

20th **UITIC**
INTERNATIONAL TECHNICAL
FOOTWEAR CONGRESS

Porto
2018
16th–18th
MAY

FROM FASHION TO FACTORY

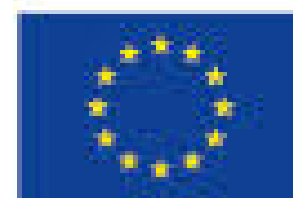
A New Technological Age



Learn2Work: a new approach to train factory workers

MATTEO PASCA – ARSUTORIA SCHOOL ITALY

LEARN2WORK PROJECT STARTED IN 2016



Co-funded by the
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PROJECT PARTNERS



Think Young
We lobby for young people





OBJECTIVES

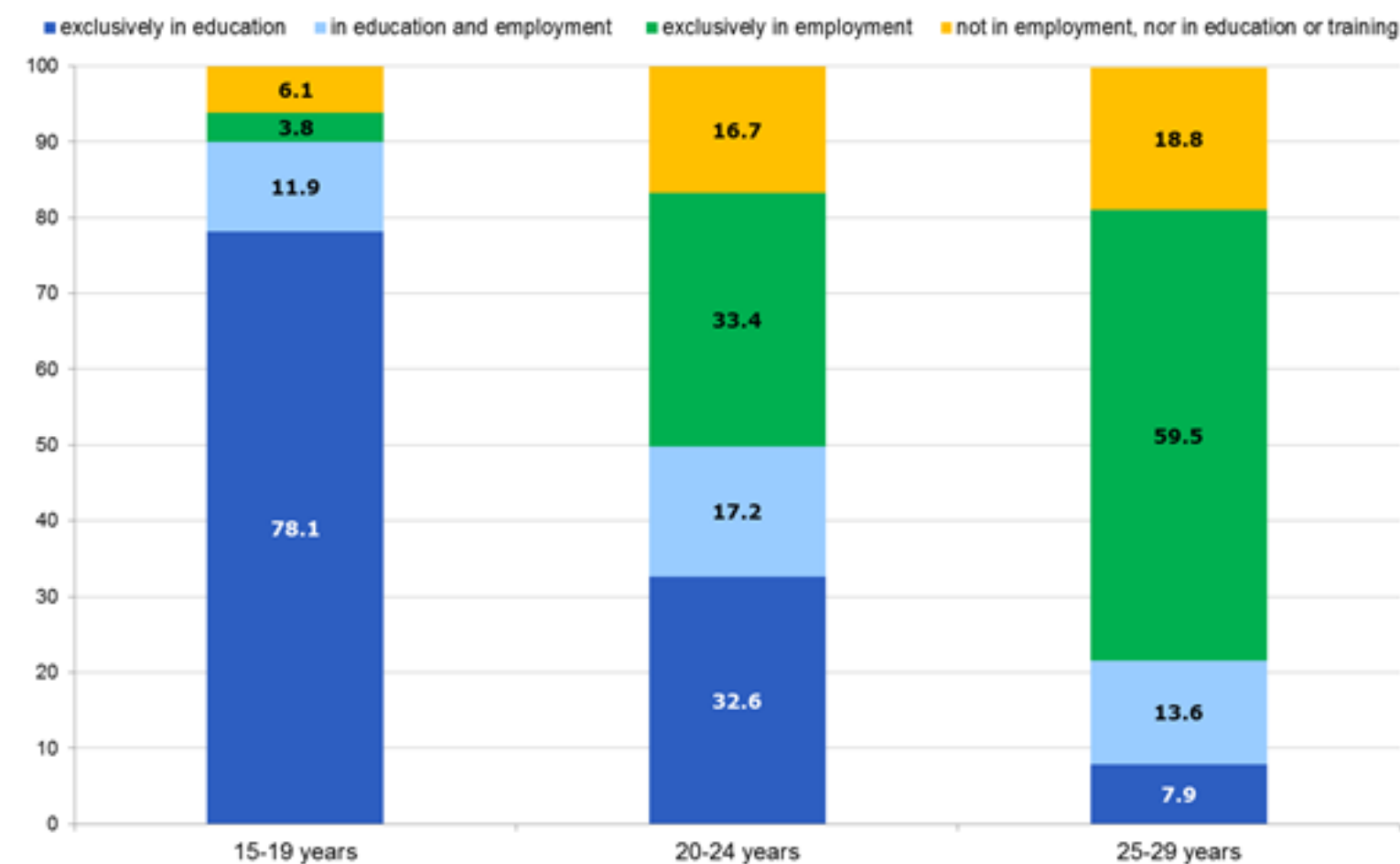
1. support neets in terms of employability, footwear industry urgently needs to attract skilled workers
2. adapt Danish production school model to attract learners into footwear careers

