

# Training Effectiveness Across Key Aspects of Job Performance and Employment Outcomes of East and West Center for Excellence in Training Corp. Graduates

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**Abstract**—This study aims to explore training effectiveness across key aspects of job performance and employment outcomes of the East and West Center for Excellence in Training Corp. graduates. Specifically, it seeks to determine the level of training effectiveness, job performance, and employment outcomes of the graduates, as well as to examine the significant correlation among these variables. A quantitative descriptive-correlational research design was employed to describe the correlation between training effectiveness, job performance, and employment outcomes among 200 graduates of East and West Center for Excellence in Training Corp. from 2021 to 2024 who had secured job after training. Data were gathered using a self-made survey questionnaire. Weighted Mean and Standard Deviation were utilized to determine the level of training effectiveness and job performance, while Frequency and Percentage distributions were used to describe the employment outcomes. Pearson Product-Moment Correlation Coefficient ( $r$ ) was applied to test the research hypotheses. The findings revealed a very high level of training effectiveness, with trainer competence emerging as the strongest component. Graduates demonstrated very high job performance, particularly in communication and technological skills. In terms of employment outcomes, the results indicate a high employment rate, with graduates generally earning salaries within moderate income range. Further analysis showed significant correlations between training effectiveness and job performance, as well as employment outcomes, with teaching methods and trainer competence emerging as the strongest contributors. Training effectiveness significantly correlates with the key aspects of job performance and employment outcomes of the graduates, leading to the rejection of both hypotheses. This implies that the training program provided by the East and West Center for Excellence in Training Corp. plays a vital role in shaping graduate with the skills and competencies needed to thrive in their chosen careers. Based on the presented findings, the institution may further enhance its curriculum, strengthen trainer development programs, and expand industry partnerships to enhance training relevance and employment outcomes, the trainers are encouraged to continue using interactive and experiential teaching methods. Future researchers may conduct similar studies in other TESDA-accredited institutions or programs to broaden evidence base and support continuous improvement in technical-vocational education and training.

**Keywords**— Training Effectiveness, Job Performance, Employment Outcomes, TESDA, Technical-Vocational Education and Training.

## I. INTRODUCTION

In today's competitive job market, training institutions play a vital role in shaping graduates' employment outcomes and job performance. Training effectiveness is the extent to which a program successfully equips learners with skills and competencies demanded by employers and has become an important measure of institutional success (Orbeta & Corpus, 2024). Employment outcomes, defined as the measurable results of training in securing, maintaining, and advancing in employment, serve as a key benchmark for institutional and national workforce performance (Generalao, et. al., 2025). In a constantly evolving labor market, employers continue to value graduates who possess not only technical proficiency but also the adaptability, communication, and problem-solving skills essential to thriving in dynamic work environments (Nguyen & Tran, 2020; Tran & Dinh, 2021).

In the Philippines, the Technical Education and Skills Development Authority (TESDA) plays a central role in addressing these labor market challenges by implementing programs that enhance workforce readiness and industry alignment. As reported in TESDA's Study on the Employment of TVET Graduates (SETG), the employability rate of TESDA graduates consistently exceeds 80%, reflecting the effectiveness of technical-vocational education in improving access to quality jobs (TESDA, 2025). In response to the country's growing demand for industry-relevant skills, TESDA accredits training institutions that deliver competency-based programs aligned with evolving market standards.

One of these institutions, the East and West Center for Excellence in Training Corp. is committed to producing globally competitive and industry-ready graduates through TESDA-accredited programs. Guided by its mission to bridge education and employment, the institution provides intensive training designed to build technical and interpersonal skills required by employers. Through its partnership with TESDA, the institution aligns its curriculum with national competency standards, ensuring that graduates possess the skills and work values needed to succeed in various professional fields.

