



## **QUALIFICATION FILE**

### **Small Poultry Farmer**

Short Term Training (STT)  Long Term Training (LTT)  Apprenticeship

Upskilling  Dual/Flexi Qualification  For ToT  For ToA

General  Multi-skill (MS)  Cross Sectoral (CS)  Future Skills  OEM

**NCrF/NSQF Level: 4**

**Submitted By:**

**Agriculture Skill Council of India**

**Unit No. 101, First Floor, Greenwoods Plaza, Block 'B', Greenwoods City, Sector 45, Gurugram -122009, Haryana.**

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## Section 1: Basic Details

1.	<b>Qualification Name</b>	Small Poultry Farmer																
2.	<b>Sector/s</b>	Agriculture																
3.	<b>Type of Qualification:</b> <input type="checkbox"/> New <input checked="" type="checkbox"/> Revised <input type="checkbox"/> Has Electives/Options <input type="checkbox"/> OEM	<b>NQR Code &amp; version of existing qualification:</b> 2022/AGR/ASCI/06525 & Version 1.0	<b>Qualification Name of existing/previous version:</b> Small Poultry Farmer															
4.	<b>a. OEM Name</b> <b>b. Qualification Name</b> (Wherever applicable)	NA																
5.	<b>National Qualification Register (NQR) Code &amp;Version</b> (Will be issued after NSQC approval)	QG-04-AG-03546-2025-V2-ASCI & version 2.0	<b>6. NCrf/NSQF Level: 4</b>															
7.	<b>Award (Certificate/Diploma/Advance Diploma/ Any Other</b> (Wherever applicable specify multiple entry/exits also & provide details in annexure)	Certificate																
8.	<b>Brief Description of the Qualification</b>	A Small Poultry Farmer is responsible for raising different types of domestic birds for the purpose of egg and/or meat production. The person takes various decisions for the viability and sustainability of the poultry farm. The individual ensures proper care of the poultry birds, their health and productivity, meat and/or egg production and marketing of the produce																
9.	<b>Eligibility Criteria for Entry for Student/Trainee/Learner/Employee</b>	<b>a. Entry Qualification &amp; Relevant Experience:</b> <table border="1" style="margin-left: 20px;"> <thead> <tr> <th>S. No.</th> <th>Academic/Skill Qualification (with Specialization - if applicable)</th> <th>Required Experience (with Specialization - if applicable)</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>12<sup>th</sup> or equivalent</td> <td></td> </tr> <tr> <td>2</td> <td>10th Class Pass</td> <td>3 years of relevant experience in Agriculture and allied sectors</td> </tr> <tr> <td>3</td> <td>Previous NSQF Level 3.5</td> <td>1.5 years of relevant experience in Agriculture and allied sectors</td> </tr> <tr> <td>4</td> <td>Previous NSQF Level 3</td> <td>3 years of relevant experience in Agriculture and allied sectors</td> </tr> </tbody> </table>		S. No.	Academic/Skill Qualification (with Specialization - if applicable)	Required Experience (with Specialization - if applicable)	1	12 <sup>th</sup> or equivalent		2	10th Class Pass	3 years of relevant experience in Agriculture and allied sectors	3	Previous NSQF Level 3.5	1.5 years of relevant experience in Agriculture and allied sectors	4	Previous NSQF Level 3	3 years of relevant experience in Agriculture and allied sectors
S. No.	Academic/Skill Qualification (with Specialization - if applicable)	Required Experience (with Specialization - if applicable)																
1	12 <sup>th</sup> or equivalent																	
2	10th Class Pass	3 years of relevant experience in Agriculture and allied sectors																
3	Previous NSQF Level 3.5	1.5 years of relevant experience in Agriculture and allied sectors																
4	Previous NSQF Level 3	3 years of relevant experience in Agriculture and allied sectors																
10.	<b>Credits Assigned to this Qualification, Subject to Assessment</b> (as per National Credit Framework (NCrF))	13	<b>11. Common Cost Norm Category (I/II/III)</b> (wherever applicable): II															
			<b>b. Min age:</b> NA															

12.	Any Licensing requirements for Undertaking Training on This Qualification (wherever applicable)	NA																						
13.	Training Duration by Modes of Training Delivery (Specify Total Duration as per selected training delivery modes and as per requirement of the qualification)	<input checked="" type="checkbox"/> Offline <input type="checkbox"/> Online <input type="checkbox"/> Blended <table border="1"> <thead> <tr> <th>Training Delivery Modes</th> <th>Theory (Hours)</th> <th>Practical (Hours)</th> <th>OJT Mandatory (Hours)</th> <th>OJT Recommended (Hours)</th> <th>Total (Hours)</th> </tr> </thead> <tbody> <tr> <td>Classroom (offline)</td> <td>180</td> <td>180</td> <td>30</td> <td></td> <td>390</td> </tr> <tr> <td>Online</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table> <p>(Refer Blended Learning Annexure for details)</p>					Training Delivery Modes	Theory (Hours)	Practical (Hours)	OJT Mandatory (Hours)	OJT Recommended (Hours)	Total (Hours)	Classroom (offline)	180	180	30		390	Online					
Training Delivery Modes	Theory (Hours)	Practical (Hours)	OJT Mandatory (Hours)	OJT Recommended (Hours)	Total (Hours)																			
Classroom (offline)	180	180	30		390																			
Online																								
14.	Aligned to NCO/ISCO Code/s (if no code is available mention the same)	NCO-2015/6122.0101																						
15.	Progression path after attaining the qualification (Please show Professional and Academic progression)	Small Poultry Farmer (L4), Poultry Farm Supervisor (L5)																						
16.	Other Indian languages in which the Qualification & Model Curriculum are being submitted	Hindi																						
17.	Is similar Qualification(s) available on NQR-if yes, justification for this qualification	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No URLs of similar Qualifications:																						
18.	Is the Job Role Amenable to Persons with Disability	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No If "Yes", specify applicable type of Disability: SHI																						
19.	How Participation of Women will be Encouraged	Batches specific to women will be formed																						
20.	Are Greening/ Environment Sustainability Aspects Covered (Specify the NOS/Module which covers it)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No DGT/VSQ/N0102 (v1.0)																						
21.	Is Qualification Suitable to be Offered in Schools/Colleges	Schools <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Colleges <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No																						
22.	Name and Contact Details of Submitting / Awarding Body SPOC (In case of CS or MS, provide details of both Lead AB & Supporting ABs)	Name: Ms Purnambica K Email: <a href="mailto:standards@asci-india.com">standards@asci-india.com</a> Contact No.: 0124-4670029 Website: <a href="http://www.asci-india.com">www.asci-india.com</a>																						
23.	Final Approval Date by NSQC: 18-02-2025	24. Validity Duration: 3 years post NSQC Approval		25. Next Review Date: 18-02-2028																				

## Section 2: Module Summary

### NOS/s of Qualifications

(In exceptional cases these could be described as components)

#### Mandatory NOS/s:

Specify the training duration and assessment criteria at NOS/ Module level. For further details refer curriculum document.

