

19th

International Technical Footwear Congress

February 03-05, 2016, Chennai, INDIA

www.uitic-congress.cleindia.org/

Official Event of



Organizer



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Session 4: Attractive Footwear Factories and New Ways of Management

The Importance of Training and Further Education





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1. Human Needs
2. Employees' Needs
3. Human Capital
4. Skill Development
5. Educational Pathways in the Footwear Industry

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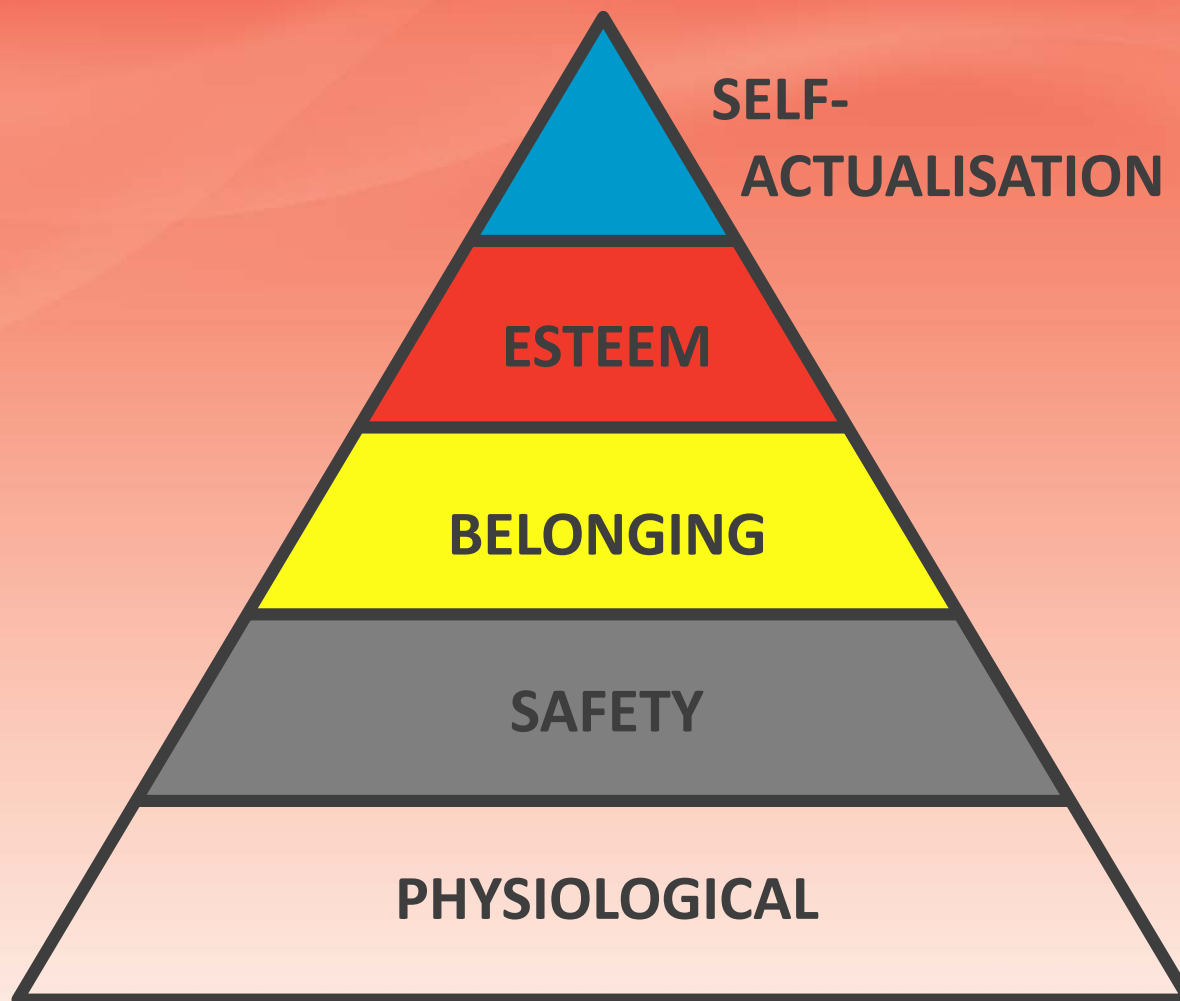


