CURRICULUM

FOR THE TRADE OF

EMBROIDERER (SURFACE ORNAMENTATION TECHNIQUES)

UNDER

APPRENTICESHIP TRAINING SCHEME



GOVERNMENT OF INDIA MINISTRY OF SKILL DEVELOPMENT& ENTREPRENURESHIP DIRECTORATE GENERAL OF TRAINING

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- 1. Monsoon Accessorize India
- 2. Shahi Export
- 3. SewaRuaab
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Co-ordinator for the course: Ms. Babita

SI.	Name & Designation	Organization	Expert Group
No.	Sh./Mr./Ms.		Designation
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2.	Yashpal Malik (HR)	Shahi Export (Phase -2) Noida	
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4.	Gabriel Scarvelli (Propritor)	TCQ Texport Pvt. Ltd.	
5.	Joussena (Designer)	SewaRaab	
6.	Babita- Training officer	NVTI	

2. BACKGROUND

1.1 Apprenticeship Training Scheme under Apprentice Act 1961

The Apprentices Act, 1961 was enacted with the objective of regulating the programme of training of apprentices in the industry by utilizing the facilities available therein for imparting onthe-job training. The Act makes it obligatory for employers in specified industries to engage apprentices in designated trades to impart Apprenticeship Training on the job in industry to school leavers and person having National Trade Certificate(ITI pass-outs) issued by National Council for Vocational Training (NCVT) to develop skilled manpower for the industry. There are four categories of apprentices namely; trade apprentice, graduate, technician and technician (vocational) apprentices.

Qualifications and period of apprenticeship training of **trade apprentices** vary from trade to trade. The apprenticeship training for trade apprentices consists of basic training followed by practical training. At the end of the training, the apprentices are required to appear in a trade test conducted by NCVT and those successful in the trade tests are awarded the National Apprenticeship Certificate.

The period of apprenticeship training for graduate (engineers), technician (diploma holders and technician (vocational) apprentices is one year. Certificates are awarded on completion of training by the Department of Education, Ministry of Human Resource Development.

1.2 Changes in Industrial Scenario

Recently we have seen huge changes in the Indian industry. The Indian Industry registered an impressive growth during the last decade and half. The number of industries in India have increased manifold in the last fifteen years especially in services and manufacturing sectors. It has been realized that India would become a prosperous and a modern state by raising skill levels, including by engaging a larger proportion of apprentices, will be critical to success; as will stronger collaboration between industry and the trainees to ensure the supply of skilled workforce and drive development through employment. Various initiatives to build up an adequate infrastructure for rapid industrialization and improve the industrial scenario in India have been taken.

1.3 Reformation

The Apprentices Act, 1961 has been amended and brought into effect from 22nd December, 2014 to make it more responsive to industry and youth. Key amendments are as given below:

- Prescription of number of apprentices to be engaged at establishment level instead of tradewise.
- Establishment can also engage apprentices in optional trades which are not designated, with the discretion of entry level qualification and syllabus.
- Scope has been extended also to non-engineering occupations.
- Establishments have been permitted to outsource basic training in an institute of their choice.
- The burden of compliance on industry has been reduced significantly.

3. RATIONALE

(Need for Apprenticeship in SURFACE ORNAMENTATION TECHNIQUES (EMBROIDERY) trade)

Embroidery is a craft in which practice makes the students perfect. There are so many methods of embroidery like — Hand embroidery, zig-zag machine embroidery, Aari embroidery, Traditional embroidery etc. Accuracy and perfection in all type of embroidery comes form a lot of practice, hand work and patience only.

To fulfill the demand of international market and industry it is necessary to build up good collaboration with leading industries and make necessary arrangement for industrial training. Industries Training makes our students enable to fulfill the demand of market.

In Apprentice ship training programme, Industrial training is a essential part and it make students to develop a habit to work in industrial culture and under a lot of pressure to complete the target on time and with complete perfection and as per demand and fashion. In this training programme trainees can select the field for their multi skill and get specialization in that field. This also help them to become a successful entrepreneur.

4. JOB ROLES: REFERENCE NCO

Brief description of Job roles:

Surface Ornamentation Techniques Embroidery course is designed to provide the Garment Industry – Punching (Pining) master, Tracing Expert, Assistant of Tracing Master, Hand Embroider, Sample Maker (Hand & Machine Embroidery), ZigZag Machine Operator, Hand Aari Operator, Embroidery Production Supervisor, Merchandiser, Sampling Coordinator, Embroidery Incharge.

