

Report On
IDKIDS (HK) Ltd. Bangladesh Liaison Office
Sourcing Activities

By
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An internship report submitted to the Executive Development Center, BRAC 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)

Executive Development Center,
BIGD BRAC University
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Declaration

It is hereby declared that

1. The internship report submitted is my/our 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 reference.
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

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Senior Trainer, PGD-KIM,

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66 Mohakhali, Dhaka-1212

Subject: Report On IDKIDS (HK) Ltd. Bangladesh Liaison Office's Sourcing Activities.

Dear Sir,

This is my pleasure to display my entry level position provide details regarding' supply chain activities in Bangladesh Liaison office of IDKIDS HK Ltd, which I was appointed by your direction.

I have attempted my best to finish the report with the essential data and recommended proposition in a significant, compact and comprehensive manner as possible.

I trust that the report will meet the requirements.

Sincerely yours,

Md Mohiuddin

24281028

PGD KIM, Batch-29

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Date: 16 November 2025

Non-Disclosure Agreement

This agreement is made and entered into by and between IDKIDS (HK) Ltd Bangladesh Liaison Office and the undersigned student at EDC, BIGD, Brac University

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24281028

Industry Supervisor's Full Name & Signature:

Sohel Rana Rony

Capacity Planner Referent,

IDKIDS (HK) Ltd. Bangladesh Liaison Office.

Acknowledgement

First, I would like to thank you for giving me the opportunity to complete my internship report. I would like to thank my Academic supervisor Muhammad Ziaur Rahman (Zia), Senior Trainer, PGD-KIM, BIGD, Brac University as well as Industrial Supervisor Sohel Rana Rony, Capacity Planning Referent, IDKIDS (HK) Ltd. (Bangladesh Liaison Office) for unwavering support and valuable advice. I appreciate all the people who have given their support and aided me through the internship tenure. I am extremely thankful to all of them for completing my report successfully. BIGD, Brac UNIVERSITY and IDKIDS (HK) Ltd who provided me with enormous support and guidance for my internship program to be completed successfully.

Preparing this report was exciting and challenging at the same time. I have gathered extensive knowledge while I was working on this project. I have really learned a lot and have gained valuable experience and knowledge while collecting information for the report. I would like to express my foremost gratitude to other officials of IDKIDS (HK) Ltd. especially Kutay Unsal, (Country Manager), Ahsan Kabir, (Industrial Team Leader) Rafiqul Islam (Quality Manager) and others team members, who helped me, gave me their valuable time and helped me with the most relevant information on the basis of which I have prepared this report. I am grateful to all of them for directing and guiding me in a fine way.

Executive Summary

These 3 (three) months industrial training program is a part of post graduate diploma in knit wear industry management conducted by BIGD, Brac university. I have completed my industrial training from IDKIDS HK Ltd (Bangladesh Liaison Office), one of the most popular retail brands for kids wear in Europe, running with around 1300 stores around the globe. The first part of this internship report describes Introduction part such as about the organization, their history, mission and vision statement, Goals & Objectives. The second part explains Organizational structure, Organogram, Branches and departments Product line and Organizational Chart. It also provides brief description of IDKIDS sourcing strategy and the glimpse of operation globally. This part of illustrate the background knowledge about IDKIDS Strong identity, their journey and enormous endeavor to establish themselves as Europe's one of the best brands for Kids wear. The third part explains my regular activities and the working procedures in different department of IDKIDS. It includes Quality department, Industrial (Merchandising Department), Capacity Planning (Supply Chain), Technical audit department, Modelist Department (Garments Fitting and Technical). The fourth part includes Analysis and Evaluation and discusses about some critical observations, which is gathered during the internship period. Then some recommendations are given based upon the critical observations and long-term improvement plan of the organization. The fifth part describes the conclusion that is summarized overall experience in the internship period. The sixth part is the last part where includes the references of all the information and appendix are also provided. There I have learned a lot of positive things and at the same time, I have faced some problems too, but over the time I overcame the situation and worked on my weak points for improving myself.

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List of Acronyms

RMG: Ready Made Garments

LEED: Leadership in Energy and Environmental Design.

FQC: Factory Quality Controller

QA: Quality Assurance

CAP: Corrective Action Plan

SMV: Standard Minute Value

CPM: Cost Per Minute

CRD: Cargo Receive Date

CTPAT: Custom Trade Partnership Against Terrorism

OCS: Open Cost Sheet

FOB: Free On Board

GSM: Gram Per Square Meter

T&A: Time And Action

S&OP: Sales and Operation Planning

Chapter 1

About Organization

IDKids is a well-known international children's wear and lifestyle group founded by two entrepreneurs, Jean Duforest and Jean-Luc Souflet after acquiring the children's clothing division of the French retailer Camaïeu. At the beginning, they started with only 30 stores, but with the vision focusing not only the business, but also on improving the lives of children around the world. The group launched its first independent brand, Okaïdi, in 2000, with a modern, creative, and inclusive identity designed to provide stylish and affordable fashion for children. In 2002, they created Obaïbi, a brand specially targeted at toddlers aged 0 to 5 years, which made the group IDKids a dedicated brand to serve the children of all ages.

In 2005 the company acquired a premium French children clothing brand Jacaidi, founded in 1976, which added a premium segment to the company portfolio. Later in 2010 the group further strengthened its product category by establishing a children toys brand named Oxybull, which helped the company to enter the segments of children learning and development through selling educational toys. Over the years other historical brands of France such as Absorba, Catimini and Lili Gaufrette were added to the company brand lists, giving the company a wide variety of clothing, accessories and toys solutions for children. In 2013 company amalgamated all the brands under one platform creating a multiband hub and online form (Idkids.com) that bring together fashion, toys, childcare and educational services.

Today, IDKids has become a global brand with around 1300 stores in more than 65 countries and nearly 6000 employees working across the globe. Its revenue reached about €892 million in 2022 and rising to €924 million in 2023. This company holds strong value for corporate social responsibilities investing in projects like Rigolo Comme La vie (Childcare center) and ID-Troc (Secondhand store) which shows the company commitment on social and environmental sustainability.

1.1 Overview of the Industry:

The knitwear industry is one of the strongest pillars of Bangladesh's economy and plays a vital role in shaping the country's global trade position. Knitwear represents the largest segments of

readymade garments sector of Bangladesh and contributes the highest export earnings. The journey of RMG started in 1970 with the help of foreign investment. A remarkable moment came in 1978 when Desh Garments Ltd signed an agreement with Daewoo Corporation of South Korea, during those ear woven garments such as shirts and pants were more dominant in exports. With the evolution of training and experiences gained through the collaboration opened pavement for knitwear industry to become the most competitive segments in Bangladesh.

