

FOOTWEAR MAKER

COMPETENCY BASED CURRICULUM

(Duration: 1yr 03 months.)

APPRENTICESHIP TRAINING SCHEME (ATS)

NSQF LEVEL- 3



India
कौशल भारत - कुशल भारत

SECTOR – APPAREL



GOVERNMENT OF INDIA
MINISTRY OF SKILL DEVELOPMENT & ENTREPRENEURSHIP
DIRECTORATE GENERAL OF TRAINING

FOOTWEAR MAKER

(Revised in 2018)

APPRENTICESHIP TRAINING SCHEME (ATS)

NSQF LEVEL - 3

Developed By

Ministry of Skill Development and Entrepreneurship
Directorate General of Training

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1. BACKGROUND

1.1 Apprenticeship Training Scheme under Apprentice Act 1961

The Apprentices Act, 1961 was enacted with the objective of regulating the programme of training of apprentices in the industry by utilizing the facilities available therein for imparting on-the-job training. The Act makes it obligatory for employers in specified industries to engage apprentices in designated trades to impart Apprenticeship Training on the job in industry to school leavers and person having National Trade Certificate (ITI pass-outs) issued by National Council for Vocational Training (NCVT) to develop skilled manpower for the industry. There are four categories of apprentices namely; **trade apprentice, graduate, technician and technician (vocational) apprentices.**

Qualifications and period of apprenticeship training of **trade apprentices** vary from trade to trade. The apprenticeship training for trade apprentices consists of basic training followed by practical training. At the end of the training, the apprentices are required to appear in a trade test conducted by NCVT and those successful in the trade tests are awarded the National Apprenticeship Certificate.

The period of apprenticeship training for graduate (engineers), technician (diploma holders and technician (vocational) apprentices is one year. Certificates are awarded on completion of training by the Department of Education, Ministry of Human Resource Development.

1.2 Changes in Industrial Scenario

Recently we have seen huge changes in the Indian industry. The Indian Industry registered an impressive growth during the last decade and half. The number of industries in India have increased manifold in the last fifteen years especially in services and manufacturing sectors. It has been realized that India would become a prosperous and a modern state by raising skill levels, including by engaging a larger proportion of apprentices, will be critical to success; as will stronger collaboration between industry and the trainees to ensure the supply of skilled workforce and drive development through employment. Various initiatives to build up an adequate infrastructure for rapid industrialization and improve the industrial scenario in India have been taken.

1.3 Reformation

The Apprentices Act, 1961 has been amended and brought into effect from 22nd December, 2014 to make it more responsive to industry and youth. Key amendments are as given below:

- Prescription of number of apprentices to be engaged at establishment level instead of trade-wise.
- Establishment can also engage apprentices in optional trades which are not designated, with the discretion of entry level qualification and syllabus.
- Scope has been extended also to non-engineering occupations.
- Establishments have been permitted to outsource basic training in an institute of their choice.
- The burden of compliance on industry has been reduced significantly.

2. TRAINING SYSTEM

2.1 GENERAL

Directorate General of Training (DGT) under Ministry of Skill Development & Entrepreneurship offers range of vocational training courses catering to the need of different sectors of economy/ Labour market. The vocational training programmes are delivered under aegis of National Council of Vocational Training (NCVT). Craftsman Training Scheme (CTS) and Apprenticeship Training Scheme (ATS) are two pioneer programmes of NCVT for propagating vocational training.

