

Qualification Pack



Dairy Farmer-Entrepreneur

QP Code: AGR/Q4101

Version: 5.0

NSQF Level: 4

Agriculture Skill Council of India || 6th Floor, GNG Tower, Plot No. 10, Sector -44, Gurgaon
Haryana-122004 || email:priyanka@asci-india.com

Qualification Pack

Contents

AGR/Q4101: Dairy Farmer-Entrepreneur	3
<i>Brief Job Description</i>	3
Applicable National Occupational Standards (NOS)	3
<i>Compulsory NOS</i>	3
<i>Qualification Pack (QP) Parameters</i>	3
AGR/N4101: Prepare and Maintain Livestock Accommodation	5
AGR/N4102: Establish Livestock within Accommodation	9
AGR/N4103: Prepare the feed and maintain feed and water supply	14
AGR/N4104: Maintain Health and Performance of Livestock	19
AGR/N4105: Perform Hand and Machine Milking	25
AGR/N4106: Ensure Proper Forage Conservation	30
AGR/N4114: Carry out breed improvement and reproduction management in livestock	36
AGR/N4107: Carry out basic entrepreneurial activities for small enterprise	41
AGR/N4121: Engage in collective Dairy farming/activity	48
AGR/N9903: Maintain health and safety at the workplace	55
DGT/VSQ/N0102: Employability Skills (60 Hours)	61
Assessment Guidelines and Weightage	68
<i>Assessment Guidelines</i>	68
<i>Assessment Weightage</i>	69
Acronyms	71
Glossary	72

Qualification Pack

AGR/Q4101: Dairy Farmer-Entrepreneur

Brief Job Description

The Dairy Farmer takes various decisions for the viability and sustainability of the dairy farm. The individual ensures proper care of dairy animals, their health and productivity, milking and marketing of the produced milk. The job is to be performed in an efficient manner to increase the production of high-quality milk and promote animal well-being

Personal Attributes

The individual must have attention to detail and stamina to work for long durations. The person must be able to initiate the work and give instructions. The individual should be a team player and work in coordination with others to achieve the work objectives. The individual must have technical awareness about the dairy operations

Applicable National Occupational Standards (NOS)

Compulsory NOS:

1. [AGR/N4101: Prepare and Maintain Livestock Accommodation](#)
2. [AGR/N4102: Establish Livestock within Accommodation](#)
3. [AGR/N4103: Prepare the feed and maintain feed and water supply](#)
4. [AGR/N4104: Maintain Health and Performance of Livestock](#)
5. [AGR/N4105: Perform Hand and Machine Milking](#)
6. [AGR/N4106: Ensure Proper Forage Conservation](#)
7. [AGR/N4114: Carry out breed improvement and reproduction management in livestock](#)
8. [AGR/N4107: Carry out basic entrepreneurial activities for small enterprise](#)
9. [AGR/N4121: Engage in collective Dairy farming/activity](#)
10. [AGR/N9903: Maintain health and safety at the workplace](#)
11. [DGT/VSQ/N0102: Employability Skills \(60 Hours\)](#)

Qualification Pack (QP) Parameters

Qualification Pack

Sector	Agriculture
Sub-Sector	Dairying
Occupation	Dairy Farm Management
Country	India
NSQF Level	4
Credits	13
Aligned to NCO/ISCO/ISIC Code	NCO-2015/6121.0201
Minimum Educational Qualification & Experience	<p>10th grade pass (or equivalent) with 3 Years of experience relevant experience in Agriculture and allied sectors OR 12th grade Pass (or equivalent) with NA of experience OR Previous relevant Qualification of NSQF Level (3.5) with 1.5 years of experience relevant experience in Agriculture and allied sectors OR Previous relevant Qualification of NSQF Level (3) with 3 Years of experience relevant experience in Agriculture and allied sectors</p>
Minimum Level of Education for Training in School	
Pre-Requisite License or Training	NA
Minimum Job Entry Age	17 Years
Last Reviewed On	NA
Next Review Date	18/02/2028
NSQC Approval Date	18/02/2025
Version	5.0
Reference code on NQR	QG-04-AG-03544-2025-V2-ASCI
NQR Version	2

