

## **A Tracer Study of Radiologic Technology Graduates of LPU-ST. Cabrini College of Allied Medicine from 2016-2018**

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### **ABSTRACT**

*This research shows the employment profile of the graduates of Bachelor of Science in Radiologic Technology in Lyceum of the Philippines St. Cabrini school years 2016-2017 and 2017-2018. Data were summarized from the 24 graduates who responded to the online survey. The online survey was patterned from the institutional graduate tracer study. Results of the survey revealed more female than male graduates of the BSRT program. Most of the graduates are currently employed in institution related to their program. In addition, majority of the graduates were able to land a job within 3 months after graduation and they were able to find their jobs through information from friends. The program and the curriculum they had in college is related and relevant to their current jobs.*

**Keywords:** *Tracer study, radiologic technology graduates, employability*

### **INTRODUCTION**

The Lyceum of the Philippines St. Cabrini College of Allied Medicine has been conducting Alumni Tracer Studies to assess the employability, productivity of the radiologic technology graduates across the programs and graduates satisfaction with the institution especially with curriculum relevancy. According to Boaduo et. al., (2009) tracer studies enable the contextualization of graduates of a specific institution through a dynamic and reliable system in order to determine their career profession. Such studies also enable the evaluation of curriculum provided by institutions, graduates' career paths, nature and status of employment, professional and job satisfaction, and geographical distribution. It is particularly important for policy makers to assess the present status and distribution of the health workforce within a country or region, which subsequently contributes to planning".

Transition from school to work is a crucial issue to fresh graduates, even if career decision is a lifelong process. Career is a continually changing activity influenced by different factors. Concern about graduate unemployment is growing daily and at an accelerated rate in the Philippines, yet the strength of student enrolment and graduate outputs of the higher education institutions are growing rapidly.

Management sectors reveal that the educational background of a graduate is an index of the quality of the graduate as an individual. The kind of school the graduate represents, the training and instruction they get, all these have a bearing on the quality of the graduates. The school system prepares students for future occupations, develop their skills and provide them with the required knowledge, values and attitudes for the profession. The school must help students develop employability skills (Bennet, Dunne and Carre, 2004).

Iloeje (1996), mentioned that surveys of graduates from institutions of higher education - are considered as an important tool of institutional development particularly as the world of work changes rapidly. Through this method higher education institutions can get a systematic feedback from their former students. To know the whereabouts of the graduates, their working conditions and their retrospective assessment of their course of study might stimulate the curricular debate, which could also be very interesting to the current or later students. It is in this light that this study was conducted to examine retrospective contribution of the Radiologic Technology education to the graduates' current work.

The study is expected to help identify which curriculum are still relevant to current market demands and the findings of the study inform future improvement as well as further studies. Another one

is professional development study to determine the extent to which curriculum has developed them to be qualified in their career. As a researcher, the majority of the graduates are already working, they need to develop their competencies and skills to stay relevant and useful.

### **Objectives of the Study**

The study aimed to determine the employment profile of the selected graduates from the batch of school year 2016-2017 and school year 2017-2018 in Lyceum of the Philippines St. Cabrini College of Allied Medicine. Specifically, it sought to describe the employment profile of the respondents in terms of: employment status; present occupation; nature of business of employer; present position; number of employment since graduation; and reasons why other graduates are not employed; find out how did they find their first job in terms of: relatedness to course; relevance of curriculum; and length of job search; and identify the different soft skills acquired by the graduates from the program that are useful to their present employment.

### **METHODOLOGY**

The study population included all the 24 graduates of the Radiologic Technology program from 2016 to 2018 of Lyceum of the Philippines St. Cabrini College of Allied Medicine. Data were gathered through the use of a structured questionnaire formulated by the Lyceum of the Philippines research center specifically used for tracer studies of the different colleges. The questionnaire consisted of three parts namely: the profile of the respondents, job placement of the respondents and relevance of school related factors to the job placement of the respondents. The instrument was pilot-tested on graduates of the College working in different hospitals and clinics. Remarks and suggestions by the pilot-test subjects were used to improve the instrument. Copies of the survey instruments were administered personally to some graduates working in nearby institutions while the rest were sent by mail. The researcher also asked the assistance of graduates' friends, relatives and currently enrolled in the institution. Electronic distribution of the survey instruments was also utilized to those with electronic addresses submitted to the office of the dean during graduation.

Data gathered were classified, tabulated and coded for purpose of analysis. Statistical tools used in interpreting data were percentage, weighted mean and rank to determine relationship between sociodemographic characteristics and job placement of the participants.

### **RESULTS AND DISCUSSIONS**

#### **Profile of the Graduates**

The greater percentage of graduate-respondents belong to 21-25 age bracket with a mean age of 23 years old. This implies that all of the graduates are relatively new to their respective employments.

With regards to gender, 62.5% (15/24) of the respondents are female and a little less 37.5% (9/15) are male. This is a manifestation that there are more female graduates in the Radiologic Technology program. The practice of Radiologic Technology profession however has no preference as to male or female practitioners. It just happened that there are more females who are taking this course at Lyceum of the Philippines St. Cabrini College of Allied Medicine.