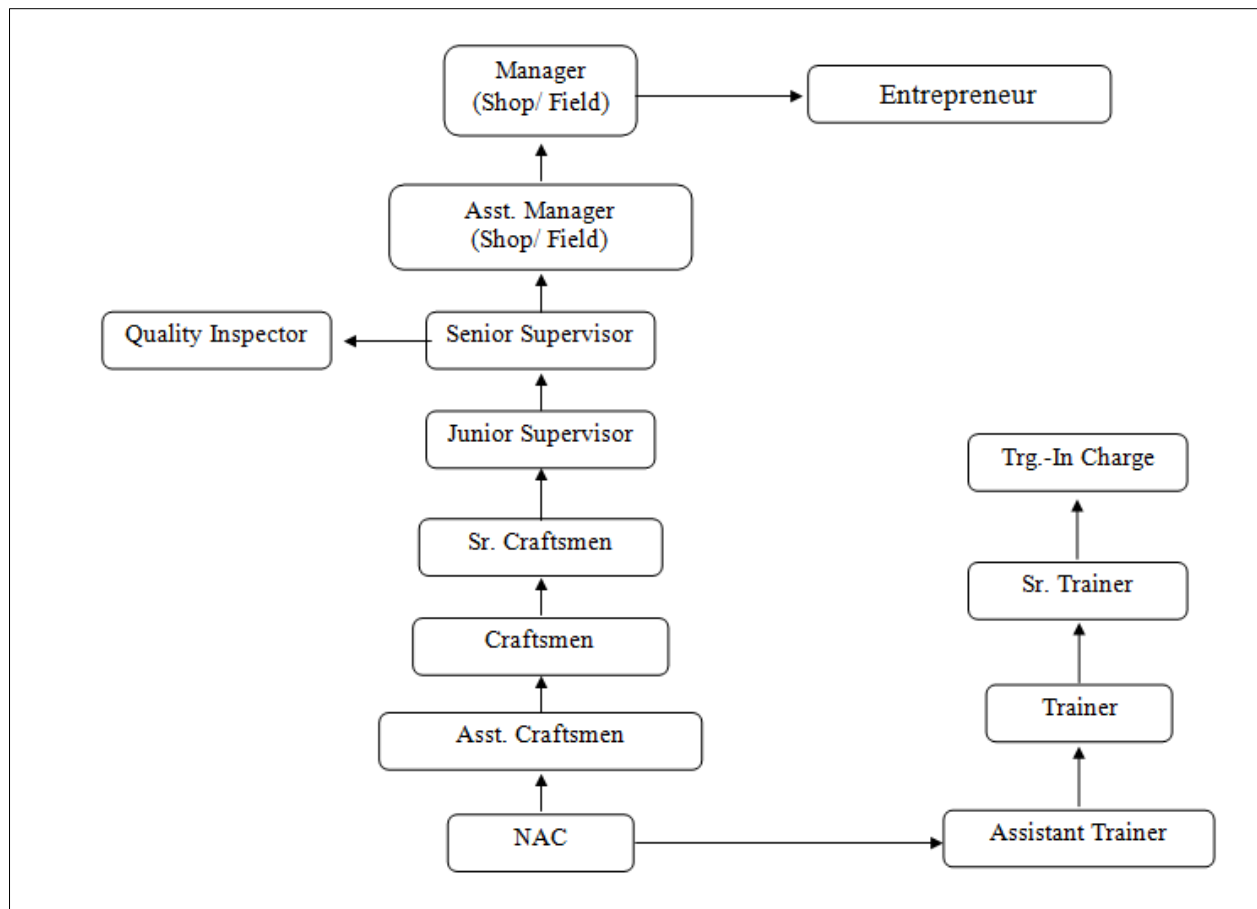
Footwear Maker trade under ATS is one of the most popular courses delivered nationwide through different industries. The course is of one year & three months duration (01 Block of 15 months duration including basic training). It mainly consists of Domain area and Core area. In the Domain area Trade Theory & Practical impart professional - skills and knowledge, while Core area - Employability Skills imparts requisite core skills & knowledge and life skills. After passing out the training programme, the trainee is being awarded National Apprenticeship Certificate (NAC) by NCVT having worldwide recognition.

Broadly candidates need to demonstrate that they are able to:

- Read & interpret technical parameters/document, plan and organize work processes, identify necessary materials and tools;
- Perform task with due consideration to safety rules, accident prevention regulations and environmental protection stipulations;
- Apply professional skill, knowledge, core skills & employability skills while performing jobs and solve problem during execution.
- Document the technical parameters related to the task undertaken.

2.2 CAREER PROGRESSION PATHWAYS:

- Indicative pathways for vertical mobility.



2.3 COURSE STRUCTURE:

Table below depicts the distribution of training hours across various course elements during a period of one year (*Basic Training and On-Job Training*):-

Total training duration details: -

Time (in months)	1-3	4 -15
Basic Training	Block– I	-----
Practical Training (On - job training)	----	Block – I

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A. Basic Training

For 02 yrs. Course (Non-Engg.): - **Total 03 months:** 03 months in 1styr. only

For 01 yr. Course (Non-Engg.): - **Total 03 months:** 03 months in 1st yr.

Sl. No.	Course Element	Total Notional Training Hours (For 01 yr. Course)
1	Professional Skill (Trade Practical)	270
2	Professional Knowledge (Trade Theory)	120
3	Employability Skills	110
	Total (including Internal Assessment)	500

B. On-Job Training:-

For 01 yr. Course (Non-Engg.) :- (**Total 12 months**)

Notional Training Hours for On-Job Training: 2080 Hrs.

C. Total training hours:-

Duration	Basic Training	On-Job Training	Total
For 02 yrs. Course (Non-Engg.)	500 hrs.	3640 hrs.	4140 hrs.
For 01 yr. Course (Non-Engg.)	500 hrs.	2080 hrs.	2580 hrs.

