

Employment Pattern of Nursing Graduates of NEUST

JEAN N. GUILLASPER

guillasperj@gmail.com

ORCID No. 0000-0001-898-4811

Nueva Ecija University of Science and Technology
Gen. Tinio St. Cabanatuan City, Nueva Ecija, 3100, Philippines

ABSTRACT

Employment among nurses is one of the most sensationalized problems in the Philippines nowadays. Oversupply of fresh graduates and undersupply of experienced nurses is evident. The study aimed to determine the employment pattern of nursing graduates of Nueva Ecija University of Science and Technology in terms of their profile, professional information, and employment information of graduates of the said Higher Education Institution. The descriptive method of research was used in this study with the questionnaire as the main tool for data gathering. The data gathered were statistically treated, analyzed and interpreted. The study revealed that out of 1,047 respondents, 429 or 40.97% were employed; 284 or 27.13%, unemployed; 192 or 18.34%, underemployed; 136 or 12.99 were nurse trainee/volunteer and 6 or 0.57% were self-employed. It can be concluded that majority of nursing graduates was working in line with their course/profession and only few worked in non-hospital setting.

Keywords - Social Science; Employment Pattern; descriptive-survey; Cabanatuan City, Nueva Ecija, Philippines

INTRODUCTION

Nursing as defined by the International Council for Nurses (ICN) encompasses autonomous and collaborative care of individuals of all ages, families, groups and communities, sick or well and in all settings. Nursing includes the promotion of health, prevention of illness, and the care of the ill, disabled and dying people. Advocacy, promotion of a safe environment, research, participation in shaping health policy and in patient and health systems management, and education are also key nursing roles (Taylor et. al, 2005).

The educational qualification of a nurse practitioner according to Venzon & Venzon (2010) is the Bachelor of Science in Nursing degree with personal qualities and professional proficiencies which include interest and willingness to work and learn with individuals/groups in a variety of settings; a warm personality and concern for people; resourcefulness and creativity as well as a well-balanced emotional condition; capacity and ability to work cooperatively with others; initiative to improve self and service; competence in performing work through the use of nursing process; skill in decision making, communication and relating with others and being research oriented and active participation in issues confronting nurses and nursing.

Galvez-Tan(2005) said that the Philippines will never be able to compete with the salary scales of nurses in the Northern countries because the basic monthly pay for nurses there is US\$3,000-US\$4,000 a month compared to the US\$150-US\$250 that nurses receive in the Philippines. The Filipino nurses are globally competitive in professional nursing care and practice but the Filipino salaries will never be competitive. Hospitals in the USA even offer additional attractive benefits like residency visa status for nurses, their spouse and children plus other perks like subsidized housing and transportation. Lorenzo et. al. (2007) added that the Philippine Overseas Employment Administration (POEA), reported the departure of 13, 536 Filipino nurses to 31 countries in 2001 and majority of the nurses went to the U.K. with 5, 383 nurses, Saudi Arabia with 5, 045 and Ireland 1,529. The POEA reported only 304 nurses going to the USA. This fact was definitely gross underreporting according to her since the International Union of Nurses reported that close to 10,000 Filipino nurses were directly hired by US based hospitals in 2001 through their nursing job fairs held in various parts of the Philippines. In 2002, the POEA further reports that a total of 11,911 Filipino nurses left for 33 countries while in 2003, POEA initially reported 8,968 nurses leaving. Further, they said that this is no longer a “brain drain” but appropriately

a “brain hemorrhage” for the Filipino nurses and very soon, the Philippines will be bled dry of nurses.

Meanwhile, Cuneta-Feliciano (2006) affirmed that in 2000-2006, the increase trend and mushrooming of nursing schools all over the country contributed to the over production of nursing graduates. Although there is a vast production of nursing graduates, only a small percentage of them pass the licensure examination and eventually become a licensed nurse. The low passing rate reflects the quality of nursing education in the Philippines and it also takes a toll on the healthcare delivery system.

However, this dilemma on low passing percentage in nursing licensure exam, over production of nursing graduates and increased unemployment rate lead to the issuance of the CHED Memorandum Order No. 32, s. 2010 by the Commission on Higher Education (CHED) imposing nursing schools both state colleges and private higher education institutions to stop the offering of nursing course as part of the government’s effort to alleviate potential oversupply of nursing graduates that could contribute to high unemployment rate in nursing profession. This action of CHED contributed to the enormous decline of enrollees in the nursing course nationwide.

