



Technical Education and Skills Development Authority



2023

STUDY ON THE EMPLOYMENT  
OF TVET GRADUATES

Full Report



## EXECUTIVE SUMMARY

The Study on the Employment of TVET Graduates (SETG) is a tracer study designed to monitor the post-training activities of graduates from TVET programs. It seeks to identify factors influencing their employment and assess the alignment between their training and the skills required in their jobs. The findings provide valuable feedback on the quality and relevance of TVET training and serve as a basis for recommending improvements to TESDA's planning and policy development for the TVET sector.

The 2023 SETG covered all 17 regions in the Philippines, with graduates selected through stratified random sampling. The sampling framework accounted for key variables, including the type of training provider, sex, and program type, using proportional allocation. The study's unit of analysis was the individual graduate. Data collection was conducted via phone interviews and an online survey, utilizing a structured questionnaire. The study design and methodology were reviewed and approved by the Philippine Statistics Authority, ensuring its credibility and adherence to statistical standards.

In 2022, TESDA produced 1,137,880 Technical Vocational Education and Training (TVET) graduates. The regions with the highest number of graduates were NCR (9.70%), Region III (9.51%), and Region VII (7.38%). Female graduates comprised a slight majority at 52.19%, compared to 47.81% for males. This trend is consistently observed across prior years, with a 9.89% difference between graduates of 2018 and 2022. The average age of graduates was 32.80 years, with a variability of 12.19 years, which means that most graduates' ages fall within a range of approximately 12 years above or below the average, indicating a diverse age group. Notably, the largest portion of graduates held a secondary education level prior training, accounting for 45.69%, followed by those who have bachelor education level with 44.89%.

The institution-based program delivery consistently accounted for the largest share of TVET graduates, with males slightly outnumbering females. Over half (54.56%) of these graduates benefited from scholarship programs, with the Training for Work Scholarship Program (TWSP) comprising the largest share at 44.31%. Among the various sectors, Agriculture, Forestry, and Fishery recorded the highest registration from TVET clients. Notably, the primary reason for enrolling in TVET programs was to gain employment or secure job opportunities, as cited by 33.46% of graduates.

Only 19% of TVET graduates took a career assessment test, with participation evenly distributed between sexes. Meanwhile, 58.18% of graduates took the competency assessment exam. Notably, 63.18% of graduates were under the WTR program, and 90.21% of them pursued the competency assessment. Those who did not take the assessment cited being occupied with school or work (39.08%) and being unaware of the assessment schedule (36.94%) as the primary reasons. WTR graduates have consistently

demonstrated high passing rates in the competency assessment over the years. In 2022, an impressive 98.17% of WTR takers passed, with 78.91% earning NC II certification that can be attributed to the substantial number of available training regulations at that level.

The estimated labor force participation rate (LFPR) among TVET graduates stands at 66.64%, which is 2.94% increase compared to the previous year, indicating that approximately 7 in 10 graduates were either employed or actively seeking employment at the time of the survey. For those not in the labor force, the primary reasons for not pursuing employment were attending school (50.93%), with ages 15 to 24, and managing household or family responsibilities (41.04%), with 88.29% are female.

Among those in the labor force, 79.00% of TVET graduates were employed at the time of the survey, reflecting a 3% increase from the 2021 employment rate of 76.69%. Employment rates generally increase with age, with the highest observed among the 65-and-over age group at 94.91%, which most are own account workers (77%). Graduates with advanced degrees reported the highest employment rates, with Master's degree holders at 96.44% and Doctorate degree holders achieving 100%. TTI graduates demonstrated a slightly higher employment rate (81.14%) compared to non-TTI graduates (77.75%), a difference of 4.27 percentage points. Regionally, the top-performing areas for labor market integration were Region XI (91.49%), Region VI (91.48%), and Region II (90.46%). Among training venues, community-based programs had the highest employment rate at 86.40%. The sectors with 100% employment rates included Chemicals/Plastics/Petrochemicals, Footwear and Leathergoods, Utilities, Visual Arts, and Wholesale and Retail Trading. Similarly, specific client groups, such as Drug Dependents/Surrenderers, Family Members of AFP and PNP Killed-in-Action, Inmates and Detainees, and MILF Beneficiaries, also achieved 100% employment rates which may indicate positive effect to the beneficiary and recognition of their acquired skills.

About a quarter (26.53%) of the employed graduates in 2022 were in services and sales. Among the employed graduates, 60.18% are wage and salary worker, wherein males outnumbered females. This is followed by own-account workers or the self-employed workers, comprising 39.57% of employed TVET graduates. Meanwhile, a small fraction of graduates, just 0.26%, are engaged in unpaid family work. The majority of employed TVET graduates (63.40%) hold permanent jobs, including permanent business and unpaid family work, while 30.06% have short-term, seasonal jobs, or businesses.

The majority of TVET graduates are employed as service and sales workers (26.53%), followed by skilled agricultural, forestry, and fishery workers (12.90%), and craft and related trades workers (11.28%). Employment in the Armed Forces remains the least common among TVET graduates. In terms of job stability, most employed graduates (63.40%) hold permanent positions,

including permanent businesses or unpaid family work. Meanwhile, 30.06% have short-term or seasonal work, and 6.54% are day-to-day or week-to-week workers. A significant majority (91.22%) are employed within their province, with only 0.50% working abroad.

Before training, 45.25% of TVET graduates were unemployed, while 54.75% were employed. Among those employed prior to training, 51.40% retained their jobs, and 3.3% became unemployed. For those initially unemployed, 27.60% found jobs after training, while 17.64% remained unemployed. Income levels showed notable improvement post-training. The proportion of graduates earning below PHP 10,000 decreased from 46.34% to 38.06%, while those earning PHP 10,000–PHP 19,999 increased from 33.18% to 39.82%. On average, graduates currently earn PHP 14,142.39, with a standard deviation of PHP 13,768.29, highlighting variability in income across the group, which means that while most graduates earn around PHP 14,142, there is a wide range of income levels, with some earning much less or much more than the average.

The vast majority of 2022 TVET graduates across various program delivery modes felt they had gained the necessary skills upon completing their training. Nearly all graduates (91.82%) reported being satisfied or very satisfied with the knowledge, skills, and attitudes they developed. In the workplace, 81.15% of employed TVET graduates utilized their skills almost always or most of the time, while 15.42% used them occasionally. A minimal 0.10% indicated they never applied their training, primarily because their jobs were unrelated to their completed courses. Reflecting a continued interest in skill enhancement, 94.73% of graduates expressed a desire to undergo training in other areas.

## RESULTS AND DISCUSSION

### 1. Profile of 2023 TVET Graduates

The 2023 Study on the Employment of TVET Graduates covered a total of 1,137,880 graduates, marking a continuous increase in the number of individuals completing TVET programs for two consecutive years following the recovery from covid pandemic.

As indicated in Table 1, the regions with the highest percentages of TVET graduates are NCR (9.70%), Region III (9.51%), and Region VII (7.38%). Conversely, the regions with the lowest percentages of graduates are BARMM (1.73%), CAR (3.67%), and Region VI (4.51%). Throughout the past nine years, the National Capital Region and Region III had the most number of TVET graduates, whereas the Bangsamoro Autonomous Region in Muslim Mindanao and the Cordillera Administrative Region continued to have the least number of TVET graduates.

The increased number of TVET graduates for the past years could be attributed to the increase of scholarship allocations, implementation of various learning modalities (flexible learning, online learning etc.), and the increase of programs for community-based training delivery.

Table 1. Weighted Distribution of TVET Graduates by Region, by Sex, Philippines: 2022

Region	Female		Male		Total	
	Frequency	% Share *	Frequency	% Share *	Frequency	% **
NCR	67,468	61.12	42,926	38.88	110,394	9.70
CAR	23,294	55.72	18,508	44.28	41,802	3.67
I	33,455	49.69	33,871	50.31	67,326	5.92
II	32,545	53.19	28,641	46.81	61,186	5.38
III	54,912	50.74	53,306	49.26	108,218	9.51
IV-A	37,874	53.39	33,061	46.61	70,935	6.23
IV-B	28,161	51.23	26,809	48.77	54,970	4.83
V	39,024	52.77	34,930	47.23	73,954	6.50
VI	24,472	47.68	26,856	52.32	51,328	4.51
VII	43,172	51.44	40,761	48.56	83,933	7.38
VIII	31,711	53.03	28,091	46.97	59,802	5.26
IX	32,771	51.75	30,550	48.25	63,321	5.56
X	35,988	52.80	32,177	47.20	68,165	5.99
XI	35,993	54.19	30,425	45.81	66,418	5.84
XII	33,392	44.62	41,448	55.38	74,840	6.58
Caraga	30,949	50.25	30,639	49.75	61,588	5.41
BARMM	8,669	44.01	11,031	55.99	19,700	1.73
<b>Grand Total</b>	<b>593,850</b>	52.19	<b>544,030</b>	47.81	<b>1,137,880</b>	100.00

\*Percentage over the row total; \*\* Percentage over the total number of TVET graduates

In previous years, it has been consistently observed that female participants in TVET programs slightly outnumbered the male participants. As of CY 2022, the estimated ratio was 108 females for every 100 males. Substantial disparities in gender ratios were observed in National Capital Region (157 females per 100 males), Region XI (129 females per 100 males). However, both the Cordillera Administrative Region and Region IX had a ratio of 126 females per 100 males. Conversely, higher numbers of male graduates were observed in Region I, Region IV-B, Region VI, Region XII, and BARMM.

Table 2. Sex Ratio (Female to Male) by Region of TVET Graduates, Philippines: 2022

<b>Region</b>	<b>Female : Male</b>
NCR	157:100
CAR	126:100
I	99:100
II	114:100
III	104:100
IV-A	108:100
IV-B	91:100
V	109:100
VI	93:100
VII	109:100
VIII	105:100
IX	126:100
X	105:100
XI	129:100
XII	83:100
Caraga	105:100
BARMM	84:100
<b>Philippines</b>	<b>108:100</b>

Most of the TVET graduates were aged between 15 and 24 years old (33.68%), with males in this age bracket outnumbering females. The elderly group constituted 1.41% of TVET graduates, higher than the previous survey's 0.98%. Additionally, there were fewer male graduates compared to elderly female graduates (refer to Table 3 and Figure 1). The consistent accessibility of TESDA programs ensures that all age groups have had access to skill development over the past years.

Table 3. Weighted Distribution of TVET Graduates by Age Group, by Sex, Philippines: 2022

<b>Age Group</b>	<b>Female</b>		<b>Male</b>		<b>Grand Total</b>	
	<b>Freq</b>	<b>%*</b>	<b>Freq</b>	<b>%*</b>	<b>Freq</b>	<b>%**</b>
15 - 24	152,637	39.83	230,596	60.17	383,233	33.68

25 - 34	176,949	53.19	155,715	46.81	332,664	29.24
35 - 44	130,643	60.37	85,767	39.63	216,409	19.02
45 - 54	86,010	67.44	41,525	32.56	127,535	11.21
55 - 64	38,591	62.25	23,401	37.75	61,992	5.45
65 and over	9,021	56.22	7,025	43.78	16,046	1.41
<b>Total</b>	<b>593,850</b>	<b>52.19</b>	<b>544,030</b>	<b>47.81</b>	<b>1,137,880</b>	<b>100.00</b>

\*Percentage over the row total; \*\* Percentage over the total number of TVET graduates

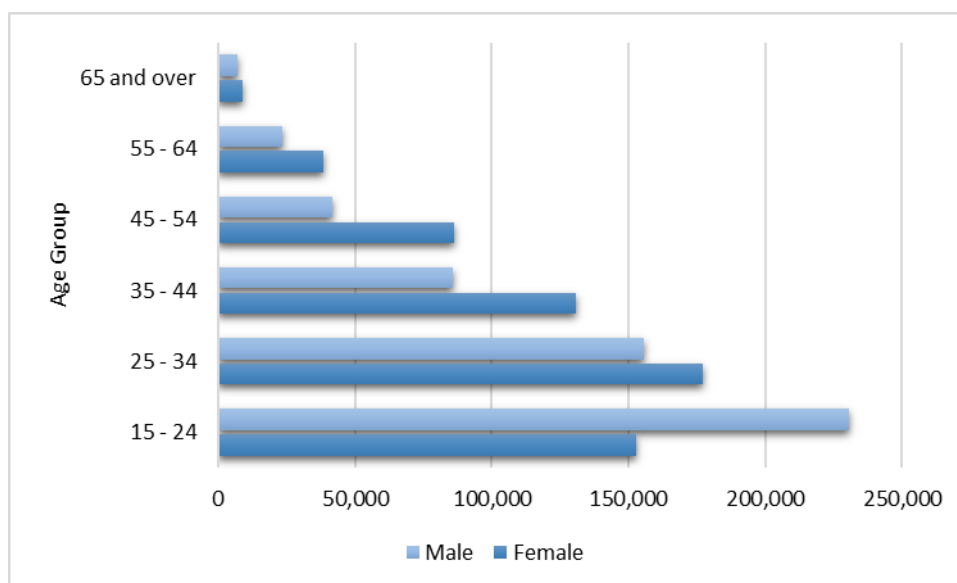


Figure 1. Weighted Percent Distribution of TVET Graduates by Age Group, by Sex. Philippines: 2022

On average, the graduates were 32.80 years old, with a variation of 12.19 years, and female counterparts were four (4) years older than their male counterparts. Also, at least half of the TVET graduates were 29 years old or younger (Table 4).

Table 4. Summary Statistics for Age by Sex. Philippines: 2022

Statistics	Sex		Overall
	Female	Male	
Minimum	15.00	15.00	15.00
Maximum	80.00	80.00	80.00
Mean	34.70	30.77	32.80
Median	32.00	26.00	29.00
Standard Deviation	12.33	11.70	12.19
Skewness	0.75	1.33	0.99

Now looking at TVET graduates in terms of highest educational attainment before attending a TVET program, it can be seen that the majority have at least gained bachelor units, with 27.12% being bachelor level



education graduates and 24.53% being undergraduates. There are more females than males among bachelor level education graduates, but the opposite is true among undergraduates. Next to this are the graduates of lower secondary education from the old curriculum at 21.33%, with also more females than males (Table 5).

Based on Table 5, the data reveals that a significant portion of TVET graduates have attained at least some level of higher education prior to enrolling in the program. Specifically, 23.20% are bachelor's degree holders, while 21.69% are undergraduates who have completed some units in a bachelor's program. Similarly, 21.69% completed lower secondary education under the old curriculum.

Gender dynamics are evident: females outnumber males among bachelor's degree holders and old curriculum secondary school graduates, whereas males dominate among those who have partially completed bachelor-level education. Interestingly, post-baccalaureate degree holders are also among TVET enrollees, reflecting TESDA's critical role in promoting lifelong learning and skill development across various educational backgrounds.

Table 5. Weighted Distribution of TVET Graduates by Sex, by Highest Educational Attainment. Philippines: 2022

Highest Educational Attainment	Female		Male		Grand Total	
	Freq	% *	Freq	% *	Freq	% **
No grade completed	282	38.02	459	61.98	741	0.07
Early Childhood Education	-	-	-	-	-	0.00
Primary Education (Elementary) Undergraduate	7,720	54.12	6,545	45.88	14,265	1.25
Primary Education (Elementary) Graduate	16,740	53.95	14,289	46.05	31,029	2.73
Lower Secondary Education (Junior HS) Undergraduate (old curriculum)	28,002	61.56	17,489	38.44	45,491	4.00
Lower Secondary Education (Junior HS) Undergraduate (K-12 curriculum)	8,432	40.90	12,181	59.10	20,613	1.81
Lower Secondary Education (Junior HS) Graduate (old curriculum)	152,669	61.86	94,109	38.14	246,777	21.69
Lower Secondary Education (Junior HS) Graduate (K-12 curriculum)	10,103	32.63	20,863	67.37	30,966	2.72
Upper Secondary Education (Sr. HS) Undergraduate	13,136	42.03	18,116	57.97	31,252	2.75
Upper Secondary Education (Sr. HS) Graduate	50,607	34.96	94,140	65.04	144,747	12.72
Post-secondary Non-tertiary Education	15,420	50.48	15,127	49.52	30,547	2.68
Short-cycle Tertiary Education	8,171	48.58	8,650	51.42	16,821	1.48
Bachelor Level Education Undergraduate	120,727	48.92	126,047	51.08	246,774	21.69
Bachelor Level Education Graduate	154,271	58.44	109,718	41.56	263,990	23.20
Master Level Education	2,373	45.96	2,789	54.04	5,162	0.45
Doctoral Level Education	878	100.00	-	-	878	0.08
Alternative Learning System (ALS)	4,320	55.18	3,508	44.82	7,828	0.69
Grand Total	593,850	52.19	544,030	47.81	1,137,880	100.00

\*Percentage over the row total; \*\* Percentage over the total number of TVET graduates

TESDA provides three training venues tailored to diverse needs: Institution-Based Training, offered in TVIs, HEIs, and LGU training centers; Enterprise-Based Training, which includes apprenticeships and in-company training for industry immersion; and Community-Based Programs, designed by NGOs and LGUs to address local needs. These modes ensure accessible, flexible learning opportunities.

Institution-Based Training is the most popular, comprising 57.91% of all TVET graduates and showing a balanced gender distribution. It is followed by Community-Based Training at 33.36%, which attracts the highest percentage of females, particularly in extension programs and LGU-oriented projects. Enterprise-Based Training constitutes the smallest share at 8.73%, with males dominating in industry-based training programs.

This distribution highlights how TESDA's training venues cater to gender-specific needs, reflecting broader employment and education trends, while promoting inclusivity and adaptability.

Table 6. Weighted Distribution of TVET Graduates by Training Venue, by Sex, Philippines: 2022

Training Venue	Female		Male		Grand Total	
	Freq	% *	Freq	% *	Freq	% **
<b>1. Institution-based</b>	<b>318,072</b>	48.27	<b>340,900</b>	51.73	<b>658,972</b>	<b>57.91</b>
<b>2. Enterprised-based</b>	<b>55,496</b>	55.89	<b>43,797</b>	44.11	<b>99,293</b>	<b>8.73</b>
Apprenticeship	2,267	48.56	2,402	51.44	4,669	0.41
Dual Training System	1,073	70.30	454	29.70	1,527	0.13
Farm schools/enterprise training	34,340	53.67	29,639	46.33	63,979	5.62
Industry-base/in-company training	1,616	65.55	849	34.45	2,466	0.22
Learnership	2,117	44.29	2,662	55.71	4,779	0.42
PAFSE	14,066	67.62	6,736	32.38	20,802	1.83
Supervised Industry Learning	17	1.59	1,054	98.41	1,071	0.09
<b>3. Community-based</b>	<b>220,282</b>	58.03	<b>159,333</b>	41.97	<b>379,615</b>	<b>33.36</b>
Extension programs of TTIs	90,881	55.85	71,844	44.15	162,725	14.30
LGU-oriented comm.-based progs.	93,030	66.05	47,825	33.95	140,855	12.38
Mobile training program	23,856	46.67	27,256	53.33	51,112	4.49
NGOs, POs, CSR trainings	12,514	50.21	12,408	49.79	24,922	2.19
TESDA Provisional PTCs	-	-	-	-	-	-
Grand Total	<b>593,850</b>	52.19	<b>544,030</b>	47.81	<b>1,137,880</b>	100

\*Percentage over the row total; \*\* Percentage over the total number of TVET graduates

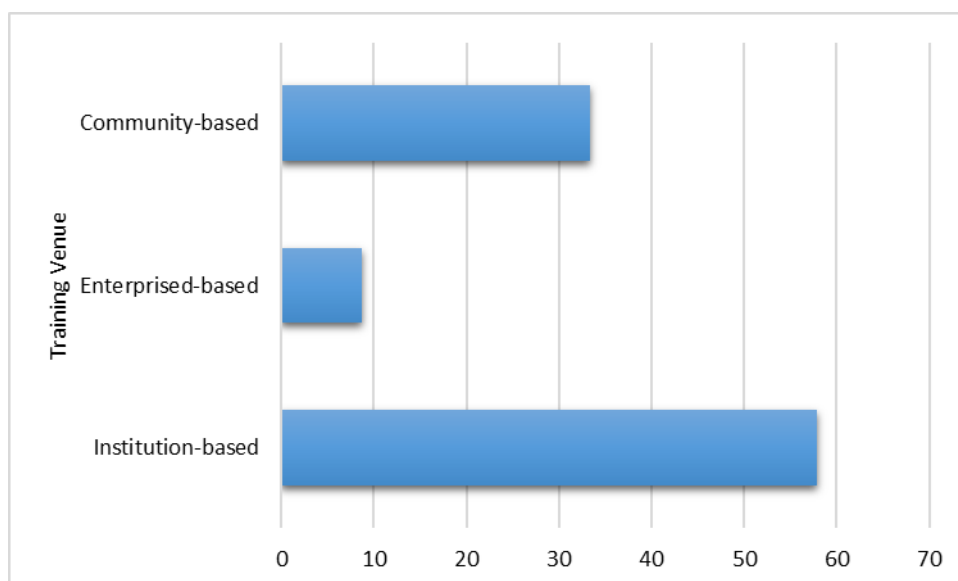


Figure 2. Weighted Distribution of TVET Graduates by Training. Philippines: 2022

More than half (54.27%) of TVET graduates benefited from scholarship programs, as shown in Table 7. Among these scholar-graduates, the Training Workshop Scholarship Program (TWSP) accounted for the largest share at 44.31%. Male participants slightly outnumbered females in this program, with males comprising 52.52% and females 47.48%. The varying percentage distributions are due to differences in budget allocation for each TESDA Scholarship.

Table 7. Weighted Distribution of TVET Graduates by Scholarship Program, by Sex. Philippines: 2022

Scholarship Program	Female		Male		Grand Total	
	Freq	%*	Freq	%*	Freq	%**
STEP	63,551	51.81	59,106	48.19	122,657	19.86
TWSP	129,921	47.48	143,731	52.52	273,652	44.31
TTSP	54,565	48.77	57,311	51.23	111,876	18.11
PESFA	5,315	48.60	5,621	51.40	10,936	1.77
OTISP	53,820	54.65	44,667	45.35	98,487	15.95
Grand Total	307,172	49.74	310,436	50.26	617,608	100.00

\*Percentage over the row total; \*\* Percentage over the total number of TVET graduates

Note: Due to a low response rate, data from UAQTEA Scholarship Program graduates were excluded from the employment rate calculation. This exclusion ensures the representativeness of the data and minimizes potential bias in the overall employment rate.

