A group of high school students in a classroom, smiling and looking at their workbooks. The image is overlaid with a teal gradient.

JOB BAR

Assessment

by **TWINDIX**

**High School Students
Career Planning
Initiative & Accreditation**

Preparing Today's Learners for Tomorrow's Jobs

Common Mission



**“Data-driven guidance that
links student strengths to
real market demand.”**

Job Bar Initiatives

**“Empowering global
individuals ready for a
competitive economy.”**

Visionary Schools

33%

of bachelor's students, switch majors within their first 3 years of enrolment.

52%

of recent four-year graduates are under-employed (working outside their field).

24.4%

youth unemployment in MENA —the highest regional rate in the world.

40%

of employers say graduates are not career-ready and lack key skills.



**Why Scientific Career Guidance
Is Urgent !!!**

Core Challenges Face Career counselors



Over-stretched counselors

very large caseloads
Avg. **376 : 1**
student-to-counselor



One-size-fits-all interest quizzes

Lack of advanced tools
like psychometric & job
fitting Assessments



No link to real-time benchmark

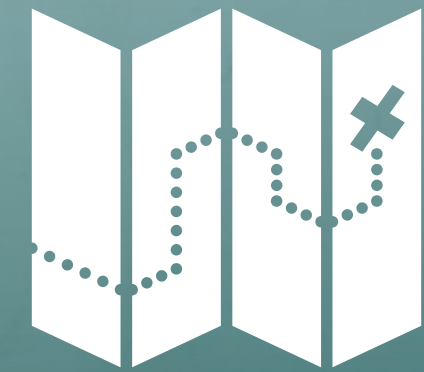
Lack of competencies-
focused guidance driven by
market demand.

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by TWINDIX

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Bilingual reports
Arabic & English



A crystal-clear
career map

World's **1st** job fitting Assessment
for students 

Boost
Students
Career



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START

How It Works..

- 1** Create the major/role benchmark by Counselor or Job Bar team, ≤ 10 min.
- 2** Student completes assessment (45 min on web/mobile).
- 3** Instant report showing top matching jobs & environment fit.

What's in for the School?



US \$50-\$2,000
surplus per/student

40% rise in parent
referrals

Global Twindex
accreditation badge

10% point
placement boost

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Report Sample..

Job Bar Assessment **JOB BAR Assessment by TWINDIX**

The Job Bar Assessment provides a practical and accurate evaluation of how well individuals align with roles that match their key skills and strengths, categorizing them into four main categories: Thinking Jobs, Communicating Jobs, Working Jobs, and Serving Jobs. The assessment analyzes the core competencies required to perform specific roles in relation to the actual skills that the job applicant has. Additionally, the assessment evaluates workplace environment preferences, helping determine how well an individual can adapt to the actual work environment within the organization. By focusing on job compatibility and individual preferences, the Job Bar Assessment aims to enhance job satisfaction and organizational success within institutions.

Thinking Jobs are ideal for individuals who excel in mental activities that require critical thinking, analysis, and creativity. These roles typically involve problem-solving, visualization, and innovative thinking. People who fall into this category often find themselves in fields such as research, development, strategic planning, and creative industries.

Communicating Jobs are well-suited for individuals skilled in verbal and written communication of all types. These roles require strong interpersonal skills, the ability to persuade and negotiate, and the talent to present and clarify ideas effectively. People in this category thrive in roles such as sales, public relations, teaching, customer service, and leadership positions.

Working Jobs focus on physical and manual activities. These roles require physical stamina, precision, and the ability to perform repetitive tasks accurately. Individuals in this category are often found in fields such as manufacturing, construction, logistics, and other areas that demand physical effort. They are known for their endurance, attention to safety, and ability to work efficiently under high physical pressure.

Serving Jobs are ideal for individuals who dedicate themselves to helping others or providing exceptional services. These roles require empathy, patience, and strong organizational skills. People in this category excel in fields such as healthcare, social work, customer service, and community support roles. They are known for their empathy, ability to manage relationships, and provide care effectively.

Thinking Jobs

Communication Jobs

Working Jobs

Serving jobs

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01/05/2025 **JOB BAR Assessment by TWINDIX**

Analyzing the required competencies versus actual competencies

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01/05/2025 **JOB BAR Assessment by TWINDIX**

