

PROGRAMME: TRAINING

OBJECTIVE

The objective of the training committee is to ensure that a sufficient number of South Africans in the wine industry on all levels be furnished with the appropriate knowledge, skills and insight on educational, scientific, technological, management and practical levels, and that these human resources of international format be maintained so as to be conducive in implementing a market-driven, cost effective and innovative wine industry.

EXPOSITION

This committee, firstly, has the responsibility to ensure that world class means - i.e. manpower, facilities, funds – be available for the training and development of human resources so as to further the rest of the Winetech programmes. These means should be cost effective, focused on the South African wine industry and applied to train and develop the following:

- Educators at universities, universities of technology, technical colleges and schools.;
- Creators of technology (students in research and science) ;
- Transferors of technology (e.g. consultants, information officers, technical field personnel);
- Practitioners of technology (e.g. producers, wine-makers);
- Managers.

The full spectrum of viticulture (e.g. soil science, vine-growing, plant physiology, plant improvement, etc.), vinification (e.g. oenology, wine biotechnology, microbiology, cellar technology, etc.), by-product and waste product processing (e.g. effluent flow-off management), product development and processing, as well as the transfer of technology should be addressed via a specific training level within this programme. This programme should include actions such as the involvement in:

- syllabus development / training support / professional services
- appropriation of bursaries
- development of existing manpower potential
- tutoring/ instruction and testing
- recruiting and screening of students, starting at school level

ACTIONS

1. SYLLABUS DEVELOPMENT / TRAINING SUPPORT / PROFESSIONAL SERVICES

On a strategic level, Winetech continuously feeds industry's training needs into the University of Stellenbosch Department of Viticulture and Oenology and the Institute for Wine Biotechnology (IWB) and supply supplementary funds for training support/professional services.

2. APPROPRIATION OF BURSARIES

A number of post-graduate students projects are funded at various universities (University of Stellenbosch, University of Cape Town, University of Pretoria). Mostly a proportion of the project fund is a bursary to the student.

3. DICTIONARY

During 2005 keen interest in this project has been expressed by various wine industry bodies as well as various education/training institutions. Of special note is the interest expressed by the previous disadvantaged communities who are very keen to use/access the dictionary as soon as possible.

There is currently no specialised wine-industry terminology database available to researchers, students, producers and other stakeholders in the local wine industry.

This project will deliver a comprehensive, current and specialist terminology trilingual database (English, Afrikaans and isiXhosa) that will serve all stakeholders in the local wine industry.

It will facilitate accurate communication; enable knowledge transfer and sharing of research in the South African wine industry.

The Winetech Training Committee has also requested that the dictionary include French and German terms. This is possible with the current system but is not envisaged in the original phase. Additional personnel and time will be required for this. It is proposed that the original trilingual database be established first and that further enhancements like additional languages be left for a later phase.

Due to the lack of access to and use of technology in the South African wine industry, it has also been suggested by various industry bodies and educational institutions that the dictionary should be made available in print for a fee.

It is important that the database is kept current and new entries must be added on a regular interval in future.

4. TECHNOLOGY TRANSFER ENABLING ENVIRONMENT

4.1 Background

Winetech is currently busy with a project in the wine industry to demonstrate how to create a technology transfer enabling environment for previously disadvantaged individuals in the wine industry.

The project started in 2006 and it was decided that the Robertson Wine Valley and Riebeek cellar will be used as pilot projects to demonstrate how to achieve the technology transfer enabling environment.

In the Robertson area cellar and farm level workers were assessed. This was done to determine the education levels of the individuals and also to establish which of these individuals shows the potential to be trained further. From the assessments it was observed that the levels of education was very low, but it was also surprising to see individuals with grade 12 certificates that performed very low level jobs.

A two day life skills training session was done in Robertson, since it is known that a process like this needs to have the right foundations for further development. This was also used as an evaluation process to establish which of the learners show more enthusiasm for further training and development.

At Riebeek Cellar individuals were assessed and most of them were from the cellar side. The assessments again showed that education levels were pretty low with the exception of a few candidates.

Riebeek Cellar formed a working group to take the initiative forward and it was decided to start with life skills training.

An agreement was reached with the Vineyard Academy where they would provide Winetech with the vineyard practice learning material on NQF 1 so that the viticulturist of the specific cellar/region can do the training. The Vineyard Academy is also responsible for issuing learners with accredited competency certificates.

In 2008, learners from Riebeek West and learners from Robertson will undergo training on 7 of the 15 unit standards that are registered on NQF level 1. The remaining 8 unit standard will be done in 2009.

4.2 Robertson cellar

Female beneficiaries from the Constitution Road Empowerment project did Vineyard Practices Training on NQF level 1. The viticulturist at Robertson Cellar is tasked to facilitate the training process. The provision of adequate learning material and the accreditation of the course are handled by the Vineyard Academy.