In 1990 to 2000 was the growing period for knitwear sector. In this era knitwear sector expanded rapidly as investors put their stake on backward links such as spinning, knitting, dyeing and finishing units. This approach allowed manufacturers to become less dependent on imported raw material and to have a competitive advantage compared to other knitwear manufacturing countries like turkey, India, Egypt, chine. In the 2010s, the industry entered a new phase when compliance, workplace safety, and environmental responsibility became important issues for buyers. Many factories improved their facilities to meet international standards, also some became world-recognized green factories and obtained LEED certification with remarkable scores. which improved Bangladesh's image as a reliable and sustainable sourcing destination.

Recent export performance shows both progress and challenges. In FY 2022–23, knitwear exports reached about USD 23.6 billion, but this fell to USD 19.26 billion in FY 2023–24 due to global inflation and weak demand. However, in FY 2024–25, earnings recovered to around USD 21.16 billion, proving the industry's resilience despite global uncertainty. At the same time, challenges remain significant. Domestically, political unrest, energy shortages, and infrastructure problems like port delays affect production and timely shipments. Smaller factories also struggle to afford the costs of compliance. Globally, competition from Vietnam, India, and Indonesia is strong, as these countries are improving their production capacity and moving into higher-value products. Moreover, buyers are now increasingly focused on sustainability, eco-friendly production, and traceability, which demands constant adaptation from Bangladeshi producers.

Despite these obstacles, the industry has great opportunities to strengthen its position in the global market. With its large and skilled workforce, long-standing buyer relationships, and growing textile base, Bangladesh has the potential to expand into new product categories such as sportswear and technical knitwear. By adopting modern technology, investing in digitalization, and exploring new markets in regions like Russia, the Middle East, and Latin America, the country can diversify

its export base. If it focuses on sustainability, innovation, and value addition, the knitwear industry of Bangladesh will grow into a more competitive and future-ready sector in the global apparel market.

1.2 Vision & Mission:

The mission of IDKids is “*working to make a better world for growing children*” should guide every action the company takes. The mission is not limited to selling garments and toys but extend their activities to promote sustainability and support education for children thus helping parents to raise children in a positive and safe environment.

The vision of IDKids is to become the leading global community for parents and children, by combining fashion, childcare and education service under one platform. The company aims to build an ecosystem where every product and service is committed to contribute and foster children growth and wellbeing.

1.3 Goals & Objectives:

The goals and objectives of IDKids reflect their vision of not only being a successful children’s fashion and lifestyle company but also making a meaningful impact on families and society. The main goal of the company is to deliver safe, standard and affordable products for the childer through its unique brands such as OKAIDI, Obaibi, Jacaidi, Oxybull, Absorba, Catimini and Lili Gauffette. At the same time focus on the sustainability initiative such as secondhand resale program name as ID-Troc and ecofriendly production practice.

Along with offering fashion and toys, the company also works to create a community for families by supporting childcare centers like *Rigolo Comme La Vie* and developing educational projects that promote children’s well-being

1.4 Organizational structure, Organogram, Branches and Departments

1.4.1 Organogram of the IDKids Bangladesh Liaison Office:

IDKids Bangladesh follows a flat organogram, All the employee report to the Country Manger. Here are two core functional departments which are Industrial Leader (Responsible for product value chain) another is Capacity Planner (Responsible for flow value chain). Other functional departments like Modelist (Fit Technician), Quality, Logistics, Test are supporting department that helps to perform the objective of core value chains. The full organogram is given below briefly-

1.4.2 Branches and Departments of the IDKids:

IDKids is a global children’s wear brand operating from more than 65 countries and over 1300 stores. It brands are dedicated to serving different ages of children, ranging from infants, toddlers



to kids. The organization’s footstep spans Europe, North America, Middle east, Africa and Asia with a vision to become first choice of parent for their children.

IDKids sources their products from different countries, including Bangladesh, China, Turkey, Vietnam, Madagascar and India.

IDKids delivers its products to customers using different methods to make shopping easy and convenient. Products are available in physical retail stores and online e-commerce websites for countries like France, Canada, China, Africa and Middle East.

Supporting these brands, IDKids has several main departments to manage operations, strategy, and customer engagement:

1. Operations / COO Department-

- o Manages daily store operations, logistics, distribution and warehouse management.
- o Organizes inventory, supply chain, and shipment from factories to retail stores.

2. Brand & Product Department-

- o Control product design and development, brand identity and improve brand equity.

3. Digital & Client Department-

- o Operates e-commerce, digital marketing and online customer services.
- o Control digital platforms to improve sales and omnichannel experiences.

4. Human Resources / Social Affairs Department-

- o Responsible for recruitment, employee training, employee welfare and corporate social responsibilities.
- o Ensures compliance with labor regulations and supports employee development.

5. Production & Sourcing Department

- o Managing buying offices, suppliers and procurement of goods.
- o Working closely with countries of origin to ensure delivery and replenishment on time.

6. Finance & Administration

- o Managing budgets, accounting, financial and administrative support.

1.5 Products/Services produced by industry:

Knit wear industry in Bangladesh focuses on basic to mid-range fashion products. The most common product categories in Bangladesh knitwear industry are T-shirt, polo shirt, sweatshirt, hoodies, leggings, underwear and sportswear also babywear and lingerie's take a strong place in knitwear product segments.

IDKids offers a wide range of products and services for children and families, catering to different age groups and needs. Its main product offerings include children's clothing through brands like Okaïdi, Obaïbi, Jacadi, Absorba, Catimini, and Lili Gaufrette, which cover infants, toddlers, and

older children with fashion-forward, comfortable, and high-quality apparel, knitwear products such as T shirt, boy suits, romper, pants, leggings, swimwear, underwear, knit wear, sweater, baby accessories like bibs, towels, headband, socks, cap and hats etc. are their main products along with woven products like shirts and pants.

In addition, Oxybul provides educational toys, games, and learning tools to promote cognitive and creative development in children. Beyond products, IDKids also provides family-oriented services such as childcare support, educational programs, and events.

Chapter 2

Description about task accomplishment

During the internship I worked in four departments. I worked in Quality, Industrial, Logistics, Capacity Planning and Modelist (Fitting) Departments. This chapter presents a detailed overview of my three months of working experience in different departments and the interdepartmental connections necessary to maintain production efficiency, product quality and on time delivery.

2.1 Quality department:

During the internship I had opportunities to observe and participate in the various activities like product evaluation, risk assessment, risk mitigation, process control, quality assurance and compliance of the IDkids requirements from 1st August'25 to 21st August'25. Their daily activities are focused on maintaining product quality standards, prevent unwanted quality and improve the supplier quality standards which meet IDKids requirements.

