



The NF Apprenticeship Management System



When Ntuthuko Foundation was conceived the idea was to create an apprenticeship management system that would not only make it easy for a repair shop to take on apprentices but also insure the smooth running of the entire apprenticeship programme. The NF apprenticeship management system begins with the registration of an apprentice until they finally acquire their trade qualification and become certified artisans.

NF has committed to assisting its partner shops with running successful apprenticeship programs. A monthly site visit to all our partner shops is mandatory; the visit entails an evaluation with each apprentice on their training progress set for that particular month and is captured on a site visit report. NF also engages with the designated administrators from its partner shops to review each apprentice's progress and overall performance.

The premise that the apprenticeship management system is based on is rooted in NF understanding the pressures a business is faced with on a daily basis. We understand that all of our partner shops have stringent deadlines and set targets to meet which make it difficult to run and manage successful apprenticeship programmes.

It is with great pleasure and pride that NF walks side by side with its partner shops in helping our young aspiring artisans accumulate the necessary skills, expertise, experience and knowledge in their respective trades to the fullest capacity. The future of the industry entirely rests on the quality of the training we provide today.

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Our First Mentor/Apprentice Workshop!

"Coming together is a beginning; keeping together is progress; working together is success." A relevant quote by a legendary pioneer of the motor industry - Henry Ford.

NF had their first ever Mentor and Apprentice workshop on the 10th of May 2014 and the day proved to be profitable.

Apprentices and mentors arrived at the Johannesburg Zoo Lake with eager curiosity as none of them knew what was to be expected. *Young&Able* facilitators were ready to warm the group up with physical activities as the team building began shortly after breakfast was served. Physical and mental challenges were thrown at the newly formed teams and the day warmed up beautifully as the stage for real talk was set.

Building a good team that works well together is not an easy task for any businesses. Mentors and Apprentices need to understand the objectives of their newly formed partnerships. Mentors are responsible for guiding and supervising the apprentice while the apprentice needs to reciprocate by paying attention and applying what they have learnt. The aim of the workshop was to establish a bases of open communication between mentors and apprentices and create a platform where they could openly share their thoughts, frustrations and challenges of working together.

From the workshop it became clear that the mentor apprentice relationship in the workplace can be quite challenging. Mentors are under pressure to be productive and apprentices have to juggle their training and their on the job obligations. In order for their partnerships to work, clear communication, an understanding of the desired outcome and support from management as a whole is crucial.

Picture: Neo and his mentor, Garry.



Partner Shop Spotlight – Dent Doctor Randburg

The partnerships that NF has with repair shops plays a vital part in the overall success of the training process. Our valued partner shops share the same grand vision with NF of combating the skills shortage gap in our country and simultaneously addressing youth unemployment.

Such a shop that shares these values is Dent Doctor Randburg which has been in the industry for over 18 years, excelling in “restoring their customers pride and joy to perfection”. Dent Doctor Randburg boasts a list of major approvals from Audi, Kia and Nissan just to name a few. The repair center is an ideal partner for NF and comfortably accommodates NF apprentices exposing them to state of the art facilities and affording them great skills training.

Like many repair shops, Dent Doctor Randburg has had its fair share of challenges with training apprentices in the past. “We have found that apprentices lack the knowledge and the will to follow through with their training” says Maureen who deals with apprentices at an HR level. She also ads that there is not much exposure to the motor industry at schools and students are not given guidance as to which subjects to choose to prepare them to become artisans in the industry.

With NF engaging youth initiatives in disadvantaged communities to recruit apprentices, the positive response Ntuthuko Foundation has received has confirmed that there is a need for programmes like NF. Dent Doctor Randburg together with NF share the same hope of developing the next generation of “A grade” artisans.

Apprentice Spotlight



Full name: Dali Fortune Mogale

Age: 20

Partner shop: MF Autobody

Tell us a little about yourself:

I'm a young man from Thokoza, I live with my single mother as my father passed away when I was young, I'm the only child to my mom and I really wish I had siblings as I believe I would have made an excellent brother

Why did you apply for NF scholarship?

Because they are based in the motor industry and I've always had a huge interest in learning and working with vehicles and motorbikes.

Has the apprentice program changed your life, if so how?

Yes, with the apprentice salary that I am earning, I am now able to help my mom at home with whatever is needed and can take good care of myself and that relieves pressure from my mom.

What do you hope to become in the industry?

I want to become a master at what I do. I want to be a professional Spray Painter and become one of the best in SA.

Pearls of wisdom to your mates who are still in school

Life after school is not how we all perceive it to be, it is extremely tough especially when you are undecided about your career path, so if you decide early and choose your subjects correctly you have a better chance of making it.

Apprentice views on the 2014 elections



South Africa held its 5th democratic elections on 10 May 2014. What made these elections all the more special, was that the "born-free-generation" (children born post the 1994 first ever democratic elections in South Africa), would be voting for the very first time. NF interviewed some of its apprentices to share their views on this year's elections.

Sibusiso Tolo, 22

"I voted because it is important to me as a responsible citizen to do so. I also believe that it might also open up opportunities for me"

Ntsako Vuma, 18

"I did not vote because I didn't think it would make a difference. The same party will still win so why bother? Housing and poverty are still issues that the government has not yet eradicated. People have been promised RDP housing since the 90's and are still waiting."

Bongani Nkosi, 19

"Everyone knows who they are voting for and why they are voting. If people are not happy with the current government they can vote for another party so that they can go to that party and remind them why they voted for them in the first place."

Michael Lefuwa, 20

"I wasn't aware that I needed to register in order to vote"

Neo Motshabela, 22

"I voted because I felt like it would be the same as giving my vote away if I chose not to vote. Even though I voted for a minority party, it does have seats in parliament. So it means something as they will hold the current government accountable"

Siviwe Nkone, 19

"I voted because I wanted my voice to be heard as I am a "born-free". It is my responsibility to show that I care about my country and I really want to see positive change. By voting I have a bit of influence because my voice is being heard."

Get involved with NF

DONATIONS

Businesses are welcome to make a Socio-Economic Development donations to Ntuthuko Foundation (NF) and earn BBBEE points.

BECOME AN NF PARTNER SHOP

Repair Shops are invited to sign up with Ntuthuko Foundation (NF). In order to qualify as a 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 proper facilitation of the apprenticeship programme.

SPONSOR A PROGRAMME ACTIVITY

Recruitment Programme

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

Development Programmes

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

The Readiness Programme

Apprentices are orientated into the industry before reporting for duty. All NF apprentices are taken through a course on how to manage their training programme and their relationships with mentors to successfully complete their training.

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.

Training Partners

NF has partnered with training providers who ensure that apprentices are adequately prepared for their trade level tests.

To enquire about getting involved, contact us today at 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

Contact Us

Tel: 011 805 3867/ 011 312 8479

Fax: 086 293 4427

Email: info@nf.org.za

Website: www.nf.org.za

Physical Address: Auto Body Specialist, 989 Richards Drive, Halfway House, Midrand

Well Done Sibusiso !!

Congratulations to Sibusiso Tolo, Auto Body Repair Apprentice at Auto Body Specialists for passing his Level-One trade test!!! 😊



(Please send an email to info@nf.org.za to opt out of receiving email communication from Ntuthuko Foundation)