Among the programs offered is the Contact Center Services NC II, delivered under TESDA's Training for Work

Scholarship Program (TWSP). This program aims to equip graduates with essential communication, computer, and customer handling skills that are highly valued in customer service and call center operations. The curriculum also integrates professionalism, problem-solving, and workplace ethics—competencies that enhance employability and job performance in service-oriented industries. As Robles (2022) emphasizes that both technical and soft skills significantly improve graduates’ readiness for employment and workplace performance.

The significance of such training is best illustrated within the Business Process Outsourcing (BPO) industry, one of the Philippines’ fastest-growing employment sectors. This BPO sector demands a workforce that is not only proficient in technical tasks but also capable of delivering high-quality customer service, adapting to fast-paced work environments, and maintaining consistent performance at work (De Jesus, et. al., 2023). Job performance, therefore, becomes the ultimate reflection of training effectiveness—demonstrating how acquired knowledge and competencies are applied in real-world professional settings (Da-ang, et. al., 2024).

Thus, this study focuses on examining how training effectiveness correlates with the key aspects of job performance and employment outcomes of the East and West Center for Excellence in Training Corp. graduates. Through this investigation, the research seeks to provide meaningful insights into the relevance of competency-based training in equipping graduates to thrive in the BPO industry and beyond.

*1.1 Statement of the Problem*

*Problem/s which were addressed by the research*

This study aims to determine the level of training effectiveness and its correlation with key aspects of job performance and employment outcomes among graduates of the East and West Center for Excellence in Training Corp. from 2021-2024.

Specifically, it seeks to answer the following questions:

1. What is the level of Training Effectiveness of the East and West Center for Excellence in Training Corp. Graduates in terms of:
  - 1.1. teaching methods;
  - 1.2. trainer competence;
  - 1.3. career guidance and support;
  - 1.4. job market demands; and
  - 1.5. employment recruitment practices
2. What is the level of Key Aspects of Job Performance of the East and West Center for Excellence in Training Corp. Graduates in terms of:
  - 2.1. adaptability;
  - 2.2. work quality;
  - 2.3. teamwork;
  - 2.4. communication skills;
  - 2.5. technological skills; and
  - 2.6. problem-solving skills
3. What is the level of employment outcomes of the East and West Center for Excellence in Training Corp. Graduates in terms of:
  - 3.1. employment status; and

3.2. salary range

4. Does Training Effectiveness significantly correlate with the Key Aspects of Job Performance of the East and West Center for Excellence in Training Corp. Graduates?
5. Does Training Effectiveness significantly correlate with the Employment Outcomes of the East and West Center for Excellence in Training Corp. Graduates?

II. METHODOLOGY

A quantitative descriptive-correlational research design was employed to describe the correlation between training effectiveness, job performance, and employment outcomes among 200 graduates of East and West Center for Excellence in Training Corp. from 2021 to 2024 who had secured job after training. Data were gathered using a self-made survey questionnaire. Weighted Mean and Standard Deviation were utilized to determine the level of training effectiveness and job performance, while Frequency and Percentage distributions were used to describe the employment outcomes. Pearson Product-Moment Correlation Coefficient (r) was applied to test the research hypotheses.

III. RESULTS AND DISCUSSION

This chapter presents the results yielded from the treatment of the data gathered in this study. The following tabular presentations and corresponding discussions assess the level of training effectiveness in relation to key aspects of job performance, and the employment outcomes of graduates from East and West Center for Excellence in Training Corp.

*Level of Training Effectiveness*

In this study, the level of training effectiveness of the East and West Center for Excellence in Training Corp. graduates was described in terms of teaching methods, trainer competence, career guidance and support, job market demands, and employment recruitment practices using the mean and standard deviation.

Table 1 shows that the level of training effectiveness in terms of teaching methods is at a “Very High” level, with a weighted mean of 4.68 and a standard deviation of 0.51. All indicators receive “Strongly Agree” remarks, with the highest mean of 4.71 for methods that improve different skills, followed closely by simulations and group activities improved graduates’ learning experience of 4.70, showing that graduates value practical and skill-enhancing approaches.

