

SSAPP42 Embroidery Technician

Disclaimer

These Occupational Frameworks and Skill Profiles have been developed as workforce planning, occupational mapping and skills reference resources for the Australian textile, clothing and footwear (TCF) industry. They are intended to describe the typical functions, responsibilities, skills and capabilities associated with occupations across the industry.

These documents are not intended to replace or override industrial instruments or employment arrangements, including awards, enterprise agreements, employment contracts, position descriptions, classification structures, licensing or regulatory requirements, or other statutory obligations. Where differences arise, the relevant industrial, legislative or regulatory requirements take precedence. The Skill Profiles should be used as complementary reference documents to support workforce planning, career development, training and skills recognition.

1. Job role

TCF sub-sector	Apparel production
Functional area	Manufacturing – Printing, Decoration and Surface Finishing
Job role	SSAPP42 Embroidery Technician
Job role description	Produces and manages embroidered designs on garments and textile products using industrial and digital embroidery systems to meet design specifications, quality standards and production requirements. In apparel production—where decoration and branding are key value-adding processes—the Embroidery Technician interprets digital and physical design requirements, prepares materials, programs and operates embroidery equipment, and ensures consistent, high-quality output aligned with production workflows and brand standards. The role reflects increasing integration of automated systems, digital design files and mass customisation processes.
Performance expectations	- Producing embroidery that meets design specifications and quality standards. - Maintaining consistency in stitching, alignment, density and thread quality. - Programming and operating embroidery machines efficiently and safely. - Preparing garments, stabilisers and materials correctly for embroidery. - Minimising defects, rework and material waste. - Meeting production targets, including short-run and customised orders. - Ensuring correct thread, colour matching and design execution. - Maintaining equipment performance and reporting faults. - Following workplace safety and operational procedures.

	Supporting efficient and digitally integrated production workflows.
Specialisation (optional)	Machine embroidery, digital embroidery programming, multi-head machine operation, logo application, mass customisation, automated embroidery systems.
Application in other TCF sectors	- Apparel production supporting garment decoration and branding. - Textile manufacturing supporting decorative and functional fabric applications. - Footwear production supporting branding and decorative stitching. - Leather goods production supporting decorative and premium detailing. - Uniform and workwear production supporting logo and identity application. - Promotional product manufacturing supporting customised textile decoration. - Manufacturing industries supporting automated and digital embellishment processes.

2. Key tasks and critical work functions

Key tasks	- Preparing garments, fabrics and stabilisers for embroidery. - Setting up and programming embroidery machines using digital files. - Selecting threads, colours and materials based on specifications. - Operating multi-head and automated embroidery machines. - Monitoring stitching quality and making real-time adjustments. - Inspecting finished embroidery for defects and accuracy. - Maintaining embroidery equipment and performing basic troubleshooting. - Integrating embroidery processes with digital production workflows.
Critical work functions	- Ensuring accuracy of design placement, scale and alignment. - Maintaining consistency in stitch quality and production output. - Preventing fabric damage or distortion during embroidery. - Meeting production deadlines and efficiency targets. - Maintaining quality control across production runs. - Supporting mass customisation and short-run production. - Ensuring safe and compliant operation of equipment.

3. Technical skills

Embroidery machine operation	Operating industrial and multi-head embroidery machines.
Digital embroidery programming	Using software to program and edit embroidery designs.
Design interpretation	Reading and applying digital and physical design specifications.
Thread and material selection	Selecting threads, fabrics and stabilisers for optimal results.

Machine setup and optimisation	Adjusting tension, speed and alignment for quality and efficiency.
Quality inspection	Inspecting finished embroidery for defects and consistency.
Machine maintenance and troubleshooting	Maintaining and diagnosing embroidery equipment issues.

4. Generic Skills

Attention to detail	Ensuring precision in stitching, placement and finishing.
Technical aptitude	Working with automated machinery and digital systems.
Time management	Meeting production deadlines and output targets.
Problem solving	Resolving machine, design or material issues.
Communication	Working with production, design and supervision teams.
Quality focus	Maintaining high standards of workmanship and consistency.

5. Emerging skills

Emerging skills	- Using advanced embroidery design and digitising software. - Integrating embroidery with Industry 4.0 production systems. - Operating high-speed multi-head and automated embroidery machines. - Supporting on-demand and mass customisation production models. - Applying sustainable materials and thread optimisation techniques. - Using digital workflow systems linking design, production and dispatch.
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6. VET Qualifications and Skill Sets

Entry-level preparation	MSTSS00019 Sewing and Finishing Skill Set or equivalent.
Advanced development	MST40222 Certificate IV in Apparel and Fashion or equivalent.

7. Job progression

Possible job progression	Production Assistant → Embroidery Technician → Senior Embroidery Technician → Production Supervisor → Production Manager.
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8. Classification

Australian Qualifications Framework	AQF Level 2-3
Australian Bureau of Statistics (ABS) Skill Levels	Skill Level 4
Open Source Classification of Occupations for Australia (OSCA)	731431 Sewing Machinist OSC specialisation: Embroiderer



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