



IKAMVAYOUTH
THE FUTURE IS IN OUR HANDS

SKILL PATHWAYS

If varsity isn't right for me, what else can I do?

www.ikamvayouth.org

What alternatives are there?

- Become an artisan – a worker in a skilled trade, especially one that involves making things by hand.
- Find a job and gain work experience
- Start a business
- Take a gap year and volunteer

Why would I choose to become an artisan?

- Are you good with your hands? Like practical work rather than just theory?
- You can start artisan training in Grade 10 if you are sure you don't want to pursue an academic path
- Qualified artisans statistically are more likely to be employed
- Starting salaries of artisans range from R4000 – 8000
- Salaries can climb after just a few years work experience:
- Fitting & Turning – 20,000 – 30,000
- Welding (5-7 years) – 40,000 – 50,000
- Auto-electrician – 15,000 – 25,000
- Boiler-maker – 10,000 – 20,000

Artisan Trades



Butcher
Baker
Wood machinist
Tailor
Panel Beater
Boat Builder
Fitter and Turner
Motor Mechanic
Rigger



Goldsmith
Glass maker
Aircraft Maintenance
Mechanic
Bricklayer
Carpenter
Plumber
Welder
Boliermaker

There are 3 main routes to become an artisan...

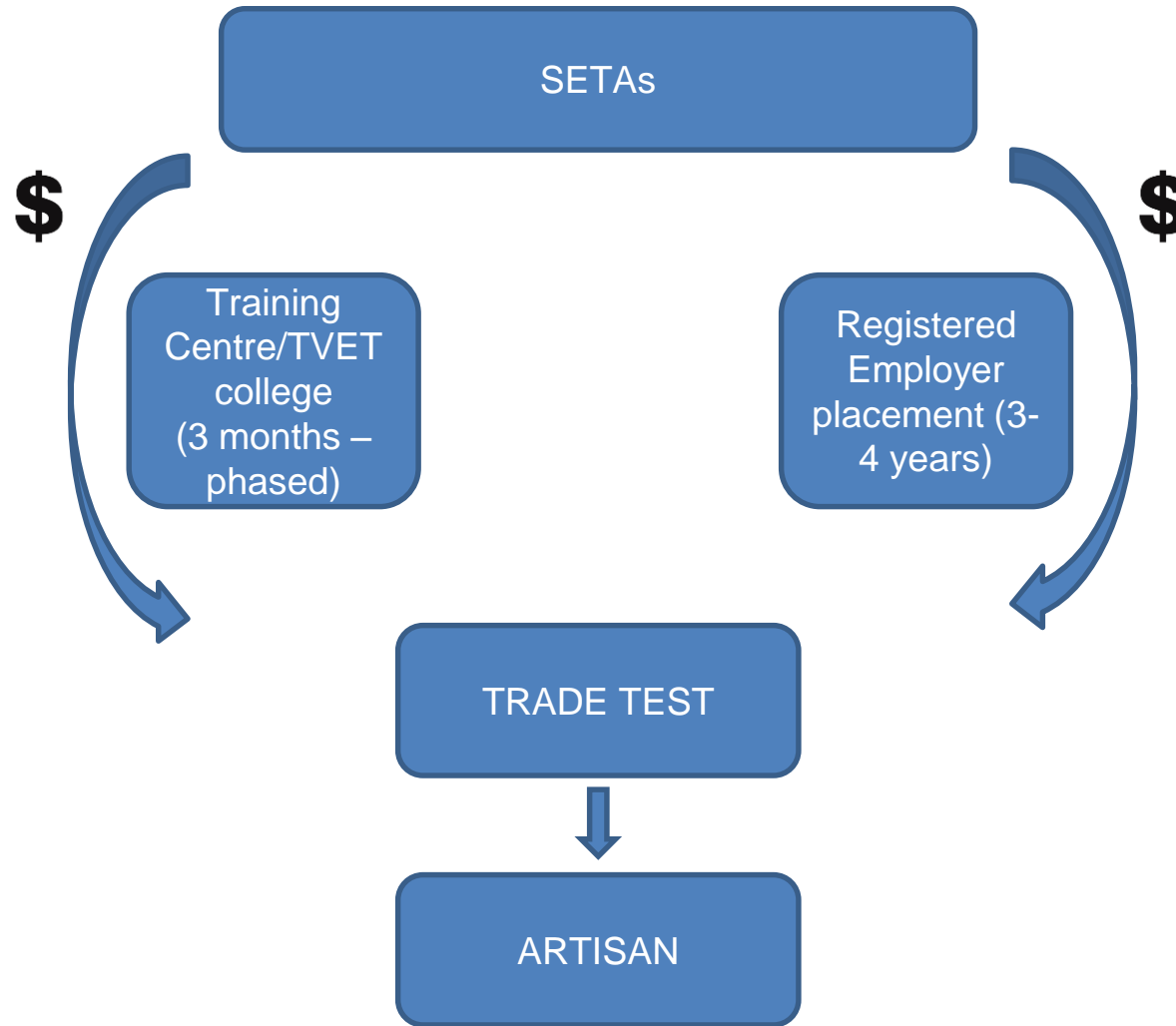
- **Learnership** – Usually a 1 year course, paid a stipend and receive a qualification – [Career Planet lists current learnerships](#) (you will have to complete more practical experience before writing a trade test)
- Attend an [TVET college](#) and complete an NVC (a 3 year qualification that's essentially equivalent to Matric) or NATED qualification in a specific field
- **Apprenticeship** - a placement at a specific company, which can last from 1 -4 years. Completed alongside phased studying at TVET public institution or private institution. Write a trade test to qualify as an artisan.

