Martec International

Newsletter

November 2026

Better Learning ❖ Stronger Skills ❖ Measurable Impact

The latest developments in building skills, enhancing learning experiences, and demonstrating business value.

1 | PROVING THE VALUE OF DEVELOPING TALENT

Introducing an advanced model that connects upskilling and reskilling investment with measurable business value.

Read more on page 4.

2 | TRAINING PORTFOLIO

New Courses – New Capabilities

Discover what's new, what's improved, and how we are leading the way with our training classes. Read more on page 3.

3 | LEARNING PATHS

Right Skills – Right Roles

Moving beyond one size fits all to targeted learning journeys that build the capabilities each role needs. Read more on page 2.

Do you need a Skills Taxonomy?

Is your skills taxonomy driving development, or just creating another layer of complexity?

HR Executives have discovered that building skills taxonomies can be expensive to create, quickly become outdated and prove difficult to translate into tangible business benefits.

Martec takes a more practical approach.

Rather than requiring clients to build and maintain their own skills taxonomies, we develop tailored learning paths for individual job roles, each with the skills needed for role proficiency.

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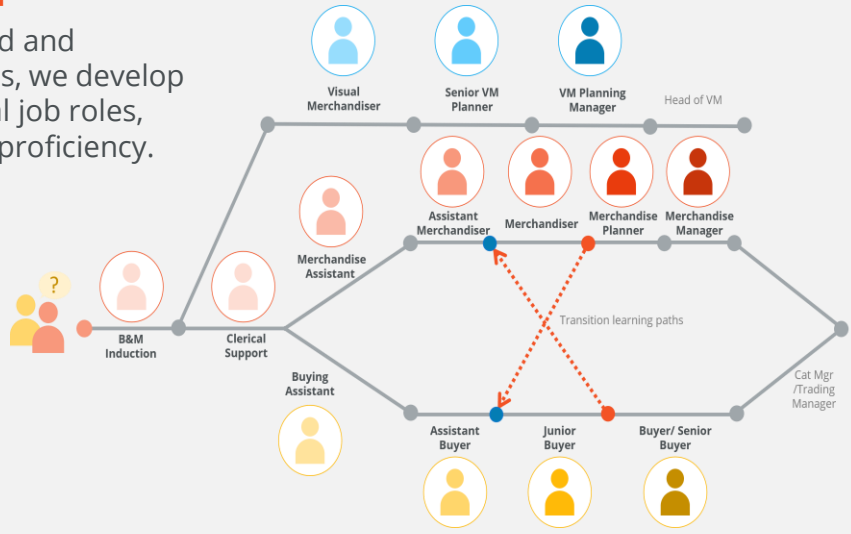


Learning That Fits The Role ❖ Skills That Make A Difference

Understanding the skills an organization needs is important but turning that understanding into action is where the real value lies.

That's why we are taking a more practical approach; creating **tailored learning paths** aligned to individual job roles, along with the skills needed to succeed in them.

Clients have the flexibility to customize these learning paths to align with their organization's unique features, with our assistance available if needed.

The result?

1. A clearer route to development
2. More relevant learning experience
3. Mastering the skills that matter.

Martec's Learning Paths include:

- A comprehensive list of required skills.
- A specimen job description, which serves as one input to identify the necessary skills. (The other main input is our 39 years experience in the industry).
- Identification of training needed for proficiency.
- Key performance indicators for proficiency growth.
- Division into core business process skills and essential soft skills. We provide comprehensive training for process or industry skills and offer suggestions for soft skills, which can be supplemented or personalized internally.
- If you would like some samples, please get in touch.

Supply Chain Consultant Learning Path

Example learning path training and skill improvement element

Part 1 Learning Solution	Format
1. Consumer Goods and Retail Supply Chain	E-learning
2. Consumer Goods Sales & Marketing Operations	E-learning
3. Retail Organization Structures	E-learning
4. E-commerce and Omni-channel Retailing	E-learning
Warehousing & Distribution Content (Knowledge Bank)	Reading/Study
Warehousing and Distribution Exercise	Reviewed Exercise
5. Introduction to Retail Financials	E-learning
6. Analyzing Retail Key Performance Indicators	E-learning
KPIs exercise	Reviewed Exercise
7. Demand Forecasting Fundamentals	E-learning
8. Advanced Demand Forecasting	E-Learning
9. Retail and Consumer Goods Industry Knowledge Bank	Reading/Study
Live Webinar 1	**Live training**

Part 2 Learning Solution	Format
Supply Chain Forecasting Strategy Exercise	Reviewed Exercise
9. Merchandise Allocation	E-learning
10. Merchandise Replenishment	E-learning
Supply Chain Disruption Exercise	Reviewed Exercise
11. Sales and Inventory Management	E-learning
12. Consumer Goods & Retail Channel Interactions	E-learning
Retail and Consumer Goods Industry Knowledge Bank	Reading/Study
Live Webinar 2	**Live training**

Updates to our portfolio of classes (since our April newsletter)

29 of our **35** **classes are now recognized against NASBA standards.** You can see the full list of classes here.

