

Vocational Counselling

General Aptitude Test Battery (GATB)

An occupationally-oriented multiple-aptitude test

FACTS IN BRIEF



Minimum Qualifications to Purchase:	<ul style="list-style-type: none"> M.A. Psychology or M.Ed. with at least 3 courses in testing and related subjects such as statistics, individual differences, OR Successfully completed an approved GATB training course <p>AND (in either case)</p> <ul style="list-style-type: none"> Member of an organization with a code of ethics covering assessment practices
Purpose:	To provide a profile of nine occupational aptitudes linked to the NOC Career Handbook
Range:	General Working Population Adults (Canada)
Total Working Time:	48 minutes
Overall Administration Time:	Approx. 2.5 hours
Scores:	Standard Scores (Mean 100, SD 20), and Aptitude Levels (1–5)

The *GATB* is published in association with Human Resources Development Canada, and is based on 1986 Canadian Norms.

Nelson Education also offers a *GATB* Certification Course (see page 39).

The *GATB* is used extensively in Canada in vocational counselling, rehabilitation and occupational selection settings. The *GATB* profile of occupational aptitudes can be used to determine appropriate career and/or training paths.

GATB measures the following nine distinct aptitudes, based on 12 separate parts of the battery: eight paper-and-pencil tests, and four performance tests.

G – General Learning Ability	V – Verbal Aptitude
N – Numerical Aptitude	S – Spatial Aptitude
P – Form Perception	Q – Clerical Perception
K – Motor Co-ordination	F – Finger Dexterity
M – Manual Dexterity	

GATB test results assist counsellors in matching aptitude levels that correspond to the *National Occupational Classification (NOC) Career Handbook*.

GATB can be used in conjunction with the interest tests such as the *Canadian Work Preference Inventory (CWPI)*, to assist in determining appropriate career paths. (The *CWPI* is available through Multi Health Systems Inc.)

The *GATB: Application and Interpretation Manual* replaces an earlier publication “Using Tests in Employment Counselling.” The newer manual is used in the *GATB* Certification Course and is a valuable resource to review the *GATB*.

Getting Started with the GATB

For examiners who are using the *GATB* for the first time, please consider the *GATB* Examination Kit listed near the end of the table below. This kit contains all of the necessary materials to test two clients on the

paper-and-pencil portions of the battery (Parts 1 through 8), and to score the tests. After becoming familiar with the *GATB*, if you wish to test with Parts 9 through 12, purchase a Pegboard (“manual dexterity board”) and a Finger Dexterity Board.

Components and Prices for GATB

GATB consists of 12 parts – some components are related to the administration and scoring of specific parts. Most examiners use *GATB Form A*.

ITEM	PRICE	CODE
Manuals		
Section 1, Administration & Scoring (with 1986 Canadian Norms)	\$ 56.75	602265-1
<i>GATB</i> Application and Interpretation Manual	\$ 94.75	608569-6
– manual is used in <i>GATB</i> Certification Courses		
Test Booklets (Pkg. 25)		
Booklet 1 Form A (contains Parts 1 through 4)	\$ 99.00	602136-1
Booklet 2 Form A (contains Parts 5 through 7)	\$ 99.00	602245-7
Booklet 1 Form B (contains Parts 1 through 4)	\$ 99.00	602138-8
Booklet 2 Form B (contains Parts 5 through 7)	\$ 99.00	602246-5
Answer Sheets (Pkg. 35)		
Form A (for answering Parts 1 through 7)	\$ 34.75	602140-X
Form B (for answering Parts 1 through 7)	\$ 34.75	602142-6
Mark-making Sheets, for Part 8 of the Battery	\$ 25.00	602145-0
Answer Sheets (Pkg. 100)		
Form A (for answering Parts 1 through 7)	\$ 82.95	602141-8
Form B (for answering Parts 1 through 7)	\$ 82.95	602163-9
Mark-making Sheets, for Part 8 of the Battery	\$ 53.50	602146-9
Dexterity Boards for Parts 9 through 12		
Pegboard (also called “manual dexterity board”)	\$254.75	602161-2
Finger Dexterity Board	\$179.50	602162-0
ITEM	PRICE	CODE
Scoring Masks for 1986 Edition		
Form A (for scoring Parts 1 through 7)	\$ 49.70	602261-9
Form B (for scoring Parts 1 through 7)	\$ 49.70	602262-7
Recording Sheets (Pkg. 35)		
Self Estimate Sheets (grey colour)	\$ 25.00	602153-1
Indicator Sheets (pink colour)	\$ 24.75	602151-5
Profile Sheets (cream colour)	\$ 24.75	602149-3
Result Sheets (blue colour)	\$ 24.75	602147-7
Recording Sheets (Pkg. 100)		
Self Estimate Sheets (grey colour)	\$ 54.00	602154-X
Indicator Sheets – order packages of 35	N/A	602152-3
Profile Sheets – order packages of 35	N/A	602150-7
Result Sheets (blue colour)	\$ 53.50	602148-5
Additional Resources		
“Doing Your Best” Booklet, for <i>GATB</i> Prep.	Ⓥ \$ 3.60	602159-0
Examination Kit (includes materials to test two clients on paper-and-pencil portions, Parts 1–8)	\$175.00	602173-6
<i>GATB</i> Score Conversion/Reporting Software	\$359.50	608573-4
Profile Professional Software		See Page 37
Interpretation Aid Charts (Set of 6)	\$ 12.00	602160-4

