

Report On
Internship of Colour & Co Ltd.- Blue Planet Group

By

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An internship report submitted to the Institute of Governance and Development (BIGD), Brac University in partial fulfillment of the requirements for the degree of Post Graduate Diploma in Knitwear Industry Management (PGD-KIM)

BRAC Institute of Governance and Development
BRAC University
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Declaration

It is hereby declared that

1. The internship report submitted is my own original work while completing degree at Brac University.
2. The report does not contain material previously published or written by a third party, except where this is appropriately cited through full and accurate referencing.
3. The report does not contain material which has been accepted, or submitted, for any other degree or diploma at a university or other institution.
4. I have acknowledged all main sources of help.

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Letter of Transmittal

Dr. Sheikh Touhidul Haque

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BIGD, Brac University

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Subject: Report on internship of Blue Planet Group

Dear Sir,

As part of my PGD in Knitwear Industrial Management at Brac University, I am turning in my internship report on "Colour & Co Ltd. – Blue Planet Group." I have done my best to finish the report, including all the important information and suggestions in the clearest and most concise way possible. I hope the report will meet the desires.

I, therefore, request and expect that you will give us any kind of recommendation or valuable suggestion, and that you will kindly accept this industrial attachment for your review.

Sincerely yours,

Mst. Sumaya Akter

Student ID: 24281029

Executive Development Center, BIGD

Brac University

Date: November 16, 2025

Non-Disclosure Agreement

This agreement is made and entered into by and between Colour & Co Ltd.- Blue Planet Group and the undersigned student at EDC, BIGD, Brac University, pursuing a degree in Knitwear Industry Management. The purpose of this agreement is to allow the student to access certain confidential data and information as an intern from the company for the completion of their internship project.

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Acknowledgement

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List of Acronyms

AQL	Acceptable Quality Level
BPG	Blue Planet Group
B2B	Business to Business/ Back to Back
CM	Cut and Make/ Cost of Making
CAD	Computer-Aided Design
ERP	Enterprise Resource Planning
ETP	Effluent Treatment Plant
GSM	Grams Per Square Meter
LC	Letter of Credit
MOQ	Minimum Order Quantity
MSDS	Material Safety Data Sheet
RSL	Restricted Substances List
RCA	Root cause Analysis
OEE	Overall Equipment Effectiveness
SMV	Standard Minute Value
QC	Quality Control
RPET	Recycled Polyethylene Terephthalate

Chapter 1: About the Organization

1.1 Overview of the Industry

Color & Co. Ltd. is the activewear manufacturing component of Blue Planet Group, a multifaceted business expanding rapidly in Bangladesh. The Blue Planet Group also consists of other components: Knitwear & Fashionwear. Although the corporation has a presence in various other industries, including textiles, aviation, logistics, construction, and hospitality. It employs over 7,500 people and generates more than USD 186 million in annual revenue.

Color & Co Ltd. was founded in July 2022, established to address the increasing worldwide demand for high-end activewear and sportswear. Located in Bangladesh, the facility spans 300,000 sq. ft. and has cutting-edge equipment, is ready for Industry 4.0, and incorporates a lean manufacturing system. Over time, this entity has grown to a large-scale organization with an employee pool of nearly 4,800 and a monthly production capacity of between 2.3 million and 2.7 million garments per month with the help of a versatile shift pattern. The organization focuses on top-notch sportswear products such as sports bras, leggings, tracksuits, and performance wear.

The Color & Co PLC's founder's goal was to combine cutting-edge technologies with globally recognized best practices in garment production. Because the facility is forward-thinking, it can always propose new designs, maintain high quality standards and obtain excellent results for its clients. The manufacturing operation is a full-service production plant, producing activewear and sportswear for both natural fibers and synthetics. It can do many different things. This is a business that does all kinds of decorating, from fairly basic things like printing and embroidery to increasingly advanced practices like laser cutting and bonding. Colour & Co Ltd are able to respond efficiently to the demands of customers as they provide all of these functions at one point, which means less reliance on outside assistance and intermediaries. The company is structured using Lean Manufacturing and industry 4.0 tools. Company is three things: People, Process and Product. A transparent value chain connects each step, ensuring that production is safe, high-quality and timely. Nader & Ebrahim Group, "it is very important that despite the ever-changing technology and industries to ensure continuous learning and improvement so that you can catch up quickly." It's a nice step toward setting up a worldwide preference in the future, especially when activewear and sportswear is very buoyant.

For our international customers, Blue Planet's division is the go-to place. In the same location it does laser cutting, bonding, printing and embroidery. This brand is a significant player in the burgeoning upscale activewear market nationwide, there's no question about that. The company is focused on performance, innovation and sustainability. At the same time, the activewear segment is the fastest-growing in ready-made garment (RMG) market.

1.2 Vision and Mission

The first mission and vision of the Blue Planet Group to which Colour & Co belongs is:

Vision: To be a globally recognized and value adding business partner in the apparel industry, distinguished by our unwavering commitment to quality, sustainability and innovative design.

Mission: We aspire to be Bangladesh's most dependable apparel solution provider-delivering exceptional quality, trend forward designs, responsible manufacturing practices and timely solutions that consistently exceed customer expectations.

For Colour & Co Ltd., that could mean doubling down on its high-quality activewear, environmentally friendly production processes, and ensuring international shipments come without delay. The unit aims to become a global sportswear industry trusted partner with the help of innovative technology, moral business activities and fresh ideas.