2.4 ASSESSMENT & CERTIFICATION:

The trainee will be tested for his skill, knowledge and attitude during the period of course and at the end of the training programme as notified by Govt of India from time to time. The Employability skills will be tested in first two semesters only.

a) The **Internal assessment** during the period of training will be done by **Formative assessment method** by testing for assessment criteria listed against learning outcomes. The training institute have to maintain individual *trainee portfolio* as detailed in assessment guideline. The marks of internal assessment will be as per the template (Annexure – II).

b) The final assessment will be in the form of summative assessment method. The All India Trade Test for awarding NAC will be conducted by NCVT on completion of course as per

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guideline of Govt of India. The pattern and marking structure is being notified by govt of India from time to time. **The learning outcome and assessment criteria will be basis for setting question papers for final assessment. The examiner during final examination will also check individual trainee's profile as detailed in assessment guideline before giving marks for practical examination.**

2.4.1 PASS REGULATION

The minimum pass percent for Practical is 60% & minimum pass percent for Theory subjects 40%. The candidate pass in each subject conducted under all India trade test.

2.4.2 ASSESSMENT GUIDELINE

Appropriate arrangements should be made to ensure that there will be no artificial barriers to assessment. The nature of special needs should be taken into account while undertaking assessment. Due consideration should be given while assessing for team work, avoidance/reduction of scrap/wastage and disposal of scarp/wastage as per procedure, behavioral attitude, sensitivity to environment and regularity in training. The sensitivity towards OSHE and self-learning attitude are to be considered while assessing competency.

Assessment will be evidence based comprising the following:

- Job carried out in labs/workshop
- Record book/ daily diary
- Answer sheet of assessment
- Viva-voce
- Progress chart
- Attendance and punctuality
- Assignment
- Project work

Evidences of internal assessments are to be preserved until forthcoming semester examination for audit and verification by examination body. The following marking pattern to be adopted while assessing:

Performance Level	Evidence
(a) Weightage in the range of 60 -75% to be allotted during assessment	
For performance in this grade, the candidate with occasional guidance and showing due regard for safety procedures and practices, has produced work which	• Demonstration of good skill in the use of hand tools, machine tools and workshop equipment • Below 70% tolerance dimension/accuracy

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demonstrates attainment of an acceptable standard of craftsmanship.	achieved while undertaking different work with those demanded by the component/job/set standards. • A fairly good level of neatness and consistency in the finish • Occasional support in completing the project/job.
(b) Weightage in the range of above 75% - 90% to be allotted during assessment	
For this grade, the candidate, with little guidance and showing due regard for safety procedures and practices, has produced work which demonstrates attainment of a reasonable standard of craftsmanship.	• Good skill levels in the use of hand tools, machine tools and workshop equipment • 70-80% tolerance dimension/accuracy achieved while undertaking different work with those demanded by the component/job/set standards. • A good level of neatness and consistency in the finish • Little support in completing the project/job
(c) Weightage in the range of above 90% to be allotted during assessment	
For performance in this grade, the candidate, with minimal or no support in organization and execution and with due regard for safety procedures and practices, has produced work which demonstrates attainment of a high standard of craftsmanship.	• High skill levels in the use of hand tools, machine tools and workshop equipment • Above 80% tolerance dimension/accuracy achieved while undertaking different work with those demanded by the component/job/set standards. • A high level of neatness and consistency in the finish. • Minimal or no support in completing the project.

3. JOB ROLE

Brief description of Job roles:

Foot wear maker may produce a range of footwear items, including shoes, boots, sandals, clogs and moccasins. Such items are generally made of leather, wood, rubber, plastic, jute or other plant material, and often consist of multiple parts for better durability of the sole, stitched to leather upper.

A Footwear Maker is usually involved in each stage of the production process. This includes cutting the leather and stitching the pattern pieces together.

They are also involved in creating a 'last', which is the mould the shoe will be formed around. They use the 'last' when stitching the pattern pieces together in the correct shape, before fitting soles and heels to the finished product. The shoe is then stained, polished and buffed and the 'lasts' removed.

Today, shoes are often made on a volume basis, rather than a craft basis.

Reference NCO 2015: 7536.0100 - Shoe Maker, Hand

4. NSQF LEVEL COMPLIANCE

NSQF level for Footwear Maker trade under ATS: **Level 3**

As per notification issued by Govt. of India dated- 27.12.2013 on National Skill Qualification Framework total 10 (Ten) Levels are defined.

Each level of the NSQF is associated with a set of descriptors made up of five outcome statements, which describe in general terms, the minimum knowledge, skills and attributes that a learner needs to acquire in order to be certified for that level.

Each level of the NSQF is described by a statement of learning outcomes in five domains, known as level descriptors. These five domains are:

- a. Process
- b. Professional knowledge,
- c. Professional skill,
- d. Core skill and
- e. Responsibility.

The Broad Learning outcome of Footwear Maker trade under ATS mostly matches with the Level descriptor at Level- 3.

The NSQF level-3 descriptor is given below:

Level	Process Required	Professional Knowledge	Professional Skill	Core Skill	Responsibility
Level 3	Person may carry out a job which may require limited range of activities routine and predictable	Basic facts, process and principle applied in trade of employment	Recall and demonstrate practical skill, routine and repetitive in narrow range of application	Communication written and oral, with minimum required clarity, skill of basic arithmetic and algebraic principles, personal banking, basic understanding of social and natural environment	Under close supervision Some Responsibility for own work within defined limit.

