

Career Inclinations for the General Education Certificate In The Mainstream

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PRESENTATION OUTLINE

Introduction

The need for
inclinations

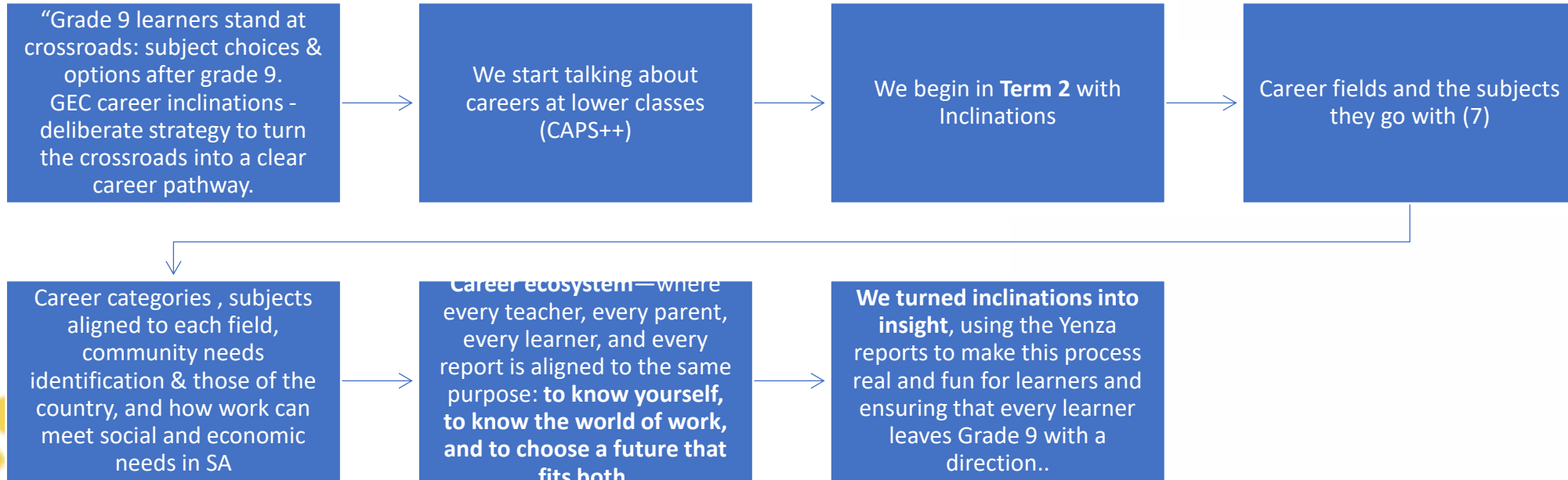
Administratio
n of
Inclinations

Challenges
and
mitigations

Recommen-
dations

Conclusion

INTRODUCTION



The need for Career Inclinations

Fundi Connect: *online student support platform – info. about institutions, studies, careers, funding and career resources.

- Between 50% & 60% of first year students drop out of university in their first year of study.
- Two out of ten students change faculties not once but twice.
- **Students mainly drop out because they choose the wrong courses/careers.**

**NB Preparation of learners for meaningful career pathways.
(ignites career talks, career coaching/guidance, self exploration
and informed career decision making)**

Administration of Inclinations - Mainstream



Term 2



Life orientation
teacher Leads



GEC coordinator and
all the other teachers
fully involved.



Prior knowledge



Six career categories
(RIASEC)

The Holland Code Framework

John Lewis Holland (An American psychologist, researcher and a professor at Johns Hopkins university), developed the Holland code (a psychological theory) in the 1970s, which Organises a person's dominant characteristics into 6 different categories or areas of interest. These characteristics are helpful for exploring personal interests and career choices that have the potential to be the most closely suited to those interests.

This is a worldwide **code** used for career coaching.