Qualification Pack

AGR/N4101: Prepare and Maintain Livestock Accommodation

Description

This OS is about the preparation & maintenance of livestock accommodation

Scope

The scope covers the following :

- Carry out preparation of the livestock accommodation
- Carry out maintenance of the livestock accommodation

Elements and Performance Criteria

Carry out preparation of the livestock accommodation

To be competent, the user/individual on the job must be able to:

- PC1.** prepare accommodation to achieve the livestock's well-being in accordance with relevant legislation and climatic requirement of the specific region
- PC2.** prepare equipment, tools and materials required for livestock accommodation
- PC3.** carry out cleaning and sanitation routine in accordance with the industrial norms
- PC4.** ensure to dispose of the waste material according to the established workplace procedures

Carry out maintenance of the livestock accommodation

To be competent, the user/individual on the job must be able to:

- PC5.** ensure the feed materials and supplies are replenished as required by the livestock
- PC6.** ensure the tools and equipment are cleaned and maintained according to the established workplace procedures
- PC7.** ensure the equipment required for livestock accommodation is stored safely and securely
- PC8.** identify and take appropriate action when encountering problems with the accommodation
- PC9.** take appropriate measures to minimize stress – heat stress, cold stress, overcrowding, environmental like noise, strong winds

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** relevant legislation, standards, policies and procedures in the workplace
- KU2.** relevant health and safety requirements, applicable to the work environment
- KU3.** their own job role, responsibilities and sources for information pertaining to the work
- KU4.** who to approach for support in order to obtain work-related information and clarifications
- KU5.** the impact of not following the health, hygiene, safety and quality standards on consumers and the business
- KU6.** the type of accommodations and their suitability for different animals
- KU7.** the legislation and codes of livestock welfare and accommodation

Qualification Pack

- KU8.** the materials and equipment required in accommodation of livestock for their good health & well- being
- KU9.** types of stress, their implications and alleviation.
- KU10.** potential hazards which may arise in relation to the accommodation and well-being of the livestock caused by other animals or humans
- KU11.** eco-friendly activities for managing animal waste especially when it is an indoor accommodation
- KU12.** suitable sanitation practices maintaining high standards of livestock, well-being and safety
- KU13.** the factors like environment, housing structure, equipment used, weather, etc. while working with the livestock
- KU14.** alternative options, available for changing plans for accommodation

Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** write relevant notes and reports
- GS2.** report problems to the appropriate personnel in a timely manner
- GS3.** write descriptions and details about incidents in reports
- GS4.** read instruction manuals and procedures for hand tools, equipment and consumables
- GS5.** maintain effective liaison and work relationships with workers, suppliers, regulatory agencies and customers
- GS6.** plan and schedule daily activities for self and workers
- GS7.** evaluate all possible solutions to a problem to select the best one
- GS8.** analyze the information gathered from data, observations and experiences

Qualification Pack

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Carry out preparation of the livestock accommodation</i>	20	20	-	20
PC1. prepare accommodation to achieve the livestock's well-being in accordance with relevant legislation and climatic requirement of the specific region	-	-	-	-
PC2. prepare equipment, tools and materials required for livestock accommodation	-	-	-	-
PC3. carry out cleaning and sanitation routine in accordance with the industrial norms	-	-	-	-
PC4. ensure to dispose of the waste material according to the established workplace procedures	-	-	-	-
<i>Carry out maintenance of the livestock accommodation</i>	16	12	-	12
PC5. ensure the feed materials and supplies are replenished as required by the livestock	-	-	-	-
PC6. ensure the tools and equipment are cleaned and maintained according to the established workplace procedures	-	-	-	-
PC7. ensure the equipment required for livestock accommodation is stored safely and securely	-	-	-	-
PC8. identify and take appropriate action when encountering problems with the accommodation	-	-	-	-
PC9. take appropriate measures to minimize stress – heat stress, cold stress, overcrowding, environmental like noise, strong winds	-	-	-	-
NOS Total	36	32	-	32

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	AGR/N4101
NOS Name	Prepare and Maintain Livestock Accommodation
Sector	Agriculture
Sub-Sector	Dairying
Occupation	Dairy Farm Management
NSQF Level	4
Credits	1
Version	3.0
Last Reviewed Date	18/02/2025
Next Review Date	18/02/2028
NSQC Clearance Date	18/02/2025

