

Thinking Space Paper No.15

The desire-skill model: Bringing together skills and the job market

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For many NEETs, overcoming unemployment means finding a job that matches their skills and interests. However, as every applicant knows, in practice this is often much harder than it might sound at the beginning. Insufficient job preparation, self-reflection and self-assessment often lead to job rejections and frustration. The desire-skill model brings together the skills and characteristics of the NEET with the requirements of the job market. This model forms the basis for further coaching and trainings in the job placement process. The desire-skill model can be used right after the profiling module *starting point*¹.

The aim of this model is to help NEETs better understand what skills they have and what kind of job they would like to do. They also learn which skills or certificates they still lack and determine how to best fill this gap in order to get the job they wish for. Moreover, the model aims to find realistic career prospects for the participants and builds on existing certifications, hobbies or former education/job experiences. Only if the chosen career path fits the participant and the job market conditions well, a sustainable labour market integration can be expected. In only a few cases a difficult situation such as unemployment leads to self-reflection. This is precisely why NEETs need support and a framework in which they can define their own skills and qualifications and compare them with the demands of the labour market.

In order to strengthen the NEETs in the area of personal responsibility they need to work on three questions:

1. What do I want

Firstly, the participant should ask him or herself: “What would I like to do if there were no job restrictions?” This exercise helps to broaden the view and to think of different scenarios and jobs. The coach can dig deeper by asking questions such as “What do you enjoy doing?” or “What kind of job framework do you need?”

2. What are my skills?

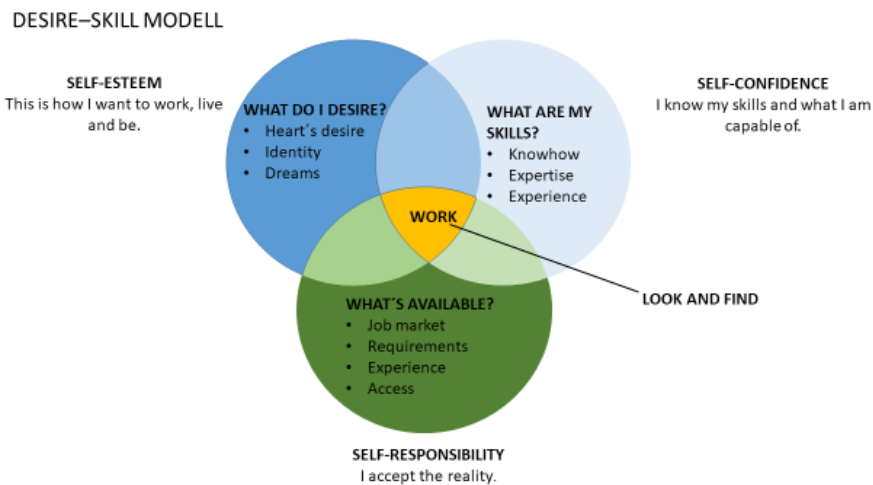
Secondly, the participant needs to understand that it is not enough just *wanting* something. He or she needs to have the required skills for the desired job.

3. What is available on the job market?

Thirdly, the participant needs to think about which jobs are currently available on the job market. Which jobs are on demand? Which jobs might be hard to get? And most importantly, the participant needs to get a clear picture of which qualifications are required for a specific job. This will allow the participant to prepare for the job and increase his/her chances to get it.

The interface in all three areas (yellow triangle in Graphic 1 below) is the job profile for which the participant has the biggest chance of labour market integration.

¹ Further information on the profiling module starting point can be found here: [Thinking Space Paper No.14: Profiling of NEETs: Getting it right](#)



Graphic 1: Desire-skill model

The first two questions “What do I want?” and “What are my skills?” help the participant to increase his/her self-esteem. The participant becomes aware of his/her own strengths and resources and understands what he/she is passionate about. Only when the participant has regained a healthy self-confidence there is a basis to support him/her to have a realistic view of his/her positioning in the job market (again).



After having worked on these two questions, the participant should be able to answer the following questions:

- What do I like to do and what matters to me?
- What skills have I gained through a hobby or voluntary work?
- What might hold me back? What might stop me from doing something?
- How can I transform my qualifications/ professional experience into concrete competences?
- Which values determine my actions?
- What matters to me in a job?

The green circle stands for the job market and represents the side of the employer.

The participant needs to figure out which requirements belong to a certain job profile and if his/her own experiences and skills match.



After having worked on the question “What`s available?”, the participant should be able to answer the following questions:

- Which businesses are looking for my skills and competences?
- Do my own skills match with my favourite job profile?
- Which possibilities does the job market offer to me?
- How do I behave correctly in a job interview?
- What makes a good job application?

The yellow triangle in the middle is the promising intersection of the participant’s desires, skills and the possibilities on the job market. The market analysis (What`s available?) gives the participant clarity as to whether his or her skills and competencies are in line with the job market and thus within the yellow triangle.



When the coach explains the desire-skill model to the participant there are two important things to note:

1. The participant understands the requirements and conditions within a job application process.
2. The model is also a tool to understand the participant’s current status quo and in which areas he/she requires more support.

It is important that the participant first assesses himself and answers all questions for himself. In the next step, the trainer or another participant should provide an external assessment. This helps the participant to compare his own perception with that of others and to create a realistic job profile.

A successful completion of the desire-skill model means that the NEET knows which jobs fit his skills and desires. It may be that the NEET realizes that he or she still needs to acquire a qualification or skill in order to have the best possible chances of getting the job. It may also be that the next step is to apply and prepare the relevant documents. Depending on the situation, the coach defines the next steps together with the NEET.