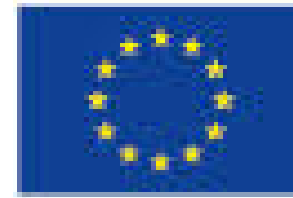


WHO ARE NEETS

The number of European youngsters who neither study nor work has not stopped growing in the last decade. The so-called “neither-nor” already represent nearly **19% of the European population between 15 and 25 years**, according to the recent OCDE study “The Education at a Glance 2014”

Education and employment patterns of young people in the EU,
by 5-year age groups, 2016 (%)





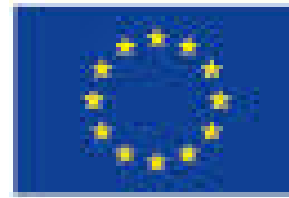
PRODUCTION SCHOOLS PRINCIPLES (CHARTER)

1. The fundamental characteristics of the production schools are **practical work and production**
2. Learning takes place in a binding working community. The **aim is the young person's personal, social and professional development**
3. The theoretical instruction is integrated in practical work and production
4. The participants are attached to one workshop and one teacher, involving participants in the production as well as in other school activities



PRODUCTION SCHOOLS PRINCIPLES (CHARTER)

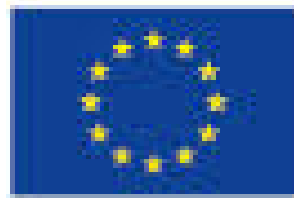
5. The schools offer workshops with a **professional diversity** and quality reflecting the current labor market.
6. The participants are offered training in general subjects, as well as in culture and society
7. Production schools admit and discharge the participants individually. It takes place currently, taking into account **each participant's needs**
8. The participants will **get a pay** in the form of a school allowance for their active participation



PRODUCTION
SCHOOLS
PRINCIPLES
(CHARTER)

9. The production school supports each participant in setting realistic goals and in reaching these goals during their stay at the school.
10. The young people's development of competencies is documented in a production school certificate.
11. The schools are self-governing and independent institutions.

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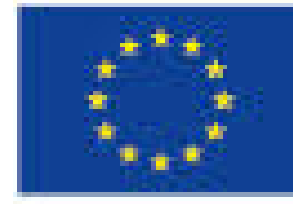
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PERSONAL
SOCIAL
PROFESSIONAL
DEVELOPMENT



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TRAINERS ARE THE KEY

- Technical competences
- Quality of relationship
- Level of caring
- Being a positive example
- Teaching approach





EACH
PARTICIPANT'S
NEEDS

Example: Profile

photo

My profile

First name	
Last name	
Nickname	
Date of birth	

Residence	
Siblings	
Date of entry in production school	
Field of work	
Career aspiration	
Typical of me	
My main goal	
Music	
Films	
My favourite food	
My favourite drink	
My favourite pet	
My favourite colour	
What I like to do	
What I don't like to do	
I am especially good at ...	