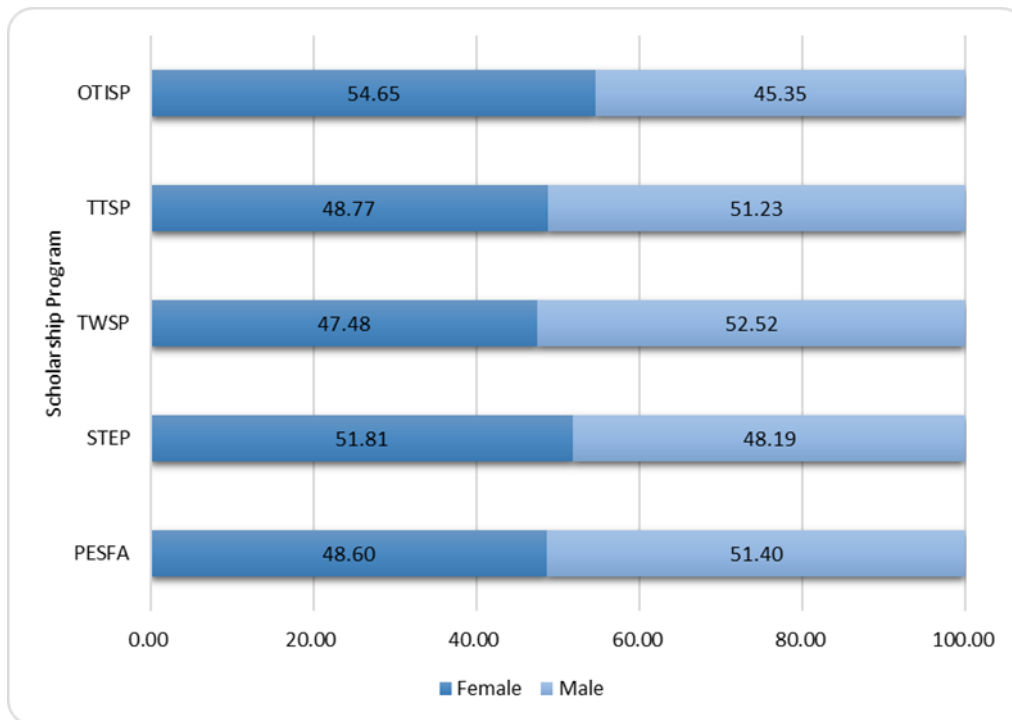


Figure 3. Weighted Distribution of TVET Graduates by Scholarship Program, by Sex. Philippines: 2023

TVET programs in Agriculture, Forestry, and Fishery (20.67%), Tourism (17.80%), and Automotive (11.53%) recorded the highest number of graduates. Agriculture, Forestry, and Fishery (56.49%) and Tourism (75.66%) are predominantly female-dominated, whereas Automotive and Land Transportation have lower female participation (24.41%).

Table 8. Weighted Distribution of TVET Graduates by Sector, by Sex, Philippines: 2022

TESDA Sector	Female		Male		Grand Total	
	Freq	% Share *	Freq	% Share *	Freq	% Share **
Agriculture, Forestry and Fishery	133,131	56.59	102,120	43.41	235,251	20.67
Automotive and Land Transportation	32,028	24.41	99,189	75.59	131,217	11.53
Chemicals/Plastics/Petrochemicals	734	100.00	0.00	0.00	734	0.06
Construction	13,116	17.33	62,577	82.67	75,693	6.65
Creative Sector	414	30.72	933	69.28	1,347	0.12
Decorative Crafts	1,036	100.00	0.00	0.00	1,036	0.09
Electrical & Electronics	25,943	30.81	58,271	69.19	84,214	7.40
Footwear & Leathergoods	0.00	0.00	289	100.00	289	0.03
Garments	15,782	88.44	2,062	11.56	17,844	1.57
Heating, Ventilation, Airconditioning and Refrigeration	304	9.08	3,044	90.92	3,348	0.29

Human Health / Health Care	51,118	74.88	17,145	25.12	68,263	6.00
Information and Communication Technology	21,153	67.83	10,031	32.17	31,184	2.74
Maritime	1,272	8.67	13,395	91.33	14,667	1.29
Metals and Engineering	6,379	8.11	72,271	91.89	78,650	6.91
Others	81,430	71.45	32,539	28.55	113,969	10.02
Processed Food & Beverages	22,394	70.75	9,258	29.25	31,651	2.78
Social, Community Development and Other Services	30,148	80.29	7,402	19.71	37,550	3.30
Tourism (Hotel and Restaurant)	153,194	75.66	49,296	24.34	202,490	17.80
TVET	3,755	51.31	3,563	48.69	7,318	0.64
Utilities		0.00	351	100.00	351	0.03
Visual Arts	335	75.10	111	24.90	446	0.04
Wholesale and Retail Trading	183	49.91	184	50.09	367	0.03
<b>Grand Total</b>	<b>593,850</b>	52.19	<b>544,030</b>	47.81	1,137,880	<b>100.00</b>

\*Percentage over the row total; \*\* Percentage over the total number of TVET graduates

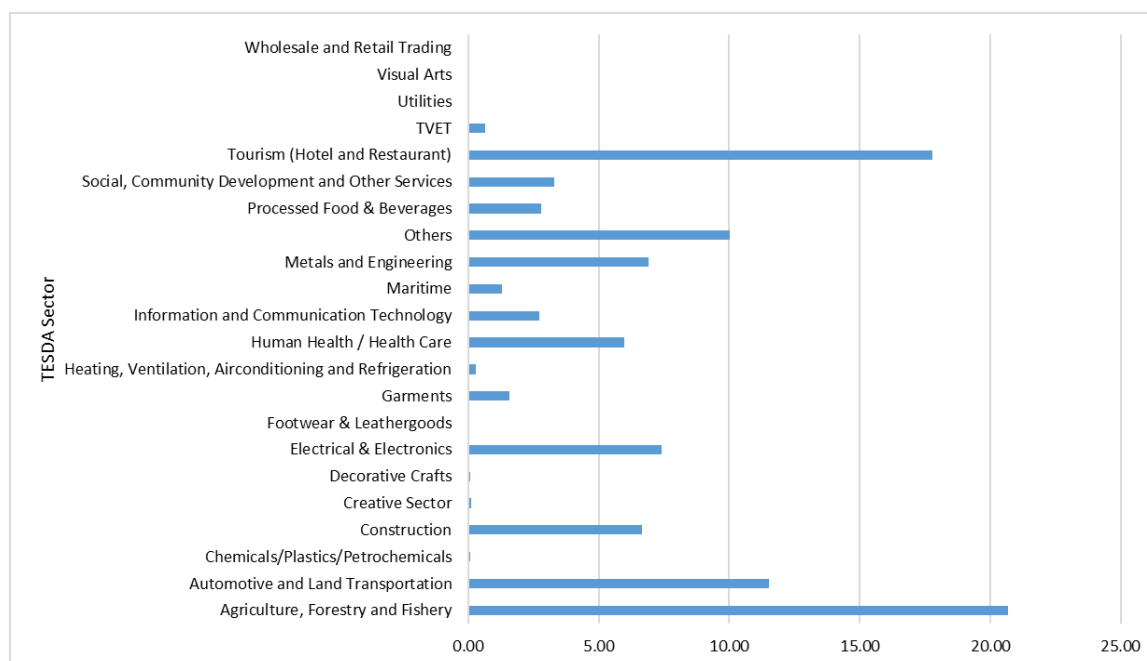


Figure 4. Weighted Distribution of TVET Graduates by Sector, Philippines: 2022

The motivations for enrolling in TVET programs have shifted over time. From 2017 to 2022, the primary reason for enrollment was to enhance or upgrade skills. However, in 2023, a notable change emerged, with the majority of graduates (33.46%) citing employment or securing a job as their primary

motivation. This was closely followed by skills upgrading/enhancement at 32.85%.

A gendered pattern is evident in these motivations. Males predominantly enrolled for job-related reasons, reflecting their focus on immediate employment opportunities (59.30%). On the other hand, females showed a stronger preference for skill enhancement (57.01%), possibly indicating a longer-term view of career development or personal growth.

Table 9. Weighted Distribution of TVET Graduates by their Reason for Taking Up TVET Programs, by Sex, Philippines: 2022

Reason for taking up the program	Female		Male		Grand Total		Rank
	Freq	% *	Freq	% *	Freq	% **	
For Employment / to get job	154,937	40.70	225,760	59.30	380,697	33.46	1
For Skills Upgrading / Enhancement	213,062	57.01	160,695	42.99	373,757	32.85	2
Personal use / interest / hobby	98,653	51.66	92,302	48.34	190,955	16.78	3
For Livelihood/self-employment	99,704	73.96	35,100	26.04	134,804	11.85	4
Others	14,397	40.23	21,387	59.77	35,785	3.14	5
To increase income	8,057	62.00	4,939	38.00	12,996	1.14	6
TVET qualification is popular (many are enrolling)	2,621	59.35	1,795	40.65	4,417	0.39	7
For Promotion	1,322	53.00	1,172	47.00	2,494	0.22	8
Nothing to do	1,096	55.47	880	44.53	1,976	0.17	9
Grand Total	593,850	52.19	544,030	47.81	1,137,880	100	

\*Percentage over the row total; \*\* Percentage over the total number of TVET graduates

To help learners make informed decisions about their educational and career paths, career profiling examinations or assessment tests such as the Youth Profiling for Starring Career (YP4SC), launched in 2005, and the National Career Assessment Examination (NCAE), are available. These tools are designed to align learners' skills and interests with suitable courses and career opportunities.

Despite their potential benefits, participation remains low, with only 19% of TVET graduates across both sexes having taken a career profiling or assessment test (Table 10 and Figure 5). Scholarship recipients had slightly higher participation rates than non-scholarship graduates, yet overall engagement is still insufficient. Among scholarship programs, graduates under

the Training for Work Scholarship Program (TWSP) recorded the highest participation rate. However, a significant number of TWSP graduates, along with many others, opted not to take these tests.

This low participation highlights potential barriers, such as logistical challenges, lack of integration into training programs, or limited awareness of the exams' importance in career planning. The large proportion of graduates who skipped these tests underscores the need for greater efforts to promote their benefits and improve accessibility.



Table 10. Weighted Distribution of TVET graduates as whether they took Career Profiling Examination/ Career Assessment Test, by Scholarship, by Sex, Philippines: 2022

Scholarship Program	Took Career Profiling Examination/Career Assessment Test				Did not Take Career Profiling Examination/Career Assessment Test				Grand Total	
	Female		Male		Female		Male			
	Freq	%*	Freq	%*	Freq	%*	Freq	%*	Freq	%**
<b>With Scholarship</b>	<b>70,327</b>	<b>11.39</b>	<b>72,914</b>	<b>11.81</b>	<b>236,845</b>	<b>38.35</b>	<b>237,522</b>	<b>38.46</b>	<b>617,608</b>	<b>54.56</b>
PESFA	1,642	15.01	1,438	13.15	3,674	33.59	4,183	38.25	10,936	0.97
STEP	12,218	9.96	14,276	11.64	51,333	41.85	44,830	36.55	122,657	10.84
TWSP	30,925	11.30	28,768	10.51	98,996	36.18	114,963	42.01	273,652	24.17
TTSP	13,965	12.48	17,759	15.87	40,600	36.29	39,552	35.35	111,876	9.88
OTISP	11,577	11.75	10,673	10.84	42,243	42.89	33,994	34.52	98,487	8.70
<b>Without Scholarship (Regular Program)</b>	<b>30,604</b>	<b>5.95</b>	<b>40,653</b>	<b>7.90</b>	<b>252,963</b>	<b>49.18</b>	<b>190,146</b>	<b>36.97</b>	<b>514,366</b>	<b>45.44</b>
Grand Total	100,931	<b>8.92</b>	113,566	<b>10.03</b>	489,808	<b>43.27</b>	427,669	<b>37.78</b>	1,131,974	100.00

\*Percentage over the row total; \*\* Percentage over the total number of TVET graduates

Note: Due to a low response rate, data from UAQTEA Scholarship Program graduates were excluded from the employment rate calculation. This exclusion ensures the representativeness of the data and minimizes potential bias in the overall employment rate.

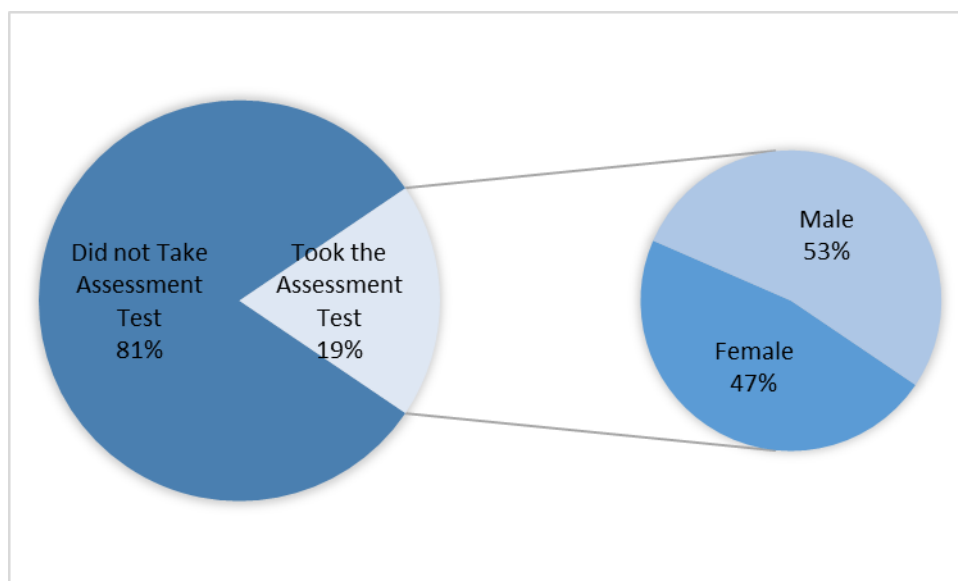


Figure 5. Weighted Percent Distribution of TVET Graduates as Whether or Not They Took the Assessment Test

In Table 11, the YP4SC had the highest alignment, with 96.84% of graduates indicating that their assessment result matched their program. This may suggest YP4SC is an effective tool for guiding students toward appropriate TVET programs. However, the YP4SC should undergo a review or update to align with the ever-changing industry trends. For graduates who attended guidance counseling, 91.52% reported alignment, highlighting its value in helping students make informed program choices. However, NCAE participants had a much lower alignment rate of 40.73%, which may reflect gaps in the applicability of the NCAE results to TVET programs.

Table 11. Weighted Distribution of TVET Graduates as Whether the Career Assessment Result is In Line with The TVET Program They Enrolled In, by Career Assessment Tool, Philippines: 2022

Profiling / Career Assessment Tool	Yes		No		Grand Total	
	Freq	%*	Freq	%*	Freq	%**
Youth Profiling for Starring Career (YP4SC)	124,381	96.84	4,059	3.16	128,440	59.17
National Career Assessment Examination (NCAE)	15,124	40.73	22,012	59.27	37,136	17.11
Attended Guidance Counseling	42,256	91.52	3,913	8.48	46,170	21.27
I don't know the name of the career profiling/career assessment tool	3,650	68.56	1,674	31.44	5,324	2.45
Grand Total	185,411	85.42	31,658	14.58	217,069	100.00

*\*Percentage over the row total; \*\* Percentage over the total number of TVET graduate*

## 2. Assessment and Certification

The majority of TVET graduates took programs with Training Regulations - WTR (63.18%). Within this category, male graduates slightly outnumber females, accounting for 52.05% and 47.95%, respectively. Meanwhile, a smaller proportion of graduates completed programs under No Training Regulations (NTR) with 10.27%, where females had a notable majority at 58.92% compared to 41.08% for males. Additionally, 26.55% of the graduates completed programs not registered with TESDA, often offered by LGUs, NGOs, and other government agencies. In this category, females also led with 59.67%, while males accounted for 40.33%.

Table 12. Weighted Distribution of TVET Graduates by Program Registration, by Sex, Philippines: 2022

Program Registration	Female		Male		Grand Total	
	Freq	%	Freq	%	Freq	%**
With Training Regulation (WTR)	344,700	47.95	374,179	52.05	718,879	63.18
No Training Regulation (NTR)	68,843	58.92	48,002	41.08	116,845	10.27
Not registered program	180,307	59.67	121,849	40.33	302,156	26.55
Grand Total	593,850	52.19	544,030	47.81	1,137,880	100

\* Percentage over the row total; \*\* Percentage over the total number of TVET graduates

A competency assessment can be applied by the TVET graduates to ensure they possess the skills required for a specific qualification. However, only 58.18% of graduates underwent the assessment. Among those who participated, females comprised 53.12%, slightly outnumbering males at 46.88%.

Table 13. Weighted Distribution of TVET Graduates as Whether They Took Competency Assessment or Not, by Sex, Philippines: 2022

Took Competency Assessment	Female		Male		Grand Total	
	Freq	%	Freq	%	Freq	%
Yes	310,358	46.88	351,619	53.12	661,976	58.18
No	283,492	59.57	192,411	40.43	475,904	41.82
Grand Total	593,850	52.19	544,030	47.81	1,137,880	100

\* Percentage over the row total; \*\* Percentage over the total number of TVET graduates

Notably, the majority of graduates under the WTR program (90.21%) took the competency assessment, marking a significant increase compared to 81.17% in 2021. Despite this improvement, 9.79% of WTR graduates still did not comply with the requirement.

Table 14. Weighted Distribution of TVET Graduates under WTR as Whether They Took Competency Assessment or Not, by Sex, Philippines: 2022

Took Competency Assessment	Female		Male		Grand Total	
	Freq	%**	Freq	%**	Freq	%**
Yes	304,055	88.21	344,435	92.05	648,491	90.21
No	40,645	11.79	29,743	7.95	70,388	9.79
Grand Total	344,700	47.95	374,179	52.05	718,879	100.00

\*\* Percentage over the total number of TVET graduates

The primary reasons cited by WTR graduates for not taking the assessment included lack of time or being occupied with work, school, or abroad commitments (39.08%), unaware of the assessment schedule (36.94%), and the believe that the assessment was not mandatory (14.02%).

Table 15. Weighted Distribution of TVET Graduates under WTR by Their Reasons for Not Taking Competency Assessment, by Sex, Philippines: 2022

Reason for Not Taking Competency Assessment	Female		Male		Grand Total	
	Freq	%*	Freq	%*	Freq	%**
Assessment is not mandatory	7,003	70.94	2,869	29.06	9,872	14.02
Assessor is not available	630	51.34	597	48.66	1,228	1.74
No assessment center in the area	397	64.30	220	35.70	617	0.88
No money/financial constraints	657	51.23	625	48.77	1,282	1.82
No time/working/schooling/abroad	15,324	55.71	12,183	44.29	27,508	39.08
Others	1,930	49.71	1,952	50.29	3,883	5.52
Schedule not known	14,704	56.55	11,296	43.45	26,000	36.94
Grand Total	<b>40,645</b>	57.74	<b>29,743</b>	42.26	<b>70,388</b>	100

\* Percentage over the row total; \*\* Percentage over the total number of TVET graduates

Encouragingly, among those who took the competency assessment, an impressive 98.17% successfully passed, underscoring the effectiveness of the training programs in preparing graduates for certification (Table 16). This result aligns with the high performance recorded in 2021, where 97.38% of graduates also passed. As shown in Table 17, all WTR programs across TESDA sectors demonstrate consistently high certification rates, reflecting the quality and impact of these programs.

Table 16. Weighted Distribution of TVET Graduates under WTR who Passed the Competency Assessment, by Sex, Philippines: 2022

Assessment Result	Female		Male		Total	
	Freq	%*	Freq	%*	Freq	%**
Passed (WTR)	298,018	46.81	337,811	53.06	636,652	98.17

Failed (WTR)	6,038	47.09	6,624	51.66	12,822	1.98
Total	304,055	46.89	344,435	53.11	648,491	100

\* Percentage over the row total; \*\* Percentage over the total number of TVET graduates

A certification is a form of recognition that an individual is qualified in terms of particular knowledge, skills, and attitudes on a certain level of competencies defined under each promulgated Training Regulations. Of the 635,829 certifications awarded, the majority of the TVET graduates acquired certifications (78.91%) in National Certificate II (NC II) level, with nearly equal gender distribution. Females dominated in Certificates of Competency (CoC, 72.09%) and National Certificate III (NC III, 58.55%), while males led in National Certificate I (NC I, 89.80%) and Trainers Methodology Level 2 (TM 2, 100%). The prevalence of NC II highlights its central role in TVET programs, with gender dynamics varying across other certification levels.

Table 17. Weighted Distribution of TVET Graduates under WTR by Certification Rate, by Sector, Philippines: 2022

Sector	Took Assessment		Passed		Failed	
	Freq	%**	Freq	Cert. Rate	Freq	%**
Agriculture, Forestry and Fishery	105,305	16.24	104,584	99.31	721	5.70
Automotive and Land Transportation	78,739	12.14	78,413	99.59	326	2.58
Construction	59,822	9.22	59,338	99.19	484	3.82
Electrical & Electronics	62,735	9.67	61,192	97.54	1,543	12.18
Garments	12,107	1.87	11,143	92.03	964	7.62
Heating, Ventilation, Airconditioning and Refrigeration	2,850	0.44	2,642	92.71	208	1.64
Human Health / Health Care	42,644	6.58	42,348	99.31	296	2.34
Information and Communication Technology	17,592	2.71	17,592	100.00		0.00
Maritime	14,501	2.24	14,366	99.07	135	1.06
Metals and Engineering	73,114	11.27	70,958	97.05	2,157	17.03
Processed Food & Beverages	5,077	0.78	4,886	96.23	192	1.51
Social, Community Development and Other Services	20,822	3.21	17,238	82.78	3,585	28.31
Tourism (Hotel and Restaurant)	148,384	22.88	146,655	98.83	1,730	13.66
TVET	4,797	0.74	4,475	93.28	322	2.55
Grand Total	648,491	100.00	635,829	98.05	12,662	100.00

\*\* Percentage over the total number of TVET graduates

Table 18. Weighted Distribution of TVET Graduates under WTR by Certification Level, by Sex Philippines: 2022

Certification Level	Female		Male		Grand Total	
	Freq	%**	Freq	%**	Freq	%**
1. Certificate of Competency (CoC)	31,257	72.09	12,099	27.91	43,356	6.82
2. National Certificate I (NC I)	6,306	10.20	55,527	89.80	61,833	9.72
3. National Certificate II (NC II)	244,050	48.64	257,695	51.36	501,745	78.91
4. National Certificate III (NC III)	14,394	58.55	10,190	41.45	24,584	3.87
6. Trainers Methodology Level 1 (TM 1)	2,010	50.18	1,996	49.82	4,007	1
7. Trainers Methodology Level 2 (TM 2)		0.00	305	100.00	305	0.05
Grand Total	298,018	46.87	337,811	53.13	635,829	100

\* Percentage over the row total; \*\* Percentage over the total number of TVET graduates

Among the beneficiaries of scholarship programs, 462,795 certifications were awarded, reflecting high certification rates across all programs. In 2022, the overall certification rate for graduates was 97.95%. Despite this, more than half of TVET graduates (65.02%) reported that their employers did not require a competency certification, while 34.98% indicated it was a requirement.

Table 19. Weighted Distribution of TVET Graduates under WTR by Certification, by Scholarship Program Philippines: 2022

Scholarship Program	Certified		Not Certified		Grand Total	
	Freq	Cert. Rate	Freq	%**	Freq	%**
PESFA	8,937	91.53	827	8.47	9,764	2.07
STEP	107,038	98.33	1,821	1.67	108,859	23.04
TWSP	231,240	98.34	3,911	1.66	235,151	49.77
TTSP	93,775	97.42	2,482	2.58	96,257	20.37
OTISP	21,805	97.20	627	2.80	22,432	4.75
Grand Total	462,795	97.95	9,667	2.05	472,463	100.00

\*\* Percentage over the total number of TVET graduates

Notes:

1. OTISP - Other TESDA Implemented Scholarship Program (BKSTP, RESP, Tsuper Iskolar etc.)
2. Due to a low response rate, data from UAQTEA Scholarship Program graduates were excluded from the employment rate calculation. This exclusion ensures the representativeness of the data and minimizes potential bias in the overall scholarship employment rate.



