**Training at Reliance Spinning Mills**

The Project has been developed in order to prepare the skilled manpower to make yarn from the processing machines with quality production and less defect. Employees who want to be involved in this profession through this training will be able to learn the knowledge. Skills and behaviors required for this profession after receiving training on the basis of the course.

As the market demand for this profession is high, trainee will get employment opportunities in local, national and international factories. This project will help in preparing the skilled manpower required for spinning yarn machine operators at home and abroad.

**Objective of the training**

* The main objective of Training Programme is to better prepare skilled human resources into "Spinning Yarn Machine Operators" and upgrading old skill system to help and support the mills in long term for its sustainability.
* To enable human resources to efficiently operate into yarn industries operate in the both national and International manufacturing companies.
* An immediate objective of training is to give employees the local human resources for up skills they require to become better workers, resulting in financial gain. Other objectives include creating a supportive workplace, for valued and more satisfaction in their jobs.

**About the trainers**

Reliance mills have been running for nearly about twenty five (25) years. Initially the trainers were hired form India since Nepal in the past had shortages of skilled manpower. Reliance also lacked their own training centre. Consequently it became quite a challenge to retain Indian trainer and to have their long term commitment. Even the trainees upon their completion of the training started fleeing to India for better jobs and wages. Workers retention was difficult. Therefore to overcome the hindrance for the smooth operation of Reliance mills, we selected few skilled human resources trained by Indian trainers. At present nearly around 11 Nepali trainers are placed in Reliance, 3 of them being female trainers working as a training instructor. To ensure better skills in the trainees, special classes are also conducted by Reliance having internal and external experts on regular basis.

Nevertheless, it is quite a daunting task to train the unskilled candidates within short period of time (30 days) and make them able to operate the complex machines. Therefore, we are looking for advancing the basic one month training to minimum three months trainings for better learning and productivity.

**Participants of the Training**

**Nature of Participants (students, Unemployed, DAGS, Women, PwDS, etc)**

The participants selected for the training comes from a rigorous process. Reliance coordinates with local municipalities and local NGO’s for hiring trainees. Most of the trainees are drop-out students, unemployed, disadvantage groups (DAGs), single mother, women, Persons with disabilities (PwDs) and return migrant workers and farmers.

**Who can apply?**

There are 182 participants selected each month for job roles various, Including new Skill and upgrading old skills. Interested candidates can apply. Especially priority will give to women, disadvantaged groups, returnee migrant workers, farmers and person with disabilities.

1. Spinning Operators -100 head

2. Maintenance& Engineering Technician-25 head

3. Multiutility Operator-7 head

4.Dye House operator-6 head

5. Packing and Dispatch Operator-15 head

6. Shift Supervisor-10 head

7. Multiskill Supervisor-10 Head

8. Quality Control Supervisor-10 Head

**Training Module**

**Training module being used**

1: Pre-spinning yarn machine operator

 2: Spinning yarn machine operator

 3: Post Spinning Machine operator

4. Other department: Dye House, Packing, Maintenance, Engineering,SQC. A curriculum has been designed for each group on department wise and there are main core modules designed for the training.

**Module (Course) Structure for the above department:**

1. General Introduction entire Mills and environment.

2. Professional Health & Safety

3. Machine Operation & its management

4. Identifying the faults of Machine

5. Waste Management

6. House Keeping & Machine cleaning

7. Communication & Professional Development

8. Industrial Practice & Implementation

**How can I apply?**

Contact: trainingnyma@gmail.com

Mahesh Pokharel ( HR HEAD)

mahesh\_admin@reliancespinningnepal.com

**Training at Triveni Spinning Mills**

Triveni Spinning Mills Pvt. Ltd (TSM) is one the many manufacturing ventures of Triveni Group. TG is amongst the leading business houses of Nepal that has set it footprints in almost every sector of businesses ranging from manufacturing to retail. Its business span across 35 industries in 8 sectors.