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SELF-
ACTUALISATION

ESTEEM

BELONGING

SAFETY

PHYSIOLOGICAL

Pyramid of human needs (after Maslow)

1. HUMAN NEEDS



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2. EMPLOYEES' NEEDS

What drives and motivates employees?



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Employees will care about your business when you care about them first.

2. EMPLOYEES' NEEDS



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3. HUMAN CAPITAL

Companies enabling their workforce to participate in training and development programs express esteem and appreciation.



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3. HUMAN CAPITAL

If you want good performance, provide the appropriate conditions.



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3. HUMAN CAPITAL

It starts with sensible workplace organisation.



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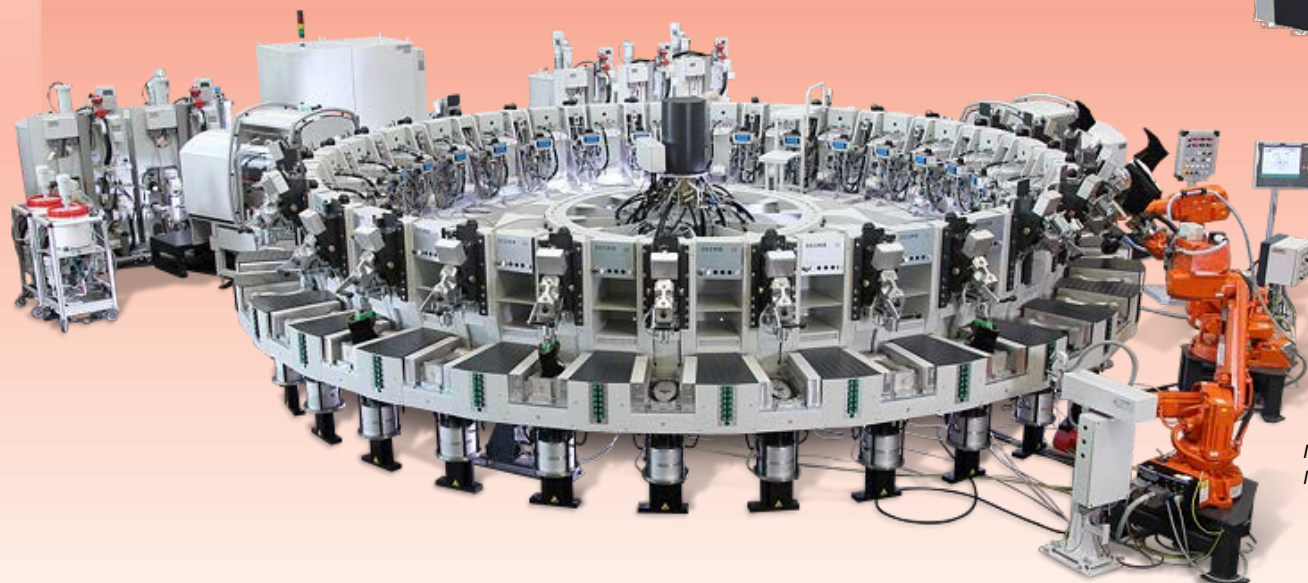
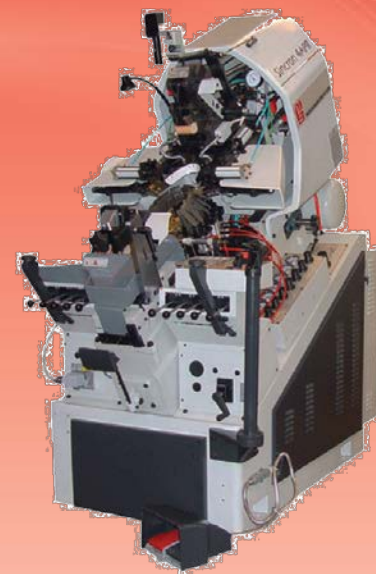
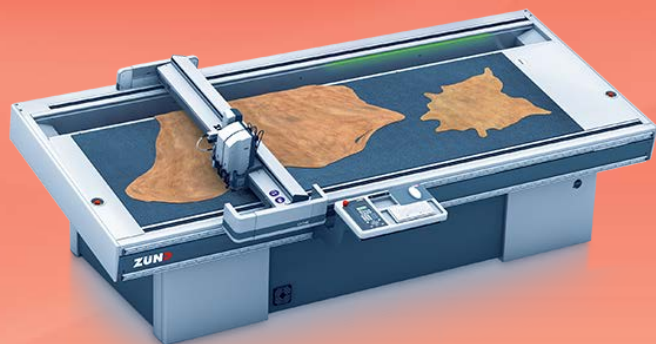


