



TUCSIN 2015
Career Focus
Trades in Namibia -
Auto Engineering

Dear Students

Welcome to a new academic year! I am very excited to continue another year with our TUCSIN Career Focus and look forward to a productive and positive year! I trust that you will benefit greatly from our TUCSIN Career Focus newsletters and that you will make use of the information that we provide in it.

As we are already in the 2nd month of this year, you should by now already have decided where you want to be next year. If you don't know where to start or need more information on a certain career, than follow our previous newsletters on our TUCSIN website: <http://www.tucsin.org/index.php/en/project/documents-for-students/career-prospect>

The first 4 editions will be about **TRADES IN NAMIBIA (VOCATIONAL TRAINING)**. We will explore the different Trades (apprenticeship and vocational training) in Namibia and also provide you with contact details of the institutions that provide training. This is one area in our Career Prospect that we thought needed a lot of attention, and here I want to quote one of the CEO's of City & Guilds South Africa as some people have very negative point of views about Vocational training. Mr. Jones says:

"We know that vocational education can help people to realise their potential and achieve fulfilling and well-paid employment, but in the eyes of the media, some policy makers, and a large number of parents and teachers, there is a heavy bias in favour of higher education and against further and vocational education. While higher education will always be right for some, this bias could lead to many young people discounting vocational routes prematurely and unfairly." - Chris Jones

What do you think about the education and career pathways open to you? Your perceptions, after all, have a great effect on your choices.

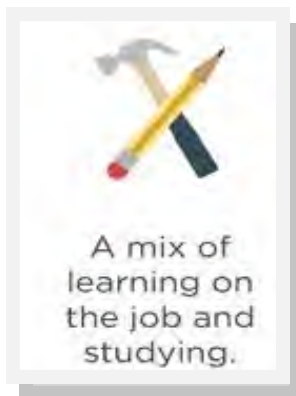
- Martina

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WE HAVE A NEED FOR VOCATIONAL TRAINING IN ORDER TO BUILD A FUTURE WORKFORCE.

I NEVER DREAMED ABOUT SUCCESS. I WORKED FOR IT.
ESTEE LAUDER



TRADES IN NAMIBIA

There are different types of training opportunities regarding trades in the Namibian training system:

Apprentice route: An apprentice is contracted by an employer by means of an apprentice contract. The apprentice receives theoretical training at a Vocational Training Centre. Practical training is provided at a company under supervision of a qualified artisan.

Cooperative route: A co-operative trainee is enrolled at a Vocational Training Centre and receives both theoretical and practical training at the centre and further practical training by means of job attachment at a company (if possible).

Vocational trainee route: A vocational trainee is employed by a registered employer under an employment contract. Theoretical training is provided at a Vocational Training Centre, whereas practical training is provided at a company under supervision of a qualified artisan during productive work.

Upon successful completion of the final trade test (after following any of the three routes) the trainee is regarded as a fully-fledged artisan. Designated trades in Namibia are currently the following:

- ◆ **Auto Engineering and Metal Trades**
- ◆ **Electrical Engineering Trades**
- ◆ **Mechanical Engineering Trades**
- ◆ **Building and Construction Industry Trades**

Training is offered at the Windhoek, Rundu, Zambezi, Valombola and Okakarara Training Centres, NIMT, NAMPOWER Training Centre and NamWater Human Resources Development Centre.



AUTO ENGINEERING TRADES

- ◇ Auto Mechanic
- ◇ Diesel Mechanic
- ◇ Heavy Plant Mechanic
- ◇ Auto Electrician
- ◇ Panel Beater and Spray - Painter



AUTO MECHANIC

Auto mechanics are skilled metalworkers who build, assemble, and renew internal combustion engines and engine components according to manufacturer specifications. They perform a variety of machining operations on engines and engine components of used vehicles.

JOB CHARACTERISTICS

Locating the fault and testing the car by driving it for confirmation of the problem.

Dismantling all the parts requiring attention

Repairing or replacing the necessary parts.

Adjusting the replaced part according to the manufacturer's specifications.

Testing the repaired vehicles on the road or in the workshop.

REQUIREMENTS & TRAINING

Secondary Education

To become an auto mechanic, a candidate should possess at least a **Grade 10 or equivalent qualification**. A higher qualification is, however, recommended. The candidate must be at least 16 years old.

Compulsory Subjects

Mathematics, Physical Science and English

Recommended Subjects

Technical Subjects

Tertiary Education

Training is provided via any of the three described routes at a Vocational Training Centre, namely: the apprenticeship opportunity, the co-operative opportunity or the vocational trainee opportunity. NIMT also offers training courses for auto electricians.

Personality

A prospective auto mechanic should have good mechanical and practical abilities and be accurate in his/her work.

WORK OPPORTUNITIES

Auto mechanics are employed by workshops, garages and large motor manufacturers. Self-employment is a possibility if sufficient experience has been gained. Job prospects seem to be favourable.



