

From Hard Skills to Human Skills: What Trainees Really Need in the Workplace

As the world of work is changing rapidly nowadays, it is essential to look for a good job and a meaningful career that can shape the future of both the individual and the community. Therefore, individuals must be aware of the important attitudes, qualities, and skills needed to succeed and achieve their goals.

For trainees entering the workforce, it is important to realize the balance between soft skills, technical skills, and leadership skills. Employers increasingly seek employees who not only have the technical expertise to do the job, but also possess interpersonal and problem-solving skills that help achieve long-term goals.

When we talk about technical skills, we mean specific job-related abilities that can be measured and tested. These skills are practiced in a technical sense, such as computer skills (data analysis and cybersecurity awareness), accounting, report writing, scientific skills, and operating equipment. The significance of these skills lies in helping employees perform tasks efficiently and effectively, enhancing career growth, and supporting problem-solving and complex tasks.

Soft skills, on the other hand, are personal qualities and social traits that help employees handle situations. Although they are not job-specific, they are essential in the workplace because of their ability to create a positive organizational culture. These include teamwork, communication skills, work ethics, professionalism, time management, and decision-making.

When we focus on leadership skills, we refer to the ability to inspire and motivate employees. Motivation helps create a positive atmosphere that can boost workforce growth and development.

In conclusion, organizations in the labour market must have clear goals, strategic planning, a motivating environment, and a clear vision for investing in their employees. Skilled employees are a key factor in building strong and successful careers, contributing to organizational prosperity, and maintaining long-term employability. Skilful employees help the labour market remain sustainable and productive, while moving organizations toward advancement.