Image credits: Zünd, Dürkopp Adler (Minerva Boscovice),
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4. SKILL DEVELOPMENT

Use machinery to its full potential by thoroughly training the operating staff.



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4. SKILL DEVELOPMENT

On average, 150 operations are required to manufacture a shoe; complicated styles can require up to 200 or even 300 work steps.



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4. SKILL DEVELOPMENT

Skilled workers who are familiar with the complete process are extremely versatile and have a quality-oriented approach.



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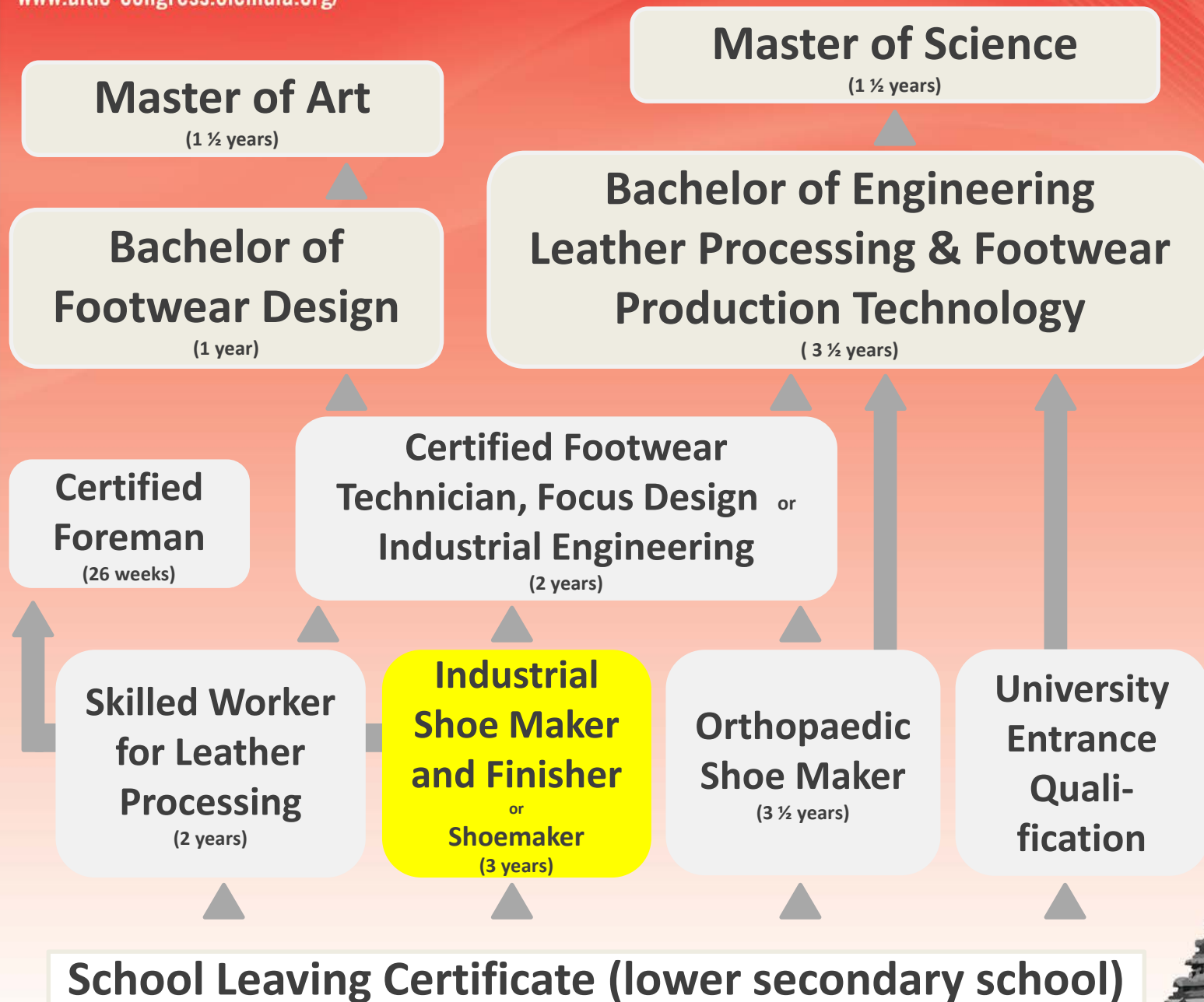
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5. EDUCATIONAL PATHWAYS



