MAINTAINING THE EQUILIBRIUM IN THE PHILIPPINE’S HUMAN RESOURCES
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One of the factors determining national development and progress is a country’s human resources. A nation thrives through the joint effort of its people to produce goods and services contributing to national welfare. This includes the country’s brainpower-pool, skilled employees, and entrepreneurs. However, in the recent years, only “a small percentage of college graduates successfully find appropriate employment perfectly suited for their courses (S. 2091. 2010) resulting to the disturbance in the equilibrium of human resources. Hence, to “maintain the balance among the number of white collar employees, skilled manpower and entrepreneurs,” the National Career Assessment Examination (NCAE) was conceptualized, providing career direction to secondary graduates and eventually bring back the equilibrium to its balance.

NCAE provides a solution to the influx of mismatched college graduates and the shortage of skilled employees in the country. It isn’t enough to have intelligent professionals, but also equally important are our skilled human resources and entrepreneurs who do the manual labor and actual work in the industry. NCAE, then, harmonizes and matches the supply coming from college institutions with the demand of the country’s employment market (S. 2091. 2010). In other words, it creates a career direction program for our students in the secondary school.
This NCAE is not only beneficial on the national level but also on a personal account. This brings individuals to the proper matching of their skills with their future professions.

Motte-Munoz (as cited in Schnabel, 2016) reiterates that “the key is to help students determine the best senior high school track for them, and the university courses they can eventually take should they wish to get a college degree.”

This is primarily the aim of NCAE – to give students a guide to which career path they should take and ultimately “solve the labor mismatch by giving students a comprehensive look at where the choices they make now will lead them (Schnabel, 2016).”

The problem is, students do not take NCAE results by heart due to some circumstances. On a personal account, students have been neglecting NCAE results because of the family’s financial difficulties. For others, the parent’s choice wins over the students’ preference, resulting misaligned or mismatched career or future profession.

There are still a lot to consider and perennial issues regarding career path and career assessment. What one can do however, is a deeper evaluation of one’s skills and competencies, combined with an intimate dialogue with parents and career experts for better career route and future profession. NCAE results are important
factors to consider in choosing future career but in the end, it is still the child that determines his future.

References:
