

5 YEARS ON PATHWAYS STUDY.

For more than 20 years Reledev has been securing a better life for young Filipino women and their families through a program which guarantee's employment within 2 years of graduation. The families of these students are characteristically conditioned by economic and often geographical isolation. This year we undertook a study into the individual impact of our program for these women and their families 2-5 years after graduation.

The evaluation provided an opportunity for a university student, Katherine Maurice Cruz to gain experience in the development sector by offering her an internship project as part of her Masters in Development Studies, to work with Reledev on this study.

The study reached out to 181 alumni, with 90% having graduating between 2017-2021 in other words 2-6 years of work and life experience since graduation. The whole group was surveyed and 26 alumni also participated in online group discussions providing anecdotal reflections on their experience.

ASPIRATIONAL YOUNG WOMEN

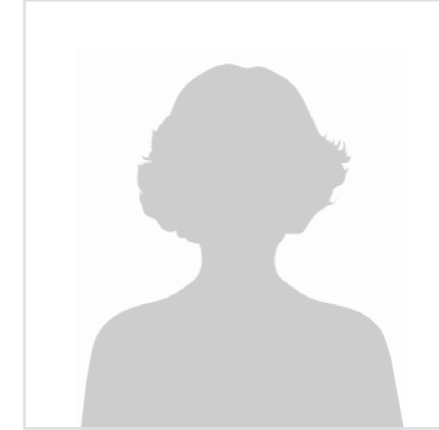
A characteristic of alumni is a high level of aspiration for educational attainment and career choice. A significant portion of graduates continue to improve their education, with a third currently studying a higher level of qualification, 95% of these are completing a university degree and nearly 70% indicated a desire to study if they were not already doing so and mostly in a different field to hospitality.

WHERE THEY ARE NOW.



CRISTINE
TADENA

"Super Typhoon Yolanda affected my family financially and the money set aside for our education was used to rebuilding our home in Tacloban; my brother was supposed to study at college but I ended up studying first because BCPD had offered me a scholarship and my family was able to save to later afford my brother's tuition fees. My families income is less than 15,000 php per month."



JEANNE LOUISE
ALVIAR

"BCPD was important for me, it has moulded me into the person I am today; and I'm grateful because from the age of 17 years I was able to help my family financially. This especially helped them cover my grandma's medical expenses, and as I'm the eldest in the family I was able to help financially provide for my siblings' education."



BRITNEY KAYE
SUMALPONG

"BCPD's mentorship program and challenge of 'on the job training' was so helpful for me, even after graduation the support from my mentor continued and has helped me succeed in the workplace including upskilling into hospitality management. Now I'm working in a Business Processing Operation and the income helps my family financially, I help my mom in meeting my siblings needs."

Why did graduating from BCPD make a difference?

We asked the participants in group discussions about how BCPD had made a difference for them. Almost 100% indicated they felt it had made them the person they are today, above all because of the confidence and resilience in hardship they had learnt. Many of them named the mentoring scheme as well as the caring environment and staff in BCPD as things they valued most.

STUDY HIGHLIGHTS.

The study highlighted the program's impact and outcomes with the following observations:

PERSONAL AND FAMILY BACKGROUND OF STUDENTS (NOW ALUMNI)



90% COME FROM FAMILIES WHO EARN LESS THAN 20,000 PHP (\$550 AUD) PER MONTH.

and in the majority, 62% of cases this came from 2+ persons working in their family. In our group discussions nearly all reported their family income was actually less than 15,000 PHP (\$420 AUD) per month. Given the 'poverty line' value for a family of 5 persons is 12,030 PHP (\$335 AUD) per month these families have very little financial capacity beyond basic essentials.



53% grew up in remote locations and needed to relocate to study at BCPD and most other institutions, as central Cebu was not commutable.

78%



found financial and/or relocation to be the main difficulty they faced even though BCPD offered free tuition fees are part of the scholarship arrangement.

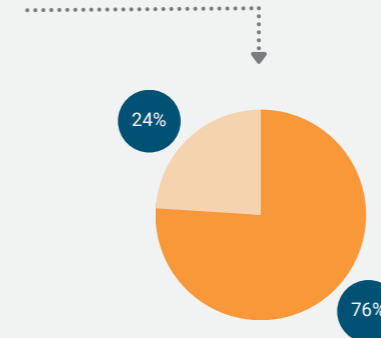
A HEALTHY EMPLOYMENT PROFILE AFTER GRADUATION



90%

EMPLOYED POST-GRADUATION (OR SHORTLY AFTERWARDS)

BCPD report that more than 90% are employed immediately on graduation or within a short time of graduation.



From our survey 76% are currently employed and 30% said they are currently studying, accounting for some of the 24% who are not currently employed. Others were not formally employed due to family circumstances such as dependent children.

Career progression show a high level of adaptability and transition to other sectors, (non-hospitality jobs), with 76% employed in other sectors, mostly customer service related roles and suggests graduates have strong personal attributes and transferable skills, making them adaptable to other roles.



77% reported their current income is up to 20,000 php with 23% now receiving an income above 20,000 php.

IMPROVING THEIR FAMILIES' FINANCIAL POSITION



70%

Answered their current employment is financially important for their families contributing to basic or essential living costs (either fully support or contribute a certain amount to essential costs such as food, water, and electricity).



17%

Indicated that their financial support was necessary in order to help their families, including to help finance the further education for their siblings.



30%

For the 30% who indicated no financial support was being provided to their families, some anecdotally were also pursuing fee-paying tertiary education.