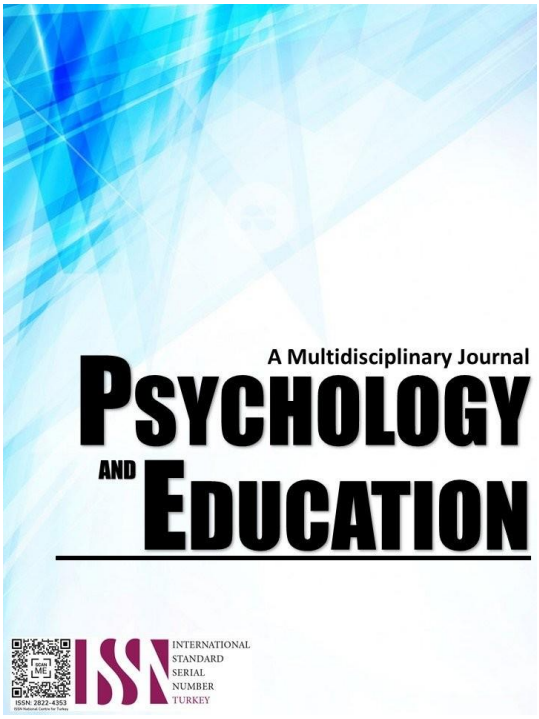
GRADUATING STUDENTS' EMPLOYABILITY SKILLS: BASIS FOR INTERVENTION PROGRAM



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Research Article

Graduating Students' Employability Skills: Basis for Intervention Program

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Abstract

The aim of this study was to examine the level of skills developed by the graduating students in MSU-TCTO need for a job. This specifically investigated their skills on basic Information Technology, Writing, Speaking and Personal and interpersonal skills which are vital in applying a job. This study utilized a descriptive quantitative research design. Further, statistical tool like weighted mean was used in analyzing the gathered data from the 262 graduating students of the Academic Year 2022-2023 at MSU-TCTO.Applying the mean range of the weighted mean, the results showed that level of the skills developed by the graduating students in terms of Basic IT Skill in 4 colleges (COED, CAS, COF and CIAS) were Averagely Developed, IOES college Highly Developed and IICT college was Very Highly Developed. Writing Skill, the 5 colleges (COED, CAS, COF, CIAS and IICT) were regarded as Averagely Developed except for IOES was Highly Developed. Speaking Skill, the 5 colleges (COED, CAS, COF, CIAS and IICT) were regarded as Averagely Developed except for IOES was Highly Developed. and Personal and Interpersonal Skill, the all 6 colleges are regarded as Highly Developed. Therefore, this study concludes that the MSU-TCTO graduating students of Academic Year 2022-2023 are equipped with necessary skills such as basic IT skills, Writing skills, Speaking Skills and Personal and Interpersonal Skills that are needed to applying for a job once they finish their respective degrees. Although intervention is lightly encouraged to further develop the above-mentioned skills through training and seminar so that they will be more confident and ready for real life jobs..

Keywords: *pre-employment, basic it skill, writing skill, speaking skill, personal and interpersonal skill*

Introduction

Nowadays job in our society is highly demanding and challenging which our graduates are expected to be prepared. It is believed that a degree holder should not only poses his/her field of expertise as well as being talented, multi-task oriented and open to change are also significantly involved. Therefore, our students shall be equipped and trained with necessary skills such as: Basic IT, Writing, Speaking and Personal and Interpersonal skills that are important in applying a job. As for one of the factors of high unemployment in new graduates is the lack of adequate skills needed in the world of work (Pauw et al., 2008). This is the reason high unemployment rate has been increasing.

Employability is students' ability to get a job that matches their educational standards after graduation (Cox & King, 2006). Furthermore, employability is categorized into two aspects, namely transferable skills or employability skills (ES) and subject skills. ES are general skills needed to get and keep a job, while subject skills are specific skills relevant to a specific job (Cox & King, 2006). Therefore, subjects to be learnt inside that class are not enough to land a good job right after graduation due to the employers are also rooting the employability skills which are basic skills such as the basic IT skill, Writing, Speaking and Personal and Interpersonal Skills.

