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# **INSIGHTS INTO SOFT SKILLS DEVELOPMENT OF GRADUATES IN GHANA**



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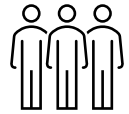
**Project Lead: UCC Systems Change Programme**

**Entrepreneur, Business Consultant, and Coach**



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# Session Outline



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Characteristics of Participants



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Soft Skills and its Relevance



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Soft Skills Required



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Approaches and Methods for Soft Skills



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Appropriate Technology



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Insights and Learnings



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Reflections



# Characteristics of Participants

1. Northern Region – Tamale
2. Ashanti Region – Kumasi
3. Western Region – Sekondi
4. Volta Region – Ho
5. Eastern Region – Koforidua
6. Upper West Region – Wa
7. Upper East Region – Bolgatanga
8. Central Region – Cape Coast
9. Bono East Region – Techiman
10. Greater Accra Region – Accra
11. Savannah Region – Damango
12. North-East Region – Nareligu
13. Oti Region – Dambai
14. Western North Region – Sefwi Wiawso
15. Ahafo Region – Goaso
16. Bono Region – Sunyani





# Industries Covered

- Health
- Education
- Financial Services
- Agriculture
- IT and Tech
- Law and Regulatory Bodies
- Clothing and Apparel
- Ore, Energy, and Renewables
- Administrative and General Services
- Professional Service (Taxation and Accounting)
- Construction and Infrastructure
- Food and Hospitality

