



Partner-shop spotlight – Elite Autobody



What a wonderful experience it has been thus far for NF to partner with a well-established shop like Elite Autobody; a shop that has been in operation since 1991 having earned and sustained major approvals from top motor manufactures such as Audi, Volkswagen, Toyota and Hyundai just to name a few. It was a no brainer that Elite Autobody would be one of the best shops to place apprentices for NF.

As soon as Elite Autobody came on board, NF immediately set out to the nearest township to find two suitable candidates for the apprenticeship program. Sikhona and Ntlantla from Diepsloot, a notorious township in South Africa for all the wrong reasons, found a home and an opportunity for a brighter future through their Auto Body Repairing apprenticeships at Elite Autobody. Not only has this opportunity benefited the two youngsters but with the stipends they receive they are able to contribute a little financially towards their families' wellbeing.

Wayne Masters, the Managing Director at Elite Autobody feels that with the lack of qualified artisans and the skills shortage gap in the industry, they are happy to be in partnership with a foundation like NF Apprentices that shares in their commitment to training, supporting the industry as well as the community.

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Thanks to shops like Elite Autobody, the ripple effect of their contribution towards skills development will go a long way towards fighting youth unemployment and inevitably help in building a better South Africa.

Apprentice Spotlight



Full name: Nolitha Salimane

Age: 20 years

Partner shop: Auto Body Specialists

Trade: Spray Painter

Place of residence: Ivory Park (Johannesburg)

Tell us a little bit about yourself:

I am the first born in a family of five, raised by a single parent.

I am a passionate young woman, an achiever, a hard worker, a fast learner and a strong and healthy person. I am focused and I believe in greatness.

Why did you apply for the NF scholarship?

My family couldn't afford the finances to help me further my studies so I was looking for a scholarship to assist in this regard. I also want to build my future and challenge myself in doing what society considers a man's job.

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

Yes, only having begun my apprenticeship a few months ago, I have gained extensive knowledge and I now know how to differentiate colors that look the same to the untrained eye.

What do you hope to become in the industry?

I want to become a professional of the highest quality in my trade.

Pearls of wisdom to your peers who are still in school.

To all the learners who are still at school, focus on what you want and work hard to achieve it. Have a positive mindset at all the times and never let people dictate what you must do with your life, you must decide what is best for you.

NF Apprentices compete in World Skills South Africa

Four of our apprentices, Obvious Vundla (20), Ntsako Vuma (18), Bongani Nkosi (19) and Thabiso Mohale (21) have qualified to compete nationally in the South African World Skills selection competitions under the Auto Body Repairer category. Successful candidates will represent South Africa in Brazil next year.



World Skills participants, from the left: Obvious, Nstako, Bongani and Thabiso

WorldSkills International is a not for profit membership association open to agencies or bodies which have a responsibility for promoting vocational education and training in their respective countries/regions.

We are extremely proud of our apprentices for getting this far and wish them the best in the rest of the competitions!

The financial benefits of Skills Development



It is quite alarming how many businesses lose out on the financial benefits of training and developing their staff. If a company is paying a skills levy, they should be able to access grants from their SETAs, benefit from SARS tax rebates and score points on their BBBEE scorecards. The businesses in the know are practically being paid to have better qualified and more productive employees.

For this reason, NF Apprentices has partnered with Minerva, an all-round skills development consulting company with a terrific portfolio. For the last 10 years, Minerva has assisted over 400 clients to implement skills development programmes in the workplace.

Minerva takes away the unwanted admin associated with organising, training and ensuring accreditation status thereby increasing productivity. They also educate their clients on the financial benefits available in skills development and show them how to maximise their BBBEE score in this area and turn that cost into a profit!