Table 1. Level of Training Effectiveness in terms of Teaching Methods

Statements	Mean	SD	Remarks
Training sessions include interactive and engaging activities.	4.68	0.52	Strongly Agree
Teaching methods used help me understand theories and concepts clearly.	4.66	0.50	Strongly Agree
Simulations and group activities improved my learning experience.	4.70	0.52	Strongly Agree
The training used modern tools and technologies.	4.64	0.55	Strongly Agree
The teaching methods used help me improve different skills.	4.71	0.48	Strongly Agree
Weighted Mean	4.68		
SD	0.51		
Verbal Interpretation			Very High

In summary, the teaching methods are highly effective in promoting active learning, skill development, and meaningful engagement. Graduates perceive teaching methods as practical and relevant to real-world tasks, enhancing their confidence and professional readiness.

Table 2 presents the level of training effectiveness in terms of trainer competence, as assessed by the graduates. The level of trainer competence is at a Very High level, with a weighted mean of 4.81 and a standard deviation of 0.39. All indicators are interpreted as “Strongly Agree,” reflecting how the trainers consistently showed professionalism and were easy to approach during the training.

Overall, the results confirm that the trainers are highly capable and demonstrate a professional yet approachable manner, which helps make the training more effective for the graduates.

Table 2. Level of Training Effectiveness in terms of Trainer Competence

Statements	Mean	SD	Remarks
The trainer demonstrated expert knowledge in each concept.	4.80	0.40	Strongly Agree
The trainer was approachable and open for questions.	4.83	0.38	Strongly Agree
The trainer could answer questions clearly and accurately.	4.81	0.39	Strongly Agree
The trainer provided constructive feedback on my performance.	4.81	0.40	Strongly Agree
The trainer showed professionalism throughout the training.	4.84	0.37	Strongly Agree
Weighted Mean	4.81		
SD	0.39		
Verbal Interpretation			Very High

Table 3 shows that the level of training effectiveness in terms of career guidance and support is at a Very High level, with a weighted mean of 4.66 and a standard deviation of 0.54. The highest-rated indicator is the belief that career guidance can help improve employability (mean = 4.69), followed closely by the perception that the training introduced a possible future workplace (mean = 4.68).

In summary, these positive ratings demonstrate that the graduates from East and West Center for Excellence in Training Corp. greatly appreciate the support they received during their transition to workforce. In particular, the training institution’s efforts in helping them build a sense of professional identity and prepare for real-world employment appear to be highly valued.

Table 3. Level of Training Effectiveness in terms of Career Guidance and Support

Statements	Mean	SD	Remarks
The training provided guidance on career options.	4.63	0.58	Strongly Agree
Career support activities (mentoring and counseling) were helpful.	4.65	0.55	Strongly Agree
The training included effective resume writing, interview techniques, and job application tips.	4.65	0.54	Strongly Agree
The training introduced a possible future workplace.	4.68	0.53	Strongly Agree
Career guidance provided can help improve employability.	4.69	0.51	Strongly Agree
Weighted Mean	4.66		
SD	0.54		
Verbal Interpretation			Very High

Table 4 shows that the level of training effectiveness in terms of job market demands gained a weighted mean of 4.68 and a standard deviation of 0.54, which translates to a “Very High level”. The training program matched current job market demands indicator receives the highest mean of 4.71.

In summary, the training curriculum is highly responsive to job market trends, ensuring that graduates from East and West Center for Excellence in Training Corp. develop technical and transferable skills that are currently valued by employers

Table 4. Level of Training Effectiveness in terms of Job Market Demands

Statements	Mean	SD	Remarks
The training program matched the current demands in the job market.	4.70	0.53	Strongly Agree
The competencies taught were aligned with industry needs.	4.67	0.51	Strongly Agree
The topics covered were updated according to labor market trends.	4.66	0.55	Strongly Agree
Local job market welcomes fresh graduates.	4.65	0.57	Strongly Agree
The training program emphasized high-demand skills.	4.71	0.51	Strongly Agree
Weighted Mean	4.68		
SD	0.54		
Verbal Interpretation			Very High

Table 5 shows the level of training effectiveness in terms of employment recruitment practices, as evaluated by the graduates from East and West Center for Excellence in Training Corp. The results show a “Very High” level, with a weighted mean of 4.45 and a standard deviation of 0.60. All indicators are rated as “Strongly Agree”. Among these, the statement that recruitment criteria reflect the skills taught in training gained the highest mean of 4.50.