Reference NCO:795.40

5. GENERAL INFORMATION

1. Name of the Trade : <u>EMBROIDERER (SURFACE ORNAMENTATION TECHNIQUES)</u>

2. **N.C.O. Code No.** : 795.40

3. Duration of Apprenticeship Training

(Basic Training + Practical Training): 15 Months

4. Duration of Basic Training: -Block -I: 3 months

Total duration of Basic Training: 3 months

5. **Duration of Practical Training (On -job Training): -**Block–I: 12 months

Total duration of Practical Training: 12 months

- 6. **Entry Qualification**: Passed 8thClass Examination from a recognised school.
- 7. **Selection of Apprentices:** The apprentices will be selected as per Apprenticeship Act amended time to time.
- 8. **Rebate for ITI passed trainees**: i) **03 Months** in the trade Surface Ornamentation Techniques (Embroidery) or Embroidery& Needle Work.

Note: Industry may impart training as per above time schedule, however this is not fixed. The industry may adjust the duration of training considering the fact that all the components under the syllabus must be covered. However the flexibility should be given keeping in view that no safety aspect is compromised and duration of industry training to be remain as 1 year.

6. COURSE STRUCTURE

Training duration details: -

Time (in months)	1-3	4-15
Basic Training	Block- I	
Practical Training (On - job training)		Block – I

Components of Training	Duration of Training in Months														
•	1	2	3	4	5	6	7	8	9	1 0	1 1	1 2	1 3	1 4	1 5
Basic Training Block - I															
Practical Training Block - I															

7. SYLLABUS 7.1 BASIC TRAINING (BLOCK – I)

DURATION: 03MONTHS

GENERAL INFORMATION

1) Name of the Trade :EMBROIDER (SURFACE ORNAMENTATION TECHNIQUES)

2) **Hours of Instruction** : 500Hrs.

3) **Batch size** : 16 Trainees

4) **Power Norms** : 5 KW for Workshop

5) **Space Norms** : 64 Sq.m.(4 Sq.m./Trainee)

6) **Examination** : The internal assessment will beheld oncompletion of the Block.

7) Instructor Qualification :

i) Degree/Diploma in Fashion Technology /Costume design from recognized university/Board with one/two year post qualification experience respectively in the relevant field.

OR

ii) NTC/NAC in the trade of **Embroidery & Needle work /Surface Ornamentation Techniques (Embroidery)** with three year post qualification experience in the relevant field.

Preference will be given to a candidate with Craft Instructor Training Certificate in(CITS) Embroidery & Needle work /Surface Ornamentation Techniques (Embroidery)

8) Tools, Equipments& Machinery required : - As per Annexure – I

7.1 DETAILSYLLABUS OF BASIC TRAINING

7.1.1DETAIL SYLLABUS OF PROFESSIONAL SKILLS & PROFESSIONAL KNOWLEDGE Block –I Basic Training (03 Months)

Week No.	Professional Skills Including Basic numeracy (270 Hrs)	Professional Knowledge(120 Hrs.)
01	Punching, Design Transforming and Tracing Method Practice of punching and tracing in various design Practice of free hand drawing/design on plain paper or butter paper	 Familiarization with the institute Job prospects Importance of safety & general precaution History & development of embroidery Introduction of tracing, hand embroidery, aari, computerized embroidery& Pressing tools Tracing methods, techniques & its precautions Types & placement of design
0203	 Sample development of flat stiches (running, stem, back, herring bone, satin stiches) Sample development of looped stiches (chain, feather, button hole, lazy-daizy, blanket stitches) Sample development of knotted stitches (French knot, bullion,sippi stitch) 	 Introduction& techniques of flat stitches Introduction & techniques of looped stitches Introduction & techniques of knotted stitches Indian traditional embroidery from various states
05-07	ZigZag Machine Embroidery Cleaning ,oiling,needle change & threading Winding & installing the bobbin Practice of frame fitting & its precaution Practice of moving the frame and Speed control Practice of ZigZag Machine Embroidery Stitches	 Introduction of zigzag embroidery machine Parts & their functions Defects & their remedies Care & maintenance of zigzag embroidery machine Types of embroidery machine needles Colour wheel
08-10	 Practice of running stitch Practice of satin stitch(Round Leaf) Practice of (Pointed Leaf) Hand Aari Practice of frame fitting for hand aari Practicing of locking, starting and finishing 	 Types of colour scheme Types of hand & machine embroidery threads Selection of needle, thread according to the texture & fiber of the material Introduction types of hand aari needles & their uses Types of hand aari stitches&zardozi /