1.3 Goals and Objectives

Achieve Operational Excellence: Continue the mass production of 2.3 to 2.7 million units per month with efficient and fast manufacturing.

Ensure Premium Quality: Also check that the quality is as good as it can be. Deliver seamless, activewear with premium finishing and additional services as bonding, embroidery and laser cutting.

Adopt Technology and Innovation: Welcome new ideas and technology. Leverage Industry 4.0 processes, advanced ERP capabilities, and work-centric apps to stay ahead of the market across the globe.

Promote Sustainability: Make sustainability better. Comply with international rules by using resources efficiently, observe ethical manufacturing standards and show an ecological tact.

Customers Satisfaction: Prove you to be trustworthy, capable, on-time deliveries provider in order to make long-term relationship with customers from all around the world.

Continuous Improvement and Learning: Continuous professional and personal development in your career. If you want to keep pace with forthcoming global clothing trends, then you have to create a highly competent workforce and support new ideas.

1.4 Organizational Structure, Organogram, Branches and Departments

A functional structure groups employees based on their specific functions, such as IT, HR, production, marketing, sales or accounts. Each department is managed individually and runs its own business, making the system more efficient and encouraging expertise. In the garment industry in Bangladesh, this type of model is very prevalent: like, the merchandising department working with quality control and compliance along a long production line.

And a divisional structure segments the company into smaller units based on, say, what products it sells, what markets it serves or what regions those are in. Each division operates like a small business, complete with its own teams that make things, sell them and manage money. Such a setup makes things more flexible and accountable, which is especially useful for big textile companies with many product lines, say knitwear or denim, they sell to various export markets.

The garment industry of Bangladesh largely follows a functional structure, particularly in the RMG export-oriented sector. There is also mostly functional organization in Colour and Co Ltd. specialization, efficiency and scale carries – crucial for running large-scale, production and global supply chain that are ultimately good for humanity. It also enables focused expertise, growth potential and streamlined operations – key factors for handling mass production and international logistics. Here presenting the company's workflow chart, with its various departments as well:

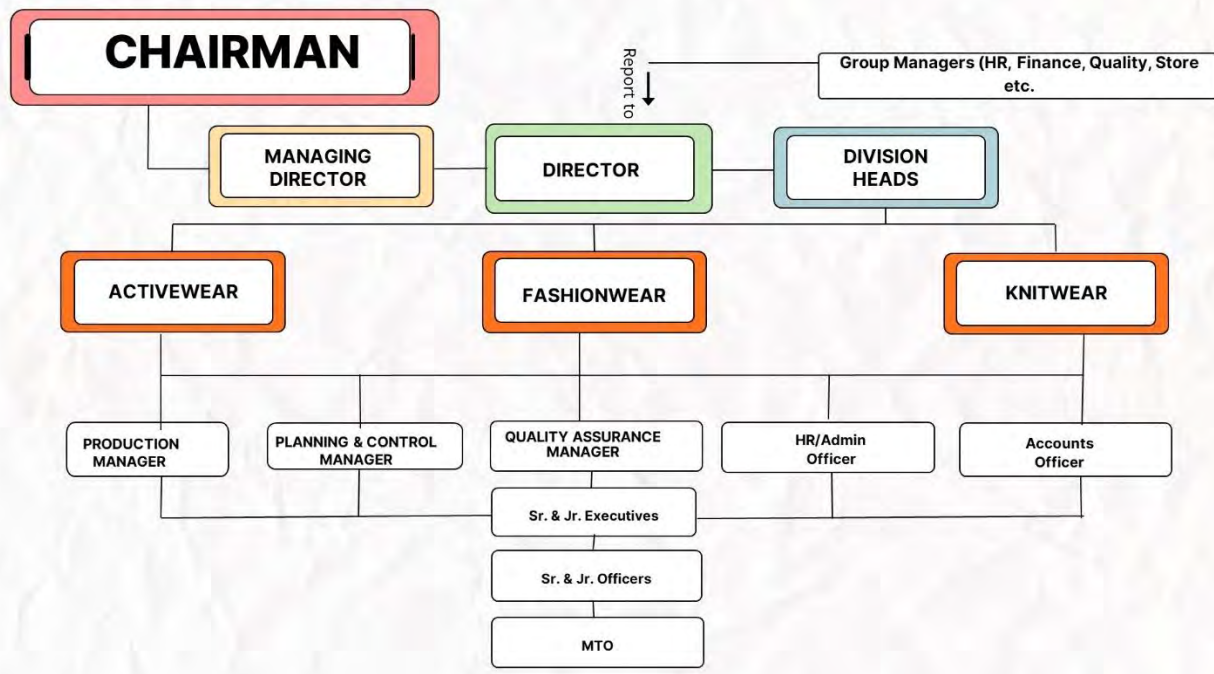


Figure 1: Organogram of Blue Planet Group

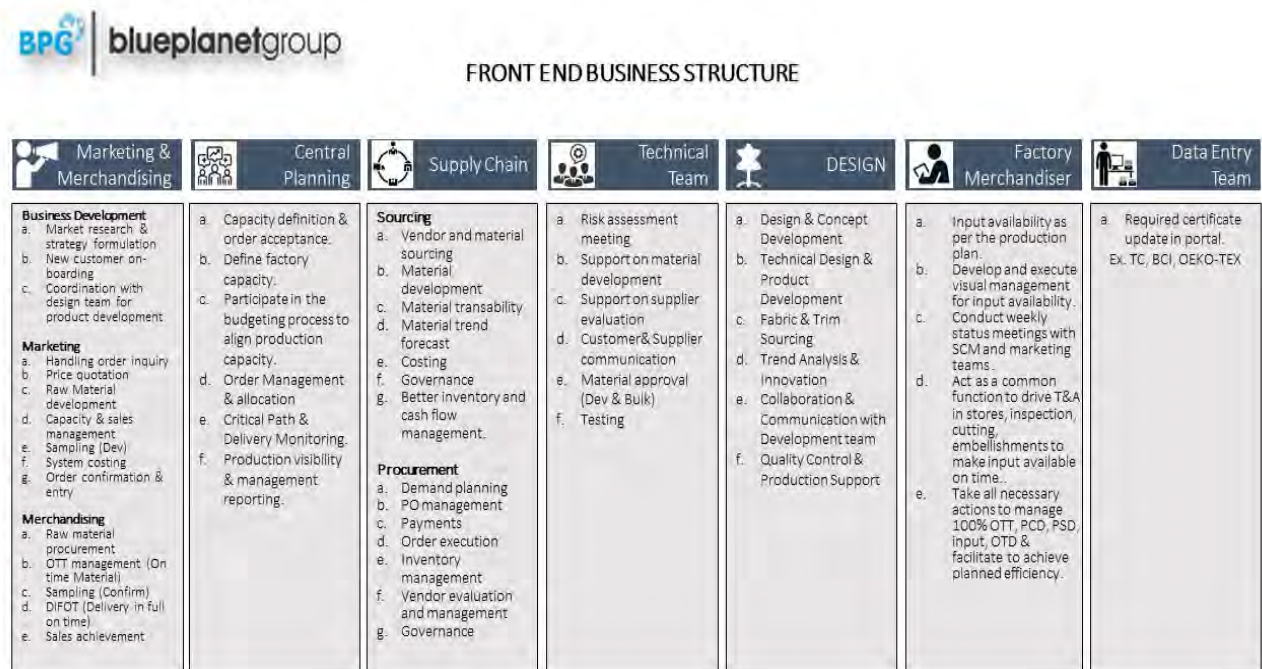


Figure 2: Different Departments of Blue Planet Group

1.5 Products and Services Produced by Color & Co (Blue Planet Group)

Colour & Co Ltd. is a knit apparel specialist that targets the expanding markets for activewear and athleisure. It does so with high-tech knitting technology and fabric know-how, producing clothes that are fashion-forward but delivered in underlined functionality. Its business is focused on two markets: local and international. That includes private-label brands, retailers and distributors.

Core Product Categories & Technical Specifications:

The company produces many products that are organized in flexible categories depending on the different activities and customer requirements. Key lines of products are:

a) Tops:

T-shirts: There are a number of styles to choose from, ranging from standard issue cotton crewnecks to cool selections featuring pigment dyes and slub textures with custom prints. Cloth garments used as underwear are made of knitted textiles, such as jersey and interlock, or of woven material that cut without shaping.

Tank Tops and Singlets: are designed to allow you move around and breathe comfortably. Typically made of lightweight, moisture-wicking fabrics with a racerback or traditional armhole fit able to be worn for sporty and laidback layering.

Hoodies: Designed for comfort while providing cozy warmth, offering fleece fabric that is brush-backed for added softness and ribbed cuffs and waistbands to trap the heat; The hoodie also features a big kangaroo pouch pocket. You can pick among zip-up and pullover options.

Sweatshirts: When shopping for sweatshirts, you want to find the perfect balance between warm and durable. It comes in classic crewneck, and more modern options like cropped or oversized, cut from a mid-weight to heavy-weight French terry or fleece.

b) Bottoms:

Joggers: Joggers are pants that resemble athletic pants in style and have a waistband that stretches or ties, regular-fit leg which tapers down to the ankle, and oftentimes, elastic bands at the top of the foot. Constructed of soft French terry, fleece or technical performance knits.

Leggings: These are a high-performance bottom that fit your body and allow you to flex, stretch, bend and move around since they're made of 4-way stretch material. Two things that make them good for high-intensity workouts as well as athleisure: A wide, stretchy waistband (think yoga waistband) and the ability to wick away moisture.

Shorts: There are low-key, casual relaxed-fit shorts for hanging out and performance-oriented athletic shorts with internal tool liners, laser perforations for ventilation and secure pockets.

Biker Shorts: It's a form of performance shorts and generally made of stretchy, compressive fabrics such as Nylon/Spandex blends. They also have a longer inseam and are designed for biking, running and working out at the gym.

Knit Chino Pants: A regular chino look with casual wear made from knit material. Makes a structured, stretchy and comfortable alternative to woven chinos out of Ponte Roma or any other quality knit.

Boot Cut Pants: Snazzy knit pants that hug the thigh but then flare out past the knee down. They can be put on over boots or simply for style.

c) Standout Dresses and Specialized tops:

Dresses: Knit fabric dresses that use stretch fabrics to be comfortable and fit well. The line includes a variety of styles, from casual T-shirt dresses to more formal bodycon options, and even athletic-inspired looks that can be worn virtually anywhere.

Polo Shirt / Knitted Shirts: Polo shirts are contemporary soft collared shirts that do not have the stiff of formal ones and they are made up of advanced knitting like pique knit or jersey. Woven Shirts, they are good option for regular dress shirts.

