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Competency-Based Assessment of Human Resource Capacity and Livelihood Opportunities in a Geographically Isolated and Disadvantaged Area of Kibawe, Bukidnon

Abstract

Recognizing human resources as a valuable asset that significantly contributes to organizational success, competency mapping is the desired tool to categorize existing competencies of individuals within a community that helps identify opportunities to build on existing human resources for community transformation. This study employed a descriptive method using frequency and mean as the statistical tools with 128 respondents at Kiorao, Kibawe, Bukidnon, Philippines. Utilizing the competency skills assessment formulated by TESDA, results show that the competency with the highest proficiency level possessed by the residents of Kiorao, Kibawe, Bukidnon, Philippines, as perceived by the respondents, is on Barangay Health Services with a mean rating of 2.80 and a qualitative description as Proficient. When these competencies were grouped according to category, the group on Health and Wellness was identified to have the highest proficiency level of 2.22, which has a qualitative description as Basic. On entrepreneurial opportunities, Sari-Sari Store (grocery) was identified to have the highest potential for business, garnering a mean rating of 1.91 (moderate potential). When grouped according to category, Retail Services was identified to have the highest potential for business with a mean rating of 1.76, but with a qualitative description as “Moderate Potential”. Thus, a need for capacity-enhancing intervention and availability of financial assistance for entrepreneurial endeavors.

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INTRODUCTION

Competency mapping is a crucial process that identifies the essential capabilities, knowledge, and attributes among employees within an organization. This process helps ensure that tasks are performed at the desired level expected by the company. Competency mapping can be conducted at various levels, including company-wide, job-specific, or individual employee assessments. This highlights the significance of human resources as a valuable asset that significantly contributes to a company's overall value (Kumar & Kumar, 2013).

At the core of any successful activity lies competence or skill (Anisha, 2012). In a business environment characterized by extended structural dimensions and organizational complexity, it can be challenging to define and identify the competencies of people involved in business processes (Russo, 2016). However, the recognition of employee competencies as intangible resources has grown increasingly, surpassing the importance of physical and financial assets in driving a company's success. Global firms have realized that their employees' competencies serve as key catalysts for navigating through business turbulence, overcoming challenges, and adapting to ever-changing market dynamics (Nagaraju & Gowda, 2012).

In today's fast-paced global marketplace, organizations need a skilled and committed workforce to maintain a competitive edge. Human resources have emerged as the most critical asset for organizations, with their abilities and competencies directly influencing organizational success. Consequently, it becomes imperative to assess the workforce's competencies and skills to evaluate a specific area's business potential.

However, a significant literature gap exists in comprehending the specific skills and competencies possessed by the residents of Barangay Kiorao, Kibawe, Bukidnon, Philippines. This lack of information hampers the community's ability to fully utilize its human capital and identify potential entrepreneurial opportunities.

To address this research gap, the College of Business and Management at Central Mindanao University undertakes the task of assessing the skills and competencies of residents in Kibawe, Bukidnon, Philippines. The primary objective is to develop a comprehensive inventory of competencies that will facilitate entrepreneurial profiles and promote efficient knowledge sharing among residents. By bridging this literature gap, this study aims to provide valuable insights into residents' existing competencies and identify potential economic contributions through entrepreneurial activities.

METHODOLOGY

This research study employed a descriptive-quantitative design to gather, analyze, and interpret data based on research instruments, document perusal, and evaluation. The study was conducted in Kiorao, Kibawe, Bukidnon, Philippines, a rural community with a high poverty incidence rate. A total of 128 residents served as respondents. To adhere to health protocols during the pandemic, only one member from each household was allowed to answer the survey instrument.

To map the existing competencies of the residents, the study adapted the competency standard developed by TESDA as a tool. A pilot test was conducted in Barangay Candelaria, San Fernando, Bukidnon, Philippines, to test the survey instrument's reliability. The data obtained from the pilot test were analyzed using SPSS software and resulted in a Cronbach's Alpha coefficient of 0.961, indicating its validity.

The survey instrument was then administered to the respondents to solicit their self-assessment of their proficiency levels on the identified skill sets and to determine the commercial potential of existing entrepreneurial activities. The study employed descriptive statistics analysis to assess respondents' competencies as perceived by themselves, following the tool developed by TESDA. The findings of this research will provide insights into the competencies of Barangay Kiorao's residents and inform the development of strategies to improve their skills and livelihood opportunities.

In a business environment characterized by extended structural dimensions and organizational complexity, defining and identifying the competencies of individuals involved in business processes can be challenging (Russo, 2016). At the heart of any successful activity lies competence or skill (Anisha, 2012). Thus, this study not only aims to provide data-driven insights for local development planning but also contributes to the existing body of literature emphasizing the role of competencies in enhancing livelihood opportunities, particularly in underserved communities such as Barangay Kiorao.

RESULTS AND DISCUSSION

Demographic Profile

This study investigated the demographic profile of respondents in a rural community of Kiorao, Kibawe, Bukidnon, Philippines, within the context of competency mapping as a tool for appraising current human resources. The findings provide valuable insights into respondents' characteristics and contribute to understanding prevalent competencies and skills within the community.

The sample consisted of 128 respondents who currently reside in Kiorao, Bukidnon. Table 1 presents a detailed overview of respondents' demographic profile, including age, gender, marital status, religious affiliation, household size, educational attainment, primary source of income, and monthly income.

In terms of age distribution, the majority of the respondents fell within the age range of 26 to 35 years old (24.22%), followed by those aged 46 to 55 years old (27.21%). A small proportion of respondents (6.25%) have ages ranging from 66 years old and above. These age groups are likely to represent a significant segment of the community's workforce and potential talent pool.

