



SKILLOGICAL

People Development Simplified

Transforming Learning in the Wine Industry: Empowering Employees for Industry-wide Excellence

Business Needs

The industry recognized that without a continuous investment in the development of their workforce, they risk falling behind competitors, losing market share to other countries, and becoming less agile in adapting to emerging technologies and industry trends. Employers in the industry also had limited time and resources available for employee development

Results

Reduced specific skills gaps and increased employability using industry-driven programs to bridge the divide between employer needs and available talent

Increased employee engagement in industry-driven skills development fostered a sense of value and motivation

Identified suitable candidates for career development opportunities

Facilitated knowledge sharing, collaboration, and networking among industry professionals

Approach



Facilitated the development of industry specific competency frameworks and informed related learning development

Developed competency frameworks for four industry subsectors in consultation with subject matter experts.



Informed Job and Role Profiles

Helped industry distinguish between distinct jobs people do and their roles they actually responsible for.



Addressed Skills Gaps

Provided employers and employees with the ability to address their skills gaps by selecting learning which were linked to available providers, with options to self fund or be subsidised. Available learning range from accredited programs to industry specific to in-house operator and include on line learning.



Deployed Online Learning programmes where suitable

Implement web-based training initiatives to deliver educational content and learning experiences to employees. This approach leverages online platforms to provide convenient and flexible access to learning materials, enabling employees to acquire knowledge and skills remotely and at their own pace, and also improved provider capacity.