

Occupational profile and training path for the Footwear sector – EUROPEAN SHOEMAKER

0. Introduction

In this document a description of the new occupation profile for the footwear manufacturing technician EQF¹ level 4 will be given, according to the contributes of all partners, articulated with the profiles in place in their correspondent countries, to know:

- Portugal - Footwear Manufacturing Operator – Level 2 EQF
- Germany - Industrial Shoe Maker and Finisher – Level 4 EQF
- Italy - FOOTWEAR OPERATOR – Level 2
- Poland – Footwear Shoemaker – Level 2

These above listed profile in place in the different project countries inspired the partnership and contributed with what they have of the most positive and interesting for the industry itself.

The new occupational profile, of a footwear manufacturing technician – The European Shoemaker – elaborated on the basis of the existing profile in Europe, will consubstantiate the following characteristics:

- High-specialized and Innovative: at technological level, respecting tradition (EU shoemaking - fashion, design, quality), near to the labour market needs and updated and in line with the most recent developments in the field regarding materials, technologies, techniques;
- Multidimensional / multi-skilled: crossing all workstations related to footwear manufacturing. The professional should be at ease in all the workstations related to footwear manufacturing;

¹ EQF – European Qualification Framework



- Versatile, being capable of doing many things competently, above all, capable of switching easily from one task to another, of various tasks, able to move freely in all directions;
- Flexible, being capable of adapting to many environments, capable of doing modifications, using knowledge and skills/competences on different things than the ones they are used to, or trained to;
- ICT literate;
- Ready-to-work after the training and capable of being integrated in a Footwear company organization;
- Merging what already exists in Footwear VET in partners’ countries mainly Portugal, Italy, Germany and Poland;
- Transferable - providing all guidelines to be exploited at national and European level;
- With a look to the young generation in VET – being able to seduce young people to enter in a specialization with high employability.

According to the agreed among the partnership, this profile should be created to be as closest possible to the industry, at a very technical level, including a deep knowledge on the field, very focus on the “to know how to do” but also on “to know why to do”, better, to understands the fundamentals of the practice. Besides the skills on “making shoes”, EU Shoemaker professional should also accomplish with a high level of autonomy, responsibility, capability for adaptation to new technology and innovative materials and techniques oriented to the industry itself.

The following table contains information that supported the conception of the new profile.

Table 1 – Descriptors of EQF levels

EQF Level	Knowledge	Skills	Competence
	<i>In the context of EQF, knowledge is described as theoretical and/or factual.</i>	<i>In the context of EQF, skills are described as cognitive (involving the use of logical, intuitive and creative thinking), and practical (involving manual dexterity and the use of methods, materials, tools and instruments)</i>	<i>In the context of EQF, competence is described in terms of responsibility and autonomy.</i>

Level 4	Factual and theoretical knowledge in broad contexts within a field of work or study	A range of cognitive and practical skills required to generate solutions to specific problems in a field of work or study	Exercise self-management within the guidelines of work or study contexts that are usually predictable, but are subject to change; supervise the routine work of others, taking some responsibility for the evaluation and improvement of work or study activities
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For more information on this issue, please consult the descriptors of EQF levels

<https://ec.europa.eu/ploteus/en/content/descriptors-page>

1. Occupational profile for footwear manufacturing technician

1.1. Designation of the occupation

Footwear manufacturing technician EQF level 4 – The EUROPEAN SHOEMAKER

1.2. Methodology

For the definition of the occupational profile “Footwear Manufacturing Technician”, the methodology described in the European Qualifications Framework for lifelong learning (EQF) has been followed.

The European Qualifications Framework (EQF) is a common European reference framework. It acts as a translation grid, which links countries' qualifications systems/framework. It covers qualifications at all levels and in all sub-systems of education and training (general and adult education, vocational education and training). Its main role is to make qualifications more readable and understandable across different countries and systems.

The EQF will bring different countries' national qualifications systems and frameworks together around a common European reference composed of eight reference levels. The levels span the full



scale of qualifications, from basic (Level 1, for example school leaving certificates) to advanced (Level 8, for example Doctorates). The eight reference levels are described in terms of learning outcomes.