Nursing was once the career that everyone was heading to, but just like the global economy, the boom seems to be over now. The demand for nurses more particularly from the United States continues to steadily spiral down, the Trade Union Congress of the Philippines (TUCP) reported of a decline enrolment in nursing course. Nursing schools have aggressively expanded their capacity in the last 12 months, but realized that fewer first-year students are actually entering nursing programs compared for the past two years. Many academicians and pundits had already warned years ago the temporary boom of the nursing demand from the United States and the surge of students taking up the nursing course and the mushrooming of so many nursing schools in the country that has resulted to the low passing rate of nursing licensure board exam takers (<http://www.pinoysoundingboard.com/2010/04/the-slow-death-of-nursing-course-in-the-philippines/>).

According to a 2004 survey conducted in California by Steenhausen (2007), there were approximately 230,000 registered nurses working on full time basis and about 18% of them were Filipino nurses. Majority of them work in hospitals and most of them were hired directly by a service provider. About 8% are employed by staffing agencies that provide nurses to service providers on temporary basis.

Dionaldo (2012) said that the statistics of nursing school enrollees and board exam applications have decreased. This shows that the boom that nursing in the Philippines has created is a flash in a pan. He also added that with today's economy, there are a lot of job vacancies which needed to be filled up despite the number of graduates each year, but mostly; this is unknown by most nurses. This may be due to the fact that there may be a lot of nurses looking for a job but only a few are really qualified to do the job which may be a result of low quality education and insufficient training.

Lorenzo (2009) said to an interview made by the Philippine Star that the number of jobless Filipino nurses is likely to swell further with the expected slump in the hiring of medical workers in the United States and other countries to last for the next two years. She added that data from the Commission on Filipino Overseas showed that the demand for Filipino nurses is slowing down in foreign countries, particularly in the country's top markets, from a total of 5,790 in year 2000, the number of Filipino nurses hired in the United States dropped to 771 in year 2007. Furthermore, she mentioned that the declining demand abroad and the significant growth in the number of nursing graduates have already resulted to surplus and sharp increase in the number of unemployed nurses in the country. The Nursing Licensure Examination (NLE) passers in June 2009 accounted to 544,967 and a great bulk of the figure is believed to be unemployed.

On the other hand, Navidad (2012) revealed that there is an oversupply of nurses since there were 100,000 unemployed Filipino nurses as of November 2008 and it may tend to increase by almost 50% in less than two years. The Professional Regulation Commission (PRC) estimated that the number of unemployed nurses has reached to 187,000 in July 2010. In July 2011 NLE 37,513 passed the exam out of 78,135 takers, from that number alone it can be concluded that there are more than 200,000 unemployed Filipino nurses.

Philippine Nurses Association (PNA) President responded to an interview made Mateo (2011) about the oversupply of new nurses and under supply of skilled nurses, she uttered "annually about 40 percent of the nursing board-takers pass, in 2010 about 71,200 passed the nursing licensure exam and from there, this will give us an idea how many registered nurses we have every year. She emphasized that what we have is an oversupply of fresh nursing graduates and an undersupply of skilled nurses and skilled nurses are the favorites of foreign recruiters". She further said that one of the key solutions in combating the oversupply of nurses is to close down nursing schools that are not performing

well and allowing the good ones to flourish. However, the failure of Philippine nursing schools to consider that the demand for nurses would not come from the Philippines alone, coupled with the global economic recession that started in 2007, contributed to the oversupply of nurses.

FRAMEWORK

As the nursing profession evolves, competency in a rapidly changing healthcare environment remains a key component of excellent nursing care. Developing competency is only one step to becoming an expert nurse. Nurses' expertise grows over the years which are a product of experiences. The framework of this study was anchored from the *Stages of Clinical Competence* by Benner (Saver et. al., 2014) which encompasses the various stages of professional growth of a professional nurse. Likewise, the researcher used the *Qualifications and Abilities of a Professional Nurse* in terms of *Professional Preparation and Personal Qualities and Professional Proficiencies* as stipulated in the book of Venzon & Venzon (2010).

A professional nurse to practice nursing profession in the Philippines must be professionally prepared in terms of having a license, graduated in a Bachelor of Science in Nursing degree and physically and mentally fit. Similarly, it is a necessity for a nurse to possess personal qualities and professional proficiencies in terms of having a warm personality and concern for people; interest and willingness to work and learn with individuals/groups in a variety of settings; resourceful and creative with a well-balanced emotional condition; has initiative to improve self and service; competent in performing work through the use of nursing process; skilled in decision-making, communicating, relating with others and research oriented; and participate actively in issues confronting nurses and nursing.