Moreover, Gregson & Bettis (1991) asserted that many employers require applicants to have these skills to be seriously considered for employment. Similarly, these skills are crucial for employment and workplace success and serve as basis for lifelong learning needed by graduates to find a job.

In addition, according to Weinert (2016), competence pertains to "cognitive fitness for a particular class of tasks, a roughly specialized system of abilities, proficiencies, or individual dispositions to learn something successfully, to do something successfully, or to reach a specific goal. This can be applied to an individual, a group of individuals, or an institution". As such, employers demand that employees acquire a wide range of employability skills and apply competently such skills for better job performance. Therefore, personal and interpersonal skills is significantly involved in real life workplace to be able to work harmoniously with peers and other colleagues.

Also, (Nawai, 2021) pointed out that Employability Skill is also one of the considerations for job employers in recruiting new graduates. So, learning other skills particularly based on the community or work trend needs is highly needed. Furthermore, Bailey (1997) explained that teaching and learning these generic skills are consistent with the emerging needs of a world economy in a high-performance workplace.

In view of the above-mentioned reasons, in preparation of our graduating students in their respective field of specialization as they are

about to leave the portals of this university, we have to make sure that our students are ready to face the real-life challenges in their chosen career. Therefore, the researchers would like to determine the level of their skills in terms of: Basic IT, Writing, Speaking and Personal and Interpersonal skills and further address them.

Research Questions

This study aims to determine the level of the skills equipped by the MSU-TCTO graduating students necessary for Employment basis for Program Intervention.

1. What is the profile of the respondents in terms of:
   1.1 Course Program;
   1.2 Gender;
   1.3 Religion;
   1.4 Tribe; and
   1.5 Civil Status?
2. What is the level of the skills of the Graduating Students by College in terms of:
   2.1 Basic IT;
   2.2 Writing;
   2.3 Speaking; and
   2.4 Personal and Interpersonal?

Literature Review

Employability Need Skills

Made Suarta Et al (2017) entitled "Employability skills required by the 21st-century workplace: a literature review of labour market demand" based on the results it was found out that a number of employability skills attribute required by graduates in entering the workforce such as Communication skills, problem-solving and decision-making skills, and teamwork skills are the attributes of employability skills with highest importance level. Graduates are also expected to have a number of personal attributes included: self-awareness, self-confidence, independence, emotional intelligence, flexibility and adaptability, stress tolerance, creativity and initiative, willingness to learn, reflectiveness, lifelong learning, and professional behaviour.

Also, Nuryake Fajaryati Et al (2020) entitled "The Employability Skills Needed To Face the Demands of Work in the Future: Systematic Literature Reviews" The results from the analysis in the literature review showed that employability skills are needed in relation to the work demands in the future according to the employers covering communication, team working, problem solving, and technological skills. The implementation of employability skills in the instructional process is to integrate them into the classroom for all subjects.

In addition, Laura García-Pérez Et al (2021) entitled "Article Skills for a Working Future: How to Bring about Professional Success from the Educational Setting" From this in-depth analysis, it was uncovered that the most in-demand skill for the job market relates to the management of technology. Different proposals were located which targeted these skills in educational settings. The majority of these pertained to innovative projects emanating from digital and technological phenomena. This means that being computer literate is so important when applying for a job.

Moreover, Husaina Banu K Et al (2019) entitled "Gaps between competence and importance of employability skills: evidence from Malaysia" The findings show that there are significant differences between importance perceived and competence attained in teamwork, leadership, basic, technical skills and ethical skills. Additionally, the finding of this study indicates that the culinary and bakery students perceive that they are not given adequate exposure to possess such skills. It is important to ensure that graduates are equipped with the twenty-first century skills such as problem solving and analytic, decision making, organization and time management, risk taking and communication.

Lastly, Dr. Vinod B. Patel Et al (2018) entitled "Empirical Study on Employability Skill" It showed in this report, Job is the equilibrium point for Job seekers and employers. If skill requirement and skill availability matches, it will increase chances of Job. But when it doesn't match create skill gap and it is due to lack of employability skill, knowledge, potential, experience etc.

With the above related literature and studies, it clearly manifest that there is in need to develop and equip our graduating students the basic skills needed by the employers to become successful to land for a job.