DIESEL MECHANIC

A diesel mechanic examines, identifies problems and repairs electrical and mechanical faults in diesel engines of construction machinery or vehicles.

JOB CHARACTERISTICS

Examining and locating the problem in faulty diesel engines and related equipment.

Dismantling the engine or machinery completely or partly to remove the defective parts.

Repairing or replacing defective or worn-out parts.

Safety control and maintenance of fuel tankers.

Workshop administration

REQUIREMENTS & TRAINING

Secondary Education

To become a diesel mechanic, a candidate should possess at least a **Grade 10 or equivalent qualification**. A higher qualification is, however, recommended. The candidate must be at least 16 years old.

Compulsory Subjects

Mathematics, Physical Science and English

Tertiary Education

Training is provided via any of the three described routes at a Vocational Training Centre, namely: the apprenticeship opportunity, the co-operative opportunity or the vocational trainee opportunity in order to obtain a diesel fitter apprenticeship. NIMT also offers training courses for diesel electricians.

Personality

A prospective candidate should be practical, accurate, and physically fit and have good eye-hand co-ordination.

WORK OPPORTUNITIES

Diesel mechanics are employed by workshops, garages and various big companies. Self-employment is a possibility if sufficient experience has been gained. Job prospects seem to be favourable.



HEAVY PLANT MECHANIC

A heavy-plant mechanic specialized in diagnosing and servicing of faults and repairing of heavy construction machinery used in the construction of dams, highways, mining operation, etc.

JOB CHARACTERISTICS

Examining faulty machinery and related equipment to ascertain the nature and location of defects.

Planning work by using charts and technical manuals whenever available.

Dismantling the equipment wholly or partly to remove damaged or worn-out parts.

Assembling the parts and equipment including supplementary tooling whenever necessary.

Aligning and adjusting brakes, soldering radiator leaks and rebushing steering mechanisms.

Testing reassembled equipment on the yard or road and making necessary adjustments.

REQUIREMENTS & TRAINING

Secondary Education

To become a Heavy—plant mechanic, a candidate should possess at least a **Grade 10 or equivalent qualification**. A higher qualification is, however, recommended. The candidate must be at least 16 years old.

Compulsory Subjects

Mathematics, Physical Science and English

Tertiary Education

Training is provided via any of the three described routes at a Vocational Training Centre, namely: the apprenticeship opportunity, the co-operative opportunity or the vocational trainee opportunity. NIMT also offers training courses for auto electricians.

Personality

A prospective heavy-plant mechanic should show initiative, accuracy, be healthy and have good eye-hand co-ordination.

WORK OPPORTUNITIES

Heavy-plant mechanics are employed by construction companies, companies servicing earth-moving equipment, garages, workshops and other motor-engineering firms.



LIFT MECHANIC

A lift mechanic is involved with the construction, erection, testing and maintenance of lifts, escalators and hoists in accordance with stipulated regulations.

JOB CHARACTERISTICS

Knowing the design specifications according to which a lift is manufactured.

Supervising the installation of lifts and escalators.

Testing and inspecting lifts on a regular basis.

Planning and executing the repair of faulty lifts as soon as possible or putting the lift out of use until the necessary adjustments have been made.

Thoroughly planning, executing and completing repairs in the shortest time possible to prevent unnecessary inconvenience to users.

REQUIREMENTS & TRAINING

Secondary Education

No formal guidelines exist, as this is currently not a designated trade in Namibia. Relevant experience and English literacy are advantageous to receive in-service training with a suitable employer. Most employers will, however, require higher qualifications (i.e. Otis Elevator Co., and Schindler Lifts require at least an [IGCSE/NSSCO](#) Grade 12 or equivalent qualification) .

Personality

A prospective lift mechanic must have a practical and mechanical aptitude. A strong sense of responsibility is also necessary.

WORK OPPORTUNITIES

Lift mechanics can work at elevator maintenance and repair companies. Job prospects are limited as only a few people can be taken into training every two or three years.



PANEL BEATER

A panel-beater's work includes reforming damaged metal parts and reshaping the dented parts or plates of motor vehicles.

JOB CHARACTERISTICS

Bending the framework or bodywork of a damaged vehicle to its original position with the help of special equipment.

Dismantling sections and parts of vehicles for repair work.

Pulling out damaged vehicle chassis and replacing parts with spares.

Straightening metal sheets back to their original shape.

Joining parts of metal sheets.

Using appropriate hand tools and welding equipment to reform the dented areas.

Grinding metal surfaces to make them suitable for coating.

Changing broken/damaged windshields and car windows with the required exactness and care.

REQUIREMENTS & TRAINING

Secondary Education

Possession of at least a Grade 10 or equivalent qualification is a requisite, a higher qualification is, however, recommended. The candidate must be at least 16 years old.