Qualification Pack

AGR/N4102: Establish Livestock within Accommodation

Description

This OS is about establishing and monitoring livestock in their accommodation

Scope

The scope covers the following :

- Establish livestock in their accommodation
- Monitor livestock in their accommodation

Elements and Performance Criteria

Establish livestock in their accommodation

To be competent, the user/individual on the job must be able to:

- PC1.** use suitable personal protective equipment when establishing livestock in their accommodation
- PC2.** check that the equipment, materials and accommodation are suitable for the reception of the livestock, prior to their arrival
- PC3.** develop suitable environmental conditions for the animals
- PC4.** handle and move the livestock correctly and safely, according to the supervisor's instructions
- PC5.** introduce livestock into the accommodation in a way that minimizes stress and maintains their health and welfare
- PC6.** solve any difficulties related to establishment of livestock accommodation
- PC7.** carry out work according to relevant codes of practice to establish best livestock accommodation

Monitor livestock in their accommodation

To be competent, the user/individual on the job must be able to:

- PC8.** monitor the livestock carefully, to ensure their ongoing health and welfare is maintained
- PC9.** monitor environmental conditions carefully to ensure that they promote the health and well-being of livestock
- PC10.** adjust and replenish materials as required by the livestock
- PC11.** arrange for regular cleaning of animal housing areas, floors and mats of animals (if any) according to the animal accommodation and specification
- PC12.** ensure cleaning routines of animals as per prescribed procedures
- PC13.** arrange for regular disposal of animal waste and other wastes as per prescribed procedures
- PC14.** adopt sustainable waste management practices including biogas or compost production from dairy waste
- PC15.** report problems that cannot be dealt with to the supervisor immediately

Knowledge and Understanding (KU)

Qualification Pack

The individual on the job needs to know and understand:

- KU1.** relevant legislation, standards, policies and procedures in the workplace
- KU2.** relevant health and safety requirements, applicable to the work environment
- KU3.** own job role, responsibilities and sources of information pertaining to the job operations
- KU4.** who to approach for support in order to obtain work-related information and clarifications
- KU5.** the impact of not following the health, hygiene, safety and quality standards on consumers and the business
- KU6.** the type of accommodations and their suitability for different animals
- KU7.** materials and equipment in the accommodation necessary for livestock good health & well-being
- KU8.** the different factors that should be taken into account when accommodating livestock such as safe, secure, stress-free and clean state
- KU9.** the importance of settling livestock in a new place
- KU10.** the specific needs of livestock to provide livestock comfort
- KU11.** the relationship between maintaining livestock accommodation and promoting animal health & well-being
- KU12.** how to recognize stress and abnormal behavior of the livestock
- KU13.** the suitable hygiene and sanitation practices of the accommodation while maintaining high standards of livestock well-being and safety
- KU14.** the use of disinfectants, cleaning agents, cleaning techniques and cleaning equipment and materials and their effects on the health and well-being of livestock
- KU15.** the consequences of failing to monitor and take action effectively
- KU16.** sustainable dairy management practices
- KU17.** methods of converting dairy waste into biogas or compost

Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** write relevant notes and reports
- GS2.** report problems to the appropriate personnel in a timely manner
- GS3.** read instruction manuals for hand tools and equipment
- GS4.** plan and schedule daily activities for self and workers
- GS5.** analyze the information gathered from data, observations and experiences
- GS6.** identify possible disruptions to work and take appropriate preventive measures
- GS7.** evaluate all possible solutions to a problem to select the best one

