

# 21<sup>ST</sup> CENTURY EMPLOYABILITY SKILLS

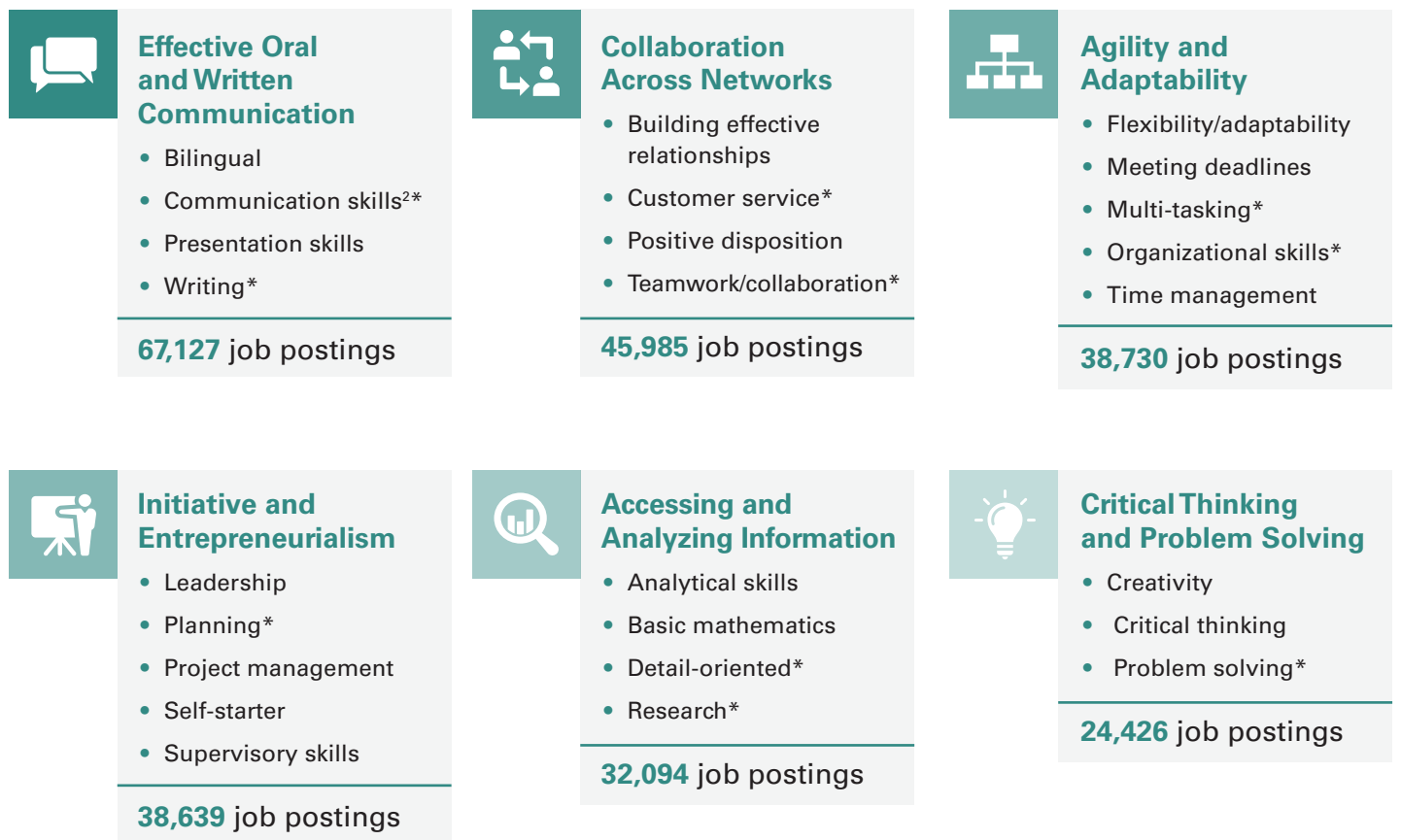
## A LABOR MARKET ANALYSIS OF SOFT SKILLS IN SAN DIEGO COUNTY

The San Diego-Imperial Center of Excellence for Labor Market Research analyzed online job postings to identify the top 21<sup>st</sup> century employability skills in San Diego County. A “21<sup>st</sup> century employability skill” is any skill or quality that can be classified as a personality trait or habit. These skills have also been referred to as “soft skills,” “baseline skills,” “essential skills,” “foundational skills,” and “emotional intelligence.”

### 25 SKILLS, 6 CATEGORIES

The 25 most commonly listed 21<sup>st</sup> century employability skills in online job postings are provided below and organized into six categories.<sup>1</sup>

The top 10 skills with the most online job postings in 2019 are marked with an asterisk (\*).



# of online job postings in San Diego County by category (2019)



<sup>1</sup> These six categories were adopted from Wagner, Tony. *The global achievement gap: Why even our best schools don't teach the new survival skills our children need—and what we can do about it.* 2008.

<sup>2</sup> Includes “written communication” and “verbal/oral communication”

### Important Disclaimers

All representations included in this report have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. This study examines the most recent data available at the time of the analysis; however, data sets are updated regularly and may not be consistent with previous reports. Efforts have been made to qualify and validate the accuracy of the data and the report findings; however, neither the Centers of Excellence for Labor Market Research (COE), COE host district, nor California Community Colleges Chancellor's Office are responsible for the applications or decisions made by individuals and/or organizations based on this study or its recommendations.



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For the full report, visit [myworkforceconnection.org/labor-market-information/reports](https://myworkforceconnection.org/labor-market-information/reports) or [coeccc.net](https://coeccc.net).

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