

**BRAND SPOTLIGHT**

**INDUSTRY TRANSFORMATION THROUGH APPRENTICESHIPS**

**W**hen Ntuthuko Foundation (NF) was founded two years ago, it set in motion a vision that would not only offer opportunities to high potential youth from disadvantaged backgrounds, but would also play a critical role in bridging the ever widening skills shortage gap in the automotive repair industry.

Ntuthuko Foundation recruits and places apprentices in partner body repair shops throughout Gauteng. Apprentices are registered with MerSETA and follow the Competency Based Modular Training (CBMT) programmes in Spray Painting and Auto Body Repairing. Once placed, the foundation ensures that apprentices are given the necessary support to successfully complete their training within a set period.

Identifying the right apprentices is one of Ntuthuko Foundation's key success factors. Sibusiso Tolo is a first year apprentice who was placed at Auto-Body Specialists, one of NF's partner shops in February 2013. He completed matric in 2012 scoring an impressive B in Mathematics in spite of the circumstances he found himself in when his father and only parent was arrested when he was 12 years old, leaving him to fend for himself with some help and assistance from concerned community members and teachers. Through NF's tailored assessments, the foundation was able to ascertain that Sibusiso was good with working with his hands and would be able to cope with the theoretical and practical aspects of the CBMT programme. Sibusiso's ultimate goal is to one day run a successful repair centre in his community.

Busiswe Maile, Managing Director of Ntuthuko Foundation says that their goal is to empower young people and build a talent pool of highly qualified Spray Painters and Auto Body Repairers for the industry through partnerships with industry players.

Repair centres that sign up with the foundation will be given access to screened candidates. The foundation also works closely with the centres' mentors and administrators to ensure the proper facilitation of the CBMT programme. 'We understand the business pressures and demands that repair shops are faced with on a daily basis' says Ms Maile, 'we promise our partner shops smoothly run apprenticeship programmes provided they are MerSETA workplace accredited and have qualified journeymen who are willing to mentor apprentices.

The foundation recently facilitated a successful mentors' workshop with



journeyman from different repair shops. The workshop focused on breaking barriers and building bridges between mentors and apprentices; helping mentors find solutions and practical methods to impart knowledge and skills to the youngsters placed under their wings.

Most of the mentors, having come from challenging backgrounds themselves, where excited about the prospect of playing a life changing role in a young person's life. Simon Singo a seasoned journeyman from Cornright Motors said that if his knowledge and skill can help another person put food on the table and build a home for their family, it is his responsibility to pass on what he knows to the best of his ability.

The foundation's Non-Profit Organisation status and black (previously disadvantaged) beneficiary base also makes it the perfect conduit for BBBEE compliance through Socio- Economic Development (SED) and Skills Development. Businesses can donate their SED contributions to help fund some of the foundation's programmatic activities. Through training of apprentices, businesses are also able to meet their Skills Development quotas.

For more information on Ntuthuko Foundation and how you can get involved, contact them on +27 (0)11 805 3867 or email them at busi.maile@nf.org.za , you can also visit their website on www.nf.org.za.



Mentor workshops are proving successful at the NT Foundation. This is a practical way of developing skills and improving knowledge in the industry.