

Case study for the impelentation of the Inclination test

GEC MASTER TRAINERS

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PRESENTATION OUTLINE

- 1. Training Purpose & Objectives
- 2. Background & Rationale for Expansion
- 3. Inclination Assessment Overview
- 4. Implementation Strategy
- 5. Lesson Integration (Lesson 1–3)
- 6. Use of Resources
- 7. Career Pathway Framework
- 8. Pathways per Worker Type
- 9. Monitoring & Evaluation
- 10. Challenges & Solutions
- 11. Expected Impact & Closing

Introduction



Background: Previous Challenges

- Inclination tests were completed with limited guidance
- Learners did not fully understand the purpose
- Results were underutilised in career planning



Identified Need for Improvement

- Need for structured career guidance
- Clear explanation of WHY the test is important
- Better integration into the GEC programme



Process Review Findings

- Inclination test should be written earlier
- Introduce in Year 1 of GEC
- Support continuous career guidance journey



Strategic Shift in Implementation

- From once-off activity → ongoing guidance process
- From testing → career development tool
- From late intervention → early direction (Year 1)



Rationale for Expansion

- High youth unemployment requires better guidance
- Learners lack career awareness
- Mismatch between skills and labour market
- Need for early career direction



Why Inclination Testing Matters

- Focus on strengths and interests
- Promotes informed subject choices
- Supports multiple career pathways
- Encourages self-discovery



Inclination Assessment Overview



Implementation Model

- National → Provincial → School → Classroom
- Standardised delivery approach
- Monitoring and reporting required



Lesson Planning Integration



Lesson Planning Integration

- Lesson 1: Understanding Inclinations
- Lesson 2: Career Possibilities
- Lesson 3: Education Pathways



Use of Resources

- PowerPoints for structured delivery
- Learner worksheets
- Career posters
- Assessment tools



LESSON 1

WHAT IS AN INCLINATION TEST?



UNDERSTAND GEC TEST RESULTS!

1 WHAT IS AN INCLINATION TEST?

A test to discover your...



Interests



Strengths



Preferences



1 What does the test measure?



2 Understanding results!

- ✓ **H** - Helper
- ✓ **T** - Thinker
- ✓ **C** - **Creator**
- ✓ **B** - Builder
- ✓ **I** - Influencer



Results show
your **top 2**
Worker Types!

Did you know?

- The results are just a **GUIDE**, not a rule

ACTIVITY: Take the **sample quiz** to find out your Worker Types and what they say about **YOU!**



Do you agree
with your results?

Did anything
surprise you?



Career Pathway Framework



LINK WORKER TYPES →
CAREERS → TRAINING



ENSURE CLEAR
PROGRESSION



SUPPORT INFORMED
DECISION-MAKING



Pathway: Technical (Builder)

TVET → Apprenticeship → Trade Test
Electrician, Plumber, Artisan



Pathway: Service (Helper)

- Skills Programmes → Occupational Certificates
- Community Worker, ECD Practitioner



Pathway: Analytical (Thinker)

- ICT Certifications / Technical Study
- IT Support, Data Assistant

Pathway: Creative (Creator)

- College / Portfolio Development
- Graphic Design, Media

Source: Templates come from the GEC Training Programme booklet (2024), pp. 37–41.

Pathway: Influencer (I)

- Business Courses / Entrepreneurship
- Sales, Business Owner



Pathway: Administrative (Organiser)

- Admin Certificates / College
- Office Admin, Clerk

Source: Templates come from the GEC Training Programme booklet (2024), pp. 37–41.

Monitoring & Evaluation



Potential Challenges

- Educator readiness
- Resource availability
- Learner understanding
- Technology access



Solutions

- Continuous training
- Standardised materials
- Support structures
- Blended delivery (paper + digital)



Expected Impact

- Improved career awareness
- Better subject choices
- Aligned career pathways
- Reduced drop-out rates



Closing Message

- We are shaping futures
- Consistency is key
- Every learner deserves direction



Conclusion



Every child is a National Asset

Thank you!

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