	 and chain stich Practice of straight & curved lines with chain stitch 	embellishment (tikli, gota, patti, kundan, pipes, makaish) & their application Estimate & costing of ready articles
11-13	 Start & shut down process of machine Familiarization with different equipment related to machine Familiarization with tools of embroidery machine How to change needle in details & its tool Load thread on machine Precaution during Winding and installing the bobbin Hooping practice on different fabrics Familiarization with backing paper or stabilizing material Practice & placement of design already installed in machine (Any four) 	 Introduction of computerized embroidery machine Types of computerized embroidery machines Maintenance of computerized embroidery machine & safe operating principles Computerized machine embroidery tools Parts of computerized embroidery machine Faults & their remedies
	Internal Assessn	ment 03days

7.1.2EMPLOYABILITY SKILLS

GENERAL INFORMATION

1) Name of the subject : EMPLOYABILITY SKILLS

2) Applicability : ATS- Mandatory for fresher only

3) Hours of Instruction : 110Hrs.

4) Examination : The examination will be held at the end of

two years Training by NCVT.

5) Instructor Qualification

i)MBA/BBA with two years experience or graduate in sociology/social welfare/Economics with two years experience and trained in Employability skill from DGET Institute.

And

Must have studied in English/Communication Skill and Basic Computer at 12th /diploma level

OR

ii) Existing Social Study Instructor duly trained in Employability Skill from DGET Institute.

7.1.2.1 SYLLABUS OF EMPLOYABILITY SKILLS

A. Block – I Basic Training

Topic No.	Торіс	Duration (in hours)
	English Literacy	15
1	Pronunciation : Accentuation (mode of pronunciation) on simple words, Diction (use of word and speech)	
2	Functional Grammar Transformation of sentences, Voice change, Change of tense, Spellings.	
3	Reading Reading and understanding simple sentences about self, work and environment	
4	Writing Construction of simple sentences Writing simple English	
5	Speaking / Spoken English Speaking with preparation on self, on family, on friends/ classmates, on know, picture reading gain confidence through role-playing and discussions on current happening job description, asking about someone's job habitual actions. Cardinal (fundamental) numbers ordinal numbers. Taking messages, passing messages on and filling in message forms Greeting and introductions office hospitality, Resumes or curriculum vita essential parts, letters of application reference to previous communication.	
	I.T. Literacy	15
1	Basics of Computer Introduction, Computer and its applications, Hardware and peripherals, Switching on-Starting and shutting down of computer.	
2	Computer Operating System Basics of Operating System, WINDOWS, The user interface of Windows OS, Create, Copy, Move and delete Files and Folders, Use of External memory like pen drive, CD, DVD etc, Use of Common applications.	
3	Word processing and Worksheet Basic operating of Word Processing, Creating, opening and closing Documents, use of shortcuts, Creating and Editing of Text, Formatting the Text, Insertion & creation of Tables. Printing document. Basics of Excel worksheet, understanding basic commands, creating simple worksheets, understanding sample worksheets, use of simple formulas and functions, Printing of simple excel sheets	
4.	Computer Networking and INTERNET Basic of computer Networks (using real life examples), Definitions of Local Area Network (LAN), Wide Area Network (WAN), Internet, Concept of Internet (Network of Networks),	