Value-Added Services: Colour & Co Ltd. not only custom manufacturers, but it's also a full-service wrap-around company that provides tremendous amounts of value for its B2B clients.

Product Development & Design: Assists with everything from developing an idea and reviewing the tech pack to locating fabric, creating prototypes and making samples. This allows customers to deploy their ideas fast.

Custom Design: You can choose the fabric (from a large library of sustainable and conventional fabrics), match colors, choose different printing techniques such as screen print, sublimation or DGT, add embroidery and personalize your trims and appliques.

Sustainable Production Solutions: It produces its products from eco-friendly materials such as recycled polyester (RPET), organic cotton, and more. The firm can assist its clients in achieving their sustainability targets by working with open and certified production processes.

Supply Chain Integration: As part of a larger group (Blue Planet) it likely is also able to take advantage of vertical integration or close partnerships which enable the company to control quality, cost and timing — from yarn to finished product.

Market Positioning: Colour & Co Ltd. is effectively positioned as a comprehensive solution and reliable trading partner for international purchases of high-quality, standard and value-added knitwear for the activewear, athleisure and contemporary casual markets with its extensive offering.

Chapter 2: Description of Task Accomplished

This short chapter describes my hands-on internship experience at Color & Co Ltd., a division of Blue Planet Group. All sections are in the first person and describe activities I directly observed, participated in, or was responsible for during my placement. Each subsection covers a different functional area: merchandising, production, cutting, sewing, quality control, dyeing & finishing, consumption & costing, industrial engineering, HR & compliance, and marketing. It provides operational details and practical takeaways.

Merchandising

During my internship, I spent most of my time embedded in the merchandising team. I served as the point of contact for a few small development styles and assisted the senior merchandisers in the large ones. Merchandising at Color & Co Ltd. operates metaphorically as the nerve center between buyers, product development, and the factory floor, which is reflected in my daily responsibilities.

When an order lands as a tech pack, I review the spec sheets, artwork, and measurement charts, and partake in the very first internal brief. I learn to parse every detail of the tech pack into action: what needs sampling, which trims to source, which tests to run colorfastness, shrinkage, pilling, and how the buyer's timeline slams the door on choices for a short lead time. I maintain a sample tracker, listing proto samples, fit samples, PP pre-production samples, and counter samples. I chase lab dip submissions, and I log the lab dip approval sequence in our system until we have an approved final shade.

I used to engage in costing on a nearly daily basis. I would prepare preliminary cost sheets by blending fabric consumption from the CAD markers, trim costs, processing charges, CM (cut & make), and estimated overhead. Also, I understood how to make multiple costing scenarios, like local fabric vs. imported fabric, different trim grades, to allow my Merchandising Manager to present what-if options while negotiating. Besides, I would prepare purchase orders for trims and even helped my MM in opening back-to-back L/C with the bank for imported components under his supervision.

On particular sampling days, I would spend the whole day in the sample room with technicians. I would help compile size-sets and would participate in the fit-sessions with the buyer representative. Also, during the fit-sessions, all comments and all tolerance limits were made, and I had to transcribe the fit notes into action items and mail them again to the pattern and production teams. Before production, I used to present a checklist during the pre-production meetings that had fabric roll numbers, approved trims, SMV sign-off, equipment requirements, and test reports to make sure that production is not slowed down for avoidable reasons.

The key to successful merchandising is communication and follow-up. I learnt to manage the sample-to-shipment calendar, coordinate third-party lab testing, and prepare shipping papers and commercial documents. Weekly review meeting to review production against committed ship weeks; I used to draft the daily production highlight that was mailed to the buyer and internal stakeholders. Lastly, I got hands-on experience in preparing for final inspections; I would check that the final pre-production shipment would match the full-size set, all instructions for packing and labeling were clear for QC.

Merchandising workflow:

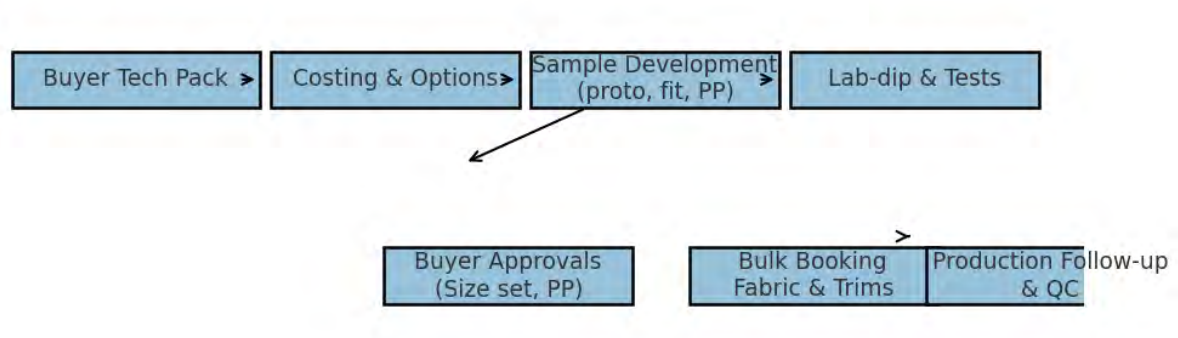


Figure 3: Merchandising workflow

Production

Cutting:

Cutting, which is the first irreversible production step, is characterized by unusual facial awareness, and during my internship, I spent multiple full days on the cutting room floor. My allocated work entailed pre-cut inspection, assisting marker assessment, and verifying cut-piece checkability through the correct sticker and bundle labeling.

