



# SOUTH AFRICA WINE

*discover diversity in a glass*

DEVELOPMENT OF TALENT IN THE WINE INDUSTRY

AGBIZ | SA WINE  
MEDIA DAY

Kachné Ross  
1 November 2024

#sawine



SOUTH AFRICA WINE  
*discover diversity in a glass*



www.sawine.co.za

† +27 (0) 21 276 0430  
e info@sawine.co.za  
Picardi Farm, Cecilia Street, Paarl 7646  
[www.sawine.co.za](http://www.sawine.co.za)





# SOUTH AFRICA WINE

discover diversity in a glass

## INDUSTRY OVERVIEW

### SOUTH AFRICA'S CONTRIBUTION TO WORLD WINE

**4.1%**  
of the world's wine  
production

**6**  
size ranking in the world:  
wine exported

**1.7%**  
of the world's vineyards  
(table & wine grapes)

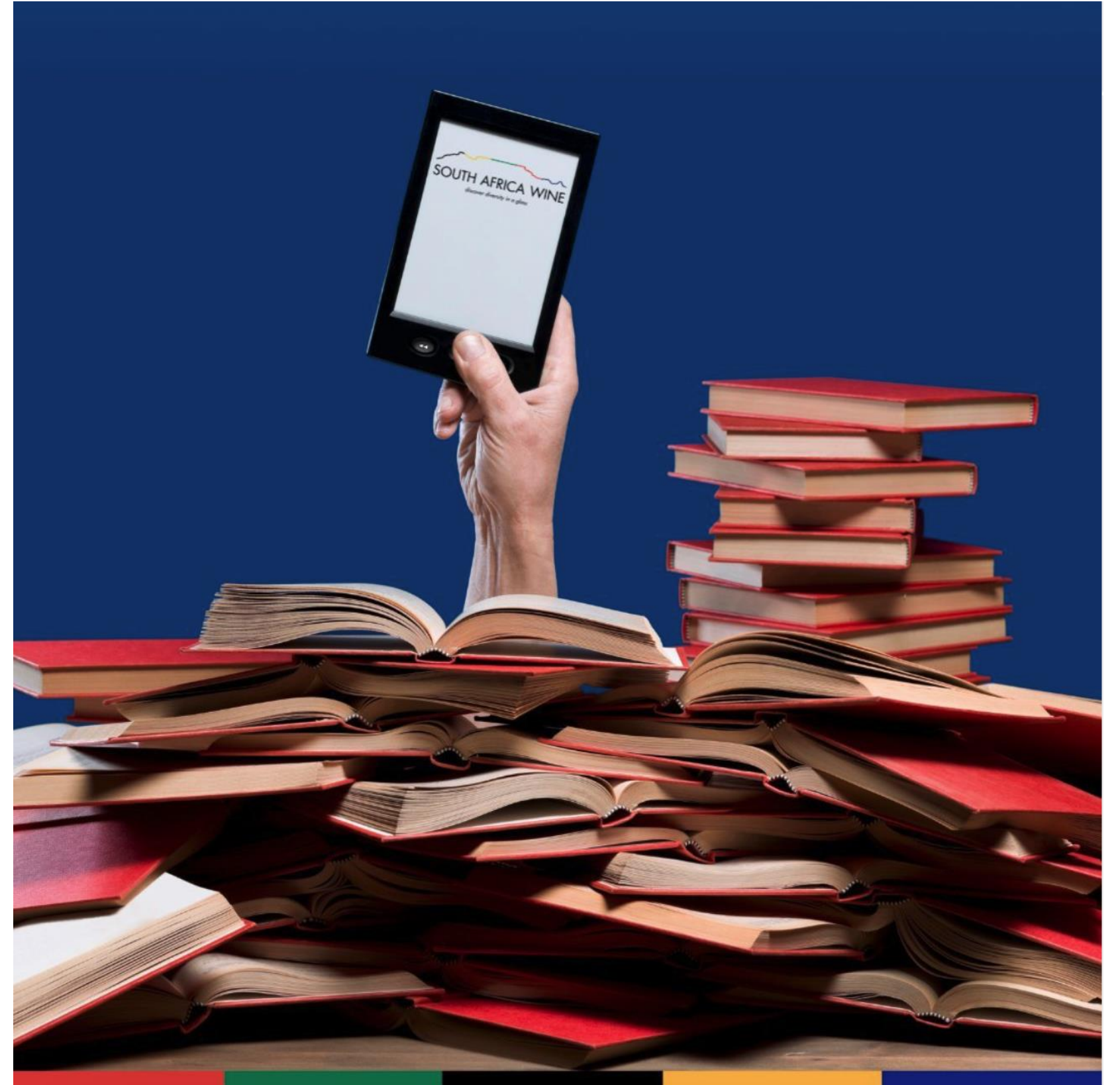


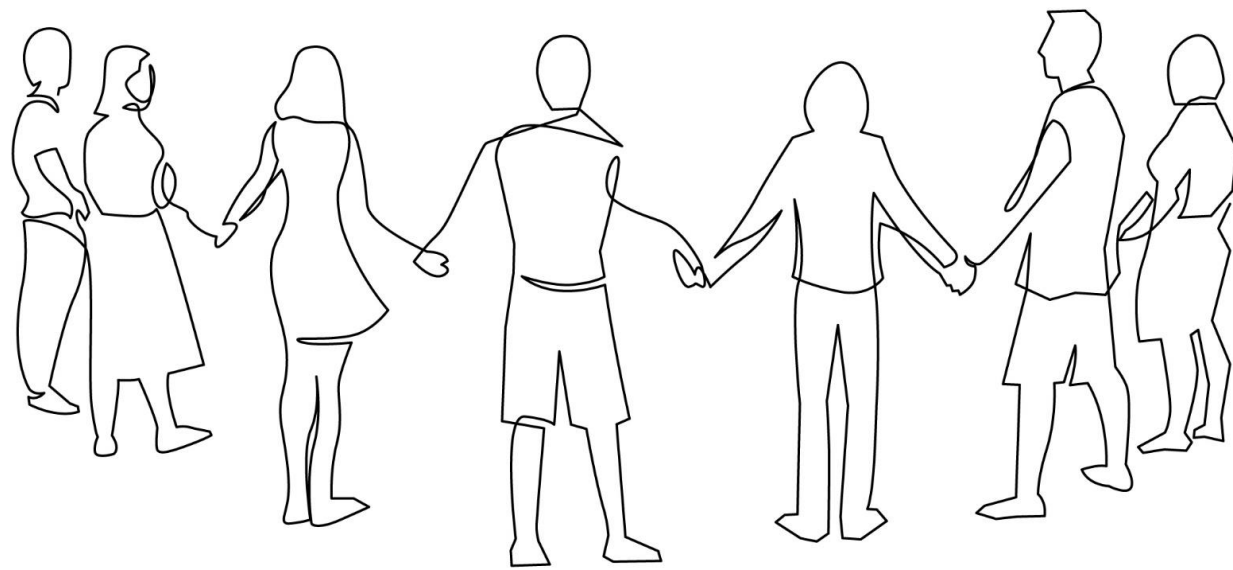
**4.3%**  
of the world's wine exports

**8**  
size ranking in the world:  
volume of wine produced

**15**  
size ranking in the world:  
area under vine  
(table & wine grapes)

Source: SAWIS, July 2023. For more information visit [www.sawis.co.za](http://www.sawis.co.za)





## ▶ **PEOPLE AND SKILLS DEVELOPMENT**

The people development strategy encourages a growing learning culture, a growing industry, job security and establishes a well-thought-through and supportive learning culture that contributes to productivity and creates an industry that is representative of the demographics of South Africa.