Activities of Quality department:

IDKids quality activities start from the raw material stage in every tier of suppliers, From Raw material to finished goods the standards are set and monitored with self-quality or by third party companies. The core quality activities are focused mainly on Tier 1 supplier. IDKids has 20 Tier 1 suppliers in Bangladesh among them 12 are suppliers for knit products. One QA inspector is allocated for 4 suppliers and in each supplier, there are two IDKids nominated FQC, who are trained and selected by IDKids quality department. QA visits factory every day to ensure right quality of product and to improve the quality standard of supplier. Below mentioned lists show the observation and activities performed during the internship in Quality departments:

Cutting Quality Inspection: During my visit to one of the suppliers named Divine Fashion Ltd. On 7th August'25, Me along with my QA colleague, visited cutting section to monitor the quality practices and identify potential quality risks. We observed the quality management procedure of cutting section to ensure standard of quality is maintained properly while randomly audited some of the processes. I checked the inspection process of checking cut panels. During the inspection one of IDKids style name OKF ROBE RETULLE/ 0713078 PO 43210801 order quantity 7500

pieces, a girl's robe, color Apricot, was cut. After cutting 100% cut panel were checked, during the checking 86 pieces panel were found as defective, and the defective panels were replaced with good quality panel before issuing to the sewing section.

Sewing line Quality: In sewing section in line number 8 sewing ongoing for one of IDKids style named 0699704-UNINA OKF LOT 2 DEB FINES BRETELLES, PO number- 435922-01. To ensure the product quality traffic light system was introduced in the sewing section. In traffic light systems are followed to identify critical processes, which create defects in sewing lines. 5 pieces of garments/panels were checked from each operation in sewing line 4 times in a day. The process is marked as green if the 5 pieces were sewn according to the standard, if one piece is defected the process is marked as yellow and requires further monitoring and special attention. For more than 2 pieces the process is identified as red and requires special care of concern quality personnel. During the visit I checked some processes and identified defects inside seam joint. I found that there was too much puckering in the operation and immediately informed the line QC and the quality manager while identified the root cause-Tight tension of sewing machine and the poor handling of operator caused the defect. After the adjustment of machine and counselling to the operator, quality improved from next hour. On dated 11th August'25 during the visit to another factory named Chorka Fashion Ltd. In sewing I have checked the 10 garments of style named 706632 BONNETON OKF BONNET from the output of Line-13. This was a baby T-shirt, I checked the front part and back part clockwise, to identify the defects. Puckering in bottom hem, oil marks, loose thread were my main findings during the checking. To find the root cause I have conducted fishbone analysis/Ishikawa diagram and found the reason as below- Incorrect machine feed setting, High thread tension, Poor machine handling skill of the operator, Operator negligence. To escalate the problem, I submitted my findings to concern person of quality department and appointed quality manager to sort out the findings while asking him to submit the CAP (Corrective Action Plan). During my next visit to that factory, I found that the identified problems were solved, and defects were reduced significantly.

Finishing Section Quality Checking: In Finishing section of Chorka Fashion Ltd. I worked with my QA colleague to observe and learn about quality management activities. In Finishing section after extra thread removing inside and outside of garments are checked and passed to ironing section. I checked the garments of different styles, and some defects were identified, such as open seam, oil mark and loose thread. Then I made sure those garments were sent back for alteration

process. After the ironing the garments are sent for tag attachment and there is a final check point, which ensures the correct tags are attached and the overall appearance are well aligned with the approved sample. In that process I have checked 10 pieces of garments and in one of our styles (706632 BONNETON OKF BONNET, PO 4321974301) found the ironing was not done properly. So, take the necessary action to return the full lot to iron section for re-ironing. After ironing and folding garments are packaged with polybags and further passed through metal detector to CTPAT area. I have checked the metal detector calibration as well, by passing a metal object in the detector three times, each time I kept the metal object in different area of the belt of detector to make sure the detector is working properly. In CTPAT zone garments undergo the final process, where they are carefully packed in the cartoon.

Final Inspection: Final Inspection is last quality checking process before the final shipment of the garments, it ensures the products are made correctly, have no major defects and meet IDKids Quality standards. Final inspection is performed based on AQL 2.5, that means no more than 2.5% defective garments are allowed to ship. Here me and my colleague performed one final inspection in DIVINE Fashion Ltd. Style name 710180/JOG YASSIC, PO- 42982302, Quantity-6829. Based on the AQL 2.5 sampling system we have checked 200 garments. There are 152 cartons. The rule to pick the number of cartons is root of the number of cartons in round number. So, we picked 12 cartons randomly and started to check based on the procedure below-

1. **Quality:** Quality checking covers the garments, workmanship, appearance and defects. I checked garments overall construction, stitching, shape and cleanliness. We found 10 minor defects such as poor shape, dirty stain removable, oil stain, uneven sleeve cuff, irregular stitching, asymmetric shape. I identified 7 major defects such as pencil mark, damaged print, uneven sleeve, skipped stitch, dirty stain non removable. There were no critical defects identified. According to AQL 2.5 the limit of major defects is less than or equal to 10 and for the minor defect the limit is less than or equal to 14 defects and for critical less than 1 is allowed. Since the identified number of defects were within tolerance, we accepted the lot.
2. **Measurement:** Next, we have checked measurement of garments. During the inspection we measured according to the How measure' guide and followed the technical specification. Size range of this order was 3Y to 12Y and we checked all the measurement points from every size.

We found all sizes are within the given tolerance limit (+/- 1 CM). so passed the measurement also.

3. **Conformity:** In conformity we checked whether the garments matched approved standards and specifications based on the given criteria's, such as- PP sample, conformity of embellishment, conformity of position of embellishment, conformity of level, hangtag, size sticker etc, conformity of color, conformity of raw material (GSM), AGEC logo, needle detector test. Inspected styles passed all the criteria so we proceed to the next step.
4. **Packing:** We verified the garments were packed correctly according to the standard and approved specimen. In this stage we checked polybag barcode sticker, manually scanned the barcode to check its functionality, carton size- $60 \times 40 \times 30$ cm, within allowed limit, shipping mark, carton drop test, carton humidity test, packing list verification to ensure the garments are not over shipped or shipped below the from the tolerance level +/- 2% from the order quantity. Packing was clean and followed IDKids standard, so the inspection result was passed.

So, this style passed all the criteria during the inspection, and the defect level were within the tolerance level, so we accepted the goods as passed and this is ready for shipment. Then I helped my colleague to prepare the inspection report and circulate concerned departments to announce that the goods inspection is passed and ready to ship.

2.2 Industrial Department (Merchandising):

During My internship in IDKids I worked in Industrial Department from 22nd August '25 to 15th Spetemebr'25. In IDKids, the Merchandising Department is called the Industrial Department. This department is very crucial to its supply chain process, because it manages the full product value chain, from tech file receiving to sample approval, costing, supplier communication, and order placement. Industrial Leaders use different software such as Centric, Pigment, and Nodhos to perform all merchandising activities.

Tech File Receive and Evaluation.

