

INDUSTRIAL SEWING MACHINISTS TRAIN THE TRAINER (5/6 DAY PROGRAMME)

How to train Industrial Sewing Machinists - from beginner to break even and beyond!



Companies who manufacture sewn products need sewing machinists to learn, reach breakeven point and performance in the shortest possible time.

This programme has been developed by industry for industry to provide a **trainer** with the tools, techniques and skills needed to train industrial sewing machinists, address low performance issues and support recruitment, induction and retention processes.

Whose it for?	Supervisors, line managers or trainers working within the sewing industry, who have responsibility across recruitment, retention, training and performance maintenance.
What are the course objectives?	To provide the tools, skills, knowledge and techniques needed to deliver effective systematic training that will ultimately reduce production time whilst maintaining quality. At the end of the course participants will be able to: <ul style="list-style-type: none"> ○ deliver a structured operator training programme ○ understand the mechanical factors that affect operator performance ○ reduce learning time for new operatives and quicken break-even achievement ○ improve the efficiency of experienced operatives with low performance
What is the course content?	Eight sector specific modules (see overleaf) including a work based performance boosting project. Learners will also separate a step by step training workbook for new recruits. The content can be tailored to company needs.
How is it delivered?	<ul style="list-style-type: none"> ○ 5/6-day programme across approximately 4/5 weeks ○ A work based project, to be completed within twelve months, with online /telephone support. Day 6 is a final assessment in company. ○ Minimum of three candidates per course. Each learner must identify three operatives as part of the work based project. (Single learners can join groups on agreement of the host company). ○ Delivered in company, a quiet training room is required and access to machines/ shop floor ○ Option of management presentation – learners to present findings and solutions ○ On completion of the work based project, an final report is produced for management, highlighting performance increases and effects on overall productivity participants are also awarded an achievement certificate.
What does it cost?	£1800 - £1875 per participant (depending if management presentation is required). Minimum number of learners three. Single learners can join external company groups. The Textiles Skills Consultancy will endeavour to identify and source public funding to support delivery.

INDUSTRIAL SEWING MACHINISTS TRAIN THE TRAINER PROGRAMME SCHEDULE



DAY 1

1. PRODUCTIVITY, PROFITABILITY & YOU

Raising awareness of the links between productivity, profitability and bottom line influences

2. THE TRAINER/SUPERVISOR ROLE

Recognising individual roles and responsibilities

DAY 2

3. EFFECTIVE INSTRUCTION & COMMUNICATION

Communicating with impact and delivering effective instruction

4. SELECTION, RECRUITMENT, INDUCTION & RETENTION

Selection and retention techniques, the cost of training and recruitment, Employability, Trainability tests and induction

DAY 3

5. THE SYSTEMATIC TRAINING PROGRAMME

Introduction to the systematic training approach and the Sewing Machinist Training manual. With step by step guidance covering all operative training requirements

DAY 4

6. PERFORMANCE COACHING

Best practice, coaching techniques, method analysis, work study, cycle timing, setting targets and maintaining performance

DAY 5 (OPTIONAL)

7. MANAGEMENT PRESENTATION

Participants will be given the opportunity to feed back production issues and solutions to management

Day 6

8. THE WORKPLACE PROJECT

Participants select three under-performing operatives and demonstrate techniques taught over a six-month period, producing a study on each. Linking to ongoing support (online and telephone) and receiving a final visit to assess progress. Resulting in the award of an achievement certificate and informing the Productivity Report

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