# FOCUS AREA: PEOPLE AND SKILLS DEVELOPMENT

STRATEGIC OUTCOME: SUSTAINABILITY AT THE CORE OF ALL WE DO

## CLOUD BASED PEOPLE MANAGEMENT SOLUTION

To assist the industry's HR and PD Departments with growth opportunities linked to their businesses' strategic and productive growth and productive growth of their businesses.



## COMPETENCY SURVEYS - TRAINING

An industry skills survey compiled by competencies needs analysis, linked to training providers, access to funding and return on investment tools based on learning outcomes.



## GRADUATE PLACEMENT PROGRAMME

A platform connecting young professionals with industry opportunities through our Graduate Placement Programme inviting businesses to participate.



## LEARNING MANAGEMENT SYSTEM

Provides central and coordinated access to execute learning and development, address industry skills gaps and generate related reports.

## PROFESSIONAL BODY

To develop practitioners and grow the professionals of the industry across the value chain.

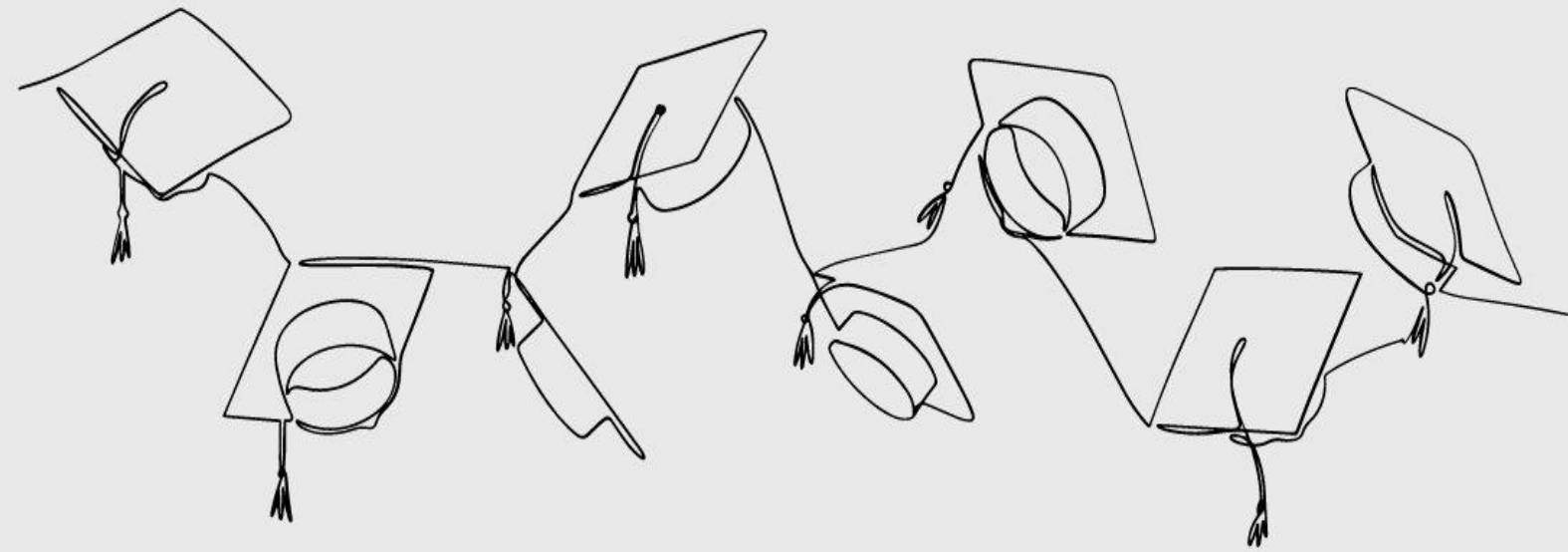


## FUNDING APPLICATIONS

External funding applications, strategic partnerships, commodity funding, bursary funding etc.



# LEARNER MANAGEMENT SYSTEM



## LOGIN

I already have an account  
and want to login.