*Th.-Theory Pr.-Practical OJT-On the Job Man.-Mandatory Training Rec.-Recommended Proj.-Project*

S. No	NOS/Module Name	NOS/Module Code & Version (if applicable)	Core/Non-Core	NCrF/NS QF Level	Credits as per NCrF	Training Duration (Hours)					Assessment Marks					
						Th.	Pr.	OJT-Man.	OJT-Rec.	Total	Th.	Pr.	Proj.	Viva	Total	Weightage (%) (if applicable)
1	Prepare and maintain housing for broiler/layer birds	AGR/N4327 (v3.0)	Core	4	1	15	15			30	30	40		30	100	5
2	Prepare the poultry shed to receive and manage the chicks/birds	AGR/N4328 (v3.0)	Core	4	1	10	20			30	30	35		35	100	10
3	Maintain the supply of feed and water to poultry birds	AGR/N4329 (v3.0)	Core	4	1	10	20			30	30	45		25	100	15
4	Maintain health of birds at poultry farm	AGR/N4330 (v3.0)	Core	4	1	10	20			30	30	35		35	100	20
5	Carry out collection of eggs and lifting of broiler birds for market	AGR/N4331 (v4.0)	Core	4	1	10	20			30	30	40		30	100	10
6	Undertake sanitization and biosecurity measures for the replacement stock	AGR/N4332 (v3.0)	Core	4	1	10	20			30	30	40		30	100	10
7	Carry out documentation and record-keeping at a small poultry farm	AGR/N4334 (v3.0)	Core	4	1	10	20			30	30	40		30	100	5
8	Ensure safety, hygiene and sanitation of poultry farm	AGR/N4316 (v2.0)	Core	4	1	15	15			30	30	35		35	100	10

S. No	NOS/Module Name	NOS/Module Code & Version (if applicable)	Core/Non-Core	NCrF/NS QF Level	Credits as per NCrF	Training Duration (Hours)					Assessment Marks						
						Th.	Pr.	OJT-Man.	OJT-Rec.	Total	Th.	Pr.	Proj.	Viva	Total	Weightage (%) (if applicable)	
9	Undertake basic entrepreneurial activities for small enterprise	AGR/N9908 (v4.0)	Non-Core	4	1	20	10			30	30	40		30	100	5	
10	Engage in collective farming/activity	AGR/N9922 (v2.0)	Non-Core	4	1	10	20			30	30	40		30	100	5	
11	Employability Skills (60 Hours)	DGT/VSQ/N 0102 (v1.0)	Non-Core	4	2	60				60	20	30			50	5	
12	OJT (Mandatory)				1			30		30							
<b>Duration (in Hours) / Total Marks</b>						13	180	180	30		390	320	420		310	1050	100

## Assessment - Minimum Qualifying Percentage

Please specify **any one** of the following:

**Minimum Pass Percentage – Aggregate at qualification level: 70 %** (Every Trainee should score specified minimum aggregate passing percentage at qualification level to successfully clear the assessment.)

**Minimum Pass Percentage – NOS/Module-wise: \_\_\_\_\_ %** (Every Trainee should score specified minimum passing percentage in each mandatory and selected elective NOS/Module to successfully clear the assessment.)

## Section 3: Training Related

1.	<b>Trainer's Qualification and experience in the relevant sector (in years) (as per NCVET guidelines)</b>	<p>Diploma (Veterinary /Animal Husbandry / Poultry) with 3 years of relevant industry experience in Poultry Farming*</p> <p>* Regular Diploma more than 15 months</p> <p>OR</p> <p>Graduate (any stream except Agriculture and poultry related stream) with 3 years of relevant industry experience in Poultry Farming**</p> <p>** For the school Program minimum qualification of the Trainer should be Graduate (Zoology/Agriculture). With Minimum 3 years Teaching experience (will be considered industry experience)</p> <p>OR</p> <p>Graduate (Agriculture) with 2 years of relevant industry experience in Poultry Farming</p>
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		OR Graduate (Poultry Production Technology/ Animal Husbandry & Dairying/Poultry Production and Business Management) with 0.5 years of relevant industry experience in Poultry Farming OR B. V. Sc OR Post Graduate (Animal Science/Poultry Production/Poultry Science/Applied Poultry Science)
2.	<b>Master Trainer's Qualification and experience in the relevant sector (in years) (as per NCVET guidelines)</b>	5 years of relevant training experience in Poultry Management after Graduation (any stream except Agriculture and poultry related stream with 3 years of relevant industry experience in Poultry Farming OR 5 years of relevant training experience in Poultry Management after Graduation (Agriculture) with 2 years of relevant industry experience in Poultry Farming OR 5 years of relevant training experience in Poultry Management after Graduation (Poultry Production Technology/ Animal Husbandry & Dairying/Poultry Production and Business Management) with 0.5 years of relevant industry experience in Poultry Farming OR 5 years of relevant training experience in Poultry Management after B. V. Sc OR 5 years of relevant training experience in Poultry Management after Post Graduation (Animal Science/Poultry Production/Poultry Science/Applied Poultry Science)
3.	<b>Tools and Equipment Required for Training</b>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No (If "Yes", details to be provided in Annexure)
4.	<b>In Case of Revised Qualification, Details of Any Upskilling Required for Trainer</b>	NA

## Section 4: Assessment Related

1.	<b>Assessor's Qualification and experience in relevant sector (in years) (as per NCVET guidelines)</b>	B. V. Sc. With 4 years of relevant industry experience in Animal Science/Veterinary Science /Poultry Science and related experiences OR B. Tech (Poultry Production Technology) with 4 years of relevant industry experience in Animal Science/Veterinary Science /Poultry Science and related experiences OR
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		<p>B. Sc (Animal Husbandry &amp; Dairying/Poultry Production and Business Management) with 5 years of relevant industry experience in Animal Science/Veterinary Science /Poultry Science and related experiences</p> <p>OR</p> <p>M. Sc (Animal Science/Poultry Production/Poultry Science/Applied Poultry Science) with 2 years of relevant industry experience in Animal Science/Veterinary Science /Poultry Science and related experiences</p> <p>OR</p> <p>M. V. Sc with 2 years of relevant industry experience in Animal Science/Veterinary Science /Poultry Science and related experiences</p> <p>OR</p> <p>Ph. D (Poultry Science/Animal Science/ Veterinary Science/Animal Genetics and Breeding) with 1 year of relevant industry experience in Animal Science/Veterinary Science /Poultry Science and related experiences</p>
2.	<b>Proctor's Qualification and experience in relevant sector (in years) (as per NCVET guidelines)</b>	Diploma/Graduate (It is mandatory for a proctor to have technical knowledge/IT knowledge Once a proctor has been on-boarded by any AA, they are oriented about skill ecosystem along with do's and don'ts .)
3.	<b>Lead Assessor's/Proctor's Qualification and experience in relevant sector (in years) (as per NCVET guidelines)</b>	<p>M. Sc (Animal Science/Poultry Production/Poultry Science/Applied Poultry Science) with 10 years of relevant industry experience in Animal Science/Veterinary Science /Poultry Science and related experiences</p> <p>OR</p> <p>M. V. Sc with 10 years of relevant industry experience in Animal Science/Veterinary Science /Poultry Science and related experiences</p>
4.	<b>Assessment Mode (Specify the assessment mode)</b>	<b>Offline</b>
5.	<b>Tools and Equipment Required for Assessment</b>	<input checked="" type="checkbox"/> Same as for training <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No (details to be provided in Annexure-if it is different for Assessment)

## Section 5: Evidence of the need for the Qualification

Provide Annexure/Supporting documents name.