If the professional nurse meets the specified qualifications and abilities, professional and personal qualities and proficiencies, he/she may have undergone stages of professional growth which is the *Clinical Competence* for her/him to start and establish career path in the nursing profession. The *Stages of Clinical Competence* by Benner includes the following:

Stage 1: Novice. *Beginners have no experience with the situations in which they are expected to perform. They learn context-free rules to apply universally. Novices have a very limited ability to predict what might happen in a particular patient situation.*

Stage 2: Advanced beginner. *The advanced beginner begins to formulate guidelines that dictate actions. They are new grads in their first job. Benner said, they have “knowledge, skills and know-how but don’t have many in-depth encounters with a similar patient population”.*

Stage 3: Competent. *Competent nurses lack the speed and flexibility of proficient nurses but have a feeling of mastery and can rely on advanced planning and organizational skills. An increasing sense of saliency helps them recognize what is important. They begin to recognize patterns and the nature of a clinical situation more quickly and accurately.*

Stage 4: Proficient. *The proficient nurse learns from experience what events typically occur and how to modify plans in response to different events. The nurse sees goals and salient facts, but still must consciously make decisions. These nurses views situations as “wholes” rather than parts, and maxims, reflecting nuances of a situation, guide performance.*

Stage 5: Expert. *Experts know what needs to be done. They no longer rely solely on a rule, guideline or maxim to connect understanding of a situation to the appropriate action. They have an intuitive grasp of each situation based on their deep knowledge and experience. They use analytical tools only when they have no experience with an event or when events and behaviors don’t occur as expected. The expert often “just knows” a particular situation without internal analysis.*

According to Benner, (Altmann, 2007) as expertise grows, nurses move from reliance on abstract principles (principles that may not be practical in the current situation) to the use of concrete examples from the past (they remember a similar patient that had similar complex issues). They move from viewing a situation in bits to viewing it as a whole. They are involved performers, rather than detached observers.

OBJECTIVE OF THE STUDY

The study aimed to determine the employment pattern of nursing graduates of Nueva Ecija University of Science and Technology.

METHODOLOGY

The descriptive method of research coupled with questionnaire and interview techniques was utilized in this study. Descriptive method of research was used because it is the most suitable for the nature of the study. As cited by Cacaindin (2010), descriptive research focuses on why the subject of the investigation thinks, behaves, or develops in a particular manner, rather than what his/ her status, progress, actions, or thoughts are. Likewise, the purpose of the descriptive research method is mainly to observe, describe, and document aspects of a given situation.

The questionnaire was the main tool used for data gathering. A questionnaire is a series of questions asked to individuals to obtain statistically useful information about a given topic properly constructed and responsibly distributed by the researcher to her respondents. It is a vital instrument by which statements are made about specific groups or people or entire population. (Nieswiadomy, 2008).

The data gathered were analyzed and interpreted using frequency and percentage distribution.

RESULTS AND DISCUSSION

1. Personal Information of the Respondents

1.1 Age. Majority of the respondents were 22-24 years old; some were 19-21 years old and 25-27 years old while there were few who belongs to 28-30 years old and 31-33 years old. The finding shows that the respondents were matured individuals who can stand the rigor of their tasks including the shifting of their schedules from morning, afternoon and night shifts. They can also establish a healthy and professional relationship both with patients and the member of the health care team.

1.2 Gender. Majority of the respondents were females and only few were males. Nursing was dominated by females due to their caring and passionate characteristics than males.

1.3 Civil Status. Majority of the respondents were single, few of them are married and separated. At present, majority of the respondents were striving to have a better career to help their family for their finances, their first priority is to have a permanent and stable job to augment the basic needs of their family.

1.4 Profession/Occupation of Spouse. Majority of the respondents did not specify their spouse's occupation while some of them revealed their spouse were

police officer, 0.38 percent; registered nurse and businessman, 0.29 percent, teacher, 0.19 percent and private employee and book keeper 0.10 percent.

2. Professional Information

This includes government/professional examination passed, number of times the respondents is taking the Nursing Licensure Examination (NLE), NLE ratings, reasons for not taking the exam, advanced studies/graduate education and other courses taken, school for further studies/graduate education and other courses taken, year started for graduate education, year graduated, units earned, reasons for pursuing graduate education, and trainings and seminar attended.

