

The future of Winetac

At the August meeting of the Winetac board it was agreed that Winetac will not be able to continue in its current form beyond the life of CRCV funding, which expires 31st December, 2005. The board is therefore commencing the planning process for dissolution of the organisation from that date.

The situation provides a timely opportunity for determination of the most appropriate arrangements for securing long term industry representation on critical learning and skill development matters.

The Winemakers' Federation of Australia and Winetac are presently preparing a discussion and options paper. Once finalised, it will be available on the latest news section of our website for general consideration and comment. It is anticipated that the paper will be available by the end of September.



Between now and the new opportunity beginning January 2006, Winetac is committed to continuing to provide value to the grape and wine industry on learning and skill development. Our Strategic Business Plan for 2005-2005 is now available for viewing from our website, and provides an overview of learning and skill development activities for the current year.



One highlight of this Quarterly Update is the outline of 3 new tools now available under the banner - *developing people, driving growth-learning and your competitive advantage.*

This exciting initiative provides practical information and tools to enhance the link between business planning & operations, competitive advantage and learning and skill development.

The tools provide businesses with information, instructions and a series of templates as stand alone, self paced resources to enable the development of integrated business, financial and personnel plans targeted toward increasing their competitiveness and profitability. The materials will also be able to be used in small group or workshop situations, and it is envisaged that they will be integrated on a CD in the future.

Peter Mansfield
Executive Officer

NEWS

Update on training options for Responsible Service of Alcohol in NSW

It is now a requirement that anyone serving alcohol in NSW must be RSA certified. The national RSA certificate is recognised in NSW, but in order to serve, sell or supply alcohol, a bridging qualification must also be completed which covers specific NSW legislation. The bridging course takes about 3 hours to complete.

TAFE NSW have prepared a number of options for all exhibitors at Wine Australia this year- to download the overview, please go to www.winetac.com.au/downloads/RSA%20training%20options.pdf

Please note that TAFE NSW will deliver 'just in time' training on the 24th of November, in Sydney and via distance learning. They can also organise training for the full RSA certificate, including the bridging course, for interstate groups.

For further details on any of the course options, please contact Claire Todd on (02) 9561 8239, Claire.todd@det.nsw.edu.au

Recognition of recognition!

A key objective of our training system is to recognise learning that has taken place outside formal education and training. This recognition, formally known as recognition of prior learning, aims to facilitate entry to formal qualifications and avoid duplication of learning effort.

In June this year, the Australian Qualifications Framework Advisory Board endorsed the *National principles and operational guidelines for Recognition of Prior Learning (RPL)*.

To view these principles and guidelines, visit <http://www.aqf.edu.au/rpl.htm>

New Research to Practice® topics

Viticulture Research to Practice® information is again set to reach wider audiences with the introduction of two new projects- Research to Practice® 'Hands On' and Research to Practice®- 'Managing Vineyard Variability'.

The Hands-On project aims to actively engage growers in discussion and learning within the vineyard context, as opposed to a structured 'classroom' setting. The current Viticulture Research to Practice training materials will be used as the base information, but the topics will be dealt with in a more integrated manner. Hands On will be facilitated by an experienced local viticultural consultant, who will be able to transfer research outcomes for regional application.

The first topic will be Seasonal Integrated Vineyard Management, with up to 14 regional groups active in 2004/2005. The project aims to have 18 groups in 05/06, and 30 groups in 06/07. Ideal group size is anticipated to be 10 - 15 participants.

If you would like to take part in Viticulture Research to Practice® Hands On, please contact Peter Mansfield on (08) 8373 7090, peter@winetac.com.au

Managing Vineyard Variability aims to produce a book providing information and decision making tools for Australian wine grape growers and winemakers to manage vineyard variability.

This book is expected to provide information in a user friendly language and format, to cover a full range of aspects and methods, and to be able to be used in a variety of situations.

If you would like more information about Viticulture Research to Practice®- Managing Vineyard Variability, please contact Peter on (08) 8373 7090, peter@winetac.com.au

The CRC for Wine

Grape and wine industry members and researchers submitted the Stage 2 bid in July for the proposed Cooperative Research Centre for Wine. The CRCWine has one targeted outcome- to improve the Australian grape and wine industry's capacity to predict and respond rapidly to emerging consumer trends. This would establish a new level of global competitiveness for the industry.

