



Competency Mapping: A Tool for Appraising Business Potentials in a Rural Community of Bukang Liwayway, Kibawe, Bukidnon

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ABSTRACT

Competency mapping is a process that identifies existing competencies by assessing the key capabilities, knowledge, and attributes of individuals within a community. This process is crucial for identifying opportunities to build on existing human resources and provide relevant inputs for community transformation.

Recognizing the importance of competency mapping, this research project aims to assess the skills and competencies of residents in Bukang Liwayway, Kibawe, Bukidnon and develop a competency map to facilitate entrepreneurial profiles and efficient knowledge sharing among residents.

The research design employed a descriptive method with 123 respondents from households in Bukang Liwayway, Kibawe, Bukidnon. Adopting the proficiency level assessment tool developed by TESDA, results show that the highest proficiency level possessed by residents, as perceived by respondents, is in Animal Production (Ruminants, Poultry, Chicken, and Swine) with a rating of 1.82 and described as Basic. When grouped according to category, the Tourism/Hotel/Restaurant group was perceived to have the highest proficiency level of 1.51, also described as Basic. Regarding entrepreneurial opportunities, Ukay-Ukay was perceived to have the highest potential for business with a mean rating of 2.79.

Keywords: competencies, competency map, entrepreneurial opportunities

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 Bukang Liwayway, Kibawe, Bukidnon. 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 Bukang Liwayway's residents in Kibawe, Bukidnon. 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

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Received: Aug. 26, 2023 ; Accepted: Oct. 25, 2023

data based on research instruments, document perusal, and evaluation. The study was conducted in Bukang Liwayway, Kibawe, Bukidnon, a rural community with a high poverty incidence rate. A total of 123 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 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 Bukang Liwayway'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, it can be challenging to define and identify the competencies of people involved in business processes (Russo, 2016). At the heart of any successful activity lies competence or skill (Anisha, 2012). Thus, this study aims to contribute to existing literature on competencies and their importance in improving livelihood opportunities, especially in underserved communities like Bukang Liwayway, Kibawe, Bukidnon.

RESULTS AND DISCUSSION

Demographic Profile

This study investigated the demographic profile of respondents in Bukang Liwayway's rural community in Kibawe, Bukidnon within the context of competency mapping as a tool for appraising business potentials. The findings provide valuable insights into respondents' characteristics and contribute to understanding prevalent competencies and skills within the community.

The sample consisted of 123 respondents who currently reside in Bukang Liwayway, 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 respondents fell within the age range of 27 to 40 years old (29.27%), followed by those aged 41 to 56 years old (22.76%). A small proportion of respondents (6.50%) did not reveal their age. 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 (69.11%), while the remaining 30.89% were male. This gender distribution underscores the importance of considering gender-specific competencies and skills within the context of competency mapping efforts in rural communities. This is in agreement with Petrin et al., 2011 that suggest 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 (75.60%) 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 is in agreement 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 respondents identified as Christians (90.24%). 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.

The household size of respondents varied, with the majority (45.53%) reporting having 4 to 7 members in their households. 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 more than half of the respondents (56.10%) have attained an elementary level of education, while only a small number (8 respondents) have reached a college-level or graduate education. 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, the majority of the respondents (69.92%) 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

Table 1. Demographic profile of respondents.