Compulsory Subjects

Mathematics, Physical Science and English

Tertiary Education

Training is provided via any of the three described routes at a Vocational Training Centre, namely: the apprenticeship opportunity, the co-operative opportunity and the vocational trainee opportunity. NIMT also offers a training course in panel beating

Personality

A prospective panel-beater should have knowledge of motor mechanics and possess good dexterity and eye-hand coordination.

WORK OPPORTUNITIES

Panel beaters are employed by motor-vehicle workshops and garages. A panel beater can start his/her business if the necessary experience has been acquired. Job prospects seem to be good.



SPRAY PAINTER

A spray-painter repaints damaged or scratched body works of motor vehicles or paints to completely change the colour of the vehicle by using a spray gun. He/she also prepares the surfaces, which are to be spray painted, and mixes the paint to the exact share required.

JOB CHARACTERISTICS

Cleaning the surface that should be painted, as it must be free of dirt and grease.

Removing the paint on the section to be painted with sandpaper or paint-removing liquid.

Covering areas like windscreens, etc. to prevent them from being discoloured.

Covering the painted areas with a thin layer of primer filler, to fill up small dents and scratches.

Drying the surface by means of artificial heat or sunlight.

Treating the surface with sandpaper and a special polish in order to ensure a smooth, even surface.

Spraying the body works of the motor vehicle.

REQUIREMENTS & TRAINING

Secondary Education

No specific school qualifications are required for this field. In-service training can usually be followed at a company specializing in spray-painting.

Recommended Subjects

Mathematics, Physical Science, Woodwork and Technical Drawing.

Tertiary Education

No specific formal course of training is offered by either the Polytechnic or any Vocational Training Centre in Namibia. A three-year apprenticeship is offered at workshops and certain accredited companies under the supervision of a qualified spray-painter. After successfully passing the required trade test of three years the person qualifies as an artisan: spray-painter. NIMT also offers training courses in spray-painting.

Personality

A prospective spray-painter should be practical-minded, have good eyesight and colour sense in order to distinguish between various shades of the same colour.

WORK OPPORTUNITIES

Spray-painters are employed by garages and motor-vehicle workshops. Self-employment is a good possibility after sufficient experience has been gained.



INSTITUTIONS THAT PROVIDE AUTOMOTIVE ENGINEERING TRAINING

It is expected of the **Namibia Training Authority** as the official regulating body in the Vocational Education and Training sector, to ensure that all training providers operating within the borders of our country, indeed meet quality training standards. The following institutions are now registered with the NTA and have been issued with registration certificates :

Windhoek Vocational Training Centre

Tel#: (061) 211 742

Valombola Vocational Training Centre

Tel#: (065) 230 033

Mechanical Training Centre - Osona Military School

Tel#: 062-505487

Rundu Vocational Training Centre

Tel#: (066) 255 211

Industrial Craft Training Institute

Contact # : 081-2514296

National Youth Service

Tel#: 061 415 500

Bending the genders

“The National Youth Service (NYS) Rietfontein Training Centre, situated between Otavi and Grootfontein in, is producing professional men and women who are making their way in careers that were thought of as reserved for people of the opposite gender. NYS spokesperson Johanna Kambala said the country is moving toward gender equity, where women and men are entering new and exciting careers. At Rietfontein, female trainees are taking up traditional male trades such as bricklaying, plastering, plumbing, pipefitting and mechanical work.

An automotive and mechanic trainee Ester Nangolo, 23, who has completed her Level 2 training, told Namibian Sun she can repair gearboxes, cooling systems, ignitions and exhaust pipes, among others. We wants to kill the mentality that a mechanic is only a trade for men and not women, said Nangolo during a familiarization tour to the centre and a graduation ceremony last week. Out of 458 graduates, only 206 graduated as the rest have secured employment with the facilitation of NYS.

Nangolo said that she is among five women out of a class of nine. She admitted that it was difficult in the beginning when she started her course. I could not use a spanner, she said, adding that after their training the female students were outclassing their male counterparts. She jokingly said when they started her male classmates teased her by saying that female were not a qualified mechanics, but rather bush mechanics.

Her classmate Foibe Shimaneni, 25, chirped in by saying that they have the right mentality, even though they are not as physically strong as men. Nangolo said during her job attachment, where she was the only young women among men, she was challenged to remove a vehicles gearbox. After her first job assignment, the other mechanics were impressed and showered her with compliments. The young mechanic said she was then asked to remove the cooling system, which she did. They encouraged me to study further to get to Level 3. Now I want to go study at the Rundu Vocational Training Centre, she said. Nangolo said after that she plans to further her studies at the Polytechnic of Namibia and wants to become a training officer to and teach automotive engineering.

Excerpt from the NambianSun 2014 - 08 - 03

Reference: Min of Labour & Social Welfare - Careers in Namibia 2005/2006

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