Regarding gender distribution, the results indicate that more than half of the respondents were female (75.78%), while the remaining 24.22% were male respondents. This gender distribution underscores the importance of considering gender-specific competencies and skills within the context of competency mapping efforts in rural communities. This agrees with Petrin et al., 2011 that suggests identifying unique strengths and areas for

development among females can help foster gender equality and inclusivity in competency development initiatives.

The marital status of respondents reveals that a substantial proportion (65.63%) were married. This finding suggests the potential influence of family responsibilities on individuals' competencies and skills within the community. Incorporating an understanding of marital status into competency mapping can facilitate the identification of competencies shaped by family dynamics and responsibilities. This agrees with Wickramasinghe & De Zoyza's study (2008) that marital status has a potential influence on individuals' competencies and skills.

Regarding religious affiliation, the majority of the respondents identified as Christians (97.66%). This information highlights the potential impact of cultural and religious backgrounds on individuals' competencies and skills. Considering these factors in competency mapping efforts can lead to a more comprehensive assessment of individuals' capabilities within rural communities.

Half of the respondents have household size of 4 to 7 members. This insight provides valuable information on family dynamics and responsibilities that individuals navigate within communities. Competency mapping can take these factors into account to identify competencies related to collaboration, communication, and multitasking, which are often crucial in managing larger households.

Regarding educational attainment, the findings reveal that almost half of the respondents (49.22%) have attained high school education, and followed by those who finished their elementary education (38.28%). This distribution highlights potential skills and knowledge gaps within the community (International Bureau of Education, n.d.). Competency mapping efforts can focus on bridging these gaps by offering targeted training programs and educational opportunities to uplift the competencies of individuals with lower educational attainment (Vera-Toscano et al., 2017).

In terms of the primary source of income, more than half of the respondents (53.91%) derived their income from farming. Understanding this predominant income source is crucial for competency mapping, as it allows organizations to recognize and assess the competencies required for successful agricultural practices and related business potentials within the rural community. Competency mapping can further explore the specific skills, knowledge, and abilities associated with farming to support the development of agricultural entrepreneurship and sustainable rural development initiatives.

Lastly, the findings indicate that a significant percentage of the respondents (92.19%) have a monthly income below P9,520.00. This income information is vital for competency mapping efforts, as it provides insights into the financial resources available to individuals for competency development activities.

Table 1. Demographic profile of respondents

Indicator	Frequency	Percentage
Age		
15 to 25 years old	16	12.50
26 to 35 years old	31	24.22
36 to 45 years old	23	17.97
46 to 55 years old	27	21.09
56 to 65 years old	23	17.97
66 years old and above	8	6.25
Total	128	100.00
Gender		
Female	97	75.78
Male	31	24.22
Total	128	100.00
Civil Status		
Single	29	22.65
Married	84	65.63
Widowed	8	6.25
Separated	7	5.47
Total	128	100.00
Religion		
Christian	125	97.66
Muslim	3	2.34
Total	128	100.00
Members of Household		
3 and below	57	44.53
4 to 7	64	50.00
7 and above	7	5.47
Total	128	100.00
Educational Qualification		
Elem Level/Graduate	49	38.28
HS Level/Graduate	63	49.22

College Level/ Graduate	15	11.72
Post Graduate	1	0.78
Total	128	100.00
Source of Income	9	7.03
Gov't Employment	5	3.91
Private Employment	69	53.91
Farming	41	32.03
Farm Tenant	4	3.12
Business		
Total	128	100.00
Monthly Income		
Below P9,520	118	92.19
P9,520-P19,040	8	6.25
P19,040-P38, 080	1	0.78
P30,081-P66,640	1	0.78
P66,641-P114,240		
P114,241-P190,399		
P190,400 and Above		
Total	128	100.00

Objective No. 1. To assess the competencies possessed by the residents of Kiorao, Kibawe, Bukidnon, Philippines. Competencies

Adapting the competency classification and assessment tool developed by TESDA, the respondents were requested to assess and rate their skills according to the level of proficiency using the following proficiency scale by Russo (2016) presented in Table 2.

Table 2. Proficiency Scale (Russo, 2016)

Proficiency level	Description
1. Limited	• Competency has been minimally demonstrated (Adunay gamay nga gipakita nga katakus.) • May have had limited opportunity to apply the competency (Adunay limitado nga higayon nga magamit ang katakus.) • May have limited understanding of the competency (Adunay limitado nga pagsabut sa katakus.)
2. Basic	• Basic understanding or knowledge needed for the job (Sukaranan nga pagsabot ug kahibalo nga gikinahaglan alang sa trabaho.) • Basic understanding and knowledge sufficient enough to handle routine tasks (Sukaranan nga pagsabut ug kahibalo nga igoigo aron makontrol ang naandan nga trabaho.) • Understands and can discuss terminology and concepts related to the competency (Nakasabut bahin sa mga terminolohiya ug mga konsepto nga adunay kalabutan sa katakos.)
3. Proficient	• Detailed knowledge, understanding, and application of the competency (Detalyado nga kahibalo, pagsabut ug paggamit sa katakus.) • Ability to handle non-routine problems and situations (Abilidad sa pagdumala sa mga dili naandan nga mga problema ug sitwasyon.) • Requires minimal guidance or supervision / works independently (Nanginahanglan ug dyutay nga paggiya.) • Consistently demonstrates success in the competency (Makanunayon nga gipakita ang kalampusan sa katakus.)

