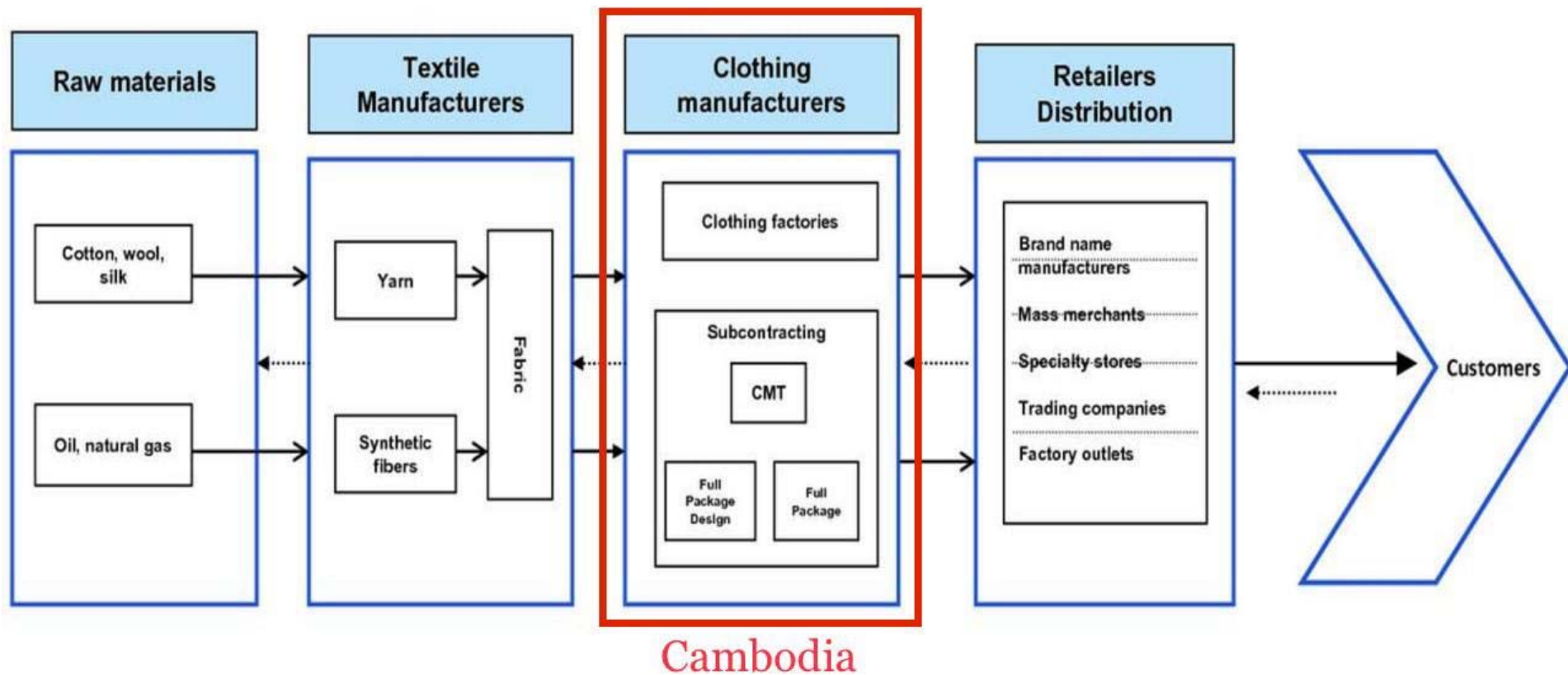


***Firms' Perspective
on Skills Development
In the Garment Industry***

29 September 2022

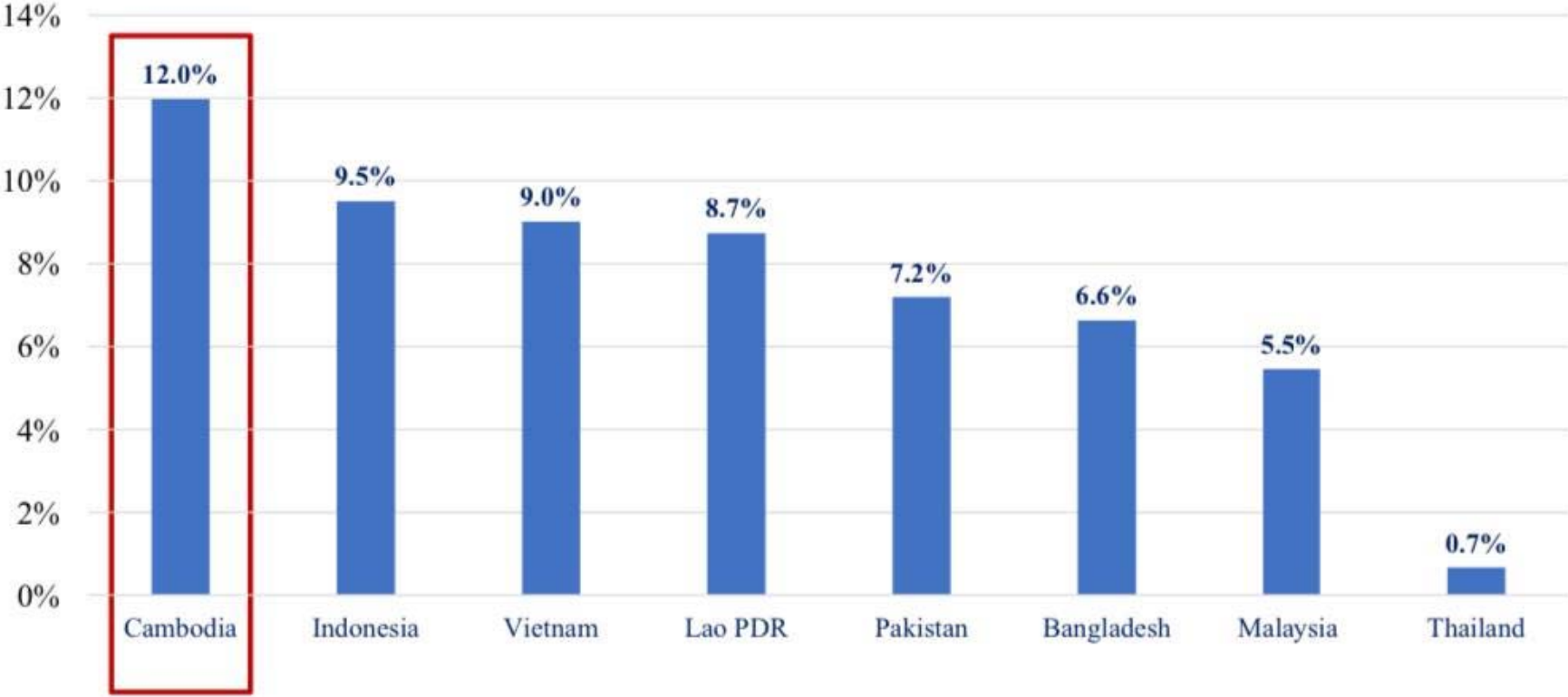
The global Textile & Garment industry



The Cambodian Garment Industry

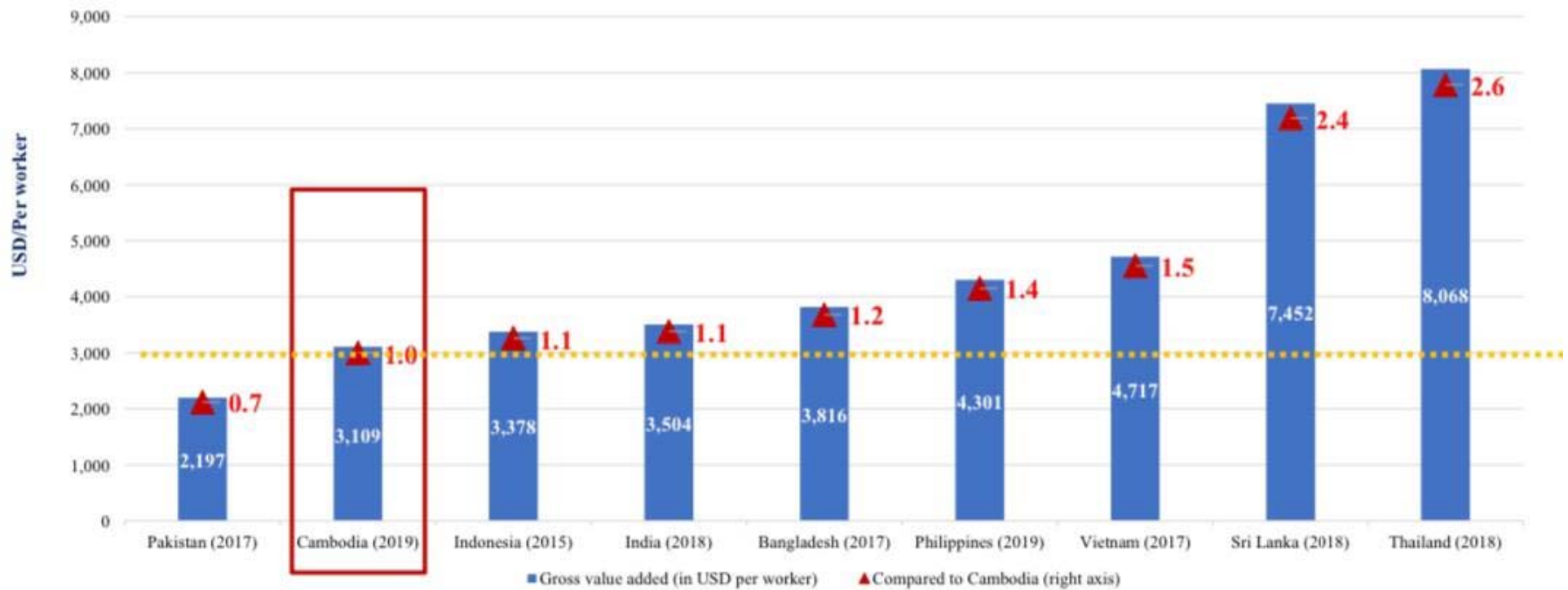
- *Majority of the factories are operated on CMT basis.*
- *Raw materials for production are mainly imported.*
- *It employs around 600,000 workers of whom around 85% are female and around 15% are illiterate and 30% have low level of literacy.*
- *Top challenge – High Wage & Low Productivity.*
- *Real need for skills development to address the challenge.*

Real MW growth rate between 2014-2021



Sources: MLVT, WB

Cambodia's productivity remains low