Beginning of Season product Developers from France office send Tech pack through centric software. Tech File is the file which contains detailed product specifications, material description, measurement and product sketch of a particular style. Industrial leaders check every day for tech

files which are sent to them according to the product category. After receiving the tech file Industrial leader evaluates the tech file for any discrepancies and sends the tech file to suppliers according to the product categories and suppliers' strength and capabilities. Suppliers should evaluate the tech file and get back to the industrial leader within the 2 working days if there is any discrepancies like incomplete information, information of size breakdown, product sketch, measurement sheet etc., material descriptions, if there are no call out, supplier can proceed for the proto sample and submission of open cost sheet within 3 weeks. During my internship in industrial department from 22nd August'25 to 15th September'25, I received so many techs file and helped my industrial leader to evaluate the tech files. For example, on 23rd August 25 I received 20 Tech files from Developer of Okiaidi Girls in the Centric, I evaluated all the tech files. These were tech files for Girls T Shirt, there were different material construction requirements like single jersey, interlock, waffle fabrics, and crinkle fabrics. Some of the products have special print like neon print, HD print, some of them had embroidery with 4 colors. So, after discussing with the industrial leader, I segregated the tech file based on the supplier capabilities, I sent the styles which required embroidery to Nafa Apparels Ltd and DIVINE Fashions Ltd. Since they are capable to produce good quality Embroidery also, they have vertical embroidery section with large capacity. Also, which styles require designer fabrics like crinkle and waffle fabrics, I have decided to send those styles to Masco Cotton and Chorba Fashion Ltd since they have capabilities to produce this type of special fabrics after consulting with the Industrial leader. While distributing the Tech file, I instructed the supplier to submit the sample along with the open cost sheet within 3 weeks.

OCS analysis and Price negotiation:

Price negotiation and order confirmation is the main responsibility of an Industrial Leader in IDKids. During my internship in Industrial Department, I worked along with Industrial Leaders to learn about open cost sheet analysis and price negotiation, especially I learned the major components of costing which impact the total cost of the product. In open cost sheet there are 5 components as described below, I have learned how to analyze the cost sheet based on the given parameters below-

- **Fabrics Cost-** This is the main component of costing; fabrics price depends on the yarn price and consumption. yarn price is pre negotiated with the yarn mill before starting the season by IDKIDS material team. It is the 50-60% of the total cost of the garments So a small reduction in fabrics price impact larger in the total price. Responsibilities of Industrial Leader is to validate the fabrics consumption and fabrics price provided by the supplier to reduce the product cost.
- **Labor Cost:** Labor Cost is the 25-30% of the product cost, labor cost depends on the SMV (Standard Minute Value), Cost Per Minute (CPM) of the Garments and the Efficiency of the style. In IDKids CPM is pre-negotiated with the supplier, which ranges from \$.035 to \$.04. During costing negotiation Industrial Leader cross verify the SMV and the Efficiency of the supplier to keep the labor cost reasonable and justified.
- **Accessories cost:** This component accounts for all the additional items such as embellishment cost, Trims, Accessories, Poly, Carton, Gum tape, Hanger etc. Most of the item's price is also pre-negotiated by the Material Team. Industrial leaders need to validate the negotiated price and the price given by the supplier.
- **Miscellaneous Cost:** These are often overlooked but can add up significantly. They include charges like inspection fees, local transportation, and lab test fees, each with its own quantity, unit cost, and total.
- **In Land Cost:** These are expenses associated with bringing the product to its destination, primarily duty and freight charges.

During my internship I analyzed some cost sheets and negotiated prices based on the open cost sheet. On September 5th I received proto sample and Cost sheet of style 712908/PFRUITFRUIT from two supplier Masco Cotton and Chorka Textiles, First I checked the appearance and workmanship of both samples along, considering quality and aesthetic I choose the sample from Masco though the initial price was little less from Chorka. Masco offered \$3.28/piece and Chorka offered \$3.12/piece as an initial price. Since the sample was not good, I rejected the sample of Chorka by consulting with the concern Industrial Leader. Then I analyzed OCS provided by the supplier and found the fabrics price was quite high since the fabrics consumption they put in OCS was much higher than the consumption I calculated. This style was a set of one T shirt and Knit

half pant with, according to the below calculation the fabrics consumption should be 0.096 kg for T-shirt and .083 kg for pant but in the OCS it was respectively 0.111 and 0.102, So after several negotiation I set the fabrics consumption according to the my calculation, thus reduced the fabrics price \$1.463 which reduced the total FOB by 7%.

T Shirt Farics consumptions-

$$\frac{(Body\ length+ Sleeve\ length+ Allowance) \times \left(\frac{1}{2} Chest\ width+ Allowance\right) \times 2 \times GSM}{10000000} + wastage\%$$

Short Pant Fabrics Consumption-

$$\frac{(Half\ Thigh+ Allowance) \times (Out\ Seam\ lenth\ from\ waist\ + Allowance) \times 4 \times GSM}{10000000} + wastage\%$$

In the labor cost component, the SMV was higher for a basic T-shirt and pant. Supplier put the SMV as 13 but I negotiated based on the SMV data base of Industrial department the SMV should be no more than 11. After several negotiation supplier reduced the SMV to 11 thus reduced labor cost from \$1.083 to \$.917. the reduction in fabrics consumption and SMV reduced the final cost by 7% from 3.28 to 3.02. So, i have finalized the price at \$3.02 and submitted it to product developer for their review, after reviewing the sample and OCS developer agreed with the price and confirmed these style name 712908/PFRUITFRUIT with quantity of 12000 pieces to Masco Cotton Ltd.

Product development and follow-up:

After the order confirmation supplier requires to submit Time and action calendar which indicates the date and timeline to perform each critical activity, so another name of this tool is critical path. Responsibility of industrial leader is to follow the T&A of sample submission and approval before the due date. Afte the order confirmation of Size set sample is required to submit by supplier which represent the initial fittings for different sizes. In IDkids Size set are submitted for 3Y, 5Y, 8Y, 10Y, 12Y and 14Y. During this sample submission supplier needs to get approval of fabrics color through lab dip based on the TCX or Panton number provided in the tech file along with all the items that need to be submitted and get validation like zipper button, labels, print or embroidery etc. After all the approvals of size set sample and all these items Preproduction sample and fitting

sample need to be submitted to follow the bulk appearance and fitting of the garments. Pre-production sample is the final sample before proceeding for the bulk production. Approving the PP sample at least 35 days before final delivery date is one of the main responsibilities of Industrial leader. After all the approval production files are issued by Industrial Leader to supplier, which is the final and consolidated instruction of from customer to supplier. Production files consist of sealed PP sample, trim card A book with all the approved item's specimens), Approval mails, updated tech file, Measurement sheet, PO sheet, test report etc. Along with 3 pieces of PP sample and fit sample 2 pieces of test sample also need to be submitted to perform the physical and chemical test. During the bulk production Photo sample and Shipment samples also need to be validated before the delivery date. Inspections are conducted based on the approval of shipment sample.