	Meaning of World Wide Web (WWW), Web Browser, Web Site, Web page	
	and Search Engines. Accessing the Internet using Web Browser, Downloading	
	and Printing Web Pages, Opening an email account and use of email. Social	
	media sites and its implication.	
	Information Security and antivirus tools, Do's and Don'ts in	
	Information Security, Awareness of IT - ACT, types of cyber crimes.	
	Communication Skill	25
1	Introduction to Communication Skills	
-	Communication and its importance	
	Principles of Effective communication	
	Types of communication - verbal, non verbal, written, email, talking on	
	phone.	
	Non verbal communication -characteristics, components-Para-language	
	Body - language	
	Barriers to communication and dealing with barriers.	
	_	
	Handling nervousness/ discomfort.	
2	Case study/Exercise	
2	Listening Skills	
	Listening-hearing and listening, effective listening, barriers to effective	
	listening guidelines for effective listening.	
	Triple- A Listening - Attitude, Attention & Adjustment.	
	Active Listening Skills.	
3	Motivational Training	
	Characteristics Essential to Achieving Success	
	The Power of Positive Attitude	
	Self awareness	
	Importance of Commitment	
	Ethics and Values	
	Ways to Motivate Oneself	
	Personal Goal setting and Employability Planning.	
	Case study/Exercise	
4	Facing Interviews	
	Manners, Etiquettes, Dress code for an interview	
	Do's & Don'ts for an interview	
5	Behavioral Skills	
	Organizational Behavior	
	Problem Solving	
	Confidence Building	
	Attitude	
	Decision making	
	Case study/Exercise	
+	Entrepreneurship skill	15
	Littlepielieuisiiip skiii	13
1	Concept of Entrepreneurship	
	Entrepreneurship - Entrepreneurship - Enterprises:-Conceptual issue	
	Entrepreneurship vs. Management, Entrepreneurial motivation.	

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Ecosystem	
Introduction to Environment. Relationship between Society and	
Environment, Ecosystem and Factors causing imbalance.	
Pollution	
Pollution and pollutants including liquid, gaseous, solid and hazardous waste.	
Energy Conservation	
Conservation of Energy, re-use and recycle.	
Global warming	
Global warming, climate change and Ozone layer depletion.	
Ground Water	
Hydrological cycle, ground and surface water, Conservation and Harvesting of	
water	
Environment	
Right attitude towards environment, Maintenance of in -house environment	
Labour Welfare Legislation	5
Welfare Acts	
Benefits guaranteed under various acts- Factories Act, Apprenticeship Act,	
Employees State Insurance Act (ESI), Payment Wages Act, Employees	
Provident Fund Act, The Workmen's compensation Act.	
Quality Tools	10
Quality Consciousness :	
Meaning of quality, Quality Characteristic	
•	
Roles and function of Quality Circles in Organization, Operation of Quality	
circle. Approaches to starting Quality Circles, Steps for continuation Quality	
Circles.	
Quality Management System :	
Idea of ISO 9000 and BIS systems and its importance in maintaining qualities.	
House Keeping:	
Purpose of Housekeeping, Practice of good Housekeeping.	
Quality Tools	
Basic quality tools with a few examples	
	Introduction to Environment. Relationship between Society and Environment, Ecosystem and Factors causing imbalance. Pollution Pollution and pollutants including liquid, gaseous, solid and hazardous waste. Energy Conservation Conservation of Energy, re-use and recycle. Global warming Global warming, climate change and Ozone layer depletion. Ground Water Hydrological cycle, ground and surface water, Conservation and Harvesting of water Environment Right attitude towards environment, Maintenance of in -house environment Labour Welfare Legislation Welfare Acts Benefits guaranteed under various acts- Factories Act, Apprenticeship Act, Employees State Insurance Act (ESI), Payment Wages Act, Employees Provident Fund Act, The Workmen's compensation Act. Quality Tools Quality Consciousness: Meaning of quality, Quality Characteristic Quality Circles: Definition, Advantage of small group activity, objectives of quality Circle, Roles and function of Quality Circles in Organization, Operation of Quality circles. Approaches to starting Quality Circles, Steps for continuation Quality Circles. Quality Management System: Idea of ISO 9000 and BIS systems and its importance in maintaining qualities. House Keeping: Purpose of Housekeeping, Practice of good Housekeeping. Quality Tools

7.2 PRACTICAL TRAINING (ON-JOB TRAINING) (BLOCK – I) DURATION: 12MONTHS

GENERAL INFORMATION

1)Name of the Trade	:EMBROIDERER(SURFACE ORNAMENTATION TECHNIQUES
2) Duration of On-Job Training	: As per Apprentices Act amended time to time.
3) Batch size : 16 Tr	rainees
4) Examination	: i) Theinternal assessment will be held on
completion of	fthe block
ii) NCVT exam will be conducted at	the end of
	Apprenticeship Training
1) Instructor Qualification	:

i) Degree/Diploma in Fashion Technology /Costume design from recognized university/Board With one/two year post qualification experience in the relevant field.