Sources: Labour Trends, Wages and Productivity in the Asian Garment Sector (ILO, June 2022)

The Common Understanding on Skills Development

Skills Development will bring about higher labour productivity which help improve firms' profitability.

It can also contribute to firms' structural change, retain & attract talents, encourage workers-employees' engagement and promote continued learning & development...

The common understanding, however, doesn't necessarily lead to actual implementation.

Firms' Perspective - The Practicality on the ground

Actual implementation of skills development depends or varies from factory to factory.

- *Vision*
- *Corporate Culture and Management*
- *Size and relationship with buyer(s)*
- *Product types*
- *Workers' attitude*
- *Access to services*

What Skills to Improve in the Sector - By CGTI

- *Worker's Khmer literacy and numeracy knowledge (15 % are illiterate and 30 % demonstrate low levels of literacy).*
- *Upskilling and Reskilling for operators, lower and middle managements in both technical (Motion, machine maintenance, Sewing upskills, etc.) and soft skills (Digital literacy, 5S for Green, Effective communication, Cross culture, Leadership, waste management...etc.).*
- *Technical skilled workforces in Industrial engineering, Quality Control, Production and Merchandising, OSH, Energy and Environment sustainability.*

Upskilling Program





ការអភិវឌ្ឍន៍ជំនាញផ្នែកមេ

SEWING OPERATOR UPSKILLING

សិក្សាបរិច្ឆេទ ៥ ថ្ងៃ
4 Days Training
ប្រឹក្សាបណ្តុះបណ្តាល ៣ សប្តាហ៍
On Job Training 3 Weeks

