

**November Edition**

**Auto body Industry, Careers or Jobs**

How many of us, growing up, have dreamed of working in the auto body sector? For many of us, we saw an opportunity for a job and took it. Now that you are in it, would you voluntarily choose this as a career?

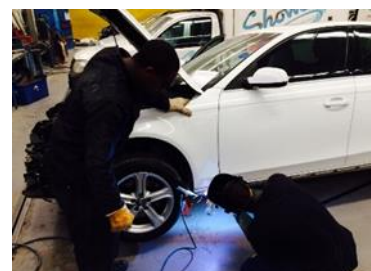
As you are thinking about this, let us take a closer at the two concepts, “CAREER” and “JOB.” Many times they are used interchangeably, but, do they refer to the same thing? No, let’s take a closer look

<b>job vs. career</b>	
<b>job</b>	<b>career</b>
<ul style="list-style-type: none"> <li>• temporary</li> <li>• money based</li> <li>• driven by profit</li> <li>• done only “on the clock”</li> <li>• unconnected to long term goal</li> </ul>	<ul style="list-style-type: none"> <li>• permanent</li> <li>• money based</li> <li>• driven by passion</li> <li>• done “on and off the clock”</li> <li>• connected to long term goal</li> </ul>

One element that is missing in this description above, is training. For a job, education or special training may not be required but a career requires special learning that develops abilities far beyond training.

Our industry is filled with jobs and job seekers. The distinction refers to the element of training, skills, ability, etc. How much of that is required in our sector? Can anyone get off the street and spray paint on your car? When your car is damaged in an accident or has a dent, do you take it to any panel beater or do you find a “professional” panel beater? Your answer to this question will help you determine if panel beating and spray painting are jobs or professions.

Considering that the job requires specialized training, what are we doing to ensure that it is perceived with integrity? What can we do to change perceptions of people about what we do? Most importantly, what can we do to attract youth into this profession. I recently attended a CRA conference, where David Lingham from the United Kingdom spoke on Global Consolidation of the industry, he mentioned that this industry is perceived as a job option and not a career option. He added that we need to find way to attract the youth. All the presenters at the



conference were above 55, where are the youth in this sector? This is not just a South African challenge, but a global challenge, so don't despair.

There many things we can do towards this pursuit, primarily, it is the value that we place in the training and incentivizing opportunities in the sector. Incentivizing does not necessarily mean money, it also encompasses growth, growth in skill, knowledge thus responsibilities and occupation ultimately leading to mastery. Notice how I tried not to use the word "job". Training means us looking at the outcome, thus quality of the training. A thoroughly thought out curriculum, aligned to industry needs, will definitely improve the calibre of our artisans and the quality of the work done. Enhancing perceptions about the industry. The training itself, can also be used as an incentive, presenting opportunities for growth for employees already in the industry.

Focusing on our industry, the automotive industry is the leading provider of jobs in the country. The Automotive Industry is the highest contributor to Gauteng's GDP, Employing +- 4million people. How many of this 4million have the right qualification? Research shows that only a quarter of this population is appropriately qualified, what about the rest. Part Qualifications present an opportunity for these employees to see what they do differently:

1. It instils pride in what they do
2. Gives value to what they do
3. Inspires them to do the work to produce the best results.

A third of employees in this sector have been doing what they do for years but do not have the papers (certificate) to show their invaluable knowledge and skill. Take a look at the table below, there are 3 5906 employees in the automotive sector, with experience but no qualification. These are June statistics from MIBCO.



Occupation Description	Employee Total
GENERAL WORKERS	33613
BODY SHOP ASSISTANTS	2293
AUTOMOTIVE BODY REPAIRER	1560
SPRAYPAINTERS	906
APPRENTICE AUTO BODY REPAIR	467
APPRENTICE SPRAYPAINTERS	311
<b>TOTAL</b>	<b>39150</b>

Let us take this opportunity to turn the jobs in our industry into careers by providing quality training programmes, that will make individuals want to pursue this job as a career, motivate them to have dreams about the industry and provide avenues that will make these dreams come true. This is where it all starts...

***Let us make this a reality and a norm in our industry***

***"By the Industry for the Industry"***

## Another record time finish for NF



We would like to Congratulate Bongani Nkosi for successfully completing his apprenticeship as an Auto Body Repairer (ABR) at Auto Body Specialists(ABS), in Midrand. He started his apprenticeship on the 10<sup>th</sup> February 2014 and completed his journey in record time on the 31<sup>st</sup> October 2017. When asked how he feels about completing he said that he had no words to describe the happiness that is in his heart. He mentioned that the road was bumpy and rough, but worth travelling.

Throughout his apprenticeship he actively participated in different programmes and competitions. He was 2<sup>nd</sup> place in both the 2015 and 2017 World Skills National finals. He attended all developmental workshops coordinated by NF, these workshops ensure that apprentices become well rounded artisan. This just shows how dedicated he is to his work and greatly talented he is.

