



Sugar Milling Research Institute

Training Needs in the African Sugar Industry

Workshop Agenda:

1. Introduction;
2. Industry Representative Presentations;
3. Tea;
4. Plenary Discussion.



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Objectives

1. Review the current status of training and development in the African Sugar Industry;
2. Identify the areas of greatest need;
3. Identify how to address the areas of greatest need – from determining needs through to organisational commitment and effective training delivery across the industry.

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2. Industry Presentations:

1. *Training Trends – A Macro View* – Andy Sachs;
2. *Training and Development – The UCL Way* – Adina de Vries - UCL;
3. *A Strategic View of Training* – Rhona Mohabir – Tongaat Hulett;
4. *Training Needs in the African Sugar Industries – Background, Challenges and Solutions – An Illovo Perspective* – Rob Goldman – Illovo;
5. *Training Needs in the South African Sugar Industries* – Joe Stephens – TSB;
6. *Assess and Consolidate* – Tim Bamber – Shukela Training Centre;
7. *Sugar Technology from a Training Providers Perspective* – Gavin Smith – SMRI.







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<p>Much more than the traditional classroom:</p> <ul style="list-style-type: none"> - Interactive learning; - Needs - Content and Context; - Learner centred. 	<p>E-learning growing:</p> <ul style="list-style-type: none"> - E-learning nearly one-third of learning content (ASTD-2008); - Web 2.0/3.0; - Social Networking & Media.
<p>Training is evolving</p>	
<p>World-Class company training spend is 10 – 12% of salaries and wages.</p>	<p>Training now performance related:</p> <ul style="list-style-type: none"> - Outcomes focussed; - ROI in Training measured; - Workplace transfer a KSF.



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<p>Who:</p> <ul style="list-style-type: none"> - Social, peer-to-peer networking and resourcing; - In-house Coaches and Mentors. 	<p>When:</p> <ul style="list-style-type: none"> - Now – Continuous training development, learning access, constant update; - Some long development cycle training in specialised areas.
<p>Quo Vadis?</p>	
<p>How:</p> <ul style="list-style-type: none"> - New platforms – integrating learning and knowledge management; - Happens anytime. 	<p>What:</p> <ul style="list-style-type: none"> - Customised content; - The personalised information experience.



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<p>Delivery Platform:</p> <ul style="list-style-type: none"> - There is no one panacea; - Learning content and context; - Customised training content; - Outcomes focus; - Cost/benefit. 	<p>Workplace Skills Transfer:</p> <ul style="list-style-type: none"> - Job performance the criterion; - Transfer of knowledge and skills to the workplace; - Management participation.
<p>Key Success Factors</p>	
<p>Coaching/Mentoring:</p> <ul style="list-style-type: none"> - Vast amounts of tacit knowledge and experience; - Knowledge “sharing”; - Bring on the “Silverbacks”. 	<p>Informal/On-the-job:</p> <ul style="list-style-type: none"> - Structured and systematic; - Knowledge Management; - Performance Management.



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Leading and Supporting the Industry for 60 years

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