1.	<b>Latest Skill Gap Study (not older than 2 years) (Yes/No):</b> Yes
2.	<b>Latest Market Research Reports or any other source (not older than 2 years) (Yes/No):</b> under PMKVY scheme
3.	<b>Government /Industry initiatives/ requirement (Yes/No):</b> Government Initiative, part of PMKVY 4.0

4.	<b>Number of Industry validation provided:</b> 6
5.	<b>Estimated nos. of persons to be trained and employed:</b> 15000
6.	<b>Evidence of Concurrence/Consultation with Line Ministry/State Departments:</b> Yes, received concurrence from the Department of Animal Husbandry & Dairying, Ministry of Fisheries, Animal Husbandry & Dairying, Government of India

## Section 6: Annexure & Supporting Documents Checklist

*Specify Annexure Name / Supporting document file name*

1.	<b>Annexure:</b> NCrF/NSQF level justification based on NCrF level/NSQF descriptors <i>(Mandatory)</i>	<i>Annexure-1</i>
2.	<b>Annexure:</b> List of tools and equipment relevant for qualification <i>(Mandatory, except in case of online course)</i>	<i>Annexure-2</i>
3.	<b>Annexure:</b> Detailed Assessment Criteria <i>(Mandatory)</i>	<i>Annexure-5</i>
4.	<b>Annexure:</b> Assessment Strategy <i>(Mandatory)</i>	<i>Annexure-6</i>
5.	<b>Annexure:</b> Blended Learning <i>(Mandatory, in case selected Mode of delivery is "Blended Learning")</i>	<i>NA</i>
6.	<b>Annexure:</b> Multiple Entry-Exit Details <i>(Mandatory, in case qualification has multiple Entry-Exit)</i>	<i>NA</i>
7.	<b>Annexure:</b> Acronym and Glossary <i>(Optional)</i>	
8.	<b>Supporting Document:</b> Model Curriculum <i>(Mandatory – Public view)</i>	<i>Annexure-7</i>
9.	<b>Supporting Document:</b> Career Progression <i>(Mandatory - Public view)</i>	Small Poultry Farmer (L4), Poultry Farm Supervisor (L5)
10.	<b>Supporting Document:</b> Occupational Map <i>(Mandatory)</i>	<i>Annexure-8</i>
11.	<b>Supporting Document:</b> Assessment SOP <i>(Mandatory)</i>	<i>Annexure-9</i>
12.	<b>Any other document you wish to submit:</b>	

## Annexure 1: Evidence of Level

NCrF/NSQF Level Descriptors	Key requirements of the job role/ outcome of the qualification	How the job role/ outcomes relate to the NCrF/NSQF level descriptor	NCrF/NSQF Level
<b>Professional Theoretical Knowledge/Process</b>	<ul style="list-style-type: none"> <li>• Prepare and maintain housing for broiler/layer birds</li> <li>• Prepare the poultry shed to receive and manage the chicks/birds</li> <li>• Maintain the supply of feed and water to poultry birds</li> <li>• Maintain the flock health of poultry birds</li> <li>• Carry out collection of eggs and lifting of broiler birds for market</li> <li>• Undertake basic entrepreneurial activities for small enterprise</li> <li>• Engage in collective farming/activity</li> </ul>	The job holder is responsible for various activities involved in the rearing of small poultry birds like chicken, duck, and emu. This involves working in familiar, predictable, routine, situation of clear choice such as prepare and maintain accommodation for poultry birds, handle birds in poultry sheds, provide feed and water for birds, maintain health of birds at poultry farm, harvest eggs and meat from the birds, maintain post-harvest cleanliness, build entrepreneurship and marketing skills, complete documentation and record keeping related to poultry farming, ensure safety, hygiene and sanitation of poultry farm.	4
<b>Professional and Technical Skills/ Expertise/ Professional Knowledge</b>	<ul style="list-style-type: none"> <li>• Infrastructure requirement for poultry chicks/ birds</li> <li>• Environmental conditions and requirements for DOC</li> <li>• Feeding and watering behaviour of chicks</li> <li>• Brooding and litter management</li> <li>• Maintaining farm equipment</li> <li>• Relevant environmental and occupational hazards</li> <li>• Maintain personal hygiene and safety</li> <li>• Handling and marketing of eggs</li> </ul>	The job holder is expected to have professional skills like plan and organize the work order and jobs received, organize raw materials and packaging materials required for all products, plan and prioritize the work based on the instructions received, organize all process/equipment manuals so as to access information easily etc. The job holder should have adequate knowledge in infrastructure requirement for the birds; ensure environmental condition of shed, Feeding and watering behaviour, brood and litter management, marketing of eggs.	4

<b>Employment Readiness &amp; Entrepreneurship Skills &amp; Mind-set/Professional Skill</b>	<ul style="list-style-type: none"> <li>• Handling of chicks at different stages</li> <li>• Create conducive environment for chicks/birds</li> <li>• Optimize resource utilization</li> <li>• Perform beak trimming of chicks/birds</li> <li>• Comply with the hygiene and bio-security measures</li> <li>• Poultry Disease and pest management</li> <li>• Maintain farm equipment and environment</li> <li>• Collect, grade, store and pack the hatching eggs/table eggs</li> </ul>	<p>The job holder is expected to carry out routine and repetitive activities in a narrow range of application, using appropriate rule and tool. For instance, the job holder has to prepare and develop bird accommodation, monitor health and hygiene of birds on a regular basis, check correct quantities and types of bird feed are delivered, collect eggs without disturbing the birds, carry out disinfection of sheds and comply with biosecurity procedures, establish suitable environmental conditions for the poultry birds, handle and move the birds correctly and safely.</p>	4
<b>Broad Learning Outcomes/Core Skill</b>	<ul style="list-style-type: none"> <li>• Manage feed, water and litter</li> <li>• Maintain poultry physical infrastructure,</li> <li>• Handle tools and Equipment</li> <li>• Managing the brood</li> <li>• Grading and packing of eggs</li> <li>• Schedule daily activities</li> </ul>	<p>The job holder is expected to communicate with clarity, have basic arithmetic skills and a basic understanding of political and natural environment and Core Skills which will include: Writing Skills, Reading Skills, Oral and Communication (Listening and Speaking).</p>	4
<b>Responsibility</b>	<ul style="list-style-type: none"> <li>• The job holder is required to hold responsibility for his/her own work and learning and full responsibility for other's work and learning.</li> <li>• Preparing, cleaning and making conducive environment for chicks</li> <li>• Inducting the chick in brooder and managing the brood</li> <li>• Providing feed, water to the chicks and managing the litter as per SOP</li> </ul>	<p>A Poultry Farm Worker is responsible for daily operations on the poultry farm for raising birds for egg/meat production. This includes managing the birds by feeding, watering, litter management and collecting eggs. The individual also performs the routines in maintenance of the poultry house, equipment and other heating and cooling system as and when needed. They also follow proper bio- security measures as recommended in the poultry farm.</p>	4

