

**REPUBLIC OF KENYA**

**COMPETENCY BASED MODULAR CURRICULUM**

**FOR**

**FOOTWEAR PRODUCTION**

**KNQF LEVEL: 3**

**PROGRAMME ISCED CODE: 0723 254 A**

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# FOREWORD

The provision of quality education and training is fundamental to the Government’s overall strategy for social and economic development. Quality education and training contribute to the achievement of Kenya’s development blueprint and sustainable development goals.

Reforms in the education sector are necessary to achieve Kenya Vision 2030 and meet the provisions of the Constitution of Kenya 2010. The education sector had to be aligned to the Constitution, and this resulted in the formulation of the Policy Framework for Reforming Education and Training in Kenya (Sessional Paper No. 14 of 2012). A key feature of this policy is the radical change in the design and delivery of TVET training. This policy document requires that training in TVET be competency-based, curriculum development be industry-led, certification be based on demonstration of competence, and the mode of delivery allow for multiple entry and exit in TVET programmes.

These reforms demand that Industry takes a leading role in curriculum development to ensure the curriculum addresses its competence needs. It is against this background that this curriculum has been developed. For trainees to build their skills on foundational hands-on activities of the occupation, units of learning are grouped in modules. This has eliminated duplication of content and streamlined exemptions based on skills acquired as a trainee progresses in the up-skilling process, while at the same time allowing trainees to be employable in the shortest time possible through the acquisition of part qualifications.

It is my conviction that this curriculum will play a great role towards development of competent human resource for the Leather Sector’s growth and sustainable development.

**PRINCIPAL SECRETARY**

**STATE DEPARTMENT FOR TVET**

**MINISTRY OF EDUCATION**

**PREFACE**

Kenya Vision 2030 aims to transform Kenya into a newly industrializing middle-income country, providing high-quality life to all its citizens by the year 2030. Kenya intends to create globally competitive and adaptive human resource base to meet the requirements of a rapidly industrializing economy through lifelong education and training. TVET has a responsibility to facilitate the process of inculcating knowledge, skills, and worker behaviour necessary for catapulting the nation to a globally competitive country, hence the paradigm shift to embrace Competency-Based Education and Training (CBET).

TVET Act CAP 210A and Sessional Paper No. 1 of 2019 on Reforming Education and Training in Kenya for Sustainable Development emphasized the need to reform curriculum development, assessment, and certification. This called for a shift to CBET to address the mismatch between skills acquired through training and skills needed by industry, as well as increase the global competitiveness of the Kenyan labour force.

This curriculum has been developed in adherence to the Kenya National Qualifications Framework and CBETA standards and guidelines. The curriculum is designed and organized into Units of Learning with Learning Outcomes, suggested delivery methods, learning resources, and methods of assessing the trainee’s achievement. In addition, the units of learning have been grouped in modules to concretize the skills acquisition process and streamline upskilling.

I am grateful to all expert trainers and everyone who played a role in translating the Occupational Standards into this competency-based modular curriculum.

# ACKNOWLEDGEMENT

This curriculum has been designed for competency-based training and has independent units of learning that allow the trainee flexibility in entry and exit. In developing the curriculum, significant involvement and support were received from expert trainers, institutions and organizations.

I recognize with appreciation the role of the Leather National Sector Skills Committee (NSSC) in ensuring that competencies required by the industry are addressed in the curriculum. I also thank all stakeholders in the Leather Sector for their valuable input and everyone who participated in developing this curriculum.

I am convinced that this curriculum will go a long way in ensuring that individuals aspiring to work in the Leather Sector acquire competencies to perform their work more efficiently and effectively.

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# ACRONYMS

PPE Personal Protective Equipment

SSAC Sector Skills Advisory Committee

TVET Technical and Vocational Education and Training

TVETA Technical and Vocational Education and Training Authority

ISCED International Standard Classification of Education

# KEY TO ISCED UNIT CODE



# COURSE OVERVIEW

Footwear production level 3 qualification enables a person to work in a footwear production industry. It entails Materials preparation, performing footwear closing operations, carrying out footwear construction and finishing, and repairing footwear products.