COUNSELLING



HARD SKILLS
PROGRESS
MEASUREMENT

- CUTTING
- STITCHING
- LASTING
- BOTTOM ROUGHING
- FINISHING

Sandalo	Preparazione			Montaggio					Finissaggio		
	Preparazione fasciature	Incollaggio fasciature	Realizzazione fasciature	Pre-montaggio	Montaggio a mano	Preparazione fondo scarpa	Preparazione suola	Suolatura	Pre-finissaggio	Finissaggio	
	1. Spaccatura copertura pelle tacco 2. Spaccatura copertura pelle puntina 3. Spaccatura fascia pelle bordo	4. Incollaggio ragno su sottopiede 5. Incollaggio sottopiede laserato	6. Ricopertura sottopiede 7. Fasciatura tacco 8. Timbratura logo su tallonetta già scarnita sul bordo	9. Inchiodatura sottopiede su forma 10. Incollaggio sottopiede anteriore per montaggio	11. Montaggio a mano fasce anteriori 12. Incollaggio sottopiede posteriore 13. Montaggio a mano fasce posteriori	14. Ribattitura 15. Segnatura suola 16. Cardatura tomaia	17. Cardatura suola 18. Incollaggio suola 19. Incollaggio e riattivazione adesivo	20. Attacco suola e pressatura 21. Inserimento vite nel tacco	22. Sformatura 23. Inchiodatura tacco 24. Attaccatura ovulo lattice	25. Pulizia generale 26. Stratura fodere e tomaia 27. Sciffonatura 28. Lucidatura e spazzolatura quando serve 29. Incollaggio e inserimento tallonetta 30. Controllo finale qualità 31. Messa in scatola	
BIBI	●	●	●	●	●	●	●	●	●	●	
EMANUELE	●	●	●	●	●	●	●	●	●	●	
FRANCESCA	●	●	●	●	●	●	●	●	●	●	
GIANLUCA	●	●	●	●	●	●	●	●	●	●	
KELLY	●	●	●	●	●	●	●	●	●	●	
KEVIN	●	●	●	●	●	●	●	●	●	●	
MATTEO	●	●	●	●	●	●	●	●	●	●	
MICHAEL	●	●	●	●	●	●	●	●	●	●	
MONICA	●	●	●	●	●	●	●	●	●	●	
VALENTINA	●	●	●	●	●	●	●	●	●	●	
VISSENCI	●	●	●	●	●	●	●	●	●	●	

- (1) L'allievo non è in grado di eseguire il compito
- (2) L'allievo esegue il compito ma ha bisogno di costanti istruzioni
- (3) L'allievo esegue il compito chiedendo suggerimenti di tanto in tanto
- (4) L'allievo esegue il compito in perfetta autonomia

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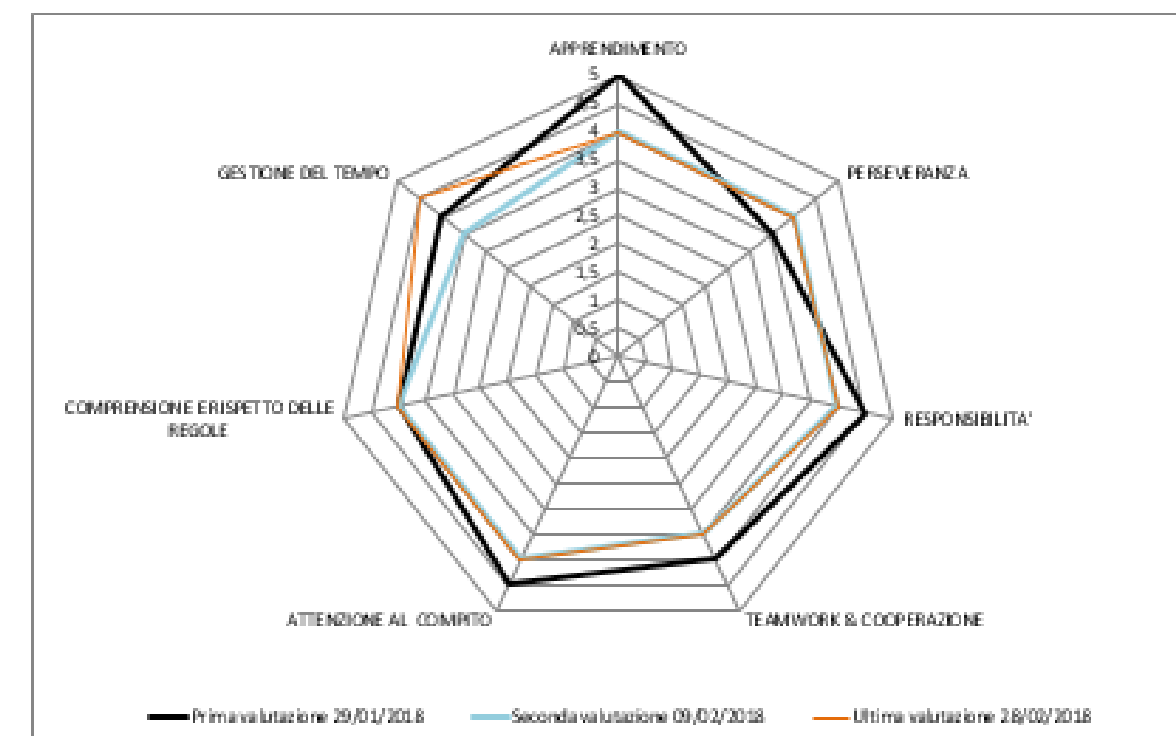
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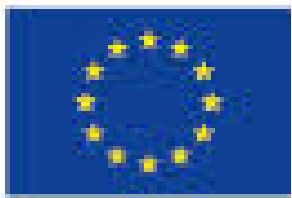
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SOFT SKILLS PROGRESS MEASUREMENT