INDICATOR	FREQUENCY	PERCENTAGE
Age		
18 to 26 years old	25	20.33
27 to 40 years old	41	29.27
41 to 56 years old	28	22.76
57 to 75 years old	23	18.70
76 years old and above	3	2.44
No answer	8	6.50
Total	123	100.00
Gender		
Female	85	69.11
Male	38	30.89
Total	123	100.00
Civil Status		
Single	22	17.89
Married	93	75.60
Widowed	2	1.63
Separated	1	0.81
No answer	5	4.07
Total	123	100.00
Religion		
Christian	111	90.24
Muslim	3	2.44
No Answer	9	7.32
Total	123	100.00
Members in the Household		
3 and below	45	36.59
4 to 7	56	45.53
7 and above	21	17.07
No Answer	1	0.81
Total	123	100.00
Educational Qualification		
Elementary Level/Graduate	69	56.10
High School Level/Graduate	45	36.59
College Level/Graduate		6.50
Post Graduate	8	0.00
No Answer	0	0
	1	0.81
Total	123	100.00
Source of Income		
Government Employment	16	13.00
Private Employment	2	1.63
Farming	86	69.92
Farm Tenant	9	7.32
Business	10	8.13
Total	123	100.00
Monthly Income		
Below P9,520	100	81.30
P9,520-P19,040	10	8.13
P30,081-P66,6040	11	8.94
P66,641-P114,240	1	0.81
P114,241-P190,399	1	0.81
P190,400 and Above	0	0
Total	123	100.00

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 (81.30%) 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.

Objective No. 1. To assess the competencies possessed by the residents of Bukang Liwayway, Kibawe, Bukidnon;

Competencies

Adopting 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 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.

Ranked according to the level of proficiency, Table 4 presents the top competency skills perceived to be currently possessed by the residents of the Bukang Liwayway, Kibawe, Bukidnon. Results show that the competency skill with the highest proficiency level of 1.82 (Basic) is Animal Production (Ruminants-Poultry-Chicken-Swine), followed by the Domestic Work with a mean proficiency of 1.76 (Basic), and followed by Caregiving with a proficiency level of 1.73 (Basic). As can be gleaned from this table, four (4) competency skills that belong to the Category A-Tourism/Hotel/Restaurant belong to the top ten. These are Bread and Pastry (1.62), Food Processing (1.61), and Commercial Cooking (1.60). Other competencies that have a higher level of proficiency are Hilot (1.55), Horticulture (1.52), Barangay Health Services (1.52), and Carpentry (1.49). Although these top ten competency skills have the highest mean ratings, their levels of proficiency are still considered Basic. The respondents have limited proficiency in the rest of the competency skills.

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

PROFICIENCY LEVEL	DESCRIPTION
1. Limited	<ul style="list-style-type: none"> •Adunay gamay nga gipakita nga katakus. •Adunay limitado nga higayon nga magamit ang katakus. •Adunay limitado nga pagsabut sa katakus.
2. Basic	<ul style="list-style-type: none"> •Sukaranan nga pagsabot ug kahibalo nga gikinahaglan alang sa trabaho. •Sukaranan nga pagsabut ug kahibalo nga igoigo aron ma-kontrol ang naandan nga trabaho. •Nakasabut bahin sa mga terminolohiya ug mga konsepto nga adunay kalabutan sa katakos.
3. Proficient	<ul style="list-style-type: none"> •Detalyado nga kahibalo, pagsabut ug paggamit sa katakus. •Abilidad sa pagdumala sa mga dili naandan nga mga problema ug sitwasyon. •Nanginahanglan ug dyutay nga paggiya. •Makanunayon nga gipakita ang kalamposan sa katakus.
4. Advance	<ul style="list-style-type: none"> •Naugmad nga kahibalo, pagsabut ug paggamit sa katakus nga gikinahanglan aron magmalampuson sa trabaho ug organisasyon. •Mahimong magamit ang kahibalo sa gawas sa posisyon sa usa ka tawo. •Mahimo sa pagtudlo sa uban sa katakus
5. Expert	<ul style="list-style-type: none"> •Taas nga kahibalo, pagsabut ug paggamit sa katakus nga gikinahanglan aron magmalampuson sa trabaho ug organisasyon. •Giila sa uban ingon usa ka eksperto sa katakus ug gipangita sa uban sa tibuuk nga organisasyon. •Nagtrabaho sa tibuuk nga mga kalihokan sa grupo, departamento, ug organisasyon •Nagpakita ug kahanas sa daghang mga proyekto o gimbu-haton •Makahimo sa pagpasabut sa mga isyu nga adunay kalabotan sa mga isyu sa organisasyon •Makahimo ug mga bag-ong proseso