Established fairly recently in 2000, Triveni Spinning Mills Pvt. Ltd is the second largest Spinning mills in Nepal with 1805 employees, giving local human resource abundant opportunities’ and develop themselves. It started with only 1300 spindles during its commencement and now has a spindle capacity of 57, 600 spindles; which is a staggering growth of 400% in the past decade and it still continues to grow. Already in talks of expansion we are working on expanding our capacity by another 40,000 spindles which is a plan of growing by almost 70%.
The main aim of any spinning mills is to process fibre of any kind to make it into thread. This thread has multiple uses then; one major is to serve as raw material for textile manufacturing. A unit for which is also developed by Triveni Group. With the use of high end technology and machinery imported from India and Germany. TSM produces products of excellent quality. Amongst its various available ranges, notable portfolios are in 100 % Polyester Spun,100% Acrylic,100% Viscose,Blended Yarns,Melange YarnTSM is located in the industrial area of the country- Birgunj which gives us benefits to reach out with our products locally and globally.

**Project Background**

The project has been developed in order to prepare the skilled manpower to make yarn from the processing machines with quality production and less defect. Employees who want to be involved in this profession through this training will be able to learn the knowledge, skills and behaviours required for this profession after receiving training on the basis of the course.

As the market demand for this profession is high, trainee will get employment opportunities in local, national and international factories. This project will help in preparing the skilled manpower required for spinning yarn machine operators at home and abroad.

**Objectives of the training/ Orientation**

The main objective of Training Programme is to better prepare skilled human resources into "Spinning Yarn Machine Operators" and upgrading old skill system to help and support the mills in long term for its sustainability.

To enable human resources to efficiently operate into yarn industries operate in the both national and International manufacturing companies.

An immediate objective of training is to give employees the local human resources for up skills they require to become better workers, resulting in financial gain. Other objectives include creating a supportive workplace, for valued and more satisfaction in their jobs.

**About the trainer(s)/ Speaker**

Ram Naresh Pandit – Training Master

Rajan Prasad – Supervisor

Mohan Yadav – Training Instructor

# Participants of the Training

## Nature of Participants (students, Unemployed, DAGS, Women, PWDS, etc)

Participant of trainees are totally unemployed and scheduled cast. 20% of participants are women and we are trying to get more women participants for training in future. Please refer to annex for overview of training programme participant list.

# Training Module

## Training module being used

Module (Course) Structure for the above department:

Ringframe (Reeling machine) 3 months

Preparatory / Carding / Simplex / Cheese winding 2 months

Autoconer / Packing - 1 month

Maintenance 3 months

# Detail of the Training

**Workers Training Programme**

**Activities**

TRAINING PERIOD ONE MONTH

Departments: Mixing, Blowroom, Draw Frame, Autoconer

**i**. **Mixing Activities**

Keeping of Fibre bundles in mixing deptarment and cutting of strips of bundles.

Knowledge of different types of fibres.

How to use Tint and Colours on different fibres and blend for identification.

Mixing & Layering process of different fibres.

Cleaning & stocks maintaining of mixing department.

How to spray water and oil on fibre.

**ii. Blow Room**

How to arrange fibre in Blow Room machine and operation of Blenders.

Knowledge of different lot numbers and how to use separately.

Feeding of material in Blender and Blow room.

**iii. Draw Frame**

Following training are giving to Trainees

Knowledge of operating Draw Frame Breaker & finisher machine.

Cleaning of machine and can.

How to shift Sliver from carding machine to braker machine.

(Fibre producing in breaker will be shifted to finisher)

 Training of joining sliver when it breaks on machine.

**iv. AutoConer**

Function of different bottoms of Autoconer.

Identify different types of fibres and it’s counts operating procedure.

Knowledge of parts of machine.

Segregation of different bobbins, cones, counts with different colour code.

1. Cleaning process:

Cleaning process is very important on Autoconer. Operator has to clean sensor frequently to avoid yarn breakage.

Following training is giving to trainees on Autoconer.

How to introduce paper / plastic cones on rewinder machine and tail-end process.

Study of yarn breakage and Indications (green & red) on machine.

How to clean and arrange Ring Frame bobbins.

**v. Packing**

To know the different material count wise

Segregation of Cone Tip, Coding of different material.

Cleaning of material

Weighment of cones

Putting cone inside the bag

Putting polythene on cone.

1. TRAINING PERIOD TWO MONTHS

**Carding Activities**

Cleaning of machine.

Knowledge of parts

Introduction of can on machine and arrange cans to continue the process.

How to attend sliver breakage on machine.

Knowledge of sliver cutter and different switch systems.

**vii. Speed Frame (Following Training)**

Cleaning process

Knowledge of Spare parts

All switch system of machine

Introduction of sliver on machine and it's joining

How to attend robin breakage on machine.

