

# Effectiveness of TESDA National Certification to Cruise Line Operation in Culinary Arts Graduates of 2015 and 2016

**John Patrick A. Manalo, April Ruth L. Caguicla,  
Jessica Maicah A. Dimalaluan, Justine Naiel G. Macatangay, Sheila Mie G. Robles,  
Sevilla S. Felicen**

College of International Tourism and Hospitality Management  
Lyceum of the Philippines University, Batangas City, Philippines

## ABSTRACT

*TESDA National Certification is now being assessed in Higher Education Institutions for its effectiveness to enhance individuals' competencies and skills for their future job in the industry. This study aims to assess the effectiveness of TESDA National Certification to Cruise Line Operation in Culinary Arts (CLOCA) Graduates of 2015 and 2016. Specifically presented the profile of the graduates; identify the National Certification taken; determine the effects of having National Certification to the skills and knowledge of graduates, determine the advantages of National Certification to the graduates' employment and test the significant difference on the effect of National Certification to the Graduates when grouped according to profile variables. This study utilized the descriptive method of research. Based on the result, majority of the CLOCA graduates' respondents of 2015 and 2016 are 22 years old and below, and male and are employed and had taken NCII in Bread and Pastry. Both respondents agreed that TESDA National Certification is one of the requirements for job positioning. There is a significant difference of the employment status on the advantage of National Certification to CLOCA graduates' employment. It is recommended that the University and TESDA may think and create more vocational education and trainings to generate new knowledge and insights that will contribute to the skills of the students needed by the industry.*

**Keyword:** *TESDA National Certification, Assessment and Certification*

## INTRODUCTION

One of the factors that help every student to have greater ability in every field they want is the school that shaped them to become productive and knowledgeable individual. The aim of education is to mold and shape students to become ready to face all the challenges in seeking a job in the future. Based on the different demands of work in the society, public education helped enlighten and open the minds of students to choose wisely and to pursue the profession they want. Furthermore, because of the economic and social changes the country is facing now, it is the right

time to show our great concern on the life ahead of those students who will seek a job right after they graduate from high school (Connelly, 2013).

LPU Batangas offers courses for the acquisition of the skill required by shipping company. Cruise Line students who are specialized in Culinary Arts (CLOCA) and Hotel Services (CLOHS) should acquire knowledge, skills, and competencies through a series of field practice and exposure to the course and assessed by the professors of LPU-B. Both domestic and overseas labor markets are increasing because of the demand for competent and globally competitive middle-level work force. TESDA is responsible for managing TVET sector that ensures the availability of a qualified and competent skilled worker to meet the demand and contribute to the economic development of the country. It ensures that its entire program is always relative and responsive to the current need of the hospitality industry. Lyceum of the Philippines University - Batangas is one of the open accredited centers of assessment by TESDA (LPU-B, 2014).

Assessment and certification assess the individuals and certify the abilities of skilled laborers through the Philippine TVET Competency and Appraisal Confirmation Frameworks (PTCACS). The design ensures that skilled workers should obtain the vital abilities to exhibit the activity as per industry prerequisites.

Lyceum of the Philippines University Batangas (LPU-B) is still growing to be one of the best accredited centers of assessment for future students. CITHM department guarantees to meet the standard qualification in each assessment offered by LPU-B. For future jobs of each graduates of Cruise Line Operation in Culinary Arts (CLOCA) are associated with different assessment qualifications on different competencies. As stated in the CITHM General Assembly last August 23, 2017, students especially the graduates should at least pass 6 National Certification in the qualifications that is suited to their field of specialization: Events Management Services National Certificate III, Bread & Pastry Production National Certification II, Bartending National Certification II, Travel Services National Certification II, Commercial Cooking National Certification III, Commercial Cooking National Certification II, Tour Guiding National Certification II, Front Office Services National Certification II, Housekeeping National Certification III, Housekeeping National Certification II, Food and Beverage Services National Certification III, Food and Beverage Services National Certification II, Cookery National Certification II. In the syllabus of the department indicates that the students especially graduating should have the National Certifications which is part of their requirement before finishing a specified course.

The Philippines is aiming to become the next newly-industrialized country. Therefore, there is a call for the education sector to produce workers who are technologically competent and prepared to absorb ideas, perceive patterns, and solve non-routinely problems. Competence in English, as a powerful tool for communication, is the key to opportunity for future jobs. Many of the students can neither answer simple questions nor perform well in the practical examination because the instructions are worded in English language.