Methodology

This study utilized a descriptive quantitative research design. This design was simply the way to describe the independent variables.

Participants

The respondents of this study were the graduating students of MSU-TCTO Academic Year 2022-2023. The 262 graduating students were composed of (6) colleges in the university namely: 1. College of Education, 2. College of Arts and Sciences, 3.

Instruments

This study utilized a researcher made instrument which consist of four (4) variables such as: 1. Basic IT Skill; 2. Writing Skill; 3. Speaking Skill; and 4. Personal and Interpersonal Skill. Each variable has 5 item questions reflected in the checklist.

Procedure

This study followed the standard research procedure wherein prior to gathering of the data, the researchers sought the permission from the office of the chancellor which is the head agency of the Mindanao State University Tawi-Tawi. Then, upon the approval of the letter, the researcher requested for an orientation program for collecting the data.

Ethical Considerations

This study observed ethical considerations. Before the research instrument was deployed to the graduating students, they were oriented first with the objectives of the research and what will be the impact of the results of the study. Also, the researchers assured the respondents that the data will be treated with utmost respect and confidentiality.

Results and Discussion

Graduating Students' Employability Skills: Basis for Program Intervention

The tables shown below are the results of the study on "Graduating Students' Employability Skills: Basis for Program Intervention." Table 1 to Table 5 showed the percentage of respondents according to College/Programs, Gender, Religion, Tribe and Civil Status of the sample. While the remaining tables showed the skills needed by the graduating students of this university by colleges.

A. Question No. 1. What is the profile of the respondents in terms of: a. Course Program, b. Gender; c. Religion; d. Tribe; and e. Civil Status?

General Information

Table 1.1 *Percentage of Respondents by College and Programs*

College	Course	Percentage
CAS	AB HISTORY	1.24%
	AB POL SCI	2.07%
	BAELS	16.18%
	BS-MATH	4.15%
	BS-STAT	1.66%
	Diploma in Office Management	12.03%
TOTAL RESPONDENTS OF CAS		**37.34%**
CIAS	BSTA	3.32%
	AB ISLAMIC STUDIES	0.41%
TOTAL RESPONDENTS OF CIAS		**3.73%**
COE	BEED-ECED	4.98%
	BEED-GENED	20.75%
	BSED-ENGLISH	4.56%

D	BSED-FILIPINO	1.66%
	BSED-MATH	4.56%
	BSED-SCIENCE	2.90%
TOTAL RESPONDENTS OF COED		**39.42%**
C O F	BSF	4.15%
	BSF-AQUACULTURE	2.49%
	BSF-FISH PROCESSING	1.24%
	BSF-MARINE	0.41%
	FISH-TECH	1.66%
TOTAL RESPONDENTS OF COF		**9.96%**
IICT	BSIT	3.32%
TOTAL RESPONDENTS OF IICT		**3.32%**
I O E S	BS ENVI SCI	3.73%
	BS MARINE BIO	2.49%
TOTAL RESPONDENTS OF IOES		**6.22%**

Table 1.2 shows the percentage of the respondents for this study by six colleges of this university as well as by courses. To summarize the above table, the highest number of respondents are from COED.

With a percentage of 39.42% and followed by CAS (37.34%), COF (9.96%), IOES (6.22%), CIAS (3.73%), and IICT (3.32%).

Table 1.*2 Percentage of the Respondents in Terms of Gender*

Gender	*Percentage*
Female	68.88%
Male	31.12%

It is observed from Table 1.2 that majority of the respondents for this study is Female having a total percentage of 68.88%, almost two-third of the total sample and having only 31.12%, about one-third of the sample.

Table 1.3 *Percentage of the Respondents in Terms of Religion*

Religion	*Percentage*
Islam	92.12%
Roman Catholic	5.39%
Inc	0.83%
Jehovah's Witness	0.41%
Alliance	0.41%
Born Again Christian	0.41%
Pentecostal	0.41%

Table 1.3 shows the percentage of respondents in their respective religion. Majority of the respondents were ISLAM having 92.12% and the lowest percentage is JEHOVAH'S WITNESS, ALLIANCE, BORN AGAIN CHRISTIAN, AND PENTECOSTAL having a percentage of 0.41%. While the two remaining religions shown above revealed a percentage of 5.39% for ROMAN CATHOLIC and 0.83% for INC.