OR

 ii) NTC/NAC in the trade of Embroidery & Needle work /Surface Ornamentation Techniques (Embroidery) with three year post qualification experience in the relevant field.

Preference will be given to a candidate with Craft Instructor Training Scheme (CITS)

2) Infrastructure for On-Job Training: - As per Annexure – II

7.2.1 BROAD SKILL COMPONENT TO BE COVERED DURING ON- JOB TRAINING Block-I (12 Month)

- 1) Understand the production process in garment industry.
- 2) Maintain health safety & security equipment concerns related to the embroidery workplace.
- 3) Carryout cleaning at the work station a per organization norms.
- 4) Collecting the tools & equipments required for punching, tracing, hand embroidery, zig-zag, Aari& computerized machine embroidery.
- 5) UnderstandPunching, framing & stabilizing operations of garment industry.
- 6) Carryout the embroidery processes techniques for using different types of hand embroidery (basic Stitches), zig-zag embroidery stitches, Aari embroidery & computerized machine embroidery stiches.
- 7) Monitoring the hand embroidery, zig-zag embroidery, aari embroidery, computerized machine Embroidery process.
- 8) Understand, checking & achieve quality of embroidery workplace.

At the end of training the trainee will prepare an article on the topic provided by trainer.

8. ASSESSMENT STANDARD

8.1 Assessment Guideline:

Appropriate arrangements should be made to ensure that there will be no artificial barriers to assessment. The nature of special needs should be taken into account while undertaking assessment. Due consideration to be given while assessing for team work, avoidance/reduction of scrape/wastage and disposal of scarp/wastage as per procedure, behavioral attitude and regularity in training.

The following marking pattern to be adopted while assessing:

a) Weightage in the range of 60-75% to be allotted during assessment under following performance level:

For this grade, the candidate with occasional guidance and showing due regard for safety procedures and practices, has produced work which demonstrates attainment of an acceptable standard of craftsmanship.

In this work there is evidence of:

- good skill levels in the use of hand tools, machine tools and workshop equipment
- many tolerances while undertaking different work are in line with those demanded by the component/job.
- a fairly good level of neatness and consistency in the finish
- occasional support in completing the project/job.

b)Weightage in the range of above75%- 90% to be allotted during assessment under following performance level:

For this grade, the candidate, with little guidance and showing due regard for safety procedures and practices, has produced work which demonstrates attainment of a reasonable standard of craftsmanship.

In this work there is evidence of:

- good skill levels in the use of hand tools, machine tools and workshop equipment
- the majority of tolerances while undertaking different work are in line with those demanded by the component/job.
- a good level of neatness and consistency in the finish
- little support in completing the project/job

c)Weightage in the range of above 90% to be allotted during assessment under following performance level:

For performance in this grade, the candidate, with minimal or no support in organization and execution and with due regard for safety procedures and practices, has produced work which demonstrates attainment of a high standard of craftsmanship.

In this work there is evidence of:

- high skill levels in the use of hand tools, machine tools and workshop equipment
- tolerances while undertaking different work being substantially in line with those demanded by the component/job.
- a high level of neatness and consistency in the finish.
- minimal or no support in completing the project

8.2 FINAL ASSESSMENT- ALL INDIA TRADE TEST(SUMMATIVE ASSESSMENT)

SUBJECTS	Marks	Sessional Marks	Full Marks	Pass Marks	Duration of Exam.
Professional Skill	300	100	400	240	8 hrs.
Professional Knowledge	100	20	120	48	3 hrs.
Employability Skill	50		50	17	2 hrs.
Grand Total	450	120	570	-	

Note: - The candidate pass in each subject conducted under all India trade test.

