



COMMITTEE ON SKILLS GARMENT SECTOR INITIATIVE

SEPTEMBER 2013

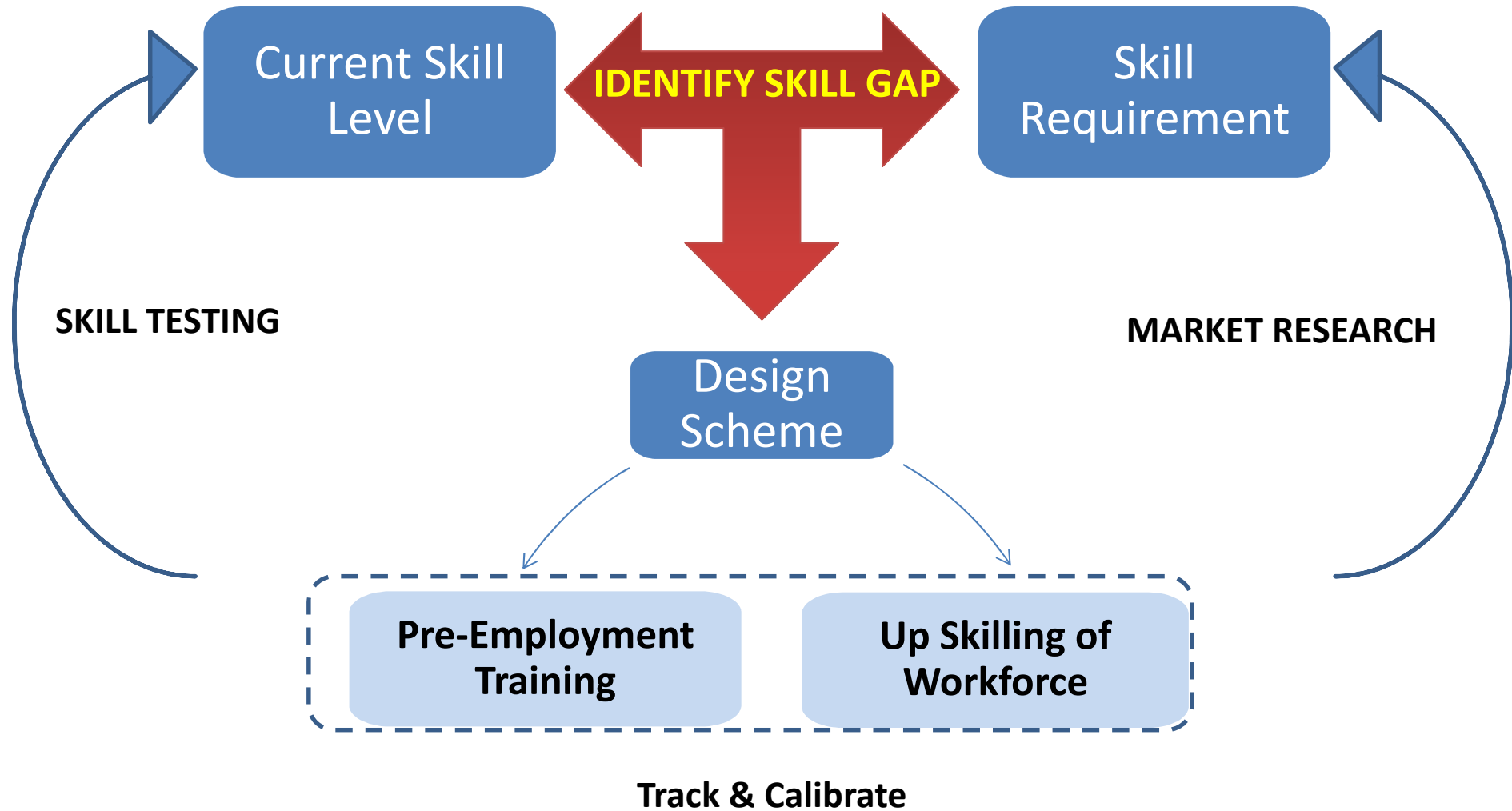
Current Status

- Gaps
 - Training is supply driven rather than demand driven
 - Disconnect among the stakeholders
 - Outdated Training & Learning Resources

- Opportunity
 - Punjab Skills Development Fund model can address the gap

- Terms of Reference
 - Identify the areas of skills deficiency in partnership with stakeholders
 - Connect skills development to industrial needs
 - Use clear timeline & work plan

Strategic Approach



Way Forward

- Ascertain short-term skills demand through workshops
- Launch immediate training schemes based upon demand
- Develop baseline of skills demand through sector survey
- Fund training programmes in medium-term using baseline
- Track trainees

Issues & Challenges

Workshop Output

- Skills shortages (operators, mechanics, quality inspectors etc.)
- Changing Dynamics- new skills needs Denim Washes, Duty Paid Delivery
- Firms predominantly rely on own training after induction
- Ageing of existing workers and difficulty in attracting youth
- Low wages & labour retention
- Labour related issues:
 - Moving from male to female operators and piece-rate to salaried workers?
 - Majority termed these as futile efforts as cultural change was difficult

Recommendations

Workshop Output

- Engage industry associations
 - Demand Assessment, Course Design and Placement
- Design Programme for ambitious numbers-30,000 stitchers per year
- Foreign certification recommended for middle management level
 - Sri Lanka preferred source
 - Preference for local trainers because of language issues
 - Practical experience more important than certificates
 - Accredited certification will not replace company's own selection test
- Employers' contribution:
 - Ready to offer longer duration OJT places with Government Stipend
 - Cash contribution already made through the Export Development Fund (0.25% of export proceeds)