

**Youth Employment Project (YEP)**  
**Session on “UNDP Training Program for the Garment Industry”, Tuesday, 8<sup>th</sup> March 2016**

<b>Time</b>	<b>Topic of Discussion</b>	<b>Duration</b>
11:00 am	Registration of participants	15 min
11:15am	Recitation of the Holy Quran	10 min
11:25 am	Introduction to the Project and its Focus	15 mins
11:40 am	Key Project Accomplishments (training-specific)/ Training Program	20 mins
12:00 pm	Open Discussion: Garment Industry expectations and demand of skills and training	40 mins
12:40 pm	Vote of thanks	
12:45 pm	Refreshments	

# UNDP

## Youth Employment Project



---

### Project Scope of Work and Partner Company Responsibilities

#### **Youth Employment Project:**

The Youth Employment Project (YEP) builds on the successful public-private partnership model demonstrated through its predecessor project called the "Promoting Employment and Productivity in Garment Industry" (PEPGI project. 2013-2014) and Gender Promotion through Skills Development in Garment Factories (2006-12).

Project objective is to create better livelihood and employment opportunities for youth in the local garment and home textile industry through skills development and trainings. The project in the first phase will target youth from the Orangi, Baldia Korangi, Lyari, Sultanabad, SITE town, Malir district, Landhi and Shah Faisal areas of Karachi.

The project will conduct the following types of training.

#### *Master Trainer or Middle Management Training:*

In the first 4 weeks, the Master trainers of all selected factories will take a crash course in a centralized location. This course will be for 8 hours daily with 4 hours of theory and 4 hours for practical. At the end of this training, these Master Trainers will be equipped enough to sew a "Quality Pass" garment or made up by themselves. After successfully qualifying the 6 weeks course, the Master Trainers will join their respective factories where they will establish a training unit for operators training under guidance of UNDP team of technical experts and trainers.

UNDP YEP will design and arrange training program on apparel manufacturing and management participating company Master Trainers

#### *Operator Training:*

The respective garment or home textile factories (where the pool of master trainers will be created) will select and hire a batch of 20-30 people (mostly from the project target areas (Lyari, Korangi and Sultanabad) -depending on the size of Satellite training Unit) to be trained as operators. All the eligible candidates will undergo a screening process. Once the batch for operator training is ready, the master trainers will conduct training under the guidance / supervision of UNDP YEP project trainers and experts. Duration of training/batch will vary from 4 to 6 weeks (depending on garment or home textile product type)

The operator training will consist of paper sew exercises, fabric sew exercises, mock production runs and stamina build up exercises. An unskilled operator starts producing actual production generally from the 5<sup>th</sup> week of training after which the focus is on building stamina and maintaining quality. Operators will also be trained on machine maintenance and discipline.

Project participating company will be responsible for the set-up of STU, i.e. space, machinery/equipment, training material, trainee workers stipend or salary, offering employment to successful batch of trainees at the participating company, arrangement of transport, meal and other facilities to trainees.

---

# UNDP

## Youth Employment Project



UNDP will be responsible for the curriculum, arrangement of trainers (to train master trainers of participating company), training manuals, operators screening test, short-term consultants if required.

### Quality Checker Training:

Quality checkers training will consist of hands-on technical sessions on the floor and finishing departments. Sessions include in-line and final garment checking, checking sewing and non-sewing defects on DHU principals etc. UNDP checkers training program covers cutting, sewing and finishing quality areas and functions. UNDP has developed detailed course outline for quality checkers training.

UNDP YEP technical team will also train partner company staff (basically MTs) to train floor checkers. However, contents for your company will be finalized in consultation with company quality team.

### Production Executives and Supervisors Training:

Production Executives normally include floor in-charges, line managers, line supervisors representing sewing production and quality departments. Training for these Executive will include both theoretical and hands on sessions in production management, industrial engineering applications, SAM/SMV calculations, line balancing, layouts, efficiencies, productivity and quality improvement.

Whereas UNDP YEP will design and conduct training sessions for benefiting company production executives.

### Merchandiser's Training:

Under this training, the existing merchandisers of the participating companies will be given the opportunity to take a special training course designed to polish their professional skills and concepts regarding the garment or made-ups manufacturing process. In addition to this, if a company wishes to add new merchandisers to its team, fresh incumbents can be added to the abovementioned MTs training Programme. The work load of this training course will be about 6 hours per week which is manageable for merchandisers already working in organizations.

UNDP YEP will design and implement merchandising training program for its partner company.

In addition to above, UNDP YEP project offers training programs for Pattern Makers/Graders, CAD/CAM operators, Sewing Machine Mechanics. Quantity of trainees under pattern/grading, CAD/CAM, machine maintenance and other relevant areas will be decided and agreed between the two parties prior to training.

### **Denim/Garment Washing Training Program:**

In addition to the overall objective of the programme, the UNDP Youth Employment Project is

# UNDP

## Youth Employment Project



Empowered lives.  
Resilient nations.

launching a comprehensive training programme on Denim and Garment Washing. The objective of the washing training programme will be to provide pool of skilled and trained technical resource in denim and garment washing. The launch of denim/garment washing is based on apparel industry demand. Thus focus of training programme will be on value addition techniques and allied activities. Washing refers to dry and wet treatment of finished garment (mostly denim products) through chemicals or mechanical means to produce durable special effect. The denim / garment washing training program will also focus on enhancing operational efficiencies by applying industrial engineering, lean and six sigma tools and techniques.

The Pakistani garment industry is facing intense competition from the countries like Sri Lanka, Vietnam, Bangladesh, India and many more. Now the survival lies in reducing cost without compromising on quality and offering the customers a lower price with diversify choice and quality. In order to do this, the effective utilization of the resources is required and there is also a need to identify all the non-value added operations/activities in our processes and remove them as much as possible.

The denim/garment washing training activities will include:

- Training of unskilled workers and untrained middle management in the areas of washing particularly related to product development , as per needs of companies participating in the UNDP project;
- Providing consulting guidelines to companies to improve their systems and processes based on product development – denim/garment washing and to bring them in line with international standards;
- Training of senior and middle management, supervisory staff and the workers in areas related to industrial engineering and lean management practices and tools applicable for denim/garment washing.
- The scope of the training program pertinent to operational efficiencies enhancement involves applying lean manufacturing, industrial engineering and six sigma tools/ techniques in all operational areas of garment washing- dry and wet processes.

Youth Employment Project also offers consulting guidelines in one of the following areas.

1. Quality Assurance and Quality Control System
2. Sewing Room Production Management
3. Industrial Engineering and
4. Fabric & Cutting Room Management
5. Business Process Mapping
6. Denim/Garment Washing- Product Development and Operational Efficiencies Enhancement

**UNDP**  
**Youth Employment Project**