In the EQF a learning outcome is defined as a statement of what a learner knows, understands and is able to do on completion of a learning process. The EQF therefore emphasises results of learning rather than focuses on inputs such as length of study. Learning outcomes are specified in three categories – knowledge, skills and competence. This approach indicates that qualifications – in different combinations – capture a broad scope of learning outcomes, including theoretical knowledge, practical and technical skills, and social competences, where the ability to work with others will be crucial.

The three categories are defined as follows:

‘Knowledge’: means the outcome of the assimilation of information through learning. Knowledge is the body of facts, principles, theories and practices that is related to a field of work or study. In the context of the European Qualifications Framework, knowledge is described as theoretical and/or factual. “knowledge” can have different levels: notions of, fundamental knowledge and deep knowledge.

‘Skills’: means the ability to apply knowledge and use know-how to complete tasks and solve problems. In the context of the European Qualifications Framework, skills are described as cognitive (involving the use of logical, intuitive and creative thinking) or practical (involving manual dexterity and the use of methods, materials, tools and instruments).

‘Competences’: means the proven ability to use knowledge, skills and personal, social and/or methodological abilities, in work or study situations and in professional and personal development. In the context of the European Qualifications Framework, competence is described in terms of responsibility and autonomy.

Based on the EQF and according to the European Credit System for Vocational Education and Training (ECVET), the most suitable levels for the training programme have been selected according to the tasks and competences that were identified for the development of the occupational profile. The level selected based on the tasks and competences described is level 4.

1.3. Description of the occupation





General description

To manage to conduct all necessary operation of the footwear manufacturing process, namely cutting, preparation for stitching, stitching, preparation for assembling, assembling, finishing and packing, using different materials, state-of-the-art technology and techniques, according to the quality, maintenance, hygiene and security at work procedures and standards.

Detailed activity, tasks, knowledge, skills and competences for the occupational profile

The activities, tasks, knowledge and competences of the occupational profile 'Footwear Manufacturing Technician' are described in the table below, at a production floor level.

Furthermore, it is also necessary that the technician has some common transversal skills to perform all the tasks, like the ones mentioned below.

Transversal skills/competences (EQF Level 4):

- Responsibility for the completion of tasks;
- To be able to act with autonomy, responsibility and dynamism;
- To adapt own behaviour to circumstances in solving problems during the realisation of the activity;
- To be able to work in teams in different functional areas within the company, and to cooperate toward common aims, understanding their needs and doubts, providing support on manufacturing aspects;
- To be able to apply Environmental, security and HSW good practices and to promote an “environmentally and securely-friendly” view toward the creative team, promoting training on the subjects when and if needed;
- To be able to apply footwear manufacturing quality control procedures and standards in all phases of the process in compliance with certain requirements;
- To be able to apply basic rules and basic procedures of maintenance regarding the equipment they use daily;
- To have leadership abilities;
- To have computer skills, have the analytical capacity for information (texts, news, databases, courses...), ability to interpret reports and to be efficient;



- To be able to manage self-training, to organize his/her own workplace, being innovative;
- To be able to adapt to different types of organization.

Transversal knowledge (EQF Level 4):

- General knowledge of footwear production;
- Quality control procedures and standards;
- Environment, security and hygiene at work for Footwear Industry;
- Ergonomics applied to the workplace;
- Organization and methods – notions;
- Notions on productivity;
- Teamwork;
- ICT at user level – main common programs.

Activities and tasks of the occupation profile (described into knowledge, skills/competences):

TITLE OF THE PROFESSIONAL QUALIFICATION	Footwear manufacturing technician – The EUROPEAN SHOEMAKER
Level of EQF	4
Economic activities which refers to the qualification	Footwear industry
Brief description of the qualification	<p>To manage to conduct all necessary operation of the footwear manufacturing process, namely cutting, preparation for stitching, stitching, preparation for assembling, assembling, finishing and packing, using different materials, state-of-the-art technology and techniques, according to the quality, maintenance, hygiene and security at work procedures and standards.</p> <p>This profile involves a wide range of deep knowledge, skills and competences on footwear manufacturing concerning all phases of the process, including basic knowledge on product engineering and different types of construction, using state-of-art technology and techniques. This profile has implicit a high capacity of self-management, autonomy, understanding instructions but also interpret and improve, solving problems, helping others to obtain the goals and lead teams.</p>