[Login »](#)

## REGISTER

I do not have an account  
and need to create one.

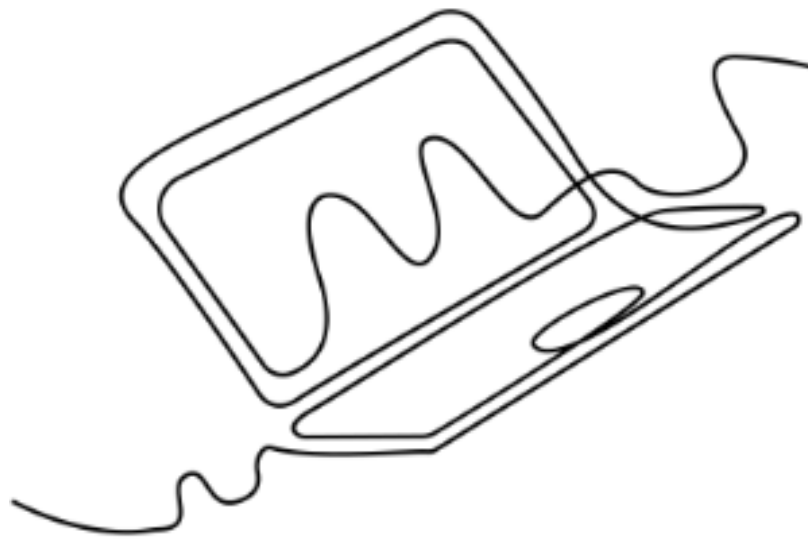
[Register »](#)

## SUPPORT

I am having troubles and need  
user support / guidance.

[Get Support »](#)

Or send an email to: [support@skillogical.com](mailto:support@skillogical.com)





# CAREERS IN THE SOUTH AFRICAN WINE INDUSTRY

[Home](#) / [Careers](#)

## CAREERS IN THE SOUTH AFRICAN WINE INDUSTRY

The South African Wine Industry offers careers in one of four main areas of interest. These areas were identified as sub sectors by SAWIPB. The sub-sectors include careers in primary production, secondary production, wine tourism and marketing and logistics and distribution. Consider your passion, interest, experience and qualifications when deciding on a career path in the Wine Industry. Some of the occupations would require formal studies to be allowed to pursue the career, whilst others allow for the recognition of experience and offer the option to earn while you learn.



# SOUTH AFRICA WINE LMS

WINE INDUSTRY  
SKILLS DEVELOPMENT  
PROFILE

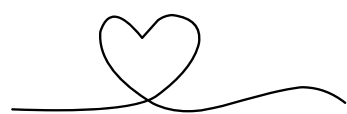
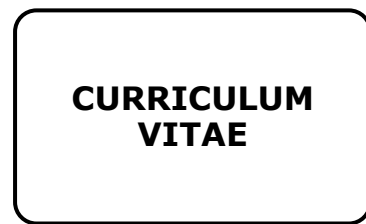
ROI ON TRAINING  
INITIATIVES

HR & SDF  
SUPPORT

CAREER  
DEVELOPMENT

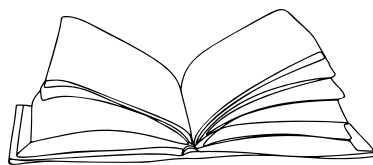
TALENT  
MANAGEMENT

SUCCESSION  
PLANNING



2151

REGISTERED  
USERS



170

LEARNING  
PROGRAMMES



260

BUSINESS  
USERS

[www.sawinelms.co.za](http://www.sawinelms.co.za)

# SAWIPB

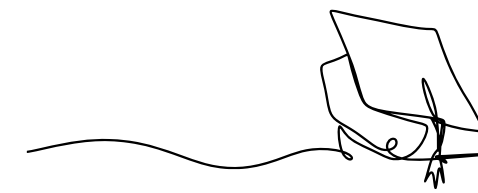
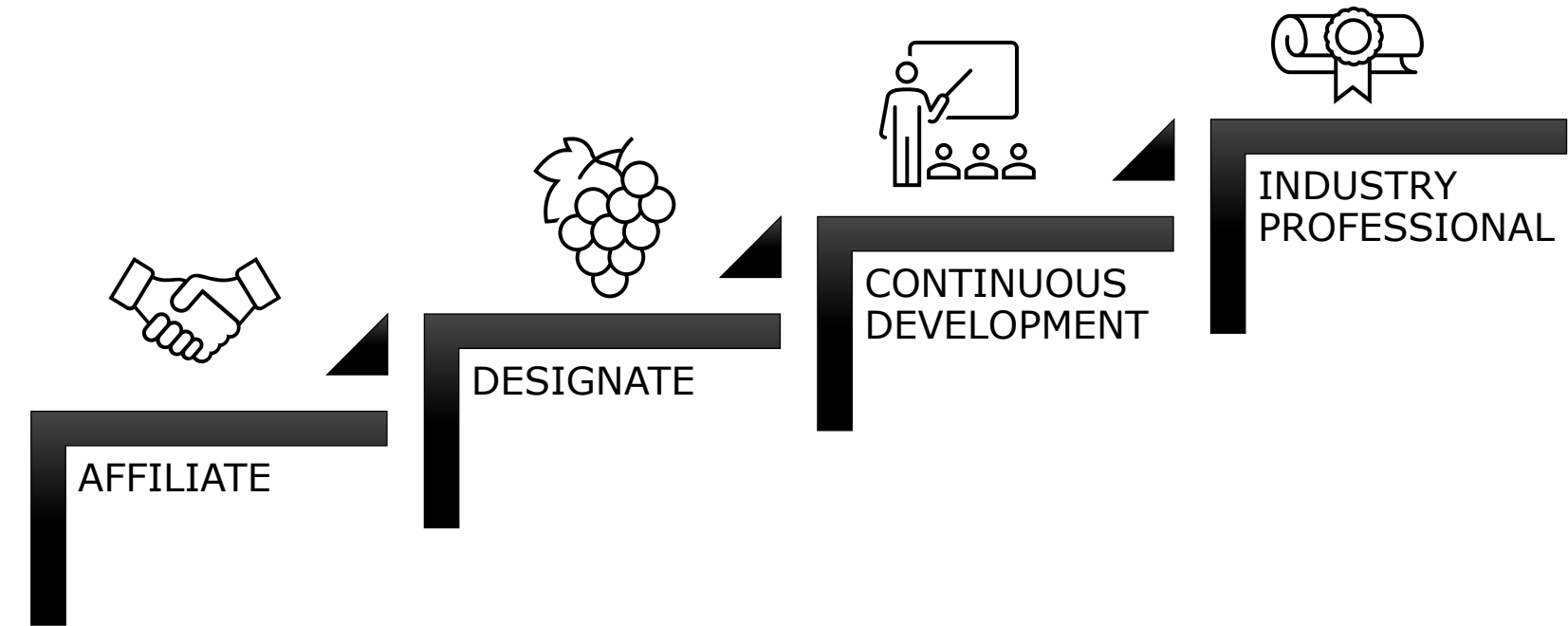
DESIGNATE  
PROFESSIONALS