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Industrial Shoe Maker and Finisher

Company
Practical skills in real
working environment

4500 hrs
3 years

VET School
General and vocational
knowledge related to
the training occupation

750 hrs
3 years

Apprentice
Dual Vocational Training

**Chamber of Industry
& Commerce**
Quality Control,
Arbitration, Exams

**Trade Unions,
Industry Associations,
Ministry of Education,
Employment Office**
Curriculum Design

5. EDUCATIONAL PATHWAYS



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DUAL TRAIN

Project objective: Understand how the dual vocational training system works in Germany and to adapt it / transfer it to Portugal and Spain.

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Industrial Shoe Maker and Finisher Apprenticeship / Company

Topic

Cutting (knife/cutting die) / materials

Preparation for stitching

Stitching

Preparation of bottom parts

Assembly

Finish / preparation for shipping

Quality Assurance

Particular about the dual system is that the apprentices are guided by internal tutors – experienced skilled workers imparting their know-how.

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Industrial Shoe Maker and Finisher Apprenticeship / VET School

Unit N°	Topic	Hours of teaching			
		Total	1st year	2nd year	3rd year
1	Construction methods / Shoe types	40	40		
2	Upper materials	120	120		
3	Cutting (knife / cutting dies)	80	80		
4	Preparation for stitching	40	40		
5	Stitching	120		120	
6	Use of adhesives	20		20	
7	Lasting of cemented footwear	80		80	
8	Proper fit / Made-to-measure footwear	60		60	
9	Bottom parts	100			100
10	Different makes / Finishing process	80			80
11	Pattern development / Pre-production	100			100
	Total	840	280	280	280

Foster the careers of the next generation of top performers.



DUAL TRAIN



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5. EDUCATIONAL PATHWAYS



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Success Factors of the Dual Training System



Training the young generation is perceived as a social responsibility.

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Step 2
Sustainability



Lifelong
Learning
Programme

5. EDUCATIONAL PATHWAYS



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Contact your training center of choice to help you with your specific training needs.

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Empowering your workforce to acquire skills and competences is crucial for your company's future success.

5. EDUCATIONAL PATHWAYS