	Profile Description
Activity 1	To cut the different pieces of the footwear model according to the technical information, using adequate equipment (mainly mechanic and automatic) and applying adequate techniques, according to the quality and productivity standards
Task 1 (A1-T1)	To analyse the raw-materials, identifying the defaults and surface defects and classify them, deciding on what parts should be used to cut certain shoe parts.
Knowledge	Raw materials: characteristics and behaviours, defaults and their classification New material according to the new development on synthetics, nanotechnology. Leather, textile and other materials for cutting optimization techniques Footwear components – notions of processes and manufacturing technologies Notions on anatomy of the foot Notions on foot measuring Fundamental knowledge on different scale and sizing systems Notions on footwear pattern making techniques Footwear components, processes and technology manufacturing Basic notions on the tools to use and their maintenance
Skills	To be able to analyse the raw-material, identifying the defaults and surface defects and decide on the adequate parts to cut
Competences	To demonstrate capacity of analysis of the material to cut and decide on where to cut each part of the shoe according to the quality and productivity standards
Task 2 (A1-T2)	To check cutting dies for the model to cut and select the adequate ones for each order, according to the cutting technology to be applied
Knowledge	Footwear components – notions on processes and manufacturing technologies Fundamental knowledge on different sizing systems General processes and technologies in Footwear manufacturing Basic notions on the tools to use and their maintenance Basic knowledge on health and safety during the usage of cutting dies
Skills	To be able to check cutting dies for the model to cut and select the adequate ones for each order To be able to organize the working area and to make provisions regarding all the tools needed to cut To be able to apply safety rules when selecting the cutting dies
Competences	To demonstrate organizational capabilities, decision capabilities. To demonstrate to organize the working area with all the cutting dies and tools according to the cutting technology to apply, according to the productivity standards and health and safety rules
Task 3 (A1-T3)	To do the nesting – positioning the cutting devices or even the image projections of the shoe parts on the raw-material's surface, taking into account the defaults previously detected and signaled, in order to optimize the raw-material

Knowledge	Raw materials: characteristics and behaviours, defaults and their classification Leather and other cutting materials optimization techniques – effective nesting Footwear components – notions on processes and manufacturing technologies Fundamental knowledge on different sizing systems General processes and technologies in footwear manufacturing Fundamental knowledge on the tools to use and their maintenance Fundamental knowledge on the equipment to use and its maintenance rules/procedures Basic knowledge on health and safety during the usage of cutting dies
Skills	To be able do the nesting with the technology used, taking into account health and safety rules
Competences	To demonstrate capabilities to do the nesting with the available technology according to the quality and productivity standards and health and safety rules
Task 4 (A1-T4)	To cut the pieces using a knife, a clicking machine or an automatic cutting system
Knowledge	Raw materials: characteristics and behaviours, defaults and their classification Cutting processes: manual, mechanic and automatic Fundamental knowledge on the equipment: set-up, fine-tuning, maintenance Notions on Footwear components Basic knowledge on safety rules for the usage of machinery and cutting equipment
Skills	To be able to cut using adequate technology To be able to detect defaults of the equipment To perform equipment and tools cleaning processes and conservation and basic maintenance procedures To be able to apply the principles of health and safety for the usage of machines and cutting equipment
Competences	To demonstrate the capability of conduct the cutting process according to the quality and productivity standards and health and safety rules
Task 5 (A1-T5)	To organize the cut pieces according to the order
Knowledge	Footwear components – notion of processes and manufacturing technologies Fundamental knowledge on different sizing systems General processes and technology in Footwear manufacturing
Skills	To be able to organize the cut pieces according to the order
Competences	To demonstrate ability of organization, capability to work with method.
Task 6 (A1-T6)	To check cut pieces against specifications and quality requirements
Knowledge	Quality control procedures and standards Notions on footwear components Fundamental knowledge on different sizing systems Raw materials: characteristics and behaviours, defaults and their classification
Skills	To be able to check cut pieces against specifications and quality requirements