Table 20. Weighted Distribution of TVET Graduates by Certification as a Requirement of the Employer, by Sex, Philippines: 2022

Certification Requirement	Female		Male		Grand Total	
	Freq	%*	Freq	%*	Freq	%**
Yes	46,991	40.78	68,233	59.22	115,224	34.98
No	97,732	45.63	116,445	54.37	214,177	65.02
Grand Total	144,723	43.94	184,678	56.06	329,401	100

\* Percentage over the row total; \*\* Percentage over the total number of TVET graduates

### 3. Labor Force Participation

A total of 758,239 TVET graduates were in the labor force, with a Labor Participation Rate (LFPR) of 66.64% or about 6 out of 10 graduates were either employed or unemployed at the time of the survey. This is a marginal increase from the 64.17% LFPR in 2022 SETG survey round, showing more TVET graduates are entering the job market. There are more female TVET graduates than male with 52.19% and 47.81%, respectively. However, male graduates were actively participating in the labor force with a higher LFPR of 73.75% compared to females with 60.12%. The increase in LFPR suggests TVET programs are becoming more effective in preparing graduates for the job market.

Table 21. Labor Force Participation Rate of TVET Graduates by Sex. Philippines: 2022

Sex	Not in the Labor Force		In the Labor Force		Total Graduates	
	Freq	%*	Freq	LFPR	Freq	%**
Female	236,849	39.88	357,001	<b>60.12</b>	593,850	52.19
Male	142,792	26.25	401,238	<b>73.75</b>	544,030	47.81
Grand Total	379,641	33.36	758,239	<b>66.64</b>	1,137,880	100

\* Percentage over the row total; \*\* Percentage over the total number of TVET graduates  
Note: 14 years old graduate is not included in the computation.

The Labor Force Participation Rate (LFPR) ranged from 45% to 81% across different age groups (Table 22). The highest participation was observed among individuals aged 25 to 34 (81.19%), followed by those aged 35 to 44 (77.51%) and 45 to 54 (74.81%). These groups are actively engaged in work, likely due to career and financial responsibilities. Notably, the 15 to 24 age group had the lowest participation rate with 45.49%, likely due to many in this age range still being in school. Interestingly, senior citizens also remained active, with an LFPR of 51.05%, showing their continued contribution to the workforce.

Table 22. Labor Force Participation Rate of TVET Graduates by Age Group. Philippines: 2022

Age Group	Not in the Labor Force		In the Labor Force		Total Graduates	
	Freq	%*	Freq	LFPR*	Freq	%**
15 - 24	208,917	54.51	174,316	<b>45.49</b>	383,233	33.68
25 - 34	62,574	18.81	270,090	<b>81.19</b>	332,664	29.24
35 - 44	48,663	22.49	167,746	<b>77.51</b>	216,409	19.02
45 - 54	32,129	25.19	95,406	<b>74.81</b>	127,535	11.21
55 - 64	19,504	31.46	42,489	<b>68.54</b>	61,992	5.45
65 and over	7,854	48.95	8,192	<b>51.05</b>	16,046	1.41
Grand Total	379,641	33.36	758,239	<b>66.64</b>	1,137,880	100

\* Percentage over the row total; \*\* Percentage over the total number of TVET graduates

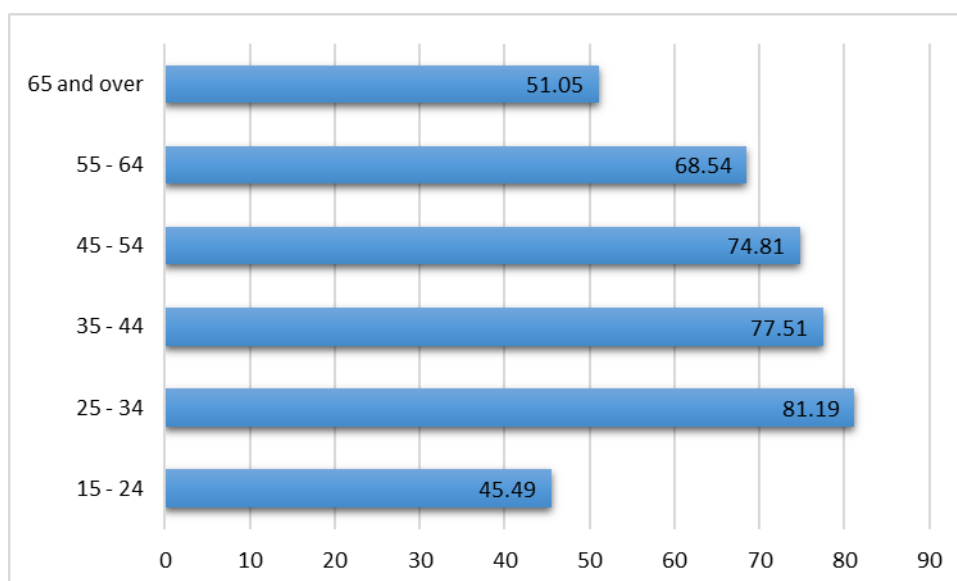


Figure 6. Estimated Labor Force Participation Rate of TVET Graduates by Age Group. Philippines: 2022

Consistent with previous results, most graduates with a postgraduate studies, 99.51%, Short-cycle Tertiary Education (89.49%), and bachelor's degree (85.51%) demonstrated high labor force participation rates (LFPRs) at the time of the survey, ranking among the highest across educational attainment groups (Table 23). Similarly, elevated LFPRs were observed among graduates whose highest educational attainment included short-cycle tertiary education, post-secondary non-tertiary education, junior high school (old curriculum), elementary education, and the Alternative Learning System. This suggests that these individuals are no longer pursuing formal education and are already working or seeking employment. In contrast, junior and senior high school undergraduates recorded the lowest LFPRs, likely because many are still attending school, consistent with findings from previous surveys.

Table 23. Labor Force Participation Rate of TVET Graduates by Highest Educational Attainment. Philippines: 2022

Highest Educational Attainment	Not in the Labor Force		In the Labor Force		Total Graduates	
	Freq	%*	Freq	LFPR	Freq	%**
No grade completed	404	54.53	337	<b>45.47</b>	741	0.07
Early Childhood Education	-	-	-	-	-	-
Primary Education (Elementary) Undergraduate	5,794	40.62	8,471	<b>59.38</b>	14,265	1.25
Primary Education (Elementary) Graduate	9,584	30.89	21,444	<b>69.11</b>	31,029	2.73
Lower Secondary Education (Junior HS)	15,019	33.02	30,472	<b>66.98</b>	45,491	4.00

Highest Educational Attainment	Not in the Labor Force		In the Labor Force		Total Graduates	
	Freq	%*	Freq	LFPR	Freq	%**
Undergraduate (old curriculum)						
Lower Secondary Education (Junior HS) Undergraduate (K-12 curriculum)	14,041	68.12	6,572	<b>31.88</b>	20,613	1.81
Lower Secondary Education (Junior HS) Graduate (old curriculum)	70,998	28.77	175,779	<b>71.23</b>	246,777	21.69
Lower Secondary Education (Junior HS) Graduate (K-12 curriculum)	18,013	58.17	12,953	<b>41.83</b>	30,966	2.72
Upper Secondary Education (Sr. HS) Undergraduate	22,239	71.16	9,013	<b>28.84</b>	31,252	2.75
Upper Secondary Education (Sr. HS) Graduate	75,917	52.45	68,830	<b>47.55</b>	144,747	12.72
Post-secondary Non-tertiary Education	6,965	22.80	23,582	<b>77.20</b>	30,547	2.68
Short-cycle Tertiary Education	1,768	10.51	15,052	<b>89.49</b>	16,821	1.48
Bachelor Level Education Undergraduate	97,862	39.66	148,912	<b>60.34</b>	246,774	21.69
Bachelor Level Education Graduate	38,265	14.49	225,725	<b>85.51</b>	263,990	23.20
Master Level Education	50	0.97	5,112	<b>99.03</b>	5,162	0.45
Doctoral Level Education	-	-	878	<b>100.00</b>	878	0.08
Alternative Learning System (ALS)	2,721	34.75	5,108	<b>65.25</b>	7,828	0.69
Grand Total	379,641	33.36	758,239	<b>66.64</b>	1,137,880	100

\* Percentage over the row total; \*\* Percentage over the total number of TVET graduates

The majority of the 2022 TVET graduates actively participated in the labor force, with 66.64% of the 1,137,880 graduates being economically active at the time of the survey. Meanwhile, 33.36% were not part of the labor force. Notably, regions such as Region II (77.05%), Region VII (73.31%), Region IV-B (73.08%), and Region X (72.84%) recorded high labor force participation rates, with around 7 out of 10 graduates contributing to the labor force. In contrast, Region IX reported the lowest LFPR at 57.85%, reflecting potential regional disparities in employment opportunities or other influencing factors.

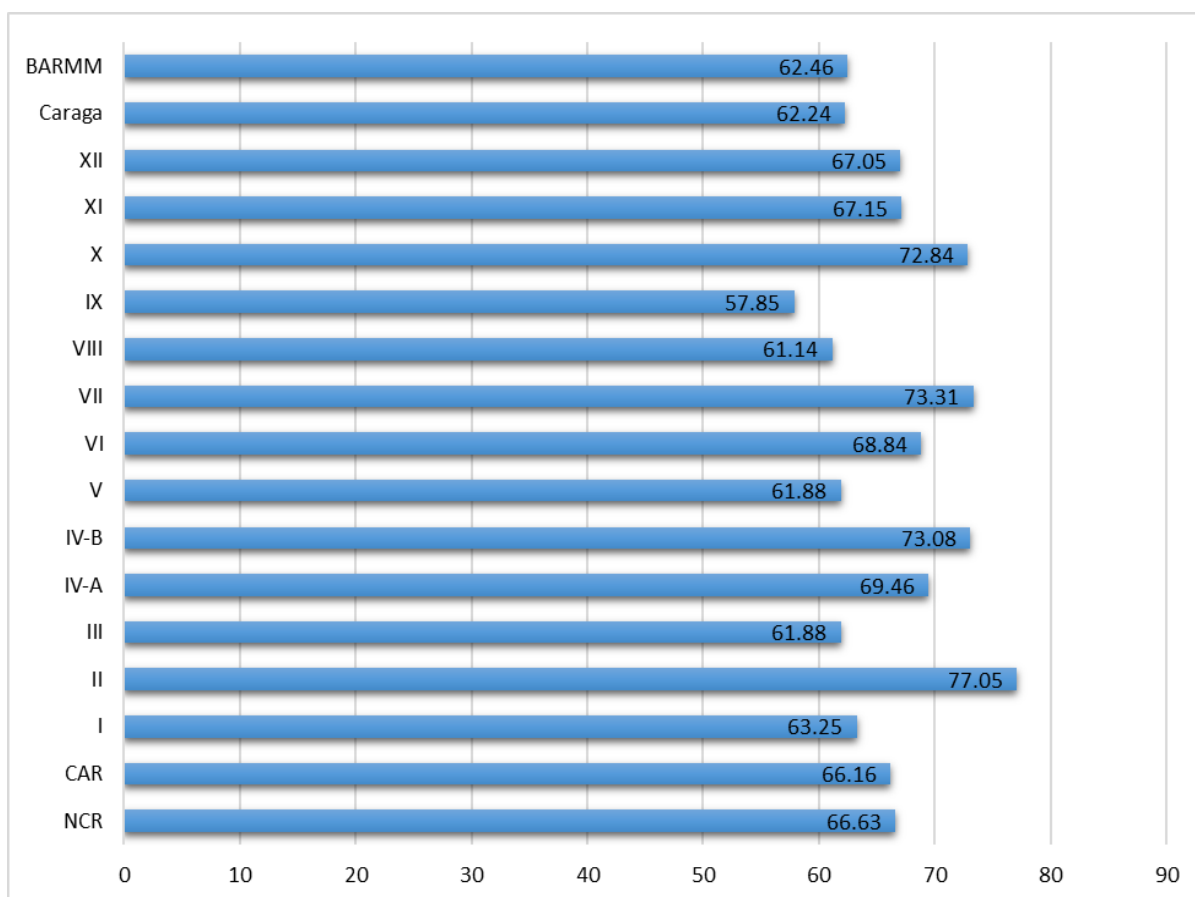


Figure 7. Labor Force Participation Rate of TVET Graduates by Region, Philippines: 2022

Table 24. Labor Force Participation Rate of TVET Graduates by Region, by Sex, Philippines: 2022

Region	Not in the Labor Force		In the Labor Force		Total TVET Graduates	
	Total	%*	Total	LFPR%*	Total	%**
NCR	36,843	33.37	73,551	66.63	110,394	9.70
CAR	14,147	33.84	27,655	66.16	41,802	3.67
I	24,740	36.75	42,586	63.25	67,326	5.92
II	14,040	22.95	47,146	77.05	61,186	5.38
III	41,257	38.12	66,961	61.88	108,218	9.51
IV-A	21,664	30.54	49,271	69.46	70,935	6.23
IV-B	14,798	26.92	40,172	73.08	54,970	4.83
V	28,190	38.12	45,764	61.88	73,954	6.50
VI	15,995	31.16	35,333	68.84	51,328	4.51
VII	22,402	26.69	61,531	73.31	83,933	7.38
VIII	23,236	38.86	36,566	61.14	59,802	5.26
IX	26,692	42.15	36,629	57.85	63,321	5.56
X	18,512	27.16	49,653	72.84	68,165	5.99
XI	21,816	32.85	44,602	67.15	66,418	5.84

XII	24,659	32.95	50,181	67.05	74,840	6.58
Caraga	23,254	37.76	38,334	62.24	61,588	5.41
BARMM	7,395	37.54	12,305	62.46	19,700	1.73
<b>Grand Total</b>	379,641	33.36	758,239	66.64	1,137,880	100.00

\* Percentage over the row total; \*\* Percentage over the total number of TVET graduates

TESDA graduates were classified as completers from TESDA Technology Institutions (TTIs) or non-TTIs. TTIs, directly operated by TESDA, offer training through their schools and centers nationwide, while non-TTIs are private institutions offering TESDA-registered programs. Based on this classification, the Labor Force Participation Rates (LFPR) of the two groups were compared (Table 25).

In terms of the Type of TVET Provider, Non-TTI graduates comprised a larger share of the labor force, with 478,483 graduates actively participating, compared to 279,756 from TTIs. The overall LFPR stood at 66.64%, with Non-TTI graduates showing a slightly higher LFPR (67.47%) than TTI graduates (65.26%). Meanwhile, 33.36% of graduates were not in the labor force, with a higher proportion coming from TTIs (34.74%) compared to Non-TTIs (32.53%).

Table 25. Labor Force Participation Rate of TVET Graduates by Type of Provider, Philippines: 2022

Type of Provider	Not in the Labor Force		In the Labor Force		Total Graduates	
	Freq	%*	Freq	LFPR	Freq	%**
TTI	148,920	34.74	279,756	65.26	428,676	37.67
Non-TTI	230,721	32.53	478,483	67.47	709,204	62.33
Grand Total	379,641	33.36	758,239	66.64	1,137,880	100

\* Percentage over the row total; \*\* Percentage over the total number of TVET graduates

Among the training venues, the enterprise-based program recorded the highest Labor Force Participation Rate (LFPR) at 68.25%, reflecting its effectiveness in equipping graduates with practical, industry-relevant skills that can facilitate immediate employment (Table 26). The institution-based program followed closely with an LFPR of 67.29%. Although it was the top performer in the previous year, its slight decline suggests a growing preference for more hands-on training approaches in the various industries. The community-based program ranked third with an LFPR of 65.08%, underscoring its role in addressing localized needs but with a slightly lower alignment to broader labor market requirements. These figures highlight the varying effectiveness of training venues in preparing graduates for economic participation.

Table 26. Labor Force Participation Rate of TVET Graduates by Training Venue, Philippines: 2022

Training Venue	Not in the Labor Force		In the Labor Force		Total Graduates	
	Freq	%*	Freq	LFPR	Freq	%**
<b>1. Institution-based</b>	215,547	<b>32.71</b>	443,425	<b>67.29</b>	658,972	<b>57.91</b>
<b>2. Enterprised-based</b>	31,523	<b>31.75</b>	67,770	<b>68.25</b>	99,293	<b>8.73</b>
<b>3. Community-based</b>	132,571	<b>34.92</b>	247,043	<b>65.08</b>	379,615	<b>33.36</b>
Grand Total	379,641	33.36	758,239	<b>66.64</b>	1,137,880	100

\* Percentage over the row total; \*\* Percentage over the total number of TVET graduates

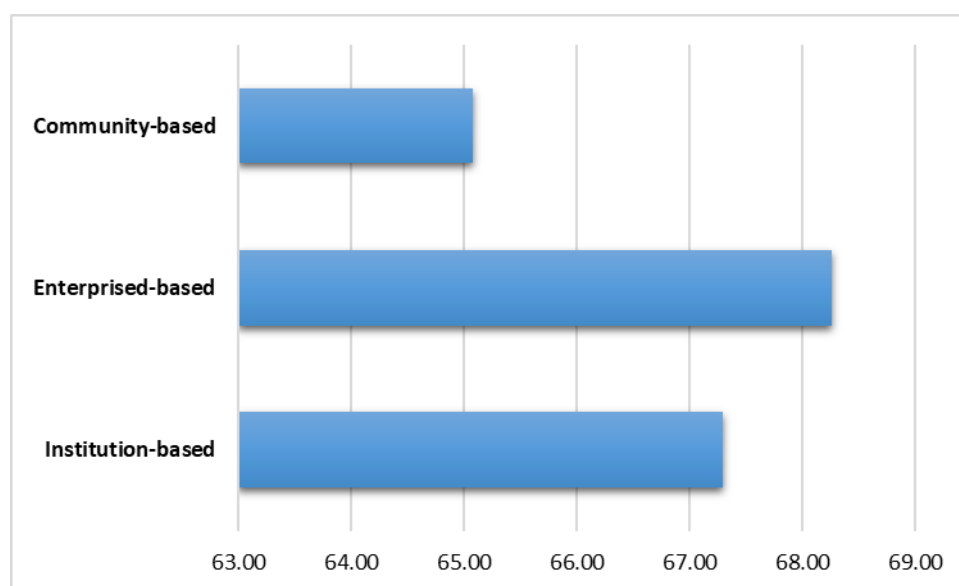


Figure 8. Labor Force Participation Rate of TVET Graduates by Training Venue. Philippines: 2020

As shown in Table 27, across client types, industry workers and uniformed personnel recorded the highest Labor Force Participation Rates (LFPRs) at 96.97% and 95.79%, respectively. Other groups with high LFPRs include returning OFWs (88.85%), TVET trainers (87.47%), MILF beneficiaries (84.24%), solo parents (82.05%), TESDA alumni (81.46%), and farmers and fishermen (80.26%). These rates reflect the practical applicability of their training and its relevance to their respective roles or economic activities.

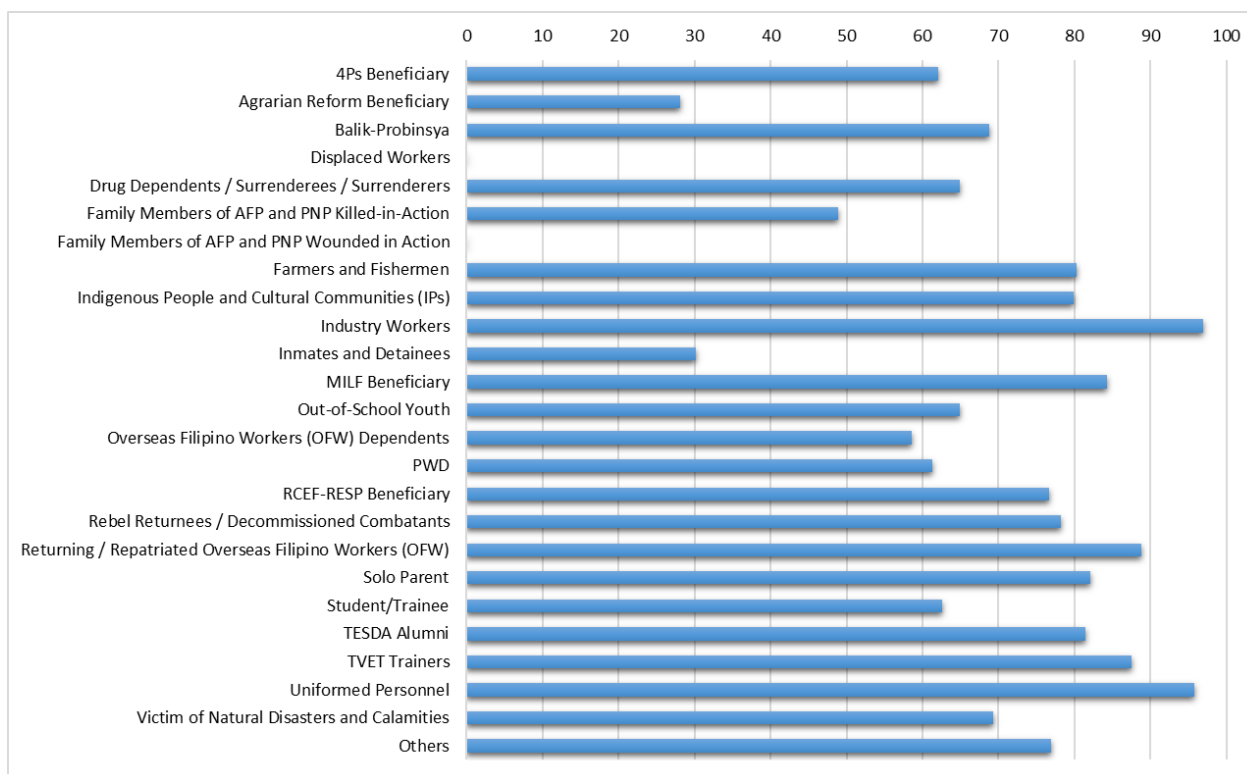


Figure 9. Labor Force Participation Rate of TVET Graduates by Client Type, Philippines: 2020

Table 27. Labor Force Participation Rate of TVET Graduates by Client Type, Philippines: 2022

Client Type	Not in the Labor Force		In the Labor Force		Total Graduates	
	Freq	%*	Freq	LFPR	Freq	%**
4Ps Beneficiary	22,536	37.88	36,951	62.12	59,487	5.23
Agrarian Reform Beneficiary	7,248	71.84	2,841	28.16	10,088	0.89
Balik-Probinsya	316	31.23	696	68.77	1,012	0.09
Displaced Workers	0	0.00	0	0.00	0	0.00
Drug Dependents / Surrenderers / Surrenderers	367	35.10	679	64.90	1,046	0.09
Family Members of AFP and PNP Killed-in-Action	355	51.11	339	48.89	694	0.06
Family Members of AFP and PNP Wounded in Action	0	0.00	0	0.00	0	0.00
Farmers and Fishermen	21,372	19.74	86,919	80.26	108,290	9.52
Indigenous People and Cultural Communities (IPs)	1,856	20.07	7,392	79.93	9,249	0.81
Industry Workers	125	3.03	3,987	96.97	4,112	0.36



Inmates and Detainees	781	69.8 2	338	<b>30.1 8</b>	1,119	0.10
MILF Beneficiary	52	15.7 6	280	<b>84.2 4</b>	332	0.03
Out-of-School Youth	946	35.0 9	1,751	<b>64.9 1</b>	2,697	0.24
Overseas Filipino Workers (OFW) Dependents	2,546	41.4 0	3,603	<b>58.6 0</b>	6,149	0.54
PWD	1,531	38.7 4	2,421	<b>61.2 6</b>	3,951	0.35
RCEF-RESP Beneficiary	4,316	23.3 6	14,162	<b>76.6 4</b>	18,479	1.62
Rebel Returnees / Decommissioned Combatants	421	21.7 7	1,514	<b>78.2 3</b>	1,935	0.17
Returning / Repatriated Overseas Filipino Workers (OFW)	2,346	11.1 5	18,686	<b>88.8 5</b>	21,032	1.85
Solo Parent	2,315	17.9 5	10,579	<b>82.0 5</b>	12,894	1.13
Student/Trainee	293,551	37.4 3	490,758	<b>62.5 7</b>	784,309	68.93
TESDA Alumni	971	18.5 4	4,268	<b>81.4 6</b>	5,239	0.46
TVET Trainers	625	12.5 3	4,361	<b>87.4 7</b>	4,986	0.44
Uniformed Personnel	819	4.21	18,648	<b>95.7 9</b>	19,467	1.71
Victim of Natural Disasters and Calamities	511	30.6 6	1,155	<b>69.3 4</b>	1,666	0.15
Others	13,735	23.0 3	45,911	<b>76.9 7</b>	59,645	5.24
Grand Total	379,641	33.3 6	758,239	<b>66.6 4</b>	1,137,880	100.0 0

\* Percentage over the row total; \*\* Percentage over the total number of TVET graduates

The primary reason unemployed TVET graduates in the labor force are not working is that they are waiting for job application results or have pending applications. Meanwhile, for graduates not in the labor force, the main reasons for not seeking employment include attending school (50.93%) or managing household and family responsibilities (41.04%).