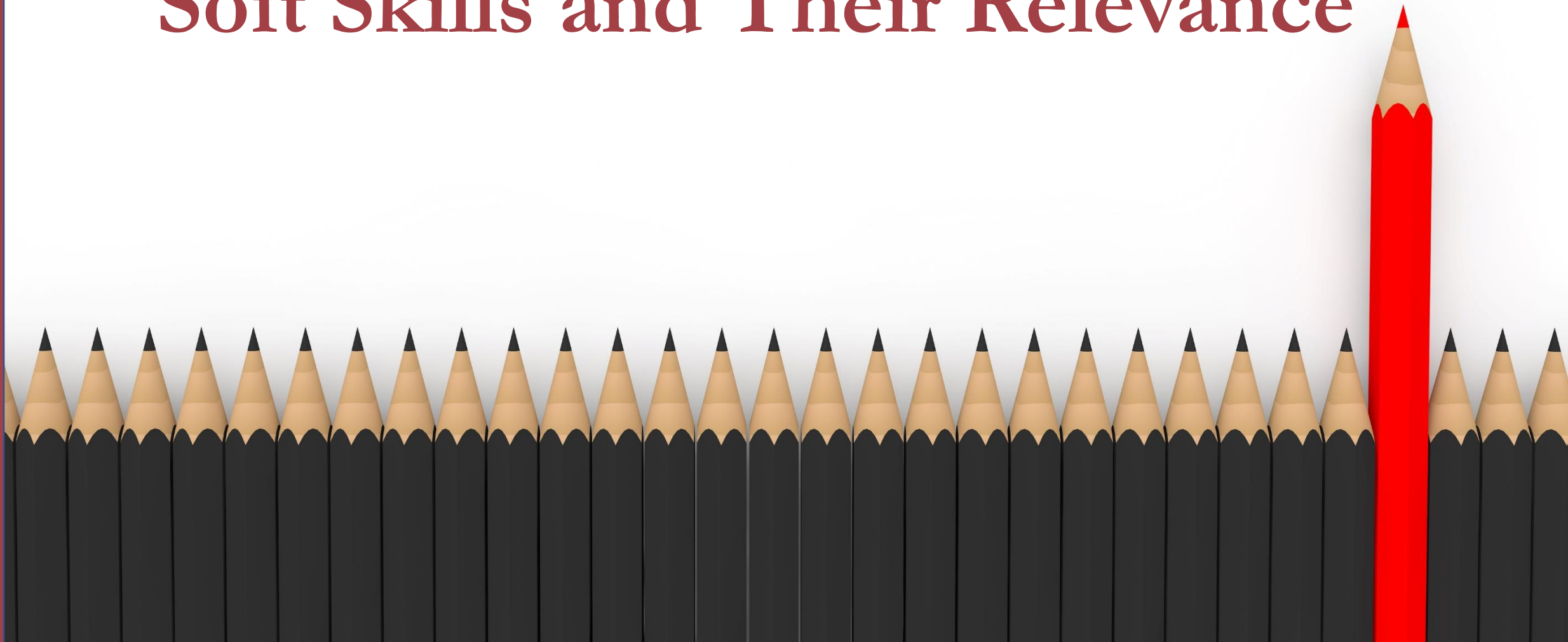


Classification of Business	Percentages	No of employees
MSE	18	0 - 5
SSE	16	6 - 29
SME	9	30- 99
Large	56	100 < ...