In summary, these findings indicate a strong alignment between the training provided by the East and West Center for Excellence in Training Corp. and the requirements set by the employers.

Table 5. Level of Training Effectiveness in terms of Employment Recruitment Practices

Statements	Mean	SD	Remarks
Recruitment criteria reflect the skills taught in the training.	4.50	0.62	Strongly Agree
Companies evaluate skills effectively during the application.	4.41	0.62	Strongly Agree
Companies value certification in application.	4.44	0.61	Strongly Agree
The selection process ensures equal opportunities for applicants.	4.42	0.60	Strongly Agree
Recruitment practices have become more competitive in today’s job market.	4.47	0.57	Strongly Agree
Weighted Mean	4.45		
SD	0.60		
Verbal Interpretation			Very High

*Level of Key Aspects of Job Performance*

In this study, the level of key aspects of job performance of the graduates from East and West Center for Excellence in Training Corp. was described in terms of adaptability, work quality, teamwork, communication skills, technological skills, and problem-solving skills using the mean and standard deviation.

Table 6 presents the level of key aspects of job performance in terms of adaptability, as perceived by the graduates from East and West Center for Excellence in Training Corp. The level of adaptability is interpreted as "Very High" supported by a weighted mean of 4.48 and a standard deviation of 0.63. The highest-rated indicator is the ability to handle multiple tasks simultaneously (mean = 4.58), while the ability to adjust quickly to changes in work procedures or requirements received the lowest (mean = 4.41).

Table 6. Level of Key Aspects of Job Performance in terms of Adaptability

Statements	Mean	SD	Remarks
I adjust quickly to changes in work procedures or requirements.	4.41	0.63	Strongly Agree
I remain effective when facing unexpected challenges at work.	4.43	0.70	Strongly Agree
The use of the English language during training helped me adjust better in work situations.	4.46	0.68	Strongly Agree
I can handle multiple tasks simultaneously.	4.58	0.57	Strongly Agree
I embrace new ideas and approaches in my work.	4.55	0.58	Strongly Agree
Weighted Mean	4.48		
SD	0.63		
Verbal Interpretation			Very High

In summary, the graduates possess a strong ability to adjust to evolving job tasks and changing workplace demands, which is a critical component for maintaining effective performance in dynamic work environments.

Table 7. Level of Key Aspects of Job Performance in terms of Work Quality

Statements	Mean	SD	Remarks
I pay attention to detail in all assigned tasks.	4.64	0.52	Strongly Agree
I consistently meet expected outputs at work.	4.56	0.59	Strongly Agree
I maintain quality results when completing tasks.	4.53	0.58	Strongly Agree
I strive for excellence in every task I perform.	4.61	0.57	Strongly Agree
Training taught me best practices for maintaining work standards.	4.64	0.55	Strongly Agree
Weighted Mean	4.60		
SD	0.56		
Verbal Interpretation			Very High

Table 7 shows that the level of key aspects of job performance in terms of work quality is at a Very High level, with a weighted mean of 4.60 and a standard deviation of 0.56. The data reveals a strong alignment in performance ratings, as the indicators, "I pay attention to detail in all assigned tasks" and "Training taught me best practices for maintaining work standards" both emerged with the highest rating of 4.64.

Overall, the graduates have developed a strong sense of professional discipline and technical competence, enabling them to deliver high-quality outputs that meet workplace expectations.