Table 28. Reasons of TVET Graduates for Not Looking for Work, by Sex, Philippines: 2022

Reason for Not Looking for Work	Female		Male		Grand Total	
	Freq	%*	Freq	%*	Freq	%**
Awaiting results/pending job application	34,579	45.70	41,079	54.30	75,658	83.28
Bad weather	810	100.00		0.00	810	0.89
Believe no work is available	640	41.46	903	58.54	1,543	1.70
Temporary illness/disability	4,927	63.05	2,888	36.95	7,815	8.60
Tired	225	42.72	302	57.28	527	0.58
Waiting for rehire/job recall	2,119	47.10	2,380	52.90	4,499	4.95
<b>Unemployed but In the Labor Force</b>	<b>43,299</b>	<b>47.66</b>	<b>47,552</b>	<b>52.34</b>	<b>90,851</b>	<b>19.31</b>

Household/family duties	137,578	88.29	18,246	11.71	155,824	41.04
Permanent disability		0.00	343	100.00	343	0.09
Schooling	82,851	42.85	110,502	57.15	193,354	50.93
Too young/old or retired	7,544	70.06	3,223	29.94	10,767	2.84
Others	8,876	45.86	10,477	54.14	19,353	5.10
<b>Not In the Labor Force</b>	<b>236,849</b>	<b>62.39</b>	<b>142,792</b>	<b>37.61</b>	<b>379,641</b>	<b>80.69</b>
Grand Total	280,148	59.54	190,344	40.46	470,492	100

\* Percentage over the row total; \*\* Percentage over the total number of TVET graduates

## 4. Employment

TESDA aims to produce world-class, competent workers through quality training. Tracking the employment status and job performance of the graduates is crucial for refining training programs and policies, ensuring it meets the needs of both clients and the evolving workforce.

### 4.1 Length of Job search

Unemployment can have long-term consequences on a graduate's career. Understanding how long it takes for TVET graduates to secure employment is crucial for TESDA's management. Among the 2022 graduates, 326,499 individuals (28.69%) of the total TVET graduates landed a job after the training.

The majority of TVET graduates (51.98%) found employment within 1 to 5 months, with males (55.94%) slightly outpacing females (44.06%). This highlights the effectiveness of TESDA's programs in preparing graduates for the job market. A portion of TVET graduate took between 6 months to a year to secure employment (28.49%), with an almost equal gender distribution (50.05% females and 49.95% males). Additionally, 16.48% of graduates found jobs in less than a month, while 3.05% faced job searches lasting over a year.

Table 29. Weighted Distribution of TVET Graduates According to the Length of Job Search After the Training, Philippines: 2022

Length of Job Search after the Training	Female		Male		Grand Total	
	Freq	%	Freq	%	Freq	%
Less than a month	29,020	53.95	24,772	46.05	53,792	16.48
1 to 5 months	74,787	44.06	94,936	55.94	169,723	51.98
more than 5 months to 12 months	46,561	50.05	46,462	49.95	93,023	28.49
Over a year	4,504	45.21	5,458	54.79	9,961	3.05
Grand Total	154,872	47.42	171,628	52.58	326,499	100.00

### 4.2 Employment Rate

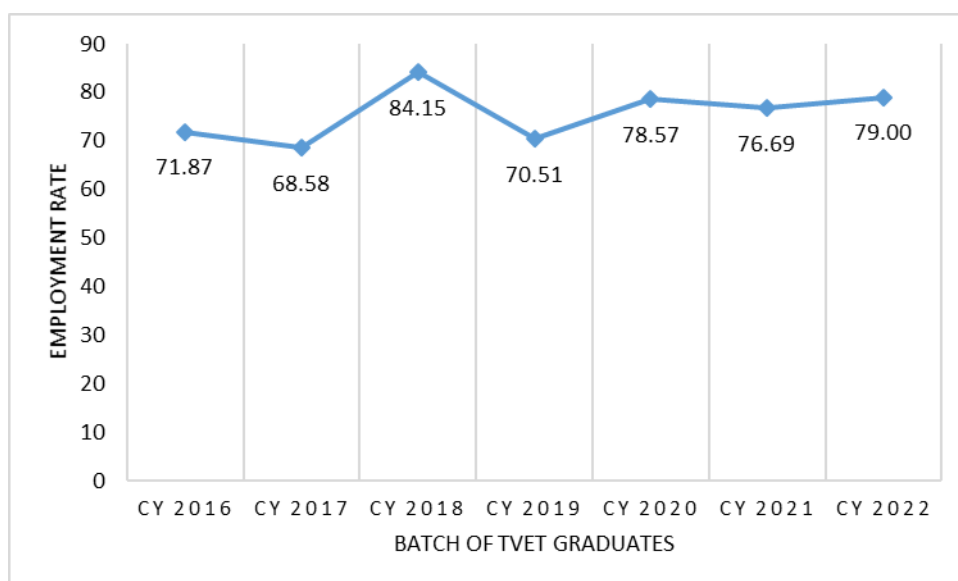


Figure 10. Estimated Employment Rates of 2016 to 2000 TVET Graduates.

As previously noted, 66.64% of the 2022 TVET graduates were active in the labor force. Among those are in the Labor force were employed at the time of the survey with 79.00%. This represents a 3% increase from the 2021 graduates' employment rate of 76.69%.

In terms of sex, the employment rate for females (80.48%) was slightly higher than for males (77.68%) with a percentage difference of 3.54%.

Table 30. Estimated Employment Rate of TVET Graduates by Sex, Philippines: 2022

Sex	Not in the Labor Force		In the Labor Force						Total TVET Graduates	
			Not Employed		Employed		Total TVET Graduates in the LF			
	Freq	%	Freq	%	Freq	ER	Freq	LFPR%		
Female	236,849	39.88	69,685	19.52	287,316	<b>80.48</b>	357,001	60.12	593,850	52.19
Male	142,792	26.25	89,558	22.32	311,680	<b>77.68</b>	401,238	73.75	544,030	47.81
Grand Total	379,641	33.36	159,243	21.00	598,996	<b>79.00</b>	758,239	66.64	1,137,880	100.00

The majority of graduates across all age groups who were active in the labor force were employed during the survey. Generally, the employment rate increases with age. The highest employment rate was observed in the 65 and over age group, with an impressive 94.91%, followed by the 55-64 age group (92.96%) and the 35-44 age group (92.05%). In contrast, the lowest employment rate was seen in the youngest age group, 15-24, with 63.43%. This is likely due to a significant portion of this group are fresh graduates and lacks work experience.

Table 31. Estimated Employment Rate of TVET Graduates by Age Group, Philippines: 2022

Age Group	Not Employed		Employed		Total TVET Graduates in the LF	
	Freq	%	Freq	ER	Freq	%

15 - 24	63,744	36.57	110,572	<b>63.43</b>	174,316	22.99
25 - 34	65,162	24.13	204,928	<b>75.87</b>	270,090	35.62
35 - 44	19,377	11.55	148,369	<b>88.45</b>	167,746	22.12
45 - 54	7,582	7.95	87,824	<b>92.05</b>	95,406	12.58
55 - 64	2,882	7.04	38,043	<b>92.96</b>	40,925	5.40
65 and over	496	5.09	9,259	<b>94.91</b>	9,755	1.29
Grand Total	159,243	21.00	598,996	<b>79.00</b>	758,239	100

Consistent with previous surveys, graduates with post-graduate degrees reported the highest employment rates, with Master's degree holders at 96.44% and Doctorate degree holders achieving a perfect 100% employment rate. Notably, high employment rates were also observed among elementary undergraduates (95.62%) and graduates (93.01%).

In contrast, Senior High School graduates had the lowest employment rate at 64.13%. This may be attributed to many of them enrolling in TVET programs as part of their curriculum and subsequently pursuing higher education rather than entering the workforce immediately.

Table 32. Estimated Employment Rate of TVET Graduates by Highest Educational Attainment, Philippines: 2022

Highest Educational Attainment	Not Employed		Employed		Total TVET Graduates in the LF	
	Freq	%	Freq	ER	Freq	%
No grade completed	114	33.89	223	<b>66.11</b>	337	0.04
Early Childhood Education						
Primary Education (Elementary) Undergraduate	371	4.38	8,100	<b>95.62</b>	8,471	1.12
Primary Education (Elementary) Graduate	1,499	6.99	19,945	<b>93.01</b>	21,444	2.83
Lower Secondary Education (Junior HS) Undergraduate (old curriculum)	4,310	14.14	26,162	<b>85.86</b>	30,472	4.02
Lower Secondary Education (Junior HS) Undergraduate (K-12 curriculum)	1,896	28.85	4,676	<b>71.15</b>	6,572	0.87
Lower Secondary Education (Junior HS) Graduate (old curriculum)	27,207	15.48	148,572	<b>84.52</b>	175,779	23.18
Lower Secondary Education (Junior HS) Graduate (K-12 curriculum)	3,268	25.23	9,685	<b>74.77</b>	12,953	1.71
Upper Secondary Education (Sr. HS) Undergraduate	2,661	29.52	6,352	<b>70.48</b>	9,013	1.19
Upper Secondary Education (Sr. HS) Graduate	24,693	35.87	44,137	<b>64.13</b>	68,830	9.08
Post-secondary Non-tertiary Education	5,719	24.25	17,863	<b>75.75</b>	23,582	3.11

Short-cycle Tertiary Education	2,522	16.75	12,531	<b>83.25</b>	15,052	1.99
Bachelor Level Education Undergraduate	39,773	26.71	109,139	<b>73.29</b>	148,912	19.64
Bachelor Level Education Graduate	44,216	19.59	181,509	<b>80.41</b>	225,725	29.77
Master Level Education	182	3.56	4,930	<b>96.44</b>	5,112	0.67
Doctoral Level Education			878	<b>100.00</b>	878	0.12
Alternative Learning System (ALS)	814	15.93	4,294	<b>84.07</b>	5,108	0.67
<b>Grand Total</b>	159,243	21.00	598,996	<b>79.00</b>	758,239	100

In Table 33, both TTI and non-TTI graduates demonstrate strong employment rates, underscoring the effectiveness of TVET programs in fostering employability. However, TTI graduates exhibit a slightly higher employment rate at 81.14%, compared to 77.75% for non-TTI graduates with 4.27 percentage difference. This marginal difference may reflect the added benefits of institutional resources, structured training environments, or enhanced industry linkages available to TTI graduates.

Table 33. Estimated Employment Rate of TVET Graduates by Type of Provider, Philippines: 2022

Type of Provider	Not Employed		Employed		Total TVET Graduates in the LF	
	Freq	%	Freq	ER	Freq	%
TTI	52,766	18.86	226,990	<b>81.14</b>	279,756	36.90
Non-TTI	106,477	22.25	372,005	<b>77.75</b>	478,483	63.10
Grand Total	159,243	21.00	598,996	<b>79.00</b>	758,239	100

The table below shows significant disparity exists in the employment rates across different regions. The top 3 regions that exhibit strong labor market performance, with high percentage of TVET graduates securing employment are region XI (91.49%), VI (91.48%), and II (90.46%). However, regions VIII, IX, I, CAR, and IV-A has the highest unemployment rate that is more than 30%.

Table 34. Estimated Employment Rate of TVET Graduates by Region, Philippines: 2022

Region	Not Employed		Employed		Total TVET Graduates in the LF	
	Freq	%	Freq	ER	Freq	%
NCR	19,961	27.14	53,590	<b>72.86</b>	73,551	9.70
CAR	8,773	31.72	18,882	<b>68.28</b>	27,655	3.65
I	15,010	35.25	27,576	<b>64.75</b>	42,586	5.62

II	4,497	9.54	42,649	<b>90.46</b>	47,146	6.22
III	12,658	18.90	54,303	<b>81.10</b>	66,961	8.83
IV-A	16,094	32.66	33,177	<b>67.34</b>	49,271	6.50
IV-B	5,792	14.42	34,380	<b>85.58</b>	40,172	5.30
V	15,854	34.64	29,911	<b>65.36</b>	45,764	6.04
VI	3,010	8.52	32,323	<b>91.48</b>	35,333	4.66
VII	7,666	12.46	53,865	<b>87.54</b>	61,531	8.12
VIII	13,737	37.57	22,829	<b>62.43</b>	36,566	4.82
IX	13,656	37.28	22,973	<b>62.72</b>	36,629	4.83
X	4,776	9.62	44,877	<b>90.38</b>	49,653	6.55
XI	3,794	8.51	40,808	<b>91.49</b>	44,602	5.88
XII	6,140	12.23	44,042	<b>87.77</b>	50,181	6.62
Caraga	4,244	11.07	34,090	<b>88.93</b>	38,334	5.06
BARMM	3,583	29.12	8,721	<b>70.88</b>	12,305	1.62
Grand Total	159,243	21.00	598,996	<b>79.00</b>	758,239	100

The Community-based training venue, showed the highest employment rate with 86.40%. Moreover, despite having the smallest proportion of graduates, enterprise-based training shows an employment rate of 85.48%. In contrast, Institution-based training, which accounts for the largest percentage of TVET graduates, shows the lowest employment rate at 73.88% among the training venues. In contrast,

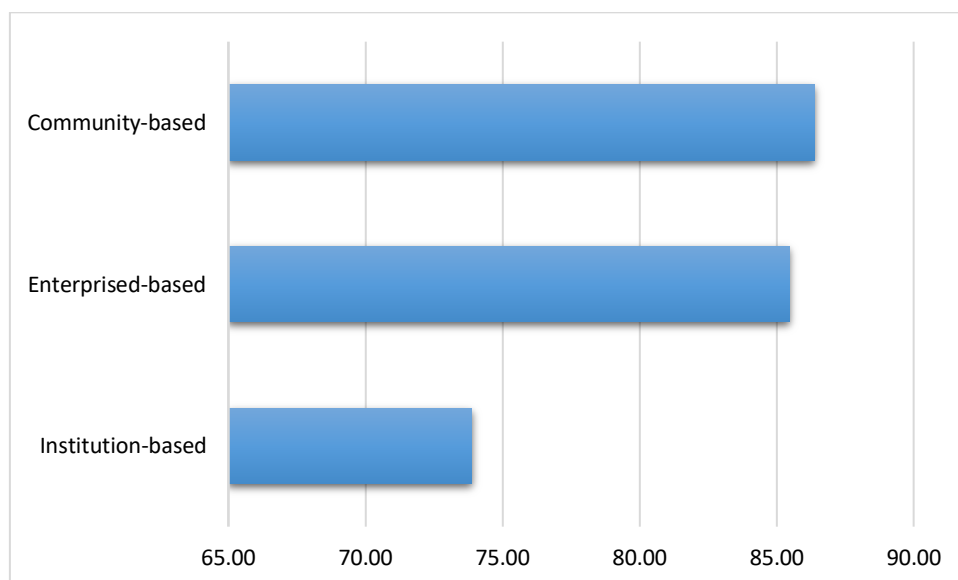


Figure 11. Estimated Employment Rate of TVET Graduates by Program Delivery Mode. Philippines, 2020

Table 35. Estimated Employment Rate of TVET Graduates by Training Venue, Philippines: 2022

Training Venue	Not Employed		Employed		Total TVET Graduates in the LF	
	Freq	%	Freq	ER	Freq	%
<b>1. Institution-based</b>	<b>115,803</b>	<b>26.12</b>	<b>327,622</b>	<b>73.88</b>	<b>443,425</b>	<b>58.48</b>
<b>2. Enterprised-based</b>	<b>9,837</b>	<b>14.52</b>	<b>57,933</b>	<b>85.48</b>	<b>67,770</b>	<b>8.94</b>
Apprenticeship	1,781	44.67	2,206	<b>55.33</b>	3,987	0.53
Dual Training System	903	59.16	624	<b>40.84</b>	1,527	0.20
Farm schools/enterprise training	3,872	9.11	38,647	<b>90.89</b>	42,519	5.61
Industry-base/in-company training	117	7.56	1,431	<b>92.44</b>	1,548	0.20
Learnership	407	13.12	2,696	<b>86.88</b>	3,104	0.41
PAFSE	2,756	19.02	11,737	<b>80.98</b>	14,493	1.91
Supervised Industry Learning		0.00	593	<b>100.00</b>	593	0.08
<b>3. Community-based</b>	<b>33,603</b>	<b>13.60</b>	<b>213,441</b>	<b>86.40</b>	<b>247,043</b>	<b>32.58</b>
Extension programs of TTIs	15,076	15.28	83,585	<b>84.72</b>	98,661	13.01
LGU-oriented comm.-based progs.	12,491	12.61	86,558	<b>87.39</b>	99,048	13.06
Mobile training program	4,653	14.67	27,059	<b>85.33</b>	31,711	4.18
NGOs, POs, CSR trainings	1,384	7.85	16,239	<b>92.15</b>	17,623	2.32
Grand Total	159,243	21.00	598,996	<b>79.00</b>	758,239	100

Across various TESDA sectors, the highest employment rates were recorded in Chemicals/Plastics/Petrochemicals, Footwear and Leathergoods, Utilities, Visual Arts, and Wholesale and Retail Trading, all achieving a 100% employment rate (Figure 12 and Table 36). These were followed by Heating, Ventilation, and Air Conditioning (HVAC) at 93.30% and Processed Food & Beverages at 87.79%. These figures emphasize the demand for specialized skills in these industries and the strong alignment between training and industry needs.

In those sectors, Chemicals/Plastics/Petrochemicals, Visual Arts, and Wholesale and Retail Trading were exclusively dominated by females, achieving a 100% employment rate. On the other hand, Footwear and Leathergoods and Utilities were entirely male-dominated, also with a 100% employment rate. These trends highlight the distinct gender specialization within certain industries, likely influenced by the alignment of skills, interests, and industry demands.



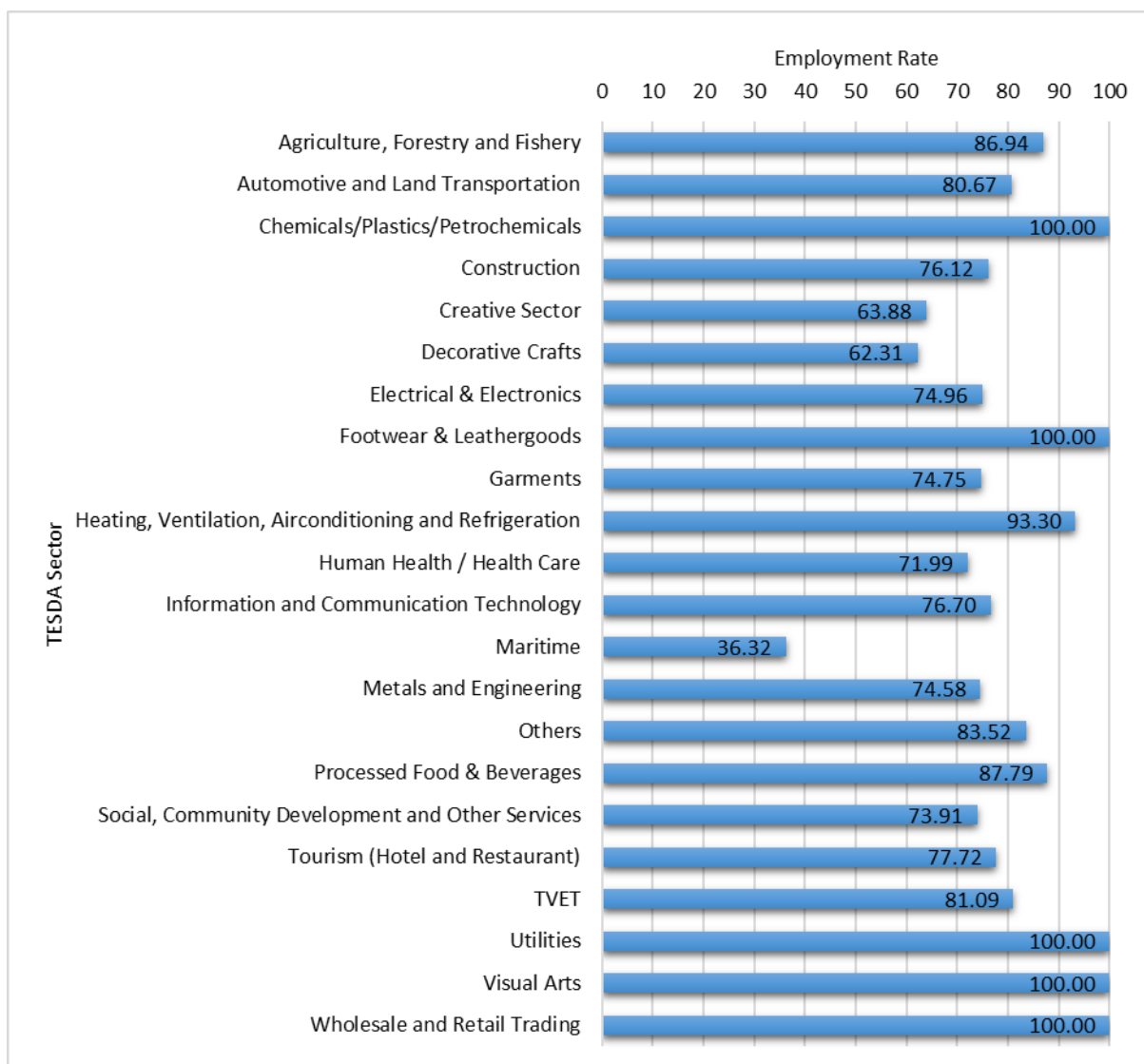


Figure 12. Estimated Employment Rate of TVET Graduates by Sector. Philippines, 2022

Table 36. Estimated Employment Rate of TVET Graduates by TESDA Sector, Philippines: 2022

TESDA Sector	Not Employed		Employed		Total TVET Graduates in the LF	
	Freq	%	Freq	ER	Freq	%
Agriculture, Forestry and Fishery	20,029	13.06	133,384	<b>86.94</b>	153,414	20.23
Automotive and Land Transportation	17,305	19.33	72,236	<b>80.67</b>	89,541	11.81
Chemicals/Plastics/Petrochemicals	-	0.00	549	<b>100.00</b>	549	0.07
Construction	13,520	23.88	43,098	<b>76.12</b>	56,617	7.47
Creative Sector	296	36.12	523	<b>63.88</b>	819	0.11

