

Kohl's Apparel Vendor Certified Technical Design Overview

Global Technical Design

7-14-2022

KOHL'S



What is a CTD?

- **CTD stands for 'Certified Technical Designer', they are responsible for overseeing the technical aspects of the sample fit and construction approval according to the Pre-Production approval deadline.**
- **CTDs engage with their internal Merchandiser (MR) or account manager, Sample Room manager, Pattern Maker, Factory Production Engineer, and the Kohls TD (KTD), and Li & Fung (LF - if agent is involved) to ensure the style is executed according to the design intent, fit, construction, quality, safety, customer comfort expectations for best possible garment execution at the agreed cost.**
- **CTD reviews all fit and Pre-Production (PP) samples ensuring they meet Kohls expectations before the samples are submitted for approval.**
- **CTDs are certified to perform tasks on Kohls behalf in the sample evaluation process at levels according to their demonstrated proficiency.**



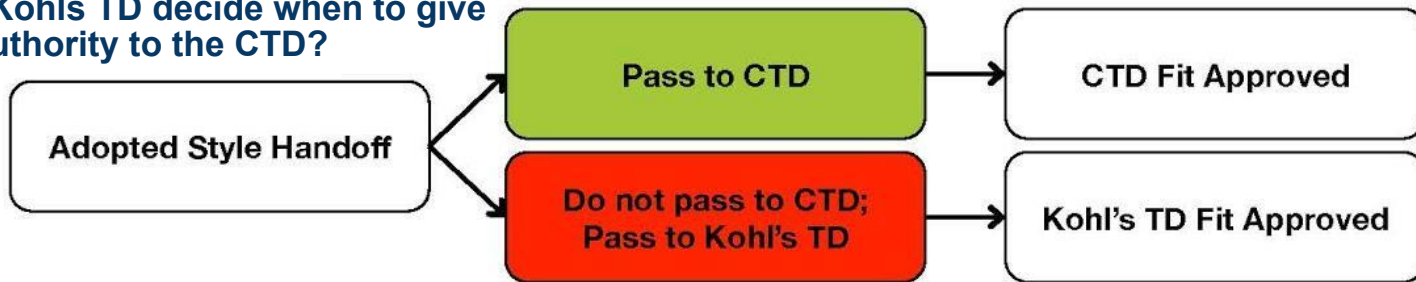
CTD Program Goal: Reduce the sample approval lead time

Other Benefits:

- **Improve accuracy of fit samples coming to Kohls**
- **Improve efficiency of the approval process by having CTDs confirm fit and construction of samples based on already aesthetically approved designs: PP samples, Petite/extended sizes, additional proven fabrications, and/or additional factories.**
- **Develop evaluation consistency between Kohls Technical Design and Vendor Technical teams**
- **Reduced sample development & shipping costs**
- **Pre-Production Approvals at or near the factory location for better production quality execution**



How does Kohls TD decide when to give approval authority to the CTD?



Pass to CTD

Supplier must be compliant with One PLM, Illustrator, Kohl's brand / gender mannequin, and or virtual avatar and all CTD Certifications at a level 3 or 4.

Carryover/ Seasonal Repeat or Replenishment Style

*No change or with **minimal** updates.*

Proven silhouette

Same fabric, fit intent from previous style minor aesthetic or art work placement updates.

Known fabric properties

Fabric stretch, drape, performance are known.

Minimal updates to spec/construction

No major pattern or spec changes.

Aesthetic sign-off

From Design/PM

Size Extensions

All petite, tall's, and Jr. Plus only

Do Not Pass to CTD

High Profile Style

New brand launch

Core Essentials

Large unit orders per PD/Buyer

Complex/Difficult style

Style of Significant Importance

New/Unproven Supplier

Vendor does not have Mannequin and or Virtual Avatar, Illustrator, or One PLM access

Unknown fabric properties

Unsure of fabric stretch, drape, recovery, performance etc.