Units of learning comprising Footwear production level 3 qualification include the following core units:

**CORE** **UNITS OF LEARNING**

|  |  |  |  |
| --- | --- | --- | --- |
| **Unit Code** | **Units Title** | **Unit Duration (Hours)** | **Credit Factor** |
| **0723 251 01A** | Foot Wear Materials preparation I | 100 | 10.0 |
| **0723 251 02A** | Footwear closing operations I | 90 | 9.0 |
| **0723 251 03A** | Footwear construction and finishing operations I | 130 | 13.0 |
| **0723 251 04A** | Footwear products Repair | 35 | 3.5 |
| **Industry Training** | | 240 | 24 |
| **GRAND TOTAL** | | **595** | **59.5** |

**Entry Requirements**

An individual entering this course should have any of the following minimum requirements:

1. Kenya Certificate of Primary Education (KCPE)

or

1. Equivalent qualifications as determined by TVETA.

**Trainer Qualification**

Qualifications of a trainer for this course include:

1. Possession of a minimum Craft Certificate / Level 5 in Footwear Making or in related trade area; and
2. Be registered by TVETA.

**Industry Training**

An individual enrolled in this course will be required to undergo Industry training for a minimum period of 240 hours in the Leather sector. The industrial training may be taken after completion of all units for those pursuing the full qualification or be distributed equally in each unit for those pursuing part qualification. In the case of dual training model, industrial training shall be as guided by the dual training policy.

**Assessment**

The course shall be assessed formatively and summatively:

1. During formative assessment all performance criteria shall be assessed based on performance criteria weighting.
2. Number of formative assessments shall minimally be equal to the number of elements in a unit of competency
3. Assessment of basic and common competencies shall be integrated in the core units
4. Theoretical assessment shall be integrated in practical assessment and conducted orally in both formative and summative assessments.
5. Theoretical and practical weight shall be 10:90 respectively for each unit of learning.
6. Formative and summative assessments shall be weighted at 60% and 40% respectively in the overall unit of learning score
7. Assessment performance rating for each unit of competency shall be as follows:

|  |  |
| --- | --- |
| **MARKS** | **COMPETENCE RATING** |
| 80 -100 | Attained Mastery |
| 65 - 79 | Proficient |
| 50 - 64 | Competent |
| 49 and below | Not Yet Competent |
| Y | Assessment Malpractice/irregularities |

1. Assessment for Recognition of Prior Learning (RPL) may lead to award of part and/or full qualification.

**Certification**

A candidate will be issued with a Certificate of Competency upon demonstration of competence in a core Unit of Competency. To be issued with Kenya **National TVET Certificate** in in Footwear Production Level 3 the candidate must demonstrate competence in all the Units of Competency as given in the qualification pack. A Statement of Attainment certificate may be issued upon demonstration of competence in a certifiable element within a unit.

The certificates will be issued by the Qualification Awarding Institution

## FOOT WEAR MATERIALS PREPARATION I

**UNIT CODE:** **0723 251 01A**

**Relationship to Occupational Standards**

This unit addresses the Unit of Competency: **Carry Out Foot Wear Materials preparation I**

**Duration of Unit:** 100 hours

**Unit Description**

This unit specifies the competencies required to carry out materials preparation. It involves identifying cutting tools, equipment, materials and machines, making and cutting footwear patterns, identifying footwear materials, cutting footwear materials, inspecting footwear components, component marking and preparation.

**Summary of Learning Outcomes**

By the end of this unit, the learner should be able to:

|  |  |  |
| --- | --- | --- |
| **S/No** | **Learning Outcomes** | **Duration (Hours)** |
|  | Utilize cutting and material preparation tools, machines equipment and materials. | **12** |
|  | Make and cut footwear patterns | **22** |
|  | Identify footwear materials | **16** |
|  | Cut footwear materials | **20** |
|  | Inspect footwear components | **18** |
|  | Component marking and preparation | **12** |
| **Total** | | **100** |