Table 8 shows that the level of key aspects of job performance in terms of teamwork is at a Very High level with a weighted mean of 4.66 and a standard deviation of 0.53. All indicators are interpreted as "Strongly Agree". Among these

indicators, respecting and valuing team members' opinion obtained the highest mean of 4.68, followed closely by supporting team members when facing work challenges.

Table 8. Level of Key Aspects of Job Performance in terms of Teamwork

Statements	Mean	SD	Remarks
I actively participate in team discussions and activities.	4.64	0.53	Strongly Agree
I respect and value team members' opinions.	4.68	0.51	Strongly Agree
I communicate clearly and professionally with my colleagues.	4.66	0.55	Strongly Agree
I support team members when facing work challenges.	4.67	0.53	Strongly Agree
Collaborative exercises during training improved my ability to work with others.	4.66	0.51	Strongly Agree
Weighted Mean	4.66		
SD	0.53		
Verbal Interpretation			Very High

In summary, these findings suggest the strong interpersonal skills of the graduates have been developed, which are important for building a cohesive and collaborative work environment.

Table 9. Level of Key Aspects of Job Performance in terms of Communication Skills

Statements	Mean	SD	Remarks
I can express my ideas clearly and effectively in conversations at work.	4.68	0.58	Strongly Agree
I listen actively and attentively to others.	4.67	0.57	Strongly Agree
I ensure to provide clear instructions when explaining tasks to my colleagues.	4.66	0.56	Strongly Agree
I use appropriate verbal and non-verbal communication in the workplace.	4.64	0.58	Strongly Agree
I apply communication strategies learned from the training in my daily work.	4.70	0.48	Strongly Agree
Weighted Mean	4.67		
SD	0.55		
Verbal Interpretation			Very High

Table 9 shows the level of key aspects of job performance in terms of communication skills, with a weighted mean of 4.67 and a standard deviation of 0.55, resulting in a "Very High level". The level of performance is highest in the application of communication strategies learned from training (mean = 4.70).

In summary, these results reveal that graduates possess the professional confidence to handle complex workplace interactions effectively. This also reveals that well-designed training plays a central role in developing communication proficiency.

Table 10 shows that the level of key aspects of job performance in terms of technological skills gained a weighted mean of 4.67 and a standard deviation of 0.54, which translates to a "Very High level". Graduates express the most confidence in their ability to effectively use computer applications (mean = 4.70).

Overall, these results suggest that while graduates are highly proficient in general digital operations, the training has successfully fostered a proactive mindset, as seen in their high commitment to staying updated with new technologies.

Table 10. Level of Key Aspects of Job Performance in terms of Technological Skills

Statements	Mean	SD	Remarks
I can effectively use computer applications.	4.70	0.48	Strongly Agree
The training improved my ability to navigate digital tools needed at work.	4.63	0.56	Strongly Agree
I can do basic troubleshooting.	4.67	0.57	Strongly Agree
I can apply the use of technology in communicating and collaborating with others.	4.64	0.59	Strongly Agree
I ensure to keep updated with the new technologies.	4.67	0.51	Strongly Agree
Weighted Mean	4.67		
SD	0.54		
Verbal Interpretation		Very High	

The data reveals that practical, industry-relevant instruction is a primary driver for cultivating the digital literacy required in modern workplaces.

Table 11. Level of Key Aspects of Job Performance in terms of Problem-Solving Skills

Statements	Mean	SD	Remarks
The training strengthened my ability to analyze situations effectively.	4.44	0.65	Strongly Agree
I analyze the main source of the issue before providing solutions.	4.54	0.61	Strongly Agree
I choose the most effective solutions to solve work challenges.	4.51	0.59	Strongly Agree
I evaluate the results of my solutions.	4.58	0.56	Strongly Agree
I make adjustments to my solutions, if needed.	4.63	0.53	Strongly Agree
Weighted Mean	4.54		
SD	0.59		
Verbal Interpretation		Very High	

Table 11 shows the level of key aspects of job performance in terms of problem-solving skills, which yielded a weighted mean of 4.54 and a standard deviation of 0.59, interpreted as "Very High level". The results indicate that graduates of East and West Center for Excellence in Training Corp. excel most in making adjustments to their solutions when needed with a mean of 4.63, while their ability to analyze situations effectively, though still highly rated, represents the lowest indicator in this category with a mean of 4.44.