4. Advance	- Highly developed knowledge, understanding, and application of the competency required to be successful in the job and organization (Naugmad nga kahibalo, pagsabut ug paggamit sa katakus nga gikinahanglan aron magmalampuson sa trabaho ug organisasyon.) - Can apply knowledge outside the scope of one's position (Mahimong magamit ang kahibalo sa gawas sa posisyon sa usa ka tawo.) - Is able to coach or teach others on the competency (Mahimo sa pagtudlo sa uban sa katakus.)
5. Expert	- Specialist/Authority level knowledge, understanding, and application of the competency required to be successful in the job. (Taas nga kahibalo, pagsabut ug paggamit sa katakus nga gikinahanglan aron magmalampuson sa trabaho ug organisasyon.) - Recognized by others as an expert in the competency and is sought out by others throughout the organization (Giila sa uban ingon usa ka eksperto sa katakus ug gipangita sa uban sa tibuuk nga organisasyon.) - Works across team, department, and organizational functions (Nagtrabaho sa tibuuk nga mga kalihokan sa grupo, departamento, ug organisasyon) - Applies skill across multiple projects or functions (Nagpakita ug kahanas sa daghang mga proyekto o gimbuhaton) - Able to explain issues in relation to broader organizational issues (Makahimo sa pagpasabut sa mga isyu nga adunay kalabotan sa mga isyu sa organisasyon) - Creates new applications or processes (Makahimo ug mga bag-ong proseso)

Table 3 presents the competency skills the respondents perceived to be currently acquired. These competency skills were grouped according to a category, such as A-Tourism/Hotel/Restaurant, B-Construction, C-IT-BP, D-Transport Communication and Storage, E-Manufacturing, F-Agriculture/Fisheries/Forestry, G-Health and Wellness, and H-Other Services. Using the proficiency scale of Russo (2016), the respondents evaluated themselves as to their skills and knowhow on the identified competencies based on the following ratings: 1 for Limited; 2 for Basic; 3 for Proficient; 4 for Advance; and 5 for Expert.

As per their self-evaluation, results reveal that the competency category where respondents have basic proficiency is on health and wellness (2.22, Basic), followed by the category on tourism/hotel/restaurant which has a proficiency level of 1.93 (Limited). The category on other services followed with a proficiency level of 1.86 (Limited), then followed by agriculture/fisheries/forestry with a proficiency level of 1.80 (Limited). The competency category with the least proficiency level is on manufacturing which is 1.49.

Table 3. Competencies possessed by residents of Kiorao, Kibawe, Bukidnon, Philippines based on self-assessment.

	Competency skills	Mean	Description
A	Tourism/Hotel/Restaurant		
A1	Barista	1.67	Basic
A2	Bread and Pastry	1.92	Basic
A3	Commercial Cooking	2.14	Basic
A4	Food Processing	2.09	Basic
A5	Food Processing (Professional Cookery)	1.88	Basic
A6	Tourism Promotion Services	1.87	Basic
	Overall Mean	1.93	Basic
B	Construction		
B7	Carpentry	1.75	Basic
B8	Construction Painting	1.70	Basic
B9	Die Designing	1.63	Basic
B10	Flux-Cored Arc Welding	1.52	Basic
B11	Milling Machine Operation	1.48	Limited
B12	Plumbing	1.58	Basic
B13	Furniture Making	1.55	Basic

B14	Line Construction (Electric Power Distrib.)	1.59	Basic
B15	Masonry	1.73	Basic
B16	Mechanical Drafting	1.46	Limited
B17	Press Machine Operation	1.41	Limited
B18	Structural Erection	1.58	Basic
B19	Tool and Die Making	1.40	Limited
	Overall Mean	1.57	Basic
C	IT-BP (IT-BPM)		
C20	Contact Center Service	1.82	Basic
C21	Visual Graphics Design	1.47	Limited
C22	Audio Production	1.56	Basic
C23	Computer System Services	1.72	Basic
C24	Web Development	1.50	Basic
	Overall Mean	1.61	Basic
D	Transport Communication and Storage		
D25	Automotive Body Repair	1.57	Basic
D26	Marine Electricity	1.41	Limited
D27	Motorcycle/Small Vehicle Servicing	1.56	Basic
D28	On Highway Dump Truck	1.62	Basic
D29	Transmission Line Installation and Maintenance	1.53	Basic
D30	Travel Services	1.70	Basic
	Overall Mean	1.56	Basic
E	Manufacturing		
E31	Cable TV Station	1.43	Limited
E32	Chemical Process Installation	1.32	Limited
E33	Consumer Electronics	1.38	Limited
E34	Electrical Installation and Maintenance	1.54	Basic
E35	Metal Stamping	1.55	Basic
E36	Plant Maintenance	1.69	Basic
	Overall Mean	1.49	Basic
F	Agriculture/Fisheries/Forestry		
F37	Agricultural Machinery Servicing (4-wheel tractor)	1.48	Limited
F38	Animal Production (Ruminants-Poultry-Chicken-Swine)	2.17	Basic
F39	Aquaculture (Hatchery Operation-Tilapia Culture)	1.80	Basic
F40	Bamboo Production	1.94	Basic
F41	Beekeeping	1.69	Basic
F42	Fishing Gear Repair	1.70	Basic
F43	Grains Production	1.98	Basic
F44	Horticulture	1.82	Basic
F45	Milking Operation	1.53	Basic
F46	Organic Agriculture Production	1.70	Basic
F47	Rice Machinery Operation	1.88	Basic
F48	Rubber Processing	1.94	Basic
F49	Rubber Production	1.98	Basic
F50	Seaweed Production	1.67	Basic
F51	Sugarcane Production	1.80	Basic
	Overall Mean	1.80	Basic
G	Health and Wellness		
G52	Barangay Health Services	2.80	Proficient
G53	Barbering	2.38	Basic
G54	Beauty Care	2.48	Basic
G55	Beauty Care(skincare)	2.39	Basic
G56	Biomedical Equipment Services	1.86	Basic
G57	Caregiving (Clients with Special needs, Elderly, Grade Scholar to Adolescent, Newborn to Preschool)	1.86	Basic