At Color & Co Ltd., we performed the marker arrangement using a mix of automatic systems and manual checking. I saw the marker creator optimize the fragment for waste minimization and transform the cutting plan into a cloth positioning set indicated by a ply count, a lay length, and a previously characterized sequence for color selection. Before the marking, I attended the incoming fabric inspection to identify the GSM, length, width, check shade consistency, handle and record roll numbers in the ERP system. Rolls that left the visual blanket or instrument tests, such as dye inconsistency or knitting defects, were physically identified and placed in the system on the floor for potential red dye or supplier claim. This taught me how front -end quality controls prevent large downstream rejects.

Spreading was closely monitored, and lay length was tested against the weekly planned and learned creation target. I numbered each of these things. At the cutting phase, I monitored and followed the component partition to the sack. The material was delivered to the store, and the pieces were stored according to size and tint. This taught me the importance of proper tagging; without a permanent sticker, pieces can be installed incorrectly, form-fitted, and rejected at the level. Cutting area preparation involves clear knowledge about the role of designated work, ensuring that the style is correct, cleaning tables, and completing pattern cuts.

Production flowchart (cutting → sewing → finishing):



Figure 4: Production workflow

Sewing (Assembly & Line Management):

Each piece from the sewing lines in Color & Co Ltd. was in the product family. These are tops, bottoms, and technical sportswear. Each sewing line had a measured day by SMV mix of a line leader, a helper, and an operator tailored to the SMV of the style. I shadowed a line leader for an introductory experience of line balancing, building on the operation sequence from attaching tapes and labels through pocket insertion or zip insertion when applicable, to casting and edging.

Operational details matter in learning: I observed how to read an operation bulletin giving the operation number, operation name, SMV, and target efficiency. Operator efficiency was recorded daily, and the reports were used to identify training needs. I observed the action of multiple machine types that include single-needle lockstitch, overlock (serger), cover stitch, flatlock, and chain stitch machines, noting the specialized skills required in each station. For example, flatlock and chain stitch machines were used for decorative seams, while cover stitch is used for hems in knitwear.

My role also included following specific bundles from the cutting room into the sewing line and check that a randomly selected first piece complied with the PP sample and document deviations. I performed simple operator-level quality checks and recorded defects for the IE and QC teams to analyze. This included seam puckering, improper pocket alignment, skipped stitches, and incorrect stitch length. I attended the daily morning huddles in which supervisors reviewed yesterday's

output compared to the target, discussed absenteeism, constrained machine, and pending maintenance.

I participated in minimal continuous improvement activities (kaizen): suggested a minor layout change in the helper stack to reduce operator motion and helped trial a revise jig to hold component reduced an operator's cycle time by eliminating a repeated manual alignment step. These sequential improvements showed how small changes at the sewing station aggregate to measurable gains in a line's output and quality.

Finishing & Quality Control (QC):

The finishing area is the operational checkpoint before garments are packed and shipped. During finishing, I learned that finishing and QC form the last line of quality assurance defense. The task in the finishing department includes thread trimming, thread-tucking (thread-sucking contributes) button and label final checks, pressing/ironing for appearance, and in-line washing or treatments where required.

My main learning under finishing involved cosmetic finish compared to a functional finish. Cosmetic finishing involves processes that affect the garment's appearance such as pressing and thread trimming and presentation. However, the functional finish influences the product's performance, including the final wash and water-repellant treatments, and should follow buyer-approved recipes. I also noticed a set of standard measurement templates always labeled size gauges and advised the use of specific measurement rules checked on the Statistical sample.

Final inspection followed an AQL sampling plan or a buyer-specific sampling plan. I participated in the non-conformance report compilation type, involving defect type quantity and CARs request tally. Whenever a defect surpassed the buyer's tolerance level, the carton was labeled for hold, and a root cause meeting with all QA thread leaders was scheduled. I noted short-term rework (stitch repair, re-pressing, replacement of trims) was kept apart from long-term action requiring engineering or supplier participation.

Additionally, I engaged in final packing checks which entail the confirmation of hang tags' attachment, fold type/pattern, and carton marking. I was able to understand that just like an assembly line, a finishing & QC mechanism needs a tight inspection strategy, a clear rework strategy and a fast feedback loop to sewing for outright delivery and buying satisfaction.



Figure 5: Work details of Quality Management Team

Dyeing & Wet-Finishing (Process & Sustainability)

I also conducted a rotation in the dyeing and wet-finishing section to understand the process through which fabric is developed from greige to buyer-ready status. Upon observation, dyeing is multi-faceted, and the process includes lab-dip trials, shade band approval, wash cycles, and finishing of the dyed fabric to achieve the desired handle and stability using finishing recipes. During the lab trials, the lab technicians explained and showed how a lab dip is carried out in small clothing under temperature and lighting control. Once approved, the recipe chemicals, temperatures, and dwell time are locked in the computer and shared with the section.

The bulk dyeing I observed were batch dyeing which is usually used for small lots and continuous which is mainly used for large orders. The wet-processing section contains washing, neutralization baths, enzyme topical processes for desired surface feel, and padding for material features such as moisture-wicking and anti-odor. Heat-setting and compacting are also carried out to ensure synthetics hold their dimensions.

