



August 2017 Edition

Nedbank teaches apprentices how to get out of debt



NF Apprentices, in partnership with Nedbank hosted an educational and very effective workshop aimed at empowering the apprentices with financial management skills that will help them get out of debt and also motivate them on how to progress in their careers at the end of the apprenticeship. The event was held on the 5th of August 2017 at the Jesus Calls Worship Centre church in Midrand, the initial place where the event was first launched in 2016.

This workshop was inspired by the discovery of how poorly apprentices manage their finances. We found that some of our apprentices are frequently absent from work because they do not have money for transport; some don't have good relations with colleagues because they keep borrowing money. Considering that most of our apprentices are breadwinners at home, they need to be able to take care of their families with the little stipend they get. We strongly believe that by empowering the apprentices financially today, we will also be helping them make better financial decisions in their careers and families tomorrow.

Our facilitators Sadia Moodlie and Ntswaki Bodibe from Nedbank, inspired apprentices with knowledge on how to handle their finances and get out of debt. Sadia spoke about money and related its importance to our daily lives. She highlighted that it is the choices we make with our finances that will cause it to work to our benefit or throw us into disappointment.

We are very thankful to good mobile sales and services manage their finances better. name by being a bank that not conveniently but also makes potential it has, for money well difference to achieving your do best, they made us "see



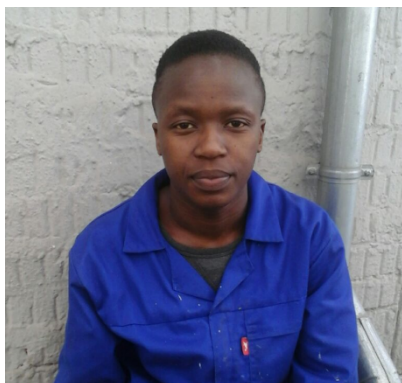
Nedbank for providing such a team to help the apprentices Indeed, Nedbank lives up to its only helps people bank more them see money for the managed can make a real goals. Nedbank did what they money differently".

The workshop was to also prepare the apprentices for the world of work, by teaching them how to structure a proper Curriculum Vitae. The facilitator, Ms Dlamini, gave tips on what to do before, in and after an interview. We believe that this session will help these young to not only become employable, but to also be highly competitive candidates when applying for jobs in future. The apprentices left the workshop with a fresh perspective about financial management and many said they were ready to start planning and making budgets, so that they use their money wisely.

We are grateful to all our partner shops for releasing apprentices to attend to this workshop, this really shows that the shops care about the development of their apprentices.

Apprentice flash

Clementine Modise: BB Cars



Meet Clementine Modise, a 25-year old spray painting apprentice placed at BB Cars, Wynberg. She comes from a small informal settlement called Tsutsumani in Alexandra. This talented young lady is the first female spray painting apprentice from NF Apprentices to be taken on by BB Cars.

Her greatest challenge so far has been learning a new trade whilst working and managing her own time. Tough as it seems, she believes that she has learnt a lot ever since she started the program in May 2017.

Her aspirations are to firstly pass all her trade tests and become a superb and admirable spray painter, she also wants to give back to the shop that has offered her this great opportunity by not only working there but by teaching other apprentices how to become good spray painters in the near future.

Gender discrimination in the workplace by Michael Mogashoa

It is very evident that the motor industry is highly dominated by males and that alone leaves little room for females to come in and occupy positions in the same space. Sexual harassment continues to cause problems in companies, because both males and females spend many hours working under the same space.

Sex or gender discrimination in employment involves treating someone unfavorably because of the person's sex, whether they are applying for a job or are a current employee. Although women have shown that they have the ability to perform at the same level of skill and success in every endeavor engaged in by men, the issue holds many back. This form of them to be unproductive and work in a hostile environment.

When women are paid less gender, it is a form of sex



of sex discrimination still harassment causes most of continuously makes them

than men based on their discrimination and it is illegal.

Another great problem between men and women in the workplace that falls under gender discrimination is sexual harassment.

Pryor John B, a well renowned research expert in Social Psychology at the Illinois State University, stated in one of his articles themed A Social Psychological Analysis of Sexual Harassment: The Person/Situation Interaction, said that “the sexual harassment of women is conceptualized as a behavior that some men perform some of the time. Thus, the framework implies that both situational factors and person (or individual difference) factors contribute to sexual harassment.”

From the statement above, we understand that sexual harassment happens to both men and women, but it is mostly women who fall victim to it in the workplace. Many of these reasons are interrelated, linked to the roles, relative power and the status of the men and women concerned. No working environment is immune from sexual harassment, so this leaves us with the question, how do we resolve this great problem that continually happens in our workplaces?

This problem may take time to be changed but it is going to require some positive actions to be taken towards the direction of change. We should understand that times have changed and that both men and women work daily to make a living and that means they play the same role in the world of work. Their behavior and thinking may be different but if they work together in harmony, that may elevate the standard of work to great heights.

Firstly, the gender discrimination issue rests on all the people in the work place, they need to be willing to stand together and fight it, so as to eradicate its existence in the workplace. If people are open to speak out and policies are put in place to deal with gender discrimination on all levels, then that could be a great step to defeating discrimination in the work place. Lastly, the way individuals relate with others may differ from one person to the other, therefore it is very important that we treat each other with respect and learn to respect each other in our diversity. Our gender differences have so many advantages in the workplace, ours should be to occupy our roles at our workplaces and work as a team with those that we share the work environment with.

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, or call us on (011) 312 8479. You can also visit our website on www.nf.org.za for more information.

NF bank Account details:

Ntuthuko Foundation

Nedbank

Account Number 1013419944

Branch code 146905

Quote of the month

“There are two ways of exerting one’s strength: one is pushing down, the other is pulling up.”