Analysis of Required Competencies vs. Actual Competencies

Self-Motivation	Analytical Thinking	Researching Skills	Quality Control
Developing Concepts and Perceptions	Focusing on Detail	Monitoring and Analyzing Problems	Identifying Flaws
Generating Original Ideas	Logical Reasoning	Understanding Sciences and Knowledge	Critical Evaluation
Creative Thinking	Systematic Planning	Integrating Thinking Between Sciences	Risk Assessment
The Artistic Touch	Improving System Efficiency	Coastal References Interpreting	Proposing Solutions and Alternatives
Open Thinking Jobs	Structured Thinking Jobs	Reference Thinking Jobs	Critical Thinking Jobs
Engaging with Others	Formal Communication	Empathy	Guidance Communication
Negotiation	Expressing Clearly	Inspiration and Motivation	Emergency and Stress Management
Interactive Listening	Eloquence and Fluency	Advising and Mentoring	Team Management
Talented Communication	Public Speaking	Emotional Intelligence	Demonstrating Authority
Persuasion	Presentation Skills	Therapeutic Communication	Visionary Communication
Sales Communication Jobs	Formal Communication Jobs	Value Communication Jobs	Commanding Communication Jobs
Exhaustion Stamina	Archiving and Organizing	Manual Skills	Continuous Learning
Physical Flexibility	Handling Routine Tasks	Mastery of Using Technical Tasks	Coding and Debugging
Muscle Strength	Paperwork and Managing Documents	Fixing Things	Continuous Focus for Long Hours
Task Repetition	Data Entry	Troubleshooting	Logical Design of Paths and Steps
Safety Awareness	Precision and Perfection	Technical Accuracy	Understanding Mathematics and its Application
Hardwork Jobs	Paperwork Jobs	Skill Work Jobs	Technology Work Jobs
Community Awareness	Patient Care	Customer Service	Focus and Attention
Advocacy and Support	Compassion and Care	Luxurious Service	Usage Optimization
Community Interaction	Following Protocols	Dealing with Emotions and Grace	Enduring Others' Demands
Collaboration and Solidarity	Risking for Others' Rescue	Understanding Individual Needs	Focusing on Cleanliness
Optimal Utilization of Resources	Crisis Response	Respecting Different Cultures	Good Appearance
Community Serving Jobs	Aid Serving Jobs	Fancy Serving Jobs	Basic Serving Jobs

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Analyzing Required Work Environment Preferences vs. Actual Work Environment Preferences **JOB BAR Assessment by TWINDIX**

A work environment that allows employees the freedom to work at different times or from multiple locations, offering greater flexibility in how tasks are completed.	Flexible	Required	Restricted	A work environment that imposes strict boundaries, including fixed working hours, a designated workspace, and organized work flow.
A fast-paced work environment where tasks and responsibilities are constantly changing, requiring employees to adapt and respond to changes quickly.	Dynamic	Required	Fixed	A stable and predictable work environment, where employees follow a consistent routine and rarely face changes in tasks.
A work environment that requires creativity, innovation and provides new solutions, encouraging employees to think outside the box and complete tasks in unconventional ways.	Innovative	Required	Procedural	A work environment that requires following a specific set of guidelines and instructions to complete the required tasks, with minimal space for innovation or deviation from the script.
A work environment where individuals or teams compete to achieve the best results, characterized by challenges and encouragement to outperform others in exchange for greater rewards.	Competitive	Required	Cooperative	A work environment that requires collaboration and teamwork to achieve goals through shared tasks and mutual support.
A work environment with no strict limitations or defined paths for task execution, where the role is the limit and there are no ceilings for achievement or creativity.	Freerform	Required	Regulated	A work environment where laws and regulations define the nature of operational procedures to perform tasks, with minimal room for deviation from the established guidelines.
A work environment that focuses on achieving specific goals, such as sales targets or project deadlines, with a clear standard for measuring productivity.	Goal-oriented	Required	Task-Oriented	A work environment where tasks are limited to following procedures only, with compliance with specified standards being the criterion for success.
A work environment that requires craftsmanship skills, with greater physical effort, often found in industrial, agricultural, or production areas.	Hands-On	Required	Desk-Based	A work environment that primarily focuses on administrative, technical, or other tasks carried out in an office setting, either within an organization or remotely.
A high-stress work environment where performance and deadlines are closely monitored, with specific expectations for results and little room for error.	Stressful	Required	Relaxed	Work environment characterized by low stress levels, flexible deadlines, and a more relaxed approach to task management, allowing for a comfortable pace of work.
A work environment that allows employees to work independently with minimal supervision, providing freedom in decision-making and executing and managing tasks.	Independence	Required	Supervised	Work environment that requires detailed tracking and regular guidance from managers or team leaders to ensure employees follow a defined path in completing tasks.
A work environment that requires working within a team and frequent interaction and communication with others to coordinate tasks and ensure smooth workflow stages.	Teamwork	Required	Solo	Work environment where employees complete tasks independently, with minimal reliance on others, requiring individual focus and self-management.

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Initiative Module

- **Fees on student or Pay-as-You-Go.**
ideal for piloting with one cohort.
- **25 % Cooperation Margin**
school keeps the margin on every assessment ,debriefing or any other service sold.
- **Free Co-branded Marketing Kit**
posters, IG stories, theatre-assembly slide deck.
- **Annual Student Scholarship Pool**
Job Bar funds awards for highest-scoring students; boost PR without using your budget.
- **Quarterly Impact Report to Board**
hard data on clarity, major selection, university admits— ready for newsletters and accreditation dossiers.

Accreditation Module

US \$25,000

- ★ **Global Twindex Accreditation Seal**
featured on school website, prospectus and fair booths.
- ★ **Licence & Train 5 Career Counsellors**
15 CPD hours, exam, digital badge for each adviser.
- ★ **40 % Annual Discount**
on all Job Bar Assessments, summer camps and mentoring services.
- ★ **Priority Access to “Future-Ready” Summer Camps**
first-pick seats + revenue share on every enrolment.
- ★ **Unlimited Benchmarks Library**
compare your students’ Competencies against 12,000 Jobs in 217 industries worldwide.

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Thank You