Table 3. Competencies possessed by residents of Bukang Liwayway, Kibawe, Bukidnon based on self-assessment. al services

COMPETENCY SKILLS		Mean	Description
A	Tourism/Hotel/Restaurant		
A1	Barista	1.39	Limited
A2	Bread and Pastry	1.62	Basic
A3	Commercial Cooking	1.60	Basic
A4	Food Processing	1.61	Basic
A5	Food Processing (Professional Cookery)	1.47	Limited
A6	Tourism Promotion Services	1.35	Limited
Overall Mean		1.51	Basic
B	Construction		
B7	Carpentry	1.49	Basic
B8	Construction Painting	1.39	Limited
B9	Die Designing	1.42	Limited
B10	Flux-Cored Arc Welding	1.25	Limited
B11	Milling Machine Operation	1.27	Limited
B12	Plumbing	1.31	Limited
B13	Furniture Making	1.34	Limited
B14	Line Construction (Electric Power Distrib.)	1.19	Limited
B15	Masonry	1.19	Limited
B16	Mechanical Drafting	1.10	Limited
B17	Press Machine Operation	1.06	Limited
B18	Structural Erection	1.06	Limited
B19	Tool and Die Making	1.09	Limited
Overall Mean		1.24	Limited
C	IT-BP (IT-BPM)		
C20	Contact Center Service	1.13	Limited
C21	Visual Graphics Design	1.08	Limited
C22	Audio Production	1.22	Limited
C23	Computer System Services	1.16	Limited
C24	Web Development	1.09	Limited
Overall Mean		1.14	Limited
D	Transport Communication and Storage		
D25	Automotive Body Repair	1.09	Limited
D26	Marine Electricity	1.11	Limited
D27	Motorcycle/Small Vehicle Servicing	1.23	Limited
D28	On Highway Dump Truck	1.06	Limited
D29	Transmission Line Installation and Maintenance	1.10	Limited
Overall Mean		1.12	Limited
E	Manufacturing		
E30	Cable TV Station	1.17	Limited
E31	Chemical Process Installation	1.13	Limited
E32	Consumer Electronics	1.17	Limited
E33	Electrical Installation and Maintenance	1.10	Limited
E34	Metal Stamping	1.12	Limited
E35	Plant Maintenance	1.33	Limited
Overall Mean		1.17	Limited

F	Agriculture/Fisheries/Forestry		
F36	Agricultural Machinery Servicing (4-wheel tractor)	1.18	Limited
F37	Animal Production (Ruminants-Poultry-Chicken-Swine)	1.82	Basic
F38	Aquaculture (Hatchery Operation-Tilapia Culture)	1.32	Limited
F39	Bamboo Production	1.16	Limited
F40	Beekeeping	1.06	Limited
F41	Fishing Gear Repair	1.16	Limited
F42	Grains Production	1.44	Limited
F43	Horticulture	1.52	Basic
F44	Milking Operation	1.08	Limited
F45	Organic Agriculture Production	1.29	Limited
F46	Rice Machinery Operation	1.25	Limited
F47	Rubber Processing	1.06	Limited
F48	Rubber Production	1.17	Limited
F49	Seaweed Production	1.17	Limited
F50	Sugarcane Production	1.30	Limited
Overall Mean		1.26	Limited
G	Health and Wellness		
G51	Barangay Health Services	1.52	Basic
G52	Barbering	1.32	Limited
G53	Beauty Care	1.38	Limited
G54	Beauty Care(skincare)	1.29	Limited
G55	Biomedical Equipment Services	1.20	Limited
G56	Caregiving (Clients with Special needs, Elderly, Grade Scholar to Adolescent, Newborn to Pre-school)	1.73	Basic
G57	Dental Hygiene	1.47	Limited
G58	Hilot (Wellness)	1.55	Basic
G59	Massage Therapy	1.27	Limited
Overall Mean		1.33	Limited
H	Other Services		
H60	Domestic Work	1.76	Basic
H61	Fashion Design	1.23	Limited
H62	Footwear Making	1.11	Limited
H63	Garbage Collection	1.44	Limited
H64	Hairdressing	1.28	Limited
H65	Pharmacy Services	1.11	Limited
H66	Real Estate Services	1.12	Limited
H67	Security Services	1.10	Limited
H68	Travel Services	1.13	Limited
H69	Tailoring (Casual)	1.35	Limited
H70	Warehousing	1.15	Limited
Overall Mean		1.25	Limited
Legend:Rating			
5	Scale	Qualitative Interpretation	
4	4.5 - 5.0	Expert	
3	3.5 - 4.49	Advance	
2	2.5 - 3.49	Proficient	
1	1.5 - 2.49	Basic	
	1.0 - 1.49	Limited	

