Government of Pakistan

**National Vocational and Technical Training Commission**

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



**Course Contents / Lesson Plan**

**Course Title: Leather Gloves Stitcher**

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

|  |  |
| --- | --- |
| **Author Name** | Mr. Adil Sharaz, Dolar SportsMr. Umer Shareef, Dolar SportsMr. Wahab JameelMr. Muhammad Abdul Moeez, DACUM Facilitator |
| **Trainer Name** |  |
| **Course Title** | **Leather Gloves Stitcher** |
| Objectives and Expectations  | **Employable skills and hands-on practice in Leather Gloves Stitching**The objective of this 6-month course is to equip trainees with comprehensive knowledge and hands-on expertise in stitching leather gloves, with a focus on modern production techniques and industry’s best practices. This program integrates theoretical instruction with intensive practical training to ensure that trainees master stitching operations for various glove styles—while adhering to international quality and safety standards. The course aims to produce professionals capable of delivering high-quality, market-ready leather gloves. It also emphasizes entrepreneurial development, empowering trainees to explore self-employment or succeed in wage employment roles within the leather manufacturing sector.**Main Expectations:** **i. Technical Mastery:** Trainees will demonstrate proficiency in stitching leather gloves using both hand and machine techniques, ensuring accuracy, durability, and finish quality. They will understand types of leather, thread, needles, and glove components, as well as machine handling, maintenance, and troubleshooting in line with production efficiency standards.**ii. Craftsmanship & Quality Control:** Trainees will be able to perform stitching tasks in accordance with international quality benchmarks, including uniform stitch length, seam strength, and glove symmetry. They will carry out self-inspections and ensure compliance with glove specifications and tolerances for local and export markets.**iii. Market Readiness:** Trainees will gain exposure to market trends, job placement processes, and freelance or small-business opportunities in the leather sector. They will also be introduced to basic costing, inventory handling, and client communication, enabling them to contribute meaningfully to production units or launch their own glove-stitching ventures.**iv. Professionalism & Work Ethics:** Trainees will develop essential workplace behaviors, such as punctuality, responsibility, teamwork, and safe handling of tools and materials. Emphasis will be placed on communication skills, client dealing, and adherence to health, safety, and environmental (HSE) standards.**v. Employability Focus:** This course prepares trainees for direct entry into industrial glove stitching roles, as well as for self-employment through the establishment of home-based or small-scale stitching units. Trainees will be equipped with the skills to meet the demands of both domestic and international markets. |
| Entry-level of trainees | Middle  |
| Teacher’s Eligibility Criteria | Matriculation and certification in gloves stitching with at least 5 years industry experience in relevant field ORBachelors in Textile Designing with at least 3-year 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
* Control Sewing machine
* Stitch shapes on cardboard
* Stitch shapes on goat/sheep, cow/buffalo leather
* Stitch shapes on fabric and artificial leather
* Stitch all eight common gloves completely.
* Stitch complete lining for gloves
* Perform trimming and finishing of stitched gloves
* Check the quality of stitched 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** | * Stitcher
* 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. **"Leatherwork: A Manual by Techniques” by** **Geoffery West**

**Description**: This is a comprehensive manual for anyone interested in working with leather. It covers tools, techniques, stitching methods (including saddle stitch), finishing, and basic leather projects. While not glove-specific, the book gives foundational skills in leather stitching and craftsmanship, crucial for a leather gloves stitcher1. **"** **The Leatherworking Handbook: A Practical Illustrated Sourcebook of Techniques and Projects” by** **Valerie Michael**

**Description**: A well-illustrated guide covering leather types, cutting, skiving, stitching, and finishing techniques. The step-by-step photos are especially helpful for beginners. It’s widely used in leather training institutions and includes hand-stitching methods applicable to glove construction. |

**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** | **Maintenance of Sewing Machine parts and Equipment** | Day 1 | Identify sewing machines* Introduction to sewing machines
* Types of sewing machines
 | * **Task 3**

**Lubricate and adjust sewing machine.** |
| Day 2 | Identify sewing machine parts* Understand machine parts
 |
| Day 3 | Identify needles* Parts of needle
 |
| Day 4 | Perform lubrication of sewing machine* Understand lubrication points of machine
 |
| Day 5 | Check machine boot pressure and adjustment |
| **Week 4** | **Maintenance of Sewing Machine parts and Equipment** | Day 1 | Set stitch length on machine* Types of stitch
* Procedure of increasing and decreasing stitch length
 | * **Task 4**