G58	Dental Hygiene	1.87	Basic
G59	Hilot (Wellness)	2.51	Proficient
G60	Massage Therapy	2.05	Basic
G61	Pharmacy Services	1.99	Basic
	Overall Mean	2.22	Basic
H	Other Services		
H62	Domestic Work	2.21	Basic
H63	Fashion Design	1.94	Basic
H64	Footwear Making	1.70	Basic
H65	Garbage Collection	2.01	Basic
H66	Hairdressing	1.80	Basic
H67	Real Estate Services	1.73	Basic
H68	Security Services	1.80	Basic
H69	Tailoring (Casual)	1.83	Basic
H70	Warehousing	1.77	Basic
	Overall Mean	1.86	Basic

Legend: Rating	Scale	Qualitative Interpretation
5	4.5 - 5.0	Expert
4	3.5 - 4.49	Advance
3	2.5 - 3.49	Proficient
2	1.5 - 2.49	Basic
1	1.0 – 1.49	Limited

These results present an analysis of the proficiency levels of respondents across different competency categories as evaluated by the respondents themselves. Among all the categories assessed, respondents reported the highest proficiency in health and wellness. With a score of 2.22, classified as "Basic," this suggests that they have a foundational understanding and skills in this area but may require further training or experience to reach higher competency levels.

The second highest proficiency level was in the tourism, hotel, and restaurant industry, but with a rating of 1.93, it falls under the "Limited" category. This indicates that while respondents may have some knowledge or skills related to this field, their competency remains at a minimal level.

The respondents' proficiency in other service-related industries was slightly lower at 1.86, still within the "Limited" category. This suggests that their skills in various service-oriented fields are relatively weak, requiring improvement to be considered proficient.

The proficiency level in agriculture, fisheries, and forestry was rated at 1.80, indicating minimal knowledge and skills in these fields. Since these sectors often require specialized training and hands-on experience, the low rating implies that respondents may not have had sufficient exposure to them.

The lowest proficiency level was in manufacturing, with a rating of 1.49. This suggests that respondents have very

limited skills and knowledge in this area, which may indicate a lack of training, experience, or familiarity with manufacturing-related tasks.

Overall, the data suggests that respondents feel most competent in health and wellness, with basic proficiency, while their self-assessed skills in other fields, particularly manufacturing, remain quite low. The findings highlight areas where additional training or education may be needed to improve workforce readiness in these industries.

Ranked according to the level of proficiency, Table 4 presents the top competency skills perceived to be currently possessed by the residents of the Kiorao, Kibawe, Bukidnon, Philippines. Results show that the competency skill with the highest proficiency level of 2.80 (Proficient) is Barangay Health Services and Wellness, followed by Hilot (Wellness) with a mean rating of 2.51 (Proficient), followed by Beauty Care with a proficiency level of 2.48 (Basic), Skin Care with a proficiency rating of 2.39 (Basic), then Barbering with a rating of 2.38 (Basic), and Massage Therapy with a proficiency rating of 2.05 (Basic).

The other competency skills that belong to the top ten are: Domestic work with a rating of 2.21 (Basic), followed by Animal Production with a rating of 2.17 (Basic), Commercial Cooking (2.14, Basic), and Food Processing (2.09, Basic).

Table 4. The competency skills of respondents are arranged according to the level of proficiency.

	Competency skills	Mean	Description
G52	Barangay Health Services	2.80	Proficient
G59	Hilot (Wellness)	2.51	Proficient
G54	Beauty Care	2.48	Basic
G55	Beauty Care (Skin Care)	2.39	Basic
G53	Barbering	2.38	Basic
H62	Domestic Work	2.21	Basic

F38	Animal Production (Ruminants-Poultry Chicken-Swine)	2.17	Basic
A3	Commercial Cooking	2.14	Basic
A4	Food Processing	2.09	Basic
G60	Massage Therapy	2.05	Basic
H65	Garbage Collection	2.01	Basic
G61	Pharmacy Services	1.99	Basic
F43	Grains Production	1.98	Basic
F49	Rubber Production	1.98	Basic
F40	Bamboo Production	1.94	Basic
F48	Rubber Processing	1.94	Basic
H63	Fashion Design	1.94	Basic
A2	Bread and Pastry	1.92	Basic
A5	Food Processing (Professional Cookery)	1.88	Basic
F47	Rice Machinery Operation	1.88	Basic
A6	Tourism Promotion Services	1.87	Basic
G58	Dental Hygiene	1.87	Basic
G56	Biomedical Equipment Services	1.86	Basic
G57	Caregiving (Clients with Special needs, Elderly, Grade Scholar to Adolescent, Newborn to Preschool)	1.86	Basic
H69	Tailoring (Casual)	1.83	Basic
C20	Contact Center Service	1.82	Basic
F44	Horticulture	1.82	Basic
F39	Aquaculture (Hatchery Operation-Tilapia Culture)	1.80	Basic
F51	Sugarcane Production	1.80	Basic
H66	Hairdressing	1.80	Basic
H68	Security Services	1.80	Basic
H70	Warehousing	1.77	Basic
B7	Carpentry	1.75	Basic
B15	Masonry	1.73	Basic
H67	Real Estate Services	1.73	Basic
C23	Computer System Services	1.72	Basic
B8	Construction Painting	1.70	Basic
D30	Travel Services	1.70	Basic
F42	Fishing Gear Repair	1.70	Basic
F46	Organic Agriculture Production	1.70	Basic
H64	Footwear Making	1.70	Basic
E36	Plant Maintenance	1.69	Basic
F41	Beekeeping	1.69	Basic
A1	Barista	1.67	Basic
F50	Seaweed Production	1.67	Basic
B9	Die Designing	1.63	Basic
D28	On Highway Dump Truck	1.62	Basic
B14	Line Construction (Electric Power Distrib.)	1.59	Basic
B12	Plumbing	1.58	Basic
B18	Structural Erection	1.58	Basic
D25	Automotive Body Repair	1.57	Basic
C22	Audio Production	1.56	Basic
D27	Motorcycle/Small Vehicle Servicing	1.56	Basic
B13	Furniture Making	1.55	Basic
E35	Metal Stamping	1.55	Basic
E34	Electrical Installation and Maintenance	1.54	Basic
D29	Transmission Line Installation and Maintenance	1.53	Basic
F45	Milking Operation	1.53	Basic
B10	Flux-Cored Arc Welding	1.52	Basic
C24	Web Development	1.50	Basic