The following unit standards were addressed:

2008

1. Physiology of the vine
2. Establishment of a vineyard
3. Pruning
4. Vine Nutrition
5. Pest and disease control
6. Canopy management
7. Irrigation

2009

1. Framework development of vines
2. Vineyard cultivation
3. Installation of Trellis systems in vineyards
4. Vine crop protection
5. Viticultural nursery practices
6. Vineyard Block Management
7. Soil science and vine nutrition
8. Harvesting grapes

Further learning material will be developed on NQF level 2 to NQF level 4.

In 2010, learners who are committed to further their education will then be able to do so by doing the unit standards on NQF level 2.

4.3 Riebeek cellar

Individuals from producers in the Riebeek West area did Vineyard Practices Training on NQF level 1. The viticulturist at Riebeek Cellar is the learning facilitator. The provision of adequate learning material and the accreditation of the course are handled by the Vineyard Academy.

The same unit standards like in the case of Robertson were addressed. The learning material and further education will also be addressed in the same way as in Robertson.

4.4 Vititec

Individuals from Vititec did Vineyard Practices Training on NQF level 1. The viticulturist at Vititec is the learning facilitator. The provision of adequate learning material and the accreditation of the course are handled by the Vineyard Academy.

They are in process to complete unit standards on NQF level 1.

4.5 **VinPro**

VinPro, Winetech's technology transfer agent, is actively involved with service providers to see where they can be of assistance, whether it is in the development of more learning material or in providing training especially at a higher level.

Discussions are currently taking place with VinPro Consultation Services as to how their viticulturist can play a more active role towards vineyard practices training for farm workers in their respective regions.

4.6 **ARC**

The ARC provides new entrant farmers at Eksteenskuil, Gelukshoop and Melkhoutfontein with relevant viticultural practices training as well as technology transfer at farmer days.

On-farm training and technology transfer on conventional methods/practices can assist new entrant farmers with knowledge and expertise to grow grapes successfully and on an economically viable basis.

5 **LEARNERSHIPS NATIONAL CERTIFICATE IN WINEMAKING NQF 3 FOR 40 CELLARWORKERS**

Current learners on the programme:

Robertson Koop: Eustacia Steyn, Ederick Conradie, Frans Arendse, Sheperd Khosana, Willem Esau, Jupeter Fortuin, Charl Hop, Johanna Damons, Marilyn Wildskut, Edwin Rhode

Vriesenhof Vineyards: Morne Deysel, Richard Philips

Calitzdorp Wynkelder: Abraham Pretorius

Groot Constantia Trust: Johannes Morgan

Uitvlucht Wines: E. Geldenhuys, WL de Koker

Delheim Wines: Ricardo Darries, Randall Hendricks, Randall Booysen

Annandale Distillers and Vintners: Johny Arnolds, Jacquin Ferreira

De Wetshof: Mervin Williams, Andre Windvogel, Desmon Matthys, Pieter de Wet, Ben Evertson

OWK: Errol October, Elrico Coetzee, Paul Jooste, Hermanus Loss, Izak Willemse, Steffen de Wee, Janie van Wyk

Nitida: Jacus Marais

Perdeberg Wynboere: Gerhard Marais, Benjamin Dyosi

Rupert & Rothschild: Kearston Dowe, Clive Radloff

Middelvlei: Thys Pietersen, Jordaan Spongo

Lourensford/Lanzerac: Timothy Witbooi, Gabriel Adams, Reginald Smith

A comprehensive selection process will take place to select the ideal 20 candidates to go on this learnership. Training will take place over an 18 month cycle.

The Agri-Seta in partnership with Winetech and the specific cellars will contribute to this learnership.

6 BURSARY FOR ACCREDITED TRAINING FOR CELLAR WORKER OF THE YEAR

This will be a bursary for further education in oenology or viticulture for the winner of the cellar worker of the year competition that is currently being assessed by Wine Cellars South Africa (WCSA) and Winetech.

7 SCOPING AND DEVELOPMENT OF LEARNING MATERIAL

The aim of the project is to:

- Scope and verify occupations listed on the Organising Framework for Occupations (OFO) – what is the career path established by the occupations.
- Define of an immediate approach to learning related to the occupations such as, priority areas, skills programs based on South Africa Qualifications Authority (SAQA) registered unit standards, currently registered qualifications, registration of qualification in terms of the current SAQA model.
- Evaluate future involvement in Community of Experts (CEP's) – where industry should take a leading role and where industry participation will be essential.
- Develop a project plan to address occupational qualifications over the longer term.
- Develop learning material for occupational qualifications.

The Wine Industry Training Task Team (WITTT) was set-up to deal with the scoping and development of learning material. The Terms of Reference for the WITTT is outlined below:

1. Name of the working committee

The Wine Industry Training Task Team (WITTT) was formed as a working committee under the umbrella of the Winetech Training Committee.

2. Mandate

The wine industry represented by VINPRO, SALBA and WCSA, Winetech and WIDA mandated the Wine Industry Training Task Team (WITTT) to:

DEVELOP THE FRAMEWORK FOR OCCUPATIONAL TRAINING AND ACCOMPANING CAREER QUALIFICATIONS IN THE WINE AND SPIRIT INDUSTRY.