<u>BBBEE Skills development.</u> - targets to maximize your BEE Score in Skills Development		
Skills spend on non-white persons	3 x SDL is worth	6 points
Spend on non-white disabled persons	0.3 x SDL is worth	3 Points
L/ships and Category B,C,D training	5% of total staff	6 points

Tax Benefits

SARS also allows a R60 000 tax allowance for Learner-ships. Tax saving at 28% company tax	R16800 plus tax saved on cost to company if L.ship cost R30k = R8400. TOTAL potential saved R25 200
Cash flow cost	e.g. R30 000 per learner-ship ship but actual cost after tax deductions = R4800
Spend value on an learner-ships	both the cost of the learner-ship plus the persons salary for the year of the learner-ship

- courses should attract discretionary grants from SETA so the company could actually make money
- Discretionary grants could be worth up to 49.5% of your SDL of a company's contribution.

Minerva also puts businesses in touch with a qualified Skills Development Facilitator (SDF), Jade from Tyclomeg who efficiently submits documents and reports to maximise a business' benefits from the many grants and skills projects available through the SETAs.

Through Minerva clients instantly have free access to over 40 accredited training providers to meet most, if not all their clients training needs.

The culture clash between mentors and apprentices

"The best time to plant a tree is 20 years ago, the second best time is now." – Chinese proverb



Many repair shop owners have seen a glimpse of truth in the old Chinese proverb and have taken action by taking on apprentices in response to the growing demand for good quality artisans. However, body shops are faced with an issue of cultural differences between the old generation journey men and today's Y-Generation apprentices.

Journeymen recall the harsh and tough conditions they were groomed under to become the iron clad artisans they are today. Recounting the countless knocks on the head received and cigarette errands run for their mentors, they believe that back then an apprentice understood his place in the food chain.

Mentors hold the view that today's apprentice on the other hand is not interested in earning his stripes and knocking an apprentice upside the head will more likely earn a mentor a disciplinary hearing.

With the only recourse a mentor has being tongue lashing and control over an apprentice's daily activities—some mentors instruct with an iron fist to maintain control over their young trainees. However, today's techno savvy and highly opinionated apprentice prefers a consultative approach where his views can be voiced and authority can be challenged. Tensions between mentors and apprentices are further roused by a fear that the apprentice is a threat to the mentor's position or better yet, a potential future superior; an unsettling prospect for an elderly journeyman.

NF Apprentices recognizes these interpersonal challenges faced by shops, hence prior to placing apprentices NF makes it a point to address these sensitive issues with mentors through the mentors' orientation programme. Apprentices are also constantly engaged on how best to manage their relationships with their mentors.

It is important that mentors understand that their contribution is at the core of developing the next generation of industry artisans and that they are part of a bigger system that is building tomorrow's leaders.

Support from the home base for apprentices

A parents meeting is held each quarter after apprentices placements take place at the various new NF partner shops. The parents' meeting is a great platform to inform parents on the career paths their children have chosen through apprenticeships. Parents are also given an opportunity to ask questions about the apprenticeship process and how they can better support their children.

Any shop that has experienced an exodus of apprentices time and time again will tell you that it is disheartening at best. Although we cannot guarantee that the apprentices we place will never disappoint, we do everything we can to try and circumvent them quitting the programme.

Besides the assessments we conduct before placing apprentices, we also make it a point to meet with each apprentices' parents or guardians. We do this because we believe that just like parents would hold their mainstream tertiary attending son/daughter accountable and support them where necessary, they should be able to do the same for their child in an apprenticeship programme.

Parents are highly influential when it comes to the big life decisions their children make. Getting parents in our corner means that there are combined efforts that will keep the apprentice on the right track. These meetings also allow us to explicitly state our expectations as the foundation and what the apprentices are entitled to, which is due support in their training. Parents and apprentices are also asked to sign commitment agreements expanding on the above mentioned points.

An apprentice's dedication is further encouraged by the support they receive from their employers and the foundation. The journey taken to become an apprentice is by no means a smooth road and will certainly have its challenges, and this is why support and encouragement from the home base is very crucial to an apprentice.

Get involved with NF

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 individual apprentices in Spray Painting and an Auto Body Repairing for R15 000 per annum*

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.

- *Contribute towards our apprentice recruitment programme at R 100 000 per annum (partial sponsorships are welcome)*

Development Programmes

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

- *Contribute towards our apprentice development programmes at R 40 000 per annum (partial sponsorships are welcome)*

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.

- *Contribute towards our mentor programme activities at R 20 000 per annum*

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

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