Process...

- You sign a **contract** (normally 3 – 4 years) with a company to learn the skills of a trade; and are paid a **monthly salary** as an apprentice;
 - You undertake **practical training** following a prescribed training plan;
 - You complete your **studies** at a TVET college or private institution.
- Each **NATED** course takes about 6 months. So it takes about 18 months to complete N1 – N3 and another 18 months to complete N4 – N6; Engineering courses are slightly shorter as each course runs for 12 weeks, so most students take 1 year to complete their N1 – N3 and 1 year to complete N4 – N6. Many colleges also allow students to study part-time.
- This is followed by 2 – 4 years of **practical experience** under the supervision of a coach, and you will need to keep a **logbook** to record your hours of work experience;
 - When you have completed your training and at least 18 months of work experience, you can take a **trade test** and qualify as an artisan (or master craftsman). This will increase your chances of employment and earning potential.

SETAs

- **What are SETAs?**
 - Sector Education and Training Authority – develop and implement sector specific skill training in scarce skill areas
 - SETAs do not provide learnerships directly to the public. They facilitate the creation of learnerships with employers.
 - You can contact the SETAs to find out which employers offer learnerships.
 - There are 21 SETAs in different fields for example, Banking, agriculture, construction, food and beverage industry ([see here for a full list](#))
 - Each SETA operates differently and will have specific requirements and their courses will be varying durations – you will need to contact the SETA directly
- **Are apprenticeships/learnerships part of SETAs?**
 - Yes, all reputable learnerships/apprenticeships will be offered by a registered training provider – it is important to check that a training provider is registered with a SETA.



Where can I find out about learnerships & apprenticeships?

Various trade and test centres around the country:

- [Artisan Training Institute](#)
- [Africa Skills College](#)
- [Artisan Development Academy](#)

Local and National Newspapers - visit libraries who usually have latest copies

Job Sites

- [Indeed](#)
- [Career Planet](#)
- [List of learnerships 2016/17](#)
- [Freerecruit](#)

Private or public institution?

Public Institutions

TVET/FET colleges offer training that aligns with SETAs and can lead to trade qualifications and ultimately to artisanship.

Each and every qualification has different rules and requirements as well as duration.

Some TVET colleges are better than others and it is important to ask about the course content, their placement rates i.e. how many graduates from their courses are now employed, and the support they offer you.

Private Institutions

Ensure that any private institution you look at is registered with the Department of Higher Education and Training (DHET)

Artisan Training Institute – Gauteng Crown Mines

Courses in Electrical, Fitting and Turning, Millwright, Boiler-making, Plating, Welding, Diesel-, Petrol-, Tractor, Forklift, Earthmoving, Mechanic, Auto Electrician, Measurement Control & Instrumentation, Rigging.

You will need to obtain an N2 qualification. If you have passed grade 12 with a science and maths pass rate of more than 40%, you will only need to write and pass 2 of the 4 subjects (Engineering Drawing and Trade Theory).

It takes 10 – 12 weeks to complete N2 and you can enrol at any FET college

What funding is available?

TVET Colleges

[NSFAS](#) funds study at TVET colleges

[ACCESS Trust](#): a bursary fund assisting TVET colleges with full-time N2-N6, Level 2 to Level 4 courses in all disciplines. Bursaries cover class and registration fees only, and are non-repayable.

For more information contact the Financial Aid Office at your nearest FET campus or call **Access Trust at 021 671 1521**; email info@accesstrust.org.za.

Learnerships & Apprenticeships

You will be paid a stipend for your learnership/apprenticeship – a minimum of R2500.

Your training costs will usually be covered by the company

Ask whether accommodation is also covered for when you need to attend a trade test out of province

Artisan Training Institute

Tivo Foundation provides bursaries for study – contact Artisan Training Institute for more information.

What other options do I have?

- **Find a job and gain work experience**

[Harambee](#) – youth employment agency

Look for local opportunities for employment

- **Start a business**

[NYDA Entrepreneurship Development Programme](#)

[Youth Entrepreneurship Programme](#)

- **Take a gap year and volunteer**

Volunteer at an NGO in your area or any small business so that you can learn job skills

- **Visit career expos and find out about other options**

[Up-coming expo event](#)

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GOOD LUCK!!

When thinking about your post-school options try to see the bigger picture. Studying more now, and earning less for the next few years will place you in a better Position in the future to earn MORE Money!

Don't be tempted by short-term money But long-term insecurity.

