



To the Finish Line_ TFL 2023

To the Finish Line (TFL) is an activity organized by GIZ and its partnered brands, fostering **Collective Action & Learning for Action** on environmental performance improvement in textile supply chain based on Cascale's tool Higg FEM 4.0.

7th Feb 2024



Implemented by



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Review TFL 2023 & Planning 2024-25 workshop

HCMC: 24 Jan (PUMA office)

HN: 30 Jan (GIZ office)



TFL 2023

Collective
Action of



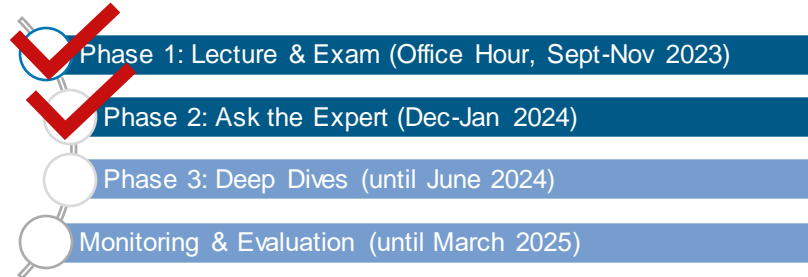
"TFL: Collective Action & Learning for Taking Action on environmental performance improvement in textile supply chains" is based on the Higg FEM framework, relevant regulations of Vietnam and especially practical knowledge from high performing factories.

TFL 2022 (Pilot)
April 23

TFL 2023 (Upscale) & Deep Dive
July 23-June 24

TFL 2024 (Owned by Brands/Suppliers)
2024

TFL in Asia Garment Hub



Participants

14

Partnered Brands

8

Brand Learners

1916

Manufacturer Learners

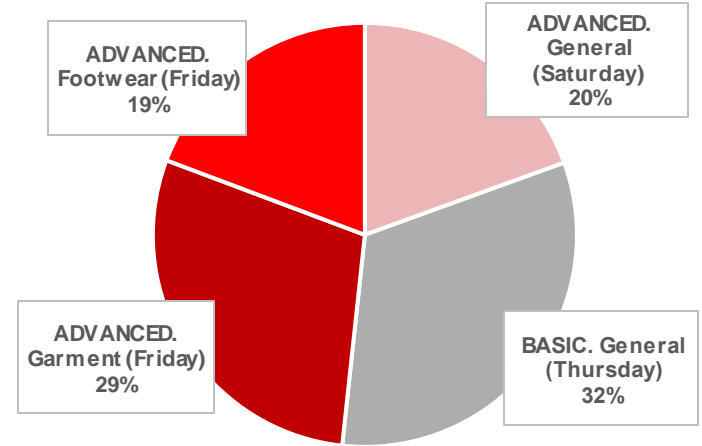
626

Manufacturers

Average: 3.1

Learners per
Manufacturer

Class Allocation of 1800+ Higg users



PHASE I: OFFICE HOUR

Office Hour is a series of 8 x 2.5-hour webinars on all sections of Higg FEM 4.0 with focus on intent (WHY) and Best Practice Sharing, Q&A. There are 4 classes per week on the same topic.



Office Hour in brief (Sept- Nov 23)

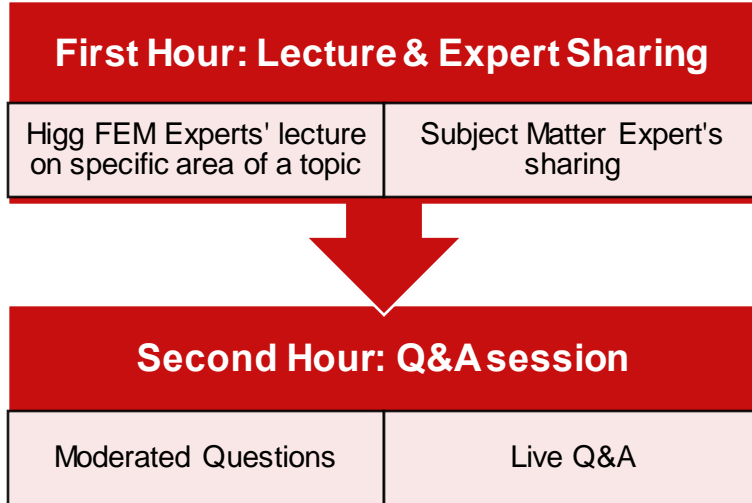
Training duration	Interactive activities	Resources	Examination
4 classes	20+ Best Practice Sharing & Industry Insight	30+ Brand and factory specialists	1254 Exam takers (66%)
36 Office Hour sessions	210+ Pre-class questions & Active live Q&A	2 Higg FEM trainers	689 Certificate Holders (36%)
384 Average number of learners/class	50+ Polls	2 Coordinators	Examination (1-hour) consists of Multiple-choice Questions (80%) and Essay (20%).

TFL encourages on-need basis learning, i.e., learners can choose to participate in relevant Office Hour sessions. Attendance is not monitored. Examination is stringent and certificate granted only for exam takers who scored not lower than 80%.