Competences	To demonstrate capability to check cut pieces against specifications and quality requirements
Task 7 (A1-T7)	Arrangement of the shoe parts into the containers according to the specifications
Knowledge	Footwear components – notions on processes and manufacturing technology Fundamental knowledge on different sizing-systems Basic knowledge on the rules for determining the size of the numbering of die-cut parts
Skills	To be able to place the shoe parts into the container according to the specifications
Competences	Is able to place pieces to the container according to the specifications
Activity 2	To perform pre-stitching operations in all kind of footwear models, namely skiving, splitting, folding, stitch marking, stamping, press punching, perforating, embossing, and gluing the pieces to be sewn, crimping uppers, using adequate and state-of-the-art equipment (attacking the buckles and other accessories as eyelets can be placed in the pre-stitching or finishing operations)
Task 1 (A2-T1)	To conduct the various operations of pre-stitching appointed in the technical information of the model and the production order
Knowledge	Fundamental knowledge on raw materials characteristics and behaviours Knowledge on general processes and technologies in footwear manufacturing Notions on subsidiaries products technology (glue and others...) Deep knowledge on footwear pre-stitching techniques Fundamental knowledge on types of glue, and attaching/cementing technology Deep knowledge on footwear pre stitching equipment: set-up, fine-tuning and maintenance Basic knowledge on health and safety for the usage of machinery and pre-sewing equipment
Skills	To be able to differentiate the various operations in the pre-stitching room, interpreting the technical information and the production order. To be able to perform pre-stitching operations, namely skiving, splitting, folding, stitch marking, stamping, printing, press punching, perforating, embossing, and gluing the shoe parts to be sewn, crimping uppers, place buckles, eyelets and other accessories using adequate equipment and according to the technical information. To be able to detect defaults of the equipment To be able to perform equipment and tools cleaning processes and conservation and basic maintenance procedures. Basic knowledge on health and safety for the use of machinery and pre-sewing equipment
Competences	To demonstrate the capacity to perform all pre-stitching operations according to the given production orders and according to the productivity and quality standards and safety rule
Task 2 (A2-T2)	To check the pre-stitched pieces according to the quality standards

Knowledge	<p>Knowledge on general processes and technologies in footwear manufacturing</p> <p>Deep knowledge on footwear pre-stitching techniques</p> <p>Deep knowledge on quality control</p>
Skills	To be able to check the pre-stitched shoe parts according to the quality standards
Competences	To demonstrate the capacity of doing the quality control of the shoe parts pre-stitched according to the quality standards
Activity 3	To perform mechanically with state-of-art equipment all stitching operations with post-bed, flat-bed or cylinder-arm stitching machines
Task 1 (A3-T1)	To check and handle needles, threads, pliers and scissors to perform the stitching operations in the footwear
Knowledge	<p>Fundamental knowledge on raw materials characteristics and behaviours</p> <p>Knowledge on general processes and technologies in footwear manufacturing</p> <p>Notions on subsidiaries products (glue and others...)</p> <p>Fundamental knowledge on threads, needles and other tools</p> <p>Fundamental knowledge on types of glue, and attaching/cementing technology</p> <p>Deep knowledge on footwear stitching techniques</p> <p>Notions on work studies</p> <p>Basic knowledge of health and safety for the usage of needles, thread, scissors to perform the shoe stitching</p>
Skills	To check and handle needles, threads, pliers and scissors to perform the stitching operations in the footwear, taking into account safety rules
Competences	To demonstrate the capacity to organize all necessary material to cope with the operation of cutting, according to the given production order, quality and productivity standards and safety rules
Task 2 (A3-T2)	To set-up/program the equipment according to the material and the operation technical description
Knowledge	<p>Fundamental knowledge on raw materials characteristics and behaviours</p> <p>Knowledge on general processes and technologies in footwear manufacturing</p> <p>Fundamental knowledge on threads, needles and other tools</p> <p>Deep knowledge on footwear stitching techniques</p> <p>Deep knowledge on equipment, set-up, fine-tuning and maintenance</p>
Skills	To be able to set-up/program the equipment according to the material and the technical operation
Competences	To demonstrate the ability to set-up the equipment to assign to the operations in cause
Task 3 (A3-T3)	To select the machine accessories, putting them in the right place and adjust them to the machine

