

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

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 (IWBT) and supply supplementary funds for training support/professional services.

2. APPROPRIATION OF BURSARIES

A number of post-graduate student's 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

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 SA Trilingual Wine Dictionary is of special interest to the development of isiXhosa as indigenous language, empowering previously disadvantaged communities to communicate about wine in their mother tongue.

4. TECHNOLOGY TRANSFER ENABLING ENVIRONMENT

The goal of the project is to develop accredited learning material for viticulture practices from NQF Level 1 to NQF Level 4, which the entire South African wine industry can use to train their vine workers. The viticulturist at the respective cellars is responsible for training and updating of learning material. The project is currently piloted at the empowerment farms of two co-operative cellars (Robertson Cellar and Riebeek Cellar) and also with the workers of members of two other co-operative cellars (Wamakersvallei Cellar and Windmeul Cellar).

5. LEARNERSHIPS NATIONAL CERTIFICATE IN WINEMAKING NQF 3 FOR 10 CELLARWORKERS

The learning material for the qualification has been developed and the qualification also has international recognition. Full scale marketing and training will commence after the 2011 harvest.

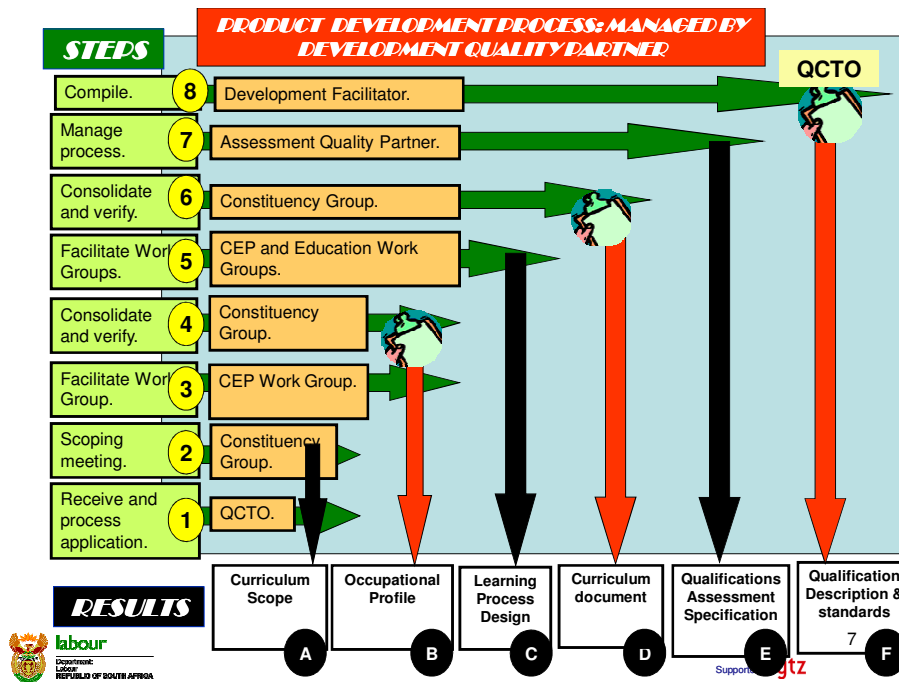
6. BURSARY FOR ACCREDITED TRAINING FOR CELLAR WORKER OF THE YEAR

This will be a bursary for further education in oenology or viticulture for the winner of the South African Wine Industry 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.



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 Elsenburg, 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 Elsenburg, the ARC and the University of Stellenbosch will also be undertaken.

10 SOUTH AFRICAN WINE INDUSTRY CELLAR WORKER COMPETITION

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 training.

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

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.

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: Natasha Louw (SALBA)

Jan Booyen	(Winetech)
Gerard Martin	(Winetech)
Barry Matthews	(SALBA)
Andries van Tonder	(SALBA)
Leon Roman	(SALBA)
Chantal Steenkamp	(SALBA)
Denver Williams	(WIDA)
Henk Bruwer	(WCSA)
Hanno van Schalkwyk	(WCSA)
Abrie Beeslaar	(CEWPA)
Francois Viljoen	(VinPro)
Pierre Snyman	(VinPro)
Johan Giliomee	(VinPro)
Erna Blancquart-Witbooi	(BOWWUS)
Frans Smit	(EKOV)

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
March 2011

BUDGET 2011

BUDGET

Project Title	Begin date	End date
Trilingual Online Wine Dictionary		Continuous
Vineyard Practices Skills Programme		2011
Learnerships for 10 Cellar Workers		2011
Bursary for Accredited Training for Cellar Worker of the Year		2011
Scoping and developing of learner Material		2011
Cellar Worker Educational Programme		Continuous
Vineyard Worker Educational Programme		Continuous
Workshops/Study Groups/Ad Hoc		Continuous
ARC	2009	2011
South African Wine Industry Cellar Worker competition	2010	2011
TOTAL		

Continuous: Budget to be revised every year