

CHAPTER V

CONCLUSION AND RECOMMENDATIONS

5.1. Conclusion

Soft skills are a combination of abilities, attitudes, behaviors, personal attributes, and mindsets that people utilize to succeed in a variety of settings in work and life. They are dynamically developed during an individual's life span along with other capabilities such as academic, technical, and practical life skills. To sum it up, this study has successfully revealed the significance of soft skills in education in order to prepare college students to perform efficiently in their academic environment as well as in their future professional roles. On the hand, the results indicated that there is indeed a need for soft skills development that should be expanded across the curriculum in all higher education institutions in order to be integrated with academic learning rather than treated as stand-alone. There is also a need for governments, education and training providers, career services programs, and employers to maintain open lines of communication and collaborative partnerships that will enable both learners and educators to expose to today's work environment and the right set of skill required for career success.

5.2. Recommendations

5.2.1 Recommendation for University

First and foremost, universities all across Morocco should be aware that today's businesses want fresh graduates with the right set of skills. And that there is a need for content modification in existing courses or the addition of new modules designed to teach and improve soft skills and career readiness.

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Secondly, universities and training centers should align with academic coursework and training programs with job market needs to ensure that students have the technical expertise, language skills, and soft skills needed to succeed in the workplace.

Thirdly, more so, universities should actively involve with industries on a regular basis to understand their changing requirements and needs.

Finally, in order to bolster the link between academic institutions and businesses, career services, which are part of a university's central support staff, must serve as an effective intermediary between the two actors and play a pivotal role in the development of future graduates' career readiness.

5.2.2 Recommendation for Lecturers

Reforms are needed such as shifting the lecturer role toward becoming a learning facilitator, monitor, counselor and mentor. Lecturers should make students aware of the significance of soft skills and the consequences of lack in this area by encouraging them to improve their soft skills through a variety of means, including reading specialized literature, taking courses, and joining groups or societies to extend their horizons, such as debating societies. Additionally, there is a need for incorporating soft skills training within the teaching of hard skills which is indeed a very effective manner of delivering it to learners. No changes to the program's content are necessary in this manner; rather, the change is mirrored in the lecturers' teaching methodology. Increased group discussions, the ability of students to give presentations, and the incorporation of specific approaches such as De Bono or Neuro Linguistic Programming (NPL) can all be used throughout a course.

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5.2.3 Recommendation for College Students

Based on the results of this study, it is recommended that college students should be aware of the significance of the importance of soft skills for the benefit of their education as well as their professional careers because they are directly related to higher academic achievement. Furthermore, since students will be considered as academic citizens after graduation, they must develop desirable and appropriate types of behavior, characteristics, and capabilities that correspond to their social and educational position through self-directed readings and participation in appropriate skill development programs and activities. Thus, they should serve as role models for people who are well-developed and balanced, with the right set of skills and characteristics that people with their degrees require.

5.2.4 Recommendation for Further Research

An extensive study should be carried out on the significance of soft skills in education and how to prepare college students to become career-ready. Furthermore, further research should be done also on guidance and counseling programs used in higher education institutions for more in-depth preparation in soft skills that will significantly boost college graduates' ability to obtain better jobs, be retained, be more innovative, and better their careers more quickly. Multiple data collection techniques should be used when researching on the development of students' soft skills and career-readiness in order to have an extensive information on how to prepare them to contribute to a more robust economy.

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