Research under the CRCWine would focus on 3 areas- an understanding of the basis of consumer preferences in established and emerging markets; developing efficiency gains across all the members of the value chain; and increasing adoption among industry.

If you would like to know more about the CRCWine, please contact Chris Hancock or Samantha Hellams at the GWRDC- (08) 8273 0500.

Winetac revised Strategic Business Plan complete

The revised Winetac Strategic Plan for 2003-2006 is now available for viewing- opposite is an outline of the corporate strategy.

As the name suggests, this document also incorporates the Winetac Business Plan for 2004-2005, and outlines our objectives, strategies and actions for the current year.

To view the full document, please click on the *Strategic Business Plan* link on the main menu of our website- www.winetac.com.au

If you have any queries about the Strategic Business Plan, please contact Peter Mansfield on (08) 8373 7090; peter@winetac.com.au

If you would like to read about our progress against the strategies for 2004-2005, go to the Progress page of our website- www.winetac.com.au/progress.asp

Winetac Strategic Business Plan 2003-2006

Vision

The Winetac vision is that by 2010 a learning culture will be embedded as a key factor in strengthening the competitive advantage of the Australian grape and wine industry.

Mission

The Winetac mission is to facilitate learning and skill development within the Australian grape and wine industry.

Values

We are committed to achieving our mission through working in a collaborative manner, being responsive to the needs of industry, acting with integrity and generating innovative approaches to learning and skill development.

Goal

An increased commitment to, and return on investment in, learning and skill development within the Australian grape and wine industry.

Objective 1:

Strengthened industry understanding of the value of learning and skill development as a factor in increasing competitive advantage.

Objective 2:

Increased integration of learning and skill development within the industry.

Objective 3:

Improved resource allocation to learning and skill development within the industry.

Objective 4:

Enhanced quality of learning and skill development solutions.

RESOURCES

New Support Materials

50 new Assessment Instruments are now available to support the Wine Sector Training Package. These Assessment Instruments are for units of competency in the Optional stream- both Food Processing Optional units and Optional Imported units. To view which Units of Competency now have support materials available, please download the list at: www.winetac.com.au/downloads/Wine%20FDF03%20Units%20with%20Support%20Materials.pdf

The price of the CD of all Assessment Instruments is \$265 (inc. GST). Customers who have previously purchased an Assessment Instruments CD have to option of upgrading and receiving the new resources for only \$65 (inc. GST) The order form is available from the Resources/Support Materials page of our website, or at: www.winetac.com.au/downloads/FDF03%20Support%20Materials%20Order%20Form.pdf

Please contact us if you would like further information about the new resources, or an order form posted or emailed to you.

Revised Support Materials

Category 1 changes to the Food Processing Industry FDF03 (Wine Sector) Training Package are now complete. 28 Units of Competency have been affected by these updates. The summary of Category 1 changes to units can be found on the Resources/Training Packages page of our website, or at www.winetac.com.au/downloads/Summary%20of%20Category%201%20Changes%20to%20Wine%20Sector%20Units.pdf

Due to these Category 1 changes, some existing Assessment Instruments have had minor changes made. Winetac customers who had previously bought the Assessment Instruments CD should have received an updated copy by now. If you have purchased Assessment Instruments separately for any of the units affected by the changes, please contact Emma- emma@winetac.com.au for an updated copy.

Free Training Package resources

Existing Winetac resources have recently been updated, ensuring their relevance to current industry needs. The 'Guide to Training and Assessment in the Australian Grape and Wine Industry' is a useful reference for trainers and assessors. It includes detailed information and advice for practitioners working with the Wine Sector Training Package, and has been well-received since its release in late 2003. You can download the Guide from the Support Materials page of our website, or at- www.winetac.com.au/downloads/Guide%20to%20training%20and%20assessment.pdf.

Please call us if you would like the Guide sent to you on CD or in hard copy format.

'Training Package Frequently Asked Questions' has also had minor updates completed. This document outlines the main queries we receive regarding implementation of the Wine Sector Training Package. You can download TP FAQ's from the Training Packages page of our website, or at- www.winetac.com.au/downloads/TP%20FAQs.pdf

Viticare eNews

The CRCV's Viticare extension program has a monthly email bulletin called Viticare eNews, designed to keep people informed about CRCV extension activities and other useful viticultural information.