មាតិកានៃវគ្គបណ្តុះបណ្តាល / COURSE CONTENT

- បញ្ជាក់ពីកម្រិតជំនាញរបស់អ្នកមេ / Certify sewing operator level
- ការគ្រប់គ្រងពេលវេលាប្រកបដោយប្រសិទ្ធភាព / Managing time effectively
- ការវិភាគលំដាប់លំដោយប្រតិបត្តិការ / Operation sequence analysis
- ការប្រើប្រាស់ចលនាប្រកបដោយប្រសិទ្ធភាព / Motion economy
- ការស្វែងយល់ពីគុណភាព / Quality concept

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ការអភិវឌ្ឍន៍ជំនាញសម្រាប់ប្រធានផ្នែក

SEWING SUPERVISOR UPSKILLING

មាតិកានៃវគ្គបណ្តុះបណ្តាល / COURSE CONTENT

- កត្តាជោគជ័យសំខាន់ៗនៃការងារ / Critical success factors
- សារៈសំខាន់នៃការត្រួតពិនិត្យប្រកបដោយប្រសិទ្ធភាព / The Importance of effective Supervision
- វិធី ៥ យ៉ាងដើម្បីបង្កើនផលិតកម្ម / Five Ways to Increase Production
- វិធានទាំង១០ នៃការត្រួតពិនិត្យប្រកបដោយប្រសិទ្ធភាព / 10 Rules of Effective Supervision
- វិធីទាំង ២០ យ៉ាងដើម្បីអភិវឌ្ឍ “របៀបមើលឈឺឬខុសៗគ្នានៃការងាររបស់អ្នក” / 20 Ways to Develop “how to see your work differently”
- ដំណើរការដោះស្រាយបញ្ហាត្រូវដំបូន្មាន PDCA / PDCA Five-step problem solving process
- កំនួលបារតេ បារតេ (ហៅថា បារតេ ៨០/២០) / Pareto Chart (Also called the “80/20” rule)
- មូលហេតុទាំង ៥ / 5 Whys
- កំនួលបារតេមូលហេតុ និងផលប៉ះពាល់ / Cause & Effect Diagram

សិក្សាបរិច្ឆេទ ៤ ថ្ងៃ
4 Days Training
ប្រឹក្សាបណ្តុះបណ្តាល ៣ សប្តាហ៍
On Job Training 3 Weeks



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Upskilling Program



សិក្សារយៈពេល៖ ៣ថ្ងៃ / 3 Days Training
ប្រឹក្សាដឹកនាំការងាររយៈពេល ៣សប្តាហ៍ / On Job Training 3 Weeks

ឥរិយាបថរបស់បុគ្គលដែលមានប្រសិទ្ធភាព

EFFECTIVE EXECUTIVE BEHAVIOR

UPSKILLING PROGRAM

មាតិកានៃវគ្គបណ្តុះបណ្តាល / COURSE CONTENT

១. ទិដ្ឋភាពទូទៅនៃវគ្គសិក្សា / Course Overview
២. ផ្នត់គំនិត និងគោលការណ៍ / Paradigms and Principles
៣. ធ្វើជាមនុស្សទទួលខុសត្រូវ / Be Proactive
៤. ចាប់ផ្តើមពីចុងដើម / Begin with the end in Mind
៥. ដាក់រឿងសំខាន់នៅមុន / Put First Things First
៦. គិតបែប ឈ្នះ-ឈ្នះ / Think Win/Win
៧. ស្តាប់គេឱ្យយល់សិន ចាំធ្វើឱ្យគេយល់ពីយើង / Seek First to Understand, Then to Be Understood
៨. សាមញ្ញភាព / Synergize
៩. ធ្វើឱ្យខ្លួនកាន់តែមុតម្រើង / Sharpen the Saw



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បង្កើនជំនាញជាប្រធានផ្នែកដេរ

SEWING SUPERVISOR ENHANCE

រយៈពេលសិក្សា៖ ១៥ថ្ងៃ / 15 Days Training

មាតិកានៃវគ្គបណ្តុះបណ្តាល / COURSE CONTENT

១. ការសាងសង់និរន្តរភាពដឹកនាំ / Building Leadership
២. ឥរិយាបថ របស់បុគ្គលដែលមានប្រសិទ្ធភាព / Effective Executive Behavior
៣. កម្មវិធី 6S / 6S Program
៤. បង្កើនជំនាញជាប្រធានផ្នែកដេរ / Sewing Supervisor Enhance
៥. ឧបករណ៍សម្រាប់ការសិក្សាពិសោធន៍ / Work Study Tools
៦. គោលគំនិតនិងឧបករណ៍របស់លឿន / Lean Concept and Tools