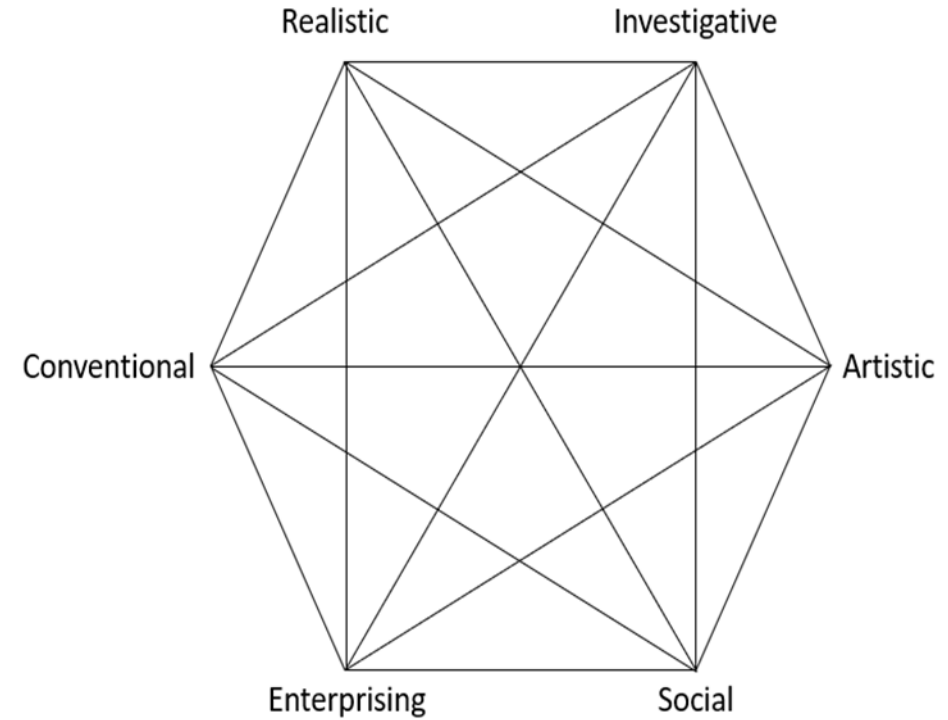
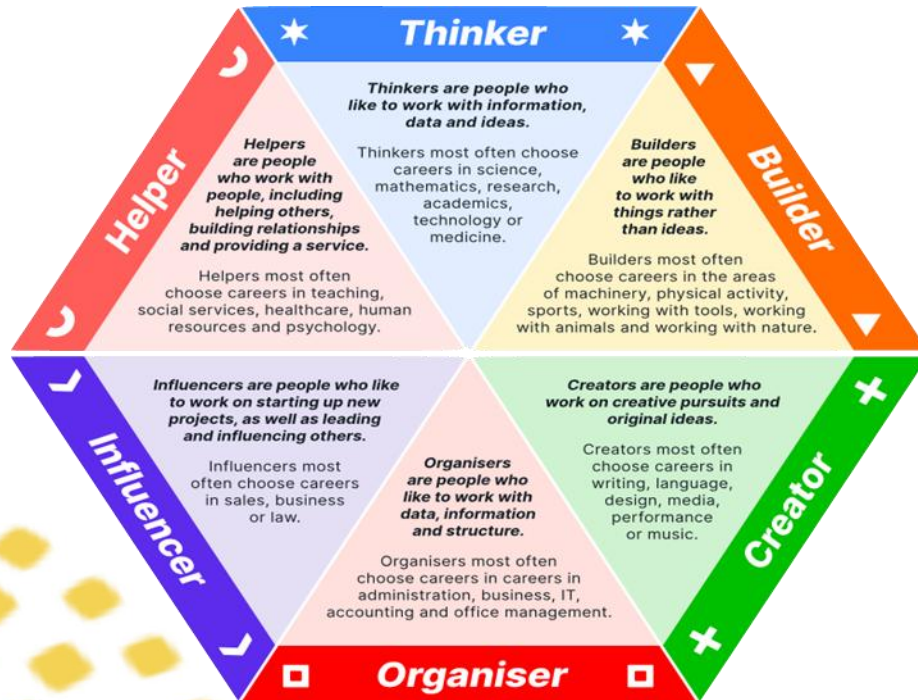
In South Africa it has long been used in life orientation particularly in grade 8 (term 2 content)

