Government of Pakistan

**National Vocational and Technical Training Commission**

**Prime Minister’s Youth Skills Development Program**



**Course Contents / Lesson Plan**

**Course Title: Leather Gloves Pattern Maker**

**Duration:** **6 Months**

|  |  |
| --- | --- |
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| **Trainer Name** |  |
| **Course Title** | **Leather Gloves Pattern Maker** |
| Objectives and Expectations  | **Employable skills and hands-on practice in Leather Gloves Pattern Making**The objective of this 6-month course is to equip trainees with comprehensive knowledge and hands-on skills in leather gloves pattern making, focusing on modern techniques and industry’s best practices. The program blends theoretical concepts with practical application to ensure trainees develop mastery in designing, drafting, and creating patterns for various glove styles with special emphasis on quality standards for international markets. The course aims to produce professionals who can meet global demands. It also seeks to develop entrepreneurial skills, enabling trainees to pursue self-employment opportunities or excel in employment roles in the leather manufacturing sector.**Main Expectations:** i. **Technical Mastery:** Trainees will demonstrate proficiency in creating accurate glove patterns using both traditional and contemporary tools and techniques. They will understand the properties of different leathers, measurement techniques, and global quality standards for leather products.ii. **Innovation & Design Sensibility:** Trainees will be able to design functional and aesthetic glove patterns, adapting to market trends and customer requirements. They will also exhibit the ability to solve design challenges creatively.iii. **Market Readiness:** Trainees will gain insights into international leather goods markets and will be trained in job search and entrepreneurial skills. They will understand export requirements, quality certifications, and documentation for global trade.iv. **Professionalism & Work Ethics:** Trainees will develop workplace ethics and soft skills essential for effective teamwork and customer engagement. They will exhibit discipline, responsibility, and an understanding of occupational health and safety standards.v. **Employability Focus:** The course will prepare trainees to confidently transition into wage employment within leather industries or to establish their own small-scale glove-making setups, meeting local and export market needs. |
| Entry-level of trainees | Middle  |
| Teacher’s Eligibility Criteria | Matriculation and certification in gloves pattern making with at least 5 years industry experience in relevant field ORBachelors in Textile Designing with at least 3 years industry experience in relevant field |
| **Learning Outcomes of the course** | By the end of this course, trainee will be able to:* Observe occupational health & safety regulations
* Communicate with colleagues and clients at workplace
* Understand glove types and pattern types
* Understand components of gloves
* Prepare and cut sketches of front base for all type of gloves
* Prepare and cut sketches of back base for all type of gloves
* Prepare and cut sketches of fourchette for all type of gloves
* Prepare and cut sketches of thumb for all type of gloves
* Prepare and cut sketches of cuff for all type of gloves
* Prepare and cut sketches for any fashion accessory of gloves
* Prepare and cut the lining for all types of gloves
* Perform grading/sizing of all components of gloves
 |
| **­­­Course Execution Plan** | * Total Duration of the Course**:**
* Class Hours: **4 hours per day**
* Theory: **20%**
* Practical: **80%**
* Weekly Hours: **20 hours per week**
* Total Contact Hours: **520 hours**
 |
| **Companies offering jobs in the respective trade** | * Leather industry
* Gloves Industry
* Sports Industry
* Nizam sons
* Silver star
* Leather field
* Cobija Industries
* Seminar Industries
 |
| **Job Opportunities** | * Pattern Master
* Sample Man
* Quality Inspector
 |
| **No of Students** | 25 |
| **Learning Place** | Classroom / Lab |
| **Instructional Recourses** | **Learning Resources:*** Online Videos
* Google Search
* Factory Visits
* Course Curriculum

**Books and References:**1. **" *Glove Making*” by** **Gwen Emily-Jones**

**Description**: A comprehensive vintage guide covering leather glove techniques. It provides detailed explanations on pattern usage, cutting, stitching, and finishing across glove types.1. **"Leather Work” by** **Albert H. Crampton**

**Description**: A classic vintage reprint includes detailed instructions and diagrams on leatherwork techniques and has a whole section on glove making covering leather selection, pattern drafting, and stitching techniques. |