As part of the sustainability commitments required by the buyer, I also learned that Colour & Co Ltd. maintains restricted substances list (RSL) and material safety data sheets (MSDS) in the dye

area. I also sat through compliance office meetings in charge of chemical orders and storage and learned about the plant's effluent treatment and chemical dosing control systems. I learned how they work to lessen water and chemical expenses by adjusting the method to use less but sustain quality.

Industrial Engineering (IE)

I also worked closely in industrial engineering (IE) department, whose outputs influence directly planning, costing and productivity. I was involved in a variety of IE works including time study, SMV calculation line balancing and operator training as well as new style small capacity calculation.

In time studies I've done some stopwatch actions where would just break an operation down to the bare bones, get a blister sheet on how many minutes it took for the elements and then established a standard minute value. Then the SMVs were "field tested" with actual line performance, and wherever we found deficiencies we developed focused training modules. The SMV and expected line efficiency are used by the IE team to derive daily targets in pieces per operator per shift. I've been visually taught line balancing on whiteboards, and in the layout of lines; I've helped move operations to eliminate bottlenecking, suggested helper placement. I've also covered tracking operator skill matrices, or a map of who can man specialized machines so that we stay properly staffed even if there are occasional absences and we need to cover well-publicized leaves.

IE also puts together an OEE-like report for critical machines, like cutters, dryers, and large finishing presses. I was also present at root cause analysis sessions into why critical machines had recurring stoppages- some were mechanical, others were due to waiting for trims or missing cut parts. The IE group addressed these issues using a mix of kaizen events and small experiments. I documented a small case study of a rearrangement of work aids that led to reduced unnecessary motion and improved line throughput by a measurable percentage.

HR & Compliance

HR and compliance through HR shape the environment in which production is run and people are comfortable being productive. I spent my time on the HR team at Colour & Co Ltd., I was able to see recruitment, onboarding, attendance control, payroll preparation, as well as multiple compliance routines like fire safety drills and chemical handling trainings.

I had to help a lot during onboarding sessions, explaining to new hires, the factory layout, the time they may take a break, and basic safety policies. In the HR module, I observed how the attendance and overtime registers are updated and how personnel records are linked to payroll and statutory contributions. Worker welfare initiatives were discussed in weekly meetings and during my presence. I helped create brief flyers and an attendance incentive chart table.

On the other side, I assisted the compliance officer during the supplier audit walk-through. I read the MSDS sheets for the wet-processing chemicals, storage, unpacking the pallets, labeling, and segregation. I took part in the pre-audit checks, such as whether the PPE was in place, all the fire extinguishers were around it, and the emergency exit was unobstructed by scale or materials. Periodic awareness sessions run covering worker rights, grievance redressal mechanisms, and anti-harassment policies. During these exposures, I noticed how HR processes, safety practices, and compliance readiness are continuous integration.

Marketing & Buyer Engagement

My time with the marketing and business development team gave me a commercial lens on the factory's capabilities. Colour & Co's marketing is largely B2B—focused on existing buyer relations, new buyer outreach, seasonal presentations and technical support. The team prepares seasonal look books, performance fabric showpieces, and sample kits tailored to buyers' upcoming collections.

I helped assemble a small product board for a potential buyer meeting: selecting fabric swatches with their GSM, fold and drape notes, wash and finish samples, and a short technical note explaining our lead times and typical MOQ. I attended a virtual buyer meeting where the marketing manager presented a capsule collection and highlighted sustainability criteria (e.g., lower water recipes, ETP performance, RSL compliance) as strong differentiators for our facility.

We also supported the merchandising team by preparing sell-sheets: clean one-page summaries that highlight fabric features (compression, breathability, quick-dry), available colorways, finished garment photos and key commercial terms. Working on these materials taught me how to translate operational strengths into buyer-facing messages and why clear technical documentation (RSL, test reports, dye-house certifications) is critical to winning repeat business from quality-conscious brands.

Overall, the depth and breadth of exposure I had at Colour & Co Ltd. allowed me to move beyond theoretical knowledge into practical competence. I participated in sample development, executed costing examples, observed machine-level processes, assisted in IE and kaizen activities, and supported HR and marketing initiatives. This hands-on experience has prepared me to approach apparel manufacturing with a systems-oriented mindset—where merchandising decisions, production efficiency, compliance and marketing are tightly integrated.

Chapter 3: Critical Assessment of Internship Work

3.1 Application of Generic and Industry-Specific Courses During Internship

The internship at Color & Co Ltd. offered a precious opportunity to use the theoretical concepts and technical knowledge attained from the Post Graduate Diploma in Knitwear Industry Management to actual living industrial practices. The same filled the existing gap between academic learning and operational realities regarding studying how various management and production principles work within a demanding manufacturing setting. Human resources, production, industrial engineering, merchandising and quality control etc. were the lines where these different functional roles intersected in order to emphasize that how an integrated decision-making can bring success for a big global apparel organizational set-up.

The experience I had garnered from the training on human resource management proved so handy during internship in terms of understanding workforce behaviour and staff motivation. By examining production line turnover statistics and the plant in operations I was able to identify patterns of the employee-offended as reflected by worker grievances. Finally, the high turnover of existing workers and poor welfare provisions were huge tell tales. For example, I reviewed non-monetary benefits and conducted an informal operator survey to assess how effective these policies are. Out of this established practical suggestions meant to reduce the existing record turnover and improve morale incentives among workers. Here, the motivated worker is organized into production, and for one to attain operational excellence, motivated humans are employees.