Decorative Crafts	196	37.6 9	324	<b>62.31</b>	519	0.07
Electrical & Electronics	14,411	25.0 4	43,140	<b>74.96</b>	57,551	7.59
Footwear & Leathergoods	-	0.00	289	<b>100.0 0</b>	289	0.04
Garments	2,460	25.2 5	7,282	<b>74.75</b>	9,742	1.28
Heating, Ventilation, Airconditioning and Refrigeration	165	6.70	2,301	<b>93.30</b>	2,466	0.33
Human Health / Health Care	13,738	28.0 1	35,314	<b>71.99</b>	49,052	6.47
Information and Communication Technology	4,731	23.3 0	15,577	<b>76.70</b>	20,308	2.68
Maritime	8,577	63.6 8	4,891	<b>36.32</b>	13,468	1.78
Metals and Engineering	14,615	25.4 2	42,881	<b>74.58</b>	57,496	7.58
Others	12,052	16.4 8	61,086	<b>83.52</b>	73,138	9.65
Processed Food & Beverages	2,443	12.2 1	17,562	<b>87.79</b>	20,005	2.64
Social, Community Development and Other Services	6,523	26.0 9	18,480	<b>73.91</b>	25,003	3.30
Tourism (Hotel and Restaurant)	26,836	22.2 8	93,611	<b>77.72</b>	120,446	15.89
TVET	1,346	18.9 1	5,775	<b>81.09</b>	7,122	0.94
Utilities	-	0.00	176	<b>100.0 0</b>	176	0.02
Visual Arts	-	0.00	335	<b>100.0 0</b>	335	0.04
Wholesale and Retail Trading	-	0.00	183	<b>100.0 0</b>	183	0.02
Grand Total	159,243	21.0 0	598,996	<b>79.00</b>	758,239	100.0 0

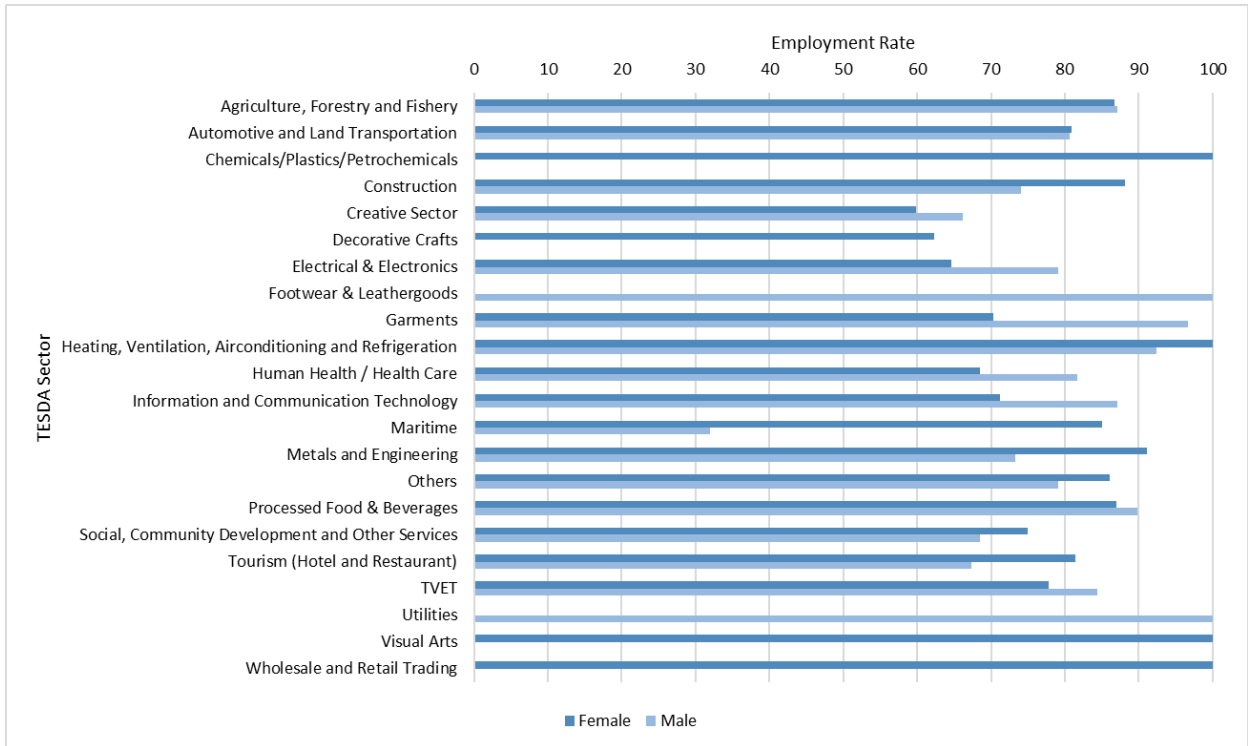


Figure 13. Estimated Employment Rate of TVET Graduates by TESDA Sector, by Sex. Philippines, 2022

Table 37. Estimated Employment Rate of TVET Graduates by TESDA Sector, by Sex, Philippines: 2022

TESDA Sector	Female Employed		Male Employed		Total Female TVET Graduates in LF		Total Male TVET Graduates in LF		Total TVET Graduates in LF	
	Freq	ER	Freq	ER	Freq	%*	Freq	%	Freq	%**
Agriculture, Forestry and Fishery	63,466	<b>86.71</b>	69,919	<b>87.16</b>	73197	47.71	80,217	52.29	153,414	20.23
Automotive and Land Transportation	16,497	<b>80.85</b>	55,739	<b>80.62</b>	20404	22.79	69,137	77.21	89,541	11.81
Chemicals/Plastics/Petrochemicals	549	<b>100.00</b>		<b>0.00</b>	549	100.00	0	0.00	549	0.07
Construction	7,207	<b>88.16</b>	35,890	<b>74.09</b>	8176	14.44	48,441	85.56	56,617	7.47
Creative Sector	177	<b>59.84</b>	346	<b>66.16</b>	295	36.05	524	63.95	819	0.11
Decorative Crafts	324	<b>62.31</b>		<b>0.00</b>	519	100.00	0	0.00	519	0.07
Electrical & Electronics	10,652	<b>64.62</b>	32,487	<b>79.11</b>	16485	28.64	41,066	71.36	57,551	7.59
Footwear & Leathergoods		<b>0.00</b>	289	<b>100.00</b>	0	0.00	289	100.00	289	0.04
Garments	5,704	<b>70.35</b>	1,578	<b>96.61</b>	8109	83.24	1,633	16.76	9,742	1.28
Heating, Ventilation, Airconditioning and Refrigeration	304	<b>100.00</b>	1,997	<b>92.36</b>	304	12.32	2,162	87.68	2,466	0.33
Human Health / Health Care	24,582	<b>68.45</b>	10,732	<b>81.66</b>	35910	73.21	13,143	26.79	49,052	6.47
Information and Communication Technology	9,421	<b>71.16</b>	6,156	<b>87.09</b>	13239	65.19	7,069	34.81	20,308	2.68
Maritime	940	<b>84.98</b>	3,951	<b>31.96</b>	1106	8.21	12,362	91.79	13,468	1.78
Metals and Engineering	3,857	<b>91.18</b>	39,024	<b>73.26</b>	4230	7.36	53,266	92.64	57,496	7.58
Others	40,011	<b>86.05</b>	21,075	<b>79.11</b>	46497	63.57	26,641	36.43	73,138	9.65
Processed Food & Beverages	12,465	<b>86.98</b>	5,097	<b>89.82</b>	14331	71.64	5,674	28.36	20,005	2.64
Social, Community Development and Other Services	15,569	<b>75.02</b>	2,911	<b>68.48</b>	20752	83.00	4,251	17.00	25,003	3.30
Tourism (Hotel and Restaurant)	72,304	<b>81.40</b>	21,307	<b>67.37</b>	88821	73.74	31,625	26.26	120,446	15.89
TVET	2,769	<b>77.79</b>	3,007	<b>84.39</b>	3559	49.97	3,563	50.03	7,122	0.94
Utilities		<b>0.00</b>	176	<b>100.00</b>	0	0.00	176	100.00	176	0.02
Visual Arts	335	<b>100.00</b>		<b>0.00</b>	335	100.00	0	0.00	335	0.04
Wholesale and Retail Trading	183	<b>100.00</b>		<b>0.00</b>	183	100.00	0	0.00	183	0.02
<b>Grand Total</b>	<b>287,315.88</b>	<b>80.48</b>	<b>311,679.74</b>	<b>77.68</b>	<b>357001.01</b>	<b>47.08</b>	<b>401,237.89</b>	<b>52.92</b>	<b>758,238.90</b>	<b>100</b>

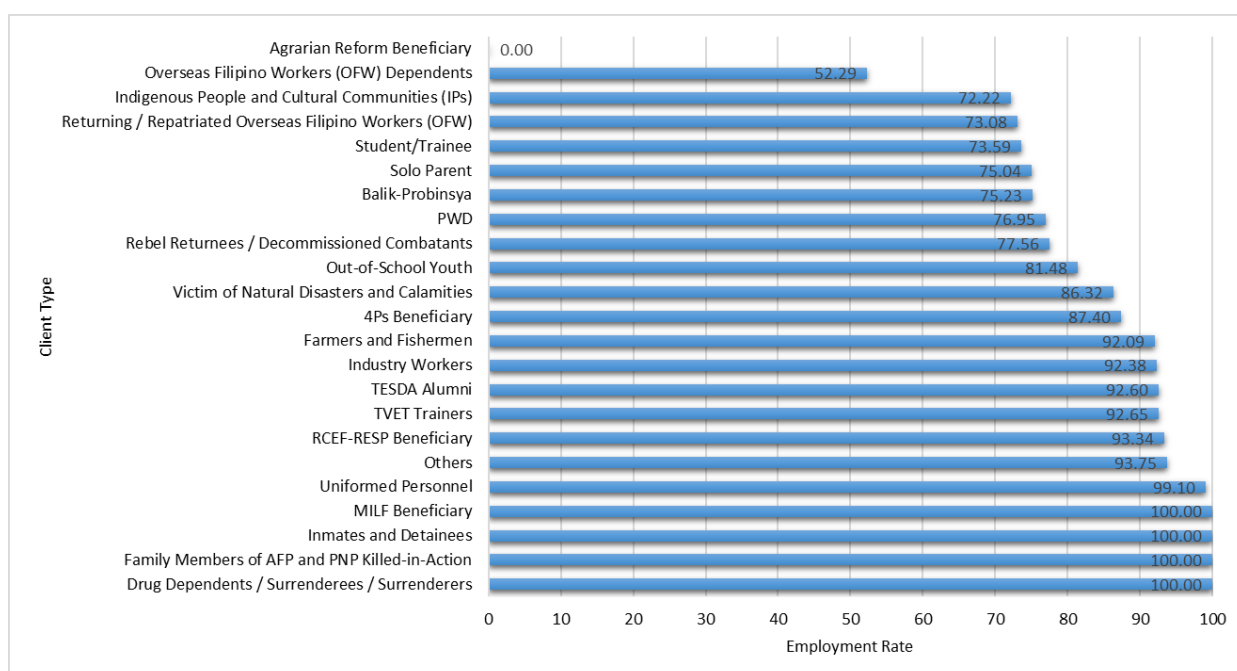


Figure 16. Estimated Employment Rate of TVET Graduates by Client Type, Philippines: 2022

When categorized by client type, Drug Dependents/Surrenderers, Family Members of AFP and PNP Killed-in-Action, Inmates and Detainees, and MILF Beneficiaries achieved a 100% employment rate, showcasing the significant impact of targeted interventions for these groups. Additionally, Farmers and

Fishermen, Industry Workers, and RCEF-RESP Beneficiaries also demonstrated high employment rates at 92.09%, 92.38%, and 93.34%, respectively. These figures highlight the effectiveness of TESDA's programs in addressing the specific needs of diverse client types, fostering employability across various sectors.

Table 38. Estimated Employment Rate of TVET Graduates by Client Type, Philippines: 2022

Client Type	Not Employed		Employed		Total TVET Graduates in the LF	
	Freq	%	Freq	ER	Freq	%
4Ps Beneficiary	4656	12.60	32,295	<b>87.40</b>	36,951	4.87
Agrarian Reform Beneficiary	170	0.00	2,671	<b>0.00</b>	2,841	0.37
Balik-Probinsya	172	24.77	523	<b>75.23</b>	696	0.09
Drug Dependents / Surrenderes / Surrenderers		0.00	679	<b>100.00</b>	679	0.09
Family Members of AFP and PNP Killed-in-Action		0.00	339	<b>100.00</b>	339	0.04
Farmers and Fishermen	6875	7.91	80,044	<b>92.09</b>	86,919	11.46
Indigenous People and Cultural Communities (IPs)	2054	27.78	5,339	<b>72.22</b>	7,392	0.97
Industry Workers	304	7.62	3,683	<b>92.38</b>	3,987	0.53
Inmates and Detainees		0.00	338	<b>100.00</b>	338	0.04
MILF Beneficiary		0.00	280	<b>100.00</b>	280	0.04
Out-of-School Youth	324	18.52	1,426	<b>81.48</b>	1,751	0.23
Overseas Filipino Workers (OFW) Dependents	1,719	47.71	1,884	<b>52.29</b>	3,603	0.48
PWD	558	23.05	1,863	<b>76.95</b>	2,421	0.32
RCEF-RESP Beneficiary	943	6.66	13,220	<b>93.34</b>	14,162	1.87
Rebel Returnees / Decommissioned Combatants	340	22.44	1,174	<b>77.56</b>	1,514	0.20
Returning / Repatriated Overseas Filipino Workers (OFW)	5,031	26.92	13,656	<b>73.08</b>	18,686	2.46
Solo Parent	2,641	24.96	7,939	<b>75.04</b>	10,579	1.40
Student/Trainee	129,625	26.41	361,132	<b>73.59</b>	490,758	64.72
TESDA Alumni	316	7.40	3,952	<b>92.60</b>	4,268	0.56
TVET Trainers	321	7.35	4,041	<b>92.65</b>	4,361	0.58
Uniformed Personnel	169	0.90	18,479	<b>99.10</b>	18,648	2.46
Victim of Natural Disasters and Calamities	158	13.68	997	<b>86.32</b>	1,155	0.15

Others	2,870	6.25	43,041	<b>93.75</b>	45,911	6.05
Grand Total	159,243	21.00	598,996	<b>79.00</b>	758,239	100

Most TESDA sectors experienced steady improvement in employment rates from 2022 to 2023, highlighting overall progress in workforce integration (Table 39). However, a few sectors saw a decline during this period. The Creative Sector experienced a significant drop, with employment rates decreasing by 36.12%, marking a notable exception to the upward trend. Other sectors, including Maritime, Social, Community Development and Other Services, and TVET, showed slight declines, all below 3%, reflecting relatively minor setbacks compared to the overall performance.

Table 39. Estimated Employment Rate of TVET Graduates, By Sector, Philippines: 2019, 2020, 2021, and 2022

Sector	2019	2020	2021	2022
Agriculture Forestry and Fishery	77.11	87.32	82.34	86.94
Automotive and Land Transportation	76.01	82.00	77.65	80.67
Chemicals/Plastics/Petrochemicals	*	*	*	100.00
Construction	74.57	76.71	76.39	76.12
Creative Sector	*	*	100.00	63.88
Decorative Crafts	100	*	*	62.31
Electrical & Electronics	68.55	70.95	74.81	74.96
Entrepreneurship	*	68.00	86.11	
Footwear & Leathergoods	82.9	100.00	100.00	100.00
Furniture and Fixtures	*	*	100.00	
Garments	83.55	83.12	74.95	74.75
Heating, Ventilation, Airconditioning and Refrigeration	74.39	79.93	92.12	93.30
Human Health / Health Care	71.92	78.50	66.26	71.99
Information and Communication Technology	64.46	73.49	75.69	76.70
Language	64.42	65.38	52.28	
Logistics	*	52.08	*	
Maritime	55.34	31.21	39.04	36.32
Metals and Engineering	68.82	77.15	68.98	74.58
Processed Food & Beverages	73.4	78.86	85.76	87.79
Social, Community Development and Other Services	64.15	70.77	76.43	73.91
TVET	87.8	92.72	92.60	81.09
Tourism (Hotel and Restaurant)	67.42	75.13	77.53	77.72
Utilities	100	*	*	100.00
Visual Arts	50.5	61.12	0.00	100.00
Wholesale and Retail Trading	90.98	60.78	78.05	100.00

Others	72.25	86.47	82.40	83.52
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### 4.3 Employment - Scholarship

In terms of the employment rate between scholars and non-scholar graduates, scholarship recipients have slightly higher employment rate (79.52%) compared to the non-scholarship recipients with 78.42%.

Table 39. Estimated Employment Rate of TVET Graduates With and Without Scholarship Program, Philippines: 2022

Scholarship	Not Employed		Employed		Total TVET Graduates in the LF	
	Freq	%	Freq	ER	Freq	%
With Scholarship	84,293	20.48	327,227	<b>79.52</b>	411,521	54.41
No Scholarship	74,412	21.58	270,396	<b>78.42</b>	344,808	45.59
Grand Total	158,705	20.98	597,623	<b>79.02</b>	756,328	100.00

Notes:

1. OTISP - Other TESDA Implemented Scholarship Program (BKSTP, RESP, Tsuper Iskolar etc.)
2. Due to a low response rate, data from UAQTEA Scholarship Program graduates were excluded from the employment rate calculation. This exclusion ensures the representativeness of the data and minimizes potential bias in the overall scholarship employment rate.

Table 40 shows the employment rate of TVET graduates by specific TESDA Scholarship programs. While most of the programs demonstrate high employment rates, there some variation. The OTISP programs stands out with an exceptionally highest employment rate of 91.64%. This could be attributed to its target beneficiaries such as farmers and fishermen, PUV Drivers and their dependents under the RESP and Tsuper Iskolar scholarship program. This is followed by the STEP beneficiaries with employment rate of 79.17%.

On the other hand, PESFA has the highest percentage of unemployment with 30.29% unemployment rate.

Table 40. Estimated Employment Rate of TVET Graduates by Scholarship Program, Philippines: 2022

Scholarship Program	Not Employed		Employed		Total TVET Graduates (With Scholarship) in the LF	
	Freq	%	Freq	ER	Freq	%
STEP	15,723	20.83	59,773	<b>79.17</b>	75,496	18.35
TWSP	44,342	23.92	141,060	<b>76.08</b>	185,402	45.05

TTSP	16,819	21.80	60,344	<b>78.20</b>	77,163	18.75
PESFA	1,755	30.29	4,039	<b>69.71</b>	5,795	1.41
OTISP	5,654	8.36	62,011	<b>91.64</b>	67,665	16.44
Total	84,293	20.48	327,227	<b>79.52</b>	411,521	100.00

Notes:

1. OTISP - Other TESDA Implemented Scholarship Program (BKSTP, RESP, Tsuper Iskolar etc.)
2. Due to a low response rate, data from UAQTEA Scholarship Program graduates were excluded from the employment rate calculation. This exclusion ensures the representativeness of the data and minimizes potential bias in the overall scholarship employment rate.

Out of the 327,227 employed TVET graduates and beneficiary of a TESDA Scholarship Program, 80% of those took WTR programs and showed an estimated employment rate of 76.90%.

Table 41. Estimated Employment Rate of TVET Graduates under WTR Only by Scholarship Program, Philippines: 2022

Scholarship Program	Not Employed		Employed		Total TVET Graduates under WTR Only (With Scholarship) in the LF	
	Freq	%	Freq	ER	Freq	%
TWSP	42,703	24.67	130,418	<b>75.33</b>	173,121	50.46
STEP	15,401	20.94	58,152	<b>79.06</b>	73,554	21.44
PESFA	1,755	30.29	4,039	<b>69.71</b>	5,795	1.69
TTSP	16,225	22.41	56,164	<b>77.59</b>	72,389	21.10
OTISP	3,165	17.36	15,072	<b>82.64</b>	18,238	5.32
Total	79,250	23.10	263,846	<b>76.90</b>	343,096	100.00

The estimated employment rate for both male and female TVET scholars are substantial, with 78.20% of male graduates and 81.15% of female graduates securing employment. Male graduates who are beneficiary of PESFA (91.95%) and OTISP (84.33%) scholarship exhibited the highest employment rates (table 42). Female graduates also demonstrated high employment rates, notably in OTISP (91.26%) and TTSP (82.41%) (table 43).

However, a marked disparity exists, as female graduates under the PESFA scholarship program exhibited a significantly lower employment rate with 50.38%.



Table 42. Estimated Employment Rate of Male TVET Graduates by Scholarship Program, Philippines: 2022

Scholarship Program	Not Employed		Employed		Total Male TVET Graduates (With Scholarship) in the LF	
	Freq	%	Freq	ER	Freq	%
TWSP	25,937	25.21	76,931	<b>74.79</b>	102,868	45.17
STEP	9,285	22.91	31,241	<b>77.09</b>	40,526	17.79
PESFA	517	15.67	2,783	<b>84.33</b>	3,300	1.45
TTSP	10,892	25.06	32,574	<b>74.94</b>	43,465	19.09
OTISP	3,024	8.05	34,555	<b>91.95</b>	37,580	16.50
Total	49,655	21.80	178,084	<b>78.20</b>	227,739	100.00

Table 43. Estimated Employment Rate of Female TVET Graduates by Scholarship Program, Philippines: 2022

Scholarship Program	Not Employed		Employed		Total Female TVET Graduates (With Scholarship) in the LF	
	Freq	%	Freq	ER	Freq	%
TWSP	18,404	22.30	64,129	<b>77.70</b>	82,533	44.91
STEP	6,438	18.41	28,532	<b>81.59</b>	34,970	19.03
PESFA	1,238	49.62	1,257	<b>50.38</b>	2,495	1.36
TTSP	5,928	17.59	27,770	<b>82.41</b>	33,698	18.34
OTISP	2,630	8.74	27,455	<b>91.26</b>	30,085	16.37
Total	34,638	18.85	149,143	<b>81.15</b>	183,781	100.00

Both TTI and Non-TTI scholars exhibited a high overall estimated employment rate of with 79.49% of TTI scholars and 79.53% of non-TTI scholars. Evidently, TVET graduates of OTISP scholarship program from TTI and Non-TTI got the highest employment rate of 93.39% and 91.45% (table 44 and 45), respectively. On the other hand, TVET graduates with TWSP scholarship recorded the lowest employment rate among those graduates of TTIs. While, TVET graduates of PESFA program has the lowest employment rate of 69.71% (table 45).

Table 44. Estimated Employment Rate of TVET Graduates in TTI by Scholarship Program, Philippines: 2022

Scholarship Program	Not Employed		Employed		Total TVET Graduates in TTI (With Scholarship) in the LF	
	Freq	%	Freq	ER	Freq	%
TWSP	17,678	23.52	57,489	<b>76.48</b>	75,167	55.01

STEP	6,934	18.81	29,934	<b>81.19</b>	36,867	26.98
TTSP	2,957	16.73	14,717	<b>83.27</b>	17,674	12.94
OTISP	458	6.61	6,466	<b>93.39</b>	6,924	5.07
Total	28,027	20.51	108,605	<b>79.49</b>	136,632	100.00

Table 45. Estimated Employment Rate of TVET Graduates in Non-TTI by Scholarship Program, Philippines: 2022

Scholarship Program	Not Employed		Employed		Total TVET Graduates in Non-TTI (With Scholarship) in the LF	
	Freq	%	Freq	ER	Freq	%
TWSP	26,664	24.19	83,571	<b>75.81</b>	110,235	40.10
STEP	8,789	22.75	29,840	<b>77.25</b>	38,629	14.05
PESFA	1,755	30.29	4,039	<b>69.71</b>	5,795	2.11
TTSP	13,862	23.30	45,627	<b>76.70</b>	59,489	21.64
OTISP	5,196	8.55	55,545	<b>91.45</b>	60,741	22.10
Total	56,267	20.47	218,622	<b>79.53</b>	274,889	100

Table 46 shows the estimated employment rate of TVET graduates under the TWSP scholarship program. It shows considerable variation in employment rates across different TESDA Sectors. Some TESDA sectors, such as Heating, Ventilation, Airconditioning, and Refrigeration (HVAC) and Social, Community Development and Other Services achieved an employment rate of 100% and 85.98%, respectively. However, TESDA sectors like Processed Food & Beverages (52.84%) and Maritime (49.84%) hits the lowest employment rate.

