

Executive Summary

During Phase 1 of this study, a training needs assessment was completed. This included full analysis of industry training needs and an identification of skill gaps. The Phase 1 report also made recommendations on course content and delivery. The objective of Phase 2 was to identify the specific curriculum for technical and non-technical training. The following provides a summary of the Phase 2 report.

Technical Training

Technical training is required in the following areas:

- Sewing
- Cutting
- Pattern Making
- Designing
- Equipment Repair and Maintenance
- Floor Supervision

Skills required in each of these areas were identified based on secondary sources and course recommendations were made. It is recommended that ATAS tie into the development of training at the national level through the Apparel Human Resource Council (CAF). The provincial needs fit with the priorities identified by the Council and the recommended training is complementary to the existing training provided within the province in the area of design. As a first step, ATAS should acquire the MFI Sewing Machine Operators course which has been accepted by the Council.

It is recommended that the MFI course be licensed by ATAS and offered as an applied or industry certificate program through SIAST. The objective is to incorporate the MFI Sewing Machine Operators course in a certificate program.

It is further recommended that ATAS follow-up with the Alberta garment industry to obtain further input on their Foundation Apprentices Program which has been developed, but not yet delivered.

Non-Technical Training

Non-technical training is required in the following areas:

- Marketing
- Sales
- Market Development
- Advertising
- Product Development
- General Management/Business Skills
- Human Resource Management
- Finance
- Production and Operations Management

Skill requirements in the various non-technical areas were refined through a supplemental survey of 46 companies in the apparel and textile sector. It is recommended that training in the non-technical areas be sourced as a required skill upon hiring new employees. For skills upgrading, short courses or seminars are most appropriate and should be delivered by consultants with some industry experience. Consultants would source and modify courses to provide an industry focus, with content review being the responsibility of ATAS and the industry. One-on-one consultant support would also be available at the workplace as follow-up to this training.

Furthermore, ATAS should tie into the program development being undertaken by the Apparel Human Resource Council (CAF) and follow-up on the Foundation Apprentice Program developed by the Alberta garment industry, as well as the MFI Production Supervisor course.

Human Resource Strategy

To foster continuous learning, ongoing, proactive human resources planning should be undertaken within the apparel and textile industry. This requires ATAS to continue to build on the relationships established under the Job Start/Future Skills Sector Partnership program with the various stakeholders, as their expertise will be critical to the successful delivery of the human resource strategy.

Training and development opportunities in the apparel and textile industry take on a number of forms including:

- Training and education through colleges and institutes;
- Practical training in transition from school to workforce;
- Training on-the-job;
- Seminars; and
- Industry program development.

Continuing Strategy

As part of the continuing strategy, ATAS will communicate the results of the training needs assessment and course outline with a variety of different groups including:

- Future Skills
- Minister
- Advisory Committee
- Association Members
- Industry
- Potential Partners
- Education Institutions

Finally, learning objectives need to be developed and/or validated against the technical skill requirements for the identified technical courses to be acquired or modified. Additionally, course development with consultants needs to be pursued for non-technical skills training.