At the same time, the critical thinking skills I have developed through academic coursework were of paramount importance. For instance, my ability to use data analysis techniques to understand fabric wastage was instrumental in the cutting section. From the analysis, I deemed it necessary to collect data from multiple markers in order to perform the analysis. Additionally, interpretation of analyzed data revealed wastages as a result of materials being slacked and pattern lay in using a given marker, which should be changed to maximize utilization. They estimate that the promotion would probably save about 1 to 2 million taka a year. The approach of action learning has been combined with practical application of computer software for statistical analysis to teach students not only analytic skills, but also how to use the tools hands-on to achieve better results and higher profits.

Another significant skill in the work mix is that of effective communication. In this setting, I supported friendly cooperation between colleagues in merchandising and production. For instance, this included communication on what specifications the buyer needed. I checked specifications by discussing with buyer and even did e mail to both production and marketing such type of attachment along with my email when send it. This operation example shows that successful operations are possible by means of interaction between different parties.

Exposure to business operations provided a broader perspective of how decisions made in one area impact the entire organization. Tracking a single purchase order from receipt to shipment revealed how a small delay in one process could disrupt multiple downstream activities, from procurement to shipping. This experience highlighted the necessity of interdepartmental coordination, contingency planning, and time management in a supply chain-driven business environment. The internship also reinforced my understanding of industrial engineering principles. By observing workflow layouts and conducting time-motion studies, I identified opportunities for improving material movement and reducing non-productive time on the sewing floor. Reorganizing workstation layouts led to measurable gains in efficiency and reduced idle time.

Lastly, the quality management knowledge was also extensively applied during the internship. I participated in a root cause analysis of a recurring defect known as “barre” in knitted fabrics. Using systematic problem-solving tools, we discovered that machine maintenance issues were the primary cause, leading to a preventive maintenance program that significantly reduced defect rates. Similarly, technical knowledge from the knitwear industry course helped me understand machine gauge selection, fabric density, and yarn behavior, enabling more informed discussions with technicians and planners.

Overall, the internship allowed me to integrate classroom learning with industrial practice. The ability to connect theory with real-world problem-solving deepened my understanding of how different managerial, analytical, and technical skills contribute collectively to achieving operational excellence. This hands-on experience was instrumental in transforming abstract academic concepts into practical knowledge applicable to the apparel industry.

3.2 Suggestions for Industry Improvement (Based on internship)

The three-month internship offered extensive insight into the company's operational systems and managerial processes, revealing several areas where strategic improvements could enhance productivity, competitiveness, and sustainability. Based on careful observation and data analysis, a series of recommendations can be proposed to help the organization strengthen its overall performance.

One of the key areas requiring attention is workforce skill management. At present, operator skills are tracked informally, creating challenges when assigning tasks for specialized garment styles. Establishing a centralized digital database of employee skills would enable managers to match workers with suitable operations more efficiently. This digital skill inventory, integrated with a training needs analysis system, could ensure that training programs are based on actual skill gaps, leading to faster line balancing, better productivity, and improved worker motivation.

Another significant improvement area lies in supplier management. Currently, supplier performance evaluation is largely based on historical relationships and price considerations rather than measurable indicators. Developing a supplier performance scorecard would allow the company to assess vendors systematically based on delivery reliability, quality, responsiveness, and documentation accuracy. This structured evaluation would help procurement teams make data-driven decisions, ensuring timely material availability and reducing the risk of production delays.

In terms of operational coordination, the introduction of a cross-functional New Product Introduction (NPI) team would be highly beneficial. The transition from sample development to bulk production often faces communication gaps between R&D, merchandising, and production departments. Forming a dedicated team that collaborates at each stage of product development would ensure technical specifications, quality parameters, and process requirements are clearly communicated. Such an approach would significantly reduce rejection rates and speed up the transition from design to production.

To improve production efficiency and scheduling accuracy, investment in advanced production planning and scheduling (APS) software is recommended. The current manual system, managed through spreadsheets, is time-consuming and lacks flexibility. Implementing an integrated digital

planning tool would enable the company to analyze production scenarios, allocate resources dynamically, and respond quickly to unexpected changes such as machine breakdowns or raw material shortages. This would improve on-time delivery rates, optimize capacity utilization, and minimize overtime costs.

Finally, enhancing sustainability and corporate social responsibility initiatives would further strengthen Color & Co's market position, especially with international buyers increasingly prioritizing environmentally responsible suppliers. The company could begin by conducting a baseline assessment of its resource usage—measuring energy, water, and carbon footprints—and then publish an annual sustainability report outlining targets and progress. This report could also include CSR activities such as employee welfare programs, health initiatives, and community engagement. Such transparency would not only improve brand reputation but also help attract new buyers who value ethical and sustainable practices.

Overall, these strategic initiatives—skill digitalization, supplier evaluation, cross-functional collaboration, digital production planning, and sustainability reporting—would collectively drive operational excellence, cost efficiency, and long-term competitiveness for Color & Co Ltd.

3.3 Learning for Self-Improvement

The internship was not just a time of professional realization but also an important phase of personal and intellectual development. This time turned my theoretical knowledge into practical wisdom and helped define the essential skills and attitudes needed to thrive in a fast-paced industrial setting.

