



## Using Student Self-Assessment to Address Talent Shortages



In my last post, I discussed the importance of student self-assessment in fostering self-awareness. By bringing subconscious drivers into conscious awareness, students can make direct connections to jobs, boosting their confidence, self-efficacy, and commitment.

In this post I'll build on this theme and explore how self-assessment can attract students to in-demand jobs. Employers are facing talent shortages and mismatches between local labor market needs and the supply of middle-skill credentials. High-tech careers, for example, offer high-skilled, high-paying jobs that more students could be attracted to with the right approach.

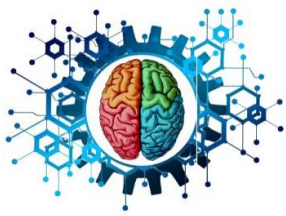
There are two major perception gaps that discourage students from pursuing high-tech (STEM) careers:

1. **STEM Proficiency Misconception:** Many students believe they need to excel in STEM subjects to pursue high-tech careers.
2. **Intimidating Job Titles:** High-tech job titles can seem daunting to students.

These gaps stem from a lack of self-knowledge and misconceptions, both of which can be addressed through self-assessment during career exploration.

### Neuroscience Simplified for Career Matching

By using simple neuroscience, we can create localized ecosystems connecting students to high-tech jobs. When a student's brain-based preferences align with a job's behavioral needs, matches



are made that transcend rigid education requirements. This alignment also makes learning programs enjoyable, increasing engagement and success.

### **Attracting More Talent to Tech Jobs**

Beyond highly specialized roles, many tech jobs can be accessible to more students (and working adults) if we take the following actions:

- **Expand Exposure to Tech Jobs:** Tools like O\*Net need to include a broader range of tech jobs to expose students to the diverse opportunities available.
- **Offer Alternative Learning Pathways:** Work-based learning and other alternative pathways can dramatically increase the talent pipeline for high-tech jobs.
- **Clarify Job Titles and Tasks:** Simplify and explain the key tasks and activities of tech jobs, including necessary soft skills, to make them more relatable and attainable.

### **Conclusion**

We can guide more students towards high-skilled, high-paying jobs by focusing on targeted industries and improving self-understanding during the career exploration process. By helping students understand themselves first, they can better understand their fit to jobs they otherwise feel are out of reach.

We can bridge the gap between education, in-demand jobs and industries by harnessing the power of student self-assessment to meet the needs of both students and employers.

### **Mosaic Solutions: what we're about:**

We work in the intersection of education and the workplace. Our formula is simple: the right pathway into the right job for the right student/candidate. We think and act holistically, recognizing that to make this formula a reality requires connectivity of the workforce ecosystem and all its stakeholders.

Practical neuroscience generates robust data about the two fundamental components that drive the workforce ecosystem: data about people and data about jobs.