The Holland Code Framework

Code	Key	Common characteristics	Examples of Careers where these characteristics are dominant*
R	Realistic	Realistic people tend to prefer activities that are explicit, ordered or involve systematic manipulation of objects, tools, machines and animals . These tendencies lead towards the acquisition of manual, mechanical, agricultural, electrical and technical competencies .	Realistic people tend to lean towards practical, hands-on or tangible work: Technical & mechanical careers (plumbers, electricians, welders, mechanic/automotive, aircraft, carpenters etc) Agriculture (farmers, foresters, landscapers, park rangers, environmental technicians, chefs Computer engineers Pilots, train operators, truck drivers Dentistry Military services, police officers, Fashion design,
I	Investigative	Investigative people tend to prefer activities that focus on observational, symbolic, systematic and creative investigation of physical, biological, and cultural phenomena (in order to understand and control such phenomena). These tendencies lead towards the acquisition of scientific and mathematical competencies (research competencies)	Investigative people tend to lean towards research orientated work where they can be knowledgeable and curious: Future focused careers: Cybersecurity Analyst, Environmental scientists, market research Analyst, intelligence analysts, Business intelligence Analysts, technical writers, robotics and industrial controls technicians, computer programmers, laboratory technicians. Actuary Epidemiologists, pharmacologists Doctor Lawyers Community Health Workers Dietitians/Nutritionists Psychologists, social workers

building blocks for

The Holland Code Framework



Deep conversations with the Report



Once the Learner has read through the report, they should discuss it with their parents or caregiver as well as their Teacher. Based on their worker types there are subject (and even career) choices that could align with their natural inclinations that are reflected in the report.

Yenza The Yenza Report

Introduction

Yenza is a career pathing and self development app, that is designed to help you gain career clarity in order to make the right career choices. Making the right career choices has majorly positive compounding effects. So that is why it's critical you pursue the right career and these assessment reports are the first step in helping you along your journey.

Approach

Our approach is to guide, not tell. We are purposefully not overly prescriptive for two reasons. One, every person is unique and multifaceted, and therefore it is impossible to pinpoint the exact career someone should pursue. Two, all the literature shows that when you guide someone to their own conclusions, the effects are far more impactful and long lasting than simply being told what to do. Yenza means "Do" or "Common", so the more actively you engage with Yenza, the more you will benefit.

Science of Career Success

Research shows that when choosing a career that aligns to your interests, abilities, personality and environment, this significantly increases your chances of career success. Yenza have built assessments which help you understand all these factors and we use a smart algorithms to recommend you the right careers.

Challenges Experienced and Mitigation Strategies

Challenges			Mitigation Strategies
Connectivity Issues			Paper-based inclinations
No-cellphone policies / high-crime areas			Schools allow phones only on inclinations days ; Safety protocols must be put in place Use of laptops, or school-owned devices where learners lack devices.
Non compliance by some schools:			Inclination reports must be made available to the schools and district coordinators. District coordinators must regularly check progress.
2023	2024	2025	
78 Out of 100	286 out of 354	621 out of 857	
Compliance-only schools			GEC training dedicates substantial time to inclinations to build teacher enthusiasm and ownership, ensuring quality implementation. Inhouse trainings

Recommendations

- Inclinations must start in term 2
- Learners must have an extensive knowledge of **the 6 career categories before starting inclinations assessment.**
- The Yenza report must be **discussed in depth** with learners, teachers, and parents, focusing on: feelings and understanding.
- **All subject teachers** are urged to **talk about careers** linked to their subjects, turning lessons into **mini-career talks.**
- **Parents** must be involved through:
 - Information sharing sessions.
 - Discussion of Yenza reports.
- Learners must explore **vocational careers, trending careers, and careers that do not yet exist**, using career categories as a framework.
- Let us **stop treating inclinations as a box-ticking exercise** and start treating it as the **core of our learner development strategy.**"

Conclusion

With inclinations:

Learners feel **seen, understood, and empowered** because they are at the center. empowering them to make informed and purposeful career decisions.

Teachers become **career-coaches**, not only subject-experts.

Parents gain **clearer insight** into their children's potential beyond "marks" alone.

"THE BEST TIME TO PLANT A TREE WAS 20 YEARS AGO, BUT THE NEXT BEST TIME IS NOW"

Thank you



building blocks for
growth
department of
education

A **NATION** 
THAT **WORKS**  **FOR ALL**