5. GENERAL INFORMATION

Name of the Trade	FOOTWEAR MAKER
NCO - 2015	7536.0100
NSQF Level	Level – 3
Duration of Apprenticeship Training (Basic Training + On-Job Training)	3 months+ One year (01 Block of 15 months duration including basic training).
Duration of Basic Training	a) Block –I : 3 months Total duration of Basic Training: 3 months
Duration of On-Job Training	a) Block–I: 12 months Total duration of Practical Training: 12 months
Entry Qualification	Passed in 8th examination under 10+2+3 or 2 class below Matriculation examination or its equivalent.
Selection of Apprenticeship	The apprentices will be selected as per Apprenticeship Act amended time to time.
Instructors Qualification for Basic Training	As per ITI instructors qualifications as amended time to time for the specific trade.
Infrastructure for basic training	As per related trade of ITI.
Examination	The internal examination/ assessment will be held on completion of each block. Final examination for all subjects will be held at the end of course and same will be conducted by NCVT.
Rebate to Ex-ITI Trainees	03 months
CTS trades eligible for Footwear Maker(Apprenticeship)	Manufacture of Footwear

Note:

- Industry may impart training as per above time schedule for different block, however this is not fixed. The industry may adjust the duration of training considering the fact that all the components under the syllabus must be covered. However the flexibility should be given keeping in view that no safety aspects is compromised.
- For imparting Basic Training the industry to tie-up with ITIs having such specific trade and affiliated to NCVT.

6. LEARNING OUTCOME

6.1 GENERIC LEARNING OUTCOME

The following are minimum broad Common Occupational Skills/ Generic Learning Outcome after completion of the Cutting and Sewing Machine Operator course of 01 year 03 months duration under ATS.

1. Recognize & comply safe working practices, environment regulation and housekeeping.
2. Select and ascertain measuring instrument and measure dimension of components and record data.
3. Explain the concept in productivity, quality tools, and labour welfare legislation and apply such in day to day work to improve productivity & quality.
4. Explain energy conservation, global warming and pollution and contribute in day to day work by optimally using available resources.
5. Explain personnel finance, entrepreneurship and manage/organize related task in day to day work for personal & societal growth.
6. Plan and organize the work related to the occupation.

6.2 SPECIFIC LEARNING OUTCOME

Block – I

1. Identify precautions to be followed while working during the jobs.
2. Sharpen tools like scissor, knives and other cutting tools.
3. Cut leather by hand and by machine.
4. Carry out different types of stitches in leather.
5. Design different types of footwear.
6. Carry out different types of pattern cutting and template making of different types of footwear.
7. Perform general maintenance of machines used in foot wear making.
8. Measure foots and leathers in different methods.
9. Make wooden lasts and fit the same to measurement.
10. Apply Computer Aided Design (CAD) for pattern making.
11. Carry out closing skiving, apply folding and assemble upper lining components.
12. Cut and fix bottom components, insole attachments and prepare toe and counter stiffeners.
13. Use basic moulding machine for manufacturing of moulded shoes.
14. Carry out quality control, inspection and testing of footwear.

Note: Learning outcomes are reflection of total competencies of a trainee and assessment will be carried out as per assessment criteria.

7. LEARNING OUTCOME WITH ASSESSMENT CRITERIA

GENERIC LEARNING OUTCOME	
LEARNING OUTCOMES	ASSESSMENT CRITERIA
1. Recognize & comply safe working practices, environment regulation and housekeeping.	1. 1. Follow and maintain procedures to achieve a safe working environment in line with occupational health and safety regulations and requirements.
	1. 2. Recognize and report all unsafe situations according to site policy.
	1. 3. Identify and take necessary precautions on fire and safety hazards and report according to site policy and procedures.
	1. 4. Identify, handle and store / dispose off dangerous/unsalvageable goods and substances according to site policy and procedures following safety regulations and requirements.
	1. 5. Identify and observe site policies and procedures in regard to illness or accident.
	1. 6. Identify safety alarms accurately.
	1. 7. Report supervisor/ Competent of authority in the event of accident or sickness of any staff and record accident details correctly according to site accident/injury procedures.
	1. 8. Identify and observe site evacuation procedures according to site policy.
	1. 9. Identify Personal Productive Equipment (PPE) and use the same as per related working environment.
	1. 10. Identify basic first aid and use them under different circumstances.
	1. 11. Identify different fire extinguisher and use the same as per requirement.
	1. 12. Identify environmental pollution & contribute to avoidance of same.
	1. 13. Take opportunities to use energy and materials in an environmentally friendly manner
	1. 14. Avoid waste and dispose waste as per procedure
	1. 15. Recognize different components of 5S and apply the same in the working environment.
2. Select, ascertain and measure dimension of components and record data.	2.1 Select appropriate measuring tools as per tool list.
	2.2 Ascertain the functionality & correctness of the tool.
	2.3 Measure dimension of the components & record data to analyse with given drawing/measurement.