DROP IN CLINIC (Nov 23-Jan 24)

Drop-in-Clinic (DIC) is an Ask-the-Expert forum, aiming to address the on-the-ground problems raised by factories. DIC consists of 7 webinars x 2-2.5 hours, with the focus on practicality.

Structure



DIC topics

DIC	Content
1	Data input on Worldy (Higg) FEM Module 4.0
2	Waste disposal method validation
3	Environmental policy and strategy
4	GHG baseline, target and reduction plan
5	Air Emission Inventory
6	ZDHC wastewater management
7	Chemical Management Policy

2 DICs **special edition** added in early Feb 24

Drop in Clinic in brief

Training duration	Resources	Questions by learners	
2 Classes (morning & afternoon)	7 Brand, factory and service provider specialists	270+ Pre-class questions	<i>Sent before DIC</i>
7 DIC sessions	2 Higg FEM Experts	620+ In-class Q&A	<i>Q&A live open mic Q</i>
302 Average number of learners/class	1 Coordinator	40+ Moderated Q&A	<i>Curated by Higg FEM experts</i>

DIC is attended on-need basis,

TFL 2023 delivered “Apply & Up”

TFL 2022 (pilot April 23)

35%



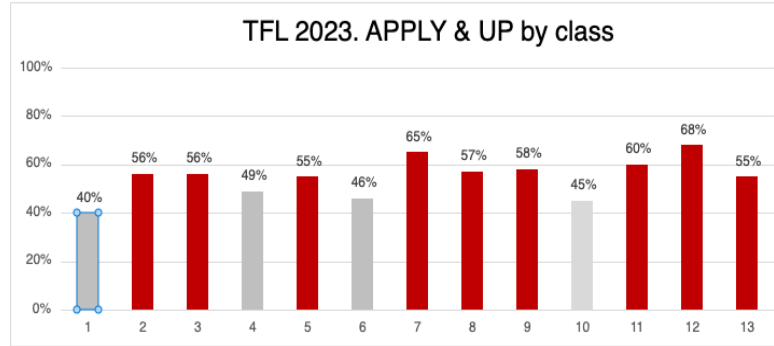
TFL 2023 (Office Hour)

51%



TFL 2023 (Drop_In_Clinic)

57%



98% says Trainers provide practical knowledge

91% says Best Practice Sharing offers ideas for solving problem

85% says Q&A section is effective

Survey, n=1254 learners, November 2023

Bloom's Taxonomy

Create

Produce New or Original Work

Evaluate

Justify a Stand or Viewpoint

Analyse

Make Connections Between Ideas

Apply

Use Information in New Situations

Understand

Explain Ideas or Concepts

Remember

Recall Facts and Basic Concepts

teacherofsci.com

Testimonials

Brands

*“TFL proves to be **highly effective**, delivering significant value to both learners and factories. The use of case studies and best practice sharing encourages factories to find **practical solutions**. We've received **positive feedback from suppliers** after Phase I, which helps them **well-prepared for the Higg FEM 4.0 verification**.”*

*- **Social & Environmental Development Specialist, H&M Group***

Learners

*“TFL stands out as a programme that **connects people** from diverse backgrounds, **fostering collaboration among employees from different factories, brands, and service providers**. (...) Knowledge provided by GIZ's training caters not only to direct learners but also serves as a resource for periodic training, and the onboarding of new staff within our company.”*

*- **FEPV Safety and Environment Dept., Far Eastern Polytex (Vietnam) Ltd.***

Testimonials

"As a learner, I find the TFL programme to be intelligent, concise, and effective. The online classes are well-structured with reasonable learning duration. The programme offers various classes, both basic and advanced, organized at different time frames, making it highly convenient and accessible for all."
- HSE & Sustainability Manager, Saitex International VN (Dong Nai) Co., Ltd.

"We can immediately embrace the programme's tagline: Learning for Taking Action, turning theory into practical solutions in our facility. Overcoming past struggles with data collection, we now efficiently manage waste streams, running baselines for each type. (...) Moreover, through best practice sharing, we've implemented lessons learnt from another facility, converting our waste tank system for a more effective and sustainable approach."
- HSE Officer, Santa Clara Co., Ltd.

Testimonies

Trainer

“Industry knowledge and practical solutions are the backbone of the TFL 2023. To serve the factories effectively, we spent a considerable amount of time curating case studies and real-world examples for application. Through innovative approaches, we conducted sessions with hundreds of questions from learners, encouraging factories to present their solutions through reflective essays. Personally, I've learned a lot as a trainer and grown through the programme.”