“Doing Your Best” booklets are intended to assist clients with advance preparation for their *GATB* testing.

Spare parts are available for the pegboards and finger boards, and NCS-style scannable answer sheets are also available on special order. Contact our Customer Support Department for assistance.

Scoring and Reporting Software for the GATB – Two Options

The *GATB* can be scored by hand, using the answer sheets, the masks, and the *Manual for Administration and Scoring*. In addition, optional software is available to assist you with the scoring process.

GATB Score Conversion and Reporting Software is available on CD-ROM. This software converts *GATB* raw scores (either Form A or Form B) and provides an interpretive report that can be viewed on-screen or printed. The printed report contains a bar graph illustrating obtained scores, a list of converted scores and aptitude levels, and interpretive information

for each of the nine *GATB* aptitudes. This software does not have counters or time limits – you can score as many *GATB* tests as you wish.

Using Nelson's *Profile Professional* software program (page 37), counselors can convert *GATB* raw scores and use the obtained aptitude levels (and other criteria) to complete computerized searches and match a client to Job Titles in the NOC Career Handbook.

French-Language GATB

For information about the French-language version of *GATB* for use in Canada, please contact the Institute of Psychological Research, 1-800-363-7800.

GATB Certification Course

A course in the administration and interpretation of the *GATB* is available. Two or three courses are scheduled each year in Toronto. Occasional courses are held in other parts of Canada. Contact us for details about dates and locations.

Nelson Education

1120 Birchmount Rd., Toronto, Ontario M1K 5G4
1-800-914-7776 EXT. 3377 assess@nelson.com

Successful completion of this course, and compliance with HRSDC requirements, will permit registrants to purchase, administer, and interpret the *General Aptitude Test Battery (GATB)*.

FACTS IN BRIEF

Enrollment Requirements: To enroll in this course, registrants must have as a minimum:

- an undergraduate degree, preferably in the Social Sciences, with basic knowledge of elementary statistics, plus some counselling experience

OR

- a College Diploma or Certificate in the Counselling area, with at least two years counselling experience.

Additional requirements, as of 2004: Each registrant must also:

- be a member of an organization with a code of ethics covering assessment practices

OR

- have a letter from his/her employer stating that there are other members on staff with membership in such an organization and that they will take responsibility for any ethical issues that may arise from the use of the *GATB*.

Course Fees and Timelines for Registration and Payment

- \$1,545.00 (+ GST) – includes *GATB* materials, lunches, refreshments
- Accommodation and travel expenses are not included
- Registration deadline is 35 days prior to the start of the course
- \$200 deposit is required, at least 30 days prior to the start of the course
- Balance of the course fee is payable 15 days before the course begins
- Deposit is non-refundable, but may be applied toward the next *GATB* Course

Steps Toward GATB Certification

1. When registering, candidates must complete a questionnaire to determine their eligibility to be certified.
2. Prior to the course, participants must study the "*GATB Application and Interpretation Manual*" and complete the "Theory Review Questions" in that manual. (Registered participants will receive this manual approximately four weeks before the course begins.)
3. The course will include a review of the manual, a multiple-choice theory test, and the administration, interpretation, and interviewing procedures for the *GATB*.
4. After the course, each participant must administer the *GATB* to a "client" and submit an audio tape recording of his/her interpretation interview with the "client". Nelson Education supplies all materials necessary for this testing (with the exception of the cassette recorder and tape), and most of these materials are re-usable by the successful participant.
5. Performance on a multiple-choice theory test on the second day of the course, and on the taped interpretation interview completed after the course, will determine the participant's eligibility for certification.

Materials Included with the GATB Certification Course

- Qty (1) *GATB* Application and Interpretation Manual (to be reviewed during the three weeks leading up to the course), code 608569-6
- Qty (1) *GATB* Examination Kit (sufficient to score two clients on all paper-and-pencil tests, Parts 1-8 of the *GATB*), code 602173-6
- Qty (1) *GATB* Pegboard ("manual dexterity board"), code 602161-2
- Qty (1) *GATB* Finger Dexterity Board, code 602162-0
- Qty (4) Client Uses for Profile Professional Software (see page 37)