



April 2017

## Introducing the new NF Apprentices team



NF Apprentices new team members.

### **Programme Director: Ms Yvonne Lushaba**

Yvonne K. Lushaba comes to NF Apprentices with vast experience in the area of training and development. She has an Honours degree in Psychology and certificates Project Management, Human Resources and Skills Development Facilitation.

She started out as a junior lecturer in universities, and then moved into the areas of project management and human resources. She then joined Matthew Goniwe School of Leadership and Governance as a consultant, training and coaching Department of Education's district officials, educators, learners and parents. She has coordinated diverse education projects for over 18 years.

Yvonne is passionate about youth development and has been involved in projects that seek to empower youth, academically, personally and even on career matters. She is coming into the already successful NF Apprentices, with a new perspective to the programme offerings, enabling NF Apprentices soar to greater heights.

## **Project Coordinator: Mr Michael Mogashoa**

Michael Mogashoa joins the NF team with experience in the stakeholder engagement and public relations section. He has an Honours degree in English and also has certificates in Project Management and Social media operations.

He started his career as a student lecturer at the University of Limpopo, specializing in editing, writing and lecturing. He proceeded to do sales and later moved on to stakeholder engagement and public awareness at the Department of Environmental Affairs. Michael was also exposed to the motor industry when he joined VW as a car salesman.

This new team is very determined to keep the NF legacy moving and with their expertise, we believe that NF Apprentices will discover more hidden talent amongst the beautiful youth of South Africa.

## **Message from the Programme Director**

### **Changing lives**

“I am looking for a job” this is what many of our applicants say when they enquire about the NF Apprenticeship opportunity. NF Apprentices is not just about getting a job, our goal is to build a career, thus building the individual holistically, building the family, community and ultimately the nation.

According to Merseta skills planning research, in Gauteng blacks employees constitute the biggest percentage in the sector at 58%, followed by 24.2% white employees, 12.5% coloured employees and 5.3% Indian employees. Employed black workers are the biggest group in the numbers above, but they are the least skilled in the industry, sitting at 78% and occupying elementary positions. The motor sector is also struggling with gender disparities in all races, males are 77.49% of the sector’s employees and females 22.51%. The sector is known to be populated by middle and older generations, with only 14% being between the ages of 18-24years.

NF Apprentices presents an opportunity to transform the automotive industry. The picture is currently skewed with black employees doing menial jobs as they do not have proper qualifications, which also limits their chances of promotions. NF Apprentices seeks to change this by introducing black youth, who are recruited from disadvantaged communities; placed and trained through an intensive three and four years programme in an accredited auto-body shop; and qualified according to MerSeta standards. These youth are supported throughout the programme by an NF Apprentices coordinator and mentors in their shops. In a few years, auto body shops will be filled with appropriately qualified black artisans.

Another aspect that we seek to address is the gender bias in the industry. There are currently very few, qualified black female spray painters in the country; NF Apprentices is pioneering the promotion of this profession to women. Nolitha Salimani is the first black woman to obtain a qualification in spray painting through NF Apprentices. Although the numbers are still skewed in the programme, we endeavor to bring in more young girls, thus women in the industry.

NF Apprentices seeks to develop apprentices holistically. These apprentices not only gain practical and theoretical knowledge from our current reputable, accredited and successful partner auto-body shops, they are also trained on different aspects of managing a career, like CV writing, interview

preparation, job applications, work readiness etc. They are also taken on a self-discovery journey, building their self-esteem and preparing them for adulthood and the world of work. This includes training in the areas of stress management, diversity management, time management, effective communication, assertiveness, human relations, etc. We aim to produce leaders in the automotive sector.

NF apprentices are the cream of the crop, who strive to obtain a recognised qualification which will secure them a good future and may eventually become entrepreneurs leading the industry. This will in turn, improve the quality of life in their families, communities and ultimately with more and more of the youth getting in the programme, the country's economy will be transformed. We currently have 54 apprentices in the programme, translating to 54 families whose lives will be transformed and 21 partner shops that continually offer and training and support to these apprentices

### **The NF Apprentices flag flies high at the Worldskills South Africa competition.**



NF apprentices congratulate Ntsako Vuma and Bongani Nkosi who were 2<sup>nd</sup> and 3<sup>rd</sup> place winners at the Worldskills South Africa competition (WSSA). The competition was held at the Durban International Convention Centre (ICC) from the 14 to the 16 of February 2017. The above mentioned apprentices were invited to come compete the finals after they successfully made it through the regional stage of the competition that was held in Gauteng. The WSSA Competition is both about celebrating the talent of young artisans in the country, and how key the artisanal sector is to the country's economy.

There were approximately 120 participants from public TVET Colleges, Private Colleges and Universities of Technology, competing in 22 skill areas.

The two representatives who are apprentices at Auto Body Specialists in Midrand, made their presence felt as they delivered a great challenge to their counterparts. They have made us very proud and we are thankful to their Shop and mentors for allowing them time off of their duties

The Minister of Higher education and training, Mr Blade Nzimande, said at the opening ceremony of this great event that "Skills are and will remain central as we develop and refine our capacity as an industrial country, and as we expand our worldwide trading links, not least via the harbour at the heart of this city, the biggest and most important port on our continent."

## Apprentice Flash



### Phokoane Nthute

Phokoane Nthute is a 28 years old 4<sup>th</sup> level auto body repair apprentice from one of our best shops, Cornright Motors in Midrand. The staff members at the shop say that he is a very passionate panel beater and displays a lot of discipline at the shop that he has been placed at.

He grew up in a house of 4 children with the father being a single parent. Phokoane was unfortunate to not have enough money to study further, so he went to volunteer in youth programs and he also ran holiday clubs, school and prefect camps, Student Christian Organisation (SCO) and motivational speaking. He later received an opportunity to learn the auto body repair trade and has been discovered to be a talent in this field.

It has not been an easy journey for him as he was transferred from one shop to the other because the shop he started at closed up. He says that NF has changed his life and he is grateful for the opportunity he was given to focus on what he has to learn. He has made a lot of progress thus far and he cannot wait to complete his level four to become a qualified auto body repairer.

He aspires to one day own his own auto body repair shop so that he can impact other apprentices and give them the opportunity to live their dreams.

## Partner shop focus



Riverside Auto Body situated at 7 river road in Kyalami is one of our partner shops here at NF and we take pride in our partnership with them as we develop future leaders in the automotive industry. The above mentioned shop hosts 3 of our apprentices and they are dedicated to uncompromised quality which is seen through their state of the art technology and skilled workforce. Riverside prides itself in quality workmanship and customer satisfaction, and that is the reason why NF Apprentices partnered with such a shop.

With approvals from Renault, Ford, Toyota and Mazda just to name a few, it is guaranteed that when you take your vehicle for repairs at their shop you will be well pleased with the results as the requirements for these approvals are highly demanding to acquire and to maintain. These are the kind of standards that our apprentices are exposed to hence we can be rest assured that when they qualify they will be amongst the best tradesmen in the industry.

## 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**

"The difference between the ordinary and the extraordinary is that little extra." Jimmy Johnson.

#### **Contacts:**