

# **ANALYZING THE ADEQUACY OF SOFT SKILLS FOR EMPLOYABILITY OF TVET DIPLOMA AND CERTIFICATE HOLDERS.**

## **ABSTRACT**

*This study was conducted to find out important soft skills for diploma and certificate holders for successful employability and to find out the gap between possession of each skill and the employer expectations. Teamwork, time management, flexibility, self-management and interpersonal skills are the top five soft skills expected by the industry for TVET certificate holders while communication skills, time management, teamwork, planning and organizing and leadership skills are the top five soft skills for the TVET diploma holders. Results prove that there is a significant soft skills gap between industry expectations and possession of skills by the TVET diploma and certificate holders except for critical thinking skills for certificate holders ( $p < 0.05$ ). Employers expect teamwork and flexibility /adaptability skills in nearly equal proportion from the TVET diploma and certificate holders for employment while other skills tested are expected in a higher level from the TVET diploma holders than certificate holders. This study may help TVET students to identify the skills they have to improve for successful employability as well as helpful to the TVET teachers for teaching. Finally, this information can be utilized for developing Curricular, National Competency Standards and also should address in pedagogical training.*

**Keywords:** EMPLOYABILITY; SOFT; SKILLS; TVET