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). Table 5 presents the level of the business potential of these business opportunities in the area of Bukang Liwayway, Kibawe, Bukidnon as perceived by the respondents.

When these business opportunities were ranked according to their level of potential, Table 6 shows the TESDA identified business opportunities with their level of potential for business as perceived by respondents, arranged in descending order.

As can be gleaned from the table, results show that the lone business opportunity with the highest mean rating of 2.79 is Ukay-Ukay and it is perceived to have High business potential. It can also be noted that the next higher business opportunities are Plant Selling with a mean rating of 1.71, followed by Buy and Sell with a mean rating of 1.54, and Sari-Sari Store with a mean rating of 1.53. These three (3) business opportunities, however, are perceived to have "Low Potential" for business. It is also noted that the four (4) business opportunities with the highest mean belong to one category, the Retail Business. The rest of the identified business opportunities are perceived to have "Low Potential" for business.

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

Based on the competency classification and assessment tool developed by TESDA, the competency maps of Bukang Liwayway, Kibawe, Bukidnon are shown in Figures 3 and 4.

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

	COMPETENCY SKILLS	Mean	Description
F37	Animal Production (Ruminants-Poultry-Chicken-Swine)	1.82	Basic
H60	Domestic Work	1.76	Basic
G56	Caregiving	1.73	Basic
A2	Bread and Pastry	1.62	Basic
A4	Food Processing	1.61	Basic
A3	Commercial Cooking	1.60	Basic
G58	Hilot (Wellness)	1.55	Basic
F43	Horticulture	1.52	Basic
G51	Barangay Health Services	1.52	Basic
B7	Carpentry	1.49	Basic
A5	Food Processing (Professional Cookery)	1.47	Limited
G57	Dental Hygiene	1.47	Limited
F42	Grains Production	1.44	Limited
H63	Garbage Collection	1.44	Limited
B9	Die Designing	1.42	Limited
A1	Barista	1.39	Limited
B8	Construction Painting	1.39	Limited
G53	Beauty Care	1.38	Limited
A6	Tourism Promotion Services	1.35	Limited
H69	Tailoring (Casual)	1.35	Limited
B13	Furniture Making	1.34	Limited
E35	Plant Maintenance	1.33	Limited
F38	Aquaculture (Hatchery Operation-Tilapia Culture)	1.32	Limited
G52	Barbering	1.32	Limited
B12	Plumbing	1.31	Limited
F50	Sugarcane Production	1.30	Limited
F45	Organic Agriculture Production	1.29	Limited