The most valuable insight was the understanding of the connection between various departments. That is, a single decision taken by merchandising or planning can have a huge impact on production or quality, to name a few. Realizing the dependence of one part of the industrial process on the other helped me develop a holistic view of the entire supply chain and the key elements of its functioning: coordination, forecasting, and systemic thinking. I now understand that the real operational effectiveness consists not in the perfect functioning of all the parts but in their alignment with the companies' goals and performance. The information described above helped me to understand better all the stages and activities of the company and, moreover, to understand the hierarchy and principles of work from the main disclosed side.

Additionally, this experience gave me an understanding of how all the processes are related and influenced by each of, if changes are made. From the professional side, it also helped me to see the specifics of the production process and understanding what the product manufacturer includes. It also drew a clear picture of the supply chain from the manufacturing to the market of the product. The internship also helped me to see the truth in the need for data-driven decision-making. When proposing to improve cutting rooms, I understood that the head could only be given any offer with facts and calculations. Thus, this convinced me that in reality, it is not the assumed and perceived data that work but only based on the collected and implemented utilizing analytical processes and software. This was an excellent lesson because I now not only use the facts when making the final decision but also calculate the possible results through the table and data processing. Most importantly, my work in a fast, dynamic setting enhanced many personal traits such as.

The internship also developed a trait that helped me was the visually change of multitasking skills and the ability to rearrange life-approach, expanding to accomplish various organizational endeavors: from assisting in HR analytics to participating in industrial engineering trials. While

these might not sound as hard skills they will undoubtedly be useful during the many future managerial positions.

Finally, I learned that the connection and realization of empathy between the workers is when trying to build or enhance social continues. As well as the retention of employees. Either the managers or the officers who were deciding were much easier to understand and get closer was a real example for me in communicating. And also, I learned to emphasize the use of the possibility of combination and gathering the work of again process that includes the work of multidisciplinary members, which, later on this gives an aggregate of intelligence.

A valuable experience I received was the field of the study of my future. Since I got an internship in my declared field in college I take a lot of time to understand and palpitate a job on it. So to monitor its complexity I continually adjusted, and as the picture gained clarity, the important arrow pointed me to the production and its management. There are several areas in the specialization process that I would like to impose like Lean manufacturing, a topic that I find saturated but I cannot study it fully because of the time. I also see the best way to implement processes and providing guidance in the most effective ways to implement sustainable fair processes all across the organization, but the main field that describes my preferences to set up a production and put it up is the best one in the future.

The last but not least thing I experienced from my internship is to show me a commitment to continuous self-improvement and growth. Working with people for over 25 years in the industry has made me understand that this industry can be extremely developmental and changing more than once a year, as new materials and technologies need to be integrated into the field.

Chapter 4: Conclusion

The internship at Color & Co Ltd., a prominent division of Blue Planet Group (BPG), marked a transformative phase in my academic and professional journey. It provided an invaluable opportunity to bridge theoretical knowledge with real-world industrial practice, offering a comprehensive understanding of the organizational structure, production systems, and managerial frameworks that sustain one of Bangladesh's most modern and sustainable activewear manufacturing facilities.

Through structured departmental rotations—spanning merchandising, production, industrial engineering, dyeing and finishing, quality control, and human resources—I gained firsthand insight into how cross-functional collaboration ensures operational efficiency, product quality, and timely delivery. Each department illustrated the critical role of synchronization within the supply chain: the merchandising team demonstrated the intricacies of buyer coordination and order management; the production unit revealed the discipline required for mass manufacturing; and the industrial engineering department showcased how data-driven analysis enhances productivity and process optimization. Similarly, the quality control and finishing sections highlighted the importance of systematic inspection and adherence to buyer standards in maintaining brand reputation and customer satisfaction.

Exposure to dyeing and finishing processes deepened my appreciation for technical precision, sustainability, and environmental compliance, while working with HR and compliance teams provided valuable insights into labor management, safety practices, and ethical manufacturing—core pillars of global apparel competitiveness. Collectively, these experiences enhanced my understanding of lean manufacturing, process control, and continuous improvement systems (Kaizen), also lean that define high-performing textile industries.

The internship also revealed several opportunities for organizational advancement. Recommendations such as establishing a digital skill database for workers, introducing a supplier performance scorecard, adopting advanced planning and scheduling (APS) software, and forming cross-functional product development teams could strengthen operational agility and decision-making. Furthermore, enhancing sustainability reporting and transparent CSR practices

would reinforce Color & Co Ltd.'s reputation as a responsible, future-oriented enterprise aligned with global buyer expectations.

On a personal level, this experience profoundly shaped my professional development. It nurtured key competencies such as analytical thinking, adaptability, teamwork, and communication, while fostering leadership potential and problem-solving abilities in fast-paced production environments. Applying academic concepts like industrial engineering principles, costing, and quality management in real-life scenarios solidified my confidence and clarified my career aspirations in production and operations management, with a focus on lean manufacturing, process optimization, and sustainable development.

In conclusion, the internship at Color & Co Ltd. was an enlightening and empowering experience that seamlessly bridged academic theory with industrial practice. It strengthened my technical and managerial capabilities, broadened my professional outlook, and reinforced my commitment to lifelong learning and innovation. Above all, it inspired me to contribute meaningfully to the advancement of Bangladesh's RMG industry—championing efficiency, sustainability, and ethical excellence in apparel manufacturing.

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