**MODULES**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Scheduled Weeks** | **Module Title** | **Days** | **Learning Units** | **Home Assignment** |
| **Week 1** | **Develop Basic****Communication Skills**  | Day 1 | Coordinate with Assistants | * **Task 1**

**Coordinate with the assistant and report their progress to supervisor** |
| Day 2 | Report tasks with Supervisor |
| Day 3 | Instruct and Collaborate with Stitchers |
| Day 4 | Coordinate requirements with Glove Cutters |
| Day 5 | Interact with clients* Types of clients
 |
| **Week 2** | **Follow Health & Safety** | Day 1 | Apply Personal Safety* Ergonomic postures
 | * **Task 2**

**Perform basic first aid for minor injury.** |
| Day 2 | Apply Workplace Safety |
| Day 3 | Apply Safety for tools and equipment |
| Day 4 | Use Fire Extinguisher* PASS procedure
* Types of fire extinguishers
 |
| Day 5 | Give First Aid for Minor Injury * Introduction to first aid box
* Procedure of First Aid
 |
| **Week 3** | **Take Measurements** | Day 1 | Introduction of Gloves* Type of gloves
* Type of gloves material
 | * **Task 3**

**Take measurement of sample provided.** |
| Day 2 | Introduction of Pattern |
| Day 3 | Select Proper Instrument* Introduction to leather tools
 |
| Day 4 | Take Sample/Sketch for Pattern |
| Day 5 | Take Measurements of Pattern* Measuring systems and units
 |
| **Week 4** | **Take Measurements** | Day 1 | Record Measurements of Pattern* Types of Patterns
 | * **Task 4**

**Draw geometrical shapes on cardboard.*** **Task 5**

**Draw straight lines on cardboard.** |
| Day 2 | Draw Lines* Types of lines
 |
| Day 3 | Draw Geometrical shapes* Types of geometrical shapes
 |
| Day 4 | Draw Perspective views |
| Day 5 | Introduction to Design* Anatomy of Hand
 |
| **Week 5** | **Prepare Sketch of Front Base**  | Day 1 | Draw Front Base of 707 Gloves* Pattern of palm
 | * **Task 6**

**Prepare and cut sketch for the front base of required gloves.** |
| Day 2 | Cut Front Base of 707 Gloves |
| Day 3 | Draw Front Base of Hockey gloves |
| Day 4 | Cut Front Base of Hockey gloves |
| Day 5 | Draw Front Base of Fashion gloves |
| **Week 6** | **Prepare Sketch of Front Base** | Day 1 | Cut Front Base of Fashion gloves | * **Task 7**

**Prepare and cut sketch for the front base of required gloves.** |
| Day 2 | Draw Front Base of Mechanical gloves |
| Day 3 | Cut Front Base of Mechanical gloves |
| Day 4 | Draw Front Base of Working gloves |
| Day 5 | Cut Front Base of Working gloves |
| **Week 7** | **Prepare Sketch of Front Base** | Day 1 | Draw Front Base of Welding Gloves | * **Task 8**

**Prepare and cut sketch for the front base of required gloves.** |
| Day 2 | Cut Front Base of Welding Gloves |
| Day 3 | Draw Front Base of Golf Gloves |
| Day 4 | Cut Front Base of Golf Gloves |
| Day 5 | Draw Front Base of Dress Gloves |
| **Week 8** | **Prepare Sketch of Front Base**  | Day 1 | Cut Front Base of Dress Gloves | * **Task 9**

**Prepare and cut sketch for the front base of required gloves.** |
| Day 2 | Draw Front Base of Goalkeeper Gloves |
| Day 3 | Cut Front Base of Goalkeeper Gloves |
| Day 4 | Draw Front Base of Horse-Riding Gloves |
| Day 5 | Cut Front Base of Horse-Riding Gloves |
| **Week 9** | **Prepare Sketch of Front Base** | Day 1 | Draw Front Base of Cycling Gloves | * **Task 10**

