



Footwear Chronicle



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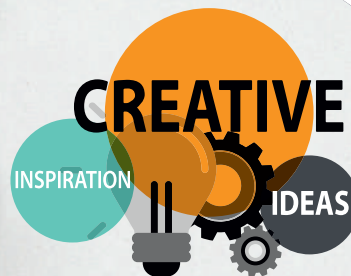
A Quarterly Journal by Central Footwear Training Institute, Chennai

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Footwear Chronicle

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CENTRAL FOOTWEAR TRAINING INSTITUTE

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From the Director's Desks

Hello Readers,

I wish to share that during this last quarter of 2022-23 the Institute has conducted specialized training programmes on trending titles for the benefit of employees, across several trades. In addition to regular courses CFTI, Chennai, has conducted skill training programs sponsored by TNSDC, KVIC and ATI schemes. In addition to this, ESDP programs were also conducted and successfully completed in our Chennai, Vaniyambadi and Chitradurga centers.

During the end of this financial year, 17580 candidates have been trained in various long term, medium term, short term, skill development programmes, sponsored programmes and Specialization training programmes.



Common facility services are provided at nominal charges to footwear MSMEs. 2054 numbers of job work and consultancy services have been done during this financial year 2022-23, wherein 2001 Footwear MSMEs have got benefitted. Interested footwear MSMEs are requested to make use of these facilities, further details are at page no. 57-61.

As part of the "Seminar Series", during this final quarter of 2022-23 two seminars were conducted 11th Seminar of students covered topics such as Smart Shoes, Adhesive bonding failure, Sustainable leather and Customized Footbeds. The 12th Seminar was conducted on the topic of Amann Sewing Threads by Shri. R. Prakash, of Amann Group

One Nigerian student of our 18 Months Post Graduate Diploma in Footwear Technology Mrs. Dorcas Ikani, completed her course successfully and received her diploma certificate.

This issue of the chronicle consists of articles on

1. How Metaverse will help manufacturers to Grow Better, by Mr. Sadha Nandham J, Manager – Academics & Technical, LSSC
2. Pediatric Gait Abnormalities by N S Shai Lakshmi, Faculty, CFTI, Chennai
3. At One's Fingertip by Smt. G. Chandralekha

With all support from Footwear Industry fraternity, the Institute keeps progressing.

Your valuable suggestions are always welcome for the qualitative improvement of the Footwear Chronicle.

K.MURALI
Director



CFTI, CHENNAI SIGNIFICANT ACHIEVEMENTS JANUARY - MARCH 2023



Technology:

During the reporting month 907 MSMEs including Accord Shoes, Azendo Fashion Llp, CDd Shoes, Chennai Mesh, Cobblers Craft, MM Industries, Raadhika Shoes Craft, Sastha Leather Craft, Serene Shoe, Shaniyo Export, Amd Apparels Pvt Ltd, Bricole Consulting Pvt Ltd (OPC), Floera Ceramics Pvt Ltd, Kropex candida print Pvt Ltd, Manvantara Land Developers and Builders India Pvt Ltd, Neocity Infra Private Limited, Qforte Shelters and promoters Pvt Ltd, Santha Food Products Pvt Ltd, Santrupti Properties India Pvt Ltd, Sri Ramanuja Avenues Pvt Ltd, Sri Sathuragiri Nidhi Limited and Vetri Akash Benefit Fund Ltd, Alpha Leather Products, Bala Supramainyam, Aawa Shoes, Ayaz Leather Products, Aysha Exports, Bharatiya International Ltd, Comfy Overseas, Foot Fit Solution, KaramLeders, Narla Shoes, Simply Sudes, Stahl India Pvt Ltd, Track Shoes, Fquo Solutions Private Limited, Postdot Technologies Private Limited, I5 Software Product Management Private Limited, El Shaddai Engineering Private Limited, Sheba Marine Engineering Private Limited, Hi-Tech Engineers & Builders Private Limited, Aincubate Innovations Private Limited, Manifest Business Solutions Private Limited, Lake Aircraft India Private Limited, 6Cubes Corporate Training Solutions Private Limited, Sun Bio Naturals India Private Limited, Dollarbird Information Services Private Limited, Manvantara Educational Solutions Private Limited, Humming Bird Leather Incorporated, Phoenix Leathers, Schzuter Shoes, Sri Sakthi Leathers, Truekem, Dharma Kidney Care and Research Private Limited, Himalaya Agro Asset Promoters Limited, Isra-Indo Mines and Minerals Private Limited, Jnaan IT Solutions Private Limited, JVK Builders and Developers Private Limited, Kapileswar Chits India Pvt Ltd, Milk Drugs and Pharmaceuticals Private Limited, Ponni Lifestyle Pvt Ltd, Siddhi Vinayaka Milk Products Pvt Ltd, Spes Labs Pvt Ltd, Suhara Industries Pvt Ltd, Swarna Sudharshan Enterprises Pvt Ltd, got benefitted through Jobwork in Die-less Cutting, Clicking, Laser, Sidewall Stitching, Board Surfacing, Vacuum, Cremping, CAD, Foot bed, Training and PU Soles manufacturing.

Skill Development:

CFTI, Chennai completed 02 Skill Training Programmes in NSQF approved job roles Pre Assembly Operator and Stitching Operator Footwear under TNSDC sponsored with 32 participants and 1 Skill Training Programme in NSQF approved job roles Pre Assembly Operator and Stitching Operator Footwear under NSSH sponsored with 33 participants in our Vaniyambadi extension centre. CFTI, Chennai conducted 3 KVIG Training Programmes for 40 candidates.

CFTI, Chennai has conducted 63 Skill Training Programmes for SC/ST Candidates in NSQF approved job roles Stitching Operator Footwear & Stitcher Goods & Garments for 1752 participants.

During the financial year 2022–2023 CFTI Chennai conducted capacity building training programmes for SC/ST applicants through the National SC-ST Hub (NSSH) programme, which is supported by the National Small Industries Corporation (NSIC).

The Institute has conducted the following 74 online/offline specialization training programmes namely PLC, Advance Excel, Artificial Intelligentscd, Azure, Data visualization, EDP, Ethical Hacking, Export business, GEM, Gold Appraisal, Graphic Design, GST Practitioner, ICD, Income tax, Industrial Accounting system in Tally ERP 9, Lean Six Sigma Black Belt, Lean Six Sigma Green Belt, Production Planning and SIIMS, Block Chain, Block Chain Functional, Electric Vehicle, ISO 9001:2015, ISO EMS, Lean Six Sigma Yellow Belt, Project Management Programme, Robotics, Solar Power Installation, Stock, Start your Own Business, Tally Prime, TDS, Cargo Clearance, Data Analytics with Excel, Digital Marketing, HR Statutory Compliance, Laptop Repair, Talent Engagement, Tally prime with GST for 4129 participants.

CFTI Chennai has completed the 08 courses under Entrepreneurship Skill Development Programme (ESDP) for 200 participants to motivate youth to consider entrepreneurship or self-employment as one of the career options.

Skilling / Awareness Programme:

Visits of Dignitaries:

Shri.Gokul, Director (Placement) from Bharath University, Chennai visited our Institute for discussion with Shri.Murali K, Director, CFTI, Chennai regarding conducting of B.Voc Footwear course in coordination between the two Institutions.

Mr.Dipen from FOCUS represents along with Mr.Alberto Paccagnella President & Mr.Stefan Migleczi from OMAC Srl, Italy visited CFTI, Chennai and had discussion with Shri.Murali K, Director, CFTI, Chennai.

Mr.Jan Borek, Ms.Romana Spackova from Minerva - Durkopp Adler along with their agent Mr.Suresh from SP International visited CFTI, Chennai and had a meeting with Shri.Murali K Director, CFTI, Chennai

Mr.Roberto Re from MACAP Srl, Italy along with Shri.Camalarajan MD, Priyalmpex Consultants visited CFTI, Chennai and had a meeting with Shri.Murali K, Director, CFTI, Chennai.

Representatives from Ms.Star International along with Mr.Jacob Kim from Kukdong Machinery, Korea and Mr.Andrea Galbiati from New Last Italia Srl visited CFTI, Chennai and had discussed on New Technologies with Shri.Murali K, Director, CFTI, Chennai

Shri.Dola Shankar Managing Director, Leather Industries Corporation of Andhra Pradesh (LIDCAP) visited CFTI, Chennai and had discussed with Shri.Murali K, Director, CFTI, Chennai on Technical cooperation on newer Technologies in



Footwear Sector.

Mr.Mike Winters from SATRA UK visited CFTI, Chennai and had discussed with Shri.Murali K, Director, CFTI, Chennai on association between the organizations to improve the standards on shoe materials and test methods for standardization.

Shri.Murali K, Director, CFTI Chennai along with Shri.Camalarajan VP AFCAMMI & MD Priyalmpex Consultants, Shri.Asanka Rajapaksa, Sri Lanka and Shri.Sanjeev Khara with Veteran Footwear Technocrat Shri.Rangith Hetthiarachy from

Srilanka visited CFTI, Chennai during 1st week of February 2023.

Ms. Margaux, Ms. Maelle, Mr. Quentin from "SEE by CHLOE, France" a leading International brand in Leather goods visited the Institute along with Mr. Anand Babu from M/s Bharathiya International and met Shri. Murali K, Director, CFTI, Chennai and donated leathers for the training purpose in the Institute.



Mr. Jackson Yu Chairman & Mr. Kevin Yu Vice Chairman from Taiwan Footwear Manufacturers Association along with 40 members visited the Institute along with Mr. Pradeep and Mr. Vikram Keerthi Jayakumar VP from Guidance Tamilnadu. Mr. Murali K, Director, CFTI, Chennai interacted with them.

Shri. Rajeev Bahadur, Hindustan Foods Limited, Pondicherry visited the Institute along with his customers to see the advance facilities and technologies.

Seminar Series:

CFTI's SEMINAR SERIES Chapter 12 on "AMANN Sewing Threads" was conducted by Shri. R. Prakash, Manager-technical Advisory Services (TAS) & Marketing from M/s. AMANN Group, on 28.02.2023.

Other Activities:

Students were appreciated by Shri. Murali K, Director, CFTI, Chennai and issued a certificate for presenting technical topics in the seminar series in Advanced Technology.

CFTI, Chennai have facility of manufacturing Customized foot bed for arch support and for even distribution of weight and do servicing for Diabetics, Orthopaedics and Athletics.

CFTI, Chennai conducts 8 Courses in leather Footwear & leather Goods under Entrepreneurship and Skill Development Programme (ESDP) Scheme under the Ministry of MSME and commence the free courses on 6th Feb 2023.

CFTI, Chennai conducts survey at various Shoe Export houses and Manufacturing plants on attrition project and counsel with the sample of employers and employees.

Shri. Murali K, Director, CFTI Chennai visited M/s. UB Global Ltd, Ambur along with Mr. Irbaz Ahmed Marketing staff and discussed the new facilities of CFTI, Chennai with Shri. Sudhir Samal CEO and Shri. Kanzur Rehman.

Inspection carried out by Smt. Kasthuri Saikia AD, MSME DFO Bangalore along with LIDKAR officials in verification of artisans at Chitradurga, Karnataka for establishing Common Facility Centre (CFC) under SFURTI Scheme.

Verification of artisans by Shri. Murali K, Director, CFTI, Chennai & Ms. Kasthuri Saikia AD from MSME DFO, Bangalore along with LIDKAR Officials being a Technical Agency for the cluster programme at Chitradurga, Karnataka

Shri. Bharat Prakash Joint Development Commissioner (JDC) at Puducherry Tool Room, New MSME Technology Centre on discussion & review with Japanese delegates, Contractors EPIL, TCE Consultant and Shri. Murali K, Director, CFTI, Chennai on New Tool Room establishment at Sriperumbudur.

Shri. Hariprakash, Director QCI and his team audited and inspected with Shri. Murali K, Director, CFTI, Chennai and members of Training Division who conducted the training programmes during the year 2019-20 sponsored by DPITT, Ministry of Commerce and Industry.

6 th Edition Designers Fair 2023 and 36 th Edition India International Leather Fair IILF 2023 were conducted in Chennai from 1 st to 3 rd Feb 2023 , in which CFTI, Chennai had put up stall for publicity.

CFTI Chennai conducts "Advanced Training in Footwear Design" under the Entrepreneurship Skill Development Programme (ESDP) in Chennai and Vaniyambadi, Tamil Nadu to motivate young person's to consider entrepreneurship or self-employment as one of the career options.

CFTI Chennai conducts "Specialized Footwear Designing, Upper Making and QA" courses under Entrepreneurship Skill Development Programme (ESDP) in Chitradurga, Karnataka to motivate young person's to consider entrepreneurship or self-employment as one of the career options.

CFTI Chennai conducts "Leather Goods Design and Manufacturing" courses under the Entrepreneurship Skill Development Programme (ESDP) in Chitradurga, Karnataka to motivate young person's to consider entrepreneurship or self-employment as one of the career options.

CFTI, Chennai Director Shri. K Murali, Director, CFTI, Chennai inaugurated and distributed Training kit to candidates from Karnataka for Training in Designing and Manufacturing of Footwear at CFTI, Chennai under sponsorship of Khadi and Village Industries Commission (KVIC).

CFTI, Chennai participated in MSME Technology Centres Conclave 2023 at Guwahati, Assam. Hon'ble Minister of State, Ministry of MSME, GoI; Secretary, Ministry of MSME; Hon'ble Minister of Industries, Govt of Assam and entire Ministerial team organised and made it a successful event.

CFTI, Chennai participated in Vendor Development Programme cum Exhibition of Products organised by MSME DFO, Chennai at Sipcot, Guindy, Chennai and disseminate the services offered by MSME Technology Development centre,

Chennai in the area of Footwear on behalf of the Institute, CFTI, Chennai Coordinator Mr. Koteeswaran attended PM Vishwakarma Kaushal Samman (PM VIKAS) at MSME Testing Centre, Chennai on Saturday 11th march 2023

March 8th 2023 International Women's Day was celebrated in the Institute by Women Staffs and girl students. The get together was graced by Chief guests Smt. Radhika Singh, MD of Radhika Shoecrafts, Chennai and Dr. Rajini HOD- MBA(G), Director - MOU's from Vels Institute of Science and Technology and Advanced Studies, Chennai gave a Motivational speech for Women's welfare and shared their experiences in their business and academic career followed by

speech by Smt. S. Lalitha, Office Superintendent, CFTI Chennai gave an inspiring speech stating the women's rights and equality in society which is in our Indian Constitution. The event concluded with the success story by Smt. Chandralekha

Ganesh, Management Faculty, CFTI Chennai and Vote of thanks to Director, Chief Guests and Participants.

Dr. K. Vijay Bhaskar Raju(VC), Dr. S. Suresh Kumar(Pro VC) and Dr. J. Hameed Hussain (Dean Engineering) of Bharath University, Tambaram, Chennai visited our Institute for discussion on B.Voc course.

Shri. Murali Director CFTI, Chennai met Shri. Nandakumar, IAS, School Education Commissioner, Govt of Tamilnadu for conducting awareness campaigns at Government schools in Tamil nadu.



ABOUT THE INSTITUTE



Central Footwear Training Institute (CFTI), Chennai is a Govt. of India Society functioning under the aegis of Ministry of MSME (Micro Small and Medium Enterprises), as MSME - Technology Development Centre, a pioneer Institution rendering services in human resource development for footwear and allied industry through imparting various training programmes on Footwear Designing & Manufacturing Technology.

This Institute is the oldest Footwear Training Institution in the country came into existence in July 1957 in the name of Central Footwear Training Centre with the assistance of Ford Foundation engaged in providing trained manpower to the shoe industry. The departmentally run Central Footwear Training Centre was converted in to an autonomous Institution (A Government of India Society under Ministry of SSI) w.e.f. 1.1.96 for better functional autonomy. The Institute has been modernized by "National Leather Development Programme" (NLDP) Project during 1993 under the United Nations Development Program (UNIDO) and is fully equipped with state-of-the art machinery to impart training in the modern methods of Footwear manufacturing. The affairs of the Society are governed under the Chairmanship of Additional Secretary & Development Commissioner, (MSME), Ministry of Micro, Small & Medium Enterprises, and Govt. of India with an objective of quicker implementation of managerial decisions followed by Governing Council members from Govt. of India, State Government of Tamil Nadu and from the Industry.