G54	Beauty Care(skincare)	1.29	Limited
H64	Hairdressing	1.28	Limited
B11	Milling Machine Operation	1.27	Limited
G59	Massage Therapy	1.27	Limited
710	Flux-Cored Arc Welding	1.25	Limited
F46	Rice Machinery Operation	1.25	Limited
D27	Motorcycle/Small Vehicle Servicing	1.23	Limited
H61	Fashion Design	1.23	Limited
C22	Audio Production	1.22	Limited
G55	Biomedical Equipment Services	1.20	Limited
B14	Line Construction (Electric Power Distribution)	1.19	Limited
B15	Masonry	1.19	Limited
F36	Agricultural Machinery Servicing (4-wheel tractor)	1.18	Limited
E30	Cable TV Station	1.17	Limited
E32	Consumer Electronics	1.17	Limited
F48	Rubber Production	1.17	Limited
F49	Seaweed Production	1.17	Limited
C23	Computer System Services	1.16	Limited
F39	Bamboo Production	1.16	Limited
F41	Fishing Gear Repair	1.16	Limited
H70	Warehousing	1.15	Limited
C20	Contact Center Service	1.13	Limited
E31	Chemical Process Installation	1.13	Limited
H68	Travel Services	1.13	Limited
E34	Metal Stamping	1.12	Limited
H66	Real Estate Services	1.12	Limited
D26	Marine Electricity	1.11	Limited
H62	Footwear Making	1.11	Limited
H65	Pharmacy Services	1.11	Limited
B16	Mechanical Drafting	1.10	Limited
D29	Transmission Line Installation and Maintenance	1.10	Limited
E33	Electrical Installation and Maintenance	1.10	Limited
H67	Security Services	1.10	Limited
B19	Tool and Die Making	1.09	Limited
C24	Web Development	1.09	Limited
D25	Automotive Body Repair	1.09	Limited
C21	Visual Graphics Design	1.08	Limited
F44	Milking Operation	1.08	Limited
B17	Press Machine Operation	1.06	Limited
B18	Structural Erection	1.06	Limited
D28	On Highway Dump Truck	1.06	Limited
F40	Beekeeping	1.06	Limited
F47	Rubber Processing	1.06	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

Table 5. Business opportunities are available at Bukang Liwayway, Kibawe, Bukidnon and their level of potential as perceived by the respondents.

Business Opportunities	Mean	Description
1. FRELANCING BUSINESS		
1A. Hair & Make-up	1.29	Low Potential
1B. Videography/ Photography	1.25	Low Potential
1C. Tutorial Services	1.26	Low Potential
Total Mean	1.27	Low Potential
2. FOOD AND BEVERAGES		
2A. Cake Making/Baking	1.40	Low Potential
2B. Food Delivery	1.24	Low Potential
2C. Tutorial Services	1.24	Low Potential
2D. Destaurant/Canteen/Carenderia	1.44	Low Potential
Total Mean	1.33	Low Potential
3. RETAIL BUSINESS		
3A. Buy and Sell	1.54	Low Potential
3B. Plant Selling	1.71	Low Potential
3C. Sari-sari Store	1.53	Low Potential
3D. Ukay-Ukay	2.79	High Potential
Total Mean	1.51	Low Potential
4. PERSONAL SERVICES		
4A. Auto Repair & Maintenance	1.35	Low Potential
4B. Barbershop	1.11	Low Potential
4C. Carwash Business	1.11	Low Potential
4D. Coin Laundry	1.15	Low Potential
4E. Computer Repair	1.23	Low Potential
4F. Home Massage	1.20	Low Potential
4G. Tailoring Services	1.20	Low Potential
Total Mean	1.22	Low Potential
5. RENTAL SERVICES		
5A. Clothing Rentals	1.22	Low Potential
5B. Internet Café	1.20	Low Potential
5C. Photo/video Equipment Rental	1.35	Low Potential
5D. Pisonet	1.25	Low Potential
5E. Land Transportation Service	1.27	Low Potential
Total Mean	1.26	Low Potential
6. PRINTING SERVICES		
6A. Business cards, flyers, invitations, brochure Printing	1.39	Low Potential
6B. Photocopy Business	1.31	Low Potential
6C. Tarpaulin Printing	1.28	Low Potential
6D. T-shirt Printing	1.30	Low Potential
Total Mean	1.32	Low Potential
7. HOME REPAIR & IMPROVEMENTS		
7A. Electronic & phone Repair	1.31	Low Potential
7B. Shoe Repair	1.51	Low Potential
Total Mean	1.41	Low Potential