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3. Explain the concept in productivity, quality tools and labour welfare legislation and apply such in day to day work to improve productivity & quality.	3.1 Explain the concept of productivity and quality tools and apply during execution of job.
	3.2 Understand the basic concept of labour welfare legislation and adhere to responsibilities and remain sensitive towards such laws.
	3.3 Knows benefits guaranteed under various acts
4. Explain energy conservation, global warming and pollution and contribute in day to day work by optimally using available resources.	4.1 Explain the concept of energy conservation, global warming, pollution and utilize the available resources optimally & remain sensitive to avoid environment pollution.
	4.2 Dispose waste following standard procedure.
5. Explain personnel finance, entrepreneurship and manage/organize related task in day to day work for personal & societal growth.	5. 1. Explain personnel finance and entrepreneurship.
	5. 2. Explain role of Various Schemes and Institutes for self-employment i.e. DIC, SIDA, SISI, NSIC, SIDO, Idea for financing/ non financing support agencies to familiarizes with the Policies /Programmes & procedure & the available scheme.
	5. 3. Prepare Project report to become an entrepreneur for submission to financial institutions.
6. Plan and organize the work related to the occupation.	6. 1. Use documents, drawings and recognize hazards in the work site.
	6. 2. Plan workplace/ assembly location with due consideration to operational stipulation
	6. 3. Communicate effectively with others and plan project tasks
	6. 4. Assign roles and responsibilities of the co-trainees for execution of the task effectively and monitor the same.
SPECIFIC OUTCOME	
<u>Block-I (Section:10 in the competency based curriculum)</u>	
<i>Assessment Criteria i.e. the standard of performance, for each specific learning outcome mentioned under block – I (section: 10) must ensure that the trainee performs job that requires limited range of activities which are routine and predictable. Assessment criteria should broadly cover the aspect of Planning (Identify, ascertain, etc.); Execution (perform, illustration, etc. by applying basic methods, tools, materials and information 2) Knowledge of basic facts, process and principle applied in trade of employment) Basic Mathematical Skills and Checking/ Testing to ensure functionality during the assessment of each outcome. The assessments parameters must also ascertain that the candidate is responsible for own work within defined limit.</i>	

BASIC TRAINING (Block – I)**Duration: (03) Three Months**

Week No.	Professional Skills (Trade Practical)	Professional Knowledge (Trade Theory)
1	Safety precautions including fire fighting Equipment, Accident, First Aid practice and Treatment. Care and maintenance of hand tools and Machines. Safety precaution, Its importance, Cleanliness of the shops.	Safety precautions, Elementary First Aid and Treatment. Hand tools used by a trainee in the section, their kinds, uses, names and function, process of holding. Machines employed in general footwear maker's shops, their nomenclature and description, operational Principles and uses.
2-3	Demonstration with illustration of function of bones, Arches, Joints ligament, problems in human and measurement of human foot. Practice on wooden last and measurement on the basis of material, design, size and uses. Wooden last & its measures:- Classification on basis of material,	Anatomy of Human foot:- Name of bones, Arches, Joints ligament, problems in human and Measurement of human foot. Wooden last & its measures:- Classification on basis of material, design, size and uses.
4	Sharpening of tools, scissors, knives and other cutting tools, method and process of holding the tools.	Specification of different tools used in footwear manufacture – their nomenclature and description. Sharpening of tools and scissors, knives, awls by hand and machines.
5-6	Practice on Leather Cutting by hand and machine. Measurement of the leather hides and skins by different methods. Practice of using grinding materials, Stitching practice of different types.	Stores such as Leather, rubber soles, substitute materials such as synthetic rubber, polyvinyl cloth, polyurethane, thermoplastic rubber. Various grinding materials and uses. Choice and purchase of raw materials and sources of supply. Fabric and coated fabrics. Types of stitching threads (cotton, nylon, polyester)
7	Practice on designing, pattern cutting and template making for different types of footwear such as sports shoe, walking shoe, running shoe, track shoe, field shoe, and safety shoe.	Lasts and their types and standard dimension their variations for different purposes and adaptation for orthopedic work. Lasts and plates. Lasts for deformed feet.
8-9	Closing, skiving and application of	Knowledge of edges, seams and their