## Annexure 2: Tools and Equipment (Lab Set-Up)

## List of Tools and Equipment

Batch Size: 30

S. No.	Tool / Equipment Name	Specification	Quantity for specified Batch size
1	Nest Box	Nos	1
2	SS Water Tank (50 Litre)	Nos	1
3	Alternative Heating Source(Bukari)	Nos	1
4	Reflector	Nos	1
5	Thermometer	Nos	1
6	Gas/Singri/Coal Stove	Nos	1
7	Automatic Vaccinator	Nos	1
8	Egg Trays/Basket	Nos	1
9	Rubber gloves	Nos	30
10	Safety Shoes	Nos	5
11	Face Masks	Nos	30
12	Knife	Nos	1
13	Foggers	Nos	1
14	Shoes Dispeser	Nos	1
15	Bird Scare Devices	Nos	1
16	Automatic Pans	Nos	1
17	Video Recording Equipment	Nos	1
18	Brooders	Nos	2
19	Chick Guards	Nos	1
20	Feeders	Nos	1
21	Waterers	Nos	1
22	Syringe	Nos	1
23	Weighing Scale	Nos	1
24	Manual Sprayer	Nos	1
25	Debeaker	Nos	1
26	Manual Drinker	Nos	1
27	Plastic Crades	Nos	1
28	Scissors	Nos	1

## Classroom Aids

The aids required to conduct sessions in the classroom are:

1. Whiteboard
2. Markers

### Annexure 3: Industry Validations Summary

Provide the summary information of all the industry validations in table. This is not required for OEM qualifications.

S. No	Organization Name	Representative Name	Designation	Contact Address	Contact Phone No	E-mail ID	LinkedIn Profile (if available)
1	KVK, Changlang	Dr. D. S. Chhonkar	Senior Scientist & Head	Jairampur	9548217151	kvkchanlang@gmail.com	
2	S and P Feeds Private Limited	Sadashiv B. Bhadane	Manager HR	Nashik	0253-2575404	sadashivbhadane@anandagro.com	
3	Avee Broilers Private Limited	Rajendra Krushna	Manager	Sogras	9552581975	aveebroiler@rediffmail.com	
4	Centre of Excellence for Animal Husbandry	Dr. P.S. Mahesh	Joint Commissioner	CEAH, Hesaraghatta	080-28466239	ceah.bengaluri@gmail.com	
5	Instructional Livestock Farm Complex(ILFC)	Dr. R. Richard Churchil	Professor and Head	VCRI, Orathana du	9545557760	drchurchilpoultry@gmail.com	
6	Sampoorna Feeds Private Limited	Savipan Rana	DGM-HR & ADMN	Phagwara	7719620961	hrdepartment@sampoornafeeds.com	
7	KVK, Datia	Dr. Awdhesh Singh	Senior Scientist & Head	Datia	9399935960	kvk.datia@rvskvv.net	
8	KVK, Sundargarh	Dr. Jayanta Kumar Pati	Senior Scientist and Head	Rourkela	8249338822	kvksundargarh2.ouat@gmail.com	
9	KVK, Thoubal	Dr. S. Zeshmani	Senior Scientist and Head	Thoubal	8415902143	kvkthoubal@gmail.com	

## Annexure 4: Training & Employment Details

### Training and Employment Projections:

Year	Total Candidates		Women		People with Disability	
	Estimated Training #	Estimated Employment Opportunities	Estimated Training #	Estimated Employment Opportunities	Estimated Training #	Estimated Employment Opportunities
2025-26	5000	50	100	10		
2026-27	5000	50	100	10		
2027-28	5000	50	100	10		

*Data to be provided year-wise for next 3 years*

### Training, Assessment, Certification, and Placement Data for previous versions of qualifications:

Qualification Version	Year	Total Candidates				Women				People with Disability			
		Trained	Assessed	Certified	Placed	Trained	Assessed	Certified	Placed	Trained	Assessed	Certified	Placed
3.0	2024-25	848	471	452	0	389	218	201	14	1	1	1	0
3.0	2023-24	709	452	425	16	381	208	190	16	1	0	0	0
3.0	2022-23	1176	275	240	148	661	54	50	148	0	0	0	0

*Applicable for revised qualifications only, data to be provided year-wise for past 3 years.*

### List Schemes in which the previous version of Qualification was implemented:

1. PMKVY
2. ARUNACHAL PRADESH- CSSM RPL
3. ASDM PLSD
4. CSSM Arunachal Pradesh
5. FEE BASED
6. Rastriya Krishi Vikas Yojana (RKVY)
7. SANKALP – Yuva
8. AVSAR

### Content availability for previous versions of qualifications:

Participant Handbook  Facilitator Guide  Digital Content  Qualification Handbook  Any Other:

Languages in which Content is available: Hindi and English

## Annexure 5: Detailed Assessment Criteria

Detailed assessment criteria for each NOS/Module are as follows:

NOS/Module Name	Assessment Criteria for Performance Criteria/Learning Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
AGR/N4327: Prepare and maintain housing for broiler/layer birds	<i>Prepare the housing area for broiler/layer birds</i>	15	20	-	15
	PC1. carry out micro-planning of activities for poultry business				
	PC2. identify a suitable location with optimum size and space for the construction of housing area for the broiler/layer birds				
	PC3. procure the required inputs for the establishment of the poultry farm				
	PC4. build and maintain proper housing, such as coops, pens, or barns, that offer protection from predators, weather, and extreme temperatures				
	PC5. prepare the housing area, adhering to the industry norms and recommendations				
	PC6. ensure birds have enough space to move and grow comfortably, following animal welfare standards				
	PC7. build nesting units for the egg-layers to facilitate proper hatching				
	PC8. provide adequate number of feeders, water holders and other equipment for the birds housed				
	PC9. monitor the supply of inputs as per the requirement of birds				
	<i>Prepare for seasonal and climatic variations</i>				
	PC10. Install fans or sprinklers to combat heat stress during summers				
	PC11. Use additional bedding or heaters to maintain warmth during winters				
	PC12. Ensure sheds are leak-proof and birds remain dry during the monsoon				
	<i>Maintain the housing area for broiler/layer birds</i>	15	20	-	15
	PC13. follow cleaning routine on a regular basis				
PC14. ensure the housing area is sanitized frequently, following the industry standards					
PC15. ensure all the tools and equipment are routinely sanitized and stored in designated places as per the industry norms					
PC16. regulate temperature, lighting, and ventilation in poultry houses to create optimal living conditions for bird health and productivity					

	PC17. follow the techniques which promote health and safety of the birds as per SOP.				
	PC18. manage the problems arising while monitoring the housing in order to maintain health and safety of the birds, workers, helpers, etc.				
	PC19. ensure the disposal of waste materials is done in an eco-friendly manner, adhering to industry standards				
	<b>Total Marks</b>	<b>30</b>	<b>40</b>	<b>-</b>	<b>30</b>
<b>AGR/N4328: Prepare the poultry shed to receive and manage the chicks/birds</b>	<i>Receive and handle the chicks/birds</i>	<i>15</i>	<i>20</i>	<i>-</i>	<i>15</i>
	PC1. wear suitable personal protective equipment when receiving and handling poultry birds in their accommodation/sheds				
	PC2. ensure the shed and its surrounding area is thoroughly sanitized before the receipt of new batch of chicks/birds				
	PC3. prepare and arrange adequate quantity of materials and establish suitable equipment necessary for the reception of birds prior to their arrival				
	PC4. maintain a conducive environment during the arrival and establishment of chicks/birds				
	PC5. carry out brooder/shed management with the required stock density, following the industry guidelines				
	PC6. adhere to standard operating procedures while carrying out work				
	PC7. ensure the chicks/birds are introduced into the accommodation with minimum stress and good health & hygiene				
	<i>Manage chicks/birds for better livability and productivity</i>	<i>15</i>	<i>15</i>	<i>-</i>	<i>20</i>
	PC8. ensure adequate light and heat in the area to make the place conducive for proper growth and development of chicks/birds				
	PC9. ensure adequate feed and water is available with sufficient area for the chicks/birds to move around as recommended in the SOP				
	PC10. arrange for bio-security measures and vaccination schedules for better health of chicks/birds				
	PC11. ensure balanced feed and sanitized water is being provided to chicks/birds				
	PC12. maintain the quality of litter with optimum moisture and ammonia level by racking				
PC13. Regularly clean and replace the bedding material to maintain hygiene					
PC14. monitor and assess the condition of chicks/birds to ensure their health and safety					

	PC15. ensure the disposal of waste materials is done in an eco-friendly manner, adhering to industry standards				
	PC16. Use poultry droppings as organic fertilizer or sell it to local farmers				
	<b>Total Marks</b>	<b>30</b>	<b>35</b>	<b>-</b>	<b>35</b>
<b>AGR/N4329: Maintain the supply of feed and water for poultry birds</b>	<i>Receive and store feed matter</i>	<i>15</i>	<i>20</i>	<i>-</i>	<i>15</i>
	PC1. check the quantity, quality and type of feed for suitability of feeding to the birds				
	PC2. report any issue with quantity, quality or type of the feed received to the concerned person immediately				
	PC3. ensure the feed is stored safely over wooden pallets to prevent moisture, spoilage, contamination or fungal/pest infestation				
	PC4. assess the quality of stored feed on a routine basis for any moisture or fungal/pest infestation and take necessary action				
	PC5. assess and maintain the feed stock levels as per the requirement of birds in the poultry house				
	<i>Provide feed and water to the broiler/layer birds</i>	<i>15</i>	<i>25</i>	<i>-</i>	<i>10</i>
	PC6. ensure to wash hands appropriately before and after handling bird feed				
	PC7. ensure all the equipment, PPE, etc. being used to prepare, distribute and mange feed and water are sanitized				
	PC8. develop and follow feeding schedules to ensure poultry receive appropriate and balanced nutrition based on their age and purpose (meat production or egg-laying)				
	PC9. prepare the correct amount of bird feed as directed in the feeding plan in a way that minimizes wastage				
	PC10. ensure proper distribution of balance feed and sanitized water to the birds				
	PC11. use the distribution cup to distribute the feed				
	PC12. provide appropriate feed supplements essential for bird nutrition and growth, if necessary				
	PC13. adopt feed grams as per the birds' age and body-weight gained				
PC14. ensure safe disposal of stale and unused feed & water periodically following the SOP					
PC15. monitor the feed & water consumption of the birds and take necessary action in case of any discrepancy					

	PC16. modify the distribution of feed and water process according to the season				
	PC 17. Carry out sustainable practices to enhance gut health of birds like adding probiotics and organic acids to their diet				
	Total Marks	30	45	-	25
<b>AGR/N4330: Maintain health of birds at poultry farm</b>	<i>Monitor the health and well-being of birds</i>	15	15	-	20
	PC1. monitor the biosecurity measures such as human spray, food dip, vehicle dip/spray and movement of predator animals				
	PC2. ensure the birds are treated in a manner which complies with relevant regulations, minimizes any likelihood of stress and injury while maintaining their health and well-being				
	PC3. ensure sufficient stocking density for movement and comfort of birds				
	PC4. regularly observe for signs of illness, abnormal behavior, or growth rates in birds				
	PC5. carry out debeaking of poultry birds at an appropriate age				
	PC6. carry out regular deworming of poultry birds				
	PC7. observe for any clinical signs for the prevalence of any disease, and take necessary action				
	PC8. check for the incidence of any ecto-parasites in birds				
	PC9. follow the recommended vaccination schedule for immunizing the birds against diseases				
	PC10. take veterinary assistance, if there is any symptom of diseases in the flock				
	PC11. ensure specific measures are in place to prevent the spread of any pest or disease and promote good health and well-being of birds				
	PC12. monitor the safe disposal of the poultry waste				
	<i>Provide basic treatment to ailing birds</i>	15	20	-	15
	PC13. store the emergency drugs and vaccines for use, in case of any disease outbreak				
	PC14. use only uncontaminated and prescribed medication for the intended birds				
PC15. ensure the correct techniques are employed to give the specified treatment at the correct time					
PC16. report any difficulties, in administering treatments, immediately to the concerned authority					

	PC17. record the vaccination and medication details in the concerned register				
	PC18. observe closely the response to treatment given to the birds, and report to the concerned person.				
	Total Marks	30	35	-	35
<b>AGR/N4331: Carry out collection of eggs and lifting of broiler birds for market</b>	<i>Collect eggs for marketing</i>	<i>15</i>	<i>25</i>	-	<i>15</i>
	PC1. assess the poultry shed to roughly estimate the number of eggs laid by the birds				
	PC2. ensure the eggs are collected on a regular basis in cushioned trays to avoid any crack or breakage				
	PC3. ensure that hygiene standards are met at the time of egg collection as per the industry norms				
	PC4. grade and store the collected eggs				
	PC5. build relationships with local retailers, wholesalers, and end consumers				
	PC6. arrange suitable mode for transportation of table/hatching eggs				
	PC7. sell the eggs through different marketing channels				
	<i>Lift birds for the meat market</i>	<i>15</i>	<i>15</i>	-	<i>15</i>
	PC8. monitor weight gain and prepare broilers for market on time				
	PC9. remove non-productive or weak birds from the flock				
	PC10. lift the birds during cool hours or at night time to avoid stress and shrinkage				
	PC11. place the lifted birds into plastic crates or aluminium modules designed with good ventilation and safety attributes				
	PC12. ensure the transportation of live birds is done with care and precaution maintaining full safety standards				
PC13. market the birds as live birds or for wet markets/processing plant					
Total Marks	30	40	-	30	
<b>AGR/N4332: Undertake sanitization and biosecurity measures for the replacement stock</b>	<i>Sanitise the shed after lifting the birds</i>	<i>15</i>	<i>20</i>	-	<i>10</i>
	PC1. plan in advance for the post-harvest cleanout				
	PC2. carry out dry and wet cleaning procedure				
	PC3. ensure all the equipment, feed & water bowls, electrical appliances in the shed are taken out for maintenance and upkeep				
	PC4. use a high pressure hose to clean the whole shed thoroughly				
	PC5. white wash the floor and side walls				
	PC6. carry out terminal disinfection with appropriate fumigants				
	PC7. segregate waste into different categories				

	PC8. deposit recyclable and reusable material at identified location				
	PC9. dispose non-recyclable waste appropriately				
	<i>Comply with the biosecurity standards</i>	15	20	-	20
	PC10. minimize the human and vehicle traffic with precaution				
	PC11. provide signage boards for directions and entry restrictions				
	PC12. prevent the stray animals and wild birds entering into the farm premises				
	PC13. provide foot dip, vehicle dip and hand wash wherever necessary				
	PC14. follow suitable pest control measures				
	PC15. ensure the workers comply with the industry's safety and hygiene norms viz. use of sanitizers, wearing PPE, etc				
	PC16. ensure safe disposal of dead birds and other poultry waste, as per the industry norms				
	Total Marks	30	40	-	30
	<b>AGR/N4334: Carry out documentation and record-keeping at a small poultry farm</b>	<i>Document and maintain records of layer/broiler birds</i>	10	10	-
PC1. maintain records of feed consumption, water consumption and egg production of layers					
PC2. maintain records of feed consumption, water consumption, weight, average daily gain, days on feed and processing date for broilers					
<i>Prepare records related to poultry production</i>		10	10	-	10
PC3. Document and maintain the records of vaccination schedules, illness occurrences, and treatments					
PC4. document and maintain the records of mortality rate of birds					
PC5. prepare and maintain records of quantity of feed, amount of water, disinfectants, etc. being used in the poultry shed					
PC6. maintain the records of number of egg trays and meat birds for marketing to keep a track of input/output ratio					
PC7. Maintain a note of any disease outbreaks and measures undertaken					
<i>Prepare and maintain financial records of the poultry farm</i>		10	20	-	10
PC8. prepare and maintain financial records of inputs purchased and other costs incurred including labour					
PC9. maintain records of the monetary value of the sale of the produce					
PC10. maintain records of revenue and profit earned to assess business performance					

	Total Marks	30	40	-	30
<b>AGR/N4316: Ensure safety, hygiene and sanitation of poultry farm</b>	<i>Ensure a safe and hygienic environment for birds and poultry workers</i>	20	20	-	20
	PC1. ensure compliance with food safety and hygiene regulations of the industry				
	PC2. ensure personal hygiene and safety is maintained by the workers and other personnel by using PPE, whenever required				
	PC3. ensure all work procedures are performed as per the Standard Operating Procedure (SOP)				
	PC4. ensure precautionary measures are undertaken while handling chemicals/disinfectants/fumigants/vaccines/medicines				
	PC5. ensure that the facility and equipment being used are sanitized as per the industry standards				
	PC6. perform duties in a manner which minimizes environmental damage				
	PC7. ensure all the issues and incidents are reported to the concerned authority, and dealt with on a priority basis in time				
	PC8. ensure the monitoring and maintenance of poultry sheds and equipment is performed periodically				
	PC9. ensure the disposal of poultry farm waste is done in an eco-friendly manner, in accordance with industry standards				
	PC10. carry out workplace checklist audits before and after work to ensure safety and hygiene				
	<i>Ensure compliance with appropriate emergency procedures</i>	10	15	-	15
	PC11. ensure the precautionary measures for dealing with emergencies are followed at all times				
	PC12. ensure that first aid treatment is provided to any injured, in case of an accident				
PC13. ensure that emergency equipment and first aid kits are placed at designated locations in the facility					
	Total Marks	30	35	-	35
<b>AGR/N9908: Undertake basic entrepreneurial activities for small enterprise</b>	<i>Plan the agricultural enterprise/ business</i>	10	14	-	10
	PC1. analyse the demand and supply of the relevant agricultural produce in the market				
	PC2. identify the target customers and assess their needs and expectations with respect to the quality and price of the produce				
	PC3. identify various types of agricultural entrepreneurship/ business opportunities				

PC4. plan agricultural production with the use of relevant and efficient technologies for availing funds				
PC5. identify appropriate and authentic advisory services/Government authority for skill upgradation to successfully plan and implement business activities				
PC6. prepare a basic business plan for the agricultural entrepreneurship/business activities				
PC7. identify appropriate sources of funding for the agricultural entrepreneurship/ business				
PC8. coordinate with the relevant government authorities to subscribe to the relevant government schemes and programs to benefit from them				
PC9. ensure compliance with the government structural reforms and framework along with the applicable rules and regulations while setting up the agricultural enterprise/ business				
<i>Manage the agricultural production process</i>	8	10	-	8
PC10. select and arrange the necessary resources for the business operations				
PC11. ensure the use of relevant and efficient production technologies as per planning and availability of funds				
PC12. follow the recommended practices for efficient input resource management				
PC13. optimise the production processes and output through the amalgamation of existing practices with smart technologies				
PC14. follow the recommended sustainability practices during agricultural production to prevent adverse impacts on the environment and produce viz. deforestation, loss of biodiversity, soil degradation, etc.				
<i>Manage the post-production and marketing processes</i>	12	16	-	12
PC15. ensure the availability of proper storage infrastructures and facilities post-production of the produce as per the industry quality standards				
PC16. collect information related to the wholesale and retail price of produce				
PC17. calculate the costs incurred and determine the price of the produce for profitability				

	PC18. ensure that the cost of production, transportation, and marketing are considered while calculating the cost and setting the price for the produce				
	PC19. collect information related to various subsidies/funds offered by the government, authorised state units and other financial institutions involved with the promotion of the produce				
	PC20. select appropriate marketing channels for the produce, considering the relevant requirements and constraints				
	PC21. identify various risks to production and post- production processes and manage them appropriately				
	PC22. undertake outreach programs to promote agricultural products and services, and expand agri- business				
	PC23. prepare and execute a marketing plan considering the 4Ps i.e. product, price, promotion, and place and 4As i.e. acceptability, affordability, accessibility, and awareness				
	PC24. use the relevant digital services such as e- commerce, e- payments, electronic record-keeping, etc.				
	PC25. use efficient post-production logistics means to improve the supply quantity, reduce the cost to the consumer, and increase demand consequently				
	PC26. ensure all the relevant information such as quality and quantity of produce, date of manufacture, batch number, and sale is recorded electronically and/ or manually				
	PC27. coordinate with the various stakeholders for efficient and sustainable agri-business growth and development				
	Total Marks	30	40	-	30
<b>AGR/N9922: Engage in collective farming/activity</b>	<i>Create PGs/ FIGs/ SHGs</i>	6	8	-	6
	PC1. identify farmers/ groups with the common interests in the area				
	PC2. create Producer Groups (PGs)/Farmers Interest Groups (FIGs)/ Self-Help Groups (SHGs), following the applicable rules and regulations				
	<i>Prepare for the PG/ FIG/ SHG operations</i>	6	10	-	6
	PC3. organise fundraising activities to support the functioning of the group				
	PC4. establish links with the local government at panchayat level to obtain access to the relevant development programmes and funds				
	PC5. induct subject matter experts (SMEs) in the group				

