



Your premier technical partner

Addressing the Challenges of Recruitment and Skills Provision in the Global Footwear Industry

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GETTING IT RIGHT.....

Mulberry Apprenticeship Scheme

“More than 50% of our 600 factory employees were over 50 years old – 13% were over retirement age....”

Rob Billington – Sourcing Director



SINCE 2006:

100 Apprentices have been trained – 75 are still employees

“Today, only 20 per cent of Mulberry's factory workers are over the age of 50, 40 per cent are under 35, and the average age is now 38.”

Rob Billington – Sourcing Director



SCOTTISH LEATHER GROUP ACADEMY



RE-DESIGNING THE DESIGNERS



SAFT - SATRA ACCREDITED FOOTWEAR TECHNOLOGISTS



ARSUTORIA WORKSHOPS – COMBINE FASHION WITH TECHNOLOGY



SERIOUS ABOUT CORPORATE SOCIAL RESPONSIBILITY?

REDUCING POVERTY THROUGH EMPLOYMENT – ANEEL KARNANI

Give a man a fish, you feed him for a day; teach him how to fish, and he will be able to feed himself for the rest of his life.

This is an old cliché, and like all clichés it has an element of wisdom. But, it does not go far enough.

A fisherman with a simple rod and a canoe will not go hungry, but he will still be poor.

For him to rise above poverty, he needs steady employment at reasonable wages in a commercial fishing company.

SERIOUS ABOUT CORPORATE SOCIAL RESPONSIBILITY?

CASE STUDY: South Africa – a mature footwear manufacturing country



- Unemployment Rate currently around 27.7%
- Youth Unemployment Rate in South Africa averaged 51.91 percent from 2013 until 2017 (Under 25s)



CASE STUDY: MRP FOUNDATION



Innovative internship develops young graduates into well-rounded professional retailers





ARE WE MISSING AN OPPORTUNITY?



Entrepreneurial mindset:

Start ups – the number of small businesses run by the over 55s has increased by 63% in the last 10 years

In the past decade the number of women in the workplace has risen by 34%

Women are responsible for 85% of purchasing decisions globally and yet...

The gender pay gap is at its widest for women in their 50s

Parents returning to the workplace.....Mature Apprenticeships?

ARE WE MISSING AN OPPORTUNITY?



See the **ability** and NOT the disability



ARE WE MISSING AN OPPORTUNITY?



Transferrable skills and career changes in the UK the age for a state pension is now 67 and there is no mandatory retirement age

A FREE LUNCH???



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Course: Footwear Pattern Making

Course: Footwear Pattern Engineering (UNIDO eLearning Course)



Footwear Pattern Engineering Course is divided into several modules with various different lessons and tests in each module:

Module 1 -Introduction: Lessons provide information on how to use eLearning material - instructions and user guide. Introduction lesson provides an overview of the training course Footwear pattern Engineering.

Module 2: Background - Fashion, Foot Anatomy, Shoe Lasts: Lessons and tests cover shoe fashion, foot anatomy and measurement, shoe lasts and shoe lasts forms.

Module 3: Footwear Pattern Engineering: Learning material have been worked out together and closely related to each

E-Learning

Course: Footwear Pattern Making

Course: Leather manufacture

Course: Tannery Effluent Treatment

feedback

Think creatively and keep an open mind!

Thank you for listening

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