CFTI situated in the Prime location of Guindy at Chennai having the state of Art Infrastructure for machinery and facilities to train in the area of footwear science and engineering. The facilities includes modern classrooms, workshop with world class Footwear Machines, 3 D Shoe CAD/CAM lab for Shoe Design & Development, Common facility services and all other students amenities like library, Sports centre, conference hall and Student's hostel. CFTI also having need based 33 Skill Training Centres to cater training services in the main hub of Leather Footwear manufacturing area.

CFTI conducts various Long term, Short term and Part time techno managerial courses in Footwear, Leather Goods and allied subjects. One of its premier courses are Two year Diploma in "Footwear Design and Production" which is approved by Textile Institute, London, UK and 1 ½ years Post Graduate Higher Diploma in "Footwear Technology & Management Studies" is accredited with Textile Institute, London, UK. This Institute also conducts various NSQF approved short term courses, Customised courses and part time evening courses based on the jobrole demand of the Industry for freshers, Semi-skilled people as well as entrepreneurs.





Special Mentions

- CFTI, Chennai is certified as ISO 9001:2015 organisation after continuous improvement in the Quality Management System & to bring in standardization in all the areas of this Institute.
- CFTI, Chennai is a Technical Institute with Quality and Modernization as its calling card.
- CFTI, Chennai has carved a niche for itself for training and making 'Industry Ready' footwear professionals over the last many decades.
- In its quest to always remain ahead of the curve and to equip its students with the latest developments in Technology, Management Practices, Market knowledge, Quality and Standardization CFTI, Chennai has raised its benchmarks to meet the global market demands and global performance benchmarks.
- The students who graduate out of CFTI, Chennai are equipped with the most advanced knowledge as well as hands on exposure to the latest Technological developments which sharpens their skills and enables them to help the Industry march forward as they pursue their careers in the Industry.
- CFTI, Chennai is adequately equipped and has established itself as a globally competitive "Centre of Excellence" in the area of Leather and Leather Products which offers knowledgeable and well trained personnel providing the skills and leadership covering the entire gamut of the Leather and Leather Product Value Chain This is an asset to the Indian Leather and Leather Product industry.

The Objective's of CFTI's are

- To train personnel in footwear technology as per the requirements of the trade and industry.
- To provide training facility to trainees in the Footwear and allied Industry with a view to upgrade their skills.
- To train footwear designers.
- To undertake courses in Management of Footwear Industry.
- To train personnel for maintenance of Footwear Machinery.
- To design and develop moulds and dies for the Footwear Industry.
- To introduce modern technology in footwear design/Industry.
- To assist and promote technology up-gradation in footwear industry.
- To develop products and design with a view to secure advantage in export production.
- To foster appropriate linkages between Central Footwear Training Institute and Industry for utilization of existing capacity and their up-gradation and to undertake consultancy services for development of Footwear Industry.
- To establish linkages with educational, research and developmental institutions in India and abroad, and to collaborate with them in training, research and development.
- To organize databases and information dissemination on footwear technology, export marketing, etc., and to establish suitable library and Resource Centre for trainees and industry.

In common terms, CFTI renders it's services on Training skilled workforce in both Long term as well as Short term courses and are much popular in the industry for imparting technical skill in the workshop areas of footwear manufacturing and processing. The prime importance of CFTI is well known for its hands on experience on the machines and art of skilling. The volume of the trainees trained by CFTI is high and we can see at least one CFTI Alumni in any of the Leather Footwear Industry. CFTI is covering Low level and middle level management in the pyramid of Indian Footwear Sector.

Vision

- To become a leading hub of Footwear, Leather Goods, Retail & Manufacturing of lifestyle products
- To establish an infra-structured network which promotes design, development, production & support service system for the Indian Footwear Industry
- To emerge as a centre of excellence Institute in Training & consultancy internationally.

Mission

- To provide world class education to its students
- Foster research & development for the growth of new designs
- Evolve innovation application for making India a global layer in every domain of lifestyle products



CFTI, Chennai During 1957



CFTI, Chennai During 1957



CFTI, Chennai During 1957



CFTI, Chennai During 1957



CFTI, Chennai During 1957



CFTI, Chennai During 1957



CFTI, Chennai During 1957



DÜRKOPP ADLER - THE BEST SOLUTION FOR FOOTWEAR UPPERS



Minerva Boskovice is a Czech company bringing into the marketplace a full range of Dürkopp Adler machines for making leather footwear uppers and insteps. The company history started in year 1881.

It produces post bed, flat bed, cylinder bed and zig zag industrial sewing machines and it is the biggest European industrial sewing machines manufacturer.

Machines are available in advanced version **CLASSIC** (automatic thread trimmer, footlift, backtacking, auto needle positioning), then **ECO+** (automatic thread trimmer, manual backtacking, manual footlift, auto needle positioning), and economic version **ECO** (manual footlift, manual backtacking). Every upper producer can choose preferred version.

THE MAIN FEATURES OF THESE MACHINES ARE :

- Excellent stitch pattern, even during sewing speed changes
- Sewing start-up after cutting the thread can be influenced by the movable needle plate inserts
- Low noise and vibration
- The powerful and effective feeding system with wheel feed, needle feed and driven roller presser guarantees excellent material feed when processing different material thicknesses
- Large hook (26 mm bobbin)
- Powerful lubricating system with central oil tank and oil pump
- Highly energy-efficient motor
- Easy maintenance
- Maximum durability
- With CE certificate, produced under ISO standards in the Czech Republic

Dürkopp Adler leather upper sewing machines are successfully marketed and sold in India by company SP International. For further information, quotation or machine trial, please visit www.spi-machines.com or contact Mr. Suresh V. at email vs@spi-machines.com

888-160122-M



Single needle lockstitch post bed machine 888-160122-M CLASSIC for most of stitching operations in the shoe production with DA Direct Drive and operating panel OP1000



SPECIALIZATION TRAINING PROGRAMMES ONLINE/OFFLINE (SELF FINANCING) :



MSME

सूक्ष्म, लघु एवं मध्यम उद्यम
MICRO, SMALL & MEDIUM ENTERPRISES

Bio Sanitary Products making courses help learners understand the need of bio sanitary products and its business potential. Small entrepreneurs get business opportunity.



MSME

सूक्ष्म, लघु एवं मध्यम उद्यम
MICRO, SMALL & MEDIUM ENTERPRISES

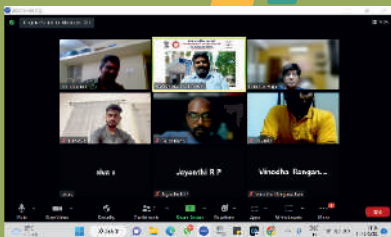
Chemical Products Making - To provide technical aspects for small entrepreneurs get business opportunity and as well as encourage them to start business.



MSME

सूक्ष्म, लघु एवं मध्यम उद्यम
MICRO, SMALL & MEDIUM ENTERPRISES

Export and Import training - This training programme aims to enable the Participants to understand the Legal Provisions of Customs Laws & Regulations covering Export Import Clearances, International Logistics.



MSME

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MICRO, SMALL & MEDIUM ENTERPRISES

Gold Appraisal Training - This training programme aims to enable the Participants to understand how to identify the pure gold by physical and chemical tests. It enables to get job and also to become entrepreneur.



The Institute has conducted the following 74 ONLINE/OFFLINE SPECIALIZATION TRAINING PROGRAMMES namely PLC, Advance Excel, Artificial Intelligence Azure, Data visualization, EDP, Ethical Hacking, Export business, GEM, Gold Appraisal, Graphic Design, GST Practitioner, ICD, Income tax, Industrial Accounting system in Tally ERP 9, Lean Six Sigma Black Belt, Lean Six Sigma Green Belt, Production Planning and SIIMS, Block Chain, Block Chain Functional, Electric Vehicle, ISO 9001:2015, ISO EMS, Lean Six Sigma Yellow Belt, Project Management Programme, Robotics, Solar Power Installation, Stock, Start your Own Business, Tally Prime, TDS, Cargo Clearance, Data Analytics with Excel, Digital Marketing, HR Statutory Compliance, Laptop Repair, Talent Engagement, Tally prime with GST for 4129 participants.





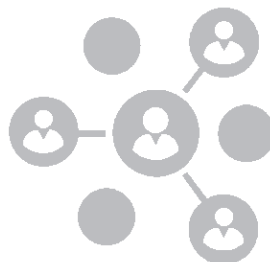
SPECIALIZATION TRAINING PROGRAMMES



MSME
सूक्ष्म, लघु एवं मध्यम उद्यम
MICRO, SMALL & MEDIUM ENTERPRISES



GST Practitioner-All new concepts of latest GST norms are mandatory for the general public those who are in small time business and companies to be aware of it and also to have knowledge.



MSME
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MICRO, SMALL & MEDIUM ENTERPRISES

Income Tax - Training provided for broader perspective of how to pay to Government and the other rules involved.



INCOME TAX

MSME
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MICRO, SMALL & MEDIUM ENTERPRISES

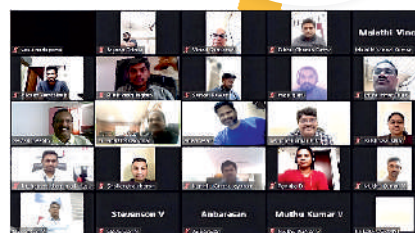


Industrial Circuit design - To provide training on electronics circuit design for Engg students to learn and understand the Industry work environment.

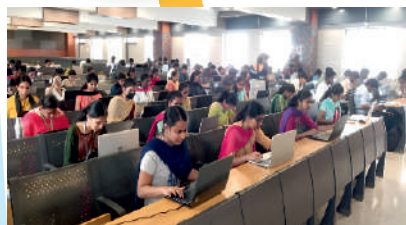


MSME
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LSSGB- This training programme aims to enable the Participants to understand and improve productivity and to minimise the errors.



MSME
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MICRO, SMALL & MEDIUM ENTERPRISES



Tally ERP9 - Learning this course with MSME Certificate assures multiple career opportunities, Career Progression and Management, Design your own accounting methods, Use Accounting best practices.





SPECIALIZATION TRAINING PROGRAMMES



MSME
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MICRO, SMALL & MEDIUM ENTERPRISES



CCTV Installation - To provide technical aspects for small entrepreneurs gets business opportunity and as well as encourage them to start business



MSME
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MICRO, SMALL & MEDIUM ENTERPRISES

Gold Appraisal Training - This training programme aims to enable the Participants to understand how to identify the pure gold by physical and chemical tests. It enables to get job and also to become entrepreneur



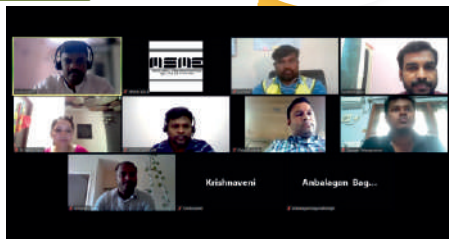
MSME
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MICRO, SMALL & MEDIUM ENTERPRISES



HR-Statutory Compliance training provided for broader perspective of how benefits are given to employees from employers through proper channel.

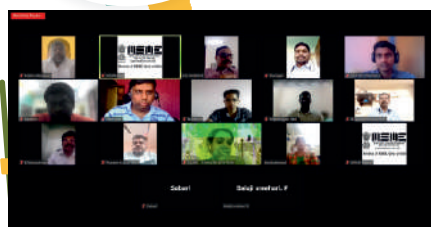


PMP training provided for broader perspective of how standards followed in order to complete project from beginning to end.



MSME
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MICRO, SMALL & MEDIUM ENTERPRISES

MSME
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MICRO, SMALL & MEDIUM ENTERPRISES



Block Chain - The Objective of this course is to provide conceptual understanding of how block chain technology can be used to innovate and improve business processes.



What is PMP
(Project Management Professional)





INTERNATIONAL STUDENT



Ms. Dorcas, a student from Nigeria underwent 18 months Footwear Programme at Central Footwear Training Institute, (CFTI) Chennai and collected the final certificate from the Director of the Institute after Successful completion of the Course.



Feedback

My name is Dorcas Ikani from Nigerian, I came to India (Central footwear training institute) for footwear training because I have interest in shoe making. They have good tutors, good facilities and world class machinery that meets world standard. The lecturers and students are welcoming. I enjoyed my stay in India.

24/03/2023

22nd PGDFT

(Dorcas Ikani)



SKILL TRAINING PROGRAMMES



KHADI AND VILLAGE INDUSTRIES COMMISSION

KVIC TRAINING



NATIONAL SC/ST HUB

NSSH TRAINING



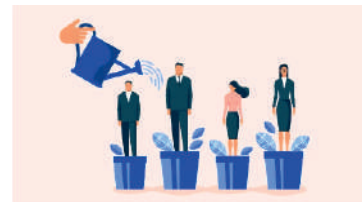


SKILL TRAINING PROGRAMMES



SELF HELP GROUPS

SHG TRAINING



TAMILNADU SKILL DEVELOPMENT CORPORATION

TNSDC TRAINING





SKILL TRAINING PROGRAMMES



Objective of Short term skill training

- To provide Skill training under NSQF approved job roles for unemployed youth and provide them placement in the Footwear and allied Industries.
- To ensure that the candidates are job ready after training, meeting the required levels of National Occupational Standards created by the Leather Sector Skill Council.

TNSDC Skill Training Programmes:

CFTI, Chennai as a training partner is conducting short term skill training program under “Placement linked Entry level training for unemployed youth” sponsored by Tamilnadu Skill Development Corporation at Krishnagiri, Vellore Districts. The training duration is for one month – 200 hrs to One and half month – 340 hrs duration in NSQF approved jobroles. In this December quarter, Skill Training Division, CFTI Chennai, has completed training for 49 candidates. Currently training is ongoing for 108 candidates.

CFTI, Chennai is carried out training by setting up training centres at remote villages nearer to Footwear and Leather Goods Industries. The pre survey taken from the MSME and Industry helps CFTI, Chennai to place trained candidates parallelly after successful completion.

The training has also emphasised on shop floor ethics such as 5S, Safety and Housekeeping. Training at the company premises substantially helped in creating shop floor awareness and in addition it has helped to create a very positive attitude for taking up employment in the Leather Footwear sector.

Shop floor supervisors have been appreciating the training modality imparted by CFTI, Chennai and stated that it has resulted an increase in Productivity and in addition a reduction of rework & wastages. The training by CFTI, Chennai is thus tailored to meet the Industry needs and resulted in Skill Speed and scale for productivity in Companies.

Skill Training under the SHG Program:

Skill Training Programmes are been provided to 1095 SC/ST Candidates in NSQF approved job roles under SC/ST fee reimbursement Scheme and Currently training is ongoing for 347 candidates in this quarter. During the one month and one and half course duration, Practical and Theoretical training are provided to the candidates in Stitching operator footwear jobrole or Stitcher leather Goods & Garments jobrole.

Khadi and Village Industries Commission (KVIC)

CFTI, Chennai implemented the KVIC's programme for the year 2022-23 in our Institute for 30 leather artisans and 10 Leather Artisans in Kangayam, Tiruppur under Sponsorship of KVIC. Where 40 leather artisans in Three groups of 20 trainees from Chitradurga, Belagaum are undergone skill development on “Designing and Manufacturing of Footwear”, 10 trainees from Telangana are undergoing skill development on “Designing and Manufacturing of Footwear” at CFTI Chennai. Whereas 10 trainees from Kangayam, Tiruppur District are undergone Advanced Footwear designing & making Programme. The Objective of the programme is to develop and upgrade the skill of Footwear Artisans in the area of Designing & Pattern Cutting of different components and Footwear Making. In the two months duration, the footwear artisans involved in making chappals, sandals and shoes in leather footwear cluster will upgrade their skills in Footwear designing and making.