**Prepare and cut sketch for the front base of required gloves.** |
| Day 2 | Cut Front Base of Cycling Gloves |
| Day 3 | Draw Front Base of Motorbike Gloves |
| Day 4 | Cut Front Base of Motorbike Gloves |
| Day 5 | Draw and Cut Fashion Accessory for Front Base |
| **Week 10** | **Prepare Sketch of Back Base** | Day 1 | Draw Back Base of 707 Gloves* Pattern of dorsal side of hand
 | * **Task 11**

**Prepare and cut sketch for the back base of required gloves.** |
| Day 2 | Cut Back Base of 707 Gloves |
| Day 3 | Draw Back Base of Hockey Gloves |
| Day 4 | Cut Back Base of Hockey Gloves |
| Day 5 | Draw Back Base of Fashion Gloves |
| **Week 11** | **Prepare Sketch of Back Base** | Day 1 | Cut Back Base of Fashion Gloves | * **Task 12**

**Prepare and cut sketch for the back base of required gloves.** |
| Day 2 | Draw Back Base of Mechanical Gloves |
| Day 3 | Cut Back Base of Mechanical Gloves |
| Day 4 | Draw Back Base of Working Gloves |
| Day 5 | Cut Back Base of Working Gloves |
| **Week 12** | **Prepare Sketch of Back Base** | Day 1 | Draw Back Base of Welding Gloves | * **Task 13**

**Candidate is Prepare and cut sketch for the back base of required gloves.** |
| Day 2 | Cut Back Base of Welding Gloves |
| Day 3 | Draw Back Base of Golf Gloves |
| Day 4 | Cut Back Base of Golf Gloves |
| Day 5 | Draw Back Base of Dress Gloves |
| **Week 13** | **Prepare Sketch of Back Base** | Day 1 | Cut Back Base of Dress Gloves | * **Task 14**

**Prepare and cut sketch for the back base of required gloves.**  |
| Day 2 | Draw Back Base of Goalkeeper Gloves |
| Day 3 | Cut Back Base of Goalkeeper Gloves |
| Day 4 | Draw Back Base of Horse-Riding Gloves |
| Day 5 | Cut Back Base of Horse-Riding Gloves |
| **Week 14** | **Prepare Sketch of Back Base** | Day 1 | Draw Back Base of Cycling Gloves | * **Task 15**

**Prepare and cut sketch for the back base of required gloves.** |
| Day 2 | Cut Back Base of Cycling Gloves |
| Day 3 | Draw Back Base of Motorbike Gloves |
| Day 4 | Cut Back Base of Motorbike Gloves |
| Day 5 | Draw and Cut Fashion Accessory for Back Base |
| **Week 15** | **Prepare Sketch of Fourchette** | Day 1 | Draw and Cut Fourchette of 707 Gloves * Pattern of fourchette
 | * **Task 16**

**Prepare and cut sketch for the fourchette of required gloves.** |
| Day 2 | Draw and Cut Fourchette of Dress Gloves |
| Day 3 | Draw and Cut Fourchette of Goalkeeper Gloves |
| Day 4 | Draw and Cut Fourchette of Motorbike Gloves  |
| Day 5 | Draw and Cut Fourchette of Mechanical Gloves |
| **Week 16** | **Prepare Sketch of Thumb**  | Day 1 | Draw and Cut Thumb of Working Gloves* Pattern of thumb
 | * **Task 17**

**Prepare and cut sketch for the thumb of required gloves.** |
| Day 2 | Draw and Cut Thumb of Dress Gloves |
| Day 3 | Draw and Cut Thumb of Cycling Gloves |
| Day 4 | Draw and Cut Thumb of Golf Gloves |
| Day 5 | Draw and Cut Fashion Accessory for Thumb |
| **Week 17** | **Prepare Sketch of Cuff**  | Day 1 | Draw and Cut Cuff for 707 Gloves* Pattern of cuffs
 | * **Task 18**

**Prepare and cut sketch for the cuff of required gloves.** |
| Day 2 | Draw and Cut Cuff for Welding Gloves |
| Day 3 | Draw and Cut Cuff for Motorbike Gloves |
| Day 4 | Draw and Cut Cuff for Mechanical Gloves |
| Day 5 | Draw and Cut Cuff for Goalkeeper Gloves |
| **Week 18** | **Prepare Lining Pattern for Shell** | Day 1 | Draw and Cut Pattern of Liner for front base* Difference between shell and liner
* Pattern of lining for shell
 | * **Task 19**