Doffing process

**viii.** Cheese **Winding**

Cleaning process

Knowledge of parts

How to introduce cheese on machine

How to attend yarn breakage on machine.

Teaching the size and weight of cheese, stop motion and single yarn problem.

Knot quality practicing

**ix. T.F.O**

Knowledge of parts, cleaning, cone setting and changing, cheese setting and cheese changing. How to do tail - end on cone.

Teaching knotting of yarn how to apply spindle breakers and how to release yarn after knotting.

Knowledge of low TPI and high TPI of yarn and it's reasons.

**How can I apply?**

Contact: trainingnyma@gmail.com

Prem Singh ( HR) Triveni Spinning Mills : hrtrivenispinning@gmail.com

**Jagdamba Spinning Mills**

**Jagdamba Spinning Mills, Saurabh Group**

Renowned and Recognized for introducing innovation in processing, developing and manufacturing fiber based yarn products, Jagdamba Spinning Mills Pvt. Ltd is Nepal’s leading yarn manufacturer. Our mill utilizes advanced production technologies that allow producing 100% polyester yarn, polyester viscose blended yarn and acrylic yarn- all at various counts.

The products meet the European and international textile standards and are continually checked for consistent quality. Whatever your needs may be, our yarn is guaranteed to meet them. Additional details regarding our products, machinery and equipment, and process is also available.

 **Background**

The project has been developed in order to prepare the skilled manpower to make yarn from the processing machines with quality production and less defect. Employees who want to be involved in this profession through this training will be able to learn the knowledge, skills and behaviours required for this profession after receiving training based on the course.

As the market demand for this profession is high, trainee will get employment opportunities in local, national and international factories. This project will help in preparing the skilled manpower required for spinning yarn machine operators at home and abroad.

**Objectives of the training/ Orientation**

* The main objective of Training Programme is to better prepare skilled human resources into "Spinning Yarn Machine Operators" and upgrading old skill system to help and support the mills in long term for its sustainability.
* To enable human resources to efficiently operate into yarn industries operate in the both national and International manufacturing companies.
* An immediate objective of training is to give employees the local human resources for up skills they require to become better workers, resulting in financial gain. Other objectives include creating a supportive workplace, for valued and more satisfaction in their jobs.

**About the trainer(s)/ Speaker**

 Following members played the role of trainers / Speaker during training period.

|  |
| --- |
| **Trainer** |
| **Trainer's Name** | **Designation** | **Department** | **Hours Invested in Training** |
| Mr. Sudip Thapa | Training Instructor | Pre-Spinning  | 25 |
| Mr. Rjesh Shukla | Training Instructor | Spinning | 25 |
| Mr. T.k. Sharma | Training Instructor | Spinning | 25 |
| Mr. Sudhir Gupta | Training Instructor | Spinning | 25 |
| Mr. B.P. Singh | Training Instructor | Post-Spinning | 25 |
| Mr. Subodh Singh | Training Instructor | Post-Spinning | 25 |
| Mr. Sanjay Upadhaya | Training Instructor | Electricals, Electronics & Plumbing | 25 |
| Mr. S.P Sejwar | Training Instructor | Maintenance | 25 |
| Mr. Bijaya Kumar | Training Instructor | Maintenance | 25 |
| Mr. Subhash Chaurasia | Training Instructor | Checker-Packing | 25 |
| Mr. S.N.M. Tripathi | Training Instructor | Production Supervisor | 25 |
| Mr. Birendra Chaurasia | Officer | Finance & Documentation | 25 |
| Mr. Dhurba Bhattarai | Training Manager | Training | Full Time |
| Mr. B.M. Shukla | Training Supervisor | Training | Full Time |
| Mr. Anupam Shukla | Training Supervisor | Training | Full Time |
| Badri Chaudhary | Office Boy |   | Full Time |
| **Total** |

**Nature of Participants (students, Unemployed, DAGS, Women, PWDs, etc)**

Participants of different background especially youths, students, unemployed groups, DAGS has been the major focus of the program. However, because Jagdamba is quite segregated from city site and is in rural outskirt with traditional beliefs. It is quite a challenge to involved women in training. However, Jagdamba is internalizing its own strategy to place women from city areas, they are also planning to design a especial shift especially targeting women’s group. Women will be prioritized from September or December shift intake.

**Training Module**

**Module (Course) Structure for the above department:**

**How is the training being conducted?**

We provide three months trail to normal trainee and six months training to supervisor.