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	different adhesives, folding of upper and assembling of upper and lining components. application such as Natural rubber solution, Rubber latex, Polyurethane adhesives, Neoprene adhesive, hot melt adhesives, etc. hardner for adhesives, preparation and application, Backing up their leather	treatment. Seam strength, stitches used in closing upper ornamentation. Adhesives used in footwear, their names and description, different types of adhesives and their application such as Natural rubber solution, Rubber latex, Polyurethane adhesives, Neoprene adhesive, hot melt adhesives, etc. hardner for adhesives, preparation and application, Backing up their leather.
10-11	Welt stitching – Bottom filling, sole attaching and stitching, Heel fixing and finishing, single sole stitching and cemented method of construction. Basic idea about moulding Machine. Manufacture of moulded shoes. Practice on Insole preparation, drafting, lasting, sole attaching, sole stitching, welt stitching, bottom filling, heel fixing, finishing.	Direct vulcanizing process and direct injection process. Functions of Moulded machine. Synthetic toe – Puff and Stiffeners, methods of their applications and types of solvent used for the purpose. Feathering – Preparation of stiffeners. Insole preparation, drafting, lasting, sole attaching, sole stitching, welt stitching, bottom filling, heel fixing, finishing.
12	Finishing of shoes & other articles. Practice on Marks and blemishes – their character and process of removal.	Waxes and polishes used in finishing – their names and application. Marks and blemishes – their character and process of removal.
13	Demonstration of Quality control and Inspection of footwear. Testing of footwear and their assessment. Revision	Marketing of finished goods.
Internal Assessment 03days		

Note: - More emphasis to be given on video/real-life pictures during theoretical classes. Some real-life pictures/videos of related industry operations may be shown to the trainees to give a feel of Industry and their future assignment.

9. SYLLABUS - CORE SKILLS

9.1 EMPLOYABILITY SKILLS

(DURATION: - 110 HRS.)

Block – I (Duration – 55 hrs.)		
1. English Literacy		Duration: 20 Hrs. Marks : 09
Pronunciation	Accentuation (mode of pronunciation) on simple words, Diction (use of word and speech)	
Functional Grammar	Transformation of sentences, Voice change, Change of tense, Spellings.	
Reading	Reading and understanding simple sentences about self, work and environment	
Writing	Construction of simple sentences Writing simple English	
Speaking / Spoken English	Speaking with preparation on self, on family, on friends/ classmates, on know, picture reading gain confidence through role-playing and discussions on current happening job description, asking about someone's job habitual actions. Cardinal (fundamental) numbers ordinal numbers. Taking messages, passing messages on and filling in message forms Greeting and introductions office hospitality, Resumes or curriculum vita essential parts, letters of application reference to previous communication.	
2. I.T. Literacy		Duration : 20 Hrs. Marks : 09
Basics of Computer	Introduction, Computer and its applications, Hardware and peripherals, Switching on-Starting and shutting down of computer.	
Computer Operating System	Basics of Operating System, WINDOWS, The user interface of Windows OS, Create, Copy, Move and delete Files and Folders, Use of External memory like pen drive, CD, DVD etc, Use of Common applications.	
Word processing and Worksheet	Basic operating of Word Processing, Creating, opening and closing Documents, use of shortcuts, Creating and Editing of Text, Formatting the Text, Insertion & creation of Tables. Printing document. Basics of Excel worksheet, understanding basic commands, creating simple worksheets, understanding sample worksheets, use of simple formulas and functions, Printing of simple excel sheets.	
Computer Networking	Basic of computer Networks (using real life examples), Definitions of	

and Internet	Local Area Network (LAN), Wide Area Network (WAN), Internet, Concept of Internet (Network of Networks), Meaning of World Wide Web (WWW), Web Browser, Web Site, Web page and Search Engines. Accessing the Internet using Web Browser, Downloading and Printing Web Pages, Opening an email account and use of email. Social media sites and its implication. Information Security and antivirus tools, Do's and Don'ts in Information Security, Awareness of IT - ACT, types of cyber crimes.	
3. Communication Skills		Duration : 15 Hrs. Marks : 07
Introduction to Communication Skills	Communication and its importance Principles of Effective communication Types of communication - verbal, non verbal, written, email, talking on phone. Non verbal communication -characteristics, components-Para-language Body language Barriers to communication and dealing with barriers. Handling nervousness/ discomfort.	
Listening Skills	Listening-hearing and listening, effective listening, barriers to effective listening guidelines for effective listening. Triple- A Listening - Attitude, Attention & Adjustment. Active Listening Skills.	
Motivational Training	Characteristics Essential to Achieving Success. The Power of Positive Attitude. Self awareness Importance of Commitment Ethics and Values Ways to Motivate Oneself Personal Goal setting and Employability Planning.	
Facing Interviews	Manners, Etiquettes, Dress code for an interview Do's & Don'ts for an interview.	
Behavioral Skills	Problem Solving Confidence Building Attitude	
Block – II Duration – 55 hrs.		
4. Entrepreneurship Skills		Duration : 15 Hrs. Marks : 06
Concept of	Entrepreneur - Entrepreneurship - Enterprises:-Conceptual issue	