**Change and adjust required machine part.**  |
| Day 2 | Change needle and foot roll on machine |
| Day 3 | Change and adjust thread on machine |
| Day 4 | Control machine speed without thread* Understand machine controls
 |
| Day 5 | Change Machine feed dog* Introduction to feed dog
 |
| **Week 5** | **Perform Cardboard Stitching** | Day 1 | Stitch straight lines on cardboard * Types of stitches
* Single vs double needle machine
 | * **Task 5**

**Stitch straight line on cardboard.** |
| Day 2 | Stitch curve lines on cardboard |
| Day 3 | Stitch U shape on cardboard |
| Day 4 | Stitch V shape on cardboard |
| Day 5 | Stitch W shape on cardboard |
| **Week 6** | **Perform Cardboard Stitching** | Day 1 | Stitch zigzag lines on cardboard | * **Task 6**

**Stitch double line on cardboard.** |
| Day 2 | Stitch double lines on cardboard |
| Day 3 | Stitch Z line on cardboard |
| Day 4 | Stitch Oval shape on cardboard |
| Day 5 | Stitch Rectangular shape on cardboard |
| **Week 7** | **Perform Cardboard Stitching**  | Day 1 | Stitch Square shape on cardboard | * **Task 7**

**Stitch butterfly stitch on cardboard** |
| Day 2 | Stitch double line with single needle machine |
| Day 3 | Stitch round thumb stitching on cardboard |
| Day 4 | Stitch Bolton thumb stitching on cardboard |
| Day 5 | Stitch on butterfly shape on cardboard |
| **Week 8** | **Perform Stitching on Goat/Sheep Leather**  | Day 1 | Adjust machine for real leather* Types of Leather
* Qualites of Leather
 | * **Task 8**

**Stitch oval shape on goat/sheep leather piece*** **Task 9**

**Stitch zigzag line on goat/sheep leather piece** |
| Day 2 | Stitch straight lines on goat/sheep leather  |
| Day 3 | Stitch oval shapes on goat/sheep leather  |
| Day 4 | Stitch square shape on goat/sheep leather  |
| Day 5 | Stitch zigzag line on goat/sheep leather Stitch curve lines on goat/sheep leather  |
| **Week 9** | **Perform Stitching on Cow/Buffalo Leather** | Day 1 | Stitch straight leather on cow/buffalo leather piece* Needle requirement for different leather
 | * **Task 10**

**Stitch square shape on buffalo leather*** **Task 11**

**Stitch curve lines on cowhide** |
| Day 2 | Stitch curve lines on cow/buffalo leather  |
| Day 3 | Stitch oval shapes on cow/buffalo leather |
| Day 4 | Stitch square shape on cow/buffalo leather  |
| Day 5 | Stitch zigzag line on cow/buffalo leather |
| **Week 10** | **Perform Stitching on Artificial Leather**  | Day 1 | Adjust machine for artificial leather * Types of artificial leather
 | * **Task 12**

**Stitch oval shape on artificial leather piece** |
| Day 2 | Stitch curve lines on artificial leather  |
| Day 3 | Stitch oval shapes on artificial leather  |
| Day 4 | Stitch square shape on artificial leather |
| Day 5 | Stitch zigzag line on artificial leather  |
| **Week 11** | **Perform Stitching on Fabric** | Day 1 | Adjust machine for fabric leather * Types of fabric used with leather
 | * **Task 13**

**Stitch zigzag on given fabric.** |
| Day 2 | Stitch curve lines on fabric  |
| Day 3 | Stitch oval shapes on fabric  |
| Day 4 | Stitch square shape on fabric  |
| Day 5 | Stitch zigzag line on fabric  |
| **Week 12** | **Perform****Stitching for Working Gloves** | Day 1 | Stitch front base with thumb | * **Task 14**

**Stitch shell of working gloves** |
| Day 2 | Stitch front base with fourchette |
| Day 3 | Stitch knuckle strip on back panel |
| Day 4 | Stitch cuff with front base |
| Day 5 | Stitch cuff with back basePerform final stitching for shell |
| **Week 13** | **Perform****Stitching of Lining on Working Gloves** | Day 1 | Stitch ling front with lining thumb | * **Task 15**

**Stitch lining to working gloves** |
| Day 2 | Stitch lining front with lining fourchettes |
| Day 3 | Stitch lining cuff with lining front |
| Day 4 | Stitch lining cuff with lining back |
| Day 5 | Perform final stitch for linerAdjust liner in shell Bind liner with shell. |
| **Week 14** | **Perform****Stitching for Horse-riding Gloves** | Day 1 | Stitch front base with thumb | * **Task 16**