ACCESS TO  
SA WINE LMS

RECOGNITION OF  
PRIOR LEARNING

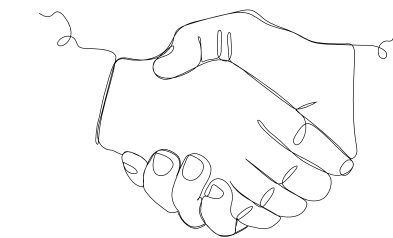
PROVIDER  
AFFILIATIONS

CONTINUOUS  
PROFESSIONAL  
DEVELOPMENT



305

MEMBERS



20

TRAINING  
AFFILIATES



13

DESIGNATIONS  
ACROSS VALUE  
CHAIN

[www.sawipb.co.za](http://www.sawipb.co.za)



A graphic with a bright yellow background featuring various school supplies like pens, pencils, a ruler, paper clips, and a blue alarm clock. The text reads: SOUTH AFRICA WINE, discover diversity in a glass, TRAINING OPPORTUNITY, and includes a QR code with a 'SCAN ME' button.

SOUTH AFRICA WINE  
*discover diversity in a glass*

**TRAINING  
OPPORTUNITY**

SCAN ME



## SOUTH AFRICA WINE BURSARY

# APPLICATION PROCESS

*What you need to apply*

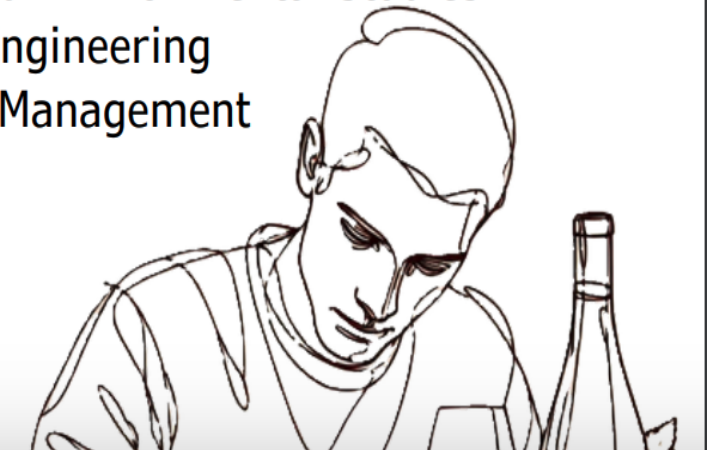
Complete your application by scanning the QR code on the left OR following the link to the google form:  
<https://forms.gle/ZQE3qmehA68WN6aJ8>

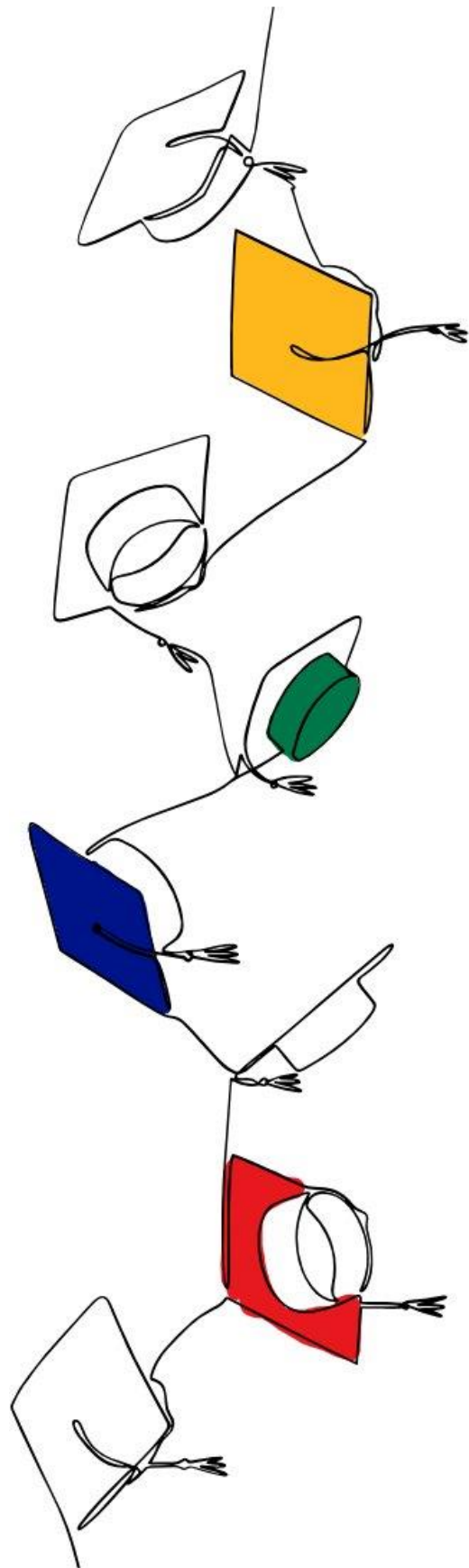


### **Prepare the following documentation to upload on the google form**

- Motivation letter
- Academic Transcripts (Matric to date)
- Quotes for 2025 academic tuition, additional supplies and accommodation
- Certified Copy of Your ID
- Proof of registration for 2024
- Proof of residence