In summary, the graduates have developed a strong capacity for reflective and adaptive practices, allowing them to remain effective even when initial solutions require pivoting.

*Level of Employment Outcomes*

In this study, the level of employment outcomes of the East and West Center for Excellence in Training Corp. graduates was described in terms of employment status and salary range using frequency and percentage distributions.

Table 12. Level of Employment Outcomes in terms of Employment Status

Score	Frequency	Percentage
Employed	166	83%
Unemployed but previously employed	34	17%
Total	200	100%

Table 12 shows the level of employment outcomes of the graduates from East and West Center for Excellence in

Training Corp. in terms of employment status. The majority of the respondents, comprising 83% (166 graduates), are currently employed, while 17% (34 graduates) are classified as unemployed but have prior work experience. This suggests that most of the graduates have been able to secure employment after completing their training. In summary, the data highlights a strong level of workforce participation among the graduates, pointing to generally positive employment outcomes.

The high employment rate among the graduates of East and West Center for Excellence in Training Corp. is consistent with the 2024 TESDA Employability Study, which reported an 83.34% employment rate for programs aligned with industry requirements.

Table 13. Level of Employment Outcomes in terms of Salary Range

Score	Frequency	Percentage
Above 60,000	14	7%
45,001-60,000	28	14%
30,001-45,000	46	23%
15,000-30,000	68	34%
below 15,000	44	22%
<b>Total</b>	<b>200</b>	<b>100%</b>

Table 13 shows the level of employment outcomes of East and West Center for Excellence in Training Corp. graduates in terms of salary range. The level of income is highest within the 15,000–30,000 bracket, representing 34% (68 graduates), followed by the 30,001–45,000 range at 23% (46 graduates), below 15,000 at 22% (44 graduates), 45,001-60,000 range at 14% (28 graduates), and above 60,000 at 7% (14 graduates).

In summary, over half of the graduates (57% combined) earn a competitive monthly income between 15,000 and 45,000, indicating that the training effectively positions most graduates from East and West Center for Excellence in Training Corp. in a solid mid-tier salary bracket.

*Significant Correlation of Training Effectiveness with the Key Aspects of Job Performance of the East and West Center for Excellence in Training Corp. Graduates*

In this study, the correlation of Training Effectiveness with the Key Aspects of Job Performance of the East and West Center for Excellence in Training Corp. graduates was analyzed applying Pearson Product-Moment Correlation Coefficient using Minitab 14.

Table 14 shows a consistent and significant positive correlation between all components of training effectiveness and key aspects of job performance of the East and West Center for Excellence in Training Corp. graduates ( $p < .05$ ). Among the components, teaching methods appear to be the strongest contributor, with the highest correlations observed across all key aspects of job performance.

The level of correlation is generally strong across the various aspects of job performance, with all values remaining statistically significant ( $p = .000$ ). This suggests that the way training is delivered plays a meaningful role in shaping how graduates from East and West Center for Excellence in Training Corp. develop essential workplace skills.

Table 14. Significant Correlation of Training Effectiveness with the Key Aspects of Job Performance of the East and West Center for Excellence in Training Corp. Graduates

Training Effectiveness		A	WQ	T	C S	TS	PSS
Teaching Methods	Pearson Correlation	.715*	.760*	.713*	.747*	.704*	.645*
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000
	N	200	200	200	200	200	200
Trainer Competence	Pearson Correlation	.523*	.669*	.537*	.570*	.604*	.510*
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000
	N	200	200	200	200	200	200
Career Guidance and Support	Pearson Correlation	.577*	.697*	.651*	.605*	.634*	.606*
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000
	N	200	200	200	200	200	200
Job Market Demands	Pearson Correlation	.667*	.674*	.680*	.568*	.631*	.625*
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000
	N	200	200	200	200	200	200
Employment Recruitment Practices	Pearson Correlation	.713*	.690*	.704*	.610*	.703*	.623*
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000
	N	200	200	200	200	200	200

Note \* p < .05

Overall, the findings underscore teaching methods as a key driver of graduate success, as they consistently yield strong correlations across all aspects of job performance. This pattern suggests that well-designed and effectively delivered instruction does not merely support learning but actively shapes the development of competent and high-performing graduates.