Knowledge	<p>Fundamental knowledge on raw materials characteristics and behaviours</p> <p>Knowledge on general processes and technologies in footwear manufacturing</p> <p>Notions on subsidiaries products (glue and others...)</p> <p>Fundamental knowledge on threads, needles and other tools</p> <p>Deep knowledge on footwear stitching techniques</p> <p>Equipment, set-up, fine-tuning and maintenance</p>
Skills	<p>To be able to select the machine accessories, putting them in the right place and adjust them to the machine.</p>
Competences	<p>To demonstrate the ability to prepare all the equipment to operate with</p>
Task 4 (A3-T4)	<p>To put accurately the pieces to stitch on the machine, and to guide all the stitching operation, to operate with post-bed, flat-bed or cylinder-arm stitching machines</p>
Knowledge	<p>Fundamental knowledge on raw materials characteristics and behaviours</p> <p>Knowledge on general processes and technologies in footwear manufacturing</p> <p>Fundamental knowledge on footwear components</p> <p>Fundamental knowledge on threads, needles and other tools</p> <p>Fundamental knowledge on types of glue, and attaching/cementing technology</p> <p>Deep knowledge on footwear stitching techniques</p> <p>Deep knowledge on equipment, set-up, fine-tuning and maintenance</p> <p>Deep knowledge on safety during stitching</p>
Skills	<p>To be able to put accurately the pieces to stitch on the machine, and to guide all the stitching operation</p> <p>To be able to operate with post-bed, flat-bed or cylinder-arm stitching machines</p> <p>To be able to detect defaults of the equipment</p> <p>To be able to perform equipment and tools cleaning processes and conservation and basic maintenance procedures.</p>
Competences	<p>To demonstrate the ability to operate with all vast range of stitching machines, according to the productivity and quality standards and safety rules</p>
Task 5 (A3-T5)	<p>To use automatic stitching machines if available and adequate to the given model in case</p>
Knowledge	<p>Fundamental knowledge on raw materials characteristics and behaviours</p> <p>Knowledge on general processes and technologies in footwear manufacturing</p> <p>Notions on subsidiaries products (glue and others...)</p> <p>Fundamental knowledge on threads, needles and other tools</p> <p>Fundamental knowledge on types of glue, and attaching/cementing technology</p> <p>Deep knowledge on footwear stitching techniques</p> <p>Equipment, set-up, fine-tuning and maintenance</p> <p>Deep knowledge on safety during stitching and usage of automatic equipment for stitching</p>
Skills	<p>To be able to use automatic stitching machines if available and adequate to the given model, taking into account safety rules</p>
Competences	<p>To demonstrate the ability to operate automatic stitching machines, according to the productivity and quality standards and safety rules</p>

Activity 4	To perform all the pre-assembling operations, after identification of the type of construction according to the productivity and quality standards
Task 1 (A4-T1)	To apply adhesive between the upper leather and lining and to perform the moulding of the stiffener and the toe puff
Knowledge	Raw materials characteristics and behaviours General processes and technologies in footwear manufacturing Footwear pre-assembling techniques and equipment Bonding technology Equipment, set-up, fine-tuning and preventive maintenance To be able to detect defaults of the equipment To be able to perform equipment and tools cleaning processes and conservation and basic maintenance procedures. Quality control procedures and standards
Skills	To be able to apply adhesives/glue between the upper leather and the lining applying principles of bonding To mould the stiffener and the toe puff, using adequate equipment
Competences	To demonstrate the ability to perform all pre-assembling operations selecting and using the adequate equipment according to the productivity and quality standards and respecting all the rules to be applied when bonding
Task 2 (A4-T2)	To attach the insole to the last applying the adequate techniques
Knowledge	Notions on lasts Fundamental knowledge on scale/sizes General process and technology in footwear manufacturing Bonding technology Basic knowledge of combining elements of shoes other than bonding techniques, eg. sewing, cure, pouring, injection, etc. Equipment, set-up, fine-tuning and preventive maintenance Quality control procedures and standards Basic knowledge of health and safety during using assembling machines
Skills	To be able to attach the insole assembling insole to the last using the most adequate techniques including others than gluing, in accordance to the safety rules To be able to detect defaults of the equipment To be able to perform equipment and tools cleaning processes and conservation and basic maintenance procedures.
Competences	To demonstrate capacity to attach assembling insole to the last using the most adequate techniques including others than gluing, in accordance to the safety rules taking into account the quality of final product
Task 3 (A4-T3)	To check the uppers prepared for assembly according to the given production orders and quality standards
Knowledge	General processes and technologies in footwear manufacturing Footwear pre-assembling techniques and equipment Quality control procedures and standards