- ABILITY TO LEARN
- PERSEVERANCE
- RESPONSIBILITY
- TEAMWORK & COOPERATION
- ATTENTION TO & OVERVIEW OF THE TASK
- UNDERSTANDING & RESPECTING THE RULES
- TIME MANAGEMENT



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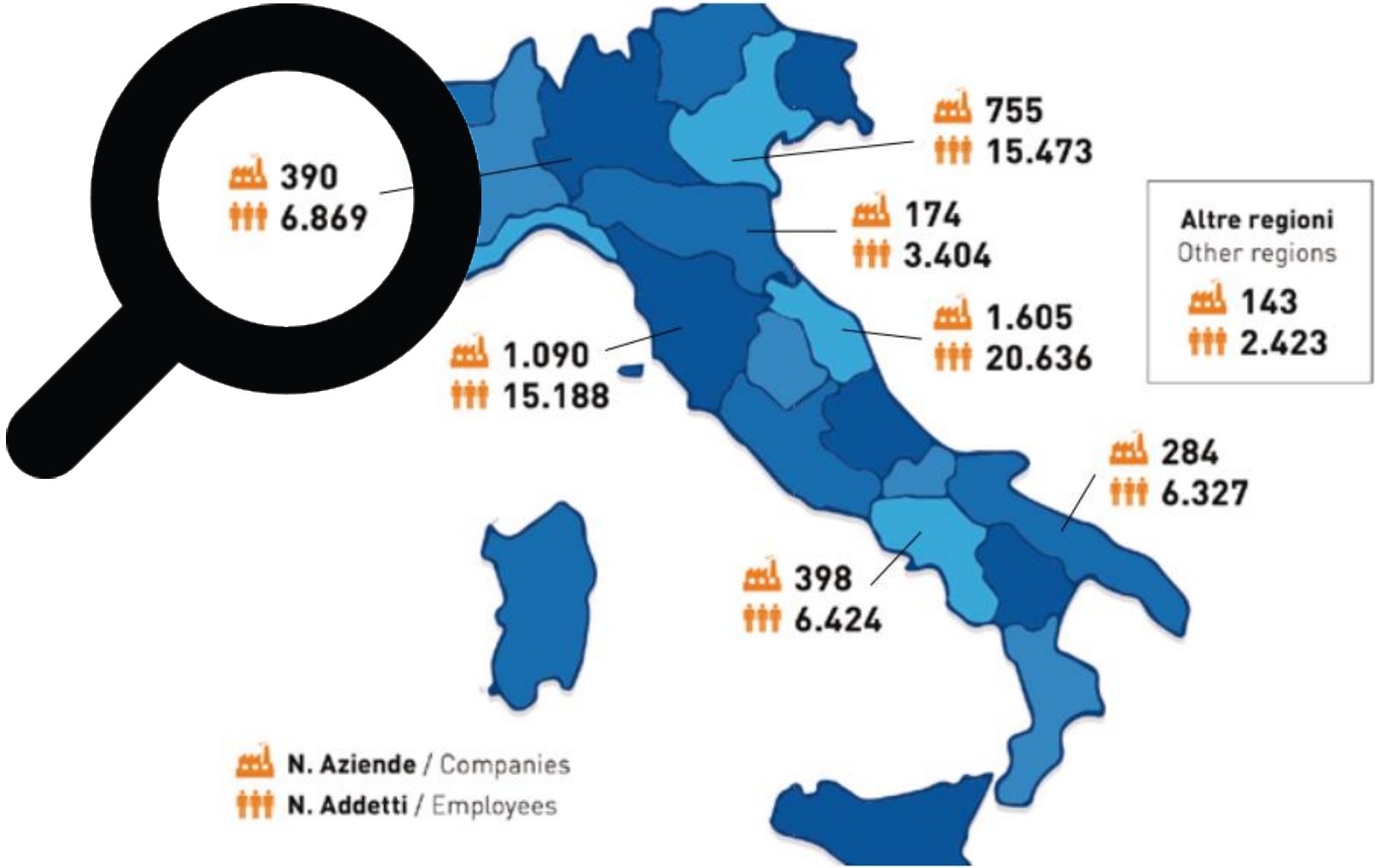