- MSc Agriculture in Viticulture
- MSc Agriculture in Oenology
- MSc in Wine Biotechnology
- BSc Agriculture: Viticulture and Oenology
- BSc Agriculture: Cellar Technology
- BSc Agriculture Economics
- Diploma in Cellar Technology
- BAgric Cellar Technology / Cellar Management
- BCom Entrepreneurship and Innovation Management
- BCom Financial Planning / Management
- BSC Data Science
- BCom / BA Human Resource Management
- BA Geography and Environmental Studies
- BEng Industrial Engineering
- BCom Marketing Management





## ▶ SOUTH AFRICA WINE GRADUATE PLACEMENT

- **To provide talented graduates with meaningful opportunities**
- To connect graduates with our member companies
- Contract: 6-12-month fixed-term contracts



South Africa Wine  
in partnership with Agrijob



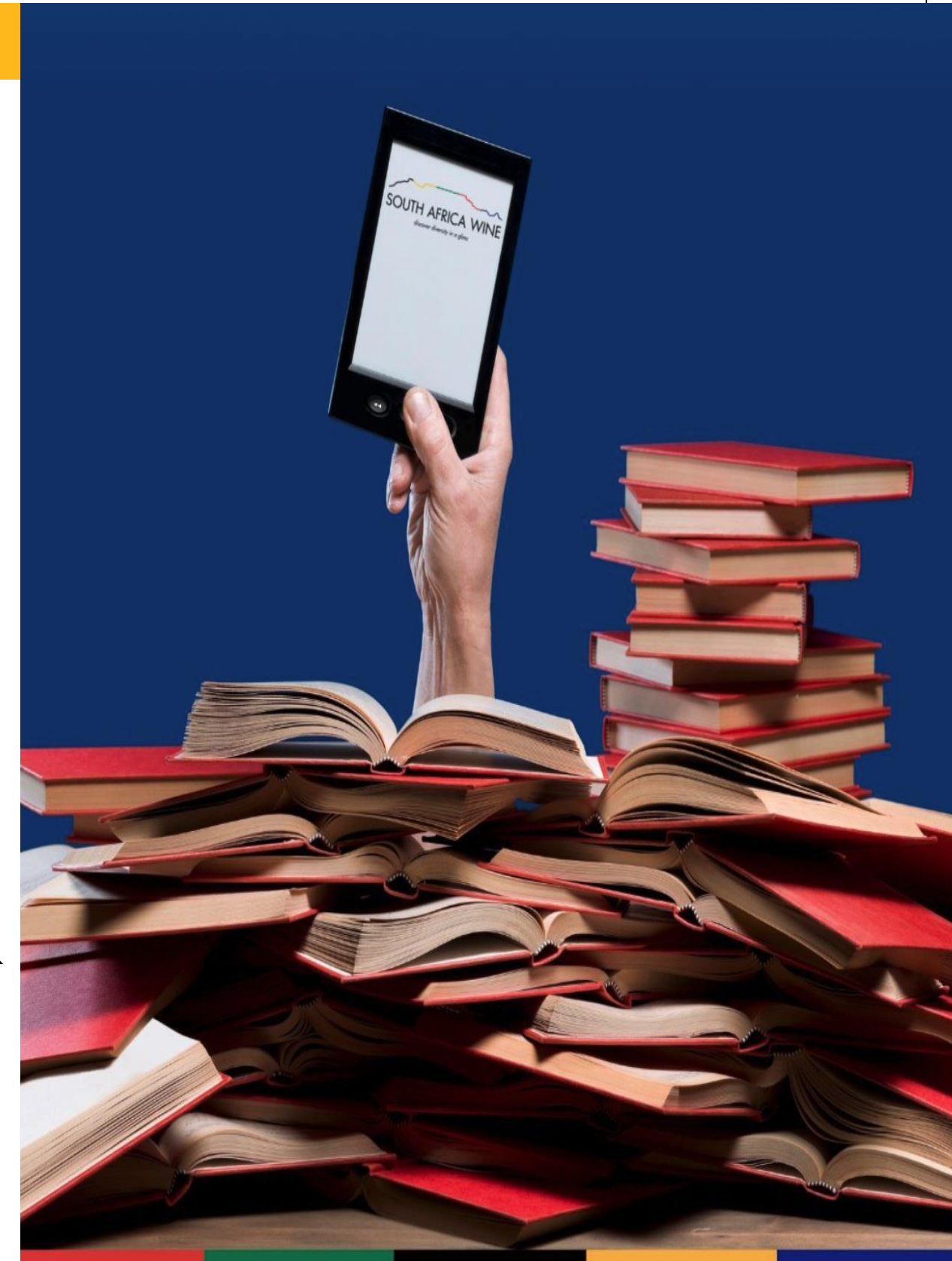
## TRAINING PROGRAMMES 2023

Training Provider	Programme
University of Stellenbosch Bus School	Masterclasses
University of Cape Town-GSB	Business in Wine
Mazars	Leadership
WTSA	Winemaking
PYDA	Winemaking
FutureMe	Careers
AgriCareers	Careers
Cape Winemakers Guild	Mentorships
Wine Online	Exports
Apeiogon	Introduction to wine
BSK Boland Stokkie Kwekery	Propagation
African root (Competency Framework)	Competency Framework development
Cresco (Competency Framework)	Competency Framework development
WIETA	Regulatory and Ethics
UCT-GSB	Business in Wine
Apeiogon	Alcohol awareness
T20Science	Effective Comm + Inclusive relationships
T20Science	Diversity and Inclusion
Vinpro Vineyard training courses	
Garagiste Winemaking Course	