Table 46. Estimated Employment Rate of TVET Graduates by TESDA Sector under TWSP Scholarship Program, Philippines: 2022

TESDA Sector	Not Employed		Employed		Total TVET Graduates (With TWSP Scholarship) in the LF	
	Freq	%	Freq	ER	Freq	%
Agriculture Forestry and Fishery	5,977	24.04	18,887	<b>75.96</b>	24,864	13.41
Automotive and Land Transportation	4,866	18.02	22,140	<b>81.98</b>	27,006	14.57
Construction	6,255	28.48	15,708	<b>71.52</b>	21,963	11.85
Electrical & Electronics	5,193	27.01	14,030	<b>72.99</b>	19,223	10.37
Garments	301	28.32	761	<b>71.68</b>	1,061	0.57
Heating, Ventilation, Airconditioning and Refrigeration		0.00	602	<b>100.00</b>	602	0.32
Human Health / Health Care	2,155	23.81	6,894	<b>76.19</b>	9,049	4.88
Information and Communication Technology	2,763	20.93	10,436	<b>79.07</b>	13,199	7.12
Maritime	905	50.16	899	<b>49.84</b>	1,804	0.97
Metals and Engineering	6,580	28.48	16,527	<b>71.52</b>	23,107	12.46
Others	656	17.44	3,106	<b>82.56</b>	3,762	2.03

Processed Food & Beverages	159	47.16	178	<b>52.84</b>	338	0.18
Social, Community Development and Other Services	954	14.02	5,851	<b>85.98</b>	6,805	3.67
Tourism (Hotel and Restaurant)	6,722	23.38	22,027	<b>76.62</b>	28,749	15.51
TVET	858	22.16	3,013	<b>77.84</b>	3,871	2.09
Total	44,342	23.92	141,060	<b>76.08</b>	185,402	100

#### 4.4 Assessment and Certification

Table 47 shows the employment rate (ER) of TVET graduates classified by their certification status following competency assessments. The majority of graduates, accounting for 98.03%, successfully passed the certification. Among them, 326,208 graduates were employed, resulting in an employment rate of 74.41%.

On the other hand, only 1.97% of the graduates failed to achieve certification. Despite this, the non-certified group demonstrated a significantly higher employment rate of 85.32%, with 7,516 employed graduates out of a total of 8,809.

Interestingly, the non-certified graduates surpassed their certified counterparts in terms of employment rate. This observation suggests that certain industries may place greater emphasis on practical experience or skills rather than formal certification.

Table 47. Estimated Employment Rate of TVET Graduates with Competency Assessment by Certification, Philippines: 2022

Certification	Not employed		Employed		Total TVET Graduates who Took Competency Assessment in the LF	
	Freq	%	Freq	ER	Freq	%
Certified (Pass)	112,181	<b>25.59</b>	326,208	<b>74.41</b>	438,390	98.03
Non-Certified (Failed)	1,293	<b>14.68</b>	7,516	<b>85.32</b>	8,809	1.97
Total	113,474	<b>25.37</b>	333,725	<b>74.63</b>	447,198	100

The employment rate of TVET graduates under the WTR program mirrors the trends observed in the previous table. The vast majority of graduates, 98.08%, successfully passed the certification, while a smaller portion, 1.92%, did not. As with the previous data, non-certified graduates who took WTR program displayed a higher employment rate (86.01%) compared to their certified counterparts with 74.43%).

Table 48. Estimated Employment Rate of TVET Graduates under WTR with Competency Assessment by Certification, Philippines: 2022

Certification	Not employed		Employed		Total TVET Graduates of WTR who Took Competency Assessment in the LF	
	Freq	%	Freq	ER	Freq	%
Certified (Pass)	110,217	25.57	320,809	<b>74.43</b>	431,026	98.08
Non-Certified (Failed)	1,181	13.99	7,260	<b>86.01</b>	8,441	1.92
Total	111,398	25.35	328,069	<b>74.65</b>	439,467	100.00

The employment rate of certified TVET graduates was further analyzed based on different certification levels. Notably, all graduates with TM 2 certification were employed at the time of the survey, reflecting a 100%

employment rate. High employment rates were also observed among graduates with Certificates of Competency (CoC) at 84.90% and those with NC III certification at 82.17%. Conversely, graduates with NC I certification recorded the lowest employment rate, at 65.89% followed by those with NC II (76.25%).

Table 49. Estimated Employment Rate of Certified TVET Graduates by Level of Certification, Philippines: 2022

Certification Level	Not employed		Employed		Total Certified TVET Graduates in the LF	
	Freq	%	Freq	ER	Freq	%
Certificate of Competency (CoC)	4,349	15.10	24,449	<b>84.90</b>	28,798	6.57
National Certificate I (NC I)	16,293	34.11	31,468	<b>65.89</b>	47,762	10.89
National Certificate II (NC II)	87,326	25.74	251,972	<b>74.26</b>	339,298	77.40
National Certificate III (NC III)	3,209	17.83	14,794	<b>82.17</b>	18,004	4.11
National Certificate IV (NC IV)	-	-	-	-	-	-
Trainers Methodology Level 1 (TM 1)	1,003	23.75	3,220	<b>76.25</b>	4,223	0.96
Trainers Methodology Level 2 (TM 2)		0.00	305	<b>100.00</b>	273	0.07
Total	112,181	25.59	326,208	<b>74.41</b>	438,390	100

In terms of sex, female certified TVET graduates demonstrated a slightly higher employment rate with 76.89%, exceeding their male counterparts with 72.57% by 5.78 percentage difference. A similar trend was observed among certified TVET graduates under the WTR program, where females achieved an employment rate of 77.06%, compared to 72.49% for males. This consistent pattern suggests that female graduates may have a marginally stronger employability advantage within these certification programs.

Table 50. Estimated Employment Rate of Certified TVET Graduates by Sex, Philippines: 2022

Sex	Not employed		Employed		Total Certified TVET Graduates in the LF	
	Freq	%	Freq	ER	Freq	%
Female	43,218	23.11	143,771	<b>76.89</b>	186,989	42.65
Male	68,963	27.43	182,438	<b>72.57</b>	251,401	57.35
Total	112,181	25.59	326,208	<b>74.41</b>	438,390	100.00

Table 51. Estimated Employment Rate of Certified TVET Graduates under WTR by Sex, Philippines: 2022

Sex	Not employed		Employed		Total Certified TVET Graduates of WTR in the LF	
	Freq	%	Freq	ER	Freq	%

Female	41,992	22.94	141,073	<b>77.06</b>	183,065	42.47
Male	68,226	27.51	179,736	<b>72.49</b>	247,962	57.53
Total	110,217	25.57	320,809	<b>74.43</b>	431,026	100

When considering the type of provider, certified TVET graduates from TTIs (78.14%) had an employment rate that was 7.43% higher than that of non-TTI graduates (72.54%). A similar trend was observed among TVET graduates under the WTR program, where TTI graduates achieved an employment rate of 78.32%, compared to 72.51% for non-TTI graduates.

Table 52. Estimated Employment Rate of Certified TVET Graduates by Type of Provider, Philippines: 2022

Type of Provider	Not employed		Employed		Total Certified TVET Graduates in the LF	
	Freq	%	Freq	ER	Freq	%
TTI	32,043	21.86	114,563	<b>78.14</b>	146,606	33.44
Non-TTI	80,138	27.46	211,645	<b>72.54</b>	291,783	66.56
Total	112,181	25.59	326,208	<b>74.41</b>	438,390	100

Table 53. Estimated Employment Rate of Certified TVET Graduates under WTR by Type of Provider, Philippines: 2022

Sex	Not employed		Employed		Total Certified TVET Graduates of WTR in the LF	
	Freq	%	Freq	ER	Freq	%
TTI	30,902	21.68	111,625	<b>78.32</b>	142,527	33.07
Non-TTI	79,315	27.49	209,184	<b>72.51</b>	288,499	66.93
Total	110,217	25.57	320,809	<b>74.43</b>	431,026	100

In terms of regional performance, Caraga and Region XI recorded the highest employment rates among certified TVET graduates, at 89.91% and 89.51%, respectively. These were closely followed by Region 6 (88.68%), Region 7 (87.02%), Region 10 (86.67%), and Region 12 (86.39%). Conversely, Region 9 had the lowest employment rate during the survey period at 48.01%.

For certified TVET graduates under the WTR program, Caraga again led with an employment rate of 91.10%, followed by Region 2 (85.23%), Region 6 (88.68%), Region 7 (87.02%), Region 11 (89.91%), Region 12 (88.19%), and Region 4-B (84.27%). Similar to the overall results, Region 9 remained at the bottom, with the lowest employment rate of 48.01%. These figures highlight significant regional disparities in employment outcomes for TVET graduates.

Table 54. Estimated Employment Rate of Certified TVET Graduates by Region, Philippines: 2022

Region	Not employed	Employed	Total Certified TVET Graduates in the LF
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	Freq	%	Freq	ER	Freq	%
NCR	15,624	32.10	33,054	<b>67.90</b>	48,679	11.10
CAR	6,654	35.04	12,335	<b>64.96</b>	18,989	4.33
R01	10,446	42.32	14,236	<b>57.68</b>	24,682	5.63
R02	2,822	14.77	16,282	<b>85.23</b>	19,104	4.36
R03	9,430	23.05	31,489	<b>76.95</b>	40,919	9.33
R4A	11,247	32.58	23,272	<b>67.42</b>	34,519	7.87
R4B	4,003	15.73	21,450	<b>84.27</b>	25,453	5.81
R05	12,035	41.10	17,248	<b>58.90</b>	29,283	6.68
R06	2,334	11.32	18,283	<b>88.68</b>	20,618	4.70
R07	4,690	12.98	31,446	<b>87.02</b>	36,137	8.24
R08	10,495	40.03	15,720	<b>59.97</b>	26,216	5.98
R09	8,869	51.99	8,191	<b>48.01</b>	17,061	3.89
R10	3,491	13.33	22,687	<b>86.67</b>	26,177	5.97
R11	2,545	10.49	21,709	<b>89.51</b>	24,254	5.53
R12	3,746	13.61	23,770	<b>86.39</b>	27,516	6.28
CGA	927	10.09	8,262	<b>89.91</b>	9,188	2.10
BAR	2,822	29.41	6,773	<b>70.59</b>	9,595	2.19
Total	112,181	25.59	326,208	<b>74.41</b>	438,390	100

Table 55. Estimated Employment Rate of Certified TVET Graduates under WTR by Region, Philippines: 2022

Region	Not employed		Employed		Total Certified TVET Graduates of WTR in the LF	
	Freq	%	Freq	ER	Freq	%
NCR	14,968	31.71	32,230	<b>68.29</b>	47,198	10.95
CAR	6,654	35.04	12,335	<b>64.96</b>	18,989	4.41
R01	10,446	42.32	14,236	<b>57.68</b>	24,682	5.73
R02	2,822	14.77	16,282	<b>85.23</b>	19,104	4.43
R03	9,430	23.05	31,489	<b>76.95</b>	40,919	9.49
R4A	11,247	32.58	23,272	<b>67.42</b>	34,519	8.01
R4B	4,003	15.73	21,450	<b>84.27</b>	25,453	5.91
R05	12,035	41.10	17,248	<b>58.90</b>	29,283	6.79
R06	2,334	11.32	18,283	<b>88.68</b>	20,618	4.78
R07	4,690	12.98	31,446	<b>87.02</b>	36,137	8.38
R08	10,495	40.29	15,555	<b>59.71</b>	26,050	6.04
R09	8,869	51.99	8,191	<b>48.01</b>	17,061	3.96
R10	3,466	13.25	22,687	<b>86.75</b>	26,152	6.07
R11	2,362	10.19	20,805	<b>89.81</b>	23,167	5.37
R12	2,970	11.81	22,170	<b>88.19</b>	25,140	5.83
CGA	651	8.90	6,659	<b>91.10</b>	7,309	1.70
BAR	2,775	30.02	6,470	<b>69.98</b>	9,245	2.14
Total	110,217	25.57	320,809	<b>74.43</b>	431,026	100

Overall, certified TVET graduates who participated in scholarship programs demonstrated high employment rates. Among these, OTISP-certified

graduate scholars achieved the highest employment rate at 84.44%, followed by STEP scholars (78.69%) and TTSP scholars (77.83%).

For certified TVET graduates under the WTR program, the trend remained consistent. OTISP scholars again recorded the highest employment rate at 84.44%, followed by STEP scholars (78.68%) and TTSP scholars (77.99%).

Table 56. Estimated Employment Rate of Certified TVET Graduates by Scholarship Program, Philippines: 2022

Scholarship Program	Not employed		Employed		Total Certified TVET Graduates in the LF	
	Freq	%	Freq	ER	Freq	%
TWSP	39,699	24.96	119,380	<b>75.04</b>	159,080	50.95
STEP	14,127	21.31	52,177	<b>78.69</b>	66,304	21.24
PESFA	1,370	27.20	3,667	<b>72.80</b>	5,038	1.61
TTSP	14,657	22.17	51,464	<b>77.83</b>	66,121	21.18
OTISP	2,439	15.56	13,240	<b>84.44</b>	15,678	5.02
Total	72,293	23.15	239,927	<b>76.85</b>	312,220	100

Table 57. Estimated Employment Rate of Certified TVET Graduates under WTR by Scholarship Program, Philippines: 2022

Scholarship Program	Not employed		Employed		Total Certified TVET Graduates of WTR in the LF	
	Freq	%	Freq	ER	Freq	%
TWSP	39,095	24.88	118,031	<b>75.12</b>	157,126	50.75
STEP	14,127	21.32	52,121	<b>78.68</b>	66,248	21.40
PESFA	1,370	27.20	3,667	<b>72.80</b>	5,038	1.63
TTSP	14,422	22.01	51,104	<b>77.99</b>	65,526	21.16
OTISP	2,439	15.56	13,240	<b>84.44</b>	15,678	5.06
Total	71,453	23.08	238,163	<b>76.92</b>	309,616	100

The overall employment rate for certified TVET graduates with WTR qualifications stands at 74.43%, with 320,809 graduates employed out of a total of 431,026 graduates. Notably, TM 2 graduates achieved a employment rate of 100%, although this group represents only a small fraction (0.07%) of the total graduates.

CoC graduates recorded the second-highest employment rate at 85.56%, followed by NC III graduates, who also demonstrated a strong employment rate of 82.17%. In contrast, NC I graduates had the lowest employment rate at 65.77%.

This data indicates that higher-level certifications, such as NC III and TM 2, are associated with higher employment rates, while lower-level certifications, like NC I, are linked to less favorable employment outcomes.



Table 58. Estimated Employment Rate of Certified TVET Graduates who took WTR Qualification, by Level of Certification, Philippines: 2022

Certification Level	Not employed		Employed		Total Certified TVET Graduates of WTR in the LF	
	Freq	%	Freq	ER	Freq	%
Certificate of Competency (CoC)	3,864	14.44	22,891	<b>85.56</b>	26,755	6.21
National Certificate I (NC I)	16,293	34.23	31,313	<b>65.77</b>	47,606	11.04
National Certificate II (NC II)	85,848	25.66	248,698	<b>74.34</b>	334,546	77.62
National Certificate III (NC III)	3,209	17.83	14,794	<b>82.17</b>	18,004	4.18
National Certificate IV	-	-	-	-	-	-
Trainers Methodology Level 1 (TM 1)	1,003	26.33	2,808	<b>73.67</b>	3,811	0.88
Trainers Methodology Level 2 (TM 2)		0.00	305	<b>100.00</b>	305	0.07
Total	110,217	25.57	320,809	<b>74.43</b>	431,026	100

In terms of TESDA sectors, the estimated employment rates of certified TVET graduates are generally high across the board, with the exception of the maritime sector, which recorded a notably low employment rate of 35.67%.

The Heating, Ventilation, Airconditioning, and Refrigeration (HVAC-R) sector had the highest employment rate at 91.61%, demonstrating its strong demand in the job market. This was followed by the Information and Communication Technology (ICT) sector at 83.31%, and the Processed Food and Beverages sector at 81.17%, which closely trailed behind.

Table 59. Estimated Employment Rate of Certified TVET Graduates under WTR by TESDA Sector, by Certification, Philippines: 2022

TESDA Sector	Not Certified		Certified		Total Not Certified TVET Graduates (WTR) In the Labor Force		Total Certified TVET Graduates (WTR) In the Labor Force	
	Freq	ER	Freq	ER	Freq	%	Freq	%
Agriculture, Forestry and Fishery	349	100.00	65,713	<b>79.84</b>	349	4.05	65,713	15.25
Automotive and Land Transportation	326	100.00	54,255	<b>78.06</b>	326	3.79	54,255	12.59
Construction	303	100.00	44,554	<b>73.39</b>	303	3.53	44,554	10.34
Electrical & Electronics	1,269	100.00	41,109	<b>72.94</b>	1,269	14.75	41,109	9.54
Garments	603	100.00	6,641	<b>68.95</b>	603	7.01	6,641	1.54
Heating, Ventilation, Airconditioning and Refrigeration	0		1,968	<b>91.61</b>			1,968	0.46
Human Health / Health Care	296	100.00	31,663	<b>69.80</b>	296	3.44	31,663	7.35
Information and Communication Technology	0		11,563	<b>83.31</b>			11,563	2.68
Maritime	135	100.00	13,334	<b>35.67</b>	135	1.57	13,334	3.09
Metals and Engineering	1,241	100.00	52,346	<b>73.76</b>	1,241	14.43	52,346	12.14
Processed Food & Beverages	192		2,818	<b>81.17</b>	192	2.23	2,818	0.65
Social, Community Development and Other Services	2,065	100.00	13,106	<b>71.79</b>	2,065	24.01	13,106	3.04
Tourism (Hotel and Restaurant)	1,341	89.34	87,678	<b>76.17</b>	1,501	17.45	87,678	20.34
TVET	322	100.00	4,279	<b>76.55</b>	322	3.75	4,279	0.99
<b>Grand Total</b>	8,441	98.14	431,026	<b>74.42</b>	8,601	100.00	431,026	100.00

## 4.5 Characteristics of TVET Graduates

One of the characteristics of the employed graduates is their occupational groups. The table below presents the weighted distribution of employed TVET graduates across various occupational groups. The largest group comprises services and sales workers with 26.53%, followed by skilled agricultural, forestry, and fishery workers at 12.90%, and Craft and related trades workers represent 11.28%. Moreover, TVET graduates are least likely to be employed in the Armed Forces.

Sex distribution in employment appears to vary significantly by occupational group. Male graduates dominate in traditionally labor-intensive roles such as plant and machine operation (97.02%), armed forces occupations (87.77%), and craft and related trades work (78.83%). On the other hand, female graduates are more prevalent in roles such as service and sales workers (67.60%), professionals (65.73%), and clerical support workers (64.40%).

Table 68. Weighted Distribution of Employed TVET Graduates by Occupational Group, by Sex, Philippines: 2022

Occupational Group	Female		Male		Total Employed TVET Graduates	
	Freq	%	Freq	%	Freq	%
Armed Forces Occupations	1,107	12.23	7,943	87.77	9,050	1.51
Clerical Support Workers	43,277	64.40	23,919	35.60	67,196	11.22
Craft and Related Trades Workers	14,301	21.17	53,262	78.83	67,564	11.28
Elementary Occupations	20,535	37.41	34,358	62.59	54,893	9.16
Managers	11,685	48.23	12,542	51.77	24,227	4.04
Plant and Machine Operators, and Assemblers	1,150	2.98	37,432	97.02	38,582	6.44
Professionals	36,757	65.73	19,164	34.27	55,921	9.34
Service and Sales Workers	107,415	67.60	51,493	32.40	158,908	26.53
Skilled Agricultural, Forestry and Fishery Workers	26,373	34.14	50,877	65.86	77,251	12.90
Technicians and Associate Professionals	24,716	54.43	20,689	45.57	45,405	7.58
Total	287,316	47.97	311,680	52.03	598,996	100

In Table 69, the weighted distribution of employed TVET graduates by training venue. In institution-based programs, the highest percentages of employed graduates are in craft and related trades workers (68.51%), followed by professionals (67.61%), and clerical support workers (65.73%). In enterprise-based training programs, skilled agricultural, forestry, and fishery workers have the highest percentage of employed graduates at 32.07%. In community-based training, the armed forces occupations group has the highest percentage of employed graduates at 66.02%. Overall, the data shows that

different training venues tend to prepare TVET graduates for specific occupational sectors, with institution-based training leading to high employment percentages in technical and administrative roles. However, it can be noted that the enterprise-based training excelling in agricultural and forestry, and fishery jobs, this can be attributed to the implementation of training programs for farmers and other related field in the farm schools.

Table 69. Weighted Distribution of Employed TVET Graduates by Occupational Group, by Training Venue, Philippines: 2022

Training Venue	Institution-based		Enterprised-based		Community-based		Total Employed TVET Graduates	
	Freq	%	Freq	%	Freq	%	Freq	%
Armed Forces Occupations	2,909	32.14	166	1.83	5,975	66.02	9,050	1.51
Clerical Support Workers	44,168	65.73	2,983	4.44	20,046	29.83	67,196	11.22
Craft and Related Trades Workers	46,287	68.51	2,751	4.07	18,526	27.42	67,564	11.28
Elementary Occupations	27,702	50.47	5,761	10.50	21,429	39.04	54,893	9.16
Managers	11,632	48.01	3,223	13.31	9,372	38.68	24,227	4.04
Plant and Machine Operators, and Assemblers	22,713	58.87	1,822	4.72	14,046	36.41	38,582	6.44
Professionals	37,808	67.61	1,828	3.27	16,285	29.12	55,921	9.34
Service and Sales Workers	88,351	55.60	11,146	7.01	59,411	37.39	158,908	26.53
Skilled Agricultural, Forestry and Fishery Workers	21,140	27.37	25,468	32.97	30,643	39.67	77,251	12.90
Technicians and Associate Professionals	24,913	54.87	2,785	6.13	17,707	39.00	45,405	7.58
Total	327,622	54.70	57,933	9.67	213,441	35.63	598,996	100

While table 70 highlights that the majority of the employed TVET graduates are certified across all occupational groups, with certification percentages ranging from 94.58% to 99%. Among these, the Technicians and Associate Professionals group stands out, with the highest certification rate of 99%. Moreover, most of the certified TVET graduates belongs to the Service and Sales Workers with 27.51% of the total certified and employed graduates.

For employed TVET graduates who took a WTR training program, the results follow a similar trend. Most occupational groups show high certification rates, with the Technicians and Associate Professionals group again achieving the highest certification percentage at 98.98% (table 71).

This data highlights the importance of certification in improving employment prospects, particularly for roles requiring specialized technical skills or professional expertise.