2.1 Government/Professional Examination Passed. Since the respondents were nursing graduates, majority of them took and passed the Nursing Licensure Examination but some of them also took and passed the NAPOLCOM exam. Likewise, some did not take the exam due to financial constraints while few of them failed in the Nursing Licensure Examination.

2.2 Number of the Respondents is Times Taking the Nursing Licensure Examination (NLE). Majority of the respondents were first takers, some took the Nursing Licensure Exam twice and thrice and few of them were waiting for the result during the time of the survey. On the other hand, there were also few who took the exam four (4) times and five (5) times. The college of nursing was conducting review classes for the graduating students to ensure that students will pass the Nursing Licensure Exam (NLE). The high percentage in NLE both in local and national levels maintains the credibility of NEUST as the top performing nursing school in the province. Moreover, the high percentage in NLE gained by the college proves that NEUST College of Nursing is doing their job in giving quality education to its stakeholders.

2.3 Nursing Licensure Examination Rating. Majority of the respondents obtained rating of 75-76 percent and 77-78 percent; some garnered 79-80 percent and there were few who got a satisfactory rating of 81-88 percent. However, there were 23.50 percent who did not specify the rating obtained in Nursing Licensure Examination.

2.4 Reasons for not taking the Exam. Seventy four or 7.07 percent of the respondents disclosed that lack of financial support is the main reason for not taking the Nursing Licensure Exam, followed by lack of preparation/review, 52 or 4.97 percent and lack of time due to immediate employment, 31 or 2.96 percent. On the other hand, there were few respondents who did not specify the reason of not taking the exam. Review classes for nursing are quite expensive this was one

of the reasons why some of the respondents did not take the exam because they cannot afford to pay for the expenses, taking into consideration that NEUST is catering for students who belong in the low socio-economic status where most of the students are relying on the scholarships given by the provincial, local government units and other Non-government organizations.

2.5 Graduate Education and Other Courses Taken. Great majority did not pursue further studies/graduate education, few of them pursued Master of Arts in Nursing while other respondents decided to took up short term and 4-year course due to lack of job opportunities in the nursing profession. Some of the 4-year courses enrolled by the respondents were BS Criminology, BS Education, BS Hotel and Restaurant Management and Business Administration while some took up Bachelor of Law and Medicine. Few of them enrolled as caregivers, Nihonggo language and English proficiency which were required by their prospective employers abroad. Although it is stipulated in Nursing Law that all nurses should enroll and graduate in their master's degree, majority of nurses was not able to comply due to high tuition fees in graduate school. Their minimum wages were just enough to augment their family's finances and enrolling in master's degree was not their priority as claimed by the respondents upon interview.

2.6 School for Graduate Education and/or Other Courses Taken. Some of the respondents who took up Masters Degree enrolled in Wesleyan University-Philippines, Manuel V. Gallego Foundation Colleges Inc., Dr. Gloria D. Lacson Foundation College Inc., and Good Samaritan Colleges. The respondents who took up medicine enrolled in Fatima Medical School while those who took up Bachelor of Law enrolled at the University of the East and Araullo University. The respondents who took Nihonggo Language enrolled in Language School Institute and some respondents pursued short term courses at Provincial Manpower Training Corporation and TESDA while there was some who enrolled at PPSC. On the other hand, few respondents were enrolled at Wesleyan University-Philippines for the BS HRM course, Araullo University for the Criminology course and NEUST for BS Education and Business Administration courses. Some of the respondents enrolled in short term and other courses mention due to lack of job opportunities in nursing profession

2.7 Year Started for Graduate Education Course. Some of the respondents pursued graduate education program in year 2008 while most of them enrolled in 2009, 2010, 2011 and 2012, majority of the respondents did not pursue further studies/graduate education due to financial reasons.

2.8 Year Graduated for Graduate Education and Other Courses Taken.

Some of the respondents are currently enrolled in Master's Degree. In 2009, there were only one (1) respondent who graduated in Nihonggo language in 2012 two (2) among the respondents graduated in Master's Degree while some of them finished the English proficiency in 2011. Earning master's degree is hard for them since they were working in the hospitals undergoing different shifting of duty. Some were pushed to enroll not to earn a degree but to earn units as a requirement for employment.