PC6. assist in arranging the required Information and Communication Technology (ICT) products for the group				
PC7. plan the commodity convergence with the relevant developmental programmes				
PC8. plan optimal production to meet the market and household food security needs				
<i>Conduct group meetings and training sessions</i>	8	6	-	8
PC9. conduct the initial group meetings to introduce the members, discuss the group objectives, group income-generating enterprises/ activities, methods of operation, etc.				
PC10. assist in exchanging the domain and technical knowledge such as market or price information, latest technology, and resolving common issues or conflicts through the PG/ FIG/ SHG meetings				
PC11. organise capacity building exercises such as skill development and training programmes				
<i>Carry out collective farming/ activities</i>	10	16	-	10
PC12. organise field trials to identify and resolve problems encountered by group members in the field operations				
PC13. procure/hire advanced and expensive farm machineries/tools and equipment using the group fund for collective use of the group members				
PC14. establish and manage the group-owned bank of quality seeds/ fertilisers/ pesticides/ tools and equipment, etc.				
PC15. use the group's credit facility as per the applicable terms and conditions				
PC16. carry out relevant duties as per own role in the PG/FIG/ SHG such as the group leader/ secretary/ book-keeper, etc.				
PC17. co-ordinate within the group(s) in procuring inputs in bulk/large-scale farming, packing/transportation/marketing of the produce, etc.				
PC18. assist in forming forward and backward linkages through the PGs/ FIGs/ SHGs				
PC19. identify and follow the relevant practices to add value to the produce such as processing, packing, upgrading the quality, etc.				
PC20. arrange for the regular repair and maintenance of the farm machineries/tools, equipment/tube/bore wells/storage/drying platforms/processing units, etc.				

	PC21. connect and partner with other groups to expand the network and address common problems at a large scale				
	Total Marks	30	40	-	30
DGT/VSQ/N0102: Employability Skills (60 Hours)	<i>Introduction to Employability Skills</i>	1	1	-	-
	PC1. identify employability skills required for jobs in various industries				
	PC2. identify and explore learning and employability portals				
	<i>Constitutional values – Citizenship</i>	1	1	-	-
	PC3. recognize the significance of constitutional values, including civic rights and duties, citizenship, responsibility towards society etc. and personal values and ethics such as honesty, integrity, caring and respecting others, etc.				
	PC4. follow environmentally sustainable practices				
	<i>Becoming a Professional in the 21st Century</i>	2	4	-	-
	PC5. recognize the significance of 21st Century Skills for employment				
	PC6. practice the 21st Century Skills such as Self- Awareness, Behaviour Skills, time management, critical and adaptive thinking, problem-solving, creative thinking, social and cultural awareness, emotional awareness, learning to learn for continuous learning etc. in personal and professional life				
	<i>Basic English Skills</i>	2	3	-	-
	PC7. use basic English for everyday conversation in different contexts, in person and over the telephone				
	PC8. read and understand routine information, notes, instructions, mails, letters etc. written in English				
	PC9. write short messages, notes, letters, e-mails etc. in English				
	<i>Career Development &amp; Goal Setting</i>	1	2	-	-
	PC10. understand the difference between job and career				
PC11. prepare a career development plan with short- and long-term goals, based on aptitude					
<i>Communication Skills</i>	2	2	-	-	
PC12. follow verbal and non-verbal communication etiquette and active listening techniques in various settings					
PC13. work collaboratively with others in a team					
<i>Diversity &amp; Inclusion</i>	1	2	-	-	
PC14. communicate and behave appropriately with all genders and PWD					

PC15. escalate any issues related to sexual harassment at workplace according to POSH Act				
<i>Financial and Legal Literacy</i>	2	3	-	-
PC16. select financial institutions, products and services as per requirement				
PC17. carry out offline and online financial transactions, safely and securely				
PC18. identify common components of salary and compute income, expenses, taxes, investments etc				
PC19. identify relevant rights and laws and use legal aids to fight against legal exploitation				
<i>Essential Digital Skills</i>	3	4	-	-
PC20. operate digital devices and carry out basic internet operations securely and safely				
PC21. use e- mail and social media platforms and virtual collaboration tools to work effectively				
PC22. use basic features of word processor, spreadsheets, and presentations				
<i>Entrepreneurship</i>	2	3	-	-
PC23. identify different types of Entrepreneurship and Enterprises and assess opportunities for potential business through research				
PC24. develop a business plan and a work model, considering the 4Ps of Marketing Product, Price, Place and Promotion				
PC25. identify sources of funding, anticipate, and mitigate any financial/legal hurdles for the potential business opportunity				
<i>Customer Service</i>	1	2	-	-
PC26. identify different types of customers				
PC27. identify and respond to customer requests and needs in a professional manner.				
PC28. follow appropriate hygiene and grooming standards				
<i>Getting ready for apprenticeship &amp; Jobs</i>	2	3	-	-
PC29. create a professional Curriculum vitae (Résumé)				
PC30. search for suitable jobs using reliable offline and online sources such as Employment exchange, recruitment agencies, newspapers etc. and job portals, respectively				
PC31. apply to identified job openings using offline/online methods as per requirement				

	PC32. answer questions politely, with clarity and confidence, during recruitment and selection				
	PC33. identify apprenticeship opportunities and register for it as per guidelines and requirements				
	Total Marks	20	30	-	
<b>Grand Total</b>		<b>320</b>	<b>420</b>		<b>310</b>

### Annexure 6: Assessment Strategy

This section includes the processes involved in identifying, gathering, and interpreting information to evaluate the Candidate on the required competencies of the program.

#### 1. Assessment System Overview

In Agriculture Sector it is of ultimate importance that individuals dealing with crop production or livestock have the requisite knowledge and competencies to undertake the task. Based on the Assessment Criteria, SSC in association with empanelled AAs, define the test structure for the given job roles to cover the required skills and competencies. Assessment strategy consists of the following:

1. Multiple Choice Questions : To assess basic knowledge (Objective/Subjective)
2. Viva : To assess awareness on processes (Oral and/or written questioning)
3. Practical : To evaluate skills and identify competencies.(Observation)

Assessments for knowledge and awareness on processes may be conducted through 'real time' internet based evaluation or by conducting the same 'offline' through TABs. Skills and competencies are to be assessed by conducting 'practical' on ground through qualified and ToA certified assessors.

While it is important that an individual has adequate knowledge and skills to perform a specific task, weight age for different aspects for assessment are given as follows:

Multiple Choice Questions: 20%-30%, depending on the specific QP

Viva: 20%

Practical: 50% - 60% (Involves demonstrations of applications and presentations of procedures/tasks and other components)

Assessment will be carried out by certified assessors through empanelled assessment partners. Based on the results of assessment; ASCI will certify the learners/candidates

## 2. Testing Environment

Assessments are conducted on laptops, Mobiles and android tablets via both offline and online mode depending on the internet connectivity at assessment location.

In remote locations/villages, assessments get delivered through tablets without the requirement of Internet.