B11	Milling Machine Operation	1.48	Limited
F37	Agricultural Machinery Servicing (4-wheel tractor)	1.48	Limited
C21	Visual Graphics Design	1.47	Limited
B16	Mechanical Drafting	1.46	Limited
E31	Cable TV Station	1.43	Limited
B17	Press Machine Operation	1.41	Limited
D26	Marine Electricity	1.41	Limited
B19	Tool and Die Making	1.40	Limited
E33	Consumer Electronics	1.38	Limited
E32	Chemical Process Installation	1.32	Limited

Legend: Rating	Scale	Qualitative Interpretation
5	4.5 - 5.0	Expert
4	3.5 - 4.49	Advance
3	2.5 - 3.49	Proficient
2	1.5 - 2.49	Basic
1	1.0 – 1.49	Limited

These findings provide an overview of the top competency skills possessed by the residents of Kiorao, Kibawe, Bukidnon, Philippines, based on their self-assessed proficiency levels. The rankings indicate which skills the respondents feel most capable in, with a focus on health services, wellness, beauty care, and domestic work. Data shows that Barangay Health Services and Wellness (2.80) has the highest proficiency level among respondents, classified as "Proficient." This suggests that many residents have adequate training and experience in providing basic health services within their community, possibly assisting in public health initiatives, first aid, or wellness programs.

The second highest-rated skill falls under traditional Filipino healing techniques, Hilot (Wellness, 2.51), indicating that many respondents possess strong knowledge and experience in therapeutic massage and alternative wellness practices. Rated as "Basic," beauty care (2.48) skills such as hairstyling, makeup application, and personal grooming are somewhat developed but may require further refinement for professional-level competency. Similar to beauty care, skin care services (2.39) are another skill set where residents exhibit basic proficiency. This could include facial treatments, skincare consultations, and basic dermatological practices. The competency in barbering (2.38, basic) suggests that some respondents have foundational skills in cutting and styling hair, but they may need additional training for mastery. Another related skill to Hilot, massage therapy (2.05) is another wellness-related service where respondents demonstrate basic proficiency. This suggests an interest or involvement in therapeutic massage but at a fundamental level.

Additional top competency skills include the ability to perform household-related tasks (domestic work, 2.21) such as cleaning, childcare, and cooking is moderately developed among residents, though still at a basic level. Some respondents have basic skills in raising livestock or poultry (Animal Production, 2.17), which could be useful for small-scale farming and food production. Also included is the foundational knowledge of cooking for business or food service purposes (Commercial Cooking, 2.14), such as meal preparation for restaurants or catering

services. Skills in preserving and processing (2.09) food products (e.g., drying, curing, or canning) are present among respondents but require further enhancement for higher proficiency.

The data reveals that health and wellness-related skills dominate the top rankings, with Barangay Health Services and Hilot reaching the "Proficient" level. This suggests a strong local inclination towards community health and traditional healing practices. Beauty and personal care skills also rank high, indicating opportunities for self-employment or service-based businesses in grooming and skincare. The presence of domestic work, animal production, and food-related competencies in the top ten suggests that many residents have foundational skills that align with household and livelihood-related activities.

Despite achieving Basic to Proficient levels in these skills, further training and certification may be necessary to enhance employment opportunities and economic development in the community. This ranking provides valuable insight into the skills landscape of Kiorao, Kibawe, Bukidnon, Philippines, highlighting areas where local residents excel and where additional support and training could be beneficial.

Objective No. 2. To determine which of the existing entrepreneurial activities have potential economic contributions to the community.

Business Opportunities

Using the classification of business opportunities that TESDA identified as income generators, the respondents were requested to assess the business potential of these entrepreneurial activities, according to the following scale: 3 for High Potential (Dako og potensyal nga mahimong usa ka negosyo), 2 for Moderate Potential (Kasarangang potensyal nga mahimong usa ka negosyo), and 1 for No Potential (Walay potensyal nga mahimong usa ka negosyo). These business industries are grouped as 1) Freelancing Business, 2) Food and Beverages, 3) Retail Business, 4) Personal Services, 5) Rental Services, 6) Printing Services, 7) Home Repair and Improvements, 8) Economy and Proof Business; and 9) Event Planning Services.

Table 5 presents the level of the business potential of the identified industries in the area of Kiorao, Kibawe, Bukidnon, Philippines as perceived by the respondents.