Qualification Pack

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Establish livestock in their accommodation</i>	22	23	-	15
PC1. use suitable personal protective equipment when establishing livestock in their accommodation	-	-	-	-
PC2. check that the equipment, materials and accommodation are suitable for the reception of the livestock, prior to their arrival	-	-	-	-
PC3. develop suitable environmental conditions for the animals	-	-	-	-
PC4. handle and move the livestock correctly and safely, according to the supervisor's instructions	-	-	-	-
PC5. introduce livestock into the accommodation in a way that minimizes stress and maintains their health and welfare	-	-	-	-
PC6. solve any difficulties related to establishment of livestock accommodation	-	-	-	-
PC7. carry out work according to relevant codes of practice to establish best livestock accommodation	-	-	-	-
<i>Monitor livestock in their accommodation</i>	16	14	-	10
PC8. monitor the livestock carefully, to ensure their ongoing health and welfare is maintained	-	-	-	-
PC9. monitor environmental conditions carefully to ensure that they promote the health and well-being of livestock	-	-	-	-
PC10. adjust and replenish materials as required by the livestock	-	-	-	-
PC11. arrange for regular cleaning of animal housing areas, floors and mats of animals (if any) according to the animal accommodation and specification	-	-	-	-

Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC12. ensure cleaning routines of animals as per prescribed procedures	-	-	-	-
PC13. arrange for regular disposal of animal waste and other wastes as per prescribed procedures	-	-	-	-
PC14. adopt sustainable waste management practices including biogas or compost production from dairy waste	-	-	-	-
PC15. report problems that cannot be dealt with to the supervisor immediately	-	-	-	-
NOS Total	38	37	-	25

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	AGR/N4102
NOS Name	Establish Livestock within Accommodation
Sector	Agriculture
Sub-Sector	Dairying
Occupation	Dairy Farm Management
NSQF Level	4
Credits	1
Version	3.0
Last Reviewed Date	18/02/2025
Next Review Date	18/02/2028
NSQC Clearance Date	18/02/2025

Qualification Pack

AGR/N4103: Prepare the feed and maintain feed and water supply

Description

This OS is about ways of preparing, monitoring and maintaining feed and water supplies to livestock.

Scope

The scope covers the following :

- Receive & Store Animal Feed
- Prepare feed and water supplies for livestock
- Monitor & maintain the supply of feed & water to livestock

Elements and Performance Criteria

Receive & Store Animal Feed

To be competent, the user/individual on the job must be able to:

- PC1.** assess the quality, quantity , type and condition of delivered animal feed
- PC2.** report any shortfalls or faults in delivered animal feed to the appropriate person
- PC3.** store the feed safely according to the manufacturer's recommendations
- PC4.** assess stored animal feed regularly for any signs of rodent and pest infestation, fungal, mould growth and high moisture and report this to the appropriate person straight away
- PC5.** assess stock levels against critical levels regularly and tell the appropriate person if stocks are low
- PC6.** follow fodder cultivation schedule, sourcing in case of scarcity
- PC7.** conserve /store surplus fodder for use during scarcity periods

Prepare feed and water supplies for livestock

To be competent, the user/individual on the job must be able to:

- PC8.** sanitize hands, tools & equipment effectively before and after undertaking any work-related process
- PC9.** prepare appropriate proportions of feed and supplements depending on the age and growth stage and production of livestock ensuring minimum wastage
- PC10.** operate and maintain equipment used in feed preparation fodder cultivation, harvesting chaffing, conservation and dispensing
- PC11.** dispose of waste animal feed in a safe place keeping all the equipment and tools away

Monitor the supply of feed & water to livestock

To be competent, the user/individual on the job must be able to:

- PC12.** wear suitable personal protective equipment when preparing, providing feed and water to livestock
- PC13.** provide fresh and clean feed and water to the livestock based on the recommendations and requirements of the breed
- PC14.** monitor the quality of feed & water and take the appropriate action when problems occur
- PC15.** clean & maintain feed and water equipment according to established workplace procedures

Qualification Pack

PC16. monitor the water usage and take appropriate action in case of water wastage

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** relevant legislation, standards, policies and procedures in the workplace
- KU2.** relevant health and safety requirements, applicable to the work environment
- KU3.** their own job role, responsibilities and sources for information pertaining to the work
- KU4.** who to approach for support in order to obtain work-related information and clarifications
- KU5.** the impact of not following the health, hygiene, safety and quality standards on consumers and the business
- KU6.** the proper channels and contacts for ordering stock of feed, supplements and fodder
- KU7.** the importance of checking the quantity & quality of received feed and the impacts of any leniency
- KU8.** the importance of keeping a detailed record of feed and other supplies