## Number of Employees



# Soft Skills and Their Relevance



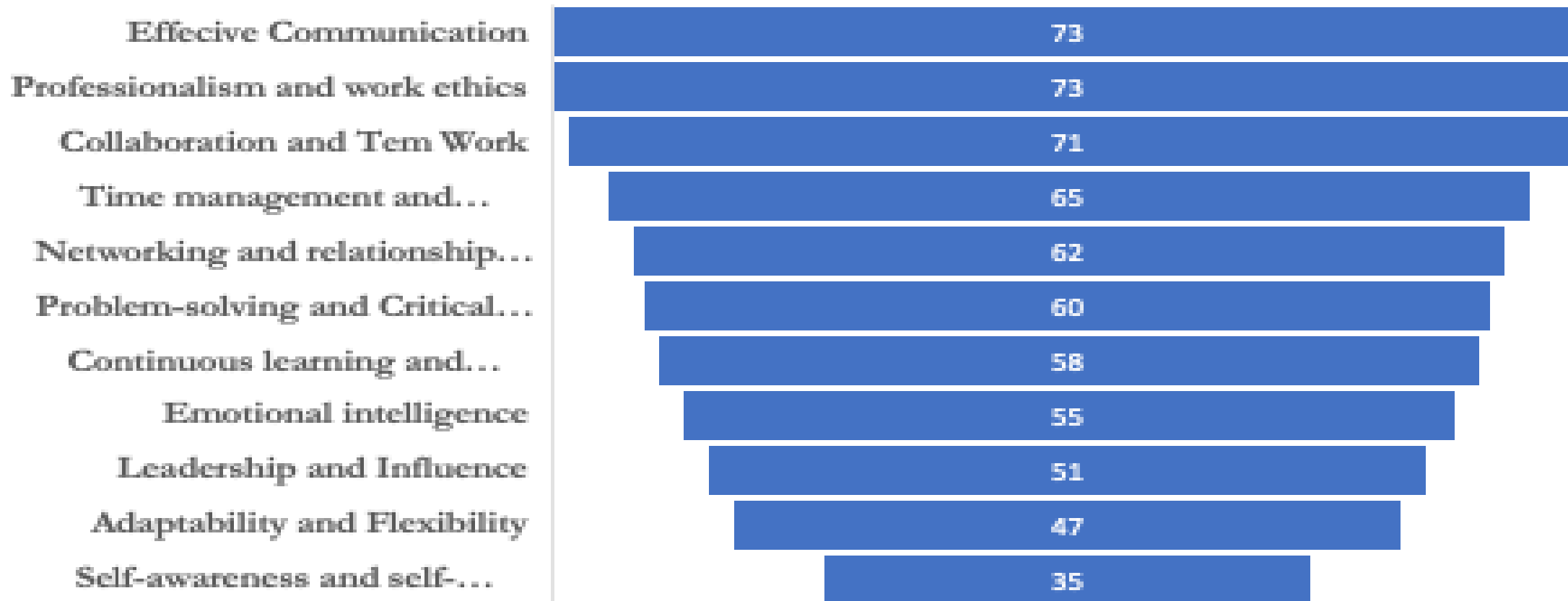




# The Soft Skills Required

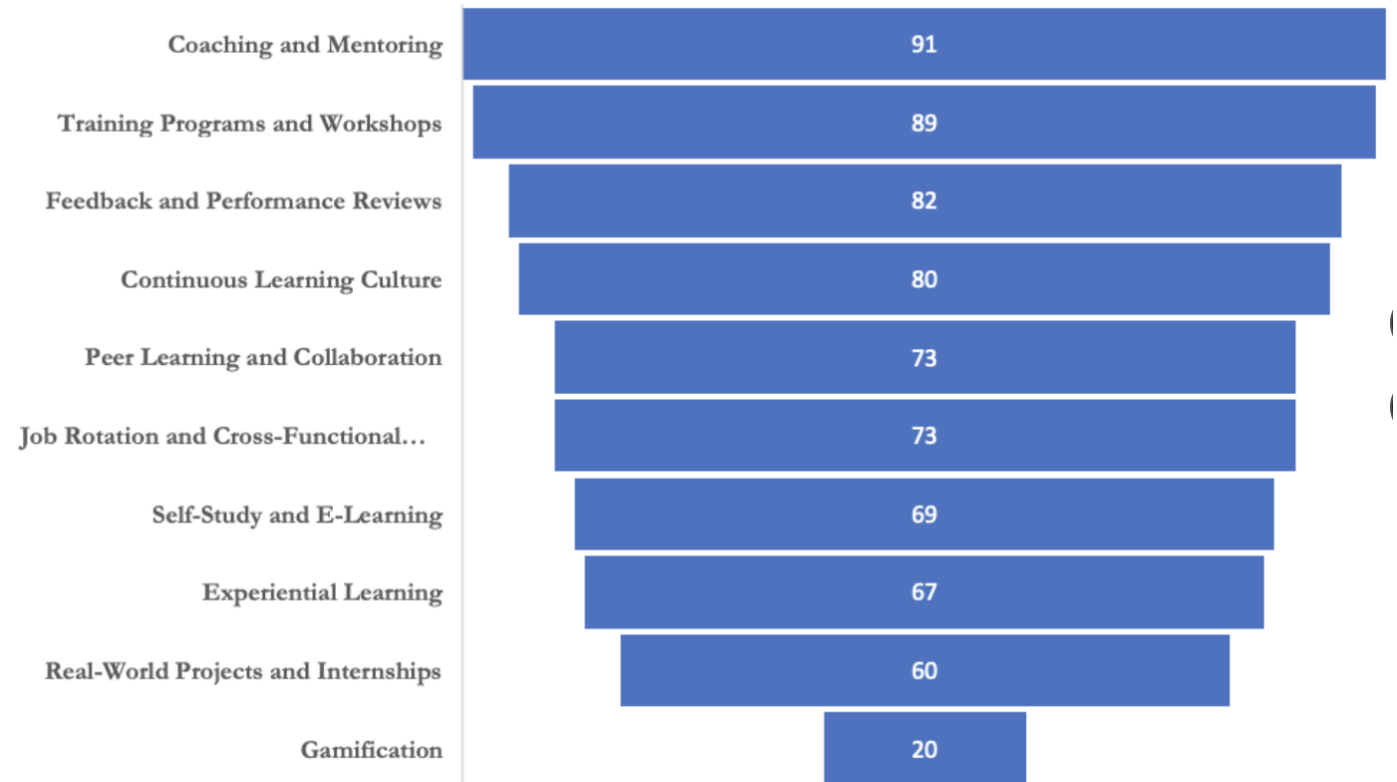
Career and Employability Track

