

Redefining the Apparel 'Skill-Scape'

ATDC organizes its 2nd Fast Track 'Training of Trainers' Program for Faculty Development

Education in today's time demands dynamic change in the 'Skills-Cape', and this certainly holds the key to an economically viable glocal India in years to come.



Apparel Training & Design Centre is in the forefront to create a New Horizon for the Apparel Sector and believes 'Training' is a learning process that involves the acquisition of knowledge, sharpening of skills, concepts, rules, or changing of attitudes and behaviors to fill the gap between what people want to do, and what they are able to do presently.

ATDC-SMART trainers academy organised its 2nd series of 'Training of Trainers Program' to give impetus to empower its resource base with the most recent-research based-praxis-methodology which will help them train the trainees to rise and shine as the upcoming 'Skilled Generation' in the Apparel Sector. The initiative truly reflects the ethos of ATDC-SMART to impart Skills for Manufacturing Apparels through Research & Training.

'Pass it on' or 'Cascade Training' is a part of ATDC's change management process to achieve broader organizational goals. It is a concept to pass knowledge and skills to colleagues /faculty members who work at different 'levels' and provide them competence required to ensure the success of ATDC's vision of imparting skills, improving lives. With the cascading training model in practice the participants in a workshop can learn skills in participatory monitoring and soon after that, a participant can hold a similar practical training workshop for other faculty members working at district/local level.

So, in continuation to the 5 day 'Training of Trainers Program' organized in mid December, the 2nd 'Training of Trainers Program' for its next set of 25 Trainers (from ATDC's entire Southern Region) was organized at ATDC Guindy, Chennai from 08th to 13th January 2011. The 6 day Fast Track training on **"Sewing Machinist Instructor Programme"** was led by Prof. Rajesh Bheda, Program Director & CEO of Rajesh Bheda Consulting (RBC) & International Expert Trainer, Mr. Paul Collyer from UK.

The programme was designed to enable the Sewing Machinist Trainers to:

- **Devise** an intensive machinist training programme to reduce the lead time for trainees to start producing with required performance levels and quality standards.
- **Improve** productivity by examining handling skills (methods), low cost work aids and work place layout.
- **Realise** the potential of low performers.
- **Develop** operator skills, to improve their ability to cope with style change, and changes of operation.
- **Create** effective pre-SMART selection process to identify potential machinists at the interview stage, by using the trainability test devised for sewing instructors.

ATDC's "Sewing Machinist Instructor Programme" is clearly focused on handling skills (movements) & workstation layouts for efficiency in production.

The last 2 days of the programme laid emphasis on the concept of "Trainers Vs Trainees"; wherein two fresh/inexperienced trainees were assigned to each trainer to train as per the learning of the initial 4 days.



The activity resulted in learning opportunities for both trainers and trainees. It is worth mentioning that the "Trainers Vs Trainees" module was so effective that a raw trainee who sat in the machine for the very first time was able to sew a collar within the given cycle time.

At ATDC it is truly believed that 'learning by doing' approach is best way to achieve results. Thus, the training sequence was very well taken by the trainers and the practical exercises were well received.