

SSFOT17 Shoe and Boot Maker

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	Footwear Production
Functional area	Craft [artisanal] production
Job role	SSFOT17 Shoe and Boot Maker
Job role description	A trade-qualified craftsperson, typically apprenticeship-trained, who designs, constructs, assembles and finishes bespoke and small-batch footwear. Responsible for full footwear construction from pattern interpretation through to finishing and may provide specialist footwear repair and restoration services.
Performance expectations	• Maintain high standards of craftsmanship and structural integrity. • Produce bespoke or small-batch footwear to precise specifications. • Ensure correct fit, balance and comfort. • Preserve brand and heritage production standards. • Deliver repair and restoration work to professional standards. • Meet agreed production or client timelines.
Specialisation	• Bespoke and made-to-measure footwear. • Traditional hand-welted or stitched construction. • Specialist footwear repair and restoration.
Application in other TCF sectors	Transferable to artisanal leather goods production, saddlery, costume footwear and specialist restoration services.

2. Key tasks and critical work functions

Key tasks	• Interpret bespoke designs and client specifications. • Develop and adapt patterns for custom fit. • Cut, close, last and assemble footwear components. • Perform hand-stitching and traditional construction methods. • Attach soles using welted, stitched or cemented techniques. • Conduct finishing, polishing and presentation preparation. • Undertake footwear repairs and structural restorations.
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Critical work functions	• Maintaining structural integrity and durability. • Ensuring correct fit and ergonomic performance. • Preserving traditional craftsmanship standards. • Adapting construction techniques to material variations. • Identifying repair and restoration requirements. • Maintaining precise measurement and pattern accuracy. • Supporting client satisfaction and brand reputation.
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3. Technical skills

Pattern development and adaptation	Modify and draft patterns for bespoke fit.
Hand cutting and assembly	Use traditional tools for precise material preparation.
Upper construction techniques	Perform complex stitching and reinforcement methods.
Lasting and shaping	Shape footwear accurately over lasts.
Sole construction methods	Apply welted, stitched and cemented techniques.
Repair and restoration techniques	Replace soles, heels and structural components.
Material knowledge	Assess leather grades, stretch and durability characteristics.
Tool and equipment maintenance	Maintain cutting tools and craft equipment.

4. Generic Skills

Craftsmanship	Demonstrate precision and pride in workmanship.
Attention to detail	Maintain accuracy in bespoke and restoration work.
Problem solving	Adapt techniques to complex construction challenges.
Communication	Consult with clients or designers on specifications.
Time management	Manage small-batch production schedules.
Initiative	Identify opportunities to enhance craftsmanship standards.

5. Emerging skills

Emerging skills	• Digital foot measurement and scanning technologies. • Integration of traditional and CAD-based pattern systems. • Sustainable and ethical material sourcing practices. • Advanced heritage restoration techniques. • Small-batch digital production tracking. • Custom fit analytics and performance assessment.
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6. VET Qualifications and Skill Sets

Entry-level preparation	MST30416 Certificate III in Footwear.
Advanced development	MST40316 Certificate IV in Custom-Made Footwear.

7. Job progression

Possible job progression	Possible job progression: Apprentice Shoe and Boot Maker → Qualified Shoe and Boot Maker → Master Shoemaker → Workshop Owner.
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8. Classification

Australian Qualifications Framework	AQF Level 3-4.
Australian Bureau of Statistics (ABS) Skill Levels	Skill Level 3.
Open Source Classification of Occupations for Australia (OSCA)	399437 Shoemaker.



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