TRADE SHORTLISTING AND LEARNER COUNSELLING

Vega Vocational

Matches a learner's profile with the trades an institution offers, then provides evidence for a practical counselling conversation.

COUNSELLING SUPPORT

Which available trades align with this learner, and what needs discussion?

Four parts of the learner profile

The 51-item form covers interests, objective aptitude questions, workplace behaviour and stated comfort with physical or social working conditions. A stated tolerance for heat, heights or shift work is not proof of sustained performance in that setting.

Match against an explicit trade pool

Trade requirements use mapped occupational reference data and the institution's configured choices. The available pool matters: alignment with one offered trade answers a different question from exploration across many trades.

Build a composite trade fit

The documented method weights interest at 25%, aptitude at 30%, behaviour at 25% and environment at 20%. Relative interest patterns influence matching; the other domains compare the learner's evidence with trade requirements.

Return a shortlist with review cues

The report shows recommended trades, component evidence and prompts for counsellor attention. Similar scores should be discussed as comparable options, with course availability and the learner's circumstances brought into the decision.

METHOD FIRST. INTERPRETATION AND EVIDENCE LIMITS ON PAGE 2.

READING THE RESULT

What the evidence supports

Fit is alignment with the offered trades

A low trade-fit band is not a judgement of the learner's worth or a general finding of unreadiness. A narrow institutional pool can produce a low best match even when other pathways would suit the learner.

Look beneath the combined number

The source analysis found that behaviour and environment contributed relatively little variation in practice. Nominal weights alone do not show how strongly each domain distinguishes real recommendations.

Take an even interest profile seriously

When all interest scores are equal, a correlation cannot establish a preference pattern. The documented fallback limits the combined score; discuss the profile and available experiences rather than interpreting it as poor aptitude.

Evidence limits

The source paper reports short scales, limited reliability evidence and insufficient outcome data to establish predictive validity. Close shortlist positions may not be meaningfully different. Fixed fit bands are not normative percentiles, and bands from different products are not interchangeable.

Appropriate use

Use the shortlist with a counsellor, learner preferences, course access and practical exposure. Inspect individual component evidence and the trade pool before drawing a conclusion from the overall band. The assessment does not certify occupational competence.

A practical next step

Agree a realistic course or trade exploration step, record why it was chosen and revisit the decision after practical exposure. Changes to scoring or thresholds require separate methodology review; this explainer does not change them.

Source: Vega Vocational methodology white paper, 10 September 2026. This concise adaptation preserves the source's evidence limitations. It is not a fresh validation study or a change to an assessment release. Product availability and programme direction should be confirmed before a deployment.