8. ECONOMY & PROOF BUSINESS		
8A. Fishing Business	1.39	Low Potential
8B. Poultry Business	1.26	Low Potential
8C. Upholstery	1.29	Low Potential
Total Mean	1.31	Low Potential
9. EVENT PLANNING SERVICES		
9A. Floral Supplier	1.29	Low Potential
9B. Party Planner	1.17	Low Potential
Total Mean	1.23	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

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

BUSINESS OPPORTUNITIES	MEAN	DESCRIPTION
3D. Ukay-Ukay	2.79	High Potential
3B. Plant Selling	1.71	Low Potential
3A. Buy and Sell	1.54	Low Potential
3C. Sari-sari Store	1.53	Low Potential
7B. Shoe Repair	1.51	Low Potential
2D. Restaurant/Canteen/Carenderia	1.44	Low Potential
2A. Cake Making/Baking	1.40	Low Potential
6A. Business cards, flyers, invitations, brochure Printing	1.39	Low Potential
8A. Fishing Business	1.39	Low Potential
4A. Auto Repair & Maintenance	1.35	Low Potential
5C. Photo/video Equipment Rental	1.35	Low Potential
6B. Photocopy Business	1.31	Low Potential
7A. Electronic & phone Repair	1.31	Low Potential
6D. T-shirt Printing	1.30	Low Potential
1A. Hair & Make-up	1.29	Low Potential
8C. Upholstery	1.29	Low Potential
9A. Floral Supplier	1.29	Low Potential
6C. Tarpaulin Printing	1.28	Low Potential
5E. Land Transportation Service	1.27	Low Potential
1C. Tutorial Services	1.26	Low Potential
8B. Poultry Business	1.26	Low Potential
1B. Videography/ Photography	1.25	Low Potential
5D. Pisonet	1.25	Low Potential
2B. Food Delivery	1.24	Low Potential
2C. Tutorial Services	1.24	Low Potential
4E. Computer Repair	1.23	Low Potential
5A. Clothing Rentals	1.22	Low Potential
4F. Home Massage	1.20	Low Potential
4G. Tailoring Services	1.20	Low Potential
5B. Internet Café	1.20	Low Potential
9B. Party Planner	1.17	Low Potential
4D. Coin Laundry	1.15	Low Potential
4B. Barbershop	1.11	Low Potential
4C. Carwash Business	1.11	Low Potential

5B. Internet Café	1.20	Low Potential
9B. Party Planner	1.17	Low Potential
4D. Coin Laundry	1.15	Low Potential
4B. Barbershop	1.11	Low Potential
4C. Carwash Business	1.11	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