During my internship In Industrial department, I learned to follow samples production and learned evaluation and approval process of samples. All the samples information is consolidated in the centric software, by which I used to find the number of pending samples, so that I could chase supplier for the sample. On October 4th I found that there were 3 PP samples which have a deadline to be approved by 20th October still supplier could not submit the button and get approval. I chased the supplier which was Aman Knitting Ltd. And found that the sample button was not received from the nominated button supplier, so with the help of IDKids material team I was able to make the supplier arrange the button and so that they were able to submit the samples on time. During the internship I learned to validate different samples. On 3rd September'25 I received a shipment sample of style 0713415/ GOPATCH BLOUSON, PO 43298301 color Blanc which I had checked and validated. First, I have compared the shipment sample appearance which seems ok compared to the P.P. sample than check all the accessories and trims compared to the PP sample finally checked the Po number in hang tag and care label checked the care instruction with the tech pack and also verified the selling price of the product which is \$35. After all the checking I sealed one copy of sample with yellow band and sent the sample to QA reference for the final inspection purpose and kept one copy for Office reference.

Supplier management:

Evaluation of existing suppliers and onboarding of new suppliers is another key role of industrial department, during my internship I had opportunities to work closely with industrial leader in supplier management, supplier performance evaluation, Factory performance evaluation.

Supporting Supplier Performance Through Industrial Efficiency:

My key role was supporting supplier performance through Industrial Efficiency improvement with coordinating with the Industrial Leader. As a part of efficiency improvement is monitoring supplier efficiency level, production capabilities and lead time performance. Shared feedback with the supplier on their improvement points align with brand standards in terms of price, quality, and delivery compliance. Collaborated with the supplier to areas of improvement in Industrial Engineering, workflow optimization and sustainability practices. For instance, on 14th Sept'25 I visited one of our suppliers named Chorak Fashion Ltd. And visited their sewing floor to identify the potential improvement area. During the visit I found that, the one for the style named 712345/NINOSOUR, PO No- 434204502 order quantity 16000, which is boys knit jogger style, SMV was 12 minutes. The production rate after 3 days was per day 800 pieces which resulted in the efficiency 45%, which is lower. During my visit to the sewing section I identified that there was a bottle neck in the pocket joint operation, as a result the operator could not produce more than 65 pieces per hour though the target was 120 pieces. So, I tried to find the root cause of the problem, after performing root cause analysis. There was no problem with the machine, material flow but the problem is the method of working, the garments' handling speed was so slow, I found the main problem was that operator was very new and was not skilled for that operation, so I highlighted this issue to factory management and able to change the operator of good skill. After changing the operator this process was a bottle neck removed and from the next day efficiency improved to 52% since the production rate improved to 1100 pieces from the next day.

Onboarding New Supplier and Supplier Evaluation:

During the internship I had the opportunity to take part in the supplier evaluation process which is another job requirement for Industrial leaders. Suppliers' performances are evaluated based on the desirability criteria mentioned below-

Suppliers are evaluated each year based on the above-mentioned desirability criteria and seasonal

- Social Compliance
- Environmental Compliance
- Certifications
- Technical Tevel Competency
- Quality & Technical Management
- Lean Manufacturing & Mindset
- Traceability
- Cost Competencies
- Capacity Management
- Financial Risk
- Quality
- Sample
- CRD Ontime rate
- Lead time

order allocation process also named as Vendor Sharing data is released based on the supplier performance. Even while onboarding new supplier these criteria are followed. Industrial leader takes part in the new supplier onboarding proposal after evaluating all the criteria mentioned above. The internship in Industrial Departments allowed me to learn how pricing, negotiation, product development along with supplier improvement management helps and create a major impact in total supply chain process of the organization.

2.3 Capacity Planning (Production Merchandising):

During Internship I had the opportunity to work in Capacity Planning department from 16th September'25 to 10th October'25. In IDKids production merchandising are called Capacity planning departments. Management of bulk Production Flow and ensuring on time delivery are the main responsibilities of Capacity Planning. During my internship I had opportunities to work and learn the different activities of Capacity Planning, which are mentioned in brief below-

Bulk order management:

Management of the bulk production flow is one of the main responsibilities of Capacity Planning. After a new order confirmation by Industrial Leader the main work of capacity planner starts, they negotiate the delivery date and lead time of the order with the help of T&A tool. Based on the agreed lead time mentioned in the T&A Purchase Order is placed to the supplier. Then Capacity Planner starts the order follow-up based on the T&A schedule. Capacity Planner visits supplier very frequently to monitor the order status in the process of identifying any potential supply chain

risk and mitigate the delay of delivery and inform the counterpart in France office if there is any delay, so that they can adjust their inventory and sales plan according to the new plan.

During my internship I learned to negotiate the lead time and confirm the delivery date with supplier. On September 17th I received and Order confirmation of style 714563/OLIMPIA, order quantity was 15000 pieces. This style was confirmed with the supplier Modele De Capital with the CRD of 8th January'2026. This style was a kid's bodysuits, I have confirmed the CRD on 8th January'26 though the supplier asking to extend the CRD to 21st January'26, but considering the standard lead time I did not allow the supplier to take the move out of CRD.

During internship in Capacity planning I visited the factory three times to monitor the production progress. I used the Production Planning Monitoring tool, which is the tool used by capacity planner for tracking order progress. During visit I tracked the major material status (Yarn, button and tags and labels) and ensured that all the materials are booked to the mills and accessories suppliers on time, and the material arrival planning is well aligned with the final CRD. I have checked the production plan along with the factory planner, On 28th September'25 during my visit to Chorka Fahsion Ltd. I identified that one of POs 435210901_CRD 25th November'25_Order quantity 31000 has a potential delivery risk, because according to the T&A this style should be cut and sewing should be started but it was not started and planned to start from 5th November in one sewing line. Based on the factory's current productivity rate of this type of style, one line was not enough to complete the total order quantity. So, they need to allocate more sewing lines to meet the delivery deadline. So, I highlighted this issue to the factory top management and demanded to allocate one additional line. However, with lot of negotiation factories agreed to allocate one more line for this style.

Management of buying plan:

Managing the buying process of repeat styles was another major task of capacity planning. With help of Buying Plan ensure the minimum possible lead time to confirm a repeat order, so that the Sales planner in France can adjust the order quantity based on the sales and customer demand. In this process fabrics are prebooked to the supplier either in greige or dyed form. PO is placed based on the lowest possible production lead time, pre negotiated with the supplier. For light knit order PO to CRD lead time is 45 days for dyed booked fabrics and 55 days for the fabrics booking booked in griegre form. From sales planner buying plan is received by Capacity Planner to negotiate

the lead time with the supplier and book the fabrics for defined order quantity. Based on the negotiated lead time the PO date is defined Supplier starts the fabrics production in advance, when Capacity planner places the PO for repeat order on the pre-defined PO date, after that suppliers proceed for cutting, printing and sewing. In this way the total lead time is reduced, and Sales Planners receive more flexibility in predicting the sales forecast.