Table 1.4 *Percentage of Respondents in Terms of Tribe*

Tribe	*Percentage*
Sama	46.89%
Tausug	37.34%
Bisaya	7.47%
Jama Mapun	6.22%
Badjao	1.24%
Cebuano	0.41%

Table 1.4 shows the tribes of the respondents for this study. It is observed from this table that the highest percentage is SAMA which revealed 46.89% and the lowest percentage is CEBUANO which revealed 0.41%. The other tribes in this table are shown also with their respective percentage.

Table 1.5 *Percentage of Respondents in Terms of Civil Status*

Civil Status	*Percentage*
Single	96.27%
Married	3.73%

Table 1.5 shows the percentage of Single and Married Students which revealed 96.27% and 3.73% respectively.

B. Question No. 2. To what extent is the level of the skills of the Graduating Students by college in terms of a. Basic IT; b. Writing; c. Speaking; and d. Personal and Interpersonal?

Table 2.1-2.6 below shows the mean of the like-scale for the need skills study of the six colleges of TCTO having four variables which are Basic IT, Writing, Speaking, and Personal and Interpersonal skills. In addition, these tables below follow this 5-rating scale,

Rating Scale	*Interpretation*	*Implication*
5	Very Highly Developed	This means that the student has experienced and successfully applied a certain skill independently.
4	Highly Developed	This means that the student has experienced and applied a certain skill with minimal errors.
3	Averagely Develop	This means that the student has experienced and applied a certain skill but has difficulty on doing it independently.
2	Less Developed	This means that the student has experienced a certain skill but has not used at all.
1	Poorly Developed	This means that the student has no experience on the skills.

5 – Very Highly Developed; 4 – Highly Developed; 3 – Averagely Developed; 2 – Less Developed; 1 – Poorly Developed

College of Arts And Sciences

Table 2.1 *Need Skills of CAS Graduating Students*

Basic IT	*Mean*	*Interpretation*
1. I Know How To Operate Computer And Printer.	3.42	Highly Developed
2. I Know How To Use Microsoft Word And Powerpoint Presentation	3.52	Highly Developed
3. I Know How To Use Microsoft Excel.	3.12	Averagely Developed
4. I Know How To Manage Online Platform.	3.11	Averagely Developed

5. I Can Easily Adapt In Trend Software Specially Related To My Field.	3.14	Averagely Developed
OVERALL MEAN	3.26	Averagely Developed
Writing		
1. I Know How To Write Formal Communication.	3.47	Highly Developed
2. I Know How To Prepare Resume.	3.50	Highly Developed
3. I Know How To Write Program Or Project Proposal.	3.12	Averagely Developed
4. I Can Write On The Spot In English.	3.33	Averagely Developed
5. I Know How To Transcribe Minutes Of The Meeting.	2.94	Averagely Developed
OVERALL MEAN	3.27	Averagely Developed
Speaking		
1. I Am Confident To Speak In Front Of The Crowd.	3.03	Averagely Developed
2. I Know How To Relay/Disseminate Proper Information	3.29	Averagely Developed
3. I Know The Proper Approach In Speaking With Others.	3.59	Highly Developed
4. I Can Speak English Eloquently And Communicate Clearly.	3.09	Averagely Developed
5. I Can Understand And Follow Instructions Easily And Response Appropriately.	3.46	Highly Developed
OVERALL MEAN	3.29	Averagely Developed
Personal And Interpersonal		
1. I Am Open For The Idea Of Others And Willing To Share My Idea At The Same Time.	4.08	Highly Developed
2. I Can Easily Adjust In A Group And Adapt Teamwork.	4.14	Highly Developed
3. I Can Easily Manage Stress And Can Work Under Pressure.	3.79	Highly Developed
4. I Can Do Multi-Tasking.	3.56	Highly Developed
5. I Always Observe Timeliness, Cleanliness And Ethical Standard.	3.99	Highly Developed
Overall Mean	3.91	Highly Developed

Table 2.1 gives the summarization on the need skills of the College of Arts and Sciences graduating students. It is observed that for Basic IT, Writing, and Speaking skills regarded as AVERAGELY DEVELOPED with means of 3.26, 3.27, and 3.29 while Personal and Interpersonal skills revealed a mean of 3.91 which is regarded as HIGHLY DEVELOPED.