**Prepare and cut sketch for the lining of required gloves.** |
| Day 2 | Draw and Cut Pattern of Liner for back base |
| Day 3 | Draw and Cut Pattern of Liner for fourchette |
| Day 4 | Draw and Cut Pattern of Liner for thumb |
| Day 5 | Draw and Cut Pattern for Trank lining |
| **Week 19** | **Perform Grading/Sizing of Pattern**  | Day 1 | Prepare Technical Files for Sizing* Types of Grading/Sizing
* Rule of Grading
 | * **Task 20**

**Perform grading for the required gloves pattern.** |
| Day 2 | Perform Grading of Hockey Gloves |
| Day 3 | Perform Grading of 707 Gloves |
| Day 4 | Perform Grading of Mechanical Gloves |
| Day 5 | Perform Grading of Welding Gloves |
| **Week 20** | **Perform Grading/Sizing of Pattern**  | Day 1 | Perform Grading of Golf Gloves | * **Task 21**

**Perform grading for the required gloves pattern.** |
| Day 2 | Perform Grading of Dress Gloves |
| Day 3 | Perform Grading of Goalkeeper Gloves  |
| Day 4 | Perform Grading of Front Base of Horse-riding Gloves |
| Day 5 | Perform Grading of Back Base of Horse-riding Gloves |
| **Week 21** | **Perform Grading/Sizing of Pattern**  | Day 1 | Perform Grading of Front Base of Motorbike Gloves | * **Task 22**

**Perform grading for front base of required gloves.*** **Task 23**

**Perform grading for thumb of required gloves.** |
| Day 2 | Perform Grading of Back Base of Motorbike Gloves |
| Day 3 | Perform Grading of Fourchette/Thumb of Motorbike Gloves |
| Day 4 | Perform Grading of Front Base of Cycling Gloves |
| Day 5 | Perform Grading of Back Base Cycling Gloves |
| **Week 22** | **Perform Grading/Sizing of Pattern** | Day 1 | Perform Grading of Fashion Gloves  | * **Task 24**

**Perform grading for the required gloves pattern.** |
| Day 2 | Perform Grading of front base of Goalkeeper Gloves  |
| Day 3 | Perform Grading of back base of Goalkeeper Gloves  |
| Day 4 | Perform Grading of front base of Gym Gloves |
| Day 5 | Perform Grading of back base of Gym Gloves |
| **Week 23** | **Perform Skill Upgradation** | Day 1 | Attend Trainings | * **Task 25**

**Attend one day seminar on relevant field.** |
| Day 2 | Attend Seminars |
| Day 3 | Read Relevant Books |
| Day 4 | Watch Online Videos  |
| Day 5 | Use Internet for Research |
| **Week 24** | **Final Project Assessment** | Day 1 | Prepare Complete Pattern of Working Gloves | * **Task 26**

**Prepare complete pattern of gloves**  |
| Day 2 | Prepare Complete Pattern of Sports Gloves |
| Day 3 | Prepare Complete Pattern of Cycle Gloves |
| Day 4 | Prepare Complete Pattern of Horse-Riding Gloves |
| Day 5 | Prepare Complete Pattern of Dress Gloves |