#### **Unemployment profile**

Table 1 reveals that majority (22 or 91.7 percent) of the graduates are currently employed. Out of the 24 respondents of the survey, only one graduate is presently unemployed while the other one is self-employed. This signifies that graduates of the Radiologic Technology program are gainfully employed right after graduation.

Table 1. Distribution of the Respondents According to Present Occupation

| Employment      | Frequency | Percentage |
|-----------------|-----------|------------|
| Employed        | 22        | 91.7       |
| Self-employed   | 1         | 4.2        |
| Further Studies | 0         | 0          |
| Unemployed      | 1         | 4.2        |
| Total           | 24        | 100        |

Majority of the respondents (14 or 58.3 percent) was able to get the first job within 3 months and four of them had it even before graduation. Five (20.8%) of them was able to get the job within 6 months. Only one respondents had the job more than a year.

The Institutional Quality Objective (IQO) states that a minimum of 70 percent of the graduates should be employed within 6 months. Results show that the Radiologic Technology program was able to produce graduates that are employable within 6 months. Furthermore, the IQO also states that a minimum of 90 percent of graduates should be employed in 1 year which was also met. According to the study of The Marketers Forum (2014), they revealed that the average duration of the graduates to have first job is 6 months to eighteen months.

Table 2. Distribution of the respondents according to the length of period to land in their first job after graduating from college

| How long did it take you to land your first job after graduating from college? | Frequency | Percentage |
|--|-----------|------------|
| Before graduation  | 4         | 16.7       |
| Within 3 months after graduation   | 14        | 58.3       |
| Within 6 months after graduation   | 5         | 20.8       |
| Between 7 months to 1 year after graduation                                    | 0         | 0          |
| Beyond 2 years after graduation  | 1         | 4.2        |
| I still have to find work since I graduated                                    | 0         | 0          |
| Composite Mean   | 24        | 100        |

According to nature of business of the employer as shown in Table 3, majority of the respondents are presently working at St. Frances Cabrini Medical Center (8 or 33.3%). There are 4 respondents or 16.7 percent that are in San Pablo Doctors Hospital; 3 respondents or 12.5 percent in CP Reyes Hospital; while 2 are working in Mary Mediatrix. The rest of the respondents are distributed in different hospitals around the CALABARZON region. Out of the total 24 respondents only one is currently unemployed.

Table 3. Frequency and percentage distribution of the Respondents According to Nature of Business of Employer

| Employer                   | Frequency | Percentage |
|----------------------------|-----------|------------|
| St. Cabrini                | 8         | 33.3       |
| Batangas Medical Center    | 1         | 4.2        |
| San Pablo Doctors Hospital | 4         | 16.7       |
| Perpetual Help             | 1         | 4.2        |
| Bicol Hospital             | 1         | 4.2        |
| Medical City               | 1         | 4.2        |
| Los Banos Doctors Hospital | 1         | 4.2        |
| Mary Mediatrix             | 2         | 8.3        |
| CP Reyes Hospital          | 3         | 12.5       |
| Medicard Clinic            | 1         | 4.2        |
| No Work                    | 1         | 4.2        |
| Total                      | 24        | 100        |

### How the graduates find their first job

As seen in Table 4, most of the respondents (7 or 29.2%) found their first job through information from friends, while five (20.8%) used the recommendations of other people to get the job. The school's job placement program, however, did not help in the graduates getting their first job. The internship program was also a venue for them to get their jobs. Four respondents mentioned walk-in application as their primary way of getting the job. The family business offered one of the graduates their job after graduation. Results of the study does not support the previous study of Floren (2012), the founder and former CEO of Experience, Inc., who stated that the best and easiest way to find an opportunity to get hired is through the use of internet; submitting and posting resumes through online.

Table 4. Distribution of the respondents according to how the graduates find their first job

| How did you get your job?                  | Frequency | Percentage |
|--|-----------|------------|
| Response to an advertisement               | 3         | 12.5       |
| Arranged by school's job placement officer | 0         | 0          |
| As walk-in application                     | 4         | 16.7       |
| Recommendation by someone                  | 5         | 20.8       |
| Information from friends                   | 7         | 29.2       |
| Job fair                                   | 2         | 8.3        |
| Absorbed by the internship company         | 2         | 8.3        |
| Family business                            | 1         | 4.2        |
| Composite Mean                             | 24        | 100        |

Table 5 indicates that location/opportunity is the foremost contributor to employment according to the graduates, followed by the demand for the job in the industry. Meanwhile, the institutional job

placement program contributed the least in terms of the employability of the graduates of the Radiologic Technology program.

Table 5. Distribution of the respondents based on the contributors to their employability

| Contributors to employability | Frequency | Rank |
|-------------------------------|-----------|------|
| Grades                        | 5         | 3    |
| Location/Opportunity          | 15        | 1    |
| LPU/Palaestra Consortio       | 2         | 5    |
| High demand of job            | 11        | 2    |
| Age                           | 3         | 4    |

### Assessment of the program

Table 6 highlights that assessment made by the graduates of the Radiologic Technology program of LPU- St. Cabrini College of Allied Medicine. The respondents strongly agree that objectives of the program are highly similar to the objectives of their respective workplaces. They also perceived that the course content is very comprehensive and relevant to their jobs. Meanwhile, the respondents rated their development of interpersonal relationships in school with the lowest assessment, with a weighted mean of 3.29.

