IS THERE A SOFT SKILLS GAP

reality of today's job market:

In today’s competitive job market, employers believe that not only technical skills are enough, but also having soft skills makes an employee different from other job seekers. The significance of interpersonal skills has surged as interviewers seek well-rounded professionals who can thrive in collaboration and adaptation.

Supply and demand of soft skills:

* Educational institutes and organizations should offer courses, workshops, and programs designed to develop soft skills among individuals. **Example:** Bow Valley College provides a student success program for their students to enhance their people skills and hard skills.
* The other way to supply soft skills is through individual development. A person can play a vital role in developing their skills by learning, practicing, and getting feedback from seniors. **Example**: The recent graduates faced difficulties recognizing themselves in today’s job market and wanted to strengthen their interpersonal skills to stand out to potential employees. So, they start setting their goals by conducting a self-assessment to identify their strengths. By practicing and getting feedback from mentors, people can improve their skills. Also, volunteering themselves in different activities can build and refine their people skills.

Demand for soft skills:

61% of professionals say soft skills in the workplace are just as important as hard skills (Castrillon, C, 2023). Soft skills make it simple to build networks, relationships, and trust with peers. Skills like communication, time management, problem-solving, teamwork, adaptability, etcetera are considered to be the most in-demand soft skills as they determine how employees interact with each other, can define the culture of an organization, and positively impact organizational growth.

**Example**: The ability to solve problems, be agile and flexible, think critically and logically, meet deadlines, prioritize effectively and efficiently, and collaborate with others are desirable traits that drive innovation and improve productivity. That is what makes an individual different from other job seekers.

Employers looking for:

There is a huge impact of soft skills on the hiring process, as employers are looking for candidates who can communicate effectively, manage their time, adapt to the work culture and environment, easily solve issues, and have the ability to collaborate and contribute positively to the team.

Are candidates bring an appropriate mix of skills to the job

In my opinion, a candidate brings an appropriate mix of skills to a job, depending on the various factors. As soft skills are important nowadays, everyone prepares themselves to be job-ready. Soft skills are something that puts the candidate at the top of the list of preferences, and with strong interpersonal skills, employees can promote and advance in their careers.

Is there a soft skill gap?

80% of employers report that they are experiencing a skills gap, particularly a soft skills gap, in their workplace (reference monster). After the pandemic era, major changes appeared in the technical as well as in other industries. Mostly, all the physical work shifted to technology; people started working from home, and many work-from-home start-ups were established that attracted people the most. Also, some institutes drop the program for developing soft skills due to a shortage of time and resources. Another reason must be an advancement in technology.

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