College of Islamic And Arabic Studies

Table 2.2 *Need Skills of CIAS Graduating Students*

Basic IT	*Mean*	*Interpretation*
1. I know how to operate computer and printer.	3.00	Averagely Developed
2. I know how to use Microsoft Word and PowerPoint presentation	3.44	Averagely Developed
3. I know how to use Microsoft Excel.	3.11	Averagely Developed
4. I know how to manage online platform.	3.00	Averagely Developed
5. I can easily adapt in trend software specially related to my field.	3.67	Highly Developed
OVERALL MEAN	3.04	Averagely Developed
Writing		
1. I know how to write formal communication.	3.22	Averagely Developed
2. I know how to prepare resume.	3.11	Averagely Developed
3. I know how to write program or project proposal.	2.56	Averagely Developed
4. I can write on the spot in English.	2.56	Averagely Developed
5. I know how to transcribe minutes of the meeting.	2.11	Less Developed
OVERALL MEAN	2.71	Averagely Developed
Speaking		
1. I am confident to speak in front of the crowd.	2.89	Averagely Developed
2. I know how to relay/disseminate proper information	3.22	Averagely Developed
3. I know the proper approach in speaking with others.	3.00	Averagely Developed

4. I can speak English eloquently and communicate clearly.	2.44	Less Developed
5. I can understand and follow instructions easily and response appropriately.	3.11	Averagely Developed
OVERALL MEAN	2.93	Averagely Developed
Personal and Interpersonal		
1. I am open for the idea of others and willing to share my idea at the same time.	3.89	Highly Developed
2. I can easily adjust in a group and adapt teamwork.	3.78	Highly Developed
3. I can easily manage stress and can work under pressure.	3.22	Averagely Developed
4. I can do multi-tasking.	3.67	Highly Developed
5. I always observe timeliness, cleanliness and ethical standard.	3.89	Highly Developed
OVERALL MEAN	3.69	Highly Developed

Table 2.2 shows the summary statistics of the need skills of CIAS graduating students. It is observed that these graduating students from this college, in terms of Personal and Interpersonal skills they are HIGHLY DEVELOPED which revealed a mean of 3.69; for Basic IT, Writing, and Speaking they are regarded as AVERAGELY DEVELOPED with a mean of 3.04, 2.71, and 2.93 respectively.

College of Education

Table 2.3 *Need Skills of COED Graduating Students*

Basic IT	*Mean*	*Interpretation*
1. I know how to operate computer and printer.	3.26	Averagely Developed
2. I know how to use Microsoft Word and PowerPoint presentation	3.88	Highly Developed
3. I know how to use Microsoft Excel.	3.02	Averagely Developed
4. I know how to manage online platform.	3.16	Averagely Developed
5. I can easily adapt in trend software specially related to my field.	3.16	Averagely Developed
OVERALL MEAN	3.30	Averagely Developed
Writing		
1. I know how to write formal communication.	3.38	Averagely Developed
2. I know how to prepare resume.	3.46	Averagely Developed
3. I know how to write program or project proposal.	3.12	Averagely Developed
4. I can write on the spot in English.	3.40	Averagely Developed
5. I know how to transcribe minutes of the meeting.	3.09	Averagely Developed
OVERALL MEAN	3.29	Averagely Developed
Speaking		
1. I am confident to speak in front of the crowd.	3.21	Averagely Developed
2. I know how to relay/disseminate proper information	3.43	Averagely Developed
3. I know the proper approach in speaking with others.	3.67	Averagely Developed
4. I can speak English eloquently and communicate clearly.	3.14	Averagely Developed
5. I can understand and follow instructions easily and response appropriately.	3.68	Highly Developed
OVERALL MEAN	3.43	Averagely Developed
Personal and Interpersonal		
1. I am open for the idea of others and willing to share my idea at the same time.	4.28	Highly Developed
2. I can easily adjust in a group and adapt teamwork.	4.16	Highly Developed
3. I can easily manage stress and can work under pressure.	3.79	Highly Developed
4. I can do multi-tasking.	3.76	Highly Developed
5. I always observe timeliness, cleanliness and ethical standard.	4.15	Highly Developed
OVERALL MEAN	4.03	Highly Developed

Table 2.3 presents the summary of the need skills of COED graduating students. It is shown from the above table that for Basic IT, Writing and Speaking revealed a mean of 3.30, 3.29, and 3.43 respectively which are all regarded as AVERAGELY DEVELOPED. And for the Personal and Interpersonal skills revealed a mean of 4.03, regarded as HIGHLY DEVELOPED.