**Area (where the training happened including venue)**

Theoretical classes were conducted in the training hall and for practical knowledge, trainee practice on real machines inside the factory.

**Tools (Power point, Video, Role play, Group Discussion/ work)**

It’s really very difficult to train local normal people using English Language. So workers were trained in the local language they use in their daily life through lecture method, group discussion, role play etc.

**Time/ Duration**

Ten hours training per day from 8 am to 6 pm. including lunch and tea break.

**Detail of the Training**

**Schedule/ Agenda per day**

**Activities in Detail according to Schedule/ Agenda on Daily Basis**

At first, trainees get theoretical knowledge in the training hall for 4 hours and then are provided one hour break for their lunch. At 1 pm regularly, they are taken to the factory and are asked to observe how to face practically. At four, we provide tea break for half an hour. And then we ask them to make group discussion, role play so that they can have firm knowledge in the related filled. During group discussion we go through problem solving method too.

**How can I apply?**

Contact: trainingnyma@gmail.com

Chiranjivi Bhandari Project Coordinator: chiranraya@gmail.com

**Tricot Knitting Industry**

**TRICOT Industries, Golyan Group**

Tricot Industries (Golyan Group) is an international luxury cashmere manufacturer and market leader that has gained acclaim in the knitwear industry. It has the largest knitting unit in Nepal and an extensive international client base. Apart from cashmere, Tricot also manufactures products from materials such as wool, silk, linen and 100% organic cotton.

Tricot Industries together with Nepal Yarn Manufacturer’s Association is organizing Skills for employment programme together with Nepal Yarn Manufacturer’s Association and UKaid SEP from the month of December, 2019 extensively. During the training period Tricot has ensured that all trainees are given technical skills required that to perform job efficiently. Trainees are selected in coordination with local municipalities focusing Disadvantaged groups and females. Since, Tricot has large number of female employees. Our emphasis is on female intake. By the end of the pilot project December, 2020, TRICOT aims at employing 270 candidates into various job profiles.

**Trainings are conducted on the following job profiles.**

1. Computer Knitting Assistant Operator
2. Linking/Stitching Assistant Operator
3. Hand Hemming Assistant
4. Inspection Assistant

**Objectives of the training/ Orientation**

* The overall objective of the training is to provide career oriented training is to help the individual to learn the versatility of knit fabric and to operate the machine effectively and efficiently that enables help them to lead a professional career towards all industries related to Textile.

**About the trainer(s)/ Speaker**

 **Tricot has appointed four trainers for this project.**

**Mr. Satya Narayan Yadav :-**

* He was born on 2028-09-04 in Saptari district, Nepal. He has completed lower secondary level of education. At the age of 24 he started working in the field of garment industries. He is an employer of Tricot Industries Pvt.Ltd since 2065 BS in Linking department. He is technically sound and has the capabilities to solve the problems and challenges which comes in day to day work related to new style and design. He has an experience of 25years in linking department. Currently working as a trainer for linking department.

**Mrs. Usha Gurung :-**

* She was born on 13-01-1976 in Morang district, Nepal. She has completed her lower secondary level of education. She has experience of 16 years in hand hemming and stitching. She is been working for 10 years in Tricot Industries in linking department. She has capability of doing difficult styles and design if needed.

**Mrs. Priyanka Kumari Mandal**:-

* She was born in Biratnagar, Morang Nepal. She is 25 years old. She is graduated and continuing her Masters Degree in Human Resources (HR) with affiliation of Purbanchal University (PU). She has been working in an organization in HR department since 2016. Now she is an employ of Tricot Industries Pvt. Ltd from last 7 months in same HR/Admin department. She is workaholic in nature with quick learning habit. She believes in focusing organizational goal with her equal contribution for achievement.

**Raja Ram :-**

* He was born on 1/1/1986 in Bharasi, India. It has been 15 years he is working in garment industries as operator, technician and programmer. He is hard working person. He is working with Tricot Industries Pvt Ltd from last one year as a programmer. He is technically skilled.

