

# SDACT: An Alignment Tool for Harmonizing Education, Workforce, and National Growth

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## Introduction

The world is entering an era defined by unprecedented volatility, uncertainty, complexity, and ambiguity (VUCA). Technological disruptions, environmental crises, shifting labor markets, and social transformations are converging to create challenges that no generation has faced at this scale. In this environment, dramatic changes to our educational systems are no longer optional, they are essential if we are to equip future generations to navigate and lead in a world of constant transformation.

Around the globe, governments, educational institutions, and industry leaders have invested heavily in preparing young people for the future. These efforts, ranging from skills strategies to educational reforms, have laid important groundwork. Yet, the core challenge remains: aligning education systems, workforce needs, and societal aspirations in a way that meets today's demands while anticipating tomorrow's realities. The point is not simply to celebrate how far we have come, but to ask: *What decisive steps must we take now to create a more sustainable, inclusive, and resilient future for all?*

The Self-Discovery & Academic Compass Toolkit (SDACT) can serve as both a starting point and a missing step in the journey toward aligning national education systems with real workforce needs and societal aspirations. While many initiatives focus on curriculum reform, skills training, or industry partnerships, they often begin without a precise understanding of the human capital landscape. SDACT provides that essential first layer, delivering real-time, evidence-based insights into the aspirations, abilities, and readiness of the population. This data foundation allows leaders to design and adjust educational pathways with clarity, ensuring that reforms are not only visionary but also grounded in the reality of what people want, what the economy needs, and what the future demands.

This paper is for leaders and planners committed to building not only competitive economies but also societies that can thrive in the face of uncertainty. SDACT offers a unique capability to integrate societal aspirations, educational outcomes, and labor market needs into a harmonized growth framework, ensuring that the steps we take today will move us closer to a future-ready, innovation-driven, and equitable world.

## 1. The Current Ongoing Alignment Challenges

Many nations set ambitious economic and societal goals, yet fail to achieve the growth they envision. The recurring challenge is misalignment between what leadership envisions, what the economy demands, what education delivers, and what society values.

*Common reasons for failure include:*

1. Misalignment Between Education and Labor Market Needs
  - Universities and vocational institutions often produce graduates in oversupplied fields while critical sectors remain under-resourced.
  - *Example:* Several MENA countries produce high numbers of humanities graduates while demand in AI, renewable energy, and biotech goes unmet (World Economic Forum [WEF], 2023).
2. Absence of Real-Time, Reliable Talent Data
  - Workforce planning relies on outdated or incomplete data, making it impossible to adjust quickly to new trends.
  - Without accurate, up-to-date talent mapping, policies risk overinvesting in low-growth fields while neglecting high-demand sectors, slowing national innovation capacity.
  - *Example:* In some Asian economies, five-year labor forecasts overlooked rapid automation in manufacturing, leading to a mismatch of skills.
3. Weak Feedback Loops Between Leadership, Institutions, and Society
  - Strategic visions fail to cascade into actionable educational reforms due to lack of operational mechanisms.
  - *Example:* Certain European countries launched digital transformation agendas but failed to train teachers, resulting in minimal classroom change.
4. Cultural and Parental Resistance to Emerging Careers
  - Family preferences and cultural norms often steer students toward “safe” or traditional professions regardless of future market demand.
  - *Example:* In many rapidly developing economies, parental pressure for careers in medicine or law overshadows high-demand opportunities in data science or climate technology.
5. Fragmented Stakeholder Coordination
  - Ministries, industries, and educational bodies often work in silos, delaying responses to evolving workforce needs.
  - *Example:* In some Latin American economies, vocational training reforms collapsed because industry skill standards were never embedded in school curricula.