# TRAINING PROGRAMMES 2024

Training Provider	Programme
Santi Basson	Cellar worker info Day
Agri jobs	Graduate placement
Stellenbosch University	Masterclasses
MAZARS	Production Management Leadership
Cape Winemakers Guild	Protegee Programme
PYDA	PYDA Wine Practitioner Course
	
UCT GSB	Business In wine
Eksteenskuil	Eksteenskuil
Philani	Ancillary Health Care
WIETA	Ethical Trade Compliance Skills Development Training & Capacity Building Support Programme
TBC	Industry Labour Union Needs



# LMS: SKILLS DEVELOPMENT INTEREST

What the industry is asking for?

## VITICULTURE

- Technical Vineyard Principles
- Short Course: Vineyard Propagation
- Short Course: Ethical Leadership

## DEVELOPMENTAL

- Business Management
- Short Course: Diversity and inclusion
- Short Course: Business in Wine Programme

## OENOLOGY

- Short Course: Integrated Production of Wine and Safe Handling of Chemicals (IPW)
- Short Courses (1-4)
- Learnership: Food and Beverage Handling Process

## WINE TOURISM, MARKETING

- Short Course: WSET Level 2 Award in Wines
- Certificate: Junior Sommelier (SASA)
- Wine Online Trading (Imports and Exports)

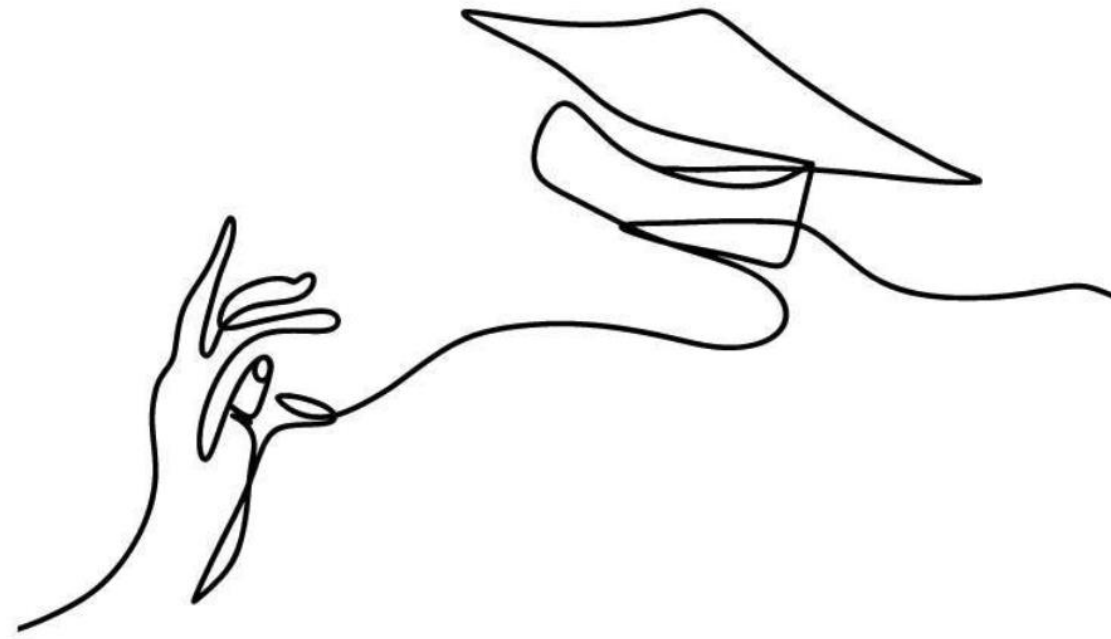
## COMPLIANCE & REGULATORY

- Occupational Health & Safety Awareness
- Short Course: First Aid Level 1 Basic
- Short Course: Fire Fighting Level 1

What the industry need?

Systems Thinking | Engineering | Data Analytics | Foresight | AI | Researchers | Social Scientists | Business Skills | Innovation | Consumer Insights | Tourism

  
**SOUTH AFRICA WINE**  
*discover diversity in a glass*



# PROFESSIONAL BODY LAUNCH

in association with



**SAWIPB**  
*South African Wine Industry  
Professional Body*





**SAWIPB**  
South African Wine Industry Professional Body

**Career in Primary Production (Viticulture)**  
Harvester or a Picker / Vineyard Supervisor / Vineyard Manager / Vineyard Farm Worker / Vineyard Consultant / Vineyard Nursery Manager