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Entrepreneurship	Entrepreneurship vs. management, Entrepreneurial motivation. Performance & Record, Role & Function of entrepreneurs in relation to the enterprise & relation to the economy, Source of business ideas, Entrepreneurial opportunities, The process of setting up a business.
Project Preparation & Marketing analysis	Qualities of a good Entrepreneur, SWOT and Risk Analysis. Concept & application of PLC, Sales & distribution Management. Different Between Small Scale & Large Scale Business, Market Survey, Method of marketing, Publicity and advertisement, Marketing Mix.
Institutions Support	Preparation of Project. Role of Various Schemes and Institutes for self-employment i.e. DIC, SIDA, SISI, NSIC, SIDO, Idea for financing/ non financing support agencies to familiarizes with the Policies /Programmes & procedure & the available scheme.
Investment Procurement	Project formation, Feasibility, Legal formalities i.e., Shop Act, Estimation & Costing, Investment procedure - Loan procurement - Banking Processes.
5. Productivity	
Duration : 10 Hrs. Marks : 05	
Benefits	Personal / Workman - Incentive, Production linked Bonus, Improvement in living standard.
Affecting Factors	Skills, Working Aids, Automation, Environment, Motivation - How improves or slows down.
Comparison with developed countries	Comparative productivity in developed countries (viz. Germany, Japan and Australia) in selected industries e.g. Manufacturing, Steel, Mining, Construction etc. Living standards of those countries, wages.
Personal Finance Management	Banking processes, Handling ATM, KYC registration, safe cash handling, Personal risk and Insurance.
6. Occupational Safety, Health and Environment Education	
Duration : 15 Hrs. Marks : 06	
Safety & Health	Introduction to Occupational Safety and Health importance of safety and health at workplace.
Occupational Hazards	Basic Hazards, Chemical Hazards, Vibro acoustic Hazards, Mechanical Hazards, Electrical Hazards, Thermal Hazards. Occupational health, Occupational hygienic, Occupational Diseases/ Disorders & its prevention.
Accident & safety	Basic principles for protective equipment. Accident Prevention techniques - control of accidents and safety measures.

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First Aid	Care of injured & Sick at the workplaces, First-Aid & Transportation of sick person.
Basic Provisions	Idea of basic provision legislation of India. safety, health, welfare under legislative of India.
Ecosystem	Introduction to Environment. Relationship between Society and Environment, Ecosystem and Factors causing imbalance.
Pollution	Pollution and pollutants including liquid, gaseous, solid and hazardous waste.
Energy Conservation	Conservation of Energy, re-use and recycle.
Global warming	Global warming, climate change and Ozone layer depletion.
Ground Water	Hydrological cycle, ground and surface water, Conservation and Harvesting of water.
Environment	Right attitude towards environment, Maintenance of in -house environment.
7. Labour Welfare Legislation	
Duration : 05 Hrs. Marks : 03	
Welfare Acts	Benefits guaranteed under various acts- Factories Act, Apprenticeship Act, Employees State Insurance Act (ESI), Payment Wages Act, Employees Provident Fund Act, The Workmen's compensation Act.
8. Quality Tools	
Duration : 10 Hrs. Marks : 05	
Quality Consciousness	Meaning of quality, Quality characteristic.
Quality Circles	Definition, Advantage of small group activity, objectives of quality Circle, Roles and function of Quality Circles in Organization, Operation of Quality circle. Approaches to starting Quality Circles, Steps for continuation Quality Circles.
Quality Management System	Idea of ISO 9000 and BIS systems and its importance in maintaining qualities.
House Keeping	Purpose of House-keeping, Practice of good Housekeeping.
Quality Tools	Basic quality tools with a few examples.

10. DETAILS OF COMPETENCIES (ON-JOB TRAINING)

The **competencies/ specific outcomes** on completion of On-Job Training are detailed below: -

Block – I

1. Identify precautions to be followed while working during the jobs.
2. Sharpen tools like scissor, knives and other cutting tools.
3. Cut leather by hand and by machine.
4. Carry out different types of stitches in leather.
5. Design different types of footwear.
6. Carry out different types of pattern cutting and template making of different types of footwear.
7. Perform general maintenance of machines used in foot wear making.
8. Measure foots and leathers in different methods.
9. Make wooden lasts and fit the same to measurement.
10. Apply Computer Aided Design (CAD) for pattern making.
11. Carry out closing skiving, apply folding and assemble upper lining components.
12. Cut and fix bottom components, insole attachments and prepare toe and counter stiffeners.
13. Use basic moulding machine for manufacturing of moulded shoes.
14. Carry out quality control, inspection and testing of footwear.

Note:

1. Industry must ensure that above mentioned competencies are achieved by the trainees during their on job training.
2. In addition to above competencies/ outcomes industry may impart additional training relevant to the specific industry.