## 2. SDACT's Contribution

The Self-Discovery & Academic Compass Toolkit is designed to complement existing efforts by:

1. Offering accurate, individual-level insights into student strengths, preferences, and readiness.
2. Producing aggregated national talent data that can inform workforce and education policies.
3. Covering 18 future-oriented domains and over 100 specialized subdomains aligned with global frameworks such as the WEF Future of Jobs, UN SDGs, and OECD Learning Compass, with 38 new future specialties.
4. Providing AI-powered mentoring that integrates with existing guidance and career counseling systems.
5. Comprehensive Profiling: Vocational interests, psychological readiness, behavioral tendencies, hobbies, and influencers in one system.
6. Evidence-Based background: using latest research developments and application of the latest validated findings, SDACT has been refined and tested to achieve consistently high measurement (Alnajjar, 2025).

## 3. SDACT: A New Kind of Steering and Alignment Tool

The Self-Discovery & Academic Compass Toolkit (SDACT) is a globally adaptable, AI-powered system that can act as both a starting point and a critical missing step in aligning individual potential with national and global future specialties. Designed to work in harmony with existing strategies, it provides real-time, evidence-based insights into the aspirations, abilities, and readiness of the population, offering leaders a clear foundation for educational and workforce decisions that are both visionary and grounded in reality.

SDACT functions across five alignment pillars, each addressing a critical connection in the education, economy and society chain:

1. Leadership Planners: Provides decision-makers with real-time national talent maps, enabling policies that target growth sectors and close skill gaps.
2. Socio-Economic Sectors: Aligns education pipelines with actual industry demand, ensuring graduates are prepared for high-impact careers.
3. Educational Institutions: Guides curriculum design and program development toward emerging, future-relevant fields.
4. People and Culture: Shapes public perception and openness toward diverse and innovative career paths.
5. Parental Motivation: Equips families with clear, data-supported insights to encourage choices that balance personal aspirations with future opportunities.

Together, these pillars create a two-way alignment, connecting what people want with what the economy needs, while keeping education systems responsive to both.

#### 4. Addressing Known Challenges Alongside Existing Efforts

Many governments and organizations have worked extensively to close the gap between education and labor market needs. SDACT aims to strengthen these ongoing efforts by addressing persistent challenges that are often difficult to resolve fully:

- Education, labor market mismatch, Mapping student capabilities to high-demand domains can help refine program capacity and enrollment priorities.
- Limited real-time workforce data, SDACT offers continuously updated, anonymized insights to support planning.
- Weak coordination between sectors, The platform creates a shared, evidence-based foundation for ministries, industry, and education to work together.
- Cultural or parental resistance, Data-driven profiles can help families and communities consider a broader range of career opportunities.

#### 5. Suggested Implementation Framework for Gradual National Realignment

SDACT's strength lies in providing the essential first layer of insight, often the *missing step*, that enables nations to realign their education systems with societal aspirations and economic priorities in a structured, measurable way. This suggested framework outlines a phased approach for using SDACT to create a sustained, two-way alignment between people and parents, educational institutions, and government planners, fostering a *mutual effect* that accelerates readiness for the future.

*The process unfolds in four progressive phases:*

##### 1. Phase One: Baseline Mapping

- Conduct a nationwide SDACT assessment to capture the current alignment between student aspirations, parental expectations, and labor market demands.
- Identify overlaps (shared priorities) and gaps (misalignments) as a foundation for targeted reform.
- Strategic Value: Establishes a clear, evidence-based starting point for educational and workforce planning.

##### 2. Phase Two: Adjustment Phase

- Apply SDACT data to guide reforms in academic programs, vocational training, and scholarship offerings.
- Ensure adjustments respect what people and parents value, while steering them toward high-demand, future-relevant fields.

- Strategic Value: Reduces skills mismatch by aligning personal aspirations with national growth priorities.

### 3. Phase Three: Integration Phase

- Embed SDACT insights into enrollment policies, funding decisions, and industry-academia partnerships.
- Enable two-way influence:
  - Institutions adapt programs in response to societal aspirations aligned with future needs.
  - People make informed decisions based on clear understanding of national and global opportunities.
- Strategic Value: Strengthens coordination between education, policy, and industry for more agile national strategies.