**Stitch complete horse-riding gloves**  |
| Day 2 | Stitch back base with fourchettes |
| Day 3 | Stitch reinforcement on thumb |
| Day 4 | Stitch finger touch and fashion. |
| Day 5 | Perform final stitching of glovePerform binding/self-folding of glove |
| **Week 15** | **Perform****Stitching for Dress Gloves** | Day 1 | Stitch front base with thumb  | * **Task 17**

**Stitch complete dress gloves** |
| Day 2 | Stitch back base with fourchettes |
| Day 3 | Stitch fashion accessory on back * Types of fashion accessory
 |
| Day 4 | Attach furr on bottom |
| Day 5 | Perform final stitching of glove |
| **Week 16** | **Perform Stitching for Welding gloves**  | Day 1 | Stitch front base with thumb | * **Task 18**

**Stitch complete welding gloves** |
| Day 2 | Stitch back base with fourchettes |
| Day 3 | Stitch reinforcement on thumb |
| Day 4 | Perform final stitching of shell |
| Day 5 | Prepare liner and adjust in shell |
| **Week 17** | **Perform Stitching for Cycle gloves**  | Day 1 | Stitch front base with thumb | * **Task 19**

**Stitch complete cycle gloves** |
| Day 2 | Stitch back base with fourchettes |
| Day 3 | Stitch reinforcement in palm |
| Day 4 | Stitch strap on bottom |
| Day 5 | Perform final stitching of shell |
| **Week 18** | **Perform Stitching for Winter Gloves** | Day 1 | Stitch front base with thumb | * **Task 20**

**Stitch complete winter gloves** |
| Day 2 | Stitch back base with fourchettes |
| Day 3 | Stitch cuff on front base |
| Day 4 | Perform final stitching of shell |
| Day 5 | Prepare liner and adjust in shell |
| **Week 19** | **Perform Stitching for Mechanical Gloves** | Day 1 | Stitch front base with thumb | * **Task 21**

**Stitch complete mechanical gloves** |
| Day 2 | Stitch back base with fourchettes |
| Day 3 | Stitch reinforcement on front and back base |
| Day 4 | Stitch strap on bottom |
| Day 5 | Perform final stitching of shellPrepare liner and adjust in shell |
| **Week 20** | **Perform Stitching for Weightlifting Gloves** | Day 1 | Stitch front base with thumb | * **Task 22**

**Stitch complete weightlifting gloves** |
| Day 2 | Stitch back base with fourchettes |
| Day 3 | Stitch reinforcement in palm |
| Day 4 | Stitch strap on bottom |
| Day 5 | Perform final stitching  |
| **Week 21** | **Perform Trimming of Stitched Gloves** | Day 1 | Perform thread cutting  | * **Task 23**

**Trim extra material from a stitched glove** |
| Day 2 | Perform leather trimming |
| Day 3 | Turn the glove inside out and trim the liner* Use of Pipe and stick
 |
| Day 4 | Hammer the glove for shape |
| Day 5 | Perform finger and fingertip shaping with flat stick |
| **Week 22** | **Perform Finishing of Stitched Gloves** | Day 1 | Check for stitch quality | * **Task 24**

**Perform finishing on stitched gloves** |
| Day 2 | Check for panel alignment |
| Day 3 | Check for finger alignment |
| Day 4 | Check for required fashion |
| Day 5 | Perform ironing of glove |
| **Week 23** | **Perform Quality Check of Stitched Gloves** | Day 1 | Check stitching of outer shell | * **Task 25**

**Perform quality check a stitched glove and report issues.** |
| Day 2 | Check the shape of liner of gloves |
| Day 3 | Check shape of gloves |
| Day 4 | Test the gloves on hand |
| Day 5 | Report Quality of gloves * Categories in gloves quality inspection (Pass/Reject/Repair)
 |
| **Week 24** | **Final Project Assessment** | Day 1 | Prepare Complete working glove | * **Task 26**