 ***(CV has been attached in the annex)***

**Participants of the Training**

**Nature of Participants (students, Unemployed, DAGS, Women, PwDS, etc)**

* The major focus of Tricot has been on empowering Disadvantaged groups, Person with disabilities and women. However, we have given equal opportunities for men and women to participate in the training for various job beneficiaries and roles. Trainings are linked with knitter, linker, hand hamming, quality controller and HR. Tricot has given high priority to unemployed people, many women comes from unpaid domestic household workers. Training has helped them immensely to empower their finances and support their family. DAG’s also is our major focus, we are linked with local municipalities and give knowledge to public by word to mouth and some local advertisements. Trainees come from different underprivileged background may it be in terms of caste, class or ethnicities.

**Training module being used**

**Module 1.** Introduction to Knitting and Linking (Basics of knitting, Techniques of knitting and knit stitch types, Historical perspective of knitting, current innovations of knitting).

**Module 2.** Setting up Knitting Machine according to Work Specifications (Arrange Raw Material for Knitting Operations, Prepare Machine for Knitting).

**Module 3.** Carrying out Knitting Operations (Communicate Operational Information to Co-workers, Feed Yarn into Knitting Machine, and Produce Knitted Fabric according to Work).

**Module 4.** Carrying Out Repair and Maintenance of Knitting Machines. (Replace Needles, Cams and Sinkers of the Knitting Machines, Clean Machine Components, Perform Oiling of Machine Components, and Perform Greasing of Machine Components).

**Module 5**.Develop Professionalism.( Communicate with Co-Workers , Manage time, Upgrade skills, Keep the workplace clean, Work in a team, Ensure Health and Safety.

**How is the training being conducted?**

We have appointed the trainer to conduct training in local language, for better understanding of the trainees to understand various topics. Our objective through local language is also to make trainees feel comfortable. Trainer initially focuses on theoretical knowledge later trainees are also taught through some practical demonstrations on machines. Trainers also emphasises on interacting with trainees to better solve their confusions and problems regarding machine operations. We focus both on technical and soft skills for skilled human resources.

**Area (where the training happened including venue)**

In knitting department we arranged separate areas for various job roles of training. We have arranged separate resources like machines, raw material for practical training. Other learning materials are also allocated for trainees. However, mainly training focuses on practical demonstrations on machines itself.

**Tools (Power point, Video, Role play, Group Discussion/ work)**

Theoretical training, group discussion and role play method of teaching, group works, major focus is on practical training and demonstrations.

**Time/ Duration**

One month training for each batch. 8 hours training a day. Combination of both experienced people and new trainees for better efficiency and understanding of the new trainees hired.

**Activities in Detail according to Schedule/ Agenda on Daily Basis**

**Week 1 agenda for Knitting Dept.**

# Occupational Safety and Health (To be able to safe our self from any upcoming injury/accident in the working area.)

# Introducing knitting machine.(STOLL & CIXING) (Safety of machine and tools. (To save the machine from any damage such as needle breakage, cams, tracks damage by using its tools)

# Introducing main component of knitting machine.

# Week 2 agenda for Knitting Dept.

# Discussion of needle sizes, stitch sizes & types of yarn an (weight, texture).

# Learn slip knots, casting-on, knit stitch, joining new ball of yarn.

# Proper machine handling with safety measures.

# Week 3 agenda for Knitting Dept.

# To load program in machine, to save program, to replace the program, to make program in sequence.

# To set yarn through different parts of machine.

# To set machine speed.

# Function of comb, to adjust comb, take down and additional take down.

# To view data in display panel. (report data, run time data, message/error, system information)

# Week 4 agenda for Knitting Dept

# To carry out minor maintenance.

# To adjust cam and feeder, adjust needles and stitch length

# Explanation about error and how to rectify and solve the error in display.

# For cleaning and oiling the machine.

# Take sample before processing the production, Carry out knitting production, Monitor machine performance

# To help the trainees to efficiently and effectively operate the knitting machine.

# LINKING DEPARTMENT WEEKLY PLANS:

# Week 1 - Week 2

# Occupational health and Safety (To be able to safe our self from any upcoming injury/accident in the working area.)

# Introducing linking machine gauge wise.

# Safety of machine and tools. (To save the machine from any damage such as needle breakage)

# Introducing main component of linking machine.

# To set kundda inside and outside in the linker.

# Week 3 - Week 4

# To practice some operation such as

# Lock

# Shoulder lock

# Arm hole

# Arm hole tape

# Side closing

# Neck joint

# Neck lock

# Side lock

# Pocket lock

**How Can I apply?**

**Contact:** **trainingnyma@gmail.com**

**Bhanu Luitel : Project Coordinator :** **tricotbhanumis@gmail.com**