Table 5. Business opportunities available at Kiorao, Kibawe, Bukidnon, Philippines, and the level of commercial potential as perceived by the respondents.

Business opportunities	Mean	Description
1. Freelancing business		
1A. Hair & Make-up	1.76	Moderate Potential
1B. Videography/ Photography	1.38	Low Potential
1C. Tutorial Services	1.44	Low Potential
Total Mean	1.53	Low Potential
2. FOOD AND BEVERAGES		
2A. Cake Making/Baking	1.67	Low Potential
2B. Food Delivery	1.66	Low Potential
2C. Restaurant/Canteen/Carenderia	1.60	Low Potential
Total Mean	1.64	Low Potential
3. RETAIL BUSINESS		
3A. Buy and Sell	1.60	Low Potential
3B. Plant Selling Business	1.61	Low Potential
3C. Sari-sari Store	1.91	Moderate Potential
3D. Ukay-Ukay	1.90	Moderate Potential
Total Mean	1.76	Moderate Potential
4. PERSONAL SERVICES		
4A. Auto Repair & Maintenance	1.63	Low Potential
4B. Barbershop	1.75	Moderate Potential
4C. Carwash Business	1.59	Low Potential
4D. Coin Laundry	1.41	Low Potential
4E. Computer Repair	1.51	Low Potential
4F. Home Massage	1.57	Low Potential
4G. Tailoring Services	1.62	Low Potential
Total Mean	1.58	Low Potential
5. RENTAL SERVICES		
5A. Clothing Rentals	1.44	Low Potential
5B. Internet Café	1.50	Low Potential
5C. Photo/video Equipment Rental	1.46	Low Potential
5D. Pisonet	1.62	Low Potential
5E. Land Transportation Service	1.54	Low Potential
Total Mean	1.51	Low Potential
6. PRINTING SERVICES		

6A. Business cards, flyers, invitations, brochure Printing	1.52	Low Potential
6B. Photocopy Business	1.56	Low Potential
6C. Tarpaulin Printing	1.42	Low Potential
6D. T-shirt Printing	1.41	Low Potential
Total Mean	1.48	Low Potential
7. HOME REPAIR & IMPROVEMENTS		
7A. Electronic & phone Repair	1.39	Low Potential
7B. Shoe Repair	1.48	Low Potential
Total Mean	1.44	Low Potential
8. ECONOMY & PROOF BUSINESS		
8A. Fishing Business	1.47	Low Potential
8B. Poultry Business	1.34	Low Potential
8C. Upholstery	1.35	Low Potential
Total Mean	1.39	Low Potential
9. EVENT PLANNING SERVICES		
9A. Floral Supplier	1.44	Low Potential
9B. Party Planner	1.37	Low Potential
Total Mean	1.41	Low Potential

Legend: Rating	Scale	Qualitative Interpretation
3	2.25 - 3.00	High Potential
2	1.75 - 2.24	Moderate Potential
1	1.0 – 1.74	Low Potential
2		

When these business opportunities were individually ranked according to their level of potential, Table 6 shows the different industries with their level of potential for business as perceived by respondents.

As can be gleaned from the table, results show that there are four businesses that have moderate potentials. The business that got the highest potential rating is Sari-Sari Store with a rating of 1.91, followed by Ukay-Ukay with a potential rating of 1.90. Both Sari-Sari Store and Ukay-

Ukay are believed to have moderate potential in business at Kiorao, Kibawe, Bukidnon, Philippines. The other two businesses that were also identified to have business potential is the Hair and Make-up business with a potential rating of 1.76, and the Barbershop business with a potential rating of 1.75. Both Hair and Make-up and Barbershop businesses are believed to have moderate potential for business at Kiorao, Kibawe, Bukidnon, Philippines.

Table 6. Business opportunities at Kiorao, Kibawe, Bukidnon, Philippines ranked according to the level of potential for business as perceived by respondents.

Business opportunities	Mean	Description
3C. Sari-sari Store	1.91	Moderate Potential
3D. Ukay-Ukay	1.90	Moderate Potential
1A. Hair & Make-up	1.76	Moderate Potential
4B. Barbershop	1.75	Moderate Potential
2A. Cake Making/Baking	1.67	Low Potential
2B. Food Delivery	1.66	Low Potential
4A. Auto Repair & Maintenance	1.63	Low Potential
4G. Tailoring Services	1.62	Low Potential
5D. Pisonet	1.62	Low Potential

3B. Plant Selling Business	1.61	Low Potential
2C. Restaurant/Canteen/Carenderia	1.60	Low Potential
3A. Buy and Sell	1.60	Low Potential
4C. Carwash Business	1.59	Low Potential
4F. Home Massage	1.57	Low Potential
6B. Photocopy Business	1.56	Low Potential
5E. Land Transportation Service	1.54	Low Potential
6A. Business cards, flyers, invitations, brochure Printing	1.52	Low Potential
4E. Computer Repair	1.51	Low Potential
5B. Internet Café	1.50	Low Potential
7B. Shoe Repair	1.48	Low Potential
8A. Fishing Business	1.47	Low Potential
5C. Photo/video Equipment Rental	1.46	Low Potential
1C. Tutorial Services	1.44	Low Potential
5A. Clothing Rentals	1.44	Low Potential
9A. Floral Supplier	1.44	Low Potential
6C. Tarpaulin Printing	1.42	Low Potential
4D. Coin Laundry	1.41	Low Potential
6D. T-shirt Printing	1.41	Low Potential
7A. Electronic & phone Repair	1.39	Low Potential
1B. Videography/ Photography	1.38	Low Potential
9B. Party Planner	1.37	Low Potential
8C. Upholstery	1.35	Low Potential
8B. Poultry Business	1.34	Low Potential

Legend: Rating	Scale	Qualitative Interpretation
3	2.25 - 3.00	High Potential
2	1.75 - 2.24	Moderate Potential
1	1.0 – 1.74	Low Potential

Data shows that the highest-rated business opportunity is the Sari-Sari Store (1.91), a small neighborhood retail shop that sells everyday necessities such as food, toiletries, and household items. The moderate potential suggests that while there is demand for convenience stores in the community, factors like competition, limited purchasing power, or supplier availability may affect profitability. Sari-Sari stores thrive in residential areas where people prefer to buy goods in small quantities rather than in bulk from supermarkets.