During my internship I have confirmed so many repeat styles and fixed the CRD and PO date with minimum lead time. On September 21st I received 10 styles with quantity of 95,000 to be given to DIVINE Fabrics Ltd. First, I have checked that the lead time of styles with other Capacity planners found that these were very basic T-shirts with normal pigment print, which should not take more than 30 days if the fabrics is ready. First CRD was on January 8th, 2025. So placed the styles with PO date of first PO on 8th December with dyed booking.

Capacity management:

Another core function of Capacity Planning is to manage suppliers' capacity and monitor the capacity utilization. Capacity Booking is performed twice a year before starting a new season. Based on the Seasonal Vendor Sharing Data Capacity Planner receives the forecast quantity for each season. With the help of historical data Capacity Planner allocates the monthly Capacity Booking to each supplier. After the placement of Capacity booking a tool is monitored regularly to ensure the capacity utilization which is called Capacity Monitoring Tools. This help to ensure a supplier does not get over booked or remain under booked compare the quantity booked.

During my internship I placed the Capacity booking of supplier DIVINE Fabrics Ltd for the Spring-Summer season 2026, based on the Vendor Sharing Quantity. The Vendor Sharing Forecast was 2.5 million with this supplier for this season, for which the production month was from March to August. From the historical data it was evident that delivery 50% of the quantity of a season shipped during month of March and April in the previous year. So, I have allocated 600,000 pieces in March to April and during May to August I have allocated 300,000 pieces per month. In this way I distributed the month wise capacity of supplier DIVINE Fabrics Ltd., I kept 10% buffer during capacity allocation to deal with any demand uncertainty.

Payment and Commercial activities:

There are some additional activities like payment and commercial related tasks are performed by Capacity Planners along with the regular activities. The payment term of IDKids is 60 days deferred LC, After the PO placement Capacity planner receives Performa Invoice from the supplier for each Pos. And submit the PIs to payment department in France to open LC. LC is open 30 days prior to the shipment, so to open bank to bank LC some suppliers take sales contracts and Capacity Planners issue sales contracts to the suppliers. Along with the payments Capacity Planner handles liability or any chargeback as well. If there is I liability related to PO cancellation or overbooked fabrics liabilities are settled with debit note. Also, payment discrepancies are also validated by the capacity planner.

During my internship I learned about the different payment terms and the LC opening procedure. I received PIs from supplier after PO placement, for example on 4th October'25 I have received PI for the 734521/ARGENTINE_PO 45210402_Order quantity 9500 from the supplier Masco Cotton Ltd. After receiving the PI I checked PO number, price, bank details, CRD and the total value with the main PO sheet. After checking the PI I uploaded the PIs to the payment software which is called Basware. I used to monitor the status of PIs regularly to ensure that supplier submitted the PIs on time.

2.4 Technical audit department:

As an intern in IDKids, I had an opportunity to work in the Technical Audit Department from 11th October to 25th October, which is under the Quality Department. Technical Audit is crucial to identifying the Quality and efficiency of the supplier's production processes. Before boarding a new supplier or monitoring the quality management system of current suppliers, Technical Audit is performed very frequently by the Technical Auditor. Technical Audit indicates the suppliers' responsibilities align with ensuring product quality, process control and compliance with the IDKids standards. Based on the following parameters suppliers, Technical Performance are evaluated.

Overview of Technical Audit:

Quality Management System (QMS): This includes the supplier capabilities and rating of different standards that indicates the overall quality management of a supplier, such as Organization and communication, Quality System, IT System, Laboratory Testing, Storage, Subcontractors and Handlers, Factory Management attitude. All these criteria cover total 110 marks in total.

Raw Materials Management: This criterion covers 43 mark which emphasizes the process and documentation of raw materials management, Quality control of materials, storage facilities. Process and documentation of raw materials management include clear internal formalized process and communicated to all level of concern people, purchasing policies which should include the incoming material conformity checking. Quality Controls of materials include the visual check, laboratory testing and non-conformed materials management. Storage conditions are also important criteria, scope of audit cover whether the materials are well defined in the storage for easy identification and traceability.

Production Management: This is another important Criteria of technical audit which covers the responsibility of production department, Quality control of production, standard operation procedures, production performance monitoring, production planning and machine maintenance. This also includes the skill of production and quality person and as well the standard reporting system for each process. This area carries 70 marks to evaluate.

Finish Goods Management: The last criteria of technical audit which emphasizes the quality control of finished goods and carries 110 points. In this criteria Laboratory Quality, Visual Quality Control, Final Random Inspection procedure, finished product storage and the non-conformed goods management are audited.

My involvement and activities:

During my internship at IDKIDS Technical Audit Department from 11th October'25 to 25th October'25, I had the opportunity to observe and participate in the Technical Audit process carried out by the IDKIDS Bangladesh team. The Experience allowed me to gain hands-on experience in auditing, evaluating and overall quality management processes of suppliers producing for IDKids.

Overview of the Technical Audit: The technical Audit I have conducted on 18th October'25 on DIVINE Fabrics Ltd located in Chandra, Palli Bidyut, Gazipur, Dhaka. The factory specializes at producing knit items specially T-shirt, Fleece jacket, Bodi suits etc. for different renowned brand like M&S, Chibo, Carrefour, Kontoor. The Audit was led by the IDKids technical audit, and I have assisted him for the following activities-

Pre Audit Preparation:

- Before the audit I had Reviewed previous audit report, IDKids quality manual and audit checklist to understand the evaluation criteria.
- Learned how audit parameters are distributed such as organization communication, Quality system, IT system, laboratory testing, storage, non-conformity management etc.
- Prepared necessary documentation templates (Audit forms, non-conformity records and evidence collection sheets).

On Site Audit activities:

- During I have filled in an organization chart, training records and KPI system to verify the quality independence from production.
- Audited traceability verification process where I have traced on Tshirt of brand IDKids 826407/TINTIN_PO 43073204 from finishing stage to the raw material stage to check the production tacebility.
- Participated in documentation verification, reviewing internal test reports, calibration records and employee training files.

Identifying Nonconformities:

I have assisted the audit team to list out the non-conformities below-

- Absence of Quality KPI in sewing floor.
- Line QC staff not fully train about quality policy
- Improper material storage
- Inspection area lighting was not sufficient
- Incomplete documentation in fabrics shade checking.
- Blocked walkways in the poor housekeeping in finishing section.

Scoring evaluation:

Observed scoring process and learned how each section contributes to total rating-

- Quality management system 85%
- Raw materials Management 74%
- Production management 80%
- Finished Goods Management 80%
- Overall Average 83% Grade B

This rating indicates that Divine Fabrics Ltd is technically capable of keeping IDKids quality standard but requires more improvement.

Closing meeting and CAP (Corrective Action Plan):

Participated in the closing meeting with factory management, where audit findings and improvements points were shared. Audit team set 3 months target to improve all the findings and factory management showed very positive approach and committed to correcting all the findings within the deadline. Working in this department provided me with some valuable insights on how to assess factory performance, track production traceability and the key area that affects quality management system as well as supplier development process.