Bongani in his humble state said that he has grown as an individual and has learnt how to work with different people. Qualifying is only the beginning of the journey for me, he said, the real work starts now. His hard work and dedication has earned him the trust and the respect that his host employer has for him, to an extent that they offered him a contract. He has now joined the ranks of qualified artisans at his shop, ABS, and aims to continue learning and growing in the ABR trade.

His advice to apprentices is that they should remain humble and have a teachable heart. He says that humility will make you likable amongst people and that will open more opportunities for those above to teach you more in this industry.

## Fees commission report released: What's next?

It was on the 12<sup>th</sup> October 2015 that the Student Representative Council (SRC) led by Shaera Kalla, SRC President at the University of Witwatersrand, started a movement that spread throughout the country, to make it clear that #feesmustfall. This student led protest started quietly in boardrooms and SRC offices but spread like a wild fire when suddenly SRC's in major universities in South Africa endorsed protests against fee increments in their institutions. Not only did the students protest, there were also damages that were caused by these demonstrations that amounted to R600 million.

A commission of enquiry was then established to investigate free education for all higher education and training students. The fees commission, under the leadership of Honourable Justice Jonathan Arthur Herer, have been working tirelessly on this matter and have finally released the report of commission of inquiry into the feasibility of making high education and training free in South Africa.



The commission released the report in October 2017 and with all the recommendations made, it is evident that there is insufficient capacity in the state to provide totally free higher education and training for students in South Africa. The dropout rate in universities and TVET colleges is very high, and as a result, the government is unable to recover the funds that were given to previous beneficiaries.

I strongly believe that one of the best solutions in this situation is to focus on providing skills training in the form of apprenticeships. The unemployment gap is so wide, it cannot be filled by graduates from higher education institutions only. Amongst all these young people that are yearning for an education in order to be employable, some of them have the ability to utilize their skill, and make a living out of it. Moreover, there's an ascending realization that degrees are not necessarily the key to employment and that cost-constrained employers are increasingly focusing on what return on investment the employee can offer them.

People with the skill to do the job, benefit from that need. With the unemployment rate so high, millions of South African youth lack both work experience and access to the networks that provide information about opportunities and introductions to the right people. Hence, skills development, becomes the best option to not only teach them the skill they need, but to also give them instant on-the-job experience, which makes them feel involved in what they are learning.

According to Yojana Sharma, in her article, "A focus on skills increasingly links higher education with employment", higher education experts say that universities are coming under increasing pressure to ensure that their graduates are 'employable. She further elaborates that the international education community is moving away from raising literacy levels and increasing access to secondary and higher education, towards skills required by the workforce to promote economic growth.



Therefore, if more money and opportunities are made available for skills development then this sector may just be one of the solutions to the great challenge that our education department is facing. Investing in skills development will create more opportunities for young people and also build the country's economy.

## **Get involved**

### **DONATIONS**

Make a Socio-Economic Development (SED) donation to NF Apprentices, a registered Non-Profit Company and earn BBBEE points.

### **SPONSOR AN INDIVIDUAL APPRENTICE**

Sponsor individual apprentices recruited and placed by NF Apprentices at one of our qualified partner repair shops. This is a great investment that will ensure a young person is given an opportunity at a brighter future.

## **SPONSOR A PROGRAMMATIC ACTIVITY**

### **RECRUITMENT PROGRAMME**

NF embarks on a rigorous recruitment campaign to recruit apprentices which involves engaging with communities, facilitating repair shop site visits and candidate assessments.

### **DEVELOPMENT PROGRAMMES**

NF offers apprentices a vibrant network for them to engage with each other collectively through industry excursions and development workshops

### **MENTOR PROGRAMME**

NF hosts regular mentor workshops facilitated by Young and Able (Y&B). These workshops are aimed at building bridges between mentors and apprentices to allow for the conducive transfer of skills in the workplace.

## **BECOME AN NF PARTNER SHOP**

Repair Shops are invited to sign up with NF Apprentices. In order to qualify as an NF Partner Shop, a shop needs to be merSETA Workplace Approved and have at least one qualified Spray Painter and Auto Body Repairer. Partner Shops will be required to contribute towards the apprentice's training needs as per merSETA requirements.

We also work closely with mentors, workshop managers and support staff to ensure the proper facilitation of the apprenticeship programme.

To enquire about getting involved, contact us today on [info@nf.org.za](mailto:info@nf.org.za), or call us on (011) 312 8479. You can also visit our website on [www.nf.org.za](http://www.nf.org.za) for more information.

### **NF bank Account details:**

Ntuthuko Foundation

Nedbank

Account Number 1013419944

Branch code 146905

## **Quote of the month**

If hard work is your weapon, success will be your slave.