



**North West
Umbrella
Fire Protection
Association**

Est. Act 101 of 1998

**Protecting & Empowering
Vulnerable Communities**



**agriculture,
forestry & fisheries**
Department:
Agriculture, Forestry and Fisheries
REPUBLIC OF SOUTH AFRICA



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FROM THE DESK OF THE CHAIRMAN

MEMORANDUM

To all Interested and affected parties

18 December 2023

PROPOSAL: RECRUITMENT & TRAINING OF COMMUNITY RESILIENCE DEVELOPMENT PROGRAMME

We trust this message finds you well. **NWUFPA** is pleased to present a proposal for the recruitment and training of a Community Resilience Development Programme (**CROP**) in conjunction with and under guidance of, various funders and stakeholders, all of whom will be announced as soon as the relevant documentation is completed, approved and signed by all parties.

1. OBJECTIVE

The primary objective of this program is to enhance community resilience, development and socio-economic rehabilitation and development. This will be achieved through the recruitment and training of dedicated 25 pax teams across our network of 20 Local Fire Protection Associations (FPA), 4 District Fire Protection Associations, and 1 Provincial Fire Protection Association. To achieve this objective and to develop severely needed critical skills, NWUFPA and the Department of Public Works and Roads (DPWR) has thus developed this Community Resilience Officer Programme (CROP), which was officially announced at the International Emergency Management Society Conference held in Port Alfred during September 2023.

2. DEVELOPMENT PARTNERS

The most significant collaborator with the NWUFPA to develop the CROP, is the North West Department of Public Works and Roads (DPWR). In an attempt at collaborative governance to further develop this flagship project for the North West Province, the North West Department of Agriculture and Rural Development (DARD) has also indicated its willingness to assist in this regard.

Deputy Minister Hon. Soty of the Department of Forestry Fisheries and the Environment and her Directorate, especially the Director General and Deputy Directors General, Deputy Minister Hon. Swarts from the National Department of Public Works have also made huge contributions to this project. The MEC for DPWR, Hon Molapisi and MEC for DARD, Hon Mohono have made fundamental contributions to this initiative.

At District Development Model level, certain District Executive Mayors, especially Executive Mayor Num, and Executive Mayors of Local Municipalities have done amazing work to enable NWUFPA to run with the project. We are hopeful that the remaining Municipalities will become actively involved in due course.

Due to the huge initial successes of the programme's pilot projects, NWUFPA has now received high International acclaim. NWUFPA is supported by the following academic and International institutions: -

- North West University (NWU)
- UNISA
- Rhodes University
- Stenden University.
- University of Helsinki (Finland)