A concise bulletin with links to additional information, it includes updates about Viticare Trials, details about farm walks and workshops and links to useful resources.

If you are interested in receiving Viticare eNews, please visit www.crcv.com.au/viticare/crcvupdate/ or email Gerard.Hogan@crcv.com.au

Posters from Australian Wine Industry Technical Conference Available

The poster display at the recent Australian Wine Industry Technical Conference in Melbourne was extremely popular. Many CRCV researchers were involved in the poster display and their posters are now available for download from the CRCV website.

To view the range of posters visit: <http://www.crcv.com.au/viticare/resources>

This is an outline of the link between learning and competitive advantage. Included are references to a number of tools now available from Winetac.

To discuss how these tools can be used, or for assistance with implementation in your organisation, please contact Emma or Sarah.

Enhanced learning culture

An enhanced learning culture can strengthen competitive advantage through improved performance, improved quality, increased customer and employee satisfaction and a greater ability to deal with change.

winetac.com.au/downloads/Learning%20Culture%20Evaluation%20Tool.doc

Increased competitive advantage

Through learning, individuals and organisations challenge the way they do things, thereby enhancing continuous improvement and responsiveness to change. Change is a key feature of today's business environment and a learning culture is a key factor in strengthening competitive advantage.

Strategy 2025:
www.wfa.org.au/planning/strat2025.html

Winetac Strategy:
www.winetac.com.au/downloads/Strategic%20Business%20Plan_04_05.pdf

Development of a strategic/business plan

A well developed strategic/business plan provides your business with a pathway to your desired future.

www.winetac.com.au/downloads/Business%20Planning%20Template.doc

developing people, driving growth learning and your competitive advantage

Development of a learning organisation

A learning organisation is *"an organisation that is continually expanding its capacity to create"* (Peter M Senge).

A learning organisation is not just one that trains more than another. It certainly may use training to help develop certain skills and knowledge, however it will also develop higher levels of knowledge and skill such as those associated with learning to adapt to new environments.

Implementation of a strategic/business plan

Everything in an organisation happens through its people.

A resource package, Business needs learning solutions supports the implementation of some of your people strategies contained within your strategic/business plan by helping you to:

- Investigate approaches to learning
 - Identify learning resources
- Identify skills and knowledge employees need to achieve business objectives
- Identify skills and knowledge employees currently have
- Select learning approaches most suited to meet your business needs
 - Develop your training plan
 - Implement training
- Evaluate learning against your business objectives

www.winetac.com.au/bnls.asp

"The ability to learn faster than your competitors may be the only sustainable competitive advantage"

Arie P. de Geus

Learning and your competitive advantage - new resources now available from Winetac

Business plan template

Develop a strategic/business plan for your business.

www.winetac.com.au/Business%20Planning%20Template.doc

In two parts – the first containing comprehensive guidance to developing each component of your business plan, the second containing a tool for you to develop your own plan – this template will provide you with the means to articulate your desired future for your business and to plan the path to get there.

The components of the business plan are – marketing, production, people, quality and support structure. The template incorporates an analysis of your internal and external environment, setting objectives and developing an action plan to achieve these objectives.

Learning culture evaluation tool

Identify the extent to which a culture of learning exists in your organisation.

www.winetac.com.au/downloads/Learning%20Culture%20Evaluation%20Tool.doc

This tool provides you with:

- A framework to conduct a self assessment of your learning culture
- An opportunity to identify ways in which your organisation supports a learning culture
- Ideas for tools and techniques to further enhance your learning culture

Performance management tool

Link learning and performance with your business objectives.

www.winetac.com.au/downloads/Performance%20management%20tool.doc

This tool is best used in conjunction with your business plan to ensure that performance is aligned to your business objectives. It enables you to plan aspects of performance and learning at the start of the year and evaluate it at the end of the year. Outcomes of the evaluation can then be used to plan for the following year.

It is envisaged that all of these tools will be integrated on a CD in the future- keep checking the Winetac website for updates.



This Quarterly Update is produced with funding from the CRCV.

Winetac is a core participant of the CRCV.

Winetac manages the CRCV's dedicated education program: Program 4- Education, Training and Professional Development for a sustainable industry.

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