

## **A Training Program for Developing Draping Skills to Qualify Nonspecialized College Graduates for Work in the Garment Industry**

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### **Abstract:**

Human resources training is considered one of the effective trends, as it contributes to increasing productivity efficiency. It is a response to external environmental changes and the rapid global changes the world is witnessing. With most professional roles shifting towards reconstructing personal needs according to the actual requirements of the labor market, transformational training has become the path to follow in order to keep up with constant change and development. **Objective:** The research aims to prepare a program to equip non-specialist graduates with the necessary knowledge and skills in mannequin shaping techniques and to measure its effectiveness. **Significance:** The importance of the research is evident through its contribution to solving the unemployment problem in society and rehabilitating graduates of non-specialized colleges and institutes in the clothing and fashion industry to find alternative opportunities in the labor market. **Methodology:** The research follows a quasi-experimental approach as it is suitable for achieving the research objectives, as well as a descriptive approach to analyze the skills included in the training program. **Results:** The study results confirmed the research hypotheses and the effectiveness of the training program. **Research Results:** The results showed that the training program for non-specialized graduates succeeded in achieving its primary goal, which is to impart the necessary knowledge and skills in mannequin shaping techniques. It also became evident that there were statistically significant differences between the mean scores of the trainees in the pre-test and post-test in favor of the post-test, indicating that the trainees benefited from the knowledge contained in the training program. Additionally, it was found that there were statistically significant differences between the mean scores of the trainees in the pre-skills test and the post-skills test in favor of the post-skills test, indicating that the trainees benefited from the skills contained in the training program, thus confirming the validity of the third hypothesis. **Recommendations:** The researcher recommends conducting more studies on training programs that provide transformative training for graduates from various colleges to qualify them for work in the ready-made garment industry, aiming to simplify the teaching of the draping technique on the mannequin.

### **Keywords:**

**Training program, Mannequins, Dress Form, Draping, Graduates Qualification, Garment Industry**

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