This mandate given on 12 May 2009 includes the whole value chain and incorporates the primary and secondary manufacturing of wine and spirit. Winetech and WIDA were mandated to manage the process.

3. Members

The team is representative of the Wine Industry which includes (but not limited to) employer and labour representative of:

- 1 x VINPRO - Peet Visser
- 1 x SALBA - Leon Roman
- 1 x WCSA - Myra Hoffman
- 1 x Winetech - Gerard Martin
- 1 x WIDA - Denver Williams
- 1 x Labour - ?

8 CELLAR WORKER EDUCATIONAL PROGRAMME

The aim of the project is to broaden the view of cellar workers on different cellar practices in the South African wine industry. Cellar worker study groups from different regions will visit one another to exchange information as well as to learn from each other.

Winemakers and researchers in the South African wine industry will also be asked to deliver insights into new winemaking practices and visits will also be undertaken to modern equipped cellars. Visits to the winemaking training and research facilities at Elsenberg, the ARC and the University of Stellenbosch will also be undertaken.

9 VINEYARD WORKER EDUCATIONAL PROGRAMME

The aim of the project is to broaden the view of vineyard workers on the effect of different vineyard practices in the South African wine industry. Vineyard worker study groups from different regions will visit one another to exchange information as well as to learn from each other.

Viticulturist and researchers in the South African wine industry will also be asked to deliver insights into new viticultural practices. Visits to the training and research facilities at Elsenberg, the ARC and the University of Stellenbosch will also be undertaken.

10 SOUTH AFRICAN WINE INDUSTRY CELLAR WORKER COMPETITION

The fragmentation of cellar worker competitions in the South African wine industry causes confusion amongst industry role players and participants. There is a definite need to consolidate cellar worker competitions and simultaneously to further education and training of these cellar workers within the industry.

The South African Wine Industry Cellar worker of the Year Award attempts to recognize the contribution made to the South African wine industry made by all permanently employed cellar workers. The objective of the award is to establish role models for cellar workers and to encourage service excellence. This will be achieved through continuous accredited work skills as well as life skills training.

The winner of the award will receive a bursary to further his or her studies in a wine related discipline and will also be given guidance in choosing the best possible course to achieve his or her goals. The finalists will also receive sponsored accredited courses. The project will be linked to Winetech's training objectives.

Participants that take part in the competition and who shows enthusiasm, as well as potential for further training and development, will be given guidance how to best achieve their goals. There will also be an opportunity for cellar workers from different districts to meet each other during an educational information day. This will ensure that they can share in their knowledge and practices with each other. It can only lead to better informed cellar workers, which in the end will ensure that they can contribute to a market focused, cost effective and innovative South African wine industry.

Marketing for the project will start during January 2010 and nominees will be accepted until end of June 2010. The project will be introduced to the affiliated members of WCSA, the various wine routes, study groups and other stake holders in the wine industry. A letter and press release will invite stakeholders to nominate candidates for the 2010 Award.

Nominees will be interviewed according to the districts used for the various study groups. (Charl Theron).

A prerequisite will be that all nominees must have participated and declared competent, in the Cellar worker tasting competition, under the auspices of Charl Theron. This will be considered as a first round of elimination.

Emails, with possible phone calls if necessary will also be used. The candidates will be interviewed from July 2010 until end of September. Finalists will be interviewed during October and the shortlist to be announced shortly thereafter. The winner will be announced at the educational information day held in December 2010. This event will conclude the project for 2010. However, the trophy will be handed to winner at the WCSA conference during May 2011. This will maximize publicity for the project.

11 WORKSHOPS/STUDY GROUP/AD HOC

Workshops - Will be done in collaboration with other industry players, and issues regarding human capital development across the Winetech value chain will be addressed.

COMMITTEE

Chairperson: Charl Theron
Jan Booysen
Gerard Martin
Barry Matthews
Douglas Chitepo
Henry Horne
Melané Vivier
Hanlè Theron
Marius Paulse
Andries van Tonder
Henk Bruwer
Emma Burger
Denver Williams
Leon Roman
Natasha Louw

ANNUAL MEETINGS

March, June, September and November: Feedback by researchers on progress with listed projects. Verification of programme aims and identification of training gaps that require attention. Discussion of project progress and new projects by the committee.

Gerard Martin
December 2009

BUDGET 2010

BUDGET

Project Title	Begin date	End date
Trilingual Online Wine Dictionary		Continuous
Vineyard Practices Skills Programme		2012
Learnerships for 60 Cellar Workers		Continuous
Bursary for Accredited Training for Cellar Worker of the Year		Continuous
Scoping and developing of learner Material		2011
Cellar Worker Educational Programme		Continuous
Vineyard Worker Educational Programme		Continuous
Workshops/Study Groups/Ad Hoc		Continuous
ARC		2011
South African Wine Industry Cellar Worker competition	2010	2011
TOTAL		

Continuous: Budget to be revised every year