**Learning Outcomes, Content and Suggested Assessment Methods**

|  |  |  |
| --- | --- | --- |
| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| 1. Utilize cutting and material preparation tools, machines equipment and materials. | 1. Tools, equipment, machines and materials for;  * Footwear pattern making * Footwear pattern cutting * Component preparation  1. Handling and storage 2. Occupational safety 3. Maintenance operations | 1. Written assessment 2. Oral assessment 3. Practical assessment 4. Projects |
| 2.Make and cut footwear patterns | 1. Pattern making procedure 2. Methods of producing, 3. Mean forme 4. Standard forme 5. Sectional patterns (Outer, lining, bottom) 6. Allowances 7. Cutting patterns 8. Economical layout of materials 9. Net and working patterns 10. Work presentation 11. Record and documentation 12. Safety practices | 1. Practical 2. Written assessment 3. Oral assessment 4. Projects |
| 3. Identify footwear materials | 1. Footwear materials 2. Types of footwear materials 3. Leather 4. Leather substitutes 5. Fittings/accessories 6. Types of adhesives 7. Bottom materials 8. Selection 9. Physical properties of footwear materials 10. Material safety | 1. Written assessment 2. Oral assessment 3. Practical assessment 4. Projects |
| 4. Cut footwear materials | 1. Principles of Cutting 2. Methods of cutting 3. Machine cutting 4. Hand cutting 5. Economical layout of material 6. Quality consideration 7. Accuracy considerations 8. Health and safety practices. | 1. Written assessment 2. Oral assessment 3. Practical assessment 4. Projects |
| 5. Inspect footwear components | 1. Characteristics and variation in Footwear components 2. Upper and Bottom materials 3. Footwear colour and shade 4. Footwear components substance 5. Footwear components defects 6. Footwear component quantity 7. Footwear component design 8. Footwear component coding | 1. Written assessment 2. Oral assessment 3. Practical assessment 4. Projects |
| 6. Component marking and preparation | 1. Methods of Component marking 2. Procedures of Component Marking 3. Splitting  * Splitting methods * Splitting procedures and operations  1. Skiving  * Skiving methods * Skiving procedures and operation | 1. Written assessment 2. Oral assessment 3. Practical assessment 4. Projects |

**Suggested Methods of Instruction**

* Direct instruction
* Project based
* Discussions
* Demonstration by trainer
* Practice by the trainee

**Recommended Resources for 25 Trainees**

|  |  |  |  |
| --- | --- | --- | --- |
| **General resources** | **Tools and equipment** | **Material and supplies** | **Machines** |
| 1 equipped workshop with flat working benches | 25 Rulers (30 cm and 1M)  15 Lasts  25 Tailors tape  25 Clicking knife  25 Scissors  25 Indian pattern knives  25 Cutting rubber mats  5 Oil stones  25 Leather shears  25 Awls  (*to be tailored according to task description*) | 10 Masking tapes  Manilla paper / Drawing paper  25 Drawing pencils  25 Silver pens / crayons / tailor’s chalk  Assorted adhesives Assorted leather types  Assorted leather substitutes  Assorted accessories  PPE’s  (*to be tailored according to task description*) | 1 Clicking press / machine  Assorted cutting dies  1 Splitting machine  5 Skiving machines  (*to be tailored according to task description*) |

## FOOTWEAR CLOSING OPERATIONS I

**UNIT CODE:** **0723 251 02A**

**Relationship to Occupational Standards**

This unit addresses the Unit of Competency: **Perform Footwear closing operations**

**Duration of Unit:** 90 hours

**Unit Description**

This unit covers the competencies required to perform footwear closing operations. It entails utilizing tools, equipment, materials and machines, performing footwear closing operations carrying out shoe upper finishing operations

**Summary of Learning Out comes**

By the end of this unit, the learner should be able to:

|  |  |  |
| --- | --- | --- |
| **S/No** | **Learning Outcomes** | **Duration (Hours)** |
| 1. | Utilize tools, equipment, materials and machines for closing operations | **30** |
| 2. | Perform footwear closing operations | **40** |
| 3. | Carry out shoe upper finishing operations | **20** |
| **Total** | | **90** |