9. FURTHER LEARNING PATHWAYS

On successful completion of the course trainee can opt for

1) CITS course in surface ornamentation techniques (Embroidery)

Employment opportunities:

On successful completion of this course, the candidates shall be gainfully employed in the following industries:

TOOLS & EQUIPMENT FOR BASIC TRAINING

INFRASTRUCTURE FOR PROFESSIONAL SKILL & PROFESSIONAL KNOWLEDGE

TRADE:SURFACE ORNAMENTATION TECHNIQUES (EMBROIDERY)

LIST OF TOOLS & EQUIPMENTS FOR 16APPRENTICES

A: TRAINEES TOOL KIT:-

SI. No.	Name of the items	Quantity (indicative)
1.	Measuring Tape 150 cm	17
2.	Seam Ripper	17
3.	Thimble	17
4.	Wooden Circular Frame 4",8 and 12"	17Each
5.	Thread Cutter	17
6.	Scale Plastic 12	17
7.	Pointed Pencil	17
8.	Eraser	17
9.	Sharpener	17
10.	Compass	3Each
11.	Hand Aari Needle (Set of three)	17
12.	Bobbin Case	17
13.	Bobbin	17
14.	Machine Needles	As per
		Requirement
15.	Hand Needle	As per
		Requirement
16.	Brown Paper	As per
		Requirement
17.	Tailors Chalk	As per
		Requirement
18.	Cotton (for tracing)	As per
		Requirement
19.	Blue Dry Powder (for tracing)	As per
		Requirement

20.	Tracing Paper	As per
		Requirement
21.	Kerocin Oil	As per
		Requirement
22.	Silver Dry Powder/ Talcum powder(for tracing)	As per
		Requirement
23.	Pearl Pins	As per
		Requirement
24.	Cotton Fabric (adda)	As per
		Requirement
25.	Dori/ Cord	As per
		Requirement

Note: After Completion of training trainee's tool kit treated as consumable.

B:TOOLS INSTRUMENTS AND GENERAL SHOP OUTFITS

SI. No.	Name of the items	Quantity (indicative)
26.	Pressing table	02
27.	Blanket for padding as pressing table	02
28.	Electric automatic steam press	02
29.	Pinking shear	04
30.	Table (for drafting/tracing)	02
31.	Dummy Female	02
32.	Dummy Male	01
33.	Dummy Child	02
34.	Instructor table with chair	01
35.	Steel almirah	02
36.	White board with accessories	02
37.	Display board covered with glass	04
38.	Waste bin	As per
		Requirement
39.	Screw driver set	02
40.	Pigeon hole almirah 10 lockers for trainees	02
41.	Locks for above pigeon hole	20
42.	Wall clock	As per
		Requirement
43.	Calculator desk type	01
44.	Rubber mat	02
45.	Sprayer	02
46.	Air conditioner unit 2 ton capacity with stabilizers	As per
		Requirement
47.	Book Shelf	01
48.	Hand Adda (Wooden) Complete set	08
49.	Iron stand (for hand Adda)	32
50.	Embroidery Scissor	02

51.	Hangers	As per
		Requirement
52.	Scissor 25cm (right hand)	01
53.	Low seated chair	16
54.	Revolving Chair(for machinery)	19

C:GENERAL MACHINERY INSTALLATIONS:-

SI.	Name & Description of Machines	Quantity
No.		(indicative)
1.	ZigZag Embroidery Machine (Complete set)	16
2	Stitching Machine (Motorized)	01
3	Computerized Embroidery Machine (single head multi needle)	01
4	Over Lock Machine	01

Note: In case of basic training setup by the industry the tools, equipment and machinery available in the industry may also be used for imparting basic training.

[Please keep optimum no. of tools and equipments with minimum specification which are essential for imparting basic training]

INFRASTRUCTURE FOR ON-JOB TRAINING

TRADE: Surface Ornamentation Techniques (Embroidery)

For Batch of 20APPRENTICES

Actual training will depend on the existing facilities available in the establishments. However, the industry should ensure that the broad skills defined against On-Job Training part (i.e. 9 months) are imparted. In case of any short fall the concern industry may impart the training in cluster mode/ any other industry/ at ITI.

GUIDELINES FOR INSTRUCTORS AND PAPER SETTERS

- 1.Due care to be taken for proper & inclusive delivery among the batch. Some of the following some method of delivery may be adopted:
 - A) LECTURE
 - B) LESSON
 - C) DEMONSTRATION
 - D) PRACTICE
 - E) GROUP DISCUSSION
 - F) DISCUSSION WITH PEER GROUP
 - G) PROJECT WORK
 - H) INDUSTRIAL VISIT
- 2. Maximum utilization of latest form of training viz., audio visual aids, integration of IT, etc. may be adopted.
- 3. The total hours to be devoted against each topic may be decided with due diligence to safety & with prioritizing transfer of required skills.