NEW - Available Now!

- Open To Buy Planning Management and Inventory Optimization
- Introduction to Retail Inventory Management

Coming Soon!

Advanced Retail Inventory Management Class (December 2026)

These classes significantly strengthen our Buying & Merchandising learning paths and incorporate awareness of where AI can improve processes.

NASBA is the US National Association of State Boards of Accountancy. Martec adopted NASBA standards as we judged it the best set of standards available for our e-learning classes.

NEW Open to Buy Planning, Management and Inventory Optimization

This advanced class covers:

- Building the open to buy plan, including how to plan for the growing level of returns from e-commerce.
- Managing the open to buy in-season, with expanded content on how to deal with the impact of supply chain disruptions and re-forecasting changes in demand.
- Best practice processes for optimizing inventory levels in planning and in-season management and maximizing the sales from returns.

Full details of content here





NEW Introduction to Retail Inventory Management

This class covers the core principles of retail inventory management:

- Why businesses hold stock and how it supports customer demand.
- How much stock is needed and where it could be held.
- The different types and categories of stock and how businesses maintain visibility and accuracy across their inventory.
- The key performance measures used to assess inventory efficiency and availability.

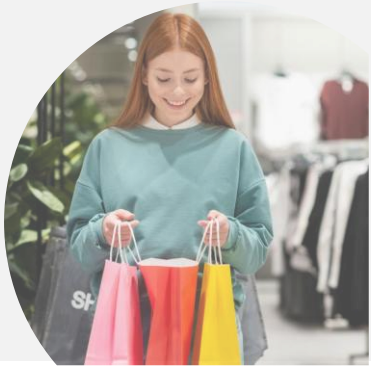
Full details of content here

UPGRADE - Overview of the Retail Industry

Over 1,800 learners have rated this class 4.1 stars out of 5.

We have substantially upgraded our **Overview of the Retail Industry Class** for people new to the industry. Now 50% more content! This class covers;

- The role of retailing in the supply chain,
- The differences between 6 major retail segments
- Ten updated retail trends including AI, exploring where it is already delivering value in retail or is close to becoming a practical reality, and other trends including;
  - the growth of retail media
  - roll out of electronic shelf labels, RFID deployment, etc.
  - advances in customer relationship management



Proving the Value of Developing Talent

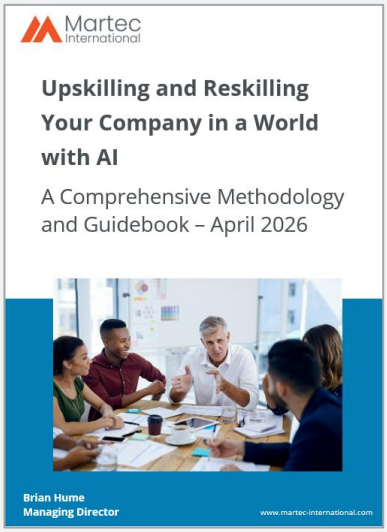
How do we demonstrate that investing in skills development delivers real business value?

The new Excel version of our **advanced return on investment model** is available now. Shortly, a new online version will also be available on our web site for interested parties to trial and see how it might help justify their L&D investments internally.

This is the only ROI model we know that measures the return on investment for training using well-known retail key performance indicators, presenting a multi-year analysis of the impact on your core financial statements, and summarizes it all with a multi-year internal rate of return analysis. For more information click here.

Chief Financial Officers will especially like the cashflow planning capability. In one example, a client investment of £14.5m over 5 years required only £3.5m of new money, with the other £11m being covered by profits generated from the early stages. Phasing project stages carefully can make projects significantly easier to justify.

This is available to buy as part of our Upskilling and Reskilling toolkit. The toolkit also includes a 43-page white paper that describes possible ways in which AI will impact the world of work and individual careers, some of the new challenges that L&D Departments need to address in addition to their past ones.



It gives Martec's recommended methodology for planning and managing upskilling and reskilling initiatives in these circumstances.

You can learn more here in this 20-minute video or download a 10-page summary of the white paper.

Bridging the Gap: Comprehensive Retail Training Beyond the Basics

Some retail vendors have licenced one hour training programs from companies like Primerli, who offer "industry in an hour" overview classes, giving retail and fashion professionals a great foundational start.

When your team is ready to move beyond the basics and dive into the details, Martec is here to take them further. Our comprehensive suite of classes and training interventions is designed to help clients solve real business problems and drive improved operational performance.

Whether your focus is on key operational departments in retail or the sales, marketing, and supply chain functions in consumer goods manufacturers, our extensive product suite of classes provides the deep expertise your professionals need to succeed.

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