- Technical Lead, Leadership & Sustainability

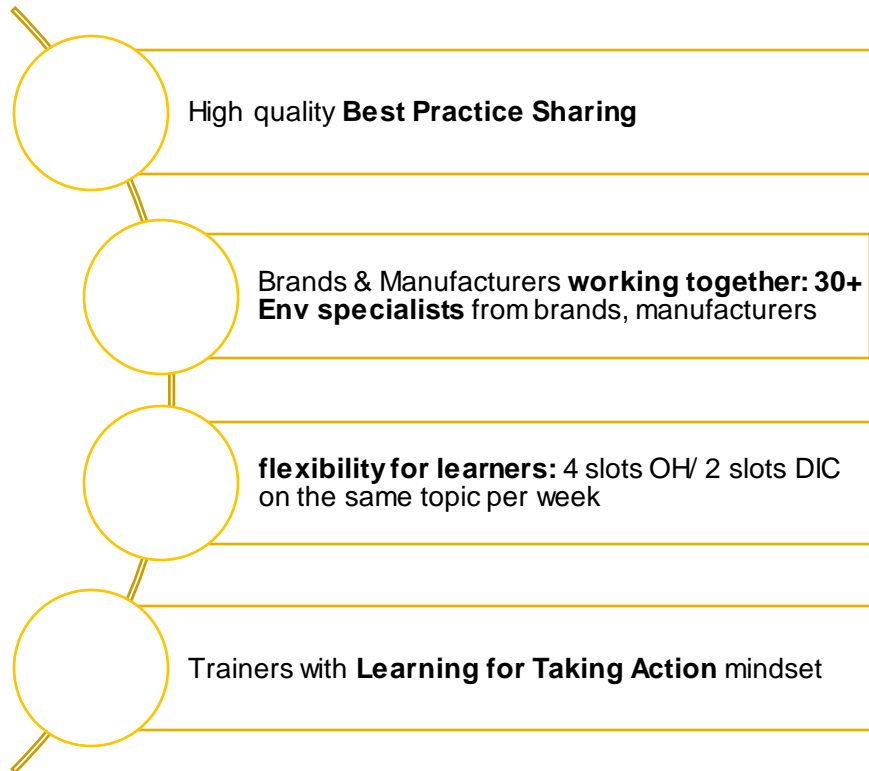
GIZ

“We are reaching more than 600 factories and 1,900 trainees in Viet Nam. TFL 2023 is already showing the benefits of cooperation and how we can achieve much more together than alone as a development organisation. (...) Please let us know how we can support the transition of this programme into ones that is owned and led by the industry as a measure of cooperation for action.”

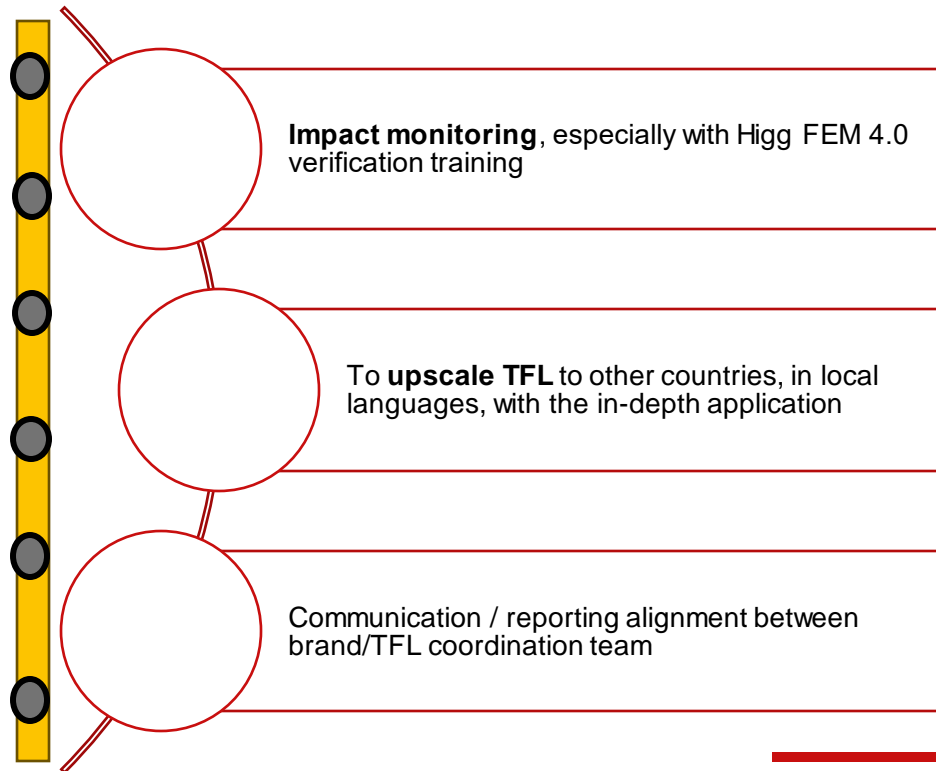
- Team Lead of IGS Project, GIZ Viet Nam



TFL 2023 | Learning Experience



TFL 2023 | Major Challenges / Hurdles





TFL is a community of **Learning for Taking Action**

- 1900++ Compliance/EHS officer
- Leadership & Sustainability & STS Consulting
- 30+ Brand specialists & Manufacturer specialists
- Other subject matter experts (Enerteam, Act Renewable, WWF, GIZ)
- SAC, Training & Insights team
- And the steering team of 14 partnered brands and GIZ

- [TFL in Asia Garment Hub](#)
- [TFL in GIZ VN LinkedIn](#)
- [TFL in GIZ website](#)

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