2.9 Units Earned in Graduate Education. The respondents who enrolled in their master's degree earned the following units; 3 units, 5 or 0.48 percent; 6 units, 6 or 0.57 percent; 9 units, 15 or 1.43 percent; 18 units, 7 or 0.67 percent; 27 units, 2 or 0.19 percent; and 39 units, 1 or 0.10 percent. The findings show that only few were eager to pursue further studies/graduate education. Time and devotion in attending school is difficult for them due to their erratic schedule of their work.

2.10 Reasons in Pursuing Graduate Education Course. Most of the respondents tend to enroll and pursue graduate education for additional credential for job search, since most of the tertiary healthcare facilities were looking for master's degree holders nowadays. Likewise, some reasons were for professional development, family encouragement, for promotion, company policy for job security and job requirement.

2.11 Trainings and Seminars Attended. Majority of the respondents attended in local seminars and training such as basic life support and first aid and Leadership and Management Training sponsored by the Philippine National Red Cross-Nueva Ecija Chapter, IV Therapy, sponsored by the Association of the Nursing Service Administrators of the Philippine (ANSAP), while those employed abroad have undergone training such as basic life support and standard first aid. Although trainings and seminars were needed to keep abreast with the new trends in nursing and enhanced the skills of nurses, some of the respondents do not attend in such trainings/seminars intended for them.

3. Employment Information.

3.1 Employment. Out of 1047 respondents, majority or 40.97 percent were employed, 192 or 18.34 percent were underemployed, 6 or 0.57 percent were self-employed, 284 or 27.13 percent were unemployed and 136 or 12.99 were nurse volunteer. The demand for nurses abroad delineated in year 2009 when economic crisis occur in the United States of America. The domino effect extends

in the Philippines where scarcity of job for nurses arises due to slow turnover of employment. The slow turnover of employment nationwide contributed to the high unemployment rate of new nursing professionals. However, the high percentage of employment among NEUST nursing graduates were due to the RN HEALS program of the Aquino administration spearhead by the Department of Health. Majority of the Nueva Ecija Univeristy of Science and Technology (NEUST) nursing graduates were hired as Staff Nurses in government hospitals in Nueva Ecija and Rural Health Nurses deployed in different Local Government Units due to their scholastic records and the performance of NEUST in Nursing Licensure Examination in previous and recent years.

3.2 Present Job Position. Majority of the respondents were staff nurse indifferent hospitals in the provinces in Region III while there were 5 or 0.48 percent who served as enrolled nurse (staff nurse) in Singapore. Some were Rural Health Nurses assigned in different rural health units, private nurse and some were working as police officer 1 in the region. Only few respondents served as company nurse, nurse anesthetist and dental nurse in Saudia Arabia, school nurse, military nurse, coast guard/rescue officer, clinical instructor, clinic nurse, infection control nurse, dialysis nurse, derma nurse of skin specialist and CAD officer. Interestingly, it is worthy to note that some of the respondents worked as Assistant pharmacist in Saudia Arabia, Singapore and in the province. Some respondents opted to work as office and administrative clerks and grab other blue collar jobs which are not in line with their specialization or expertise just to earn money to help for the family's day to day expenses. On the other hand, some respondents worked as nurse trainee/volunteer both in private and government hospitals in Cabanatuan City, Nueva Ecija.

3.3 Period of Employment. Majority of the respondents were hired for 6-12 months and 1-6 months. Their appointments were only short term jobs that last only for 1-12 months or 1 year after graduation. However, they grab the opportunity to sustain the family's needs like sending of siblings in school and provide the basic necessities of their loved ones. Likewise, some of the respondents worked for a period of less than 6 months while there was some who employed for 1 – 4 years since graduation. Nursing profession needs additional training before they can be hired, this is the reason why many nurses were being exploited just to earn 1-2 years of hospital experience to be qualified to work locally and abroad.

3.4 Company/Agency. An overwhelming 402 or 38.40 percent of the respondents were employed in government agencies and 225 or 21.49 percent

in private sector in Nueva Ecija while there were some who worked as nurse trainees/volunteers. Among the two government sectors, public hospitals were the main choice when seeking employment or work experience as a healthcare providers since they can easily hired as nurse trainees/volunteers and later on became a staff nurse when vacancies for staff nurse are available.