College of Fisheries

Table 2.4 *Need Skills of COF Graduating Students*

Basic IT	*Mean*	*Interpretation*
1. I know how to operate computer and printer.	3.63	Highly Developed
2. I know how to use Microsoft Word and PowerPoint presentation	3.83	Highly Developed
3. I know how to use Microsoft Excel.	3.08	Averagely Developed
4. I know how to manage online platform.	2.71	Averagely Developed
5. I can easily adapt in trend software specially related to my field.	3.46	Averagely Developed
OVERALL MEAN	3.34	Averagely Developed
Writing		
1. I know how to write formal communication.	3.21	Averagely Developed
2. I know how to prepare resume.	3.13	Averagely Developed
3. I know how to write program or project proposal.	2.96	Averagely Developed
4. I can write on the spot in English.	3.04	Averagely Developed
5. I know how to transcribe minutes of the meeting.	2.71	Averagely Developed
OVERALL MEAN	3.01	Averagely Developed
Speaking		
1. I am confident to speak in front of the crowd.	3.00	Averagely Developed
2. I know how to relay/disseminate proper information	3.21	Averagely Developed
3. I know the proper approach in speaking with others.	3.42	Averagely Developed
4. I can speak English eloquently and communicate clearly.	2.67	Averagely Developed
5. I can understand and follow instructions easily and response appropriately.	3.50	Highly Developed
OVERALL MEAN	3.16	Averagely Developed
Personal and Interpersonal		
1. I am open for the idea of others and willing to share my idea at the same time.	3.79	Highly Developed
2. I can easily adjust in a group and adapt teamwork.	3.67	Highly Developed
3. I can easily manage stress and can work under pressure.	3.25	Averagely Developed
4. I can do multi-tasking.	3.29	Averagely Developed
5. I always observe timeliness, cleanliness and ethical standard.	3.58	Highly Developed
OVERALL MEAN	3.52	Highly Developed

Table 2.4 presents the summary of the need skills of COF graduating students. It is shown from the above table that for Basic IT, Writing and Speaking revealed a mean of 3.34, 3.01, and 3.16 respectively which are all regarded as AVERAGELY DEVELOPED. And for the Personal and Interpersonal skills revealed a mean of 3.52, regarded as HIGHLY DEVELOPED.

Institute Of Oceanography And Environmental Science

Table 2.5 *Need Skills of IOES Graduating Students*

Basic IT	*Mean*	*Interpretation*
1. I know how to operate computer and printer.	4.07	Highly Developed
2. I know how to use Microsoft Word and PowerPoint presentation	4.73	Very Highly Developed
3. I know how to use Microsoft Excel.	4.00	Highly Developed
4. I know how to manage online platform.	4.20	Highly Developed

5. I can easily adapt in trend software specially related to my field.	4.00	Highly Developed
Overall Mean	4.20	Highly Developed
Writing		
1. I know how to write formal communication.	3.87	Highly Developed
2. I know how to prepare resume.	3.60	Highly Developed
3. I know how to write program or project proposal.	3.53	Highly Developed
4. I can write on the spot in English.	3.83	Highly Developed
5. I know how to transcribe minutes of the meeting.	3.27	Averagely Developed
Overall Mean	3.61	Highly Developed
Speaking		
1. I am confident to speak in front of the crowd.	3.33	Averagely Developed
2. I know how to relay/disseminate proper information	4.13	Highly Developed
3. I know the proper approach in speaking with others.	4.07	Highly Developed
4. I can speak English eloquently and communicate clearly.	3.47	Averagely Developed
5. I can understand and follow instructions easily and response appropriately.	4.20	Highly Developed
Overall Mean	3.84	Highly Developed
Personal and Interpersonal		
1. I am open for the idea of others and willing to share my idea at the same time.	4.80	Very Highly Developed
2. I can easily adjust in a group and adapt teamwork.	4.60	Very Highly Developed
3. I can easily manage stress and can work under pressure.	4.27	Highly Developed
4. I can do multi-tasking.	4.13	Highly Developed
5. I always observe timeliness, cleanliness and ethical standard.	4.21	Highly Developed
Overall Mean	4.40	Highly Developed

