This study was conducted to determine the effectiveness of the On-the-job training program and employability of graduates of the MMSU College of Technology.

The data were gathered through survey questionnaires from 529 respondents which consisted of 271 MMSU COT BSIT< DT< CT and GRCO graduates of SY 2000-2002, 190 of 2004 OJT trainees of MMSU COT, 37 technology faculty of MMSU COT and 31 university-industry linkage supervisors.

Graduate respondents were mostly male, single, employed in private companies (30%), but still there was a considerable percentage of unemployment (31%). Most employed graduates were of low income. They work as cashier, electrical maintenance and radio technicians.

The high income technology graduates were those who went into business enterprise. Majority of the technology faculty respondents were male, married, receiving a monthly salary of PhP 11,187.00 to 14,020.00, own residential house, M.S. holder and graduate of State College and Universities. Majority of OJT supervisor respondents were male, married, receiving monthly salary of PhP 31,000.00 to 40,000.00, own residential house, B.S. degree holder and graduate of private institutions.

The effectiveness of the different aspects of the OJT program of MMSU COT as perceived by the respondents was very effective except for orientation aspects which was ranked by the OJT supervisors as effective only.

The various factors of employability were perceived by the respondents as very effective except for technology faculty particularly major in Garments and textile who rated knowledge factors as very highly effective, however mean scores on the perceptions of the respondents on the different aspects of the
OJT program were found significantly different from each other likewise with knowledge and skills factors of employability.

However, the mean scores on the perception on work ethics factor of employability was found significant from each other as revealed by the two-way Analysis of Variance (ANOVA) and the Fisher’s Least Significant Difference (LSD).

The respondents profile such as age, civil status, gender, major field of specialization, employment from graduation, salary, institution graduated from, outstanding accomplishment, length of service in MMSU and performance rating had shown significant relationship on particular aspects of OJT program and factors of employability as pointed out multiple Regression.

Effectiveness was focused on the employability and productivity which was gathered from the questionnaire and the profile characteristics of the graduate respondents. There were more employed graduates than self-employed or unemployed graduates. However, the employed graduates are mostly unproductive (48.81%) based on their monthly income which is PhP 4,800 to PhP 7,200.00.

Insufficient knowledge in actual operations in the industry, Inappropriate work attitudes of workers in the industry. Inefficient reports on student progress, logbook, narrative reports and rating system, inadequate standard method for the evaluation of the performance of trainees, absence of placement service/s in the office of students affairs, mismatched of job with major field, monitoring and evaluation of students progress, comprehensive oral examination of students and recommendation letter from OJT coordinator were the major problems identified that deter the effectiveness of OJT program of MMSU COT. Several problems on employability of graduates based on knowledge skills and work ethics were also identified.

This study evolved a plan of action to improve the effectiveness of the OJT program for greater employability of graduates of MMSU COT. Also, the study devised an OJT program believed to promote efficient delivery to the trainees. A “Performance evaluation for Students by the OJT Supervisors” was prepared to be included as part of the activity booklet of the OJT trainees. Further, a “post Training Evaluation for OJT Supervisors” was developed to be performed by the OJT trainees. Further a “Post Training Evaluation for OJT Supervisors” was developed to be performed by the OJT Trainees during the post training evaluation held in the college.