**Learning Outcomes, Content and Suggested Assessment Methods**

|  |  |  |
| --- | --- | --- |
| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| 1. Utilize tools, equipment, materials and machines for closing operations | 1. Footwear closing tools, equipment and machines 2. Footwear closing materials 3. Machine, tools and equipment setting and operation 4. Procedure of basic maintenance 5. Care and handling 6. Handling 7. Moving 8. Storing 9. Maintenance 10. operation 11. Health and Safety practices 12. Documentation and reporting | 1. Written assessment 2. Oral assessment 3. Practical assessment 4. Projects |
| 1. Perform footwear closing operations | 1. Footwear component Fitting 2. Footwear components closing procedures 3. Types of seams  * Open seams * Closed seams * Silked seam * Butt  1. Top line and Edge treatment methods  * Folding * Binding * Edge staining.  1. Top line and Edge treatment Materials, Tools, machines and equipment 2. Top line and Edge treatment procedures 3. Records and documentations 4. Health and safety practices | 1. Written assessment 2. Oral assessment 3. Practical assessment 4. Projects |
| 1. Carry out shoe upper finishing operations | 1. Shoe upper finishing 2. Trimming 3. Reinforcement of Shoe upper eyelet 4. Temporary lacing. 5. Fitting of toe puffs and stiffeners 6. Edge staining 7. Quality checks and control 8. Records and documentations 9. Health and safety practices | 1. Written assessment 2. Oral assessment 3. Practical assessment 4. Projects |

**Suggested Methods of Instruction**

* Direct instruction
* Project based
* Discussions
* Demonstration by trainer
* Practice by the trainee

**Recommended Resources for 25 Trainees**

|  |  |  |  |
| --- | --- | --- | --- |
| **General resources** | **Tools and equipment** | **Material and supplies** | **Machines** |
| 1 equipped workshop | 10 Slit punches  25 Stitching awls  25 Cutting boards  25 Seam rippers  25 Scissors  (*to be tailored according to task description*) | PPE’s  Assorted stitching threads  Shoe upper leather  Leather lining  Eyelets  Dyes / stains  Assorted adhesives  Shoe laces  (*to be tailored according to task description*) | Assorted sewing machines  Seam rubbing down machine  Folding machines  (*to be tailored according to task description*) |

## FOOTWEAR CONSTRUCTION AND FINISHING I

**UNIT CODE:** **0723 251 03A**

**Relationship to Occupational Standards**

This unit addresses the Unit of Competency: **Carry out footwear construction and finishing**

**Duration of Unit:** 130 hours

**Unit Description**

This unit covers the competencies required to carry out footwear construction. It entails utilizing tools, equipment and materials for construction and finishing operations, assembling shoe upper and bottom components, carrying out conditioning and shoe lasting operations, performing sole attaching operations and carrying out basic finishing operations.

**Summary of Learning Outcomes**

By the end of this unit, the learner should be able to:

|  |  |  |
| --- | --- | --- |
| **S/No** | **Learning Outcomes** | **Duration (Hours)** |
|  | utilize tools, equipment and materials for construction and finishing operations | **20** |
|  | Assemble shoe upper and bottom components | **14** |
|  | Carry out conditioning and shoe lasting operations | **44** |
|  | Perform sole attaching operations | **32** |
|  | Carry out basic finishing operations | **20** |
| **Total** | | **130** |

**Learning Outcomes, Content and Suggested Assessment Methods**

|  |  |  |
| --- | --- | --- |
| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| 1. utilize tools, equipment and materials for construction and finishing operations | 1. Footwear construction and finishing tools, equipment and machines 2. Tools, equipment and machine operation 3. Basic maintenance 4. Care and handling 5. Footwear construction and finishing materials  * Selection * Sources  1. Documentation and reporting | 1. Written assessment 2. Oral assessment 3. Practical assessment 4. Projects |
| 1. Assemble shoe upper and bottom components | 1. Assembling of;  * Shoe uppers * Bottom components * Last * Materials  1. ‘Marring up’ shoe uppers, bottom components and last 2. Interpretation of Job requirements 3. Quality checks and control | 1. Written assessment 2. Oral assessment 3. Practical assessment 4. Projects |
| 1. Carry out conditioning and shoe lasting operations | 1. Type of shoe upper 2. Methods of conditioning  * Rapid condition * Contact mulling * Toe steaming  1. Shoe conditioning equipment and machines 2. Conditioning procedures 3. Methods of lasting  * Flat lasting * Out flanged  1. Tools, equipment and machines 2. Quality checks and controls 3. Bottom stock components preparation 4. Heat setting | 1. Written assessment 2. Oral assessment 3. Practical assessment 4. Projects |
| 1. Perform sole attaching operations | 1. Methods of sole attaching  * Cemented * Molded construction * Veldschoen * California  1. Sole attaching procedures  * Bottom preparation * Sole attachment * Heel attaching * Scouring * Attaching and pressing | 1. Written assessment 2. Oral assessment 3. Practical assessment 4. Projects |
| 1. Carry out finishing operations | 1. Footwear finishing operations  * Heel pairing * Edge staining  1. Methods of footwear finishing  * Edge finishing * Bottom finishing * Polishing  1. Shoe room operations (not limited to;)  * Tack removal * Sock insertion * Cleaning * Hot air treeing * Dressing * Attach trimming * Packing * Labelling * Spray dressing  1. Final inspection 2. Quality check and control 3. Documentation and reporting 4. Packaging and Dispatch | 1. Written assessment 2. Oral assessment 3. Practical assessment 4. Projects |