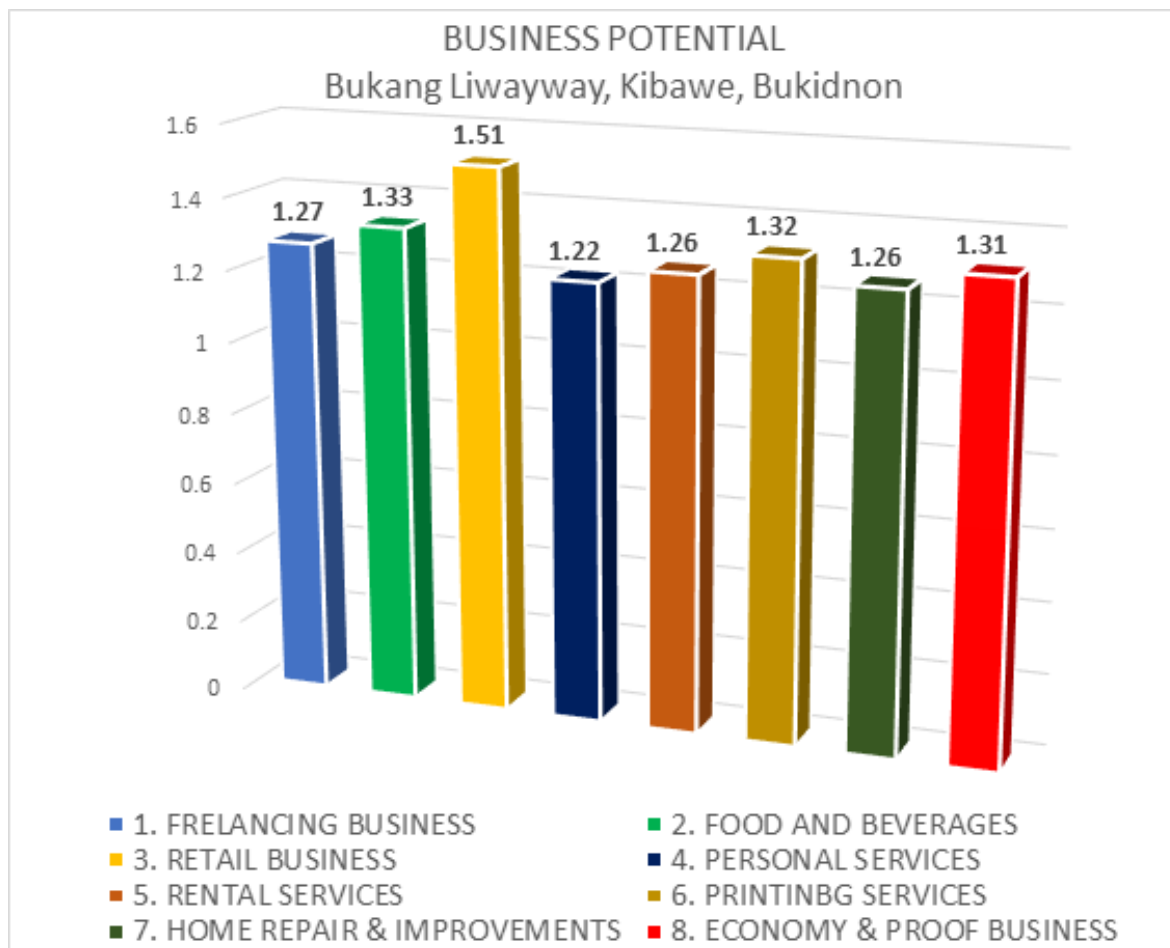


Fig. 2. Business Opportunities of Bukang Liwayway, Kibawe, Bukidnon

CONCLUSIONS

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

1. Among the identified competency skills, Animal Production (Ruminants-Poultry-Chicken-Swine) had the highest level of proficiency among the residents of Bukangliwayway, Kibawe, Bukidnon. However, it is important to note that the proficiency level in this area is still classified as basic, indicating a need for additional learning and insights to enhance their skills in animal production.
2. When the competency skills are grouped by category, the Tourism/Hotel/Restaurant category displayed the highest level of proficiency. This suggests that more residents of Bukangliwayway possess skills in Bread and Pastry, Commercial Cooking, and Food Processing. Nonetheless, the proficiency level in these skills remains categorized as basic, indicating room for further development.
3. The business opportunity with the highest potential in Bukangliwayway, Kibawe, Bukidnon is the Ukay-Ukay business. Among the identified opportunities, Ukay-Ukay received a high potential rating for a business venture.
4. When the business opportunities were grouped by category, Retail Business emerged as the category with the highest potential. However, it is important to note that the overall potential for business in Bukangliwayway, Kibawe, Bukidnon is still categorized as "low potential".
5. These conclusions highlight the existing competencies and potential business opportunities in Bukangliwayway, Kibawe, Bukidnon. 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.



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

Fig. 3. Competency Map of Bukang Liwayway, Kibawe, Bukidnon, according to skills category

RECOMMENDATIONS

Given the foregoing conclusions, the following recommendations are drawn:

1. Enhance the competency skills of residents of Bukangliwayway, Kibawe, Bukidnon on Animal Production (Ruminants-Poultry-Chicken-Swine) by providing training coming from the experts of animal production.
2. Provide training and enhance their skills on Bread and Pastry, Commercial Cooking, and Food Processing.
3. Extend financial assistance to Ukay-Ukay business 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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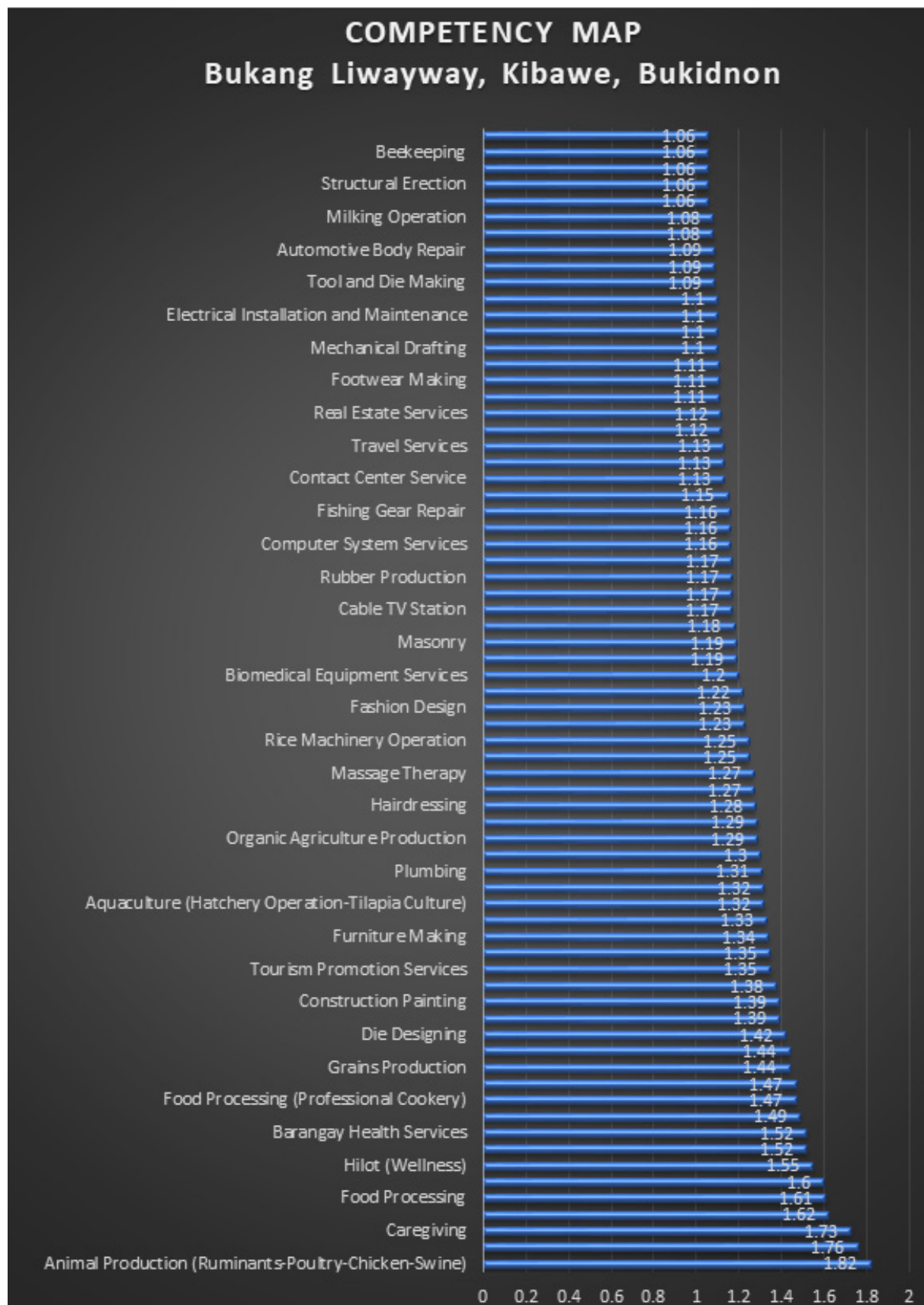


Fig. 4. Competency Map of Bukang Liwayway, Kibawe, Bukidnon, according to specific skills.

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