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ITALY
LOMBARDIA
PARABIAGO and
VIGEVANO



Fonte: stime Assocalzaturifici / Source: Assocalzaturifici estimates



MANOLO BLAHNIK

FRATELLI
ROSSETTI

LUCIANO PADOVAN

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IFTS COURSE
(EQF 4)

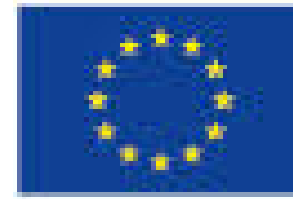
560 hours LESSONS

440 hours INTERNSHIP

hours	module
100	general purpose training
40	introduction to shoemaking
40	visit material and component factories
80	cutting training module at ATOM
240	production school at ARSUTORIA
32	trade fairs: The Micam, Lineapelle, Simac
8	product testing at CIMAC
20	preparation to internship
560	total training

CALZATURIFICIO NEBULONI
EUGENIO
CALZATURIFICIO VITTORIO
VASECCHI
FRATELLI ROSSETTI
LA GRIFFE
NOVARLUX ITALIA (LUCIANO
PADOVAN)
NUOVA BOLLATI SCARPE (HERMES)
ROVEDA (CHANEL)
CLEO BOTTIER (MANOLO)
SEYMECHAMLOU (LOUBOUTIN)
CALZATURIFICIO ERRE
PARABIAGO COLLEZIONI

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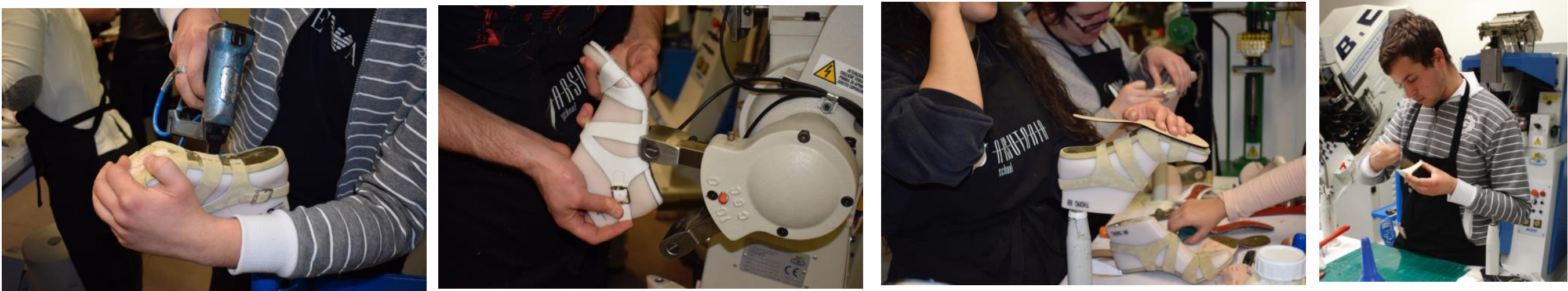
MAKE
SHOES
IN ATOM
AND
ARSUTORIA
SCHOOL

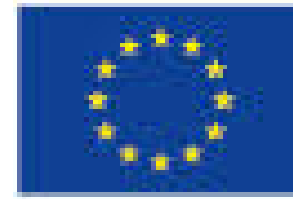




MAKING
THE
SANDAL
FIRST
WEEK

Monday	Tuesday	Wednesday	Thursday	Friday
Course Introduction	Preparation of tools and materials	Upper conditioning	Upper lasting (hand lasting)	Cementing
Safety rules	Preparation of the pieces	Upper lasting (hand lasting)	Shoe bottom preparation	Attaching the bottom to the upper
Introduction to Portfolio	Portfolio	Portfolio	Portfolio	Portfolio





CONCLUSIONS AFTER 550 HOURS TRAINING

- 22 students placed for the internship in 10 factories
- Drop rate during production school activities: 0%
- Approximately 100 pairs of shoes made during the 6 weeks at ARSUTORIA by youngsters with NO previous knowledge
- Thanks to the students feedback, we can confirm that:
 - ✓ combining theoretical and practical lessons is the most adequate method to attract youngsters to the footwear industry.
 - ✓ In blended approach, is possible to teach theory without decreasing the trainee's motivation.
 - ✓ The interest in the footwear sector come both from boys and girls

