

FACTORS THAT INFLUENCE NON-BOARD GRADUATES IN PURSUING PROFESSIONAL CERTIFICATION: FOR CAREER ADVANCEMENT

ABSTRACT

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Professional certification plays a vital role in shaping career trajectories, particularly for non-board graduates—those whose academic programs do not require a licensure examination. In the absence of such credentials, professional certifications often serve as key indicators of competence and employability. Gaining a deeper understanding of how these certifications influence employment prospects can aid in developing a comprehensive framework to guide future graduates of business programs. However, existing research on the relationship between the factors that drive the pursuit of professional certification and its impact on employability remains limited. This study aims to explore the key factors that influence non-board graduates from higher education institutions (HEIs) in Quezon City to pursue professional certifications. Ultimately, the research seeks to contribute valuable insights toward supporting career advancement and improving job readiness among entry-level graduates. This study will employ a quantitative-descriptive research design to assess the role of professional certifications in enhancing career opportunities for graduates of non-board programs. To obtain relevant data, the researchers will use convenience sampling to select 20 alumni from business-related programs who have acquired professional certifications. These respondents will provide valuable insights into how certification has influenced their employability and career progression. The findings will serve as a foundation for understanding the practical value of professional certification as a career advancement tool for non-board graduates. The analysis of the gathered data revealed a significant relationship between the factors influencing the pursuit of professional certification and its impact on the current employment status of non-board graduates from Bestlink College of the Philippines. The findings indicate that respondents overwhelmingly agreed that accessibility to training programs and certification resources has played a critical role in equipping them with the necessary skills and competencies for their current roles. These results underscore the importance of professional certification in bridging the gap between academic qualifications and industry demands, ultimately enhancing the employability and career readiness of non-board program graduates. To empower non-board graduates in navigating the competitive job market, strategic and practical recommendations have been identified. First, non-board students are encouraged to obtain professional certifications while still in college, as doing so allows them to take advantage of recently learned concepts and increases their chances of passing. Second, students should select certifications that align with their intended career paths. This ensures relevance, prevents wasted time and expenses, and maximizes the long-term value of the credential. Lastly, non-board graduates should follow a well-structured career roadmap specifically designed for entry-level professionals. This guide will provide clear, step-by-step directions for entering their chosen fields. By implementing these strategies, non-board graduates can overcome the challenges of pursuing professional certifications and position themselves more competitively in the workforce.

RECOMMENDED CITATION

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