



How Assupol Life used Thomas SA behavioural and skills assessments **to assist with career guidance for YES Programme participants**




ASSUPOL
Insurance company
900 employees



Objectives

- > Providing approximately 95 learners with career guidance after completing the YES Programme at Assupol SA to further assist with understanding themselves, their strengths and development areas in order to make informed career path choices.



Results

- > 95 learners completed the PPA+ and hard skill assessments across two provinces and three regions.
- > These learners were provided with career guide reports based on their behavioural preferences derived from completing the PPA+ as well as the results from their skills assessments for a more comprehensive decision-making process.



INTRODUCTION

The YES programme is an initiative run by the YES4Youth non-profit organisation in collaboration with the Department of Labour. This initiative aims to create over one million new job opportunities. The YES Programme is targeted specifically at previously disadvantaged youths between the ages of 18 and 35 who are given a unique opportunity to gain work experience in order to increase their employability and skills offering.

As a leader in the insurance industry, Assupol has a long history of engaging with the communities in which they operate. In conjunction with their Corporate Social Investment programmes aimed at making a difference in the lives of underprivileged individuals, Assupol Cares, together with Thomas SA assisted in providing tailored career guidance for 95 students.



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Many learners were astonished at the reports received indicating qualities they never knew they possessed as well as confirming some of the traits they know. The process has assisted learners in having a wider future perspective and provided a map for the future ahead with more than one career option.

Dr Vuyelwa Nhlapo, CEO of Assupol Community Trust



THE CHALLENGE:

Assupol Life is a longstanding valuable client of Thomas SA and extended the opportunity for Thomas SA to become involved in aiding the youths on their journeys. Assupol was only able to provide work experience in the early childhood development field, but some participants expressed that they did not find this field to be appropriate for them and they were unsure of which career path was more suitable for them. This is where Thomas SA stepped in. The challenge came in the form of assessing 95 participants situated in three regions which were geographically significantly dispersed, in order to provide them with accurate and valuable career guidance. These regions were Gauteng, Msinga and Nquthu, the latter two being situated in rural areas with little access to internet and computers.

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The assessment made me have confidence in the choice that I made in my current studies as it confirmed and validated my choice

- Participant of the YES Programme



THE SOLUTION:

Thomas SA assessed 95 learners with the PPA+ Touch, as each learner received a smart device while being a participant of the YES programme at Assupol Life. The results of these assessments were then used to draw a Career Guide Report which provides the learners with information on which types of jobs within each industry would be most suited to them based on their behavioural preferences. Furthermore, Thomas SA aimed to provide a comprehensive career guide based not solely on the participant's preferences but on their current skills as well. Therefore, their hard skills were also assessed to determine where they are currently performing well based on their most suited career path and where they may need to develop further. We assessed skills such as Attention to Detail, English Vocabulary, Customer Service, Data Checking, Leadership Skills, Logical Thinking, Numerical Reasoning, Spatial Reasoning, Verbal Reasoning and Time Management.



THE RESULT:

Thomas SA achieved all its stated aims through assessing all 95 participants. This resulted in structured career guidance and insight into the learners' behavioural preferences. Thomas SA provided feedback to Assupol Life through collating the data and providing an abridged trend analysis. Thomas SA is grateful to have been able to contribute to such a valuable and integral step in the careers of so many youths of South Africa.



My experience with Thomas International was good. It helped me realise that I can be better in administrative work than the education field which I was planning to go to. It has helped with my weaknesses that I didn't know about and my strengths

- Participant of the YES Programme



For more information about how we can help deliver confidence
for your organisation, get in touch



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