

## Outline for

### Master Trainer Program on implementation of Sustainable Chemical Management following ZDHC guidelines.

#### 1. Topics to be covered:

- Introduction to Chemical Management
- Introduction and training for application of MRSL in a textile factory
- Training on ZDHC Gateway – Chemical Module
- Training on adopting Latest Chemical Management System (CMS) Guidelines (*March 2021*)
- Assessment of Production Processes through Chemical Module of Higg FEM 3.1
- Training on Latest ZDHC Wastewater Guidelines
- Training on ZDHC Gateway – Wastewater Module
- Formulation of KPI for performance assessment of ZDHC implementation

#### 2. Implementation Framework:

Modular approach will be used through eLearning Toolkit which will enable the participants to develop common understanding on chemical management and ZDHC requirements. The Training Program will enable the participants to access the needs and impart effective trainings to produce results.

| Steps     | Particulars   | Targeted Audiences  | Learning Outcomes  | Schedule   | Mode    | Focused Content                          |
|-----------|---|---|--|--|---------|--|
| <b>T1</b> | Introductory walkthrough Workshop on Familiarization with eLearning Toolkit on Chemical Management                | People from service providers and academia fulfilling the minimum criteria. | The participants would be able to<br>1- Access the Aitingi Platform, go through the learning units of eLearning Toolkit. | 03 hr Session<br><br><i>(Starting in May 2021)</i> | Virtual | eLearning Toolkit on Chemical Management |
| <b>I1</b> | Participants of T1 will Complete the eLearning on Chemical Management under the continuous supervision of Adelphi | Participants of T1  | 1- Participants will register at Aitingi platform for eLearning Toolkit on Chemical Management and start the course      | 02 Weeks<br><br>May 2021                           | Virtual | eLearning Toolkit on Chemical Management |

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|           | through eLearning Dashboard   |  |   |  |         |  |
| <b>T2</b> | Interim TOT will be arranged for Participants to address issues in completing the eLearning | Participants completing I1                   | The participants will be able to<br>1- Clarify the queries generated while progressing the eLearning Toolkit.<br>2- Seek Specific Guidance regarding learning Units.        | <i>½ Day</i><br><br><i>After 2<sup>nd</sup> Week</i><br><br><i>June 2021</i> | Virtual | eLearning Toolkit on Chemical Management<br><br>and REMC Handbook                          |
| <b>I2</b> | Successful Completion of eLearning Toolkit  | Participants of T2                           | The participants will be able to<br>1- Successfully complete the eLearning Toolkit<br>Have improved and standardized Knowledge base and common understanding of the subject | 02 Weeks<br><br>June 2021  |         | eLearning Toolkit on Chemical Management<br><br>and REMC Handbook and handouts of T2       |
| <b>T3</b> | TOT Workshop on ZDHC Requirements under the Scope of Chemical Management                    | Participants having successful completion of | The participants will be able to<br>1- Understand the ZDHC requirements and linking with existing knowledge of Chemical Management  | 01 – 02 days<br><br>June 2021  | Virtual | ZDHC Technical Industry Guide, ZDHC CMS,<br><br>Facilitation from the ZDHC may be required |
| <b>T4</b> | TOT for Skill Development for Effective Training and  | Participants of T3                           | The participants will be able to  | 01 days<br><br>July 2021   | Virtual | Moderation Plan and Engagement Plan  |

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|           | Advisory Services   |                    | <ol style="list-style-type: none"> <li>1- Ability to make need assessment</li> <li>2- Work through blended and eLearning modes</li> <li>3- Ability to understand target group/s</li> <li>4- Make changes during the training if needed</li> <li>5- Ability to gauge and improve the effectiveness of training</li> </ol> |   |   |                            |
| <b>I4</b> | <p>Factory Level Application (Training)</p> <p>(Participants Will be introduced and assigned to Factories through the Textiles)</p> | Participants of T4 | <p>The participants will be able to</p> <ol style="list-style-type: none"> <li>1- Conduct one to one or CMT group Training on Chemical Management and ZDHC in Factories</li> </ol>   | Will Start in August 2021 till Feb 2022             | Training will be supports through On/off Site Mentoring | All the Relevant Resources |
| <b>T5</b> | TOT Workshop for 1 <sup>st</sup> Interim Review of Factory Application  | Participants of I4 | <p>The participants will be able to</p> <ol style="list-style-type: none"> <li>1- Improve effectiveness of the Training provided to Factories.</li> <li>2- Convince the management to Initiate the implementation of Chemical Management in Factory</li> </ol>   | <p>03 hr session</p> <p>During the Period of I4</p> | Virtual   | Training Feedback          |

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| <b>I5</b> | Factory Level Application (Implementation)                             | Participants of T5            | The participants will be able to<br><br>1- Make and Present GAP Analysis / Baseline assessments of Factories<br>2- Define KPI<br>3- Provide Action plan for Implementation.              | Will Start in December 2021 till March 2022  | Implementation will be supported through On/off Site Mentoring |   |
| <b>T6</b> | TOT Workshop for 2 <sup>nd</sup> Interim Review of Factory Application | Participants of I5            | The Participants would be able to<br>1- Support the Implementation<br>2- Compile of Results and improved KPIs<br>3- Make case studies / business cases and present to Factory Management | 03 hr session<br><br>During the Period of I5 | Virtual  |   |
| <b>I6</b> | Participants completes the Factory Application                         |                               | The participants will be able to<br>1- Present Results in the Form of Business Cases, Case Studies etc. to FABRIC and TEXTILES   | Till March 2022                              | Implementation will be supported through On/off Site Mentoring | All the relevant Tools and content<br><br><i>(STE Maybe Engaged incase of any specific Issue)</i> |
| <b>T7</b> | Closing TOT for Final Assessment of Participants work and              | Participants completed the I4 | The participants will be able to<br>1- Get Certificate<br>2- Face the market   | March 2022                                   | Virtual  | Assessment of Factory Level Application   |

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|  | Guidance on Next Steps |  | <p>3- Convince the entrepreneurs on implementation of Chemical Management</p> <p>4- Provide Advisory Services on Implementation of ZDHC guidelines</p> <p>5- Pursue the accreditation from ZDHC and provide accredited services to Factories</p> |  |  | by the consultant |
|--|------------------------|--|--|--|--|-------------------|

**3. Reference Materials:**

- REMC Handbook ([link](#))
- Basic Training Module for Chemical Management in Textile Wet Processes ([link](#))
- Advanced Chemical Management Training Program ([link](#))
- eLearning Toolkit on Chemical Management
- ZDHC CMS Framework
- ZDHC Technical Industry Guide