Major pattern/spec/styling changes

Requested by Product/Design

No aesthetic sign-off from Design/PM

** Kohl's/TD reserves right to pass to CTD post 1st fit if spec/aesthetic requirements are met.*



What is the skill set for a CTD?

- **Achieved a degree in clothing, textiles, design, or related field.**
- **Experienced in garment construction, manufacturing & fitting**
- **Able to review and understand correct pattern shapes for accurate fit and communicate with the pattern maker**
- **Strong written and verbal communication skills in English**
- **Effectively uses computer and software technology to perform tasks**
- **A “Self-Starter” that takes initiative and asks questions**
- **Ability to proactively problem solve and communicate ideas/solutions**
- **Collaborative and willing to learn, share knowledge, seek advice, help develop others**



What does the CTD need to succeed?

1. Tools:

- a. Dedicated computer/laptop w/ internet access, direct email address, Adobe Acrobat for viewing PDF files, software for formatting and commenting on digital images.
 - i. Recommended: Adobe Illustrator for updating sketches or construction pages
- b. OnePLM Technical Design license/log in access, K-Link Vendor Portal log-in Access
- c. Digital camera (can be in cell phone)
- d. Measuring Tape
- e. Well-lighted workspace large enough for measuring & photographing samples with appropriate backdrop
- f. Kohls Alvanon Dressform - see [Kohls Brand Dressform Chart](#)

2. Support:

- a. Time to train and when necessary, travel to location for specialized training when offered
- b. Reasonable workload that allows the CTD to be thorough in their sample evaluations without getting behind in the sample submission timeline
- c. Authority within their role to reject a sample when the sample execution is not acceptable to send to Kohls for approval
- d. Equally balanced authority for CTD to voice concerns with sample/production timing, sample execution without fear of retaliation from other cross-functional roles.

CTD LEVEL 0

Certified Technical Designer in Training/ Entry Level

- No direct communication with KTD if CTD or Li & Fung mentor is available. (If new Direct vendor w/ no CTD in place - KTD will train)
- Must have Kohls Dress form on order, must use Kohls Avatar if 3D option is available before dressform arrives
- Measure samples, take photos, enter comments and work in OnePLM
- Follow Fit Sample Policy, verify Minimum Construction Standards & Preferred Trim Suppliers
- Mentor reviews work before submitting to Kohls: CTD or Li & Fung will review in person, KTD Mentor will review via video conference

CTD LEVEL 1

Certified Technical Designer / No Sample Approval Authority

- Pre-screen samples and evaluate fit for balance, construction execution, and safety
- Determine sample submit or reject status before submitting to Kohls
- CTD sample measurements are accurate, communication is detailed, thorough, and follows Kohl's sample policies
- Work does not need to be reviewed before sample submission to Kohls unless requested by KTD
- Performance will be evaluated by KTD on each sample

CTD LEVEL 1 GAC 2

Certified Technical Designer / Give A Chance for Level 2

- Testing CTD Level 1 readiness for Level 2 Pre-Production (PP) Sample approval authority
- CTD MUST have access to the correct Kohls Dress form to be considered for Level 2 certification
- Reviews PP sample against the fit approval sample and previous comments,
- Confirms all corrections have been implemented and there are no concerns with production fabric or trims
- Determines PP Sample Approval or Reject status with KTD review.
- Performance will be evaluated by KTD to determine Level 2 certification.

CTD LEVEL 2

Certified Technical Designer / Pre-Production Sample Approval Authority

- Works closely with factory to ensure PP sample reflects all corrections made during the fit approval process
- Ensures bulk fabric & trim quality characteristics are consistent with fit approval
- Alerts KTD to discrepancies with measurement methods, grading, and construction. Communicates w/ KTD to resolve before production.
- Identifies & creates appropriate Critical Points of Attention pages to support best execution of production
- Performance evaluated by KTD on fit samples for Level 3 authority, PP samples are not reviewed by KTD