**Career in Cellar**  
Cellar Master / Winemaker / Cellar

**Career in Marketing**  
Marketing Manager / Marketing and or Sales Assistant of Manager / Marketing

**Career in Logistics**  
Logistics Manager / Bottling Production Warehouse Manager / Stock Marketer

**Other Career Opportunities**  
Soil Scientist / Coordinator / Hospitality and Officer / Microbiologist /

**Support and Administration**  
Administrative Assistant / Receptionist / Bookkeeper / Warehouse Worker / Driver /

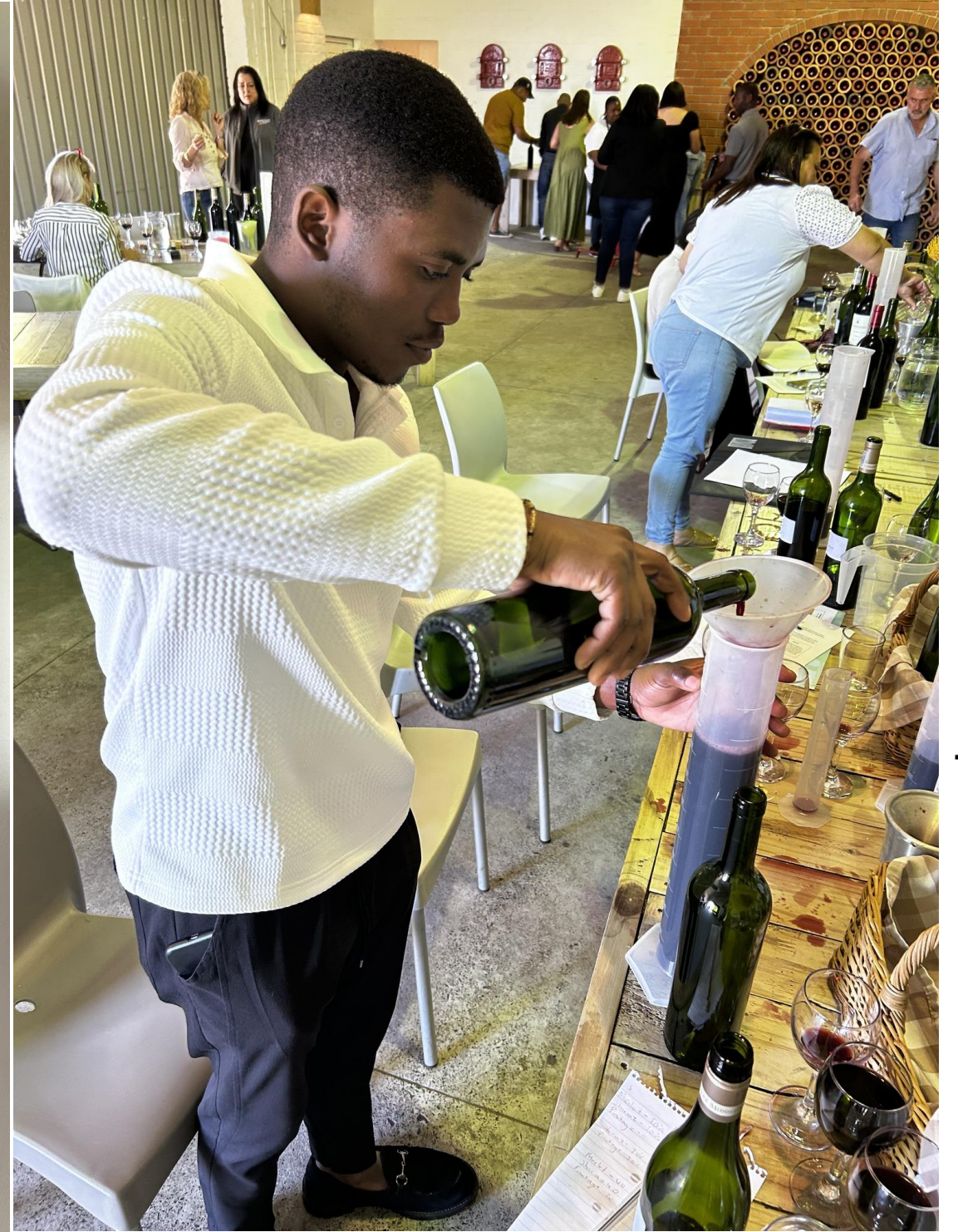
**Dear Committee member**  
**Thank you for your valuable support in growing professionals in the wine industry.**

**South Africa Wine**  
discover diversity in a glass

Contact the Learning and Development Desk at SA Wine for advice on your career via email at [lms@sawine.co.za](mailto:lms@sawine.co.za)

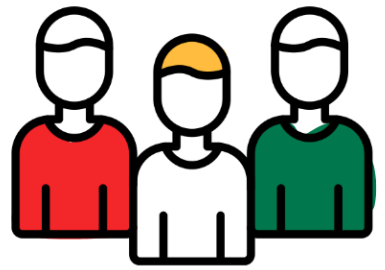
[www.sawine.co.za](http://www.sawine.co.za)