Table 2.5 presents the summary of the need skills of IOES graduating students. It is shown from the above table that for Basic IT, Writing, Speaking, and Interpersonal skills revealed a mean of 4.20, 3.61, 3.84, and 4.40 which are all regarded as HIGHLY DEVELOPED.

Institute of Information, Communication, and Technology

Table 2.6 *Need Skills of IICT Graduating Students*

Basic IT	Mean	Interpretation
1. I know how to operate computer and printer.	4.63	Very Highly Developed
2. I know how to use Microsoft Word and PowerPoint presentation	4.50	Very Highly Developed
3. I know how to use Microsoft Excel.	4.13	Highly Developed
4. I know how to manage online platform.	4.63	Very Highly Developed
5. I can easily adapt in trend software specially related to my field.	4.63	Very Highly Developed
Overall Mean	4.50	Very Highly Developed
Writing		
1. I know how to write formal communication.	3.75	Highly Developed
2. I know how to prepare resume.	3.88	Highly Developed
3. I know how to write program or project proposal.	3.50	Highly Developed
4. I can write on the spot in English.	3.38	Averagely Developed
5. I know how to transcribe minutes of the meeting.	3.25	Averagely Developed
Overall Mean	3.55	Highly Developed
Speaking		
1. I am confident to speak in front of the crowd.	2.88	Averagely Developed
2. I know how to relay/disseminate proper information	3.25	Averagely Developed
3. I know the proper approach in speaking with others.	3.75	Highly Developed
4. I can speak English eloquently and communicate clearly.	3.38	Averagely Developed

5. I can understand and follow instructions easily and response appropriately.	3.63	Highly Developed
Overall Mean	3.38	Averagely Developed
Personal and Interpersonal		
1. I am open for the idea of others and willing to share my idea at the same time.	4.25	Highly Developed
2. I can easily adjust in a group and adapt teamwork.	3.88	Highly Developed
3. I can easily manage stress and can work under pressure.	4.13	Highly Developed
4. I can do multi-tasking.	4.38	Highly Developed
5. I always observe timeliness, cleanliness and ethical standard.	4.38	Highly Developed
Overall Mean	4.20	Highly Developed

Table 2.6 presents the summary of the need skills of IICT graduating students. It is shown from the above table that for Basic IT, revealed a mean of 4.50 which is regarded as VERY HIGHLY DEVELOPED. For the skills in terms of Writing and Interpersonal skills revealed a mean of 3.55 and 4.20 respectively which are all regarded as HIGHLY DEVELOPED. While the remaining skill which is Speaking revealed a mean of 3.38, regarded as AVERAGELY DEVELOPED.

Discussion

Based on the results of this study, the Six Colleges namely: College of Art and Sciences, College of Islamic and Arabic Studies, College of Education, College of Fisheries, Institute of Information, Communication and Technology and Institute of Oceanography and Environmental Science have something in common.

For the BASIC IT SKILL, the 4 colleges are regarded as AVERAGELY DEVELOPED except for IOES HIGHLY DEVELOPED and IICT VERY HIGHLY DEVELOPED. This means that the graduating students of the 4 colleges have experienced and applied this skill but have difficulty on doing it independently this means that the students are in need of training on the use of technology equipment and its operations especially those equipment and other Microsoft apps that are commonly use in clerical jobs. While graduating students from IOES have experienced and applied this skill with minimal errors. This is due to that these students are exposed to research activities which made them equipped on technological equipment however they also need supervision so that they can fully develop their acquired skill. And, the graduating students from IICT have experienced and successfully applied this skill independently because these students are IICT students where basic IT skill is normal for them and expected for them. These students are exposed to more complex IT activities such as programming and multimedia skills. Hence, training about Basic IT skill is only needed for the CAS, COED, CIAS and COF graduating students.