INFRASTRUCTURE FOR PROFESSIONAL SKILL & PROFESSIONAL KNOWLEDGE

FOOTWEAR MAKER		
LIST OF TOOLS AND EQUIPMENT for Basic Training (For 20 Apprentices)		
A. TRAINEES TOOL KIT (For each additional unit trainees tool kit Sl. 1-18 is required additionally)		
Sl. No.	Name of the items	Quantity (indicative)
1.	Wooden clamps	20 nos.
2.	Awls welt stitching	20 nos.
3.	Awls sole stitching	20 nos.
4.	Pricking awls	20 nos.
5.	Scissors	20 nos.
6.	Knives rampees	20 nos.
7.	Pinchers	20 nos.
8.	compasses	20 nos.
9.	Measuring tapes	20 nos.
10.	Shoe hammers	20 nos.
11.	Kit boxes 375 × 250 × 200 mm.	20 nos.
12.	Stone slabs. (marble/cuddappa)	20 nos.
13.	Size tapes shoe makers	20 nos.
14.	Wooden blocks	20 nos.
15.	Wooden lags	20 nos.
16.	Nail pullers	20 nos.
B :TOOLS INSTRUMENTS AND GENERAL SHOP OUTFITS		
17.	Iron lasts three lags	2 Nos.
18.	Iron (for past waist)	5 Nos.
19.	Fudge wheels	4 Nos.
20.	Sole decorating wheels	4 nos.
21.	Edge setters	8 nos.
22.	Shoe maker's knives	20 nos.
23.	Punches of sizes and designs	20 nos.
24.	Wooden /PVC lasts sizes 5 to 10 (Gents)	24 pairs
25.	Wooden / PVC lasts boys sizes 1 to 4	8 pairs
26.	Wooden / PVC lasts children sizes 4 to 13	20 pairs
27.	Wooden / PVC lasts ladies size 2 to 7	12 pairs
28.	Adhesives containers	20 pairs
29.	Stove / heater 1000 watts	2 nos.
30.	Enamel basin	4 nos.

Footwear Maker

31.	Polishing brushes	4 nos.
32.	Oil stone (25 ×50 ×150 mm)	6 nos.
33.	Micrometer (0-25)	6 nos.
34.	Spring divider	20 nos.
35.	Indenting scissors	20nos.
36.	Wooden lags	20 nos.
37.	Glass plate (3mm -5mm thick) 750mm ×500mm	1 no.
Machines		
38.	Sewing machine cylinder bed	24 Nos.
39.	Sewing machine industrial type flat bed	20 Nos.
40.	Upper leather skiving machine	01 No.
41.	Punching and eyeleting devices	01 No.
42.	Combined finishing machine	01 No.
43.	Sewing machine double needle flat bed	01 No.
44.	Sewing machine post bed	01 No.
45.	Splitting / evening machine leathers	01 No.
46.	Hydraulic clicking machine	01 No
47.	Stamping / Stampica machine	01 No
48.	Air stuck : Pneumatic cementing press	01 No
49.	Manual sole pressing machine	01 No
50.	Clicker machine	01 No
51.	Skive machine	01 No.
52.	Decorating machine	01 No
Furniture Required		
53.	White Board (size: 8ft. x 4ft.)	01
54.	Trainer's Table	01
55.	Trainer's Chair	01

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TOOLS & EQUIPMENTS FOR EMPLOYABILITY SKILLS		
Sl. No.	Name of the items	Quantity
1.	Computer (PC) with latest configurations and Internet connection with standard operating system and standard word processor and worksheet software	10 Nos.
2.	UPS - 500VA	10 Nos.
3.	Scanner cum Printer	1 No.
4.	Computer Tables	10 Nos.
5.	Computer Chairs	20 Nos.
6.	LCD Projector	1 No.
7.	White Board 1200mm x 900mm	1 No.
<i>Note: - Above Tools & Equipments not required, if Computer LAB is available in the institute.</i>		

Note: In case of basic training setup by the industry the tools, equipment and machinery available in the industry may also be used for imparting basic training.

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FORMAT FOR INTERNAL ASSESSMENT

Name & Address of the Assessor :					Year of Enrollment :										
Name & Address of ITI (Govt./Pvt.) :					Date of Assessment :										
Name & Address of the Industry :					Assessment location: Industry / ITI										
Trade Name :		Semester:		Duration of the Trade/course:											
Learning Outcome:															
Sl. No	Candidate Name	Father's/Mother's Name	Maximum Marks (Total 100 Marks)	15	5	10	5	10	10	5	10	15	15	Total internal assessment Marks	Result (Y/N)
				Safety consciousness	Workplace hygiene	Attendance/ Punctuality	Ability to follow Manuals/ Written instructions	Application of Knowledge	Skills to handle tools & equipment	Economical use of materials	Speed in doing work	Quality in workmanship	VIVA		
1															
2															