Chairman: EJ Stoch **Vice-Chair:** K Magano **General Manager:** Dr W Roux **Secretary:** Ms K Masilo **Chief Fire Officer:** S Thapi **HRH Kgosi Mothibi**
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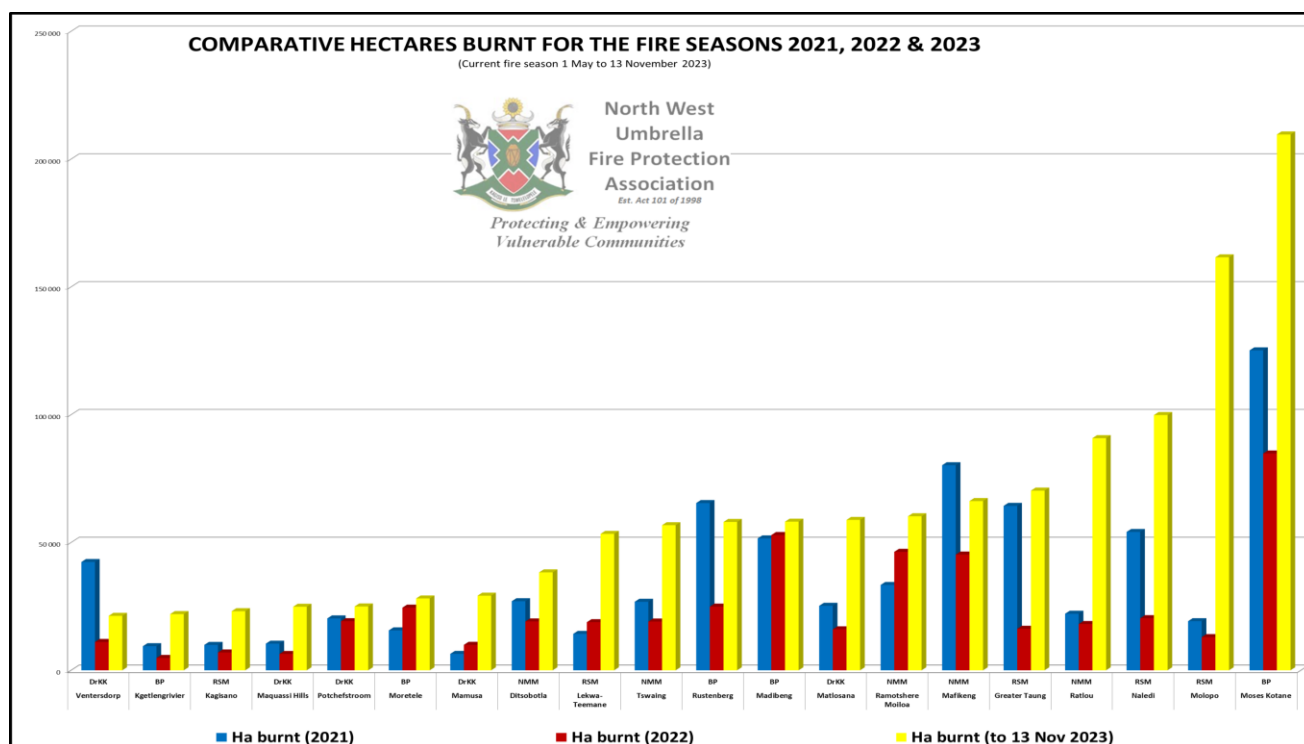
Office of Premier: B Setswambung **NWP Disaster Management Centre:** M Mutloane **Business Sector Representative:** K Magano **AgriNW:** B du Toit **TLUSA:** J Raath
Department Forestry Fisheries Environment: S Namba **SANDF ASB:** Gen. E Boihang **SAPS:** Brig. M Molate **NERPO:** Vacant **AFASA:** RN Mogajane **YARD:** Ms I Kwadi

Subsidiaries: North West Rural Fire Authority (NPC) Marico River Conservation Association (PBO & NPC) @ Connect Holdings The Hit Parade Foundation (NPC)

- f. Tampere University (Finland)
- g. Botswana University
- h. University of Mines (Colorado, USA)
- i. UNESCO
- j. US Forest Service
- k. The International Emergency Management Society (TIEMS)
- l. FP&M SETA
- m. MERSETA
- n. CATHSSETA

3. SCOPE OF PROJECT

It is proposed that the recruitment and training of at minimum of 6 teams per FPA, totalling 3750 trainees be undertaken. These teams will undergo a comprehensive 1-year industry-funded learnership program which is both SAQA and SETA accredited. Social responsibility, discipline and community cohesion will be inter alia part of the values upon which the instructors will focus. The graph below may be used as a guide to indicate areas of critical shortage in scarce skills and thus assist in formulating the final allocation of the number to be recruited.



The training will be conducted in the communities where the learners are recruited. Extensive attention will be given to in-service training and experiential training. This will mean that all the learners will be actively involved in practical training in their own communities, thus physically working for the project, while they are learning the various skills that will empower them in the future.

4. SUSTAINABILITY

Based on performance, there is potential for an extension to a further 1-year learnership. Upon the successful completion of the course, learners will be issued with a duly authorised certificate of qualification.

The top students will be recruited to become instructors, facilitators, assessors and moderators, thus growing our internal data base of qualified colleagues who can further develop our community.

It is envisaged that this programme will become the flagship for training and job creation enterprises in the North West Province.