National SC/ST Hub (NSSH)

CFTI, Chennai conducts Capacity building training programme for 35 SC/ST candidates in our Extension Centre i.e. Vaniyambadi Multi Skill Development Centre. The Objective of the Capacity Building Training Programme is one of the key interventions to meet the objectives of National SC-ST Hub (NSSH). Various entrepreneurship and skill development training programs are being conducted for promoting entrepreneurship among SC/ST entrepreneurs.

Current Training Programmes:

Ongoing programme of Short term skill training SHG Programme is for 347 candidates at various training centres and the training duration is for one month duration in Stitching jobroles.

TNSDC Programme is ongoing for 108 candidates in 2 districts.





The New Admin Building is being established with world class amenities of **15 Smart Classrooms, Canteen, Auditorium, 4 Technical Labs, Virtual Examination hall** and guest house with plug and play facilities for doing jobwork.



केन्द्रीय पादुका प्रशिक्षण संस्थान चेन्नई CENTRAL FOOTWEAR TRAINING INSTITUTE

MSME - Technology Development Centre, Chennai
Ministry of Micro, Small and Medium Enterprises, Government of India Society

TARIFF FOR ADVERTISEMENT IN

Footwear Chronicle - Quarterly Magazine – 2022-23

(In Rupees)

Advertisement Size	1 Issue	2 Issues 10% Discount	4 Issues 20% Discount
Full Page (Colour)	10,000	18,000	32,000
Front cover Inner	15,000	27,000	48,000
Back cover Inner	15,000	27,000	48,000

GST @ 18% extra

For further enquiry Please Contact Publicity Department, CFTI, Chennai
Contact : 9677943633, 9677943733, E-mail : publicity@cftichennai.in



IMPORTANT EVENTS



Students were appreciated by Shri. Murali K, Director CFTI, Chennai and issued a certificate for presenting technical topics in the seminar series in Advance Technology.



Public during the Book fair cum Exhibition in Central Footwear Training Institute (CFTI) Chennai stall enquiring the facilities and course details administering by our Admission staffs.



Shri. Braun from Ms Global sew machinery visited & met Shri. Murali K Director CFTI, Chennai and Shri. Y V R Choudhary, who looks after Job works Division and discussed on New Technologies emerging in the field of Footwear.



CFTI, Chennai gives hand hold support to the Alumni's Shri. Kamal Das, Smt. Nithila Surendiran, Shri. Prassana to keep the products for display in the stall of CFTI, Chennai.



IMPORTANT EVENTS



COUNCIL FOR LEATHER EXPORTS 6TH DESIGNERS FAIR 2023 Feb, 1-3 DESIGN FOR DEVELOPMENT



Inauguration of 6th Edition Designers Fair 2023 at Hotel ITC Chola, Chennai during 1st Feb till 3rd Feb 2023 organized by Council of Leather Exports



Shri. Murali Director CFTI Chennai into interaction & discussion in using the facilities & infrastructure of the Institute for development and prototypes to the Designers in CFTI_Agra, Manmade_Hubli_India, Swatimoda_India, Yussico Ltd_UK & Tyche_Iset_USA stalls



Central Footwear Training Institute Chennai stall in 6th Edition Designers Fair at Hotel ITC Chola Chennai. Designers and experts on Design from the Institute along with Shri. Murali K Director CFTI, Chennai briefing with Shri. Puran Dawar, DAWAR Exports, Agra



IMPORTANT EVENTS



Inauguration of 36th Edition, India International Leather Fair IILF 2023 at Chennai Trade Centre on 31st Jan by Honorable Shri.R.Gandhi, Minister of Handlooms & Textiles & Shri.Siva V.Meyyanathan, Minister for Environment & Climate Change, Govt of Tamilnadu.



IILF 2023 : Visit of Chairman, Council of Leather Exports (CLE) Shri.Sanjay Leekha and Executive Director Council of Leather Exports (CLE) Shri. Selvam IAS at CFTI Chennai's stall with Shri.Murali K Director CFTI, Chennai



Shri.Murali K Director CFTI, Chennai during his visit to other stalls in IILF 2023 at Priya Impex Consultants, Comelz India Pvt Ltd, Noble International and Footwear Design Development Institute (FDDI)



IMPORTANT EVENTS



36th Edition of IILF Fair 2023: Shri. Murali K Director CFTI Chennai on interaction with Mr. Stefan Migleczi & Mr. Kishore from OMAC, Mr. Jacob Kim & Mr. Jim from Kukdong Machinery KOREA, Ms. Lucia from IEXI, Italy, Mr. Ramachandra from Wilhelm Textiles.



36th Edition of IILF Fair 2023: Officials and representatives from Leather Industries Corporation of Karnataka (LIDKAR) at the Stall during the fair.



36th Edition IILF Fair 2023: Prominent visitors Mr. Karthikeyan from KEEN, Shri. Suresh R Londhe, Joint Director of Industries, Govt of Maharashtra, Mr. Sudhir Samal CEO, UB, Ambur, Mr. Abdul Razack Chairman VKC at CFTI Chennai stall with Shri. Murali K Director CFTI, Chennai



36th Edition IILF Fair 2023: Shri. Murali Director CFTI, Chennai in meeting & discussions with Mr. Vasa NM and his Counterpart IEXI, Italy, Mr. Mike Winter from SATRA, UK, Mr. D S Vinod from Farida, Mr. Arun Bagaria & Mr. B S Venkatesh from Mayur Fabrics.



IILF 2023 Fair: Prominent visitors Shri. Vasa NM from PRITI SALES CORPORATION, Shri. Raju Bhai, Shri. Bora from Durkopp Adler, Mr. Venkatesh Ex President KAR & SARA, Mr. BN Das Ex CLRI, Dr. Swarna Srikant (CLRI) to the stall of CFTI, Chennai and endorse their remarks.



IMPORTANT EVENTS



36th Edition IILF Fair 2023 :
CFTI Staffs,
Officers and Consultants
at CFTI Chennai stall.

36th Edition IILF Fair 2023:
Customers and Enquiries
handled by CFTI Staffs
at the Stall during the fair.



36th Edition of IILF Fair 2023: Prominent visitors at CFTI Chennai stall Shri.Prashanth Sharma PPDC Agra Shri.Rajesh Ratnam, CEO LSSC, Shri.Afzal Mitha, Head Buyer for Metro Brands, Mr.Andrea Gabiati from New Last Italia Srl



IMPORTANT EVENTS



CFTI, Chennai have facility of manufacturing Customized foot bed for arch support and for even distribution of weight and do servicing for Diabetics, Orthopedics and Athletics.



Welcome by Shri. Murali Director @ CFTI Chennai to Shri. Bharat Prakash Joint Development Commissioner, DC (MSME), Ministry of MSME, Govt of Chennai during his visit to Puducherry.



Shri. Dola Shankar Managing Director, Leather Industries Corporation of Andhra Pradesh (LIDCAP) to CFTI, Chennai and discussed with Shri. Murali K Director CFTI, Chennai on Technical cooperation on newer Technologies in Footwear Sector

Visit by Mr. Mike Winters from SATRA UK to CFTI, Chennai and discussed with Shri. Murali K Director CFTI, Chennai on association between the organizations to improve the standards on shoe materials and test methods for standardization.



Shri. Murali K Director CFTI Chennai along with Shri. Camalarajan VP AFCAMMI & MD Priya Impex Consultants, Shri. Asanka Rajapaksa, Sri Lanka and Shri. Sanjeev Khara with Veteran Footwear Technocrat Shri. Rangith Hettiaarachy from Sri Lanka at CFTI, Chennai.

Visit of representatives from Ms. Star International to CFTI, Chennai along with Mr. Jacob Kim from Kukdong Machinery, Korea and Mr. Andrea Galbiati from Newlast Italia Srl and discussed on New Technologies with Shri. Murali K Director CFTI, Chennai





IMPORTANT EVENTS



CFTI, Chennai Director Shri. K Murali inaugurated and distributed Training kit to candidates from Karnataka for Training in Designing and Manufacturing of Footwear at CFTI, Chennai under sponsorship of Khadi and Village Industries Commission (KVIC)



Exposure Visit by private college students to CFTI, Chennai along with Head of the Department is being accompanied and demonstrated by Shri. Y V R Choudhary and Shri. GnanaPalani Faculty



Visit of Shri. Murali K Director CFTI, Chennai along with Shri. Gaurav and his team from Quality Council of India (QCI) on inspection cum review to one of the Shoe unit belongs to FENG TAY GROUP at Pochamballi, Krishnagiri.

CFTI-Chennai, Conducts "Industrial Circuit Design" training on demand based self financing mode in order to enhance skills. This Institute issues certification after successful completion.



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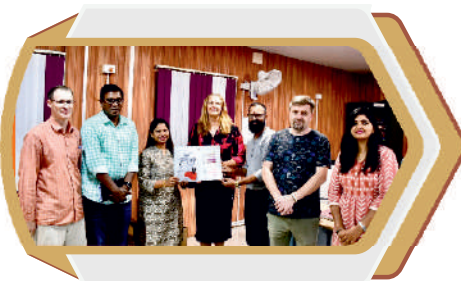
IMPORTANT EVENTS



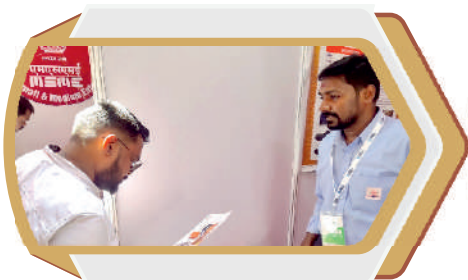
Shri.Bharat Prakash Joint Development Commissioner (JDC) at Puducherry Tool Room, New MSME Technology Centre on discussion & review with Japanese delegates, Contractors EPIL, TCE Consultant & Shri.Murali Director @CFTI_Chennai on New Tool Room establishment at Sriperumbudur



During the launch of Virtual reality content for Leather sector by Leather Sector skill council (LSSC) at Hotel Trident, Chennai. Shri Murali K Director CFTI, Chennai on first hand demo & training on Pattern sewing machine in front of Industry veterans



Visit of Mr.Jan Borek, Ms.Romana Spackova from Minerva - Durkopp Adler along with their agent Mr.Suresh from SP International and had a meeting with Shri.Murali K Director, CFTI, Chennai



MSME Connect 2023 CFTI, Chennai participates in Vendor Development Programme cum Exhibition of Products organised by MSME DFO, Chennai at Sipcot, Guindy, Chennai and disseminate the services offered by MSME Technology Development centre, Chennai in the area of Footwear



CFTI, Chennai participates in MSME Technology Centres Conclave 2023 at Guwahati, Assam.Hon'ble Minister of State, Ministry of MSME, GoI; Secretary, Ministry of MSME; Hon'ble Minister of Industries, Govt of Assam and entire Ministerial team organised and made it a successful event.



IMPORTANT EVENTS



Visit of Ms. Margaux, Ms. Maelle, Mr. Quentin from "SEE by CHLOE, France" a leading International brand in Leather goods and see the facilities of the Institute and interacted with the students



On behalf of the Institute, CFTI, Chennai Coordinator Mr. Koteeswaran attended PM Vishwakarma Kaushal Samman (PM VIKAS) at MSME Testing Centre, Chennai" on Saturday 11th march 2023



Shri. Hariprakash, Director QCI and his team audited and inspected with Shri. Murali K Director @ CFTI Chennai and members of Training Division who conducted the training programmes during the year 2019-20 sponsored by DPITT, Ministry of Commerce and Industry.

Visit of Shri. Hariprakash Director QCI Quality Council of India visits Office of Leather Sector Skill Council (LSSC) in Chennai and met Shri. Rajesh Ratnam CEO LSSC along with Shri. Sekar Coordinator from CFTI Chennai





IMPORTANT EVENTS



Shri.Natarajan Vice President (Shangvi) show case the facilities and the processes of HDPE last manufacturing to Shri.Murali K, Director CFTI, Chennai & also QCI team in the shop floor at Shangvi last manufacturing plant, Mottur,Vellore.



Shri.Gokul Director (Placement) from Bharath University, Chennai visited our Institute and Shri.Murali K Director CFTI, Chennai take a short tour to the workshop and show case the advance facilities of shoe making.



Verification of artisans by Shri.Murali Director CFTI, Chennai & Ms.Kasthuri Saikia AD from MSME DFO, Bangalore along with LIDKAR Officials being a Technical Agency for the cluster programme at Chitradurga, Karnataka



Mr.Jackson Yu Chairman & Mr.Kevin Yu Vice Chairman from Taiwan Footwear Manufacturers Association along with 40 members visited the Institute organised by Mr.Pradeep & Mr.Vikram KeerthiJayakumar VP from Guidance Tamilnadu. Mr.Murali K Director CFTI, Chennai interacted with them.



Visit of Mr.Roberto Re from MACAP Srl, Italy along with Shri.Camalarajan MD, Priya Impex Consultants to the Institute and had a meeting with Shri.Murali K Director CFTI, Chennai after the IILF Fair 2023

Visit of Mr.Dipen from FOCUS represents along with Mr.Alberto Paccagnella President & Mr.Stefan Migleczi from OMAC Srl, Italy and Shri.Murali K Director CFTI, Chennai show case the facilities of the Institute and discussed on Leather Machines and newer technologies



CELEBRATIONS



As we celebrate the 74th Republic Day, let's promise to protect our nation and its flag. Let us not forget the rich heritage of our country and feel proud. With faith in our hearts and independence in our thoughts, let's salute the Nation. Wishing You Happy Republic Day 2023

Flag Hoisting at Central Footwear Training Institute, Chennai and it's Extension Centre at Vaniambadi by Shri Murali Director & Shri.Akbar respectively amid 74th Republic Day celebration in India





IMPORTANT EVENTS



March 8th 2023, International Women's Day celebrated by all Women Staffs and students in the presence of Smt.Radhika Singh, MD Radhika Shoecrafts, Dr.Rajini, Director, Vels Institute of Science and Tech, Smt.S.Lalitha, OS, CFTI Chennai, & Smt.Chandralekha Ganesh, Faculty, CFTI Chennai



At One's Fingertip



Gabor Shoes

1919 - 1946

1919: Pius Gabor founds a business for shoe and leather goods trade in Groß-Strehlitz.

1935: Pius and his wife, Luzie, succeed at expanding their shoe business considerably. 8 trained salespersons are employed. The shoe shop includes a shoemaker's shop for customised shoes and a small shoe production for work shoes.

1945: In the final weeks of the 2nd World War, the business is destroyed completely. Pius and Luzie Gabor both die. The spouses had 5 sons. The children, who remained at home, were able to flee to relatives shortly before.

1946: The eldest son, Bernhard Gabor, begins to produce slippers from old car tyres in a barrack in Saalfeld (Thuringia), and from 1947, together with his brother Joachim Gabor.

1949 - 1952

1949: Bernhard and Joachim Gabor found a shoe factory in Barmstedt near Hamburg. The first sewing machine, a Singer 34, is obtained in exchange for their father's gold pocket watch. So-called "shoes for anyone" were the start but hardly a profitable business. They are sold in the immediate locality. California lasting is introduced from America as production can be carried out without elaborate machinery.



1951: After a study trip to the USA Gabor becomes the first company in Germany to use a machine for prefinishing single soles (prefinished soles).

1952: The first factory of its own is built in Barmstedt, (August-Christen-Straße). Word gets round about the excellent quality of the workmanship. Gabor Californias are the big sellers. Retailers offer payment in advance for supplies. Gabor breaks into the major league of classic shoe suppliers. With the presentation of the collection to the then Ringschuh [largest Austrian shoe trade association] cooperation with the buying and marketing groups begins.

