The level of competency of the employed graduates on the different skills required by the employers should also be satisfied especially on ICT and communication skills.
3. On the preferences of employers, the AB Political Science graduates should have the necessary skills and knowledge and it must suit the job market needs for better employability and job fit;
4. The projected number of graduates should be considered as a bench mark to maintain the provision of the quality and quantity services of the different programs offered by the college. This is a way to minimize critical problems on the provision of physical and educational facilities.

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