Skills	To be able to check the uppers prepared according to the given production order and quality standards
Competences	To demonstrate the ability to perform all quality control procedures according to the productivity and quality standards
Activity 5	To perform all assembling operations after identification of the type of construction (cementing) according to a given production order and quality and productivity standards.
Task 1 (A5-T1)	To close fronts, sides and backparts using adequate machinery: lasting/closing machine
Knowledge	Raw materials characteristics and behaviours General process and technology in footwear manufacturing Footwear assembling techniques and equipment Lasting technology Glue and cementing technology Roughing and sanding technology Equipment, set-up, fine-tuning and preventive maintenance Quality control procedures and standards Basic knowledge on safety rules for the lasting procedures
Skills	To receive and to be able to interpret the given order To be able to understand and decide on the quantity (timing and temperature) of the humidity to moisten uppers To be able to correctly position the upper on the last To be able to adjust the equipment to the shape of the last To be able to apply the instructions of the equipment in order to close the fronts To quickly check the lasted fronts and despite defaults To proceed to the sides and backparts lasting machine To be able to adjust the equipment to the shape of the last To be able to apply the instructions of the equipment in order to close the sides and backparts To quickly check the lasted fronts and despite defaults To be able respect and apply all safety principles and rules during lasting
Competences	To demonstrate the ability to close the front, sides and backparts of the shoe, using adequate state-of-the-art equipment according to a given production order and the productivity and quality standards and safety rules
Task 2 (A5-T2)	To prepare the surfaces of the soles and upper for cementing

Knowledge	<p>Raw materials characteristics and behaviours</p> <p>General process and technology in footwear manufacturing</p> <p>Cementing techniques and equipment</p> <p>Adhesives technology - glue and cementing technology</p> <p>Roughing and sanding technology</p> <p>Preparation of soles according to alternative non-solvent technologies (instead halogenation)</p> <p>Equipment, set-up, fine-tuning and preventive maintenance</p> <p>Quality control procedures and standards</p> <p>Basic knowledge on health and safety in the preparation of the surfaces</p>
Skills	<p>To be able to rough the upper and bottoms using adequate technologies</p> <p>To be able to decide on what technology to use regarding the preparation of the bottoms – primary or roughing or even non-solvent technology</p> <p>To apply primer to the bottoms if needed</p> <p>To apply glue onto bottom and upper</p> <p>To accomplish drying and reactivation of upper and bottom</p> <p>To be able to use safety principles</p>
Competences	To demonstrate the ability to prepare soles and bottoms through chemical treatment of the surfaces or roughing
Task 3 (A5-T3)	To attach the bottoms to the uppers and use the press in the adequate process variables taking into account safety rules
Knowledge	<p>General process and technology in footwear manufacturing</p> <p>Cementing techniques and equipment</p> <p>Adhesives technology - Glue and cementing technology</p> <p>Deep knowledge on the surface reactivation</p> <p>Pressing technology</p> <p>Equipment, set-up, fine-tuning and preventive maintenance</p>
Skills	To be able to attach the bottoms to the uppers and to use the press in the adequate process variables taking into account safety rules
Competences	To demonstrate capacity of attaching the upper to the sole with high precision and accomplish cementing through pressing.
Task 4 (A5-T4)	To decide on the need of applying heat onto the shoe upper in order to promote a better final visual aspect of the shoe and to apply the ironing techniques
Knowledge	<p>Notions on raw materials characteristics and behaviours</p> <p>General process and technology in footwear manufacturing</p> <p>Cementing techniques and equipment</p> <p>Deep knowledge of fixing the shape of the shoe</p> <p>Deep knowledge on the techniques for ironing</p> <p>Equipment, set-up, fine-tuning and preventive maintenance</p> <p>Quality control procedures and standards</p> <p>Basic knowledge of health and safety in the use of ironing equipment</p>
Skills	<p>To be able to decide on the need of applying heat onto the shoe upper in order to promote a better final visual aspect of the shoe</p> <p>To be able to apply the ironing techniques regarding the raw materials and the given shoe model according to quality and safety standards</p>