1955 - 1960

1955: The Californias are replaced by the Ago Ballerinas where past experience can be used. Production has risen to just under 200,000 pairs.

1956: Gabor is the first company in Germany to use ready-made soles for the production of its Ago shoes. Something that the Americans had not yet risked doing.

1959: Expansion: Factory II (Nappenhorn) is set up in Barmstedt - a very modern factory with ideal working and production conditions. Production can barely keep up with demand. The numbers of pairs is distributed on a quota system.

1960: For the first time Gabor sells heels with steel lifts. Because of the level of its creative and technical standards the collection becomes increasingly popular. Gabor now goes to Austria and starts up production in Spittal an der Drau. The EFTA area is opened up from Austria.

1961 - 1965

1961: The Gabor Vertriebsgesellschaft is founded in Zug to cater for the growing Swiss market.

1962: Efficient mass-production enables Gabor to offer box calf court shoes at prices that were previously only possible for rind box shoes.

1964: Factory I is built along the lines of Barmstedt II in Spittal and put into production. New foreign markets are opened up.

1965: Shoe specialists from the USA and other industrialised countries visit Gabor to see its exemplary production methods. The foundation stone for the new company headquarters is laid in Rosenheim.

1966 - 1970

1966: The year is overshadowed by the untimely death of the co-founder Bernhard Gabor. Rosenheim becomes the new base and company headquarters. 60 families relocate from Barmstedt to Rosenheim - an exodus the likes of which has never been seen before in the sector.

1969: Expansion: Factory II is put into production in Spittal. Gabor's reputation as a quality brand is consolidated. Its voluntary social benefits have already passed the one million mark. A subsidiary stitching plant is set up in Oldenburg/Holstein.

1970: Gabor employs 1,700 staff, produces 18,000 shoes a day and supplies more than 5,000 specialist shoe outlets throughout Europe. The Gaby name becomes an independent brand for the youth market with the motto: Lots of shoe, lots of chic for little





money.

1971 - 1977

1971: The 100 million DM turnover mark is passed. With AnaNina, the predecessor to Gabor comfort, Gabor introduces a comfort programme to the market. 1973: Expansion: Construction of a modern high bay warehouse in Spittal. In Iran

the Gabor Iran Shoe Company is founded as a joint venture, a new production site is built and put into production. In 1974 it is officially opened.

1976: Alongside Spittal and Lienz/East Tirol (1974) production is also now carried out in Villach. Gabor takes over the struggling Medicus business, thus saving 100 jobs.

1977: A sales office is set up in America. It is based in the Empire State Building in New York.

1978 - 1982

1978: Turnover exceeds the 200 million DM mark. More than 3,000 employees manufacture 25,000 pairs of shoes every working day. Startup of a modern high bay warehouse in Rosenheim.

1979: Expansion: A new production and storage facility is put into operation. Udo Jürgens is the star guest at the staff celebrations for the 30th anniversary of the company.

1980: Gabor takes over the American shoe retail chain Prague's and thus gains a foothold in the American market. In Deutschlandsberg in Styria production of uppers is started in rented premises. The activities in Iran are suspended because of the overthrow of the government.

1982: In Deutschlandsberg the factory completed and put into operation in 1981 is officially opened and the newly built office building in Switzerland occupied. Start of the fourth development phase in Rosenheim: the production hall is extended and connected to the high bay warehouse.

1983 - 1986

1983: Gabor segments its range according to target groups. Lady Gabor becomes an independent product division with its own sales force. In Spittal on

the initiative of Gabor the master craftsman training school for the shoe industry is founded. Imports from the far east flood the market with cheap shoes and cause problems for suppliers like Gabor. Gabor responds to this competitive pressure with "global sourcing": components such as uppers are produced externally to order or sourced from cheaper countries.

1984: Gabor trains more than 300 apprentices. Every tenth member of staff is a trainee. Great emphasis is placed on training as a long-term way of assuring a new generation of shoemakers.

1986: The eastern European business built up via Austria almost comes to a standstill as a result of the lack of foreign currency. The sharp upward curve of the turnover makes a noticeable dip. The market forces the company to move more of its production abroad. Production of uppers is taken up in Portugal.

1987 - 1992

1987: Gabor moves into the casual fashion market with Holly Jollys Relaxing Shoes. CAD technology is introduced into model development. The branch stitching plant in Lienz is closed.

1990: 69% of all women between 14 and 64 have heard of Gabor. That makes Gabor the brand with the highest degree of brand awareness among ladies' shoe only suppliers.

1991: The new factory in Silveiros/Portugal is put into operation, the management moves from Trofa to Silveiros. In Barmstedt the closure of the original factory is announced for 31 January 1992. In the 43 years of its existence exactly 29,724,168 pairs have been manufactured in Barmstedt.

1992: Gabor is presented with the German Leather Goods award. The Spittal factory changes over to group working. Telecommunication by satellite arrives at Gabor. The first video conferences are introduced. Production is discontinued in Deutschlandsberg and the plant closed.

1994 - 1998





1994: A section of the Rosenheim production hall is redesigned as a modern creative centre. With “Gaborella” a new product line for the cheaper end of the consumer market is introduced. The name is later changed to Gabor Sport. A decision is taken to change the form of the company from 1 January 1995 into an Aktiengesellschaft [public limited-liability company].

1996: Gabor starts production operation in Slovakia. The foundation stone is laid for the new factory in Banovce that is officially put into operation in 1997. An additional production facility for uppers is set up in Liptovsky Mikulas.

1997: Gabor withdraws from the US business. The Shop & Store Concept is implemented.

1998: Gabor is now for men too: A gentlemen's shoe collection is brought out on to the market. Gabor goes into the second half of the company's first century with the highest turnover domestically (DM276.1 million), the highest turnover abroad (DM157.9 million) and the highest production in the company's history (6.3 million pairs).

1999 - 2005

1999: Gabor celebrates its 50th anniversary.

2001: Gabor obtains the licence for Camel active footwear and grants a licence for Gabor bags.

2003: Gabor suffers from the worst drop in consumer demand since the end of the war in Germany. Production capacities and cost structures are adjusted to the lack of orders, sample production is moved from Rosenheim to Spittal.

2004: Gabor grants a licence for shoe care products. The production in Portugal is concentrated at the Silveiros site, Trofa is closed. A turnaround in order receipts becomes apparent.

2005: Generation change. Joachim Gabor, co-founder of the company, hands over the company management to his son Achim and goes onto the Supervisory Board.

2006 - 2010

2006: Gabor brings out a sophisticated design for different boot widths in the calf area that makes a great impact in the market.

2007: Gabor enters the children's shoe market.

2008: Turnover exceeds €300 million for the first time (inc. licences). By the end of the year 400 Gabor shops are operating in the retail shoe trade. Gabor takes over the Spanish shoe brand Snipe.

2009: Gabor celebrates its 60th anniversary. In the 60 years Gabor has produced and sold a total of 233.9 million pairs of shoes.

2010: Gabor opens shoe museum on the Landesgartenschau (State Garden Show) in Rosenheim. With rollingsoft, Gabor launches the shoe with the foot rolling effect that improves the posture both when walking and when standing still.

2011 - 2016

2011: Gabor grants a licence for slippers under the trade mark Gabor home.

2013: Again Gabor wins the “TW-Studie Damenschuhe” (best ladies shoe brand, biggest growth potential). The same year sees the death of co-founder and “shoemaker by passion” Joachim Gabor.

2014: Honoured with the Focus Money & Schuhkurier-Award sustainability prize: best producer 2014

2015: Gabor was distinguished as a particularly family-friendly company in its region with the “Familienlöwen” (Family Lion) award

2016: Location anniversary: 50 years Rosenheim, 30 years Silveiros and 20 years Banovce.

In addition, Gabor celebrates the production of the 300 millionth pair of shoes.

2017 - 2019

2017: Gabor launches an online marketplace with selected trading partners in Germany. This enables Gabor to offer their consumers the widest choice of Gabor shoes on the internet.

2018: Gabor grants a licence for high quality socks and fine stockings under the trade mark Gabor legwear.

2019: Gabor celebrates 100 Years Loving Shoes



Chandralekha Ganesh
MBA, PGDFT
Management Faculty, CFTI CHENNAI



SEMINAR SERIES BEING CONDUCTED BY CFTI CHENNAI



As you are aware that CFTI, Chennai has carved a niche for itself for training and making 'Industry Ready' footwear professionals over the last many decades. In its quest to always remain ahead of the curve and to equip its students with the latest developments in Technology, Management Practices, Market knowledge, Quality and Standardization CFTI, Chennai has raised its benchmarks to meet the global market demands and global performance benchmarks. The students who graduate out of CFTI, Chennai are equipped with the most advanced knowledge as well as hands on exposure to the latest Technological developments which sharpens their skills and enables them to help the Industry march forward as they pursue their careers in the Industry.

Footwear is as much Science and Technology as it is an art. The CFTI, Chennai with its state of the art facilities and experienced faculty grooms skilled professionals who can meet the challenges of the Footwear Industry head on in a globalised scenario.

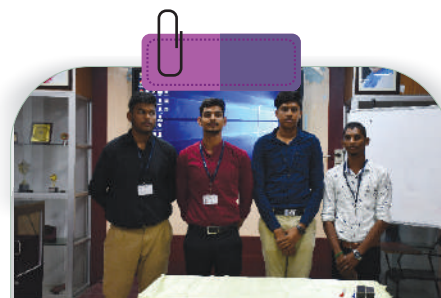
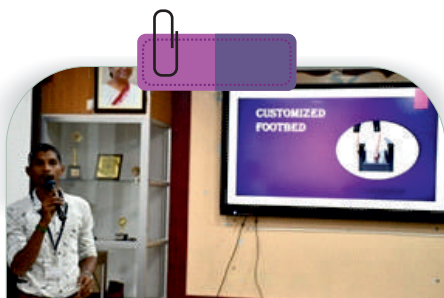
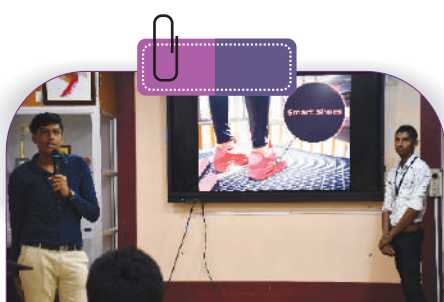
However, along with the knowledge imparted in-house, it is extremely important that the students hear first hand from experienced practitioners in the Industry on various facets of 'day to day challenges' in running an enterprise.

It is in this context that CFTI, Chennai holds a "Seminar Series" for its students to keep them abreast of the latest in the Industry be it a New Product, a New Process, a New Machine, a New Software, New Automation products, New Practices for Improving Quality and Productivity, New Testing Protocols, New Regulations, New Standards, New Management Techniques and many more such useful topics. This seminar series being gather technocrats, Industry & Academia in the footwear sector.



Seminar XI

CFTI Chennai conducted the **Eleventh Seminar** in the 'Seminar Series' on 23.12.2022 on the topic of **"Smart Shoes by Mr. Kishore Krishnan, Adhesive Bonding Failure by Mr. MD Faiz, Sustainable Leather by Mr. Yash Mohan Srivastava, Customized Footbed by Mr. Tamizharasan**, Students of 31st DFMD, Central Footwear Training Institute, Chennai.





CFTI Chennai conducted the **Twelfth Seminar in the 'Seminar Series'** on 28.02.2023 on the topic of **"AMANN SEWING THREADS"** by **Shri. R. Prakash**, Manager - Technical Advisory Services (TAS) & Marketing, AMANN Group

Seminar XII



CONTENTS COVERED :

- About AMANN Group.
- Types of Seam Stitches.
- About major players in thread manufacturing.
- About certification of quality tests & major challenge in supply chain.
- Detailed explanation about Raw Material.
- Practical showcase in identification types of threads.
- Types of thread constructions, types of needle, stitch length calculation



(Ministry of Micro, Small & Medium Enterprises, Govt. of India Society)
Government of India



ADMISSIONS OPEN NOW 2023-2024

"Central Footwear Training Institute
invites applications for
Job oriented courses in Leather
Footwear and Allied products
Special exemption for SC/ST Students
on Tuition Fees (Free)
Do not Miss the opportunity to learn.
Avail immediately.

- ❖ DFMD ❖ ACFMT
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- ❖ PDFT ❖ LGM
- ❖ ACFDFD

MSME - TECHNOLOGY DEVELOPMENT CENTRE
CENTRAL FOOTWEAR TRAINING INSTITUTE
No.65/1, GST Road, Guindy, Chennai - 600 032.
E-mail : admission@cftichennai.in, cfti@cftichennai.in
Call : 9677943633 / 9677943733



IMPORTANT EVENTS



Shri.Murali Director CFTI, Chennai in Technical committee meeting of Leather Industries Corporation of Andhra Pradesh (LIDCAP) at Vijayawada. Shri.Harsha Vardhan IAS, Director Social Welfare Dept, Govt of Andhra Pradesh, Shri.Dola Shankar IOFS MD & VC, LIDCAP are also seen.



Inspection by Shri.Murali K Director CFTI, Chennai on the jobworks carried out by the Institute in Safety shoes manufacturing, Dieless cutting Machine works, Custom Footbed / Footwear manufacturing and in various job work verticals.



Shri.Murali Director, CFTI, Chennai, Mrs.Sathya HOD, GRI University along with staffs & Technical experts of the Institute with Students of the ESDP completed in the Institute during the 4th Quarter of the year 2023-24.



Certificate Distribution by Shri.Murali K Director CFTI, Chennai to the artisans from Telangana sponsored by KHADI Village and Industries Commission (KVIC) trained at the campus of the Institute

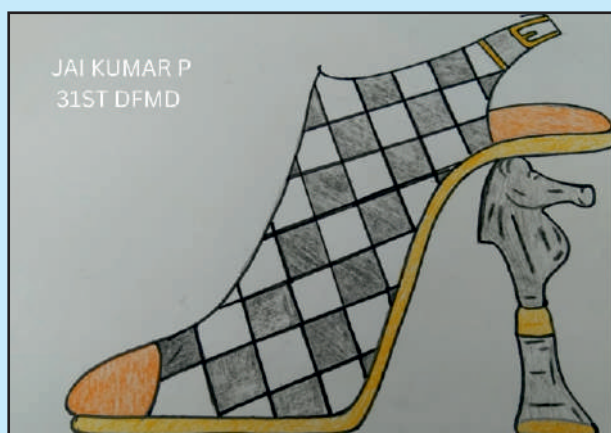


Concept Note For Student's Design – Footwear Chronicle



By Mohammed Jabrin
31st DFMD

- Inspired from Red Rose Petals.
- Designed to reflect Bold, Beauty & Perfection of Women



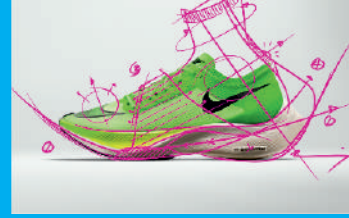
By Jaikumar P
31st DFMD

- Designed for Women's Chess Master in Perfect Shoe
- Inspired from World Chess Competition



By Wishwa Vardhini
31st DFMD

- Inspired from Arcylic Paint Pouring Concept
- Designed for Visual Effects of Colour Mix of Humans





ENTREPRENEURSHIP AND SKILL DEVELOPMENT PROGRAMME (ESDP)



CFTI, Chennai has carved a niche for itself in training and making 'Industry Ready' footwear professionals over the last many decades.

CFTI, Chennai is equipped with the most advanced knowledge as well as hands on exposure to the latest Technological developments which sharpens their skills and enables them to help the Industry march forward as they pursue their careers in the Industry.

CFTI Chennai is taking the efforts to improve the skills and knowledge of entrepreneurs, enhancing the capacity to develop, manage and organize a business venture while keeping in mind the risks associated with it. The focus of entrepreneurship development is to increase the number of entrepreneurs.