Table 6. Assessment of the graduates of the Radiologic Technology program

| Statement   | Weighted Mean | Verbal Interpretation |
|---|---------------|-----------------------|
| The course content is very comprehensive and relevant to the job  | 3.54          | Strongly Agree        |
| The objectives of the program are like the objectives of the workplace  | 3.58          | Strongly Agree        |
| N terms   | 3.46          | Agree                 |
| The program description captures the types of duties a graduate can expect to perform in the work environment | 3.46          | Agree                 |
| Quality of instruction is sufficient for the requirement of the workplace                                     | 3.33          | Agree                 |
| Interpersonal relationships had been developed in school  | 3.29          | Agree                 |
| On the job training/internship is enough to equip the students with hands-on experiences related to the job   | 3.42          | Agree                 |
| Composite Mean  | 3.54          | Strongly Agree        |

*3.50-4.00 Strongly Agree; 2.50-3.49 Agree; 1.50-2.49 Disagree; 1.00-1.49 Strongly Disagree*

Overall, the respondents strongly believe that the program that they took is relevant to their current job. According to Gray (2011), the curriculum responsive to changing demands is essential to any institutions. He stated that courses that appeal to a broad mix of students and equip them for future employment. Curriculum of the course is important because it is the pattern or standard to be able to know if the applicant is qualified for a certain position that the employer is looking/hiring for.

### Skills acquired from the program

Table 7 above shows the self-assessment of the graduates in terms of the soft skills they acquired from the program. Based on the results, time management skill is the primary soft skill that they were able to develop through the program. It was closely followed by analytical skills, work ethics, and cooperation which all obtained the same number of responses. However, among all the soft skills mentioned, the

graduates ranked both creativity and negotiating the lowest. Results show that the graduates developed a good sense of time management, which is a highly important trait in the workplace, but the findings also signify the need to enhance further the creative and negotiating side of the graduates in order to adapt in the ever-changing environment of their employment.

Table 7. Self-assessment of the graduates in terms of the soft skills acquired from the program

| My program developed in me the following soft skills: | Frequency | Rank |
|---|-----------|------|
| Time management skills                                | 29        | 1    |
| Analytical skills                                     | 23        | 3    |
| Written communication skills                          | 19        | 14   |
| Oral communication skills                             | 21        | 7.5  |
| Creativity  | 17        | 21.5 |
| Problem solving skills                                | 19        | 14   |
| Teamwork  | 12        | 23   |
| Adaptability  | 20        | 10   |
| Work ethics   | 23        | 3    |
| Leadership  | 19        | 14   |
| Cooperation   | 23        | 3    |
| Coordination  | 22        | 5.5  |
| Delegation  | 18        | 18.5 |
| Negotiating   | 17        | 21.5 |
| Decision-making                                       | 21        | 7.5  |
| Intuitive   | 20        | 10   |
| Persistence   | 18        | 18.5 |
| Logical reasoning                                     | 19        | 14   |
| Innovation  | 18        | 18.5 |
| Integrity   | 19        | 14   |
| Commitment  | 20        | 10   |
| Professionalism                                       | 22        | 5.5  |
| Mentoring   | 18        | 18.5 |

*3.50-4.00 Strongly Agree; 2.50-3.49 Agree; 1.50-2.49 Disagree; 1.00-1.49 Strongly Disagree*

## CONCLUSIONS

The greater number of the Radiologic Technology graduate respondents are in their mid-20s belonging to 21-25 age brackets and majority are females. Majority of the the Radiologic Technology graduate-respondents of Lyceum of the Philippines St. Cabrini College of Allied Medicine from school years 2016-2017 and 2017-2018 are employed and were able to land in jobs related to their course. The Radiologic Technology program is a viable course such that graduates find employment within a short span of time; majority of the respondents were able to get the first job within 3 months and some of them even before graduation. Majority of them are also employed at St. Frances Cabrini Medical Center, which is the partner medical institution of LPU St. Cabrini. The respondents strongly agree that objectives of the program are highly similar to the objectives of their respective workplaces and that the course content is very comprehensive and relevant to their jobs. They also mentioned time management as the foremost skill that they acquired from the program.

## **Recommendations**

The majority of the graduates are employed, but the school's job placement program did not help in the graduates getting their first job. It is therefore recommended that the institutional job placement program must be further strengthened and enhanced since it contributed the least in terms of the employability of the graduates of the Radiologic Technology program.

To the future graduates, allied medical courses is one of the most in demand employments all over the world today. There are so many opportunities here and abroad. To the all undergraduate Radiologic Technology student, the researchers recommend them to take the program seriously.

The study recommends that the college should have a periodic review of the curriculum and continue its passion of providing quality education. It should continually update the course syllabi to upgrade the quality of education and training for students.

Future researches should be done including other variables that may be deemed significant to improve tracing of graduates.

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