## Soft Skills Development



# Approaches and Methods for Soft Skills

Approaches and Methods for Effective Skills Delivery



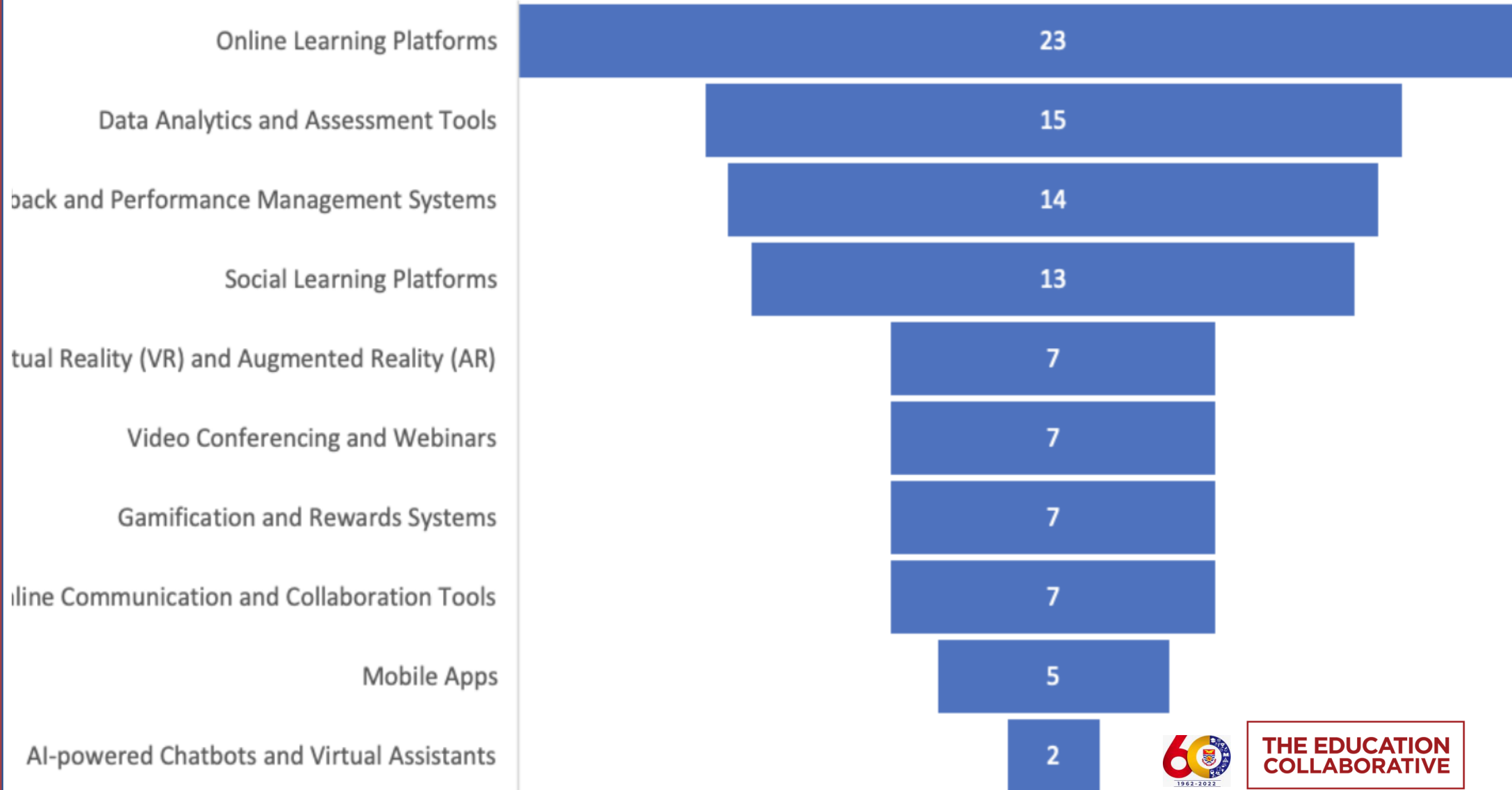
# Appropriate Technology

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# Technologies for soft skills