2.5 Modelist department (Fitting technician team):

In my last week of internship from 3rd November'25 to 5th Novemebr'25, I worked with the Fitting Technician Team, which is called in IDKids as Modelist Department. During my internship in this department, I closely observed the functions of modelist team and actively participated in several practical activities related to fitting garments, pattern evaluation and sample approval.

Overview of modelist team:

The fitting team is responsible for ensuring that every sample submitted by the suppliers matches the IDKids size specifications, fit standards and design. The team coordinated between design team, Industrial Leader and suppliers by validating and how the garments look, fit and function before the bulk production. Modelists are responsible for validating the fittings and functionality of size set sample and Preproduction sample. After receiving the samples from supplier modelist team checks the garments measurement point by point according to the approved tech pack and size chart. They record the deviation with the actual sample compared to the actual size chart also check whether the deviations are within tolerance levels. After the measurement the samples

modelist arrange a fitting session using the dummy, during the session the garment are fit into the dummy and observe the following points-

- Overall appearance and proportions
- Ease and comfort
- Neck and shoulder balance
- Arm movement
- Minimum neck stretch

The modelist takes photos from front, side and back views later to share with the design team to have their feedback on the fitting and appearance of garments. After the fitting session the modelist fills out the fitting comments highlighting measurement issues, pattern corrections, constructions, seam adjustments as well as delivers visual remarks. Then the fit comments are communicated to the suppliers through the IDKids PLM software named Centric. If the suppliers fail to get the correct approval and if there are any difficulties achieving the desired fitting, modelist team provide technical support to suppliers as well.

My contribution and observation:

During the internship I assisted the team in several activities by performing the task by myself. On 1st November'25 size set sample for the style 0713078/ RETULLE was sent to modelist team for the review. The prerequisite sizes for size set samples are 3Y, 5Y, 8Y, 10Y, 12Y and 14Y. I checked all the samples of size 3Y compared to the original size chart. I measured the sizes by point to point. There were total 17 checking points, I found 13 points are within the tolerance level and 4 are out of tolerance. I also dressed the dummy with the size 3Y to check the fitting appearance; my observations are stated below-

- $\frac{1}{2}$ chest round was +1 CM from the spec measurement but within tolerance so accepted during fitting session.
- Fron & Back Breadth exceeds the negative tolerance (-0.5CM) and cused slight tightness in around armhole, during pattern correction need to increase the front and back breadth by 1.5 CM.

- Armhole height exceeds tolerance (+1CM), the arm hole appeared slightly loose than the standard
- ½ bottom sleeve width stretch was out of tolerance (+1 CM), the spec required 23CM but actually it was 21 CM, so suggested to increase the sleeve opening by +1.5 CM.
- Flat neckline width and minimum neckline stretch- Both within the tolerance levels (-0.5 CM to +0.55 CM). Neck opening was appropriate to insert through the head.
- Shoulder measurement – Length and Slant were within the tolerance confirming proper balance and proportion in the dummy.
- Total garments height was within the negative tolerance (-.5 CM)

POM (Point Of Measurement)	Tol (-)	Tol (+)	Unit	3Y	Measure d	Deviation
1/2 chest round- Dress	-1	1	CM	31	32	1
Front breadth	-0.5	0.5	CM	20.5	19	-1.5
Back breadth	-0.5	0.5	CM	21.5	20	-1.5
1/2 bottom round in shape	-2	4	CM	85	87	2
1/2 bottom at flat of the lining	-1	2	CM	58.8	59	0.2
Total height front shoulder (on front) - dress	-1	2	CM	53	52	-1
Total height of the lining from shoulder	-1	2	CM	51	50.5	-0.5
Shoulder length	-0.5	0.5	CM	5	5	0
Shoulder slant	-5	5	Degree	22	23	1
Armhole height	-0.5	1	CM	15	17	2

Short sleeve length	-0.5	1	CM	13	14	1
1/2 bottom sleeve width stretched	-0.5	1	CM	23	21	-2
Flat neckline width	-1	1	CM	14	13.5	-0.5
Front neck drop	-0.5	0.5	CM	6	6.5	0.5
Back neck drop	-0.5	0.5	CM	3	4	1
Back opening height	-0.5	0.5	CM	9.5	9	-0.5
Minimum neckline width stretched	0		CM	27. 5	28	0.5

During the visual fitting session, the upper body appeared slightly tight due to reduced breadth, while the sleeve and armhole were more open than the requirement. Overall garment silhouette looked balanced, but neckline requires correction and little adjustment in pattern. Finally, I discussed the result with the modelists mentor and after some corrections I rejected the size set of style 0713078/ RETULLE and submitted the fitting comments and photographs in the Centric software so that supplier can adjust the sample and follow the comments to prepare the revised size set samples.

Chapter 3

Critical assessment of internship work

This chapter illustrates the critical assessment of my internship in IDKids, focusing on strength, weakness, opportunities and challenges observed during the internship. During the internship I learned valuable insight about the daily operations of a global childrenswear brand's sourcing office. Particularly in areas such as production coordination, quality control, product sourcing and management as well as the audit process. These experiences provided a practical understanding of how an international retail brand performs their sourcing operations and collaborates with the local supplier in terms of quality, cost, product development and compliance with the global standards.

From a critical perspective IDKids demonstrates several strengths, including structured work procedures and commitment to providing quality products to their end customers. Company emphasizes long-term partnerships with their supplier, their approach towards supplier reflects the attitude to grow together. The suppliers of IDKids are very strong, in terms of quality, efficiency and financial stability. Most of the suppliers have been in a partnership with IDKids for more than ten years, which shows the level of their commitment and supportiveness toward the customers. Most of the suppliers have their own vertical setup so they can produce their own raw materials, thus supporting IDKids with lower lead time with competitive price.

However, certain weaknesses were also identified in IDKids Bangladesh office, such as less scope of sourcing critical or fancy designed products from Bangladesh, since the suppliers from Bangladesh has more strength in producing basic products rather than the high-end fancy products, so IDKids has to source those products from other countries with higher price.

Indeed, there are some opportunities I found during internship which could significantly improve IDKids operational efficiency. Adopting data driven production tacking system could significantly improve their production traceability and would help IDKids to be more agile and make them deal with supply chain uncertainty.

Lastly, I have observed several challenges, such as rising wages in Bangladesh and fluctuating raw material cost. Managing these challenges requires more adoption of automation and making habit of continuous improvement and stronger collaboration between suppliers and customers.

3.1 Application of generic and industry specific courses during internship:

During the internship I had the opportunities to apply both the generic and industry specific courses I learned through my academic sessions. These courses provided me strong foundation to understand the real-life problems during internship and to learn how to critically analyze a problem and take effective and timely decisions.