National Certificate is now being assessed in LPU for its effectiveness to enhance individuals' competencies and skills for their future job in the industry. Graduates now are being

challenged to use their knowledge, skills and abilities to adapt to work situations that are becoming flexible and complex their needs change. This research put vocational education and training forward to perceive skills as capital that individuals require to be successful in work settings. Many nations have adopted measures to appraise the qualities and skills of their population through the implementation of vocational education and training courses. The knowledge and skills gained by every individual in all trainings and seminars would instill attributes to make them better prepared for their work environment (Laguador, 2015; Buenviaje et al., 2016; Daquis et al., 2016). It thus comes as no surprise that industry and government have increasingly paid more attention to individuals with great skills that will improve or increase their productivity.

TESDA will provide assessment for students especially graduates to be competent and to enhance their skills for their future job in the hospitality industry. For CTE office, this study will help them compare the result of competencies which the student's obtained in the past to current. For University this will help them grow more as a center of assessment not only for LPU students but also for walk-ins and have an improvement to their facilities. This study may also help the CITHM department in observing the competencies obtained by the CLOCA students in their past training and assessment. Through this study the students will realize the importance of having a National Certificate in finding a future job.

### **OBJECTIVES OF THE STUDY**

The research aims to assess the effectiveness of TESDA National Certification to CLOCA Graduates of 2015 & 2016. Specifically, it presented the profile of the graduates in terms of age, sex, year graduated, identify the National Certification taken, determine the effect of having National Certification to the skills and knowledge of graduates, determine the advantage of National Certification to CLOCA graduates' employment, test the significant difference on the effect of National Certification to CLOCA graduates when grouped according to profile variable and, propose an action plan based on the result of the study.

### **METHODS**

#### **Research Design**

The researchers utilized the descriptive method of research. As widely accepted, the descriptive method is a fact-finding study that involves adequate and accurate interpretation of findings. A research describes a certain present condition. Relatively, the method is appropriate to this study since it aims to identify the National Certification of BSCLOCA Graduates in the year 2015 and 2016.

Descriptive research is a study of learning lever and is generally used in education and the other sciences. It is useful to establish on the premise that the problems can be clarify and practices enhanced through observing, analyzing, and describing. In the descriptive research the

most common method is the use of survey or questionnaire, personal interviews, normative surveys, and phone surveys (Koh & Owen, 2000).

### **Participants**

The respondents of the study are the Bachelor of Science in Cruise Line Operation in Culinary Arts (BSCLOCA) graduates in S.Y. 2014-2015 and 2015-2016 of Lyceum of the Philippines University – Batangas with the total number of 129 candidates from the list of numbers given by the Registrar's Office. It is said that the needed respondents are all 129 graduates of cruise line operation thus the researchers just manage to get a respondent of 100 participants or 78 percent, due to the problem that the other respondents were working and didn't have time to answer the questionnaire and some didn't respond to the given email.

### **Instrument**

The questionnaire was modified and partially adopted from Aliso, 2016 research titled "Competitive Advantage of TESDA National Certificate Holders in Resort Hotels of Batangas Province". The purpose of the instrument is to gather data and information from the said respondents who are the CLOCA graduates of 2015 and 2016, it has three parts; the first part was designed to determine the respondent's profile in terms of age, year graduated, gender, and numbers of TESDA national certificates taken; the second part is to determine the result of TESDA competency assessment taken; and lastly, the third part aims to determine the advantages of having a national certification to the respondents.

### **Procedure**

The researchers went to the Alumni Office for the complete list of names of all CLOCA graduates' student of batch 2015 and 2016. The researches contacted the graduates of 2015 and 2016 through social media so that the questionnaire will easily reach the respondents. The data gathering started in November 08, 2017 and lasted in November 28, 2017.

### **Data Analysis**

The data were tallied, encoded and interpreted using different statistical tool. These include frequency which will be used to present the profile of each CLOCA graduates in terms of age, sex, year graduated and employment status, weighted mean will be used to determine the National Certification Taken, analysis of variance or ANOVA was used by the researchers to determine the advantage of National Certification to CLOCA graduates' employment. The range and interpretation of the four-point scale are (4) strongly agree which range 3.01-4.00; (3) agree which range 2.01-3.00; (2) disagree which range 1.01-2.00; and (1) strongly disagree which range 0.01-1.00.

## RESULTS AND DISCUSSION

Table 1 shows the distribution of respondents' profile, year graduated and employment status. Majority of the respondents are 22 years old and below having 56 frequency or 56.00 percent followed by 23 years old having 24 frequency or 24.00 percent. While 25 years old and above or 8.00 percent has the least respondents. Most of the respondents who are 22 years and below are from the batch of 2015-2016 while those respondents who are 23 years old are from year 2014-2015.

**Table 1. Percentage Distribution of the Respondents' Profile**

Profile Variables	Frequency	Percentage (%)
<b>Age</b>		
22 years old and below	56	56.00
23 years old	24	24.00
24 years old	12	12.00
25 years old and above	8	8.00
<b>Gender</b>		
Male	53	53.00
Female	47	47.00
<b>Year Graduated</b>		
2014-2015	50	50.00
2015-2016	50	50.00
<b>Employment Status</b>		
Employed	84	84.00
Unemployed	16	16.00

In terms of gender, most of the respondents are male with a frequency of 53 or 53.00 percent. While 47 respondents or 47.00 percent are female. Majority of CLOCA graduates from both years are male because most of the population of Cruise Line professionals are male even in the field of culinary professional males has the highest population. Shipping industry is one of the few industries that has the lowest number of female workers. Due to male dominating the industry or lack of awareness, the paltry numbers of female seafarers' states are very little and have been done to encourage them for taking this career (Mukherjee, 2017).

Meanwhile, out of 100 respondents, 50 students graduated from the year 2015-2016 with 50.00 percent and 50 students graduated from the year 2014-2015 with 50.00 percent. CITHM open the door to cruise line management which offer two specializations in culinary arts (CLOCA) and hotel services (CLOHS). It provides essential skills and knowledge for hospitality with training requirements that will help the students gain professional qualifications. After graduating, the graduates will train as seafarers that attach to the set of standards in the industry's local and international scene. The graduates will acquire position as a professional leader of a cruise line organization, supervisor/manager in the Cruise Line Industry (BS in Cruise Line Operation in Culinary Arts, 2017)

However, 84 or 84.00 percent are currently employed and 16 or 16.00 percent are unemployed. Graduates claimed that they acquired intellectual skills, communication skills, and interpersonal skills. Regarding their present employment, the better percentage of the respondents is working professional, technical and supervisory level. Most of the graduates are employed in USA, Metro Manila, and Batangas Province.

The ability to search employment and stayed employed includes both soft and hard skills, which includes formal and actual competencies, personal characteristics, and interpersonal skills (Dimalibot et al., 2014; Refozar & Del Mundo, 2013; Felicen & Mejia, 2013; Chavez et al., 2016; Macalalad et al., 2016). While according to Dotong, a graduate's student moves in different part of the world to showcase their skills and competencies and which involved them in the development of every nation and now a part of the work force environment that contributes to the success of every organization which leads towards their goal (Aguila, De Castro, Dotong & Laguador, 2016; Orence & Laguador, 2013; Dotong, 2014; Chavez et al., 2016; Buenviaje et al., 2015).

**Table 2. National Certification Taken**

	<b>Frequency</b>	<b>Percentage (%)</b>
NCII in Bread and Pastry	99	99.00
NCII in Food and Beverage	1	1.00
NCII in Cookery	14	14.00
NCIII in Commercial Cooking	1	1.00

Table 2 shows the national certification taken by the respondents. Majority of the respondents had taken NCII in Bread and Pastry with the frequency of 99 or 99.00 percent followed by NCII in Cookery that has 14 or 14.00 percent. NCII in Food and Beverage and NCIII in Commercial Cooking got the least of 1 or 1.00 percent. In the year 2015 TESDA National Certification had been implemented in Lyceum of the Philippines University – Batangas.

As seen from Table 2, most of the respondents that have NCII in Bread and Pastry are in both years especially in the year 2014-2015 because NCII in Bread and Pastry is the only one that they took.

As for the year 2015-2016 they already have NCII in Cookery. While one respondent in the year 2015-2016 had taken NCII in Bread and Pastry, NCII in Food and Beverage and NCIII in Commercial Cooking because he needed more than 3 National Certificate to be easily employed.

Table 3 presents the advantages of National Certification to graduates employment. The composite mean of 3.00 shows that the respondents agree on the advantages enumerated. Among the items mentioned, one of the requirements for job positioning rank first got a weighted mean score of 3.34. It shows that a national certification is one step in job positioning and it helps the holder to easily get the job. It shows that having the national certificate is a proof that the holder surpasses the training and is competent in that field of assessment.

**Table 3. Advantage of National Certifications to CLOCA Graduates' Employment**

<b>TESDA National Certification...</b>	<b>Weighted Mean</b>	<b>Verbal Interpretation</b>	<b>Rank</b>
1. is one of the requirements for job positioning.	3.34	Agree	1
2. is an evidence for competency of the applicant.	3.21	Agree	3
3. is a license for competency standards.	3.01	Agree	8
4. places an applicant in the priority list.	2.86	Agree	12
5. places an applicant to his desired position.	3.09	Agree	5
6. can be a basis on setting job responsibilities.	3.07	Agree	6
7. can be the basis of contract agreement between applicant and company.	2.90	Agree	11
8. can be a basis for salary scale determination.	2.64	Agree	15
9. can be basis for hiring applicants.	3.13	Agree	4
10. can be a basis for the employees to be regular workers.	2.95	Agree	9
11. is essential for appraisal or reclassification.	2.85	Agree	13
12. can be an additional credential for promotion	2.75	Agree	14
13. can be a basis for long employment contract	2.94	Agree	10
14. can be a basis for assigning special projects	3.02	Agree	7
15. can be a basis to know the level of competency	3.27	Agree	2
<b>Composite Mean</b>	<b>3.00</b>	<b>Agree</b>	

*Legend: 3.50 – 4.00 = Strongly Agree; 2.50 – 3.49 = Agree; 1.50 – 2.49 = Disagree; 1.00 – 1.49 = Strongly Disagree*

National Certificates and Diplomas provide the skills and knowledge that meet nationally endorsed unit and achievement standards. The skills and knowledge which required for the certificates and diplomas are exactly what a company or employers needed (National Certificates and National Diplomas, 2015).

Followed by can be a basis to know the level of competency which ranked second got a weighted mean score of 3.27. The more National Certification you got the more competent you are and this will help the holder employed easily. It means that the holder accomplished the standards of the assessment. According to Cedefop (2011) the process of issuing a national certificate, diplomas or title of learning outcomes attest that the knowledge, know-how, skills and competencies acquired by an individual have been assessed and validated by a competent body against a redefined standard.

However, an evidence for competency of the applicant ranks third that got a weighted mean score of 3.21, which proves that we surpass the training and assessment. It also improves the quality of life of the workers by way of increasing their level of competence and enhancing their area of expertise.

A worker or holder must be assessed and verified to prove that he/she is competent in order to carry out standardized activities. Thus, the certification of competency refers to recognition of a proved competency of an individual. The certificate implies that there has been a

prior process of competency assessment which is a proof of a verified competency, and it is based on a well-defined standard (EM Wahba, nd)

However, can be a basis for hiring applicants ranks fourth with a weighted mean score of 3.13. Nowadays different companies are looking for NC holders because having national certifications is a big advantage for the holder because they undergo TESDA training. The company itself will think the holder highly because they are competent and have the skills and knowledge that the company needs.

And lastly, it places an applicant to his desired position ranks fifth has a weighted mean score of 3.09. It enhances their area of expertise and test their skills, knowledge, attitude and values to his or her area of assessment. It is also the proof that the desired position the holder applied or was surpassed or competent.

Among the items cited, the item can be the basis of contract agreement between applicant and company which ranked 11 has a weighted mean score of 2.90 indicates that some companies do not use a national certification as a basis of their contract agreement between them.

It was followed by the item places an applicant in the priority list which ranked 12 that has a weighted mean of 2.86 indicates that having a national certification or diplomas which is needed to their requirements are not eligible to place an applicant to its priority unless the applicant shows that he has talents and skills to contribute to the company.

Meanwhile, the item is essential for appraisal or reclassification ranked 13 that has a weighted mean of 2.85 indicates that the holder did not perform what the company or manager is expecting him to show. This means that the company or manager was not satisfied with the performance of the holder since they lack in skills and abilities and they did not meet their expectations.

The key to successful performance appraisal is an understanding between the company and the employee of what is expected. If there is no such understanding between them, the company will assess a performance based on what he or she expects to the employee. To avoid such problem, the company will plan for appraisals by laying out the expectations for its performance and providing ongoing feedback during the appraisal period (Certificate in Performance Appraisal Essentials, 2018).

The item can be an additional credential for promotion that ranked 14 has the weighted mean of 2.75 indicates that having a national certification does not mean that it will be a credential for promotion, for it always start from the bottom and work hard to be on the top.

Employers, workers, and student had used academic degrees and diplomas as a proxy for the skills and knowledge that is needed to present on the job. There is growing interest in the use of competency-based credentials to complement this tradition. However, high-quality, employer-backed, and competency-based provide precise information about job requirements and proficiencies, which are in the technical skilled position that make up an increase share in the market (Making a Market for Competency-Based Credentials, 2013).

However, can be a basis to salary scale determination has the lowest rank and has the weighted mean of 2.64 indicates that not all certification will help the holder get high salary scale



but if the holder wants to have high salary scale, he/she has to push his/her limits and be recognized by the company.

In determining the salaries for new employees, the company or managers consider the experience and skills of the individual being hired. Any annual merit increase, though, it will focus on the performance of the employee over the evaluation period (Determining the Appropriate Salary, 2018).

According to Singh (2015), the number of years of experience and education can influence the employee's starting salary. However, it could also make the employee overqualified for a job. If the employee is an exceptional performer, his/her increment will be taken into consideration and get his/her closer to the higher end of range.

**Table 4. Difference of Responses on the Advantage of National Certifications to CLOCA Graduates' Employment when Grouped According to Profile**

<b>Profile Variables</b>	<b>F-value</b>	<b>p-value</b>	<b>Interpretation</b>
Age	0.485	0.694	Not Significant
Gender	0.080	0.936	Not Significant
Year Graduated	1.930	0.057	Not Significant
Employment Status	2.371	0.020	Significant

*Legend: Significant at p-value < 0.05*

Table 4 shows the difference of responses on the Advantage of National Certifications to CLOCA Graduates' Employment when grouped according to profile. As shown from the result, only employment status shows significant difference since the obtained p-value of 0.020 is less than 0.05 alpha level. Thus, it is significant because as shown in Table 1 most of the graduates in both years are employed that has a frequency of 84 or 84 percent. This means that the responses differ, and it was found out that employed respondents have higher assessment with regards to the advantages of National Certifications.

It has been presented that employability is an aspect of quality of higher assessment and is a benefit of universities for career and work. Employability of graduates shows that the concept has different interpretation based on the perception of the stakeholder on employment. It depends not only on the attributes of the graduates such as, knowledge, subject, skills, personality traits, and experience but also on the curriculum, faculty, and pedagogy in the university systems, and also to the expectations of the employers who hire the graduates (Sumanasiri, Yajid & Khatibi, 2015).

## **CONCLUSION**

Majority of CLOCA graduates are below 22 years old, male and are employed. Almost of all graduates are Bread and Pastry NCII holder. Based on the result, national certifications are advantageous to CLOCA graduates' employment because with the certifications and the skills and knowledge they earned, they can perform well and exceed to the expectations of the employer or

company. The researchers proposed an action plan to help improve the employability of the future CLOCA graduates.

**RECOMMENDATIONS**

The university may improve their learning facilities and training equipment that will help students gain more knowledge, skills and abilities for them to use in finding a job in the future. It may also coordinate with TESDA government in conducting seminars on how to improve the measures of assessment. Both the university and TESDA may think and create more vocational education and trainings to generate new knowledge and insights that will contribute to the skills of the students needed by the industry. The proposed strategy/action plan may be implemented to improve the graduates’ employment. Similar study with an in-depth research may be conducted by future researchers with focus on the advantages of TESDA National Certification to employment.

**Table 5. Proposed Action Plan on the Advantages of National Certification to CLOCA Graduates’ Employment**

Key result area / Objectives	Strategies / Program	Outcomes
To be able for the TESDA National Certificate holder to feel assured that their achievement is sound so the employers can recognize their qualifications	Acquired skills through vocational trainings and university education	Having National Certification can help the holder described one’s skills and qualifications, what they learned and know what they can expect
To show the skills and knowledge of being a competent holder to be promoted easily	Practice active listening to staff meeting to improve work. Work honestly and diligently to finish reports on time and dedicate some time to create and formulate new ideas related to their work.	The company will recognize the holder’s talent as a professional that will help the company grow more
To be a well experienced professional to base the salary scale determination	Work in a company where they can use and master their skills. Use their expertise to do their job well and be recognized by their superior. Do overtime job if some projects needed to be finished	Having job experience will also help them be promoted easily as a professional and enhance the skills and knowledge more

## REFERENCES

- Aguila, G., De Castro, E., Dotong, C., and Laguador, J. (2016). Employability of Computer Engineering Graduates from 2013 to 2015 in one Private Higher Education Institution in the Philippines. *Asia Pacific Journal of Education, Arts and Sciences*, 3. (3). July 2016 <http://research.lpubatangas.edu.ph/>
- Buenviaje, M. G., Encio, H. A., Refozar, R. F., Anuran, A., Camello, N. C., & Laguador, J. M. (2016). Employability and Skills of MBA Graduates from Literature Review as Input to Student Development Program. *Journal of Research in Business and Management Volume, 4*(5), 16-21.
- Buenviaje, M. G., del Mundo, G. V., Añonuevo, F., & Martinez, M. (2015). Employability of Business and Computer Management Graduates of one Higher Education Institution in the Philippines. *Asia Pacific Journal of Multidisciplinary Research*, 3(5), 1-9.
- Chavez, N. H., Dotong, C. I., Camello, N. C., & Laguador, J. M. (2016). Employability of engineering graduates of one Asian university as basis for curriculum review. *EPH-International Journal of Science and Engineering*, 1(6), 18-29.
- Chavez, N. H., Camello, N. C., Dotong, C. I., Pamplona, M.A.I (2016). Employability of engineering graduates from 2013 to 2015: basis for a proposed student development program, *Asia Pac. J. Educ., Arts Sci.* 3 (4), 27-39
- Daquis, M. A., Caparas, A. M., Zerrudo, J. I., & Mercado, L. M. (2016). Employability of BS Radiologic Technology Graduates from 2013 to 2015 as Input to Student Development Program. *Asia Pacific Journal of Education, Arts and Sciences*, 3(4).
- Dimalibot, G. A., Diokno, J. D., Icalla, M. F., Mangubat, M. R. C., & Villapando, L. C. (2014). Employment Status of the Tourism Graduates of Batch 2013 in Lyceum of the Philippines University-Batangas. *Journal of Tourism and Hospitality Research*, 11(1), 46-56.
- Dotong, C. I. (2014). School-Related Factors in the Development of Graduates' Competencies towards Employability. *Journal of Education and Literature*, 2(1), 28-36.
- Felicen, S. S., & Mejia, R. C. B. (2013). Graduate's Employability: A Tracer Study for Bachelor of Science in Tourism (BST, 2006-2010). *IAMURE International Journal of Multidisciplinary Research*, 6(1), 1-1.
- Laguador, J. M. (2015). Industry Skills and Training Requirements Towards Employability. *International Journal of Multidisciplinary Academic Research*, 3(2), 7-10.
- Lpu Batangas. (2014). LPU Batangas is a TESDA Accredited Assessment & Training Center. LPU Batangas. <http://lpubatangas.edu.ph/>
- Macalalad, J. A., Buenviaje, M. G., Regalario, G. M., Laguador, J. M. (2016). Employment Status of Graduates in Post Baccalaureate Degree in Business Administration of one Higher Education Institution in the Philippines, *Asia Pacific Journal of Education, Arts and Sciences* 3 (4), 17-26
- Mukherjee, P. (2017). 7 Main Reasons There Are Fewer Women Seafarers in The Maritime Industry. <http://www.marineinsight.com/>

- Orence, A., & Laguador, J. M. (2013). Employability of Maritime Graduates of Lyceum of the Philippines University from 2007-2011. *International Journal of Research in Social Sciences*, 3(3), 142.
- Refozar, M. R. F. G., & del Mundo, G. (2013). Pre-employment Intervention: Benchmarking for Job Requirements, Manager's Employment Criterion and problems of industries. *E-International Scientific Research Journal*, 5(1), 61-75.
- Sumanasiri, E., Yajid, M., & Khatibi, A. (2015). Review of Literature on Graduate Employability. *Journal of Studies in Education*. 5. (3). <https://www.macrothink.org/>
- TESDA. (nd). Assessment and Certification. Republic of the Philippines TESDA. <https://www.tesda.gov.ph/>
- TESDA. (nd). Home: Bread and Pastry Production NC II. <http://e-tesda.gov.ph/>
- TESDA. (nd). 26 May 2014. TESDA gears up for assessment, certification system upgrade. Republic of the Philippines TESDA. <https://www.tesda.gov.ph/>