# *Annexure-I:*

**Practical Tasks**

| **Task No.** | **Task** | **Description** | **Week** |
| --- | --- | --- | --- |
|  | Coordinate with the assistant and report their progress to supervisor  | This is a group roleplay-based task where candidate gets progress update from another candidate acting as assistant and report it to the third candidate acting as supervisor. This will check its coordination and reporting skills | **Week 1** |
|  | Perform basic first aid for minor injury. | A simulated environment task where a pseudo blade cut injury on hand is presented and the candidate must perform first aid on the injury. | **Week 2** |
|  | Take measurement of sample provided. | A sample of gloves is provided, and the candidate must take measurements of that sample.  | **Week 3** |
|  | Draw geometrical shapes on cardboard. | The required geometrical shape will be given by the instructor and is drawn on cardboard sheet. | **Week 4** |
|  | Draw straight lines on cardboard. | The lines are drawn on cardboard sheet. | **Week 4** |
|  | Prepare and cut sketch for the front base of required gloves. | Anyone of the following glove types is given to the candidate:* 707 Gloves
* Hockey Gloves
* Fashion Gloves
 | **Week 5** |
|  | Prepare and cut sketch for the front base of required gloves. | Anyone of the following glove types is given to the candidate:* Mechanical Gloves
* Working Gloves
 | **Week 6** |
|  | Prepare and cut sketch for the front base of required gloves. | Anyone of the following glove types is given to the candidate:* Welding Gloves
* Golf Gloves
* Dress Gloves
 | **Week 7** |
|  | Prepare and cut sketch for the front base of required gloves. | Anyone of the following glove types is given to the candidate:* Goalkeeper Gloves
* Horse Riding Gloves
 | **Week 8** |
|  | Prepare and cut sketch for the front base of required gloves. | Anyone of the following glove types is given to the candidate:* Cycling Gloves
* Motorbike Gloves
 | **Week 9** |
|  | Prepare and cut sketch for the back base of required gloves. | Anyone of the following glove types is given to the candidate:* 707 Gloves
* Hockey Gloves
* Fashion Gloves
 | **Week 10** |
|  | Prepare and cut sketch for the back base of required gloves. | Anyone of the following glove types is given to the candidate:* Mechanical Gloves
* Working Gloves
 | **Week 11** |
|  | Prepare and cut sketch for the back base of required gloves. | Anyone of the following glove types is given to the candidate:* Welding Gloves
* Golf Gloves
* Dress Gloves
 | **Week 12** |
|  | Prepare and cut sketch for the back base of required gloves. | Anyone of the following glove types is given to the candidate:* Goalkeeper Gloves
* Horse Riding Gloves
 | **Week 13** |
|  | Prepare and cut sketch for the back base of required gloves. | Anyone of the following glove types is given to the candidate:* Cycling Gloves
* Motorbike Gloves
 | **Week 14** |
|  | Prepare and cut sketch for the fourchette of required gloves. | Anyone of the following glove types is given to the candidate:* 707 Gloves
* Dress Gloves
* Goalkeeper Gloves
* Motorbike Goves
* Mechanical Gloves
 | **Week 15** |
|  | Prepare and cut sketch for the thumb of required gloves. | Anyone of the following glove types is given to the candidate:* Thumb Gloves
* Dress Gloves
* Cycling Gloves
* Golf Gloves Goves
 | **Week 16** |
|  | Prepare and cut sketch for the cuff of required gloves. | Anyone of the following glove types is given to the candidate:* 707 Gloves
* Welding Gloves
* Goalkeeper Gloves
* Motorbike Goves
* Mechanical Gloves
 | **Week 17** |
|  | Prepare and cut sketch for the lining of required gloves. | Anyone of the following component of a glove is given to the candidate:* Front Base
* Back Base
* Fourchette
* Thumb
* Trank Lining
 | **Week 18** |
|  | Perform grading for the required gloves pattern. | Anyone of the following glove types is given to the candidate:* Hockey Gloves
* 707 Gloves
* Mechanical Gloves
* Welding Gloves
 | **Week 19** |
|  | Perform grading for the required gloves pattern. | Anyone of the following glove types is given to the candidate:* Golf Gloves
* Dress Gloves
* Goalkeeper Gloves
* Horse Riding Gloves
 | **Week 20** |
|  | Perform grading for front base of required gloves. | Anyone of the following glove types is given to the candidate:* Motorbike Gloves
* Cycle Gloves
 | **Week 21** |
|  | Perform grading for thumb of required gloves. | Anyone of the following glove types is given to the candidate:* Motorbike Gloves
* Cycle Gloves
 | **Week 21** |
|  | Perform grading for the required gloves pattern. | Anyone of the following glove types is given to the candidate:* Goalkeeper Gloves
* Gym Gloves
 | **Week 22** |
|  | Attend one day seminar on relevant field. | Attend at least one seminar in your university or any other university/ industry in a relevant field.  | **Week 23** |
|  | Prepare complete pattern of gloves | This is the final project where the candidate must prepare a complete pattern set (front base, back base, fourchette, thumb, lining) of all of the following gloves* Working Gloves
* Any Sport Gloves
* Cycle Gloves
* Horse Riding Gloves
* Dress Gloves
 | **Week 24** |