Supply chain Management: The knowledge of supply chain management helped me understand the flow of materials and value chains of the IDKids. During internship I observed and learned how IDKids managed vendor relationship management, lead time management, inventory control, logistics coordination, S&OP coordination, which helped me to relate with the supply chain management terms and activities.

Analytical Skill and Competencies: Analytical thinking was essential throughout the internship. I used data interpretation; MS excel based analysis and reporting to review production status and learned to make data visualizations through dashboard with the help of Power BI. Understand the importance of digital competencies in the organization to critical thinking and take data driven decisions.

Business Operation Skills: These skills helped me to understand how each cross functional department contributes to the overall business in terms of financial gain. It helped me understand how inventory levels can significantly affect the operational activities, business operation skills helped me to understand and learn how lead time of a product creates impact on operational stability. I applied project management techniques to follow up and monitor sample development to bulk production progress.

Quality Control and Auditing: Courses on quality control management were effective during the technical audit and internship in Quality department. I applied theoretical knowledge of conducting inspections, AQL standards, defect classification and traceability. I participated in samples evaluation, final inspection, pre-production meeting during the internship and applied different QC tools to the supplier factory such as Fish bone diagram, pareto chart, Traffic light system to ensure product quality and supplier compliance.

Industrial Engineering: Industrial engineering was one of the most valuable components of my learning. Concepts such as standard minute value, cost per minute and cost of making helped me to understand the importance of minute-based costing technique and its impact on the total product cost. I learned that with the frequent increase of wages in Bangladesh, there is no way to skip adopting the industrial engineering concepts and cope up with the new industry 4.0 technologies for the garments industry. My understanding of Industrial Engineering helped me to get insight of continuous improvement technique, lean manufacturing and waste reduction can help the industry to achieve profit optimization also the knowledge of SMV helped me to understand the negotiate product price during the internship.

3.2 Suggestion for industry improvement (based on internship):

Based on the overall internship experience and the critical assessment of IDKid's operation in Bangladesh, several points can be highlighted where strategic improvement can enhance company's performance, sustainability and supply chain efficiency. The following suggestions are made to improve the IDKids operational excellence-

Enhance Digital Integration and Data Management: IDKids operational performance can be improved by adopting digital integration between different cross functional departments as well as supplier. A unified dashboard with real-time data integration, like with the supplier's productions progress could improve decision making and operation efficiency.

Enhance coordination between cross functional teams: Improving coordination among the cross functional teams could also improve the operational efficiency. During my internship I found less communication among the cross functional teams. IDKids could manage regular meetings among the teams to improve intra departmental collaboration, thus improving workflow and alignment with the departmental issues and activities.

Supplier development program: IDKids should expand and continue its supplier development programs. Regular training in sustainability standards, traceability, quality control and efficiency will help the supplier to enhance their capabilities and competitiveness.

Improve supplier capabilities for critical product: Provide technical support to supplier in Bangladesh to adopt making critical high value-added products. This will increase IDKids supplier strength, will increase the sourcing options and thus release dependencies to one supplier.

Focus on developing local Raw material sources: IDKids should focus on using local raw material specially for yarn, fabrics and accessories so that they can achieve more flexibility of lead time and cost benefits. IDKids should enhance and continue the collaboration with local textile mills and accessories suppliers and increase the research and development activities which will release the dependencies on imported material and provide more competitive edge.

Employee development and knowledge sharing: Establishment of knowledge sharing among different department and mentorship platforms where senior employees share knowledge and practical insights also the best practices among the new staff and interns will encourage professional growth.

3.3 Learning for self-improvement:

Internship in IDKids HK Ltd Bangladesh Liaison office was a significant turning point in the learning curve of my career. It was just not only about learning regular office work, it provided a surplus number of insights about the garments industry and how a global kids wear brand perform their sourcing activities. These 66 days of internship provided me the chance to enhance my professional skills from a real-life work environment.

At the biggining of the internship everything was bit confusing to connect the activities of different departments, so many things happening together like merchandising, quality, planning audits, quality checks etc. which was bit overwhelming. Day by day started to connect my academic learning and real-life activities. Every day was a new learning, sometimes challenging yet meaningful. I took the challenges to cope up with the fast paced and dynamic environment with shortest possible time. It requires pushing my abilities and giving extra effort to learn new things. Finally, the hard work paid off, the extra effort improved my ability to take new challenges and learn new things.

Working in technical audit, capacity planning, and industrial department increased my analytical thinking ability. I learned how to interpret data and present visually to management thus improved my data analysis ability. Dealing with different problems and issues related to production, quality, deadline and solving the problems with coordinating different stakeholders improved my

coordination and problem-solving skills which I believe will very much helpful to my career growth.

Time management was another big learning during the internship. Sometimes there are many tasks to complete on time and deadlines are quite strict. I learned how to prioritize the tasks and plan the work and complete the task within the time frame.

During the internship communication and negotiation skills also improved. Working with the multicultural environment helped me a lot to learn and about the different cultures and helped me to improve my communication skills. Every day dealing with different suppliers for different issues helped me to increase my negotiating skills.

Personally, this internship helped me to improve my confidence and ability to adapt in different tough situations. Being a part of global organization also made me understand the global standard, product safety and the importance of sustainability. Overall, my internship in IDKids journey was full of learning, growth and self-improvement. I discovered my strengths and weaknesses and became more confident about career in garments industry.

Chapter 4

Conclusion

The internship in IDKids HK Ltd was a meaningful experience that helped me to see the holistic view of Bangladesh garments industry from broader and practical perspective. The internship permitted to perceive how global brands work closely with local factories and how Bangladesh plays a vital role in adding value to the global apparel market worth USD 1.9 trillion. It helped me to understand the supply chain activities of a global brand along with its different stake holders specially the garments factories of Bangladesh. I have gained a handful knowledge of the strength, weakness, opportunities and the challenges of ready-made garments industry of Bangladesh.

During my internship I observed while being one of the major readymade manufacturing hubs still faces several challenges such as production delay, quality variations, violation of social and environmental compliances, slow adaptation of technology, dependencies of imported raw materials, increasing wages and most importantly political instability which causes sometimes unplanned supply disruptions. This supply disruption and uncertainty may lead to shift the focus of global customers to other competitors like Vietnam, Indonesia or India.

However, I also learned that these challenges can be overcome with better planning, stronger communication and adopting modern technologies. Efficient and timely adaptation to the 4th industrial revolution has no other option to deal with the current challenges of increasing wages. Proper planning, coordination and real time data monitoring and digital transformation can improve the operational efficiency and effectiveness of the industry. The internship in IDKids helped me to understand that the future of garments industry depends on innovation and more focus sustainability. Factories should invest more in sustainable production methods and ecofriendly production to gain a competitive advantage in the global market.

Last but not the least, I am great truly great full to BIGD and IDKids for providing such wonderful and effective opportunity which not only bolstered my practical knowledge but also strengthened my belief that with right mind set, collaboration and commitment of quality and ethics Bangladesh can continue to lead as one of top apparel suppliers in the world.

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