5. IMPLEMENTATION PLAN:

- 3.1 Service Level Agreement (SLA):** NWUFPA is in the process of entering into a Service Level Agreement (SLA) with NWDARD, NWDPWR and hopes that COGTA, SANRAL, TRANSNET, DWS, ESKOM and all Local and District Municipalities will soon follow suit.
- 5.2 Recruitment:** Identify and select individuals within the community, with a passion for community resilience within each FPA and who will be able to put back into the community, as members of regularly organised and developing societies.
- 5.3 Training:** Develop a tailored training curriculum covering essential skills for community resilience, including emergency response, communication, and leadership. The main focus will be on fire prevention, management and mitigation. Secondly NWUFPA aims to help local youth to develop the necessary skills to be able to earn a living when they walk out of the programme, either by starting their own business or by being able to find meaningful employment within their own communities. The programme will include amongst other skills: -
- a. wood harvesting
 - b. building and repairing of fences
 - c. home gardening
 - d. sewing
 - e. painting
 - f. building
 - g. welding
 - h. driving & operating of yellow fleet
 - i. catering
 - j. eradication of alien vegetation and invasive species
 - k. animal husbandry
 - l. first aid & basic based care
 - m. swimming as a life skill
 - n. fitness programmes (e.g. aerobics)
 - o. basic information, communication and technology (ICT)
 - p. basic management skills
 - q. basic business skills
 - r. personal finance
 - s. basic life skills
 - t. communication skills
 - u. conflict management
 - v. basic labour relations
 - w. basic farming skills
 - x. planting of indigenous and fruit trees
- 5.4 Mentorship:** Establish a mentorship program to provide ongoing support and guidance to the trainees.
- 3.5 Monitoring and Evaluation:** Implement a robust system to monitor progress, assess performance, and provide constructive feedback. This process will entail a joint process, as determined by the conditions

as laid down by the various SLAs. NWUFPA will make use of their in-house instructors and facilitators (previously unemployed youth who have been capacitated to become part of this dynamic team), as well as internal and external Assessors and Moderators, to ensure a high standard of quality. Colleagues from the various universities involved in the development of the project will also assist in this regard and thus ensure a high standard of training and implementation.

- 3.6 Industry Collaboration:** Forge partnerships with industry stakeholders to ensure the program aligns with international industry standards and best practices.

3.7 Deliverables:

The main objective of this bold and ambitious programme is to ensure that the aims and objectives of the Departments with which NWUFPA will partner will be met and exceeded.

The secondary objective will be to assist the Provincial Departments and State Owned Enterprises (SOEs) to become compliant with the Veld and Forest Fire Act No 101 of 1998 and by so doing, preventing the unnecessary loss of life, livelihoods and food security.

- 3.8 Collaboration:** It is important to note that collaborations, joint ventures and partnerships will be the key to making a success of this project and to ensure that our rural, farming and Tribal communities are protected from the ravages of wildfires, droughts, loss of lives, livelihoods and food security. In this process, the adverse impact of climate change will be addressed and mitigated.

4 DISTRICT INVOLVEMENT

The project is a result of research that has been conducted in collaboration with religious and Tribal leaders, politicians, scientists, industry and subject matter experts, Farmers' Associations and community members over a period of roughly five years.

It is important to note that all possible steps were taken to ensure full inclusivity of all sectors of the community.

Finally a small team of prominent scientists and subject matter experts consolidated the various research materials and data, resulting in this bold plan to assist, develop and protect the community, in conjunction with Provincial Departments, SOEs and the District and Local Municipalities. The final draft was then presented for input and comments.

5 BUDGET

A detailed budget breakdown will be provided in subsequent communications, outlining the necessary resources for successful program implementation. This will be confirmed and communicated as soon as the funding department has finalised their programme and budget.

6 CONCLUSION

The NWUFPA is committed to fostering community resilience through proactive initiatives. NWUFPA believes that this proposed program will not only benefit the trainees, but also contribute significantly to the overall safety and well-being of our communities in general. NWUFPA is a force multiplier and does not consider its role to be the lead agent in any of these programmes. Necessary skills and management will be provided upon request by our partners.

We look forward to your consideration of this proposal and welcome any input or suggestions to enhance its effectiveness.

For and on behalf of the North West Umbrella Fire Protection Association,
yours faithfully, respectfully

Eric Thabo Stoch
CHAIRMAN