**Suggested Methods of Instruction**

* Direct instruction
* Field trips
* Project based
* Discussions
* Demonstration by trainer
* Practice by the trainee

**Recommended Resources for 25 Trainees**

|  |  |  |  |
| --- | --- | --- | --- |
| **General resources** | **Tools and equipment** | **Material and supplies** | **Machines** |
| 1 equipped workshop | PPE’s  25 Lasts  25 Shoe hammers  25Pincers  10 Mallet  25 Stitching awls  Heat source  Brushes  (*to be tailored according to task description*) | Assembled shoe uppers  Leather lining  Tacks  Assorted adhesives  Soles  Shanks  Sewing threads  Stiffeners  Texon boards  Scouring paper  Assorted dyes / polishes and stains  Applicator / pad  (*to be tailored according to task description*) | Toe puff and counter setting machine  Lasting machines  Assorted conditioning machines  Scouring machine  Spraying machine  (*to be tailored according to task description*) |

## FOOTWEAR PRODUCTS REPAIR

**UNIT CODE: 0723 251 04A**

**Relationship to Occupational Standards**

This unit addresses the Unit of Competency: **Repair footwear products**

**Duration of unit:** 35 hours

**Unit Description**

This unit covers the competencies required to carry out footwear shoe repair operations. It entails identifying shoe repair operations, utilizing tools, machines, equipment and materials and carrying out shoe repair operations.

**Summary of Learning Outcomes**

By the end of this unit, the learner should be able to:

|  |  |  |
| --- | --- | --- |
| **S/No** | **Learning Outcomes** | **Duration (Hours)** |
|  | Identify shoe repair operations | **9** |
|  | utilize tools and equipment for shoe repair operations | **6** |
|  | Carry out shoe repair operations | **20** |
| **Total** | | **35** |

**Learning Outcomes, Content and Suggested Assessment Methods**

|  |  |  |
| --- | --- | --- |
| **Learning Outcome** | **Content** | **Suggested Assessment Methods** |
| 1. Identify shoe repair operation | * Assessment for repair * Shoe repair operations * Upper repairs * Sole repairs * Bottom repair * Hand stitching | 1. Written assessment 2. Oral assessment 3. Practical assessment 4. Projects |
| 1. Utilize tools, equipment and materials for shoe repair. | * Shoe repair operation tools, equipment and machines * identification * Machine, tools/equipment operation * Basic maintenance * Care and handling * Repairing materials * Stitching threads * Adhesives * Patches * Waxes * Documentation and reporting | 1. Written assessment 2. Oral assessment 3. Practical assessment 4. Projects |
| 1. Carry out shoe repair operations | * Shoe repair operations and procedures.   + Sole mending   + Patching worn out shoe upper   + Re-lasting the shoe upper.   + Heel rebuilding   + Sole attaching   + Finishing operations * Quality check and control * Documentation and reporting * Packaging and Dispatch | 1. Written assessment 2. Oral assessment 3. Practical assessment 4. Projects |

**Suggested Methods of Instruction**

* Direct instruction
* Projects
* Case studies
* Discussions
* Demonstration by trainer
* Practice by the trainees

**Recommended Resources for 25 Trainees**

|  |  |  |  |
| --- | --- | --- | --- |
| **General resources** | **Tools and equipment** | **Material and supplies** | **Machines** |
| 1 equipped workshop | 25 Stitching awl  Sewing needles  10 Shoe anvils  Assorted Lasts  Shoe hammer  Lasting pliers  Mallet  Indian pattern knife  Leather shears  Pincers  (*to be tailored according to task description*) | PPE’s  Leather dyes  Waxes  Tacks  Assorted adhesives  Stitching threads  Repair patches  Soles  Shoe laces  Packaging materials  (*to be tailored according to task description*) | Assorted sewing machine  (*to be tailored according to task description*) |