The second most promising business is Ukay-Ukay (1.90), or thrift clothing retail, which involves selling second-hand clothes at affordable prices. The high potential rating suggests that there is demand for affordable clothing options, possibly due to economic conditions or fashion trends that favor thrift shopping. However, challenges such as securing a steady supply of quality second-hand clothes and competition from other sellers may influence success.

The third ranking promising business is hair and make-up services (1.76, Moderate Potential). This business opportunity reflects the demand for personal grooming services, particularly for special occasions such as weddings, graduations, and other events. The moderate potential rating suggests that there is a market for these services, but success may depend on factors such as skills, reputation, and affordability. Offering home services or building a client base through referrals could enhance business viability.

The Barbershop business is another identified opportunity with a moderate potential rating (1.75). Given that haircuts are a basic necessity, there is a consistent demand for barbershop services. The relatively high ranking suggests that there is room for more barbershops in the area, but success may depend on location, pricing, and quality of service. Offering modern haircut styles and grooming services could help attract more customers. Based on the data gathered, the businesses with moderate potential suggest that basic retail (Sari-Sari Store and

Ukay-Ukay) and personal care services (Hair and Make-up and Barbershop) are viable business opportunities in Kiorao, Kibawe, Bukidnon, Philippines. To maximize success, potential business owners should consider location, competition, pricing strategies, and marketing efforts to attract more customers. Additional training or capital investment may also help improve the chances of sustainability and profitability for these businesses.

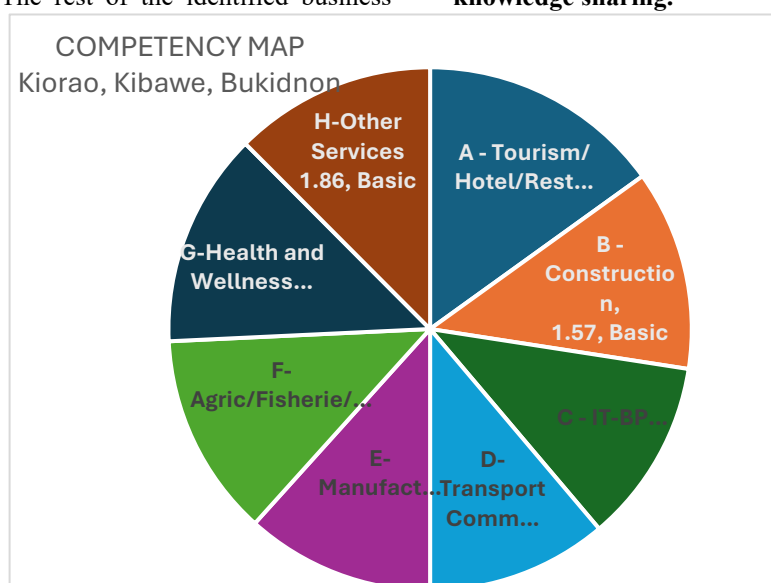
Overall, the findings provide valuable insight into entrepreneurial opportunities in the community, guiding potential business owners on which industries to explore.

It is noted that the first two (2) business opportunities with the highest potential rating belong to one category, the Retail Business. The next two business opportunities with moderate potential are the Hair and Make-up which is a freelancing business and the Barbershop that belongs to personal services. The rest of the identified business

making way for larger formats like supermarkets, hypermarkets, and retail chains. This transformation is projected to continue gaining momentum in the coming years, suggesting opportunities for retail expansion even in less urbanized regions. Studies collectively suggest

that with strategic planning, technological integration, and an understanding of local market dynamics, retail businesses have significant potential to thrive in geographically isolated areas of the Philippines. In addition, haircuts, grooming, and beauty services were identified as the next business with high potential because these are necessities for many people, making them recession-resistant businesses.

Objective No. 3. To establish a competency map that facilitates entrepreneurial profiles for efficient knowledge sharing.



opportunities are perceived to have “Low Potential” for business at Kiorao, Kibawe, Bukidnon, Philippines. These findings conform to Euromonitor International's 2022 report that indicates that the retail landscape in the Philippines is shifting, with smaller, unstructured stores

Based on the competency classification and assessment tool developed by TESDA, the competency maps of Kiorao, Kibawe, Bukidnon, Philippines are shown in Figures 1 and 2.

Legend:	Rating	Scale	Qualitative Interpretation
	5	4.5 - 5.0	Expert
	4	3.5 - 4.49	Advance
	3	2.5 - 3.49	Proficient
	2	1.5 - 2.49	Basic
	1	1.0 - 1.49	Limited

Figure 1. Competency Map of Kiorao, Kibawe, Bukidnon, Philippines according to category.