**Annexure-II:**

# Motivational Lectures

**Annexure-III:**

 **Workplace/Institute Ethics Guide**

Work ethic is a standard of conduct and values for job performance. The modern definition of what constitutes good work ethics often varies.  Different businesses have different expectations. Work ethic is a belief that hard work and diligence have a moral benefit and an inherent ability, virtue, or value to strengthen character and individual abilities. It is a set of values-centered on the importance of work and manifested by determination or desire to work hard.

The following ten work ethics are defined as essential for student success:

1. **Attendance:**Be at work every day possible, plan your absences don’t abuse leave time. Be punctual every day.
2. **Character:**Honesty is the single most important factor having a direct bearing on the final success of an individual, corporation, or product. Complete assigned tasks correctly and promptly. Look to improve your skills.
3. **Team Work:**

The ability to get along with others including those you don’t necessarily like. The ability to carry your weight and help others who are struggling. Recognize when to speak up with an idea and when to compromise by blend ideas together.

1. **Appearance:**Dress for success set your best foot forward, personal hygiene, good manner, remember that the first impression of who you are can last a lifetime
2. **Attitude:**Listen to suggestions and be positive, accept responsibility. If you make a mistake, admit it. Values workplace safety rules and precautions for personal and co-worker safety. Avoids unnecessary risks. Willing to learn new processes, systems, and procedures in light of changing responsibilities.
3. **Productivity:**Do the work correctly, quality and timelines are prized. Get along with fellows, cooperation is the key to productivity. Help out whenever asked, do extra without being asked. Take pride in your work, do things the best you know. Eagerly focuses energy on accomplishing tasks, also referred to as demonstrating ownership. Takes pride in work.
4. **Organizational Skills:**

Make an effort to improve, learn ways to better yourself. Time management; utilize time and resources to get the most out of both. Take an appropriate approach to social interactions at work. Maintains focus on work responsibilities.

1. **Communication:**Written communication, being able to correctly write reports and memos.
Verbal communications,being able to communicate one on one or to a group.
2. **Cooperation:**Follow institute rules and regulations, learn and follow expectations. Get along with fellows, cooperation is the key to productivity. Able to welcome and adapt to changing work situations and the application of new or different skills.
3. **Hard Work:**Work hard, work to the best of your ability. Carry out orders, do what’s asked the first time. Show respect, accept, and acknowledge an individual’s talents and knowledge. Respects diversity in the workplace, including showing due respect for different perspectives, opinions, and suggestions.

**Annexure-IV:**

**List of Tools, Equipment’s & Consumable with Quantity**

 **List of Tools and Equipment**

|  |  |  |
| --- | --- | --- |
| **Sr.****No.** | **Name of Item/ Equipment / Tools** | **Qty.** |
| 1. | Measuring Tape | 05 |
| 2. | Ruler 1 Inch | 05 |
| 3. | Geometry Box | 05 |
| 4. | Square Set | 05 |
| 5. | Curve Set | 05 |
| 6. | Teacher Table | 01 |
| 7. | Teacher Chair | 01 |
| 8. | Over Head Projector | 01 |
| 9. | White Board | 01 |
| 10. | Set scale | 05 |
| 11. | Scissor | 05 |
| 12. | Knife Cutter | 05 |
| 13. | Hole Puncher | 05 |
| 14. | Stapler | 01 |
| 15. | Cutting Mat | 02 |

 **List of Consumables**

|  |  |  |
| --- | --- | --- |
| **Sr.****No.** | **Name of Consumable Supplies** | **Qty.** |
| 1. | Box Board Sheets | 100 |
| 2. | Paper Rim (A4) | 01 |
| 3. | Paper Tape 1” / Scotch Tape | 2 Pack |
| 4. | Led Pencil | 4 Pack |
| 5. | Grading Pointer | As per requirement |
| 6. | Black Pointer | As per requirement |
| 7. | Board Marker | 01 |