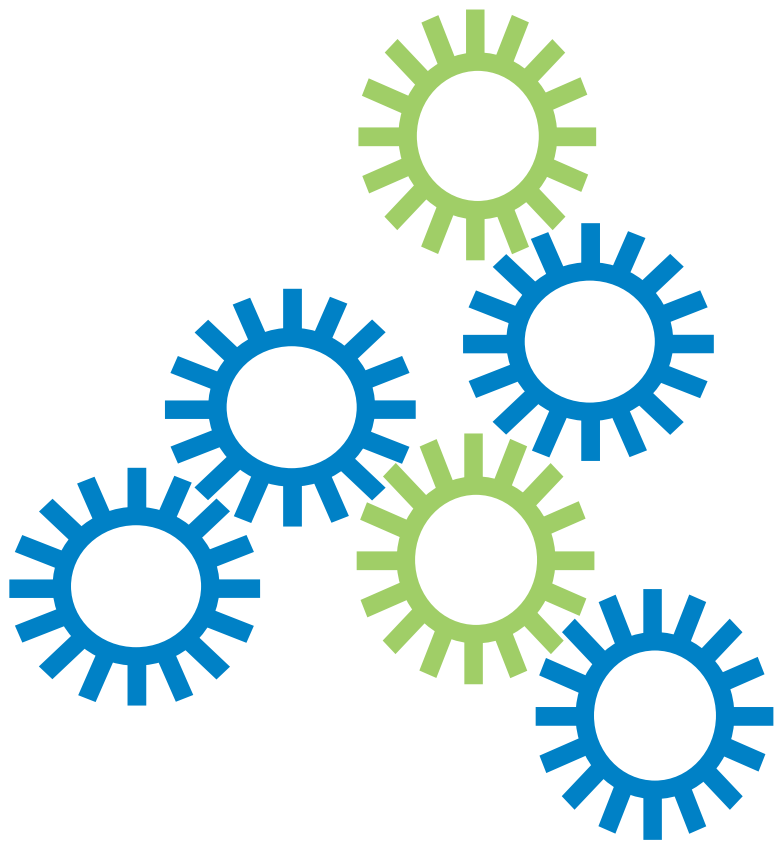


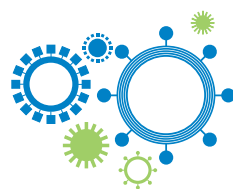
Defining Aptitude and Ability

MindMill's Assessment Software, Censeo, can help define interests, aptitudes and ability when looking at employability skills, personal development plans and life long learning.



MINDMILL

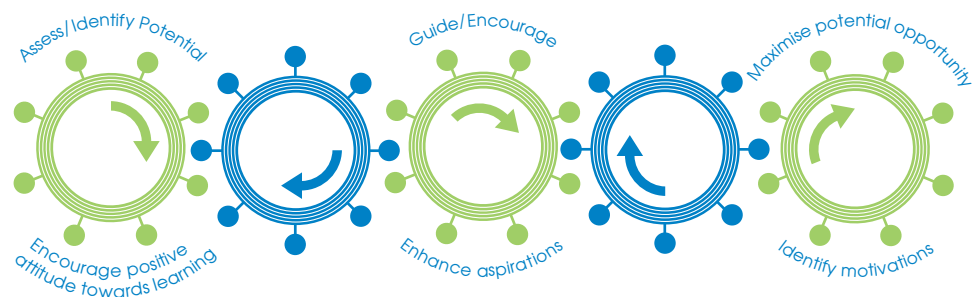
MindMill aims to help young people and adults become aware of their personal skills, qualities, aptitudes and interests in order to make the most of their life choices and follow a career path which best suits them.



The challenge today for many teachers and careers advisers is to facilitate a better match between individual competences, skills and qualifications for both employers and extended learning environments. In essence, how do you help individuals find jobs or training courses that utilise their natural potential?

Issues facing many further and higher educational establishments include dropout rates and course switching. MindMill Assessments may help to reduce this by providing information about the individual learner earlier in their career planning and subject choices, achieving an improved match between ability, aptitude and career expectation.