Table 70. Weighted Distribution of Employed TVET Graduates by Occupational Group, by Certification, Philippines: 2022

Occupational Group	Certified		Non-Certified		Total	
	Freq	%	Freq	%	Freq	%
Armed Forces Occupations	2,899	94.58	166	5.42	3,065	0.92
Clerical Support Workers	40,216	96.13	1,619	3.87	41,835	12.54
Craft and Related Trades Workers	50,778	98.91	557	1.09	51,336	15.38
Elementary Occupations	27,401	96.09	1,115	3.91	28,517	8.54
Managers	10,073	98.30	175	1.70	10,248	3.07
Plant and Machine Operators, and Assemblers	25,629	98.64	354	1.36	25,983	7.79
Professionals	32,989	95.24	1,650	4.76	34,639	10.38
Service and Sales Workers	89,738	98.60	1,273	1.40	91,011	27.27
Skilled Agricultural, Forestry and Fishery Workers	21,569	98.38	355	1.62	21,924	6.57
Technicians and Associate Professionals	24,916	99.00	251	1.00	25,167	7.54
<b>Total</b>	<b>326,208</b>	<b>97.75</b>	<b>7,516</b>	<b>2.25</b>	<b>333,725</b>	<b>100</b>

Table 71. Weighted Distribution of Employed TVET Graduates under WTR by Occupational Group, by Certification, Philippines: 2022

Occupational Group	Certified		Non-Certified		Total	
	Freq	%	Freq	%	Freq	%
Armed Forces Occupations	2,715	94.24	166	5.76	2,881	0.88
Clerical Support Workers	38,934	96.05	1,600	3.95	40,534	12.36
Craft and Related Trades Workers	50,778	98.91	557	1.09	51,336	15.65
Elementary Occupations	26,578	96.70	907	3.30	27,485	8.38
Managers	10,073	98.30	175	1.70	10,248	3.12
Plant and Machine Operators, and Assemblers	25,102	98.61	354	1.39	25,457	7.76
Professionals	32,234	95.13	1,650	4.87	33,884	10.33
Service and Sales Workers	88,760	98.62	1,244	1.38	90,004	27.43
Skilled Agricultural, Forestry and Fishery Workers	21,189	98.35	355	1.65	21,543	6.57
Technicians and Associate Professionals	24,446	98.98	251	1.02	24,697	7.53
<b>Total</b>	<b>320,809</b>	<b>97.79</b>	<b>7,260</b>	<b>2.21</b>	<b>328,069</b>	<b>100</b>

In terms of the classification of worker of the TVET graduates, the majority of employed graduates are wage and salary workers, accounting for 60.18%. This is followed by own-account workers or the self-employed workers,

comprising 39.57% of employed TVET graduates. Meanwhile, a small fraction of graduates, just 0.26%, are engaged in unpaid family work.

These figures suggest that TVET programs are effectively preparing graduates for formal labor market and entrepreneurial mindset among TVET graduates.

Table 72. Weighted Distribution of Employed TVET Graduates by Class of Worker, by Sex, Philippines: 2022

Class of Worker	Female		Male		Total Employed TVET Graduates	
	Freq	%	Freq	%	Freq	%
Wage and Salary Worker	169,834	47.12	190,614	52.88	360,448	60.18
Own Account Workers	116,520	49.16	120,485	50.84	237,004	39.57
Unpaid Family Work	962	62.35	581	37.65	1,544	0.26
<b>Total</b>	287,316	47.97	311,680	52.03	598,996	100

The majority of employed TVET graduates under institution-based training and community-based training are wage and salary workers with 67% and 55.38%, respectively. While, TVET graduates under the enterprise-based training were employed as own-account workers with 59.95%.

Table 73. Weighted Distribution of Employed TVET Graduates by Class of Worker, by Training Venue, Philippines: 2022

Class of Worker	Institution-based		Enterprised-based		Community-based		Total Employed TVET Graduates	
	Freq	%*	Freq	%*	Freq	%*	Freq	%*
Wage and Salary Worker	219,502	67.00	22,736	39.24	118,210	55.38	360,448	60.18
Own Account Workers	107,530	32.82	34,733	59.95	94,741	44.39	237,004	39.57
Unpaid Family Work	590	0.18	465	0.80	489	0.23	1,544	0.26
Grand Total	327,622	100.00	57,933	100.00	213,441	100.00	598,996	100.00

Most of employed TVET graduates, whether certified or not, are wage and salary workers, with certified graduates showing slightly higher proportions (81.38% for all certifications and 64.53% under WTR) compared to non-certified graduates (72.81% and 76.78%, respectively). Own-account workers form the second-largest group, with non-certified graduates having higher shares in general certifications (27.19%) but slightly lower under WTR (23.22%). This suggests that certification, particularly WTR, enhances access to wage-based employment, while own-account work remains a viable option. Across all groups, unpaid family workers are negligible, underscoring TVET graduates' focus on income-generating roles.

Table 74. Weighted Distribution of Employed TVET Graduates by Class of Worker, by Certification, Philippines: 2022

Class of Worker	Certified		Non-Certified		Total	
	Freq	%	Freq	%	Freq	%
Wage and Salary Worker	80,268	81.38	1,262	72.81	81,531	81.23
Own Account Workers	18,185	18.44	471	27.19	18,656	18.59
Unpaid Family Work	177	0.18		0.00	177	0.18
Total	98,630	100.00	1,734	100.00	100,364	100

Table 75. Weighted Distribution of Employed TVET Graduates under WTR by Class of Worker, by Certification, Philippines: 2022

Class of Worker	Certified		Non-Certified		Total	
	Freq	%	Freq	%	Freq	%
Wage and Salary Worker	207,025	64.53	5,574	76.78	212,600	64.80
Own Account Workers	113,194	35.28	1,686	23.22	114,879	35.02
Unpaid Family Work	590	0.18		0.00	590	0.18
Total	320,809	100.00	7,260	100.00	328,069	100

The majority of employed TVET graduates (63.40%) hold permanent jobs or business, while 30.06% engaged in short-term, seasonal jobs, or businesses. A smaller portion, 6.54%, works on a day-to-day or week-to-week basis (table 76).

Moreover, table 77 shows that a high percentage of certified graduates (59.80%) have permanent jobs, followed by short-term graduates (32.54%) and day-to-day/week-to-week workers (7.67%). A similar pattern is observed for non-certified graduates, with 74.62% having permanent jobs, 20.35% in short-term roles, and 5.04% working on a day-to-day/week-to-week basis. This inclination towards stable employment is further evident among employed TVET graduates who took WTR training programs (table 78).

Table 76. Weighted Distribution of Employed TVET Graduates by Nature of Work, Philippines: 2022

Nature of Work	Employed TVET Graduates	% Share
Permanent job/permanent business/permanent unpaid family work	379,788	63.40
Short-term or seasonal job/business/unpaid family work	180,050	30.06
Worked for different employers/clients on day to day or week to week basis	39,158	6.54
Total	598,996	100.00

Table 77. Weighted Distribution of Employed TVET Graduates by Nature of Work, by Certification, Philippines: 2022

Nature of Work	Certified		Non-Certified		Total	
	Freq	%	Freq	%	Freq	%

Permanent job/permanent business/permanent unpaid family work	195,064	59.80	5,673	75.48	200,737	60.15
Short-term or seasonal job/business/unpaid family work	106,139	32.54	1,477	19.66	107,616	32.25
Worked for different employers/clients on day to day or week to week basis	25,006	7.67	366	4.86	25,371	7.60
Total	326,208	100.00	7,516	100.00	333,725	100

Table 78. Weighted Distribution of Employed TVET Graduates under WTR by Nature of Work, by Certification, Philippines: 2022

Nature of Work	Certified		Non-Certified		Total	
	Freq	%	Freq	%	Freq	%
Permanent job/permanent business/permanent unpaid family work	190,815	59.48	5,417	74.62	196,232	59.81
Short-term or seasonal job/business/unpaid family work	105,210	32.80	1,477	20.35	106,687	32.52
Worked for different employers/clients on day to day or week to week basis	24,784	7.73	366	5.04	25,149	7.67
Grand Total	320,809	100.00	7,260	100.00	328,069	100

The table below shows that the majority of employed TVET graduates (91.22%) are working within their province, with 92.94% of females and 89.65% of males working locally. A smaller percentage, 6.11%, are employed outside their region, while 2.17% are working outside their province but still within their region. This indicates that most TVET graduates prefer to stay within their province for work, with regional mobility being less common.

Table 79. Weighted Distribution of Employed TVET Graduates, by Location of Work/Business, by Sex, Philippines: 2022

Location of Work/Business	Female		Male		Total	
	Freq	%	Freq	%	Freq	%
Within the province	267,023	92.94	279,411	89.65	546,433	91.22
Outside the province but within the region	5,587	1.94	7,429	2.38	13,016	2.17
Outside the region	13,002	4.53	23,575	7.56	36,577	6.11
Outside the country	1,704	0.59	1,265	0.41	2,969	0.50
Grand Total	287,316	100.00	311,680	100.00	598,996	100



A 61.81% of employed TVET graduates indicated that the terms of their employment is covered by a contract, with the remaining graduates not under contract (38.19%). Among those covered by a contract, a slightly higher percentage are male (54.25%) compared to females (45.76%).

Table 80. Weighted Distribution of Employed TVET Graduates by Terms of Employment, by Sex, Philippines: 2022

Covered by a Contract	Female		Male		Total Employed TVET Graduates	
	Freq	%	Freq	%	Freq	%
Yes	105,805	45.75	125,460	54.25	231,264	61.81
No	70,455	49.31	72,418	50.69	142,873	38.19
Total	176,259	47.11	197,878	52.89	374,137	100

Table 81 reveals that more than half of employed TVET graduates report that their employers do not contribute to their GSIS/SSS (53.09%) and PAGIBIG (56.68%) funds. However, for PhilHealth contributions, the distribution is split evenly, with half of the graduates stating their employers paid for their Philhealth (50.09%). This indicates a significant gap in employer contributions to social security and benefits, particularly for GSIS/SSS and PAGIBIG.

Table 81. Weighted Distribution of Employed TVET Graduates Whether Their Employers Pay for Their Contributions, by Sex, Philippines: 2022

Employer Pays for the Contribution	Female		Male		Total Employed TVET Graduates	
	Freq	%	Freq	%	Freq	%
<b>GSIS/SSS</b>						
Yes	128,698	45.80	152,307	54.20	281,005	46.91
No	158,617	49.88	159,373	50.12	317,990	53.09
Total	287,316	47.97	311,680	52.03	598,996	100
<b>PAGIBIG</b>						
Yes	114,222	44.02	145,250	55.98	259,472	43.32
No	173,094	50.98	166,430	49.02	339,524	56.68
Total	287,316	47.97	311,680	52.03	598,996	100
<b>Philhealth</b>						
Yes	139,498	46.66	159,447	53.34	298,945	49.91
No	147,817	49.26	152,233	50.74	300,050	50.09
Total	287,316	47.97	311,680	52.03	598,996	100

The table below shows that the majority of certified wage-employed graduates (87.62%) do not receive incentives from their employers, while only 12.38% are provided with incentives.

Table 82. Estimated Number of Certified Wage-Employed Graduates Provided with Incentives: 2022

<b>Employers Provide Incentives</b>	<b>Freq</b>	<b>% Share</b>
Yes	26,105	12.38
No	184,840	87.62
Grand Total	210,945	100.00

A modest 14.64% of certified wage-employed TVET graduates indicated that their salaries had been augmented and a few got promoted with 9.75%. In a positive note, a 78.29% reported having job security, indicating that while career advancement may be limited, many still enjoy stable employment.

Table 83. Types of Incentives Provided to Certified Wage-Employed Graduates, Philippines: 2022

<b>Types of Incentives</b>	<b>Freq</b>	<b>%</b>
<b>Salary Increase</b>		
Yes	3,822	14.64
No	22,283	85.36
Total	26,105	100
<b>Promotion</b>		
Yes	2,544	9.75
No	23,561	90.25
Total	26,105	100
<b>Job Security</b>		
Yes	20,437	78.29
No	5,668	21.71
Total	26,105	100
<b>Others</b>		
Yes	1,732	6.63
No	24,373	93.37
Total	26,105	100

In table 84, indicates that the minimum and maximum monthly incomes before and after remained constant, the mean income experience an increased from Php13,235.44 to Php 14,105.97 following the training. The median income persisted at Php 10,000 and the standard deviation exhibited a slight decrease, suggesting a minor reduction in income dispersion. The skewness improved marginally from 6.04 to 6.23, indicating a slight diminution in income inequality. Overall, the data reflects an augmentation in average income post-training, with income distribution remaining skewed.

Table 84. Summary statistics of monthly income before the training and at the time of the survey, Philippines: 2022

Statistics	Monthly Income (Pesos)	
	Before Training	Current
Minimum	150.00	150.00
Maximum	300,000.00	300,000.00
Median	10,000.00	10,000.00
Mean	13,235.44	14,105.97
Standard Deviation	13,966.56	13,770.92
Skewness	6.04	6.23

Table 84.1 shows that most TVET graduates earned below PHP10,000 before training (46.34%), with this group shrinking to 38.06% at the time of survey. The proportion of graduates earning PHP10,000 – PHP 19,999 increased from 33.18% to 39.82%. The income distribution in higher brackets (PHP 40,000 and above) remained stable.

Table 84.1 Weighted Distribution of Employed TVET Graduates by Monthly Income Before Training and During the Interview, Philippines: 2022

Monthly Income	Before Training		During Interview	
	Freq	%	Freq	%
Below 10,000	204,636	46.34	227,984	38.06
10,000 - 19,999	146,527	33.18	238,504	39.82
20,000 - 29,999	46,689	10.57	77,142	12.88
30,000 - 39,999	26,372	5.97	32,875	5.49
40,000 - 49,999	10,499	2.38	13,272	2.22
50,000 and over	6,876	1.56	9,218	1.54
Grand Total	441,601	100.00	598,996	100

Table 85 reveals that female TVET graduates have a slightly lower mean income (PHP13,337.65) than males (PHP14,866.47), with a higher income variability for females (standard deviation of PHP15,603.62).

The average income is PHP14,142.39, but the income distribution is skewed to the right. This means that most people earn less than the average, and a few people earn significantly more, pulling the average up.

Table 85. Summary statistics of Current Monthly Income of Employed TVET graduates by Sex. Philippines: 2022

Statistics	Sex		Overall
	Female	Male	
Minimum	150.00	567.00	150.00
Maximum	300,000.00	120,000.00	300,000.00
Median	10,000.00	12,000.00	10,000.00

Mean	13,337.65	14,866.47	14,142.39
Standard Deviation	15,603.62	11,834.94	13,768.29
Skewness	7.66	3.04	6.25

The table below shows that non-TTI graduates have a greater minimum income (PHP 420) and maximum income (PHP 300,000) compared to TTI graduates. However, TTI graduates have a slightly higher mean monthly income (PHP14,433.28) than non-TTI graduates (PHP13,959.60). TTI graduates also exhibit higher income variability, with a standard deviation of PHP14,034.12 (table 86).

Table 86. Summary statistics of Current Monthly Income of Employed TVET graduates by Type of Provider, Philippines: 2022

Statistics	Type of Provider		Overall
	TTI	Non-TTI	
Minimum	150.00	420.00	150.00
Maximum	240,000.00	300,000.00	300,000.00
Median	10,000.00	10,500.00	10,000.00
Mean	14,433.28	13,959.60	14,142.39
Standard Deviation	14,034.12	13,598.88	13,768.29
Skewness	5.06	7.07	6.25

In terms of the regional monthly income, significant disparities in the monthly incomes of employed TVET graduates across Philippine regions in 2022. Nationally, the median income is PHP 10,000.00, while the mean is PHP 14,142.39, reflecting a right-skewed distribution due to a few high earners. NCR reports the highest mean income of PHP 18,686.44, likely due to better job opportunities in the region, while Region I has the lowest with PHP 11,357.14. Regions like BARMM and CARAGA show extreme income variability, with high maximum incomes with PHP 300,000.00 and PHP 240,000.00, respectively and substantial standard deviations, indicating economic inequality. Overall, income levels are skewed positively nationwide, emphasizing the need for policies addressing regional disparities and promoting equitable wage opportunities.

Table 87. Summary statistics of Current Monthly Income of Employed TVET graduates by Region, Philippines: 2022

Region	Minimum	Maximum	Median	Mean	Standard Deviation	Skewness
NCR	2,000.00	100,000.00	15,000.00	18,686.44	14,261.51	2.86
CAR	500.00	150,000.00	10,500.00	15,322.57	15,207.79	4.89
I	350.00	80,000.00	10,000.00	11,357.14	9,969.07	3.08
II	800.00	60,000.00	10,000.00	13,010.81	10,745.13	1.60
III	700.00	120,000.00	12,250.00	14,522.15	12,448.66	5.38
IV-A	1,500.00	100,000.00	12,000.00	15,376.09	12,445.00	3.34

IV-B	400.00	100,000.00	10,000.00	13,355.84	13,039.54	2.90
V	900.00	120,000.00	10,800.00	16,111.39	15,787.60	3.54
VI	700.00	70,000.00	10,800.00	13,411.76	10,945.98	2.43
VII	600.00	100,000.00	10,000.00	13,529.55	11,024.32	2.71
VIII	150.00	90,000.00	10,000.00	13,535.39	11,800.05	2.70
IX	1,200.00	90,000.00	10,000.00	13,159.09	12,387.14	3.46
X	1,200.00	62,500.00	11,000.00	13,755.01	9,538.38	1.74
XI	1,000.00	100,000.00	11,000.00	13,359.91	9,930.25	3.57
XII	600.00	72,000.00	10,000.00	13,512.11	12,010.01	2.42
CARAGA	625.00	240,000.00	9,350.00	15,162.49	20,532.62	6.99
BARMM	500.00	300,000.00	9,000.00	14,449.14	25,944.37	8.58
Philippines	150.00	300,000.00	10,000.00	14,142.39	13,768.29	6.25

Table 88 shows significant income disparities among employed TVET graduates by TESDA scholarship type in 2022. TWSP graduates have the highest mean income of PHP 15,003.69, followed by Regular Program or Non-Scholars with PHP 14,878.52, and TTSP with PHP 14,370.45. The non-scholar graduates also exhibit the widest income range of PHP 350.00 to PHP 300,000.00 and the most skewed distribution (skewness of 7.24). Overall, the nationwide mean income is PHP 14,142.39, with high variability, underscoring income inequality and the need to evaluate scholarship impacts on employment outcomes.

Table 88. Summary statistics of the Current Monthly Income of Employed TVET graduates by Type of Scholarship. Philippines: 2022

Statistics	PESFA	Regular Program	STEP	TWSP	TTSP	OTISP	Overall
Minimum	900.00	350.00	400.00	150.00	900.00	420.00	150.00
Maximum	24,000.00	300,000.00	120,000.00	150,000.00	100,000.00	90,000.00	300,000.00
Median	12,084.00	10,450.00	9,336.00	12,000.00	12,000.00	10,000.00	10,000.00
Mean	10,552.53	14,878.52	11,618.15	15,003.69	14,370.45	12,060.73	14,142.39
Standard Deviation	5,303.84	15,803.14	12,087.60	12,426.14	12,103.42	9,893.44	13,768.29
Skewness	-0.15	7.24	4.37	3.81	3.70	2.88	6.25

The table presents income statistics for employed TVET graduates by TESDA sector in 2022, showing notable disparities. The Maritime sector leads with the highest mean income (PHP 20,628.57) and significant variability (standard deviation of PHP 22,154.12). Other sectors with relatively high mean incomes include Information and Communication (PHP 17,314.86) and Automotive and Land (PHP 16,174.57). Conversely, Chemicals/Plastics/Petrochemicals reports the lowest mean (PHP 5,666.67), with minimal variability.

The Visual Arts sector stands out with a very high and consistent income (mean and median both at PHP 30,267.50), suggesting specialized employment opportunities. Most sectors show positive skewness, indicating a

concentration of earners at lower income levels, with a few high earners pulling up the average. These patterns highlight income variability across sectors, reflecting differences in job availability, skill demand, and industry-specific wage structures.

Table 89. Summary statistics of the Current Monthly Income of Employed TVET graduates by TESDA Sector. Philippines: 2022

TESDA Sector	Minimum	Maximum	Median	Mean	Standard Deviation	Skewness
Agriculture, Forestry, and Fishery	420.00	300,000.00	10,000.00	12,665.38	15,640.06	9.84
Automotive and Land Transportation	1,000.00	240,000.00	12,000.00	16,174.57	16,250.19	7.60
Chemicals/Plastics/Petrochemicals	5,000.00	6,000.00	6,000.00	5,666.67	577.35	-1.73
Construction	1,100.00	80,000.00	10,000.00	13,113.12	9,989.83	2.36
Creative Sector	5,000.00	14,000.00	6,000.00	8,333.33	4,932.88	1.65
Decorative Crafts	6,000.00	10,000.00	8,000.00	8,000.00	2,828.43	-
Electrical & Electronics	650.00	100,000.00	12,000.00	15,241.65	12,891.53	3.17
Footwear & Leathergoods	15,000.00	15,000.00	15,000.00	15,000.00	-	-
Garments	900.00	60,000.00	6,650.00	11,139.58	13,063.88	2.39
Heating, Ventilation, Airconditioning, and Refrigeration	5,000.00	30,000.00	14,500.00	15,781.67	8,296.40	0.84
Human Health/Health Care	150.00	90,000.00	10,800.00	13,616.68	11,317.33	2.63
Information and Communication Technology	2,000.00	50,000.00	14,500.00	17,314.86	10,413.71	0.93
Maritime	2,000.00	100,000.00	15,000.00	20,628.57	22,154.12	2.75
Metals and Engineering	2,000.00	75,000.00	12,000.00	13,828.48	9,411.89	2.82
Processed Food and Beverages	1,000.00	53,000.00	8,450.00	11,309.30	10,249.83	1.87
Social, Community Development, and Other Services	800.00	90,000.00	11,000.00	14,845.28	12,864.72	2.92
Tourism (Hotel and Restaurant)	350.00	120,000.00	10,400.00	14,290.00	13,778.88	3.39
TVET	3,000.00	70,000.00	25,000.00	24,991.13	13,684.51	1.19
Utilities	1,200.00	1,200.00	1,200.00	1,200.00	-	-
Visual Arts	29,668.00	30,867.00	30,267.00	30,267.50	847.82	-
Wholesale and Retail Trading	10,500.00	10,500.00	10,500.00	10,500.00	-	-
Others	500.00	100,000.00	10,000.00	14,401.26	13,350.06	2.43
Overall	150.00	300,000.00	10,000.00	14,142.39	13,768.29	6.25

The data in Table 90 shows the primary sources of income for TVET graduates in 2022. About half of the graduates earn from salaries and wages, reflecting the significance of employment in sustaining their income. However, a concerning 40.69% have no source of income, indicating potential challenges in job placement or career opportunities post-graduation. A

smaller portion (5.75%) relies on variable income sources such as commissions, tips, bonuses, and honoraria, while only 1.61% receive government financial support.

Table 90. Weighted Distribution of TVET Graduates by Their Sources of Income, by Sex, Philippines: 2022

Sources of Income	Female		Male		Grand Total	
	Freq	%	Freq	%	Freq	%
Salaries and Wages from employment	280,461	46.95	316,960	53.05	597,421	49.71
Commissions, tips, bonuses and honoraria	42,361	60.92	27,170	39.08	69,531	5.79
Imputed rental values of owner-occupied dwelling units	355	100.00	0	0.00	355	0.03
Interests	0	0.00	0	0.00	0	0.00
Rentals including landowner's share of agricultural products	1,265	72.60	477	27.40	1,742	0.14
Pensions, royalties and dividends from investments	4,809	55.29	3,889	44.71	8,698	0.72
Government Financial Support	16,885	87.31	2,455	12.69	19,340	1.61
Others	10,495	67.05	5,158	32.95	15,653	1.30
None	273,779	55.98	215,248	44.02	489,027	40.69

Note: This table displays the results of a multiple-choice question.

