



Course Listing & Class Takeaways

Sign up: To sign up, or sign up your suppliers, please email apolk@fdra.org. Andy will help get you set up, and answer any questions you may have.

Costs: There is no cost for FDRA members. There is a \$350 charge per class, per person for non-members. It is \$3,500 for the full training program (12 classes total) for non-members.

1. Worker Participation

1. Why and when to integrate your workforce in your decision making processes
2. The different mechanisms to integrate your workforce
3. How to deal with challenges when involving workers

2. Use KPI to Better Understand your Factory and Subcontractors

1. The meaning and benefits of collecting Key Performance Indicators (KPIs)
2. How to set appropriate KPIs that are good indicators of CSR performance
3. Practical techniques for collecting KPI data

3. Corrective Action Plan

1. Know the purpose and definition of a Corrective Action Plan
2. Understand how to identify the immediate action, root cause and preventive actions
3. Learn effective practices for implementation of a Corrective Action Plan

4. Supply Chain Ethics

- Understand the importance of transparency to your company's success
- Know the key areas to consider in meeting your customer's ethical requirements
- Explore strategies for supporting ethical behavior within your company

5. Effective H&S Systems (Basics)

1. Know the benefits and key principles of a health and safety program
2. Learn how to develop a basic health and safety management system

6. Worker Retention (Basics)

1. Understand the positive effects of turnover in your company
2. Learn different strategies to ensure your workers leave shortly after they have joined

7. Hiring and Working with Migrant Workers

1. How to prepare migrant workers for employment and their first few days on the job
2. How to continuously support migrant workers while they are working at your factory

8. Analyzing Training Needs & Creating Training Plans (Basics)

1. Understand the steps to design a training plan
2. Review the benefits and key elements of a training needs assessment
3. Learn how to conduct an organizational training needs assessment

9. Developing Training Strategy and Plan for Your Supply Chain

1. Learn the importance of setting supply chain performance objectives
2. Understand the steps to develop a supply chain training program
3. Learn effective practices in:
 - a. Assessing supply chain training needs
 - b. Designing the training program

10. Implementing a Training Plan for Your Supply Chain

1. Review the key steps to designing CSR courses
2. Learn effective practices in implementing your training program
3. Learn strategies to evaluate the effectiveness of your training program

11. Creating Motivating Wage Systems

1. Understand the key elements of a sustainable wage system
2. Learn practices that affect worker motivation
3. Learn how to implement different types of wage systems that motivate workers to increase skills and maximize productivity

12. Recording Working Hours

1. Understand the challenges to accurately recording working hours.
2. Learn the key elements of an effective working hours recording system.