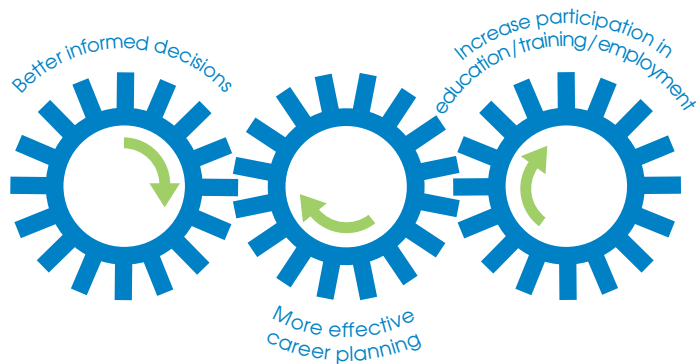
Raise learners' achievement



Why encourage Employability Skills?

Employability Skills are the wide range of capabilities, attributes and ability that will

allow a learner to become more employable, to sustain employment and to become a lifelong learner; capable of realising their potential in the world of work.



Help provide learners with the information they need to make more informed decisions, - how?

Careers Advice and Guidance is the provision of impartial, learner centred, advice and guidance to assist in making appropriate career decisions and choices, which are informed and well thought through. Doing this with the assistance of MindMill enables learners to have confidence to make the most of their life choices and follow the career path which suits them best.

Assessment of natural ability and aptitude - where do you start?

Facilitating self awareness and developmental progression has always been a challenge; learners of all ages struggle to describe their personality, motivational interests and natural aptitudes.

Assessments can be tailored to each specific learning environment to look at the following areas:

- Curiosity and intellect
- Concern for others
- Self-belief and interactivity
- Flexibility and Reactivness
- Tolerance and disposition
- Proactivity

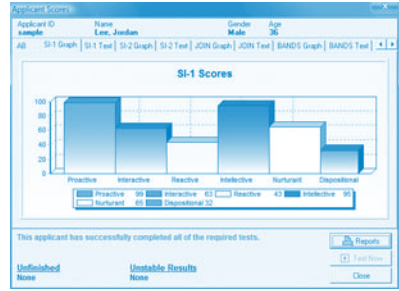
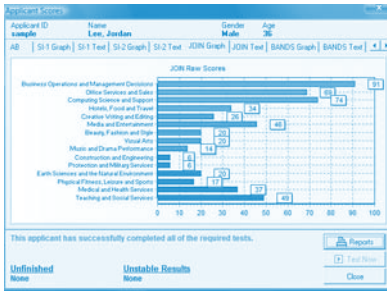
Additionally, MindMill offers a range of assessments for aptitudes in

- Numeracy
- Literacy
- Working Memory (general ability to learn and apply new things)
- Accuracy (error detection), critical for various professions, accountancy, technical – engineer/programming etc.
- Deductive and Perceptive Reasoning (logic, ability to solve problems)

The full complement of choices in aptitude assessments is available on request.

In determining learners' interests, values, and future career aspirations, MindMill "JOIN" can offer an insight to options for further consideration.

- Job Families for consideration
 - The Business Environment
 - The Creative Arts & Media Environment
 - The Physical Environment
 - The Nurturing and Caring Environment
- Preferences explained
- Graphical output for records in career development plans
- Non prescriptive outcomes



Finally, MindMill “BANDS” illustrates when learners make their best decisions, in essence, when do they “peak”. This information has proven valuable when learners are considering careers in sectors that operate 24 x7 for example, manufacturing, and tourism, call centres etc.

- Morning Style – prefers to do things early in the day
- Evening Style – Prefers to do things later in the day (after 12 noon)
- Sleep Debt – Tendency to accumulate a sleep debt on a regular basis, usually “burning the candle at both ends”
- Body Clock – A preference for doing things at the same time every day, or, preferring to have no fixed time schedules for work or relaxation

Cogs in the wheel?

At MindMill, we believe that once you have information regarding the various cogs

in the machine of our socio-economic environment careers guidance can offer better quality advice, sign posts and appropriate pathways to the future. Guidance throughout life contributes to success and achievement in areas of personal, social and economic areas not only for the individual but also for the wider community. Educational and training environments can offer success through employable skills, leading to sustainable economies of the future.

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“An excellent opportunity for younger pupils to begin to think about career choices, pupils really enjoyed the tests”

J. Jamieson, Post-Primary School Teacher, Head of Careers.