### 4. Phase Four: Sustainability Phase

- Establish continuous monitoring to track evolving aspirations, parental motivations, and market demand.
- Refresh SDACT data annually to keep strategies, programs, and aspirations aligned over time.
- Strategic Value: Creates a living, adaptive alignment framework that evolves with national and global shifts.

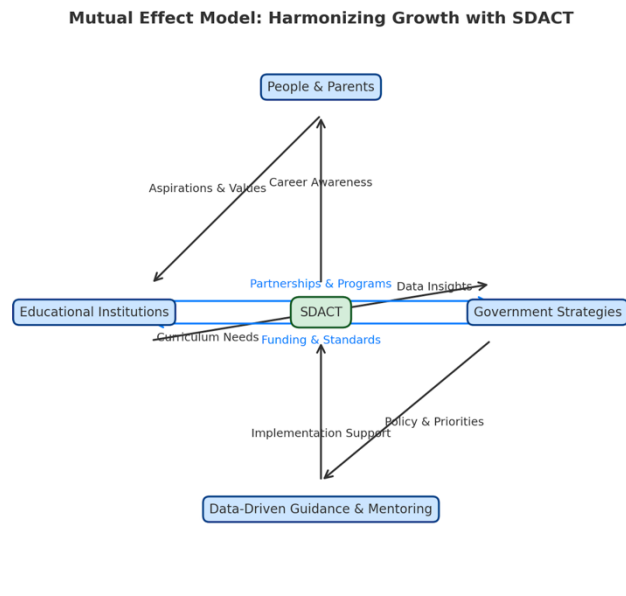
By following these four phases, governments can move from reactive adjustments to proactive, data-driven strategies, ensuring that educational systems, labor market needs, and societal aspirations grow in harmony. This not only strengthens national competitiveness but also builds resilience in the face of the VUCA challenges that define our era.

## 6. Mutual Effect Model: Harmonizing Growth with SDACT

As SDACT acts as a central connector, creating a continuous feedback loop between societal aspirations, educational offerings, and government strategies, turning insights into actionable guidance that harmonizes growth across all stakeholders.

This diagram illustrates the Mutual Effect Model in which SDACT operates as a central connector between four key elements: People & Parents, Educational Institutions, Government Strategies, and Data-Driven Guidance & Mentoring. The flow begins with understanding the aspirations, values, and motivations of individuals and families, which are then communicated to educational institutions. These institutions translate those inputs into curriculum needs and program designs that reflect both personal goals and the competencies required for the future workforce. SDACT gathers, organizes, and analyzes these interactions, ensuring that the data is reliable, current, and representative of the population.

From this central position, SDACT also channels insights to Government Strategies, enabling policymakers to shape responsive policies, set national priorities, and allocate resources toward high-demand sectors. These strategies, in turn, inform the Data-Driven Guidance & Mentoring process, where students and families receive tailored advice, career awareness, and ongoing support. This creates a continuous feedback loop—what people want influences institutional offerings, which align with government strategies, and all three are harmonized through SDACT's evidence-based guidance. Over time, this mutual effect fosters balanced growth, ensuring that educational pathways, labor market needs, and societal aspirations evolve together.



Integrating this feedback loop into national planning can ensure that every education investment is guided by real aspirations, market realities, and long-term strategic goals.

## 7. Conclusion

SDACT is more than a supportive tool, it can be the starting point many strategies have been missing in the effort to align education, workforce needs, and societal aspirations. Its strength lies in combining evidence-based assessment, AI-powered guidance, and future-focused domain mapping into a flexible, globally adaptable platform that informs decision-making at every level.

By integrating SDACT into existing initiatives, countries can ground their reforms in a clear understanding of the current human capital landscape, ensuring that every educational adjustment is both visionary and rooted in reality. This foundational insight allows leaders to take targeted, strategic steps toward harmonizing what people want, what the economy needs, and what the future demands.

When embedded in national strategies, SDACT can help create a continuous alignment cycle, one that keeps aspirations, skills, and opportunities in sync over time. In doing so, it contributes not only to sustainable economic growth and innovation readiness but also to a future where every learner is prepared to thrive in the face of uncertainty.



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