Competences	To demonstrate the capacity to apply ironing techniques to a given shoe model
Task 5 (A5-T5)	Stabilization of shoes
Knowledge	<p>Notions on types of lasting Notions on raw materials characteristics and behaviours General process and technology in footwear manufacturing Cementing techniques and equipment Adhesives technology - glue and cementing technology Roughing and sanding technology Preparation of soles according to alternative non-solvent technologies (instead halogenation) Deep knowledge of fixing the shape of the shoe Equipment, set-up, fine-tuning and preventive maintenance Quality control procedures and standards Basic knowledge of health and safety in the use of stabilizers shape</p>
Skills	To be able to apply deep knowledge of fixing the shape of the shoe taking into account safety rules
Competences	To demonstrate the capacity to fix the shape of the shoe taking into account safety rules
Task 6 (A5-T6)	To take out (pull out) the last from the shoe
Knowledge	<p>General processes and technologies in footwear manufacturing Raw materials characteristics and behaviours Type of lasts Equipment, set-up, fine-tuning and preventive maintenance Knowledge on Quality control techniques</p>
Skills	To be able to take out the last from the shoe and check the quality of final product
Competences	To demonstrate the capacity to take pull out the last from the lasted shoe with effectiveness and caring for the quality of the final product.
Task 7 (A5-T7)	To attach heels, welts to the lasted shoe
Knowledge	<p>General process and technology in footwear manufacturing Components Equipment, set-up, fine-tuning and preventive maintenance Quality control</p>
Skills	To be able to attach heels and welts, using specific equipment
Competences	To demonstrate the ability to attach heels and welts, using specific equipment, according to the quality and productivity standards
Task 8 (A5-T8)	To store the lasts in adequate place
Knowledge	<p>Knowledge on lasts Notions on sizes Footwear general organization</p>

Skills	To be able to store the lasts in adequate place
Competences	To demonstrate capacity of organization to store adequately the last after their use
Activity 6	To perform all finishing operations in the footwear, according to the given production orders, quality and productivity standards
Task 1 (A6-T1)	To clean, to polish, to wax, to brush, to iron uppers and lining, to paint and treat surfaces, to ink the edges, to insert laces, to insert sock liners, using the adequate tools and the adequate products
Knowledge	Raw materials characteristics and behaviours General processes and technologies in footwear manufacturing Finishing products and subsidiary substances technology Footwear finishing techniques and equipment Equipment, set-up, fine tuning and preventive maintenance Quality control procedures and standards
Skills	To be able to perform all finishing operations in footwear manufacturing, namely to clean, to polish, to wax, to brush, to iron uppers and lining, to paint and treat surfaces, to ink the edges, to insert laces, to inset sock liners, using the adequate tools and the adequate products
Competences	To demonstrate the ability to perform all finishing operations in the footwear, according to the given production orders, quality and productivity standards
Task 2 (A6-T2)	To control the quality of the work done and proceeding to the necessary adjustments
Knowledge	Raw materials characteristics and behaviours General processes and technologies in footwear manufacturing Quality control procedures and standards
Skills	To be able to control the quality of the work done and proceeding to the necessary adjustments
Competences	To demonstrate the ability to accomplish the quality control procedure on the final product, respecting the quality standards
Activity 7	To perform all packing operations
Task 1 (A7-T1)	To perform the last operations of quality control, ensuring, among other things, appearance, robustness, absence of wrinkles, straight seams, heel height, and overall aspects such as cleanliness, colour uniformity, compared to the specifications sheet
Knowledge	Raw materials characteristics and behaviours General processes and technologies in footwear manufacturing Quality control procedures and standards Packing procedures Equipment for packing, set up and preventive maintenance

Skills	To perform all operation of packing To be perform the last operations of quality control, ensuring, among other things, appearance, robustness, absence of wrinkles, straight seams, heel height, and overall aspects such as cleanliness, colour uniformity, compared to the specifications sheet.
Competences	To demonstrate the ability to perform all packing operation according to the quality standards and the exigencies of the final clients
Task 2 (A7-T2)	To put each pair of footwear in the box, in an appropriate and symmetric way using soft paper or soft bags which are important for protecting the shoes
Knowledge	Raw materials characteristics and behaviours General processes and technologies in footwear manufacturing Quality control procedures and standards Packing procedures Equipment for packing, set up and preventive maintenance
Skills	To be able to introduce the footwear, pair by pair in the box, in an appropriate and symmetric way using soft paper or soft bags which are relevant for the protection of the pair of shoes
Competences	To demonstrate the ability to put the shoes carefully in the respective boxes, providing the best image of the brand they represent