- Multilingual assessments (ASCI is conducting assessments in 13 + languages pan India)
- Rubric driven assessments in Practical/Viva sections and responses recorded accordingly
- All responses, data, records and feedback stored digitally on cloud
- Advanced auto-proctoring features – photographs, time-stamp, geographic-tagging, toggle-screen/copy-paste disabled, etc.
- Android based monitoring system
- End to end process from allocation of a batch to final result upload, there is no manual intervention
- Assessment will normally be fixed for a day after the end date of training / within 7 days of completion of training.
- Assessment will be conducted at the training venue
- Room where assessment is conducted will be set with proper seating arrangements with enough space to curb copying or other unethical activities
- Question bank of theory and practical will be prepared by ASCI /assessment agency and approved ASCI. Only from approved Question Bank assessment agency will prepare the question paper. Theory testing will include multiple choice questions, pictorial question, etc. which will test the trainee on his theoretical knowledge of the subject.
- The theory, practical and viva assessments will be carried out on same day. In case of more number of candidates, number of assessors and venue facilitation be increased and facilitated

Assessment			
Assessment Type	Formative or Summative	Strategies	Examples
Theory	Summative	MCQ/Written exam	Knowledge of facts related to the job role and functions. Understanding of principles and concepts related to the job role and functions
Practical	Summative	Structured tasks/Demonstration	Practical application /Demonstration /Application tasks

Viva	Summative	Questioning and Probing	Mock interviews on usability of job roles/advantages /importance of adherence to procedures. Viva will be used to gauge trainee's confidence and correct knowledge in handling job situation
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The question paper pre-loaded in the computer /Tablet and it will be in the language as requested by the training partner.

### 3. Assessment Quality Assurance framework

#### Assessment Framework and Design:

Based on the Assessment Criteria, SSC in association with AAs will define the test structure for the given roles to cover the required skills and competencies. ASCI offer a bouquet of tools for multi- dimensional evaluation of candidates covering language, cognitive skills, behavioral traits and domain knowledge.

**Theoretical Knowledge** - Item constructs and types are determined by theoretical understanding of the testing objectives and published research about the item-types and constructs that have shown statistical validity towards measuring the construct. Test item types which have been reported to be coachable are not included. Based on these, items are developed by domain experts. They are provided with comprehensive guidelines of testing objectives of each question and other quality measures.

**Type** – Questions based on Knowledge Required, Case-based practical scenario questions and automated simulation based questions.

**Practical Skills** - The practical assessments are developed taking into consideration two aspects: what practical tasks is the candidate expected to perform on the job and what aspects of the job cannot be judged through theoretical assessments. The candidates shall be asked to perform either an entire task or a set of subtasks depending on the nature of the job role

**Type** – Standardized rubrics for evaluation against set of tasks in a demo/practical task

**Viva Voce** - Those practical tasks which cannot be performed due to time or resource constraints are evaluated through the viva mode. Practical tasks are backed up with Viva for thorough assessment and complete evaluation

**Type** – Procedural questions, do's and don'ts, subjective questions to check understanding of practical tasks.

Assessor has to go through orientation program organized by Assessment Agency. The training would give an overview to the assessors on the overall framework of QP evaluation. Assessor shall be given a NOS and PC level overview of each QP as applicable. Overall structure of assessment and objectivity of the marking scheme will be explained to them. The giving of marks will be driven by an objective framework which will maintain standardization of marking scheme.

#### 4. Type of Evidence and Evidence Gathering Protocol:

During the assessment the evidences collected by AAs and ASCI are:

- Geo Tagging to track ongoing assessment
- AA's coordinator emails the list of documents and evidences (photos and videos) to the assessor one day prior to the assessment. List is mentioned below:
  - Signed Attendance sheet
  - Assessor feedback sheet
  - Candidate feedback sheet
  - Assessment checklist for assessor
  - Candidate Aadhar/ID card verification
  - Pictures of classroom, labs to check the availability of adequate equipment's and tool to conduct the training and assessment
  - Pictures and videos of Assessment, training feedback and infrastructure.
- Apart from the Assessor, Technical assistant popularly known as Proctor also ensures the proper documentation and they verify each other's tasks.
- To validate their work on the day of assessment, regular calls and video calls are done.
- On-boarding and training of assessor and proctor is done on timely basis to ensure that quality of the assessment should be maintained.
- Training covers the understanding of QP, NSQF level, NOS and assessment structure

#### 5. **Methods of Validation**

- Morning Check (Pre-Assessment): Backend team of AA calls and confirms assessor/technical spoc event status. Assessor/Technical spoc are instructed to reach the centre on time by 9:30 AM / as decided with TC and delay should be highlighted to the Training Partner in advance.
- Video Calls: Random video calls are made to the technical spoc/assessor so as to keep check on assessment quality and ensure assessment is carried out in fair and transparent manner
- Aadhar verification of candidates
- Evening Check (Post Assessment): Calls are made to the ground team to ensure event is over by what time and the documentation is done in proper manner or not.
- TP Calling: To keep check on malpractice activity, independent audit team calls to TP on recorded line to take confirmation if there was any malpractice activity observed in assessment on part of AA/SSC team. If calls are not connected, email is send to TP Spoc for taking their confirmation
- Video and Picture Evidence: Backend team collects video and pictures for assessment on real time basis and highlights any issue like, Students sitting idle/trainer allowed for helping out candidates during assessment.
- Surprise Visit: Time to time SSC/AA Audit team can visit the assessment location and do surprise audit for assessment process carried out by ground team.
- Geo Tagging: On day of assessment, each technical spoc is required to login in our internal app which is Geo tagged. Any deviation with centre address needs to be highlighted to assessment team on real-time basis.

#### **Method for assessment documentation, archiving, and Access:**

- ASCI has fully automated result generation process in association with multiple AAs

- Theory, Practical and Viva marks forms the basis of the results and encrypted files generated to avoid data manipulation. All responses captured and stored in System with Time-Stamps at the end of AAs and SSC. NOS-wise and PC-wise scores can be generated.
- Maker Checker concept: 1 person prepares results and other audit result which is internally approved by AA at first and then gets vetted at the end of SSC
- All soft copy of documents is received from the on-ground tech team over mail. The same are downloaded by our internal backend team and saved in Repository. The repository consists of scheme wise folders. These scheme wise folders have job role specific folders. These specific folders have Year wise and Month wise folders where all documents are saved in Batch specific folders. All Hard copies are filed and stored in storeroom.
- **Result Review & Recheck Mechanism –**
- Time stamped assessment logs
- Answer/Endorsement sheets for each candidate
- Attendance Sheet
- Feedback Forms: Assessor feedback form, Candidate feedback form, TP feedback form
- The results for each of the candidate shall be stored and available for review ( retained for 5 years/ till conclusion of project or scheme)

### Annexure: Acronym and Glossary

#### Acronym

Acronym	Description
AA	Assessment Agency
AB	Awarding Body
ISCO	International Standard Classification of Occupations
NCO	National Classification of Occupations
NCrF	National Credit Framework
NOS	National Occupational Standard(s)
NQR	National Qualification Register
NSQF	National Skills Qualifications Framework
OJT	On the Job Training

#### Glossary

Term	Description
<b>National Occupational Standards (NOS)</b>	NOS define the measurable performance outcomes required from an individual engaged in a particular task. They list down what an individual performing that task should know and also do.
<b>Qualification</b>	A formal outcome of an assessment and validation process which is obtained when a competent body determines that an individual has achieved learning outcomes to given standards
<b>Qualification File</b>	A Qualification File is a template designed to capture necessary information of a Qualification from the perspective of NSQF compliance. The Qualification File will be normally submitted by the awarding body for the qualification.
<b>Sector</b>	A grouping of professional activities on the basis of their main economic function, product, service or technology.
<b>Long Term Training</b>	Long-term skilling means any vocational training program undertaken for a year and above. <a href="https://ncvet.gov.in/sites/default/files/NCVET.pdf">https://ncvet.gov.in/sites/default/files/NCVET.pdf</a>