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Train & Place Program



ADVANCED DIPLOMA IN APPAREL MERCHANDISING

COURSE INTRODUCTION

Diploma in Apparel Merchandising is a must for those who are interested to enter a career in the fashion industry or for practitioners who wish to upgrade their skills. Merchandising entails in-depth product knowledge covering fabric, design, product development, apparel production to quality control. While Marketing covers retail merchandise buying, branding and creating sustainable value chain, with the critical skill of the Art of Follow-Up helps to ensure that you will source, produce and deliver the final product in store on-time.

CAREER OPPORTUNITIES

- | | | |
|---|---------------------------------|-------------------------------|
| Assistant Merchandiser and Merchandiser | Marketing Executive and Manager | Product Development Executive |
| Sourcing Executives and Manager | Assistant Buyer and Buyer | Planner |
| Assistant Quality Coordinator | Procurement In charge | Factory Manager |

ONLINE TRAINING

CLASSROOM TRAINING

22 MODULES

1. English Communication Skills
2. Computer Skills
3. Clothing development skills
4. Human Resource Management
5. Introduction to Textile
6. Garment Construction
7. Apparel Production Sequence
8. Workplace Skills
9. Production Drawing
10. Apparel Product Development
11. Social Accountability Compliance
12. Quality Assurance in Textile and Fashion Industry
13. Digital Apparel Design
14. Global Sourcing
15. Effective Executive Behavior
16. Fashion Merchandise Buying
17. Global Immersion in the Textile and Fashion Industry
18. Building Leadership Excellence
19. Order Coordination and Production Tracking
20. Material and Apparel Costing
21. Textile and Apparel Safety and Testing
22. QMS Workflow

DURATION
6 MONTHS

STUDY
MONDAY
FRIDAY

TIME
8:00AM
4:00PM

SCAN FOR MORE DETAILS

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Train & Place Program



21 MODULES

- | | |
|--------------------------------------|---|
| 1. English Communication Skills | 12. Quality Assurance in Textile and Fashion Industry |
| 2. Computer Skills | 13. Work Study 1 |
| 3. Clothing development skills | 14. Work Study 2 |
| 4. Human Resource Management | 15. Effective Executive Behavior |
| 5. Introduction to Textile | 16. Lean Thinking |
| 6. Garment Construction | 17. Lean Value Stream Mapping |
| 7. Apparel Production Sequence | 18. Building Leadership Excellence |
| 8. Workplace Skills | 19. Standard Minute Costing |
| 9. Production Drawing | 20. Textile and Apparel Safety and Testing |
| 10. Apparel Product Development | 21. QMS Workflow |
| 11. Social Accountability Compliance | |



ADVANCE DIPLOMA IN INDUSTRIAL ENGINEERING QUALITY AND PRODUCTION



COURSE INTRODUCTION

Quality, Industrial Engineering and Production are for those who are interested to enter a career or to improve the skills in these areas within the fashion industry. Quality, Industrial Engineering and Production promotes utilisation and coordination of machines, materials and human resources to obtain a desired output with optimum utilisation of resources. At CGTI, you learn production planning, floor layout, personnel organisation, time standards, as well as wage computation to control the quantity and quality of goods produced. With the increased competition and rising cost of production, apparel manufacturers are constantly looking for leaner production methods in order to reduce costs. This requires skilled personnel with the know-how to implement productivity programmes in Industrial Engineering, Quality Assurance and Lean Tools.



SCAN FOR
MORE DETAILS

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CAREER OPPORTUNITIES

FACTORY AND PRODUCTION MANAGER,
INDUSTRIAL ENGINEERS

INDUSTRIAL ENGINEERS

WORK STUDY OFFICER

WORK IMPROVEMENT OFFICER

MANUFACTURING
DEPARTMENTS-IN-CHARGE

MERCHANDISER

QUALITY ASSURANCE
AUDITOR/INSPECTOR

COMPLIANCE
ASSISTANT AUDITOR

Thank You!