CFTI Chennai has conducted Six Week Entrepreneurship Skill Development Programme (ESDP) from 13.02.2023 to 28.03.2023 to motivate young persons (Men and Women) representing different sections of the society including SC/ST women, physically handicapped, Ex- servicemen, and BPL persons to consider self-employment or entrepreneurship as one of the career options. The ultimate objective is to promote new enterprises, build capacity of existing MSMEs and inculcate entrepreneurial culture in the country.

Summary of the courses conducted is given in the table below:

S.No	Pogramme Code	Programme/Topic of Training	Duration	Venue State & District
1	32692/E-SDP	Manual Designing & Pattern Cutting & Shoe CAD	6 weeks 6 hrs/day	CFTI Chennai, Tamil Nadu
2	32694/E-SDP	Specialized Constructions		CFTI Chennai & Vaniyambadi Extension Centre, Tamil Nadu
3	32695/E-SDP	3D Prototype Virtual Design		LIDKAR, Chitradurga, Karnataka
4	32697/E-SDP	Footwear Upper Making		LIDKAR, Chitradurga, Karnataka
5	32698/E-SDP	Quality Assurance in Footwear		LIDKAR, Chitradurga, Karnataka
6	32700/E-SDP	Leather Goods Pattern Designing		LIDKAR, Chitradurga, Karnataka
7	32701/E-SDP	Leather Goods Cutting & Clicking		LIDKAR, Chitradurga, Karnataka
8	32702/E-SDP	Leather Goods Assembly & Stitching	6 weeks 6 hrs/day	LIDKAR, Chitradurga, Karnataka

The photographs below capture the training being given by CFTI, Chennai at the various locations in Tamil Nadu & Karnataka.

DISTRIBUTION OF TOOLS & STATIONERY KITS TO ESDP CANDIDATES



GROUP PHOTO OF EACH ESDP TRAINING PROGRAMME



Manual Designing & Pattern Cutting & Shoe CAD
(32692/E-SDP)

Specialized Constructions
(32694/E-SDP)

3D Prototype Virtual Design
(32695/E-SDP)

Footwear Upper Making
(32697/E-SDP)



Quality Assurance in Footwear
(32698/E-SDP)



Leather Goods Pattern Designing
(32700/E-SDP)



Leather Goods Cutting & Clicking
(32701/E-SDP)



Leather Goods Assembly & Stitching
(32702/E-SDP)

TRAINING BEING CARRIED OUT AT CHENNAI & CHITRADURGA



Manual Designing & Pattern Cutting & Shoe CAD (32692/E-SDP)



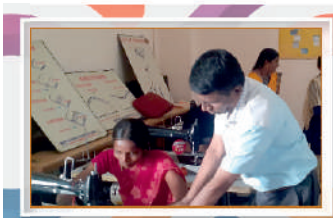
Specialized Constructions (32694/E-SDP)



Quality Assurance in Footwear (32698/E-SDP)



Footwear Upper Making (32697/E-SDP)



Quality Assurance in Footwear (32698/E-SDP)



Leather Goods Pattern Designing (32700/E-SDP)



Leather Goods Cutting & Clicking (32701/E-SDP)



Leather Goods Assembly & Stitching (32702/E-SDP)



PRODUCTS DESIGNED & DEVELOPED BY CANDIDATES FROM BATCH OF MANUAL DESIGNING & PATTERN CUTTING & SHOE CAD





GROUP PHOTO OF EACH BATCH WITH DISPLAY OF PRODUCTS



Manual Designing & Pattern Cutting & Shoe CAD (32692/E-SDP)



Specialized Constructions (32694/E-SDP)



Footwear Upper Making (32697/E-SDP)



Leather Goods Pattern Designing (32700/E-SDP)



Leather Goods Cutting & Clicking (32701/E-SDP)



Leather Goods Assembly & Stitching (32702/E-SDP)



Valedictory Function Presided Over By Director Cfti Chennai

GUEST LECTURES BY REPRESENTATIVES FROM DIC, NSIC, BANK & SUCCESSFUL ENTREPRENEUR ON THE FOLLOWING TOPICS

1. Schemes of Assistance of MSMEs
2. Motivate the participants and explain advantages of self-employment.
3. Schemes for financial support.

A PICTORIAL REPRESENTATION OF THESE SESSIONS IS GIVEN BELOW



Smt. A. Kokila, NSIC – National SC-ST Hub, Bangalore addressing the candidates



Shri. R. Subramani, NSIC – NSSHO, Bangalore addressing the candidates.



Shri. R. Balasubramanian, NSIC, Chennai addressing the candidates.



Shri. S. Velayutham, SBI, Guindy addressing the candidates



Shri. D. Saravana Kumar, Comfy Overseas addressing the candidates



Shri. Er. N. Elangovan, DIC addressing the candidates





How Metaverse Will Help Manufacturer's to Grow Better



Metaverse is a set of technologies that allows for persistent, digital representations connected to aspects of the real world, like people, places, and things and it is a think of the term cyberspace but on steroids. The metaverse adds in more layers -- augmented reality (AR), virtual reality (VR), and mixed reality (MR) – that can immerse you in virtual environments.

With the metaverse, we might overlay information on the real world. For example, smart glasses might remind you about a friend's birthday when you run across her in the park. Or, we might recreate the physical world in a virtual setting. Imagine walking around the top of the Eiffel Tower while standing in your living room. We might create entirely new environments, such as previewing your new house before you build it.

From a business perspective, most of them are focusing on the concept of linking physical realities to virtual ones, either through digital overlays (augmented reality), or virtual immersion (virtual reality). A concept like holoportation, where employees located in different parts of the world collaborate in a virtual room, is one example of a metaverse application.

These technologies are not just limited to video games and simulations for entertainment, but also include some very real opportunities for businesses.

In the manufacturing space, here are five big impacts that AR/VR and MR will play over the next few year



1. TRAINING EMPLOYEES MORE QUICKLY, MORE SAFELY



Several companies have begun training employees on how to use and maintain equipment through the use of VR headsets instead of having them use physical equipment that can be dangerous or difficult to use in a training situation.

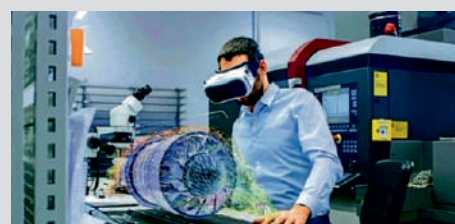
For example, training JetBlue technicians with real planes is expensive and time-consuming, so the company deployed a VR solution in partnership with software maker Strive. The program helps technicians simulate touching a plane in the most realistic way

possible -- but without the time, expense, and risk of the physical environment.

In addition, the concept of immersive learning – which combines the sense and presence of VR with learning theory, data science, and spatial design – improves the learning experience for employees, especially younger ones, rather than having them sit in a classroom all day.

2. SIMULATIONS AHEAD OF PHYSICAL DEPLOYMENTS CAN FIND IMPROVEMENTS

Part of the metaverse includes the technologies known as digital twins, in which all of the components of a physical location (or product) are digitized to produce a virtual “twin.” In manufacturing, digital twins can be used to compare the design of a product to the physical version produced – looking for product flaws, for example, or virtual environments can be set up for the purpose of simulation. For example, many autonomous vehicle designers now utilize simulations of real-world locations to fine-tune and better teach the vehicles how to better operate. In another example, BMW utilized simulation for six months at a new factory, building virtual cars on a one-to-one scale within the metaverse, before deploying the final layout for the factory, says McKinsey's Ward. In the process of those six months, the company changed about 30% of the design from the original based on the results of the simulation. “They've not said publicly how much more efficient it was, but they did say that about 30% of what they thought was the world's best factory on day one of the simulation had to change in the process,” says Ward. “These are people who build new factories on a daily basis, and they still found that level of learning from the simulation.”





ENTREPRENEURSHIP AND SKILL DEVELOPMENT PROGRAMME (ESDP)

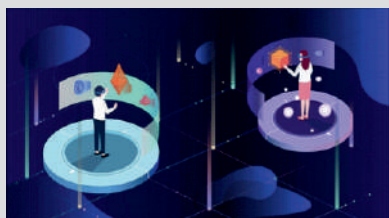


3. USING AR/VR FOR FIELD SERVICE WORKERS TO REPAIR EQUIPMENT ON THE JOB

Similar to training scenarios for new frontline workers, field service workers and technicians can also get assistance on equipment maintenance and support through AR, VR and MR technologies, says Rajat Gupta, senior director of Business Development for Autonomous Systems, Mixed Reality, and Metaverse at Microsoft.

A benefit for companies in the remote assistance space is that many solutions do not require additional hardware such as specialized AR glasses or giant VR headsets. “Many companies are exploring the use of AR with the devices they already have, including smartphones and tablets,” says Tom Mainelli, an analyst with research firm IDC. “The pandemic caused many companies to accelerate their adoption of AR/VR technologies.”

4. PRODUCT DESIGN COLLABORATION VIRTUALLY AROUND THE WORLD



Another key area where the pandemic accelerated action around VR is in product design for manufacturers. When everyone was in the office, engineers could collaborate on designs in meeting rooms, but with everyone working at home they suddenly needed a new solution. With VR, design engineers can collaborate remotely from around the world and create a virtual design.

“If you look at an automotive company, they're designing cars by starting with clay models, and they have a clay model that people can create from a visual point of view,” says Microsoft's Gupta. “Then they get designed in CAD software, but when you're thinking of collaboration, it's very hard to collaborate on CAD and imagine things in 3D, so many are now using mixed reality – AR and VR – to take that car in 3D and get people to collaborate on the car design.”

5. BUILDING PHYSICAL PRODUCTS FROM VIRTUAL DESIGNS; ADDING DIGITAL ASSETS FROM PHYSICAL ITEMS

The bridging of the physical world to a virtual world will provide several opportunities for manufacturers, potentially unlocking new revenue streams. While virtual-to-virtual commerce has been around for years – in which a video gamer can purchase digital items with real money – new concepts are arising in which physical products can be created by designs originating in the virtual space.

Examples of this have already begun to emerge in small settings. The HeroForge website, for example, allows role-playing gamers to virtually design miniature figures, with hundreds of different templates for a character's face, clothes, weapons, and poses. The completed design can then be purchased, and HeroForge can 3D print and ship the item to customers. Users can also purchase the virtual design file and 3D print the figure on their own device.

Traditionally, manufacturers have often been slow to adopt new technologies, but experts in the metaverse and AR/VR space said the opportunities are too great for manufacturers to sit on the sidelines.

“Manufacturing companies that aren't at the very least experimenting with [AR and VR] today are at risk of falling behind in the near future,” AR/VR will not only help manufacturers digitally transform their businesses, but they will be key to recruiting, onboarding, and upskilling their workforces in the future.

Sadha Nandham J

Manager - Academics & Technical Research

Mob No: +91 7904677617





Introduction

Gait is the dynamic result of the interaction of the neuromuscular and skeletal systems. Many of the pediatric gait abnormalities can occur due to the following conditions. i.e. neuromuscular disorder, deformity in lower extremity. While many pediatric gait abnormalities can be followed and treated conservatively, some gait abnormalities require a more comprehensive approach to evaluation and treatment. The intent of this article is to give a greater understanding about the gait development in children and also about some of the major gait abnormalities present in children.



Toddler Gait

Common Gait Abnormalities in Children:

Gait abnormalities are complex and often include deviations at multiple joints and in multiple planes of motion. Common variations include rotational problems (in-toeing, out-toeing), angular problems (genu varum [bowlegs], genu valgum [knock-knees]) and muscular dystrophy. The normal range of rotation of the foot, leg, and hip includes measurements that fall within two standard deviations of the mean. A variation becomes a deformity when the amount of deviation from normal for that particular age is more than two standard deviations. For example, normal external hip rotation for a five-year-old child is between 30 and 65 degrees. Those with hip values outside this range are said to have a deformity.

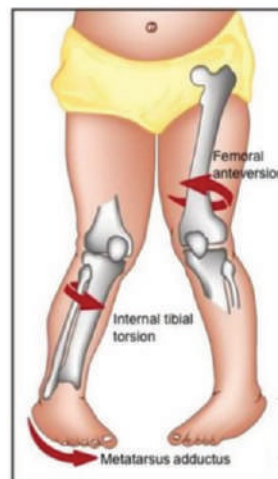
1. Rotational problems

a. In – Toeing:

An in-toeing gait is very common in children. In fact, an in-toeing gait (pigeon-toed) is the most common rotational deformity seen in pediatric orthopedics.

In-toeing usually doesn't cause pain or prevent a child from learning to walk or run and often corrects itself. Most children's feet gradually straighten out as they grow older and their walking and running improves. If the condition continues and is left untreated, it can lead to complications including:

- An unbalanced gait (way of walking) that can cause strain
- Reduced athletic ability because of problems running and jumping
- Foot deformities including bunions, hammertoes and flat feet



Causes of In – Toeing:

There are different causes for in-toeing depending on where the legs or feet are misaligned:

- Curved foot (metatarsus adductus), which is usually present at birth
- Twisted shin (tibia torsion), the most common cause of intoeing, which occurs around age 1 to 3

- Twisted thighbone (femoral anteversion), which occurs around age 3 to 8

The exact causes for these foot and leg problems are not certain, but medical experts suspect that it may be related to:

- Family history of intoeing
- Cramped position in the uterus

Corrective Measures for In-toeing in children:

In-toeing usually corrects itself without treatment in almost all children. However, the pediatrician may recommend treatment if the child develops severe problems. There are different options depending on the cause of the in-toeing, including:

- Serial casting - The pediatric podiatrist places a series of casts, each one with foot held straighter than the prior cast until the deformity is resolved. Effective from about 6 weeks of age through about 14 months.



- Wheaton brace - This commercial brace can be used to treat Metatarsus Adductus and Internal Tibial Torsion. It is effective from about 6 months through age 2.



- Dennis Browne splint - this is the old fashion bar affixed between shoes that infants sleep with at night.
- Surgical treatment - Surgical treatment may be required for severe cases or if correction is not achieved by the non-surgical treatments listed. The conservative treatments are generally effective if utilized early when the joint of **the foot are developing and “malleable.”** In Surgery the shinbone or thigh bone is realigned.



To be continued.....

By
N S Shai Lakshmi
M.Tech(Footwear)
Faculty , CFTI Chennai



ATTRITION SURVEY in



“Leather and Leather Products Industries” (From Employee & Employer Perspectives)

INTRODUCTION

Employee attrition is a very big problem globally. It is increasing day by day, and especially our footwear industry is affected the most in the present situation. Why an employee leaves an organization is the question asked by most of the employers. Even the biggest and best companies face some degree of employee attrition. HR does recruiting of new employees and then sends them for training so that they can understand the technical skills and become better skilled in their profession. In this situation, each and every company faces employee turnover problem due to repetitive recruiting and training of employees.

SURVEY RATIONALE

Central Footwear Training Institute, Chennai has conducted a survey on "Employee Attrition Rate". The objective of this survey is to identify the reason behind the employee attrition and to find out the solution for the control of the same.

This report presents the findings of the “Attrition Survey” which was administered in Leather and Leather Products Industries

- The survey questionnaire has been designed to elicit information from both employer and employee point of view.
- The survey was designed to spot out the reasons for quitting or discontinuing their jobs.
- Discover employee opinions about their industries/companies/organization.
- Also helps in pinpointing employee suggestions for their better engagement in the work.
- Discover the challenges faced by individual company or organization with respect to attrition.
- Therefore, CFTI, Chennai through the survey helps in identifying the solution for the control of attrition rate in each individual organization separately.