CTD LEVEL 2 GAC 3

Certified Technical Designer / Give A Chance for Level 3

- Testing CTD Level 2 readiness for Level 3 Fit Sample approval authority
- Determines sample Approval or Reject status with KTD review
- Internally rejects samples that do not reflect corrections, measure out of tolerance, or unbalanced for fit
- Identifies fit or construction issues & offers solutions with fit sample options or mock-ups for KTD review
- Calls out concerns with fit consistency between fabrications, comfort, brand identity, & customer perspective to ensure 5 star rating
- Performance evaluated by KTD on samples to determine Level 3 certification

CTD LEVEL 3

Certified Technical Designer/ Fit & PP Sample Approval Authority

- Consistently demonstrates proficiency in Kohls Assessment criteria and previous CTD levels
- Communicates technical spec discrepancies with the KTD and collaborates with KTD to ensure the updates are made
- KTD may request to review CTD fit sample approval photos/comments before CTD approves if corrections need to be verified
- Performance does not need to be evaluated by KTD unless inconsistencies in CTD performance is noticed
- Has authority to review work of lower Level CTDs if approval authority has been given by KTD

CTD LEVEL 4

Certified Technical Designer Mentor/ Fit & PP Sample Approval Authority CTD Training & Mentoring

- Trains new CTDs on Kohls policies and procedures found on the K-Link Vendor Portal
- Evaluates CTD on measuring accuracy and consistency
- Reviews CTD thoroughness of sample evaluation, communication, accuracy of sample placement on dressform and photos
- Reviews lower level CTD work when Approval Authority has been passed to vendor by KTD, but CTD level does not have authority
- Accountable for identifying and training CTDs in Factory for Level 2 Pre-Production authority

CTD ASSESSMENT CRITERIA: Kohls TD/CTD Mentor will review CTD performance on each sample to determine when CTD is ready to be promoted to the next level. Overall Ratings shared on a bi-monthly basis.

Rating Assessment 1-3:

1 - Does Not Meet

2 - Fully Meets

3 - Consistently Exceeds

COMMUNICATION:

Is the CTD communication clear and addressing issues with proactive solutions?

25%

- Written communication is articulate, clear, & effective both email & sample evaluation
- Complex issues are addressed using pictures, diagrams, & pattern suggestions
- Demonstrates ability to understand KTD comments and apply improvements to the next sample round
- Reviews previous comments, confirms corrections have been made, calls out discrepancies, & recommendations to resolve discrepancies between the sample and the tech spec.

POLICIES & PROCEDURES:

Were Koh's Fit Policies & Procedures followed & documented in OnePLM? (Excluding sample turn time)

25%

- Accurately measures samples within acceptable range of KTD or Mentor measurement.
- Sample submission communicated to KTD with shipping AWB # or notification of internally rejected sample with estimate of new sample date
- Thoroughly completes Sample Tags
- Thoroughly completes all CTD owned OnePLM Fit Evaluation fields

TECHNICAL SKILLS:

Does the CTD understand & follow the construction in the tech spec, minimum construction standards, & suggest solutions to improve the quality & fit?

25%

- Demonstrates understanding of appropriate construction for product type & verifies appropriate functional trim is utilized from a preferred supplier.
- Advises production limitations & gives reasonable explanation why Kohl's expectation cannot be achieved
- Identifies when a problem is caused by sewing (handling) or pattern (fit) & offers appropriate solution for fit approval
- Understands application of pattern/block. Ability to review nested pattern and identify correct grading is applied.
- Proactively offers construction or grading solutions while maintaining visual aesthetic using mock-ups, 3D samples, second or jump size sample options to ensure faster fit approval status

FIT UNDERSTANDING:

Were corrections applied to the sample as requested and improvements made?

25%

- Utilizes Kohls Dress form for Sample Evaluation & accurately identifies fit problems with photos on the Fit Evaluation
- Understands appropriate fit intent by gender, brand, size range, & category
- Analyzes fit issues using measurement, spec, & pattern shape to identify appropriate solution
- Suggests appropriate POM to control spec consistency in production and apply appropriate grading