3.5 Monthly Salary. Majority of 279 of the respondents were earning a monthly salary of P6,000.00-P10,000.00 and there were 95 or 9.07 percent respondents earning P11,000.00-P15,000.00; 72 or 6.88 percent, P16,000.00-P20,000.00; 65 or 6.21 percent, P5,000.00 and below; 61 or 5.83 percent, P21,000.00-P25,000.00 and 30 or 2.87 percent, P26,000.00-P30,000.00. There were few respondents who earned a monthly salary ranging from P36,000.00-P40,000.00; P51,000.00 and above; P46,000.00-P50,000.00; P41,000.00-P45,000.00 and P31,000.00-P35,000.00. The respondents who earned a monthly salary ranging from P5,000.00 and below to P11,000.00-P15,000.00 were those working in private and government hospitals in Nueva Ecija and those who are underemployed such as food crew, nursing attendant and cashier in shopping malls. However, those respondents earning P16,000.00-P20,000.00 to P51,000.00 and above were those respondents employed abroad as enrolled nurse, nurse anesthetist, derma nurse, dialysis nurse, company nurse in Dubai, infection control nurse and assistant pharmacist in Singapore.

3.6 Present Employment Status. Majority of the respondents were employed on contractual/casual basis while there were some who are employed as temporary, permanent/regular status and as nurse volunteer. There were only few who worked on project basis, job order and under probation. Those nurses working on contractual/casual basis were those respondents hired by the public hospitals and rural health units under RN HEALS program of the government spearheaded by the Department of Health. Likewise, the respondents who worked under temporary status were those nurses engaged in private and government hospitals both local and abroad. Moreover, respondents on permanent/regular basis were those working in hospitals in Nueva Ecija, Metro Manila, as well as those nurses working in Saudi Arabia and Singapore. On the other hand, the respondents hired on project basis, job order and under probation were those nurses who worked under blue collar jobs.

3.7 Means of Finding the First Job. Majority of the respondents' means of finding the first job were through the recommendations of friends, through newspapers/classified ads, apply as apprentice and through recommendations of fellow alumni. There were some respondents participated in public employment

job fair, internet postings and school job fair, only few respondents seek referrals from former professors, recommendations of politicians, through the OJT cooperating agencies, and family recommendation.

3.8 Length of Finding the First Job After Graduation. The length of time of finding the first job of the respondents were less than 6 months to 1 year for those respondents seeking short term job just to augment the family's finances. The respondents who seek permanent job in line with their specialization took more than 1-2 years before they find their first job as a healthcare provider in hospitals and rural health units in the province of Nueva Ecija.

3.9 Problems Encountered of Unemployed in Getting Job. Majority of the respondents were lack of prior job experience/OJT, lack of job vacancies, lack of finances in sustaining job search and lack of school support program/placement services were some of the problems they have encountered in getting the first job. Likewise, there were some respondents who said that lack of eligibility both local and abroad, difficulty in passing interview, and lack of basic skills required by workplaces and poor scholastic record were some of the problems they have encountered. On the other hand, only few said that they have no visa and due to age requirement were some of the minor problems they have experienced in seeking their first job.

3.10 Means Used to Get the Present Job. Majority of the respondents apply as apprentice/trainee in hospitals in the province of Nueva Ecija to get their first job, contacted friends for help, and sent application/resume to newspaper ads. Some of the respondents' devise ways in looking for work like sending email applications and among others to get their first job.

3.11 Company Benefits. Majority did not specify their answers for the benefits they have received, but most of the respondents disclosed that they were receiving health insurance and bonus from their companies. Nevertheless, some of them said that they were receiving food allowance, transportation allowance, commission, housing, and rice ration and there were few who received car/auto service, stock, COLA and uniform.

CONCLUSIONS

Recent research on employment of nursing graduates of Nueva Ecija University of Science and Technology has provided a more specific understanding about the scenario of the nursing profession nowadays. Current findings suggest that cooperative effort of government agencies such as the Board of Nursing

(BON), Commission on Higher Education (CHED) and Department of Labor and Employment (DOLE) to uplift the deteriorating status of the nursing profession in the Philippines be established since any intervention made by these agencies would provide concrete plans that would manage the dilemma in the nursing workforce. Providing immediate plans to the dilemma in the nursing profession is impossible but involving the concerned authorizes in education and employment is deemed necessary so that “brain drain” in the nursing profession could be avoided. More so, the issue on unemployment among nurses should not be taken for granted instead it should given attention to avoid collapse on the healthcare delivery system in the Philippines. Further, more complete and accurate documentation on unemployment rate in the country will facilitate clear understanding on the long-term effect of this problem both in nursing education and nursing profession.

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