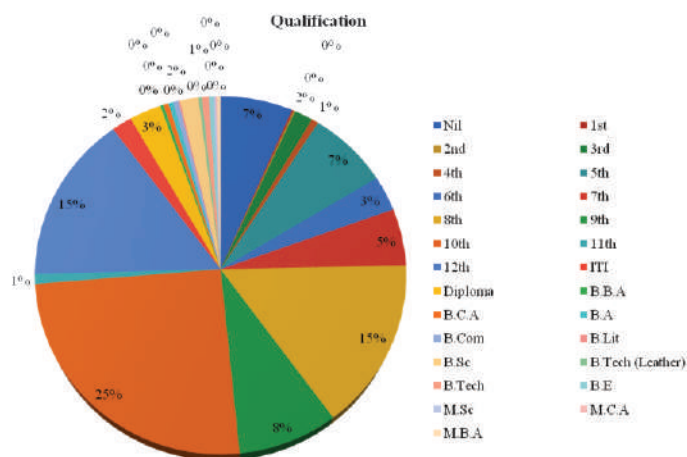
In the initial stage of the attrition project, CFTI Chennai conducted its survey in six companies covering various sectors of leather and related products. CFTI, Chennai has collected totally **671 responses** from the employees and **17 responses** from the employers.

EMPLOYEE RESPONSES

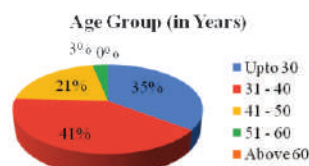
Personal Data (Consolidated)

1. Qualification Details of the Employees

- Majority of the workers i.e. **25%** have **S.S.L.C** as their educational qualification
- Next majority qualification among workers is **8th Std (15%)** and **12th Std (15%)**

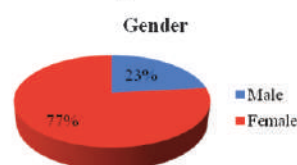


2. Age Group Categories

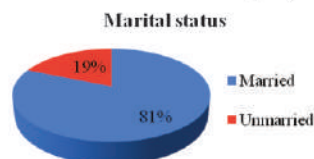


- Majority of the employees lie in the age category of **31-40 years i.e. 41%**

3. Gender Categories

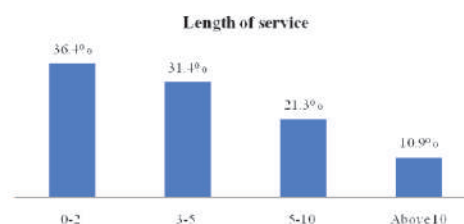


4. Marital Status of the Employees

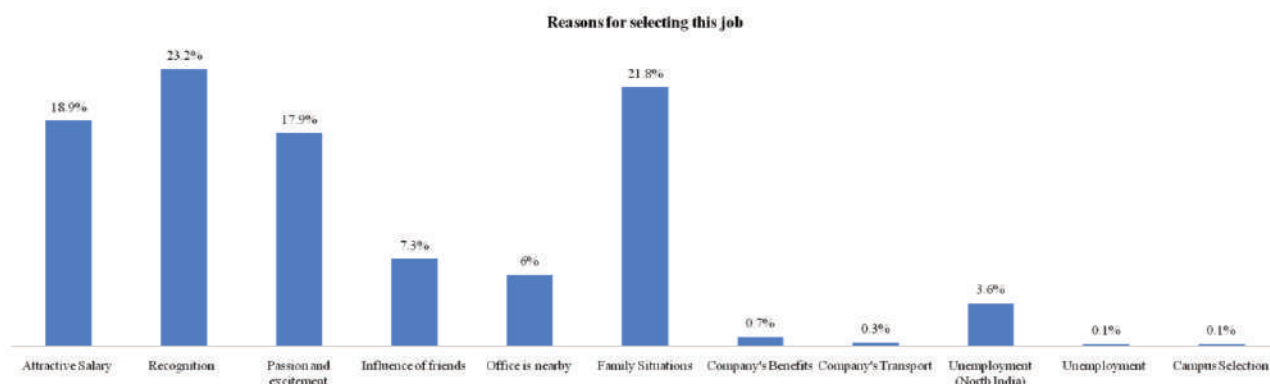


Research Data (Consolidated)

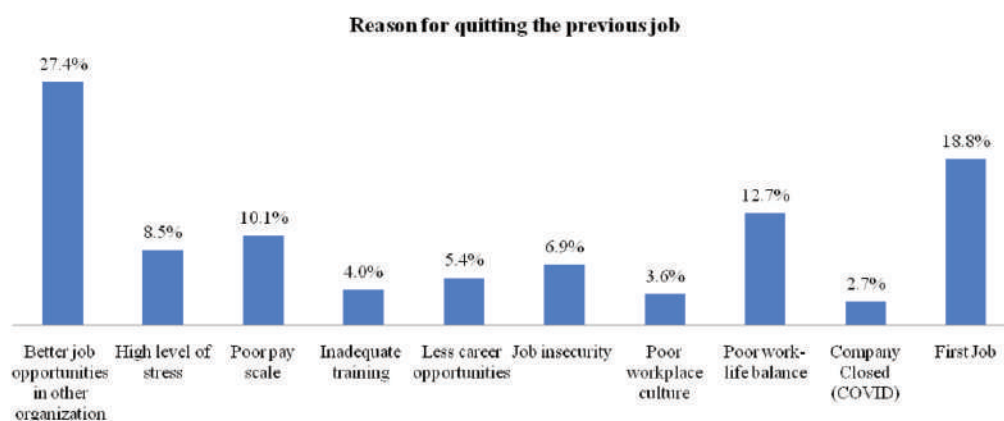
1. Employee's service length in their organization



2. Employee's reason for selecting their organization



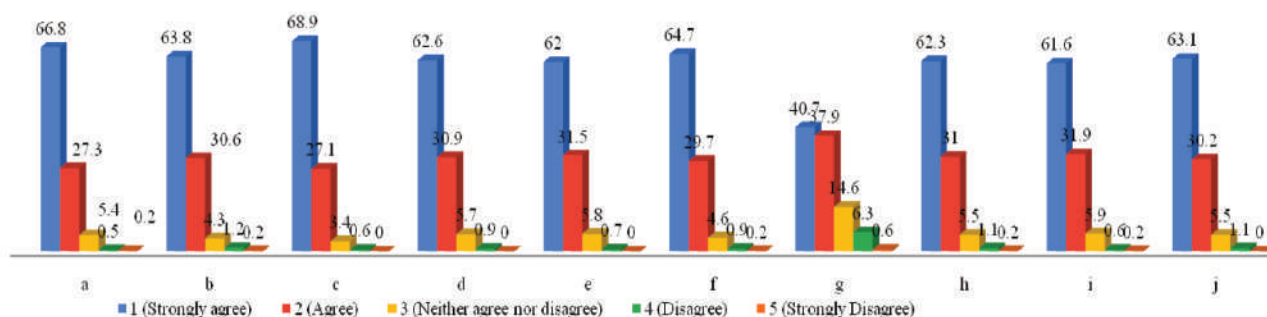
3. Major reasons of quitting their previous job



4. Rating given by employee for different statement to identify their opinions about the organization:

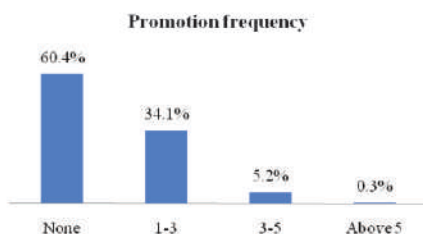
- I am satisfied with the training provided for my current job.
- Our company is concerned with long term welfare of the employees.
- I feel secure that I will be able to work for the company as long as I do a good job.
- I feel I can voice my opinion without fear.
- My immediate superior deals with employees problems fairly.
- The communication I received from company is timely & accurate.
- Our company maintains good salary levels
- I receive co-operation from all other departments.
- My department is well organized for the work it does.
- Company employee policies are properly and equally administrated in our organization.

Rating given by the employees for statements



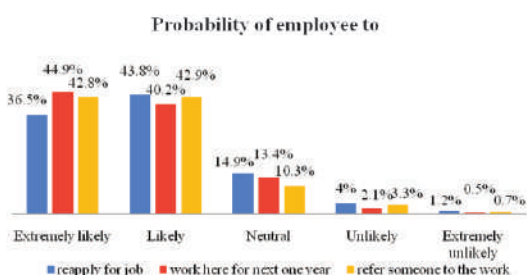


5. Employee's promotion frequency

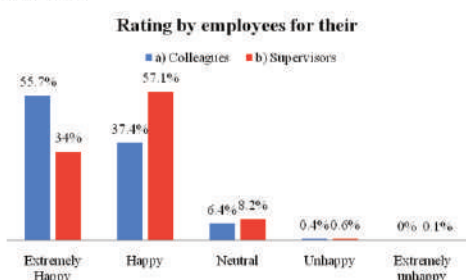


6. Employee probability :

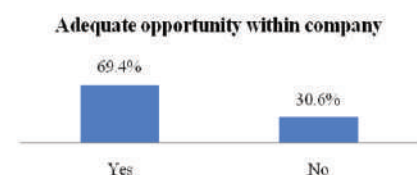
- a) to reapply for job
- b) to work in their current organization for the next one year
- c) to refer someone to work in their company



7. Employee's opinion about their a) colleagues Supervisors b)

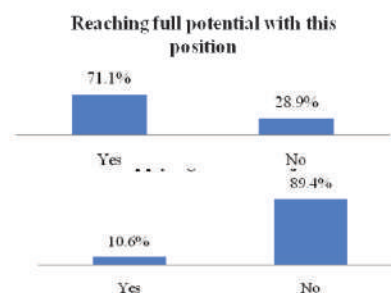


8. Employee's opinion about adequate opportunity to move to a better position within the company



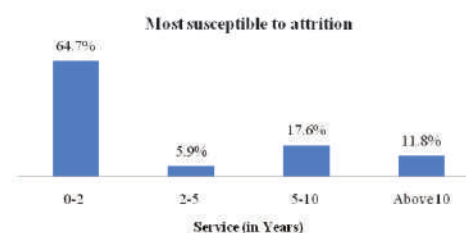
9. Employee whether interviewed for another job in last three months

10. Employee whether reaching their full potential within the given position

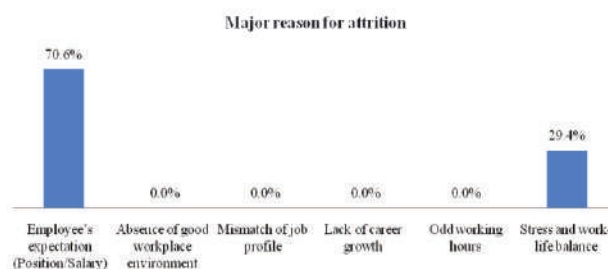


EMPLOYER RESPONSES (CONSOLIDATED)

1. Most susceptible experience range of employees to attrition



2. Major reason of attrition in their company

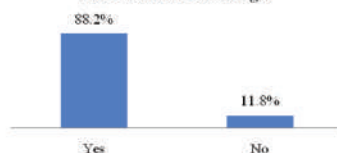


3. Greatest Human Resource Management challenge faced by your organization



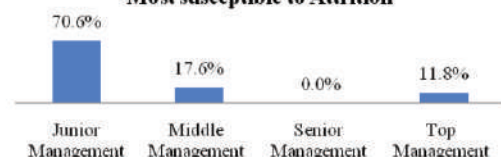
4. Whether employee attrition is recognized as Human Resource (HR) challenge?

Is Attrition HR challenge?



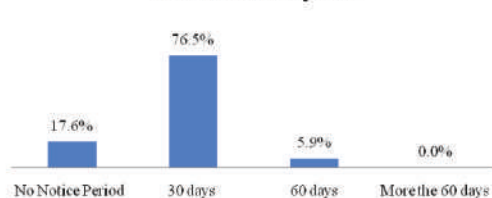
5. Most susceptible level of employees to attrition

Most susceptible to Attrition

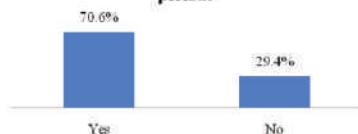


6. Is organization making it mandatory for the employees to serve a notice period?

Duration of notice period



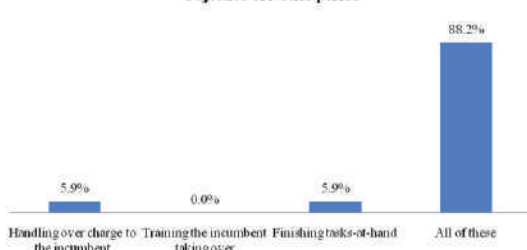
Does organization serve a notice period?



7. Duration of notice period in their organization

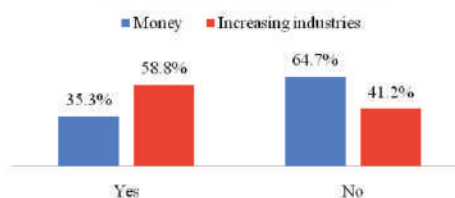
8. Main objective of Notice period

Objective of Notice period



9. Does money & increasing industries influence attrition of the organization?

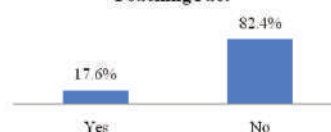
Factors influencing attrition



11. Does your organization have any 'No Poaching Pact'?

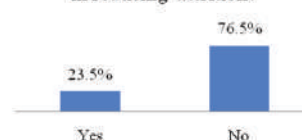
(A mutually agreed arrangement that prohibits hiring or poaching employees from member organizations) with other companies that are likely to hire your ex-employees?

Does organization have "No Poaching Pact"



12. Does 'No Poaching Pact' helps in reducing the attrition rate?

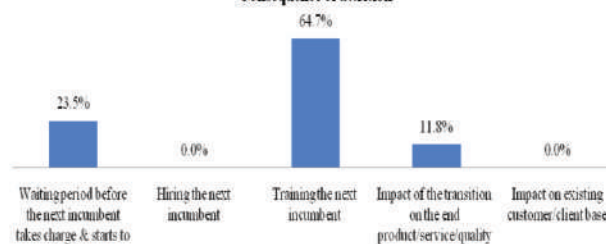
Does 'No Poaching Pact' help in reducing attrition?



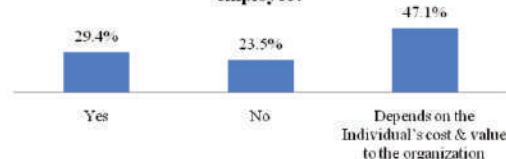
13. Consequence faced by the organization due to attrition

14. Effort taken to retain the resigning employee

Consequence of attrition

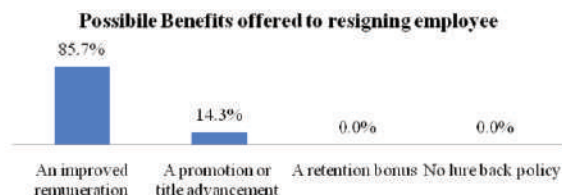


Was any attempt made to retain resigning employee?

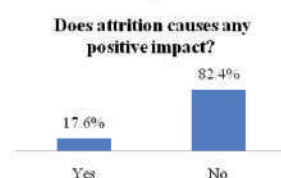




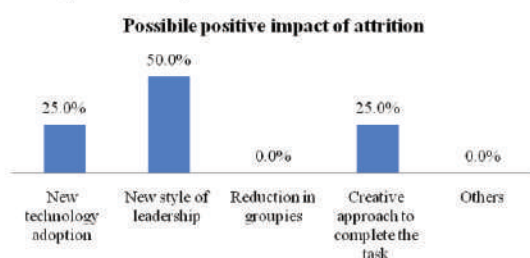
List of Possible Benefits offered to resign employees to retain them.



15. Positive impact of attrition if any



List of positive impacts



FEEDBACK AND SUGGESTIONS:

COMPANY A (SHOE FACTORY):

Negative feedback received	Positive feedback received
<ul style="list-style-type: none">Lack of career growthNo PromotionInsufficient pay scaleLack of motivationLack of employee recognitionInsufficient incentivesPoor work life balanceHigh level of StressNo Maternity benefits	<ul style="list-style-type: none">Satisfied with provided trainingFeel Secure about their job

Suggestion for improvement

- Try to provide better pay scale according to their skill

- Give performance-based incentives.
- Motivate employee through awards or recognition or promotion
- Help to build their careers and make them to explore more on latest and advanced technologies
- Encourage employee feedback.
- Have Regular Check-Ins to boost employee trust and involvement
- Train the managers to become better coaches.