Career and Employability Track



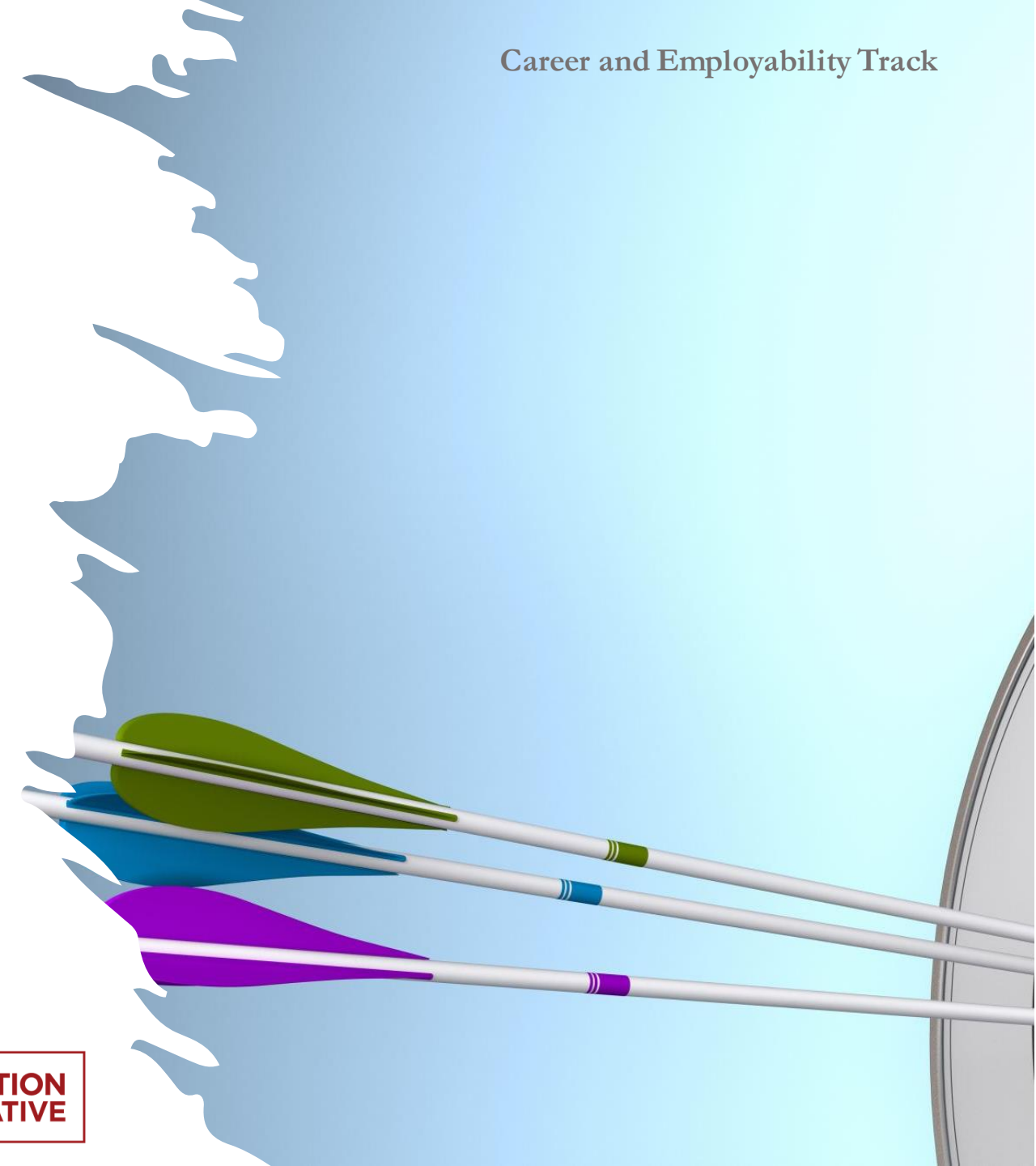
# Insights and Learnings



# Best Approaches and Methods

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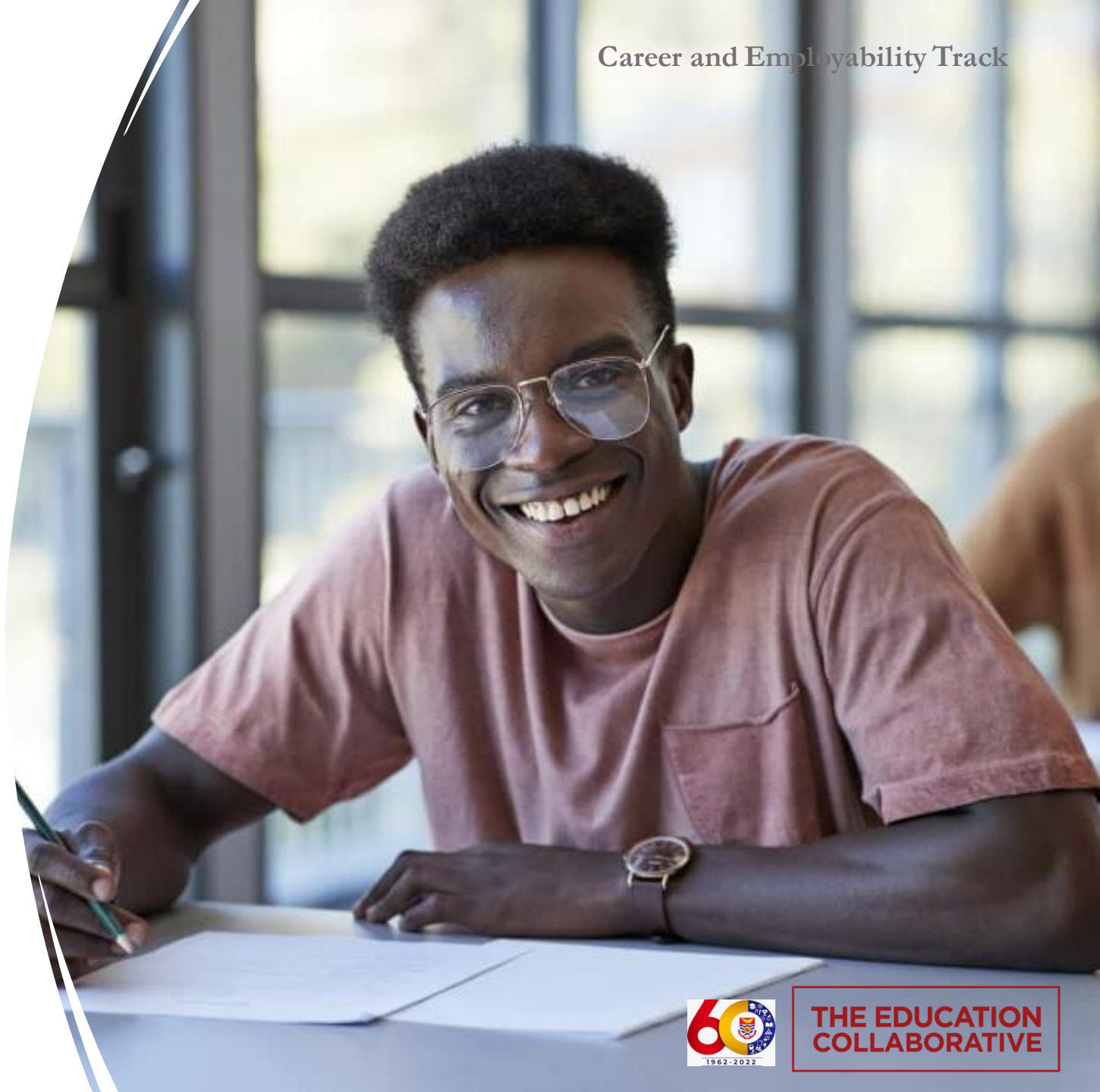
- Effective Communication
- Professionalism and Work ethics
- Collaboration and Teamwork
- Time management and Organization
- Networking and Relationship building



# Best Approaches and Methods

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- Coaching and Mentoring
- Training Programs and Workshops
- Feedback and Performance Reviews
- Continuous Learning Culture
- Peer Learning and Collaboration



# Best Technologies

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- Online Learning Platforms (Coursera, LinkedIn Learning, FutureLearn etc)
- Data Analytics and Assessment Tools (Power BI, Google Analytics, SurveyMonkey etc)
- Feedback and Performance Management Systems (15Five, Reflektive, Kazoo etc)
- Social Learning Platforms (Kahoot, Edmodo, Flipgrid etc)
- Virtual Reality (VR) and Augmented Reality (AR) (Google Cardboard, HTC Vive etc)



# Reflections

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- What systems/strategies are in place to stay updated on the market skill needs in your institution and country?
- How does your institution address the skills gap to respond to skill needs of the evolving labor market?
- Are these the top five (5) soft skills for students from HEIs
- What other technologies can we use to enhance soft skills development?







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# Thank You



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