TVET graduates overwhelmingly (85-100%) expressed confidence in their skillset post-program. Graduates of Institution-based and enterprise-based training venue, in particular, demonstrated exceptional effectiveness in equipping graduates with practical skills with 96.24% and 97.57%, respectively. Community-based programs, while still valuable, showed a lower rate of perceived skill acquisition (88.47%).

Table 91. Weighted Distribution of TVET Graduates Who Perceived that they Possess Skills After Completing a Program, by Sex, Philippines: 2022

Training Venue	Graduates who perceived they do not possess the skills	Graduates who Perceived they Possess the skills						Total No. of TVET Graduates
		Female		Male		Total		
		Freq	%	Freq	%	Freq	%	
<b>1. Institution-based</b>	24,807	305,023	48.10	329,142	51.90	634,165	96.24	658,972
<b>2. Enterprised-based</b>	2,409	53,782	55.51	43,102	44.49	96,884	97.57	99,293
Apprenticeship	0	2,267	48.56	2,402	51.44	4,669	100.00	4,669
Dual Training System	0	1,073	70.30	454	29.70	1,527	100.00	1,527
Farm schools/enterprise training	1,437	33,076	52.89	29,465	47.11	62,542	97.75	63,979
Industry-base/in-company training	166	1,450	63.06	849	36.94	2,299	93.26	2,466
Leamership	313	1,998	44.75	2,468	55.25	4,466	93.45	4,779
PAFSE	333	13,900	67.91	6,570	32.09	20,469	98.40	20,802
Supervised Industry Learning	160	17	1.86	895	98.14	912	85.11	1,071
<b>3. Community-based</b>	43,848	199,281	59.35	136,486	40.65	335,767	88.45	379,615
Extension programs of TIs	19,910	81,769	57.34	60,841	42.66	142,610	87.75	162,520
LGU-oriented comm.-based progs	15,942	84,179	67.39	40,734	32.61	124,914	88.68	140,855
Mobile training program	4,799	22,123	47.77	24,190	52.23	46,313	90.61	51,112
NGOs, POs, CSR trainings	2,993	11,209	51.11	10,720	48.89	21,929	87.99	24,922
TESDA Provisional PTCs								
<b>Total</b>	71,064	558,086	52.31	508,730	47.69	1,066,816	93.75	1,137,880

Both NTR and WTR training program graduates (table 92 and 93), across all training venues, generally perceive themselves as well-equipped with the necessary skills (94.06%-100%). Notably, enterprise-based and community-based programs demonstrated the highest perceived skill levels for both groups. However, WTR graduates reported slightly higher perceived skills in institution-based programs (96.87%) compared to NTR graduates (94.06%).

Table 92. Weighted Distribution of TVET Graduates under WTR Who Perceived that they Possess Skills After Completing a Program, by Sex, Philippines: 2022

Training Venue	Graduates who perceived they do not possess the skills	Graduates who Perceived they Possess the skills						Total No. of TVET Graduates
		Female		Male		Total		
		Freq	%	Freq	%	Freq	%	
<b>1. Institution-based</b>	18,650	271,785	47.11	305,135	52.89	576,921	<b>96.87</b>	595,570
<b>2. Enterprise-based</b>	835	18,442	54.12	15,634	45.88	34,076	<b>97.61</b>	34,911
Apprenticeship			0.00	305	100.00	305	100.00	305
Dual Training System		1,073	70.30	454	29.70	1,527	100.00	1,527
Farm schools/enterprise training	502	9,955	53.02	8,820	46.98	18,775	97.39	19,278
Industry-base/in-company training	166	349	100.00		0.00	349	67.75	515
Leamership		1,135	43.11	1,498	56.89	2,633	100.00	2,633
PAFSE	166	5,930	61.78	3,668	38.22	9,598	98.30	9,764
Supervised Industry Learning			0.00	889	100.00	889	100.00	889
<b>3. Community-based</b>	2,284	43,581	50.73	42,319	49.27	85,899	<b>97.41</b>	88,184
Extension programs of TIs	1,206	16,888	49.95	16,923	50.05	33,811	96.56	35,017
LGU-oriented comm.-based progs	202	12,576	60.71	8,140	39.29	20,716	99.04	20,917
Mobile training program	487	12,518	46.01	14,687	53.99	27,205	98.24	27,692
NGOs, POs, CSR trainings	389	1,598	38.35	2,569	61.65	4,167	91.45	4,557
TESDA Provisional PTCs								
<b>Grand Total</b>	<b>21,769</b>	<b>333,808</b>	<b>47.90</b>	<b>363,088</b>	<b>52.10</b>	<b>696,896</b>	<b>96.97</b>	<b>718,665</b>

Table 93. Weighted Distribution of TVET Graduates under NTR Who Perceived that they Possess Skills After Completing a Program, by Sex, Philippines: 2022

Training Venue	Graduates who perceived they do not possess the skills	Graduates who Perceived they Possess the skills						Total No. of NTR TVET Graduates
		Female		Male		Total		
		Freq	%	Freq	%	Freq	%	
<b>1. Institution-based</b>	2,657	27,755	65.92	14,352	34.08	42,107	<b>94.06</b>	44,764
<b>2. Enterprise-based</b>	531	30,463	55.87	24,064	44.13	54,527	<b>99.04</b>	55,058
Apprenticeship		304	100.00		0.00	304	100.00	304
Farm schools/enterprise training	365	20,947	51.45	19,765	48.55	40,712	99.11	41,077
Industry-base/in-company training		1,101	56.45	849	43.55	1,950	100.00	1,950
Leamership		507	48.10	547	51.90	1,055	100.00	1,055
PAFSE	167	7,604		2,902		10,505		
<b>3. Community-based</b>		8,426	49.50	8,597	50.50	17,023	<b>100.00</b>	17,023
Extension programs of TIs		2,794	45.34	3,368	54.66	6,162	100.00	6,162
LGU-oriented comm.-based progs		2,442	54.60	2,030	45.40	4,472	100.00	4,472
Mobile training program		2,009	68.46	925	31.54	2,934	100.00	2,934
NGOs, POs, CSR trainings		1,181	34.20	2,273	65.80	3,454	100.00	3,454
TESDA Provisional PTCs								
<b>Total</b>	<b>3,188</b>	<b>66,644</b>	<b>58.64</b>	<b>47,012</b>	<b>41.36</b>	<b>113,657</b>	<b>97.27</b>	<b>116,845</b>

Among the employed TVET graduates, the primary method for securing jobs is through walk-in applications (35.01%), followed closely by those with referrals from friends or relatives (33.90%). Only a small percentage found employment via internet job postings (7.13%) or private employment agencies (1.08%). This indicates that traditional methods like direct applications and referrals remain the most effective job search strategies for TVET graduates.

Table 94. Means for Getting the Present Job of Employed TVET Graduates, by Sex, Philippines: 2022



Acquirement of Job	Female		Male		Total Employed TVET Graduates	
	Freq	%	Freq	%	Freq	%
Job fair	0	0	0	0	0	0
Public Employment Service Office (PESO)	151	42.98	201	57.02	352	0.24
Private employment agency	749	46.25	870	53.75	1,619	1.08
Internet job posting	5,679	53.23	4,989	46.77	10,669	7.13
Advertisements		0.00	302	100.00	302	0.20
Referral from friends/relatives	21,347	42.10	29,358	57.90	50,705	33.90
Walk-in application	25,407	48.52	26,956	51.48	52,363	35.01
Others	18,382	54.79	15,165	45.21	33,546	22.43
Total	71,715	47.95	77,841	52.05	149,556	100.00

The relevance of the training program to their current job shows that 42.49% of employed TVET graduates report that their current job is very much related to their course. However, a higher percentage (45.43%) indicate their job is not related to their course, while 12.08% state it is somewhat relevant. Furthermore, 81.15% of the employed graduates utilize their skills to their job, followed by a 15.42% of graduates use them occasionally, and 3.37% seldom use them (Table 96). This suggests that majority still find ways to apply their skills in the workplace.

Table 95. Weighted Distribution of Employed TVET Graduates by Relevance of Course to the Current Job, by Sex, Philippines: 2022

Relevance to the Current Job	Female		Male		Total	
	Freq	%	Freq	%	Freq	%
Very much related or relevant	108,895	42.79	145,610	57.21	254,505	42.49
Somewhat related or relevant	34,146	47.19	38,211	52.81	72,357	12.08
Not related or relevant	144,275	53.02	127,858	46.98	272,134	45.43
Total	287,316	47.97	311,680	52.03	598,996	100.00

Table 96. Skills Utilization of Employed TVET Graduates, by Sex, Philippines: 2022

Skills Utilization	Female		Male		Total	
	Freq	%	Freq	%	Freq	%
Almost always/Most of the time/often used in the job	84,387	40.86	122,148	59.14	206,534	81.15
Sometimes/occasionally used in the job	20,691	52.73	18,552	47.27	39,244	15.42
Seldom used in the job	3,817	44.56	4,748	55.44	8,565	3.37
Never used in the job		0.00	162	100.00	162	0.06
Total	108,895	42.79	145,610	57.21	254,505	100.00

Note:

These are the employed TVET graduates who answered that the training/course were relevant to their current job/business

Tables 97 and 98 reveal that non-TTI graduates utilize their skills more consistently, with 82.77% reporting they always use their skills on the job, compared to 78.24% of TTI graduates. Both TTI and non-TTI graduates show negligible or no instances of never using their skills in their jobs. This indicates that while both groups effectively apply their skills, non-TTI graduates demonstrate slightly higher skill utilization in the workplace.

Table 97. Skills Utilization of Employed TVET Graduates under TTI, by Sex, Philippines: 2022

Skills Utilization	Female		Male		Total	
	Freq	%	Freq	%	Freq	%
Almost always/Most of the time/often used in the job	23,854	33.54	47,274	66.46	71,127	78.24
Sometimes/occasionally used in the job	8,150	52.04	7,512	47.96	15,662	17.23
Seldom used in the job	1,390	33.72	2,731	66.28	4,121	4.53
Never used in the job	0	0.00	0	0.00	0	0.00
Grand Total	33,393	36.73	57,517	63.27	90,910	100.00

Table 98. Skills Utilization of Employed TVET Graduates under Non-TTI, by Sex, Philippines: 2022

Skills Utilization	Female		Male		Total	
	Freq	%	Freq	%	Freq	%
Almost always/Most of the time/often used in the job	60,533	44.70	74,874	55.30	135,407	82.77
Sometimes/occasionally used in the job	12,542	53.18	11,041	46.82	23,582	14.41
Seldom used in the job	2,427	54.61	2,017	45.39	4,444	2.72
Never used in the job		0.00	162	100.00	162	0.10
Grand Total	75,502	46.15	88,094	53.85	163,595	100.00

Table 99 highlights the challenges faced by TVET graduates whose acquired skills are not utilized at all. The majority (80.76%) are employed in jobs entirely unrelated to their course, while 18.90% report that their skills are not needed in their actual work.

Table 99. Reasons of Employed TVET Graduates for Considering His/Her Skills Acquired Is No Use at All, by Sex, Philippines: 2022

Skills Utilization	Female		Male		Total	
	Freq	%	Freq	%	Freq	%
Skills acquired from training/course not needed in actual work	24,529	47.66	26,937	52.34	51,467	18.90
Occupation is entirely different with training/course completed	119,469	54.33	100,442	45.67	219,911	80.76
Others	278	30.23	641	69.77	918	0.34
Total	144,275	52.98	128,021	47.02	272,296	100.00

The table below shows that 51.40% of the TVET graduates were employed prior to training and still employed at the time of survey. Moreover, 27.60% of the graduates that were unemployed prior training found employment during the survey.

Table 100. Estimated Percentage of TVET Graduates who are employed before and during interview, Philippines: 2022

Employment Status	At the time of survey					
	Employed		Unemployed		Total	
Before Training	Freq	%a	Freq	%a	Freq	%a
Employed	389,709	51.40	25,458	3.36	415,167	54.75
Unemployed	209,287	27.60	133,785	17.64	343,072	45.25
Total	598,996	79.00	159,243	21.00	758,239	100.00

The primary reason for unemployed TVET graduates in the labor force before and during the interview was to find employment or secure a job, with 66.60% citing this as their motivation. This was followed by those seeking skills upgrading or enhancement (14.02%), and those pursuing livelihood or self-employment (7.64%). This highlights that most unemployed graduates are focused on gaining employment, while a smaller portion seeks to improve their skills or become self-employed.

Table 101. Reasons for Enrolling in TESDA of those in the Labor Force who were Unemployed Before and During Interview, Philippines: 2022

Reason for Taking up the Program	Unemployed Graduates Before and After the Program	
	Freq	%a
For Employment / to get job	89,097	66.60
For Skills Upgrading / Enhancement	18,754	14.02
For Livelihood/self-employment	10,214	7.64
TVET qualification is popular (many are enrolling)	277	0.21
Personal use / interest / hobby	12,527	9.36
Nothing to do	177	0.13
Others	2,738	2.05
<b>Total</b>	<b>133,785</b>	<b>100.00</b>

In Table 102, most unemployed TVET graduates reported that work experience is not required for employment, which is encouraging for fresh graduates. However, 27.58% still indicated that work experience is necessary, suggesting that some job sectors still prioritize prior experience.

Table 102. Weighted Distribution of TVET Graduates who are Unemployed After Training who Indicated Work Experience as Requirement, by Sex: 2022

Work Experience Required	Female		Male		Total Employed TVET Graduates	
	Freq	%	Freq	%	Freq	%
<b>Yes</b>	45,982	44.56	57,212	55.44	103,194	27.58
<b>No</b>	130,278	48.08	140,666	51.92	270,944	72.42
<b>Total</b>	176,259	47.11	197,878	52.89	374,137	100

## V. Satisfaction Level of TVET Graduates

The highest satisfaction rates given by the TVET graduates are in the areas of knowledge/expertise of trainer and trainee entry requirements with 81.33% and 76.05%, respectively. However, some elements, such as "Duration of Training" and "Level of knowledge, skills, and attitude attained after training," still show dissatisfaction among a minority, with 8% and 7.95% reporting neutral responses.

Table 103. Weighted Distribution of TVET Graduates by Satisfaction Level per Element, Philippines: 2022

Element	Very Satisfied		Satisfied		Neutral		Unsatisfied		Very Unsatisfied	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
Trainee entry requirements	865,411	76.05	248,284	21.82	23,722	2.08	351	0.03	111	0.01
Training methodologies	863,594	75.89	254,340	22.35	19,236	1.69	711	0.06		0.00
Tools and equipment	746,591	65.61	324,621	28.53	62,607	5.50	3,135	0.28	925	0.08
Learning materials	749,841	65.90	325,140	28.57	61,215	5.38	1,528	0.13	156	0.01
Training activities	804,920	70.74	292,543	25.71	38,798	3.41	1,451	0.13	169	0.01
Training facilities/work area	792,388	69.64	302,356	26.57	39,712	3.49	3,192	0.28	232	0.02
Knowledge/expertise of trainer	925,396	81.33	199,267	17.51	12,151	1.07	878	0.08	188	0.02
Duration of training	655,189	57.58	387,576	34.06	90,994	8.00	3,634	0.32	487	0.04
Level of knowledge, skills, attitude attained after	532,762	46.82	512,057	45.00	90,452	7.95	2,439	0.21	170	0.01
Assessment methods	538,477	47.32	114,770	10.09	6,971	0.61	1,298	0.11	159	0.01

The majority of employed TVET graduates (94.73%) express a desire to be trained in other skills, with a higher percentage of males (51.51%) compared to females (48.49%) showing interest. This highlights the continuing desire for skill enhancement in the workforce.

Table 104. Weighted Distribution of Employed TVET Graduates by Whether They Intend to be Trained in Other Skills, by Sex, Philippines: 2022

Intend to be Trained in Other Skills	Female		Male		Total	
	Freq	%	Freq	%	Freq	%
Yes	275,131	48.49	292,300	51.51	567,430	94.73
No	12,185	38.60	19,380	61.40	31,565	5.27
Total	287,316	47.97	311,680	52.03	598,996	100

## Conclusion

### 1. Profile of 2022 TVET Graduates

The 2023 study on the employment of TVET graduates highlights a steady increase in the number of individuals completing TVET programs, reflecting recovery from the COVID-19 pandemic. Regional disparities remain, with NCR and Region III consistently producing the most graduates, while BARMM and CAR lag behind. Gender distribution reveals a higher proportion of female participation overall, particularly in NCR and Region XI. Most graduates fall within the 15-24 age bracket, indicating that TVET programs are appealing to younger individuals seeking career opportunities.

Institution-Based Training remains the most popular mode of TVET education, while Community-Based Training attracts the highest proportion of female participants. Agriculture, Forestry, and Fishery programs, along with Tourism and Automotive, are the most sought-after fields, although gender disparities persist, particularly in male-dominated Automotive programs. Additionally, scholarships, particularly the Training Workshop Scholarship Program (TWSP), play a significant role in increasing accessibility to TVET programs. Employment and skills upgrading are the primary motivators for enrollment, showing that TVET graduates are goal-driven and career-focused.

Despite their potential benefits, participation in career profiling or assessment tests remains low, with only 19% of TVET graduates across both sexes availing themselves of this resource. This gap suggests an opportunity to better align graduate skills and career choices with labor market demands.

### 2. Assessment and Certification

The assessment and certification data for TVET graduates reflect positive outcomes in terms of preparation and competency. A majority (63.18%) of graduates took programs with Training Regulations (WTR), with males slightly outnumbering females. Programs without Training Regulations (NTR) and those not registered with TESDA had a notable majority of female graduates. While a significant proportion of graduates (58.18%) underwent competency assessments, a considerable portion did not, primarily due to time constraints, lack of awareness of schedules, or the perception that assessments were optional.

Encouragingly, 98.17% of those who took the assessment passed, demonstrating the effectiveness of TVET training programs. Certifications were predominantly at the National Certificate II (NC II) level, with equal gender representation, while gender differences were observed in other

certification levels. However, despite the high pass rates and certification levels, a majority of employers (65.02%) did not require competency certification, which may affect graduates' motivation to pursue assessments.

### 3. Labor Force Participation Rate

The labor force participation rate (LFPR) of TVET graduates shows a steady improvement, increasing from 64.17% in the previous year to 66.64%. Male graduates continue to exhibit higher labor force engagement (73.75%) compared to females (60.12%). Younger graduates aged 25 to 34 had the highest participation (81.19%), followed by those aged 35 to 54. Interestingly, senior citizens also displayed notable labor force engagement, highlighting their active contributions.

Graduates with higher educational attainment, such as postgraduate and bachelor's degree holders, recorded the highest LFPRs, emphasizing the strong correlation between education level and workforce involvement. Regionally, areas like Region II and Region VII had the most active graduates, whereas Region IX reported the lowest LFPR (57.85%).

Training modality also influenced labor force participation, with enterprise-based training graduates showing the highest LFPR (68.25%), followed by institution-based (67.29%) and community-based programs (65.08%). Certain groups, including industry workers, uniformed personnel, returning OFWs, and TESDA alumni, exhibited exceptionally high LFPRs, demonstrating the effectiveness of targeted training programs in meeting labor market demands.

### 4. Employment

The employment rate among TVET graduates demonstrates significant outcomes, with 28.69% of the total graduates securing jobs post-training, and 79% of those in the labor force being employed. Female graduates exhibited slightly higher employment rates (80.48%) compared to males (77.68%). Employment was notably higher among older age groups, with graduates aged 65 and over achieving a remarkable 94.91% employment rate.

Graduates with postgraduate degrees, particularly Doctorate holders (100%) and Master's degree holders (96.44%), had the highest employment rates. Training venue performance varied, with community-based training showing the highest employment rate (86.40%), followed by enterprise-based (85.48%), and institution-based training lagging at 73.88%.

Regionally, areas like Region XI (91.49%) excelled, while Region IX recorded the lowest employment rate at 48.01%. Certain sectors, including Chemicals/Plastics/Petrochemicals, achieved employment rates, while specific groups such as Drug Dependents/Surrenderers and AFP/PNP beneficiaries also recorded 100% employment.

Interestingly, non-certified graduates had higher employment rates (85.32%) compared to certified counterparts, indicating that practical experience might outweigh formal certification in some industries. The majority of employed graduates are wage and salary workers (60.18%) and hold permanent positions (63.40%). However, only 42.49% of employed graduates found their jobs very much related to their training, suggesting a potential mismatch between skills training and industry demands.



## **Recommendations**

### **1. Continuous partnerships with higher education institutions, industries, and other partners and targeted programs for undergraduate degree holders**

The Technical Education and Skills Development Authority (TESDA) should continue its collaboration with higher education institutions (HEIs) to develop joint programs that bridge the gap between academic education and technical skills. These partnerships can offer pathways for graduates to seamlessly transition into TVET programs for practical skills training, enhancing their overall educational experience, broaden career prospects, and increase livelihood, employability and employment opportunities.

### **2. Promotion of Lifelong Learning**

TESDA should promote a culture of lifelong learning among graduates, emphasizing the importance of continuous skill development and staying updated with industry trends. This can be achieved through awareness campaigns, incentives for participation in further training, and the provision of flexible learning opportunities such as online courses or evening classes. Partnership with firms and organizations specifically in the identified priority sectors can also be a venue for upskilling and reskilling of the labor force.

### **3. Support for Further Skills Development and Continuous Monitoring and Evaluation**

Utilizing the results of the competency assessment to determine what areas the graduates might want more training or skill development. To fill the skill gaps found in assessments, TESDA can provide focused upskilling or reskilling programs. This will help graduates stay competitive in the changing work market. Moreover, TESDA should set up systems for ongoing observation and assessment to guarantee the efficacy and applicability of competency assessment procedures. This involves getting input from assessors, employers, and graduates to pinpoint areas where the assessment processes need to be improved upon.

### **4. Address Disparities and Identify Factors Influencing Participation Rate**

Examine the factors that lead to graduates from various training locations having greater or lower rates of labor force involvement. It may be necessary to take into account variables like the training programs' applicability to industry demands, geographic location, socioeconomic

background, etc. Assess the causes of the significant variations in graduates' rates of labor force participation from various training facilities. Create plans to rectify any discrepancies, such as offering additional assistance with job placement or extra support services to graduates from venues with lower participation rates.

## **5. Diversify and Popularize Other Training Programs**

TESDA should focus on diversifying training programs to include emerging industries and non-traditional sectors. By popularizing lesser-known but high-potential programs, such as those in renewable energy, advanced manufacturing, and digital technology. TESDA can expand opportunities for graduates in growing markets. Campaigns to raise awareness about these programs should target both students and employers, emphasizing their relevance to the future of work.

## **6. Encourage Certification Recognition**

Advocate for the value of formal certification by collaborating with industries to ensure certifications are a key hiring criterion. Additionally, explore ways to integrate practical experience into certification processes to meet employer expectations.

## **7. Enhance Graduate Income and Economic Stability**

Design advanced training and specialization programs to equip graduates with skills that command higher wages. Focus on developing expertise in high-demand fields and providing resources to encourage entrepreneurship among graduates.

## **8. Expand High-Performing Training Venues**

Increase the availability of community-based and enterprise-based training programs, which have demonstrated higher employment outcomes. Provide additional support for institution-based training to improve its performance by integrating more practical components and industry collaborations.

## **9. Promote Permanent Employment**

Collaborate with industries to facilitate the transition of graduates from short-term or seasonal employment to permanent roles. This can involve creating job-matching services, offering incentives for businesses to provide stable employment, and integrating entrepreneurial training into TVET programs.