For the WRITING SKILL, the 5 colleges are regarded as AVERAGELY DEVELOPED except for IOES, HIGHLY DEVELOPED. This means that the graduating students of the 5 colleges have experienced and applied this skill but have difficulty on doing it independently. This further means that the graduating students of the said colleges are already equipped with writing skill but they are need of further training to reinforce and enhance what they have learned. Whereas, graduating students from IOES have experienced and applied this skill with minimal errors only. Hence, these graduating students are good enough in writing skill. Thus, the writing skill is needed for a training especially those trainings which are related proposal writing, report making etc.

For SPEAKING SKILL, the 5 colleges are regarded as AVERAGELY DEVELOPED except for IOES HIGHLY DEVELOPED. This means that the graduating students of the 5 colleges have experienced and applied this skill but have difficulty on doing it independently. This means that the graduating students are in need of the public speaking activity to boost the confidents of the students and make them ready to ace any job interviews in the future. Whereas, graduating students from IOES have experienced and applied this skill with minimal errors only. This means that the graduating students of this college are more exposed to public speaking and their confidence have already been developed. Hence, a program or training about speaking skill is needed to further reinforce their learned skill and enhance their skill through simulation activities which are common in the real-life situation.

For PERSONAL AND INTERPERSONAL SKILL, the all 6 colleges are regarded as HIGHLY DEVELOPED. This means that the graduating students have experienced and applied this skill with minimal errors only. This means that the graduating students of Academic Year 2022-2023 of MSU-TCTO are already equipped with necessary skills in terms of personal and interpersonal skill. Hence, a program or seminar about Personal and Interpersonal skill is lightly needed to further guide the graduating students so that they will be updated to work place scenario and other traits common in the real job. This is significant mostly on how they treat their peers and how they treat their immediate supervisors in their respective jobs in the future. Thus, the graduating students are ready and aware of these situations if ever they may face it.

Thus, the results showed that the Employability skills needed in terms of Basic IT Skill, Writing Skill, Speaking Skill and Personal and Interpersonal Skill have already been learned by the graduating students. Hence, they are already equipped with necessary skills needed for a job in the future although it showed that they are in need of the training in some other aspects but it is not that really a problem because they have been already equipped and they only need a guidance instead of an intervention training.

Conclusion

Based on the results of the study the following conclusion are made as follows:

The Basic IT Skill, the IICT graduating students are already equipped of this skill. The IOES graduating students are also equipped but there is still a need to reinforce and enhance their skills. And for CAS, COED, CIAS and COF graduating students showed that they are equipped with basic IT skill but they need a seminar or training to further develop their skills particularly on Microsoft operation, basic lay outing and other IT related activities.

In terms of the Writing Skill, only IOES graduating students are equipped of this skill this means that these students are capable in writing communication and other task related to writing. while the 5 colleges graduating students are also equipped with this skill however there is a need to improve and enhance this skill. Hence, they are in need a training about writing skill to further enhance their writing skill specially when preparing letters, proposals, reports and other writing activities that are present in real work.

Moreover, the Speaking Skill variable it showed that only IOES graduating students are equipped of this skill in other words that the students are good in public speaking and communicating with other people. Further, they are ready to venture into real-life world experience. Also, the graduating students under 5 colleges are good in communication skills however they are in need a training on speaking particularly those activities that are practical in real life situations and transactions. This simulation activities will enhance their skills and boost their confidence specially how they present themselves when applying for a job.

Lastly, on the Personal and Interpersonal Skill, all 6 colleges appeared to be equipped of this skill this means that the graduating students of MSU-TCTO possess the quality of a good employee in the future. These students are teachable and able to work with anyone in any work. This further means that the students are ready to whatever work challenges they may face in the future.

This research found out the graduating students of MSU-TCTO Academic Year 2022-2023 are equipped with necessary skills needed for a job. This further showed that the university produces the quality graduates that are ready to serve the community with their learned skills on Basic IT skill, Writing Skill, Speaking Skills and Personal and Interpersonal Skill.

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