*Significant Correlation of Training Effectiveness with the Employment Outcomes of the East and West Center for Excellence in Training Corp. Graduates*

In this study, the significant correlation of Training Effectiveness with the Employment Outcomes of the graduates were analyzed applying Pearson Product-Moment Correlation Coefficient using Minitab 14.

Table 15 presents the significant correlation between training effectiveness and employment outcomes of East and West Center for Excellence in Training Corp. graduates in terms of employment status and salary range. Among the training components, trainer competence demonstrates the strongest positive relationship with both employment status (r = .391) and salary range (r = .386). followed by teaching methods and career guidance and support.

The level of correlation is statistically significant (p < .05), indicating that a well-designed training program, led by skilled trainers and supported by effective instructional approaches, plays an important role in helping graduates transition successfully into the workforce. While all components contribute meaningfully, job market demands and employment recruitment practices show a relatively weaker connection to these specific employment outcomes.

Table 15. Significant Correlation of Training Effectiveness with the Employment Outcomes of the East and West Center for Excellence in Training Corp. Graduates

Training Effectiveness		Employment Status	Salary Range
Teaching Methods	Pearson Correlation	.383*	.358*
	Sig. (2-tailed)	.000	.000
	N	200	200
Trainer Competence	Pearson Correlation	.391*	.386*
	Sig. (2-tailed)	.000	.000
	N	200	200
Career Guidance and Support	Pearson Correlation	.373*	.382*
	Sig. (2-tailed)	.000	.000
	N	200	200
Job Market Demands	Pearson Correlation	.287*	.266*
	Sig. (2-tailed)	.000	.000
	N	200	200
Employment Recruitment Practices	Pearson Correlation	.297*	.257*
	Sig. (2-tailed)	.000	.000
	N	200	200

Note \* p < .05

In summary, the findings suggest that trainer expertise and high-quality instructional delivery are essential drivers in securing employment and competitive compensation for graduates. These results underscore the importance of maintaining high institutional standards to ensure that training translates effectively into long-term professional and financial success.

IV. CONCLUSION AND RECOMMENDATIONS

The findings of the study lead to the rejection of the first hypothesis. Thus, a significant correlation is evident across all components of training effectiveness and key aspects of job performance of the East and West Center for Excellence in Training Corp. graduates, with teaching methods emerging as the most influential factor of graduates' job performance.

Correspondingly, a strong positive correlation exists between training effectiveness and employment outcomes among graduates of East and West Center for Excellence in Training Corp. Therefore, the second hypothesis is rejected. Notably, trainer competence is identified as the most influential training component, highlighting how trainers' expertise, credibility, and effective delivery of instruction significantly contribute to improving graduates' employment outcomes.

Based on the findings and conclusions, the following recommendations are proposed:

The East and West Center for Excellence in Training Corp. may continuously enhance its curriculum by updating training modules to include advanced problem-solving activities and relevant digital tools.

The training institution is encouraged to continue providing regular upskilling and calibration opportunities for trainers to ensure consistency in teaching, assessment, and feedback practices. It may also strengthen and expand its partnerships with industry companies to facilitate graduates' smoother and faster transition into employment opportunities.

Trainers may continue utilizing interactive and experiential teaching methods, such as role-playing and simulations, to enhance learner engagement and skills application.

Future researchers may investigate the long-term career progression of graduates in other TESDA-accredited training institutions or across various technical-vocational programs.

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