COMPANY B (SHOE FACTORY):

Negative feedback received	Positive feedback received
<ul style="list-style-type: none">Located away from major metropolitan areas	<ul style="list-style-type: none">Good organization with employee benefits like PF

- | | |
|--|---|
| <ul style="list-style-type: none">Migration is difficultPoor work life balance (Cant continue after marriage)Insufficient SalaryNo Maternity benefitsWork Pressure | <ul style="list-style-type: none">Workers satisfied with training providedIncreased Employee moraleSatisfied with provided trainingFeel Secure about their job |
|--|---|

Suggestion for improvement

- Try to provide better pay scale according to their skill
- Try to arrange transport facilities to the employee or provide transport allowances
- Encourage employee feedback.
- Help the employee to develop both personally and professionally.
- Prioritize employee mental health like offering flexible work schedules, providing additional paid time off, etc.
- Implement a health-and-wellness program.
- Promote work-life balance among employees

COMPANY C (GOODS FACTORY):

Negative feedback received	Positive feedback received
<ul style="list-style-type: none">Insufficient pay scalePoor incrementLong hours of standingPoor work life balance	<ul style="list-style-type: none">Good organization with employee benefits like PF, TransportCompany shows good care towards employee



<ul style="list-style-type: none"> No Maternity benefits 	<ul style="list-style-type: none"> Separate committee available for each query. Increased Employee morale Satisfied with provided training Feel Secure about their job 	<ul style="list-style-type: none"> Encourage employee development Create an employee recognition program Organize team-building activities. Help the people to develop—both personally and professionally. Have Regular Check-Ins Breaking Down Barriers to Diversity and Inclusion (25% of workers are from North India)
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COMPANY E (BELT FACTORY):

Suggestion for improvement

- Try to provide better pay scale according to their skill
- Try to provide better salary hike or increment
- Motivate employee by providing appraisal for their efforts
- Organize team-building activities.
- Give employees the tools to ask for feedback
- Train your managers to become better coaches.
- Encourage ongoing one-on-ones.
- Organize team-building activities. (Spend half day in celebrating festivals or milestones)
- Maintain a happy workforce and a positive company culture.
- Train employees in all departments and circulate their job role monthly once (repetitive activities some time causes musculoskeletal disorders)
- Conduct some ergonomics technique workshop or seminar

COMPANY D (TANNERY):

Negative feedback received	Positive feedback received
<ul style="list-style-type: none"> Located away from major metropolitan areas Lack of transport facilities Insufficient pay scale Less pay for OT 	<ul style="list-style-type: none"> Good organization with employee benefits like PF Free lunch for employees Increased Employee morale Satisfied with provided training Feel Secure about their job

Suggestion for improvement

- Try to arrange transport facilities to the employee or provide transport allowances
- Increase the OT payment
- Motivate employee by providing appraisal for their efforts
- Promote work-life balance among employees

Negative feedback received	Positive feedback received
<ul style="list-style-type: none"> Healthy issue Less pay scale Poor work life balance Lack of self upgradation Poor Career opportunities Work pressure 	<ul style="list-style-type: none"> Office is nearby Good organization with employee benefits like PF Company shows good care towards employee Increased Employee morale Satisfied with provided training Feel Secure about their job

Suggestion for improvement

- Try to provide better pay scale
- As most of the employee are nearby, try to provide travel allowance or transport for employee coming from long distance
- Provide designated work nature for middle level management employee
- Help to build employee' career growth level**
- Motivate employee by providing appraisal for their efforts
- Create an open line of communication.
- Give employees the tools to ask for feedback
- Encourage ongoing one-on-ones
- Maintain a happy workforce and a positive company culture
- Give performance-based incentives.
- Have Regular Check-Ins
- Try to provide medical allowances for workers

Attrition Survey by CFTI, Chennai Team members:





BENEFICIARIES OF CFTI CHENNAI



(A) Long Term Course

1	M/s. SEZ Developers Pvt. Ltd., Bargur
2	M/s. Ayyappa Enterprises, Chennai
3	M/s. Alina Pvt Ltd, Chennai
4	M/s. K.H.Exports India Pvt Ltd
5	M/s. A2DS Schuh Fabrik Pvt Ltd,Ranipet
6	M/s. Kenmore Shoes Pvt Ltd(Farida), Chennai
7	M/s. Florence Shoe Company Pvt.Ltd,Vellore
8	M/s. P.M.Consulting, Kanpur
9	M/s. India Shoes Exports Pvt Ltd, Chennai
10	M/s. AV Thomas Exports Limited, Chennai
11	M/s. ST Shoes, Gudiyatham
12	M/s. Kora Shoes, Walajapet
13	M/s. TATA International, Ranipet
14	M/s. Mohib Shoes Pvt Ltd, Ambur
15	M/s. Raadhika Shoe Crafts Pvt Ltd, Chennai
16	M/s. Stitchmatic Shoe Crafts Pvt.Ltd, Chennai
17	M/s. LIDKAR, Bengaluru
18	M/s. Kapsons Worldwide, New Delhi
19	M/s. Royal Trading Corporation, Mumbai
20	M/s. Fash Footwear, West Bengal
21	M/s. Metro & Metro, Agra
22	M/s. Farida Shoes, Ambur
23	M/s. Shoebird, Mumbai
24	M/s. Foot Pro, Chennai
25	M/s. Alphine Shoes, Faridabad
26	M/s. Habbeb Tanning & Co, Gudiyattam
27	M/s. Walkaroo International Pvt Ltd, Kerala
28	M/s. Odysia Group - Rapture India Footcare Pvt Ltd, Kerala
29	M/s. Walajabad Mei Leather Pvt Ltd, Uthukadu
30	M/s. BBK Leathers Pvt.Ltd.Leather, Ranipet



(B) Specialized Program Beneficiaries

Name of the MSMEs / Units Benefitted	
1.	M/s. Vetri Akash Benefit Fund Limited, Chennai
2.	M/s. Sri Sathuragiri Nidhi Limited, Chennai
3.	M/s. Bricole Consulting Private Limited (opc), Bangalore
4.	M/s. Santha Food Products Private Limited, Chennai
5.	M/s. Amd Apparels Private Limited, Bangalore
6.	M/s. Kropex Candida Print Private Limited, Bangalore
7.	M/s. Floera Ceramics Private Limited, Hyderabad
8.	M/s. Santrupti Properties India Private Limited, Bangalore
9.	M/s. Manvantara Land Developers And Builders India Pvt. Ltd, Bangalor
10.	M/s. Eqforte Shelters & Promoters Private Limited, Chennai
11.	M/s. Sri Ramanuja Avenues Private Limited, Hyderabad
12.	M/s. Neocity Infra Private Limited, Hyderabad
13.	M/s. Dviyaan Silks Private Limited, Hyderabad
14.	M/s. Ghats And Murthy Realty Private Limited, Bangalore
15.	M/s. Raju Lands Private Limited, Chennai
16.	M/s. Nangan Motors Private Limited, Chennai
17.	M/s. Anchan Agro (india) Private Limited, Chennai
18.	M/s. Tech System -chennai
19.	M/s. Nordex India Pvt Ltd, Tamilnadu
20.	M/s. Dreamrealize Investment Services Private Limited, Chennai
21.	M/s. Adrushta Capital Services Private, Chennai Limited, Chennai
22.	M/s. K S Industries, Chennai
23.	M/s. Jindal Stainless Limited, Gurugram - Haryana
24.	M/s. Mahindra Insurance Brokers Limited, Ahmadabad
25.	M/s. E-merge Tech Global Services Pvt Ltd, Chennai
26.	M/s. Amneal Injectables Private Limited, Gujarat
27.	M/s. Cdac, Tamilnadu



28.	M/s. Raya Trading, Andhra Pradesh
29.	M/s. Yushii Fashion Jewellery Store, Andhra Pradesh
30.	M/s. Rbs, Chennai
31.	M/s. Sri New Generation Services, Bangalore
32.	M/s. Unalome Consulting Private Limited, Bangalore
33.	M/s. Radhman Technologies Private Limited, Bangalore
34.	M/s. Vikat Consultancy Private Limited, Bangalore
35.	M/s. Tara Tech Solutions Private Limited, Coimbatore
36.	M/s. Designtodeploy Software Services Private Limited, Bangalore
37.	M/s. Fquo Solutions Private Limited, Tamilnadu
38.	M/s. Postdot Technologies Private Limited, Karnataka
39.	M/s. I5 Software Product Management Private Limited, Tamilnadu
40.	M/s. El Shaddai Engineering Private Limited, Tamilnadu
41.	M/s. Sheba Marine Engineering Private Limited, Tamilnadu
42.	M/s. Hi-tech Engineers & Builders Private Limited, Tamilnadu
43.	M/s. Aincubate Innovations Private Limited, Karnataka
44.	M/s. Manifest Business Solutions Private Limited, Karnataka
45.	M/s. Lake Aircraft India Private Limited, Tamilnadu
46.	M/s. 6cubes Corporate Training Solutions Private Limited, Karnataka
47.	M/s. Sun Bio Naturals India Private Limited, Tamilnadu
48.	M/s. Dollarbird Information Services Private Limited, Karnataka
49.	M/s. Manvantara Educational Solutions Private Limited, Karnataka
50.	M/s. One Mind Generation Research Foundation, Tamilnadu
51.	M/s. Inventus Software Private Limited (opc), Karnataka
52.	M/s. Homedost Facility Services Private Limited (opc), Karnataka
53.	M/s. Sree Narayanee International Foods & Beverage
54.	M/s. S Private Limited, Karnatakareddy's Beverages Pvt. Ltd. Karnataka
55.	M/s. Hi Pack Blow Cans Private Limited, Tamilnadu
56.	M/s. Srk Elcardo Industries Private Limited, Tamilnadu



(C) Jobwork Beneficiaries

1	M/s. Sun Foot Care
2	M/s. Comfy Overseas
3	M/s. Poineer Inc
4	M/s. Foot Fit Solutions
5	M/s. South East (India) And Co
6	M/s. Pj Leatherwear
7	M/s. Pronil India Pvt Ltd
8	M/s. P M Leathers Craft
9	M/s. Mdm Engineerings And Technologies
10	M/s. Venu Engineerings
11	M/s. Vanity Case Group Og Companies
12	M/s. Globle Engineerings
13	M/s. Ub International Trading Ltd
14	M/s. Ms Shoe For You
15	M/s. Krisha Enterpries
16	M/s. Sri Balamurugan Agencies
17	M/s. Kavi's Fashions Pvt Ltd
18	M/s. Art Factory
19	M/s. Trexta Manufacturing India
20	M/s. Gichly Shoe Knitz Private Ltd
21	M/s. Alina Pvt Ltd
22	M/s. Alfa Traders
23	M/s. Truekem
24	M/s. Dakshin Industries
25	M/s. Disobidence Opc Pvt Ltd
26	M/s. Coro Customs
27	M/s. Legero United Shoes India Pvt Ltd
28	M/s. Humming Bird Leather Incorporated
29	M/s. Cd Shoes
30	M/s. Phoenix Leders
31	M/s. Atv Precision Components (p) Ltd
32	M/s. Alfa Impex
33	M/s. M.v Diabtes Foot Care, Chennai
34	M/s. Imaans Shoe, Chennai
35	M/s. L.m.s.gani Mohamed & Co, Vellore
36	M/s. Sam Leather, Vellore
37	M/s. Nibras Shoes Pvt Ltd, Vellore
38	M/s. Rathna Leather Pvt Ltd, Ranipet



39	M/s. Evergreen Soles,vellore
40	M/s. Nova Enterprise, Chennai
41	M/s. Indiport Footwear Pvt Ltd, Vellore
42	M/s. Habbeeb Tanning Company, Chennai
43	M/s. Narla Shoes, Ambur
44	M/s. Stanley Safety Products Pvt Ltd, Kanchipuram
45	M/s. Bharathiya International Ltd,(a.p), Nellore
46	M/s. Zubiya Leather Accessories, Vellore
47	M/s. S.h Traders (med Walk), Chennai
48	M/s. Accord Shoes, Chennai
49	M/s. Ayaz Leather Products, Chennai
50	M/s. Marudhar Tanchem Pvt Ltd, Chennai
51	M/s. P.a Footwear Private Limited, Thiruvallur
52	M/s. Chennai Mesh Enterprise Pvt, Lyd, Chennai
53	M/s. Prime Shoes, Chennai
54	M/s. One Huge Step, Chennai
55	M/s. N.v.s Manian, Chennai
56	M/s. Caldes Fashion, Chennai
57	M/s. Leather World, Ranipet-vellore
58	M/s. Cascara Garments, Chennai
59	M/s. Empories Design Studio, Chennai
60	M/s. Good Leather Shoes Pvt Ltd, Chennai
61	M/s. Sastha Leather Craft, Chennai
62	M/s. Nobal International, Chennai
63	M/s. Raj K Leather, Chennai
64	M/s. Abbu Designer, Chennai
65	M/s. Raadhika Shoecrafts Pvt Ltd, Chennai
66	M/s. Asif Goods, Vellore
67	M/s. American Orthtech, Chennai
68	M/s. Cobblers Craft, Chennai
69	M/s. Leather Hunte Pvt Ltd, Chennai
70	M/s. Hindustan Foods Ltd, Mumbai
71	M/s. Sri Sakthi Leather, Chennai
72	M/s. First Feet.co - Puducherry
73	M/s. Mm Industrise, Chennai
74	M/s. Shri. Ajay Pratap Singh-gujarat
75	M/s. Shaniyo Exports, Chennai
76	M/s. Nova Enterprise, Chennai
77	M/s. Mm Industries, Chennai
78	M/s. Alpha Leather, Chennai
79	M/s. Sanghavi Shoe Accessories Pvt. Ltd. Chennai



TARIFF FOR COMMON FACILITY SERVICES



Job work cost under common facility services in CFTI, Chennai while rendering its services to common facility services with its modernized setup and infrastructure to all Micro Small and Medium Enterprises on hourly basis and few on job basis. The lists of machine for utilization with its charges are listed here under

DESIGN SECTION

S.No.	Job Description	Description	UOM	Cost in INR
1	Design & Development	Critical Construction	1 Size	2000
		Normal Construction	1 Size	1500
		SANDAL	1 Size	1000
2	Digitizing & Pattern Grading (1.01)	Normal Construction	1 Series *	1500
		Boot & Mocassin	1 Series *	2000
		Normal Model in Sandal	1 Series *	1000
3	Marking Patterns (1.02)	Type by Plastic	1 Series *	1500
		Type by Shank Board	1 Series *	3000
4	Cut file on Paper patterns	Type by Chart (Consecutive Sizes)	1 Series *	1200
		Type by Chart (Incl. Half Sizes)	1 Series *	1500
5	Graphical Documentation Manager	Normal File	1 File	1500
6	Graphical Documentation Manager	Complicated File	1 File	2000
7	Costing Sheet	Any Type	1 File	1000
8	Insole / Sole Grading	For Any Type (Incl. Half Sizes)	1 Series *	500
9	Vaccum Shell (1.05)	For Any Type	1 Pair	150



Tariff for other Common Facility Services

CLICKING SECTION

S.No.	Job Description	Description	UOM	Cost in INR
10	Swinging Arm Clicking M/c	ATOM SE16 (16 T Capacity)	Per hour	50
11	Swinging Arm Clicking M/c	ATOM SE-18 (20 T Capacity)	Per hour	50
12	Travel Head Cutting Machine	ATOM -SP588 25 Tonnes	Per hour	150
13	Splitting Machine with width 400 mm	SEAZEN SZ 400	Per hour	120
14	Splitting Machine	CAMOGA C520RC (Without labour)	Per hour	409
15	Stamping Machine	BRUGGI	Per hour	25
16	Stamping Machine	Indigeneous (TSE)	Per hour	25
17	Strap Cutting Machine (Circular Type)	Indigenous	Per hour	50
18	Strap Cutting Machine (Vertical Type)	Indigenous (TSE)	Per hour	50
19	Cutting Machine (With Labour)		Per hour	92