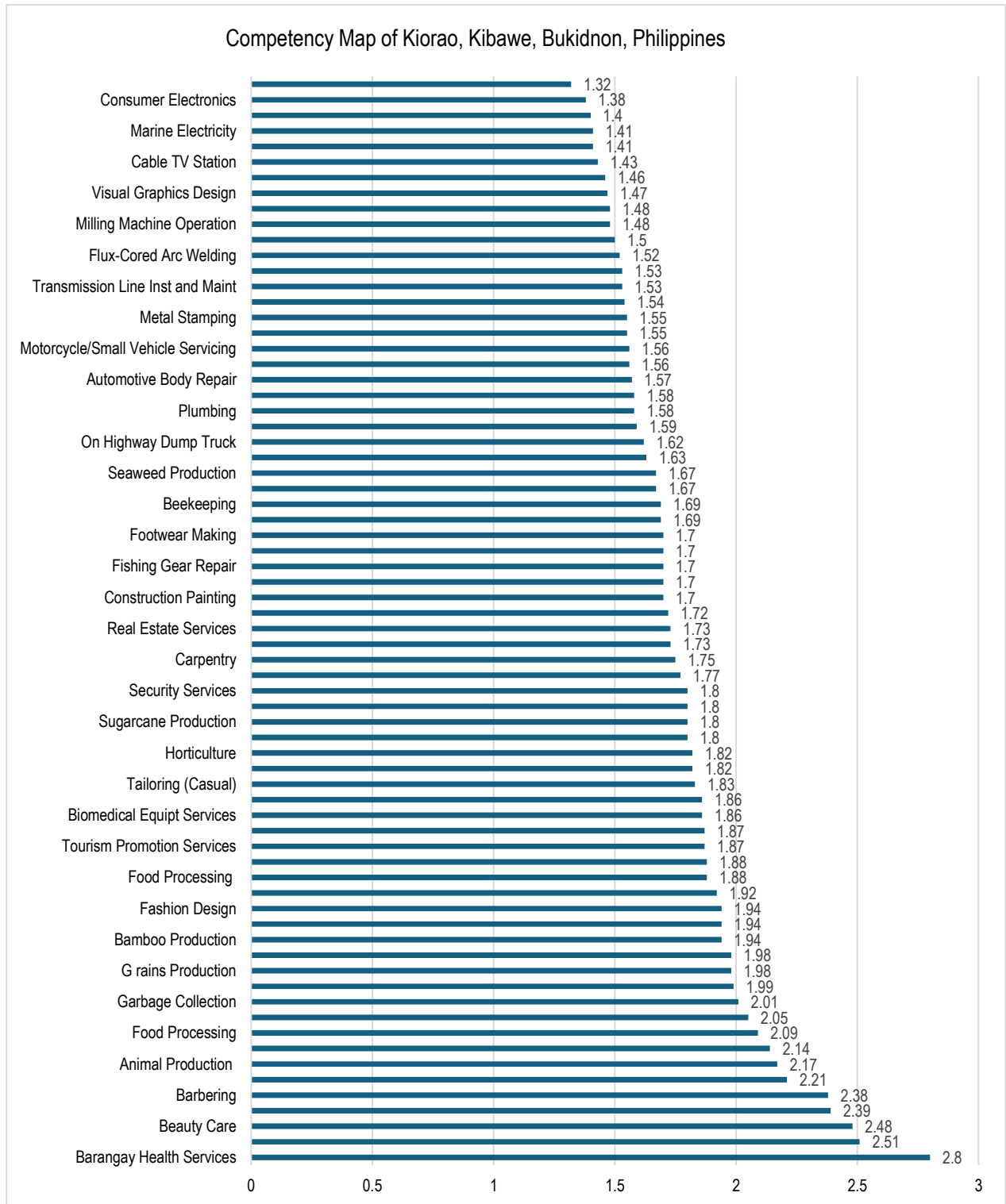


Figure 2. Competency Map of Kiorao, Kibawe, Bukidnon, Philippines according to specific skills.

CONCLUSIONS

Based on the data gathered, the following conclusions were drawn:

1. Among the identified competency skills, Barangay Health Services and Hilot (Wellness) had the highest level of proficiency among the residents of Kiorao, Kibawe,

Bukidnon, Philippines with a qualitative description as Proficient.

2. That when these competency skills are grouped according to category, the group on Health and Wellness got the highest level of proficiency. It has a proficiency level described as Proficient. This suggests that most

residents of Kiorao, Kibawe, Bukidnon, Philippines have detailed knowledge, understanding, and application on health services and wellness, indicating possibilities for enhancement and further development.

3. That the business opportunity that obtained the highest level of potential for business at Kiorao, Kibawe, Bukidnon, Philippines is Sari-Sari Store. It is followed by Ukay-Ukay. Among the identified business opportunities, Sari-Sari Store and Ukay-Ukay business received to have a moderate potential rating for a business venture.

4. When the business opportunities were grouped by category, Retail Business emerged as the category that obtained the highest level of business potential. However, it is important to note that the overall potential for business in Kiorao, Kibawe, Bukidnon, Philippines is still categorized as “Moderate Potential”.

These conclusions highlight the existing competencies and potential business opportunities in Kiorao, Kibawe, Bukidnon, Philippines. They provide insights into areas that require further development and underscore the potential for economic growth through enhanced skills and targeted entrepreneurship in the community.

RECOMMENDATIONS

Given the foregoing conclusions, the following recommendations are drawn:

1. Enhance the competency skills of residents of Kiorao, Kibawe, Bukidnon, Philippines on barangay health services and hilot (wellness) by providing training coming from the experts on health services.

2. Provide training and enhance their skills on Health and Wellness.

3. Extend financial assistance to Sari-Sari Store and Ukay-Ukay businesses to obtain sustainability of the business.

4. Enhance the skills of residents who are engaged in Retail Business by providing them the training on simple bookkeeping, entrepreneurial skills, and records keeping.

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