**Present all 5 required gloves completely with stitches.** |
| Day 2 | Prepare Complete sports gloves |
| Day 3 | Prepare Complete fashion gloves |
| Day 4 | Prepare Complete dress gloves |
| Day 5 | Prepare Complete Cycle 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** |
|  | **Lubricate and adjust sewing machine.** | Any single part of a sewing machine is presented for lubrication, or complete sewing machine is presented as per requirement. | **Week 3** |
|  | **Change and adjust required machine part.**  | Anyone of the following is given for adjustment or change * Needle
* Thread
* Foot roll
 | **Week 4** |
|  | **Stitch straight line on cardboard.** | Cardboard is provided, and stitching must be done by sewing machine. | **Week 5** |
|  | **Stitch double line on cardboard.** | Cardboard is provided, and stitching must be done by sewing machine. | **Week 6** |
|  | **Stitch butterfly stitch on cardboard** | Cardboard is provided, and stitching must be done by sewing machine. | **Week 7** |
|  | **Stitch oval shape on goat/sheep leather piece** | Goat or sheep leather is provided as per availability, and stitching must be done by sewing machine. Both Goat and sheep has same thickness and working style. | **Week 8** |
|  | **Stitch zigzag line on goat/sheep leather piece** | Goat or sheep leather is provided as per availability, and stitching must be done by sewing machine. Both Goat and sheep has same thickness and working style. | **Week 8** |
|  | **Stitch square shape on buffalo leather** | Buffalo leather is provided, and stitching must be done by sewing machine. | **Week 9** |
|  | **Stitch curve lines on cowhide** | Cowhide is provided, and stitching must be done by sewing machine. | **Week 9** |
|  | **Stitch oval shape on artificial leather piece** | Any type of artificial leather is provided, and stitching must be done by sewing machine. | **Week 10** |
|  | **Stitch zigzag on given fabric.** | Any fabric used with leather is provided, and stitching must be done by sewing machine. | **Week 11** |
|  | **Stitch shell of working gloves** | All parts for working gloves are provided. | **Week 12** |
|  | **Stitch lining to working gloves** | All lining parts for working gloves are provided | **Week 13** |
|  | **Stitch complete horse-riding gloves**  | All parts for horse-riding gloves are provided. | **Week 14** |
|  | **Stitch complete dress gloves** | All parts for dress gloves are provided. | **Week 15** |
|  | **Stitch complete welding gloves** | All parts for welding gloves are provided. | **Week 16** |
|  | **Stitch complete cycle gloves** | All parts for cycle gloves are provided. | **Week 17** |
|  | **Stitch complete winter gloves** | All parts for winter gloves are provided. | **Week 18** |
|  | **Stitch complete mechanical gloves** | All parts for welding gloves are provided. | **Week 19** |
|  | **Stitch complete weightlifting gloves**  | All parts for weightlifting gloves are provided. | **Week 20** |
|  | **Trim extra material from a stitched glove** | Trim extra material like threads and fabric. | **Week 21** |
|  | **Perform finishing on stitched gloves**  | Check for any misalignment of panel and finger | **Week 22** |
|  | **Perform quality check a stitched glove and report issues.** | Quality check includes* Stitching of outer shell
* Shape of liner
* Shape of gloves
* Glove test on hand
 | **Week 23** |
|  | **Present all 5 required gloves completely with stitches.** | This is the final project where the candidate must stitch the following gloves completely:* Working Gloves
* Sport Gloves
* Fashion Gloves
* Dress Gloves
* Cycle 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. | Flat Stitching Machine | 25 |
| 2. | Zigzag Stitching Machine | 01 |
| 3. | Binding folder | 01 |
| 4. | Double needle machine | 01 |
| 5. | Over-lock machine | 01 |
| 6. | Screw Driver set | 01 |
| 7. | Pliers | 01 |
| 8. | Over Head Projector | 01 |
| 9. | White Board | 01 |
| 10. | Measuring tape | 05 |
| 11. | Scissor | 05 |
| 12. | Clipper | 25 |
| 13. | Flat stick | 01 |
| 14. | Round stick | 01 |
| 15. | Wooden Hammer Large | 01 |
| 16. | Wooden Hammer Small | 01 |
| 17. | Steel Scale | 01 |
| 18. | Heating hand | 01 |

 **List of Consumables**

|  |  |  |
| --- | --- | --- |
| **Sr.****No.** | **Name of Consumable Supplies** | **Qty.** |
| 1. | Leather pieces | As per requirement |
| 2. | Fabric pieces | Asper requirement |
| 3. | Thread | As per requirement |
| 4. | Solution Gum | 2 Bottle |
| 5. | Sticking double tape | As per requirement |
| 6. | Needles | As per requirement |
| 7. | Material for piping | As per requirement |
| 8. | Machine oil | As per requirement |