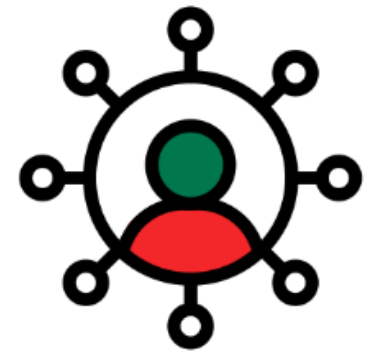


**We believe in empowering  
the future of our industry**

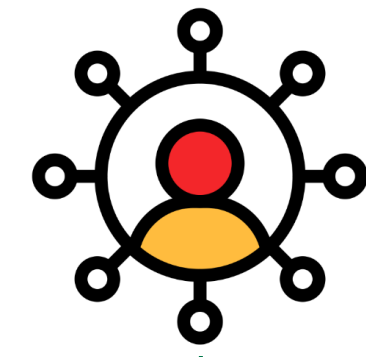
2151  
LMS Users



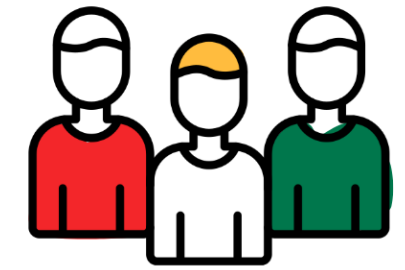
10  
Training Provider  
Affiliate O1



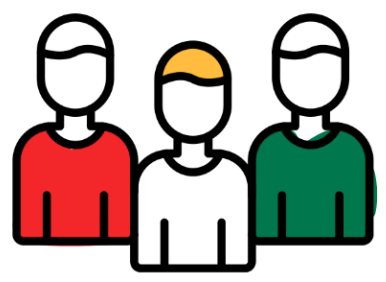
7  
Training Provider  
Affiliate O3



→  
People  
Designated



644

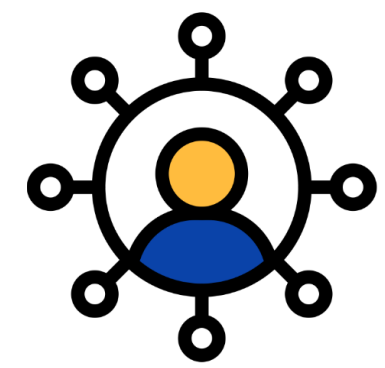


2023/24  
People Trained



299

SAWIPB  
Associates |  
Members



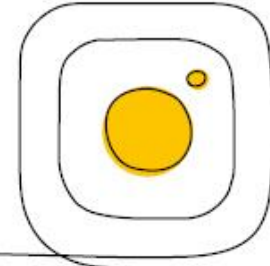
3

Training Provider  
Affiliate O2

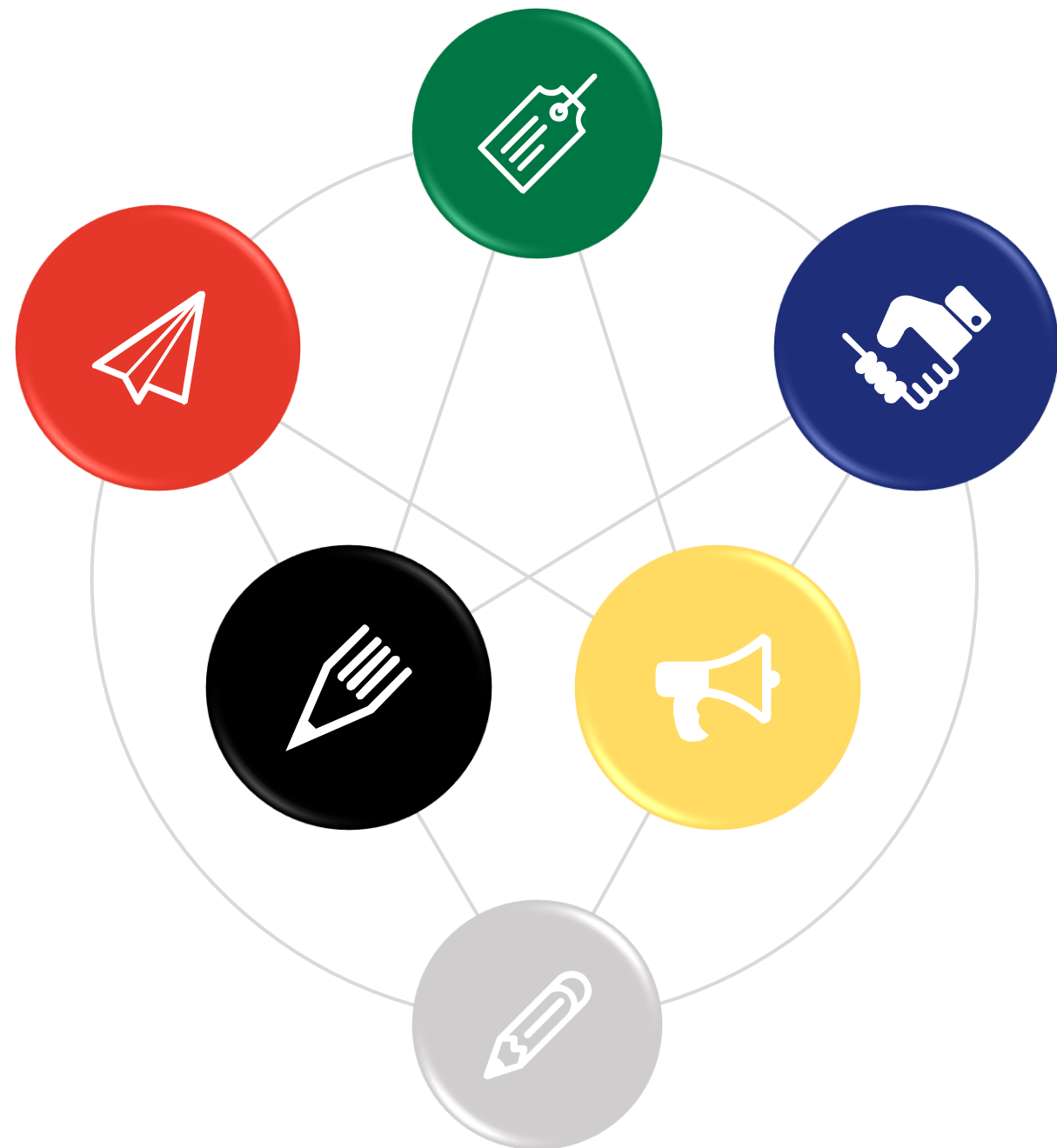


SAWIPB NPC  
Designations  
Entity Affiliations

#sawine



# PEOPLE DEVELOPMENT OUTCOMES FOR SA WINE



## 01 INDUSTRY BODY

Manage and coordinate industry PD strategy, systems, expenditure, income, industry talent retention

## 02 EMPLOYEES

Career development, professionalization; training opportunities, **talent retention; leadership dev; women & black people**

## 03 EMPLOYERS

Have support structures for career development, training, BBBEE scorecard advice on Skills Dev, WSP/ATR submissions etc.

## 04 TRAINING PROVIDERS

Platform that ensure quality training delivered with industry outcomes-based programs; **Women and black Providers**

## 05 LMS

**Succession planning**, continuous development opportunities, managing learning and learners, **leadership development; women and black people**

## 06 SAWIPB

**Professionalization; Talent attraction and retention;** Knowledge transfer; Recognition of talent/professionals; **SUCCESSION PLANNING; Inclusivity across value chain**



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Kachné Ross: 0823097618