CLOSING & PRECLOSING SECTION

S.No.	Job Description	Description	UOM	Cost in INR
20	SEAM Ceiling Machine		Per Hour	307
21	Flat Bed Single Needle M/c	Indigenous	Per Hour	25
22	Flat Bed Single Needle M/c	Indigenous	Per Hour	20
23	Flat Bed Single Needle M/c	TTY	Per Hour	20
24	Post Bed Single Needle Sewing M/c	AK8820	Per Hour	20
25	Post Bed Single Needle M/c	TTY 9910	Per Hour	20
26	Post Bed Single Needle M/c	ADLER (888 ECO)	Per Hour	50
27	Post Bed Single Needle M/c	ADLER (4180-I)	Per Hour	25
28	Post Bed Single Needle M/c	JUMBO KING	Per Hour	25



TARIFF FOR COMMON FACILITY SERVICES



29	Computerized Post Bed Single Needle M/c	ADLER (888 CLASSIC)	Per Hour	50
30	Post Bed Double Needle M/c	Indigenous	Per Hour	25
31	Post Bed Double Needle M/c	ADLER	Per Hour	25
32	Post Bed Double Needle M/c	JUMBO KING	Per Hour	25
33	Cylinder Bed Single Needle M/c	PFAFF-335	Per Hour	25
34	Cylinder Bed Single Needle Lock Stitch M/c	ADLER	Per Hour	30
35	Zig Zag Machine	PFAFF-418	Per Hour	25
36	Skiving M/c	TORIELLI-105	Per Hour	25
37	Skiving M/c	JUMBO KING	Per Hour	25
38	Heavy Duty Skiving M/c with Dust Collector	GLOBAL SK 112	Per Hour	40
39	Skiving M/c	JUMBO KING WR 801	Per Hour	25
40	Strobel M/c	STROBEL	Per Hour	50
41	Strobel M/c	PFAFF	Per Hour	25
42	Pneumatic Eyeleting M/c	TORIELLI	Per Hour	30



SOLE / INSOLE MAKING SECTION

S.No.	Job Description	Description	UOM	Cost in INR
43	Insole Moulding Machine	Torielli	Per hour	50
44	Insole Bevelling Machine	Indigeneous	Per hour	30
45	Insole Rivetting Mc	BRUGGI -BRU-112	Per hour	30

FULL SHOE LASTING / BOTTOMING SECTION

S.No.	Job Description	Description	UOM	Cost in INR
46	Pre Forming M/c (Moccasin-4 Station)	Indigenous	Per Hour	50
47	Toe Mulling M/c	Indigenous	Per Hour	40
48	Counter Moulding M/C	Torielli 85/ZCH	Per Hour	50
49	Counter Moulding M/c	PR 1440	Per Hour	80
50	Toe Lasting M/c (Hydraulic Type)	MOLINA- BIANCI Mobi 1/ BUSM RBII	Per Hour	200
51	Heel Mulling M/c	157.6.17	Per Hour	40
52	Side and Seat Lasting	CERIME 58 E	Per Hour	200
53	Cement Seat Lasting Machine	Toreilli/ ORMAC- 760	Per Hour	100
54	Heel Seat Crowning Machine	Alen 211	Per Hour	50
55	Pounding & Ironing M/c	Torielli - 17/AGC	Per Hour	60
56	Hot Air Blower	TORIELLI	Per Hour	40
57	Hot Air Blower	Indigenous	Per Hour	40
58	Heat Setting Plant (4 Track)	Indigenous	Per Hour	120
59	Roughing & Scouring M/c	Torielli - CF78/ CF78 N	Per Hour	50
60	Flash Activating M/c	ISMC	Per Hour	30
61	Dryer & Reactivator	PR 1155	Per Hour	120
62	Sole Attaching M/c (Pneumatic)	Elettro Technica BC	Per Hour	75
63	Sole Attaching M/c (Hydraulic)	Sigma 756	Per Hour	100



TARIFF FOR COMMON FACILITY SERVICES



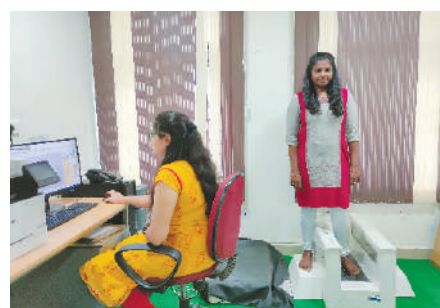
64	Chiller Plant	Indigenous	Per Hour	80
65	Chiller Flash Activa M/c	706 MOLINA ITALY	Per Hour	70
66	Delasting & Re-Lasting M/c	Indigenous	Per Hour	20
67	Topline (Collar) Forming M/c	Alen- 102 SR	Per Hour	100
68	Brushing & Polishing Machine	Indigenous	Per Hour	50
69	Spray Booth	Indigenous	Per Hour	50
70	Side Wall/ Sole Stitching M/c	MECVAL CS 82 N	Per Hour	175
71	Heel Nailing Pneumatic Machine	Torielli 192/ SDV Lue Model	Per Hour	50

SPECIAL PURPOSE MACHINES

S.No.	Job Description	Description	UOM	Cost in INR
72	3D Customised EVA Footbed		Per Pair	1500
73	Crimping Machine-3D Crimping Upper	Olympic VC-19D	Per Pair	10
74	OPTITEX cad software for Leather goods	3D Visual		As per the designing cost
75	Dieless Cutting M/c	ZUND LC-2400 ECO	Per Hour	1200
76	Comelz Cutting M/c	P55	Per Hour	400
77	Laser Engraving & Cutting M/c	ELITA 32	Per Hour	300
78	Automated Pattern Sewing M/c	SB 1286201 BAS-341HXL	Per Hour	400
79	Zig-Zag Sewing M/c with cording	Adler 527-847	Per Hour	50
80	Crimping M/c (Hydraulic Type)	SZ-571	Per Hour	100
81	Cutting Board Surfacing M/c	Indigenous	Per Side	50
82	Toe Moulding /Shaping M/c	Moulded Upper/Components	Per Hour	160
83	CNC Punching machine (with labour)	AN2EA3G2-R4-6080	Per hour	700

PU Plant PUMA JAMES 3 (18 STATION) BANANA TYPE ORIGIN - ITALY

CATEGORY	OUTPUT	TARIFF
PU Sole hardford/ PU Sole/ Mid sole/ Safety shoes	PU Unit soles, PU Midsole, PU Footbed, Moulded sandals, Moulded shoes & Safety shoes	Cost depends on the item





COMMON FACILITY SERVICES CAD CAM SERVICES

Your most **RELIABLE** partner for comprehensive 2D & 3D CAD Solutions

FACILITY	SERVICES OFFERED	INPUTS REQUIRED	OUTPUTS PROVIDED
<p>UPPER SKIVING</p> <p>PRODUCT DATA MANAGEMENT-(PDM) / GRAPHICAL DOCUMENTATION MANAGER (GDM)</p>	<ul style="list-style-type: none"> Production modules: Cutting Automation. Working process definition Show Boards Costing modules: Consumption, Costing. Leather and synthetic consumption including parallelogram/auto methods. Easy costs evaluation with Excel like spread sheets. Development modules: Manage BOM and specification sheets for various operations. Managing of materials and components information. Customisable reports and specification sheets. 	<ul style="list-style-type: none"> Shoe sample Material details 	<ul style="list-style-type: none"> Bill of Materials Technical sheets Production cycles Material components and consumption Costing

TARIFF FOR GDM & COSTING



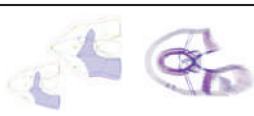
S.No.	JOB PARTICULARS	DESCRIPTION	UOM	COST IN INR
1	GDM	Normal File	1 File	1500.00
		Complicated File	1 File	2000.00
2.	Costing Sheet	Any Type	1 File	1000.00

For Job Works and Common Facility Services, Please Contact
jobwork@cftichennai.in



COMMON FACILITY SERVICES CAD CAM SERVICES

Your most RELIABLE partner for comprehensive 2D & 3D CAD Solutions

FACILITY	SERVICES OFFERED	INPUTS REQUIRED	OUTPUTS PROVIDED
 CONCEPTUAL DESIGNING	<ul style="list-style-type: none"> Creation of CAD Design Reverse engineering of a Shoe Creation of Virtual Samples 	<ul style="list-style-type: none"> Photo of shoe or 2D sketches Model last 	<ul style="list-style-type: none"> 3D shoe design on the last. Creating Virtual 3D prototype of the shoe with different textures. 2D & 3D data for production of uppers. Copy a physical shoe for Reverse engineering. Scanning of shoes, sketches and last for 3D shoe modeling
 3D LAST MODELLING &	<ul style="list-style-type: none"> E-Last Import Advanced Flattening System Simultaneous 2D & 3D Styling Full Pattern Engineering Functions 	<ul style="list-style-type: none"> Model last E-last 2D shell with Style Lines Set of Patterns in Model Size Dxf file 	<ul style="list-style-type: none"> 3D & 2D Shoe Design and Pattern Engineering. E-last import from the last makers. Model 3D Last modification & Grading. Design/styling directly on 3D last or 2D shell. 3D & 2D Grading.
 2D PATTERN ENGINEERING & GRADING			

TARIFF FOR 2D PATTERN GRADING

S.No.	JOB PARTICULARS	DESCRIPTION	UOM	COST IN INR
1.	Design & Development	Critical Construction	1 Size	2000.00
		Normal Construction	1 Size	1500.00
		Sandal	1 Size	1000.00
2.	Digitizing & Pattern Grading	Normal Construction	1 Series	1500.00
		Boot & Mocassin	1 Series	2000.00
		Normal Model in Sandal	1 Series	1000.00
3	Marking Patterns	Type by Plastic	1 Series	1500.00
		Type by Shank Board	1 Series	3000.00
4	Cut file on Paper patterns	Type by Chart (Consecutive Sizes)	1 Series	1200.00
		Type by Chart (Incl. Half Sizes)	1 Series	1500.00
5	Insole/Sole Grading	For Any Type (Incl. Half Sizes)	1 Series	500.00
6	Vacuum Shell	For any Type	1 Pair	150.00

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.smac
move beyond

priya impex
consultants

ONE STEP SOLUTION
FOR COMPLETE
SPORTS SHOE
MACHINES

Machines for footwear



HOT & COLD Fusing machine
SK - 1825



NIR Conveyor
SK - 555



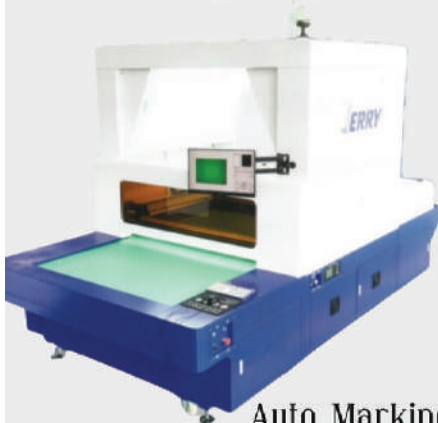
Pattern Stitching Machine
SK - 3020



Smart Cutting Machine
EMMA - G2 - 1606



Spring Coil Chiller
SK-666B



Auto Marking Machine
SK-1680S



EVA Moulding Machine
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GOVT OF INDIA



CENTRAL FOOTWEAR TRAINING INSTITUTE, CHENNAI.

MSME - TECHNOLOGY DEVELOPMENT CENTRE

(Ministry of Micro, Small & Medium Enterprises, Govt. of India)

Placement
assistance
provided

COURSE DETAILS

Hostel Facility
Available for
Boys & Girls

INVITES APPLICATIONS FROM ELIGIBLE CANDIDATES FOR THE FOLLOWING JOB ORIENTED LONG, MEDIUM & SHORT TERM COURSES

S. No.	Name of the Course	Level Code	NSQF Level	Duration	Eligibility	Age	Course Fee (in Rs.)		Month of Commencement
							General Candidates	SC/ST Candidates Raw Materials & Uniform Fees Only	
1	Diploma in Footwear Manufacture & Design (DFMD)	MSME/DFMD/60	6	24 months	12th Pass	17 to 25	1,59,000	39,000	June
2	Post Graduate Diploma in Footwear Technology (PGDFT)	MSME/PGDFT/19	7	18 months	Any Graduate	35 max	1,48,000	23,000	August
3	Post Diploma in Footwear Technology (PDFT)	MSME/PDFT/12	6	12 months	Any Diploma	35 max	1,23,000	23,000	August
4	Advanced Certification Course in "Footwear Design & Product Development" (FDPD)	MSME/FDPD/65	5	12 months	12th Pass	35 max	1,25,000	25,000	June
5	Advanced Certificate Course in "Footwear Manufacturing Technology" (FMT)	MSME/FMT/01	5	12 months	10th Pass	35 max	75,000	25,000	July
6	Certificate Course in "Footwear Design & Production" (CFDP)	MSME/CFDP/71	4	6 months	10th Pass	35 max	43,000	13,000	July
7	Certificate Course in Leather Goods Maker (LGM)	DGT/1079	3	12 months	10th Pass	35 max	88,000	21,000	September

- No tuition fee for SC/ST candidates. Only the cost of raw materials issued to them for practical purpose is chargeable. The finished goods (No. of pairs of shoes made in the practicals differ from course to course) are given back to the students. Hostel Fees is to be paid by applicable candidates.
- Students who come from more than 30 km from institute should either stay in the institute hostel or in any local accommodation

- Placement assistance will be provided for all successful candidates for the courses mentioned at Sl. No. 1 to 7.
- No Entrance Exam. Admission is based on "FIRST COME FIRST SERVE" basis and on merit basis as well.
- All above mentioned Long Term Courses are of NSQF Compliance.
- Apart from the above mentioned fees, caution money deposit of Rs. 5,000 is to be paid by all (including SC/ST) candidates for the courses mentioned as Sl. No. 1 to 5 & 7 and Rs. 3,000 for the courses mentioned at Sl.No.6.
- Caution Money Deposit will be refunded to all the Students (provided there is no recovery on account of loss of tools or property) after completion of the Course.

Short Term / Part time Courses

S. No.	Name of the course	Duration	Eligibility	Tuition Fee (in Rs.)	GST @ 18%	Total Fees
1.	Certificate in Shoe Computer Aided Design (CSCAD)	3 months	10th	23,000	4,140	27,140
2.	Design & Pattern Cutting	3 months	10th	10,000	1,800	11,800
3.	Shoe CAD - 2D	1 month	10th (Should have Design Knowledge)	10,000	1,800	11,800
4.	Shoe CAD - 3D	1 month	Minimum 1 Year Certified Course in Footwear, Designing & Pattern Cutting Experience	15,000	2,700	17,700
5.	Shoe Upper Cicking	1 month	8th	10,000	1,800	11,800
6.	Shoe Upper Closing	3 months	8th	12,500	2,250	14,750
7.	Lasting, Full Shoe Making & Finishing	3 months	8th	12,500	2,250	14,750
8.	Leather Goods Making	1 month	8th	10,000	1,800	11,800
9.	Die-Less Cutting & Design	1 month	Should have Design knowledge	12,000	2,160	14,160

HOSTEL FEE (BOYS & GIRLS)

S. No	Type of Accommodation	Per Month With Food	Per Annum With Food
1.	Dormitory	5,300/-	63,600/-
2.	Three Sharing Room	5,800/-	69,600/-
3.	Double Sharing Room	7,800/-	93,600/-
4.	Double Sharing A/C Room	9,300/-	1,11,600/-

For further
details Contact :
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