Aligning ICT Skills with Foreign Market Needs: Framework to Improve Job Placement Rates for Technical and Vocational Graduates

Rita Andrea R. Almonte
https://orcid.org/0009-0003-0824-6064
iamchie@ritaandreaalmonte.com
Philippine Christian University, Manila, Philippines

Abstract

This study examined how technical and vocational education and training graduates' skills align with foreign labor market requirements and influence job placement. It developed a framework for improving employment outcomes. An explanatory sequential design was used. Quantitative data were obtained from 60 graduates of TVET institutions in Parañaque City selected through stratified random sampling, while qualitative data were gathered through semi-structured interviews with five purposively selected informants: two graduates, one employer, one placement officer, and one industry partner. Frequency, percentage, weighted mean, standard deviation, simple linear regression, and thematic analysis were applied. Respondents reported high skills ($M = 4.07$, $SD = 0.57$), with technical skills rated very high ($M = 4.28$). Foreign market needs were rated high ($M = 4.18$, $SD = 0.54$), led by workplace competencies ($M = 4.25$). Current job placement was also high ($M = 4.04$, $SD = 0.56$), although employment accessibility received the lowest indicator mean ($M = 3.88$). Skills significantly predicted alignment with foreign market needs ($B = 0.736$, $SE = 0.079$, $t = 9.32$, $p < .001$, $R^2 = .599$), while foreign market needs significantly predicted current job placement ($B = 0.682$, $SE = 0.074$, $t = 9.22$, $p < .001$, $R^2 = .595$). The qualitative phase identified challenges involving limited international certifications, insufficient exposure to global workplace standards, inadequate cross-cultural competencies, limited industry immersion, and training-employer mismatch. Best practices emphasized competency-based training, employer-informed curriculum review, immersion, feedback, and career support. The resulting framework integrates skills development, foreign-market alignment, industry collaboration, employment facilitation, and continuous quality improvement. Findings indicate that technically capable graduates obtain stronger employment outcomes when training, certification, workplace competencies, and placement services are aligned with international employer expectations. The framework offers TVET institutions, government agencies, and industry partners a coordinated mechanism for curriculum responsiveness, graduate readiness, and sustainable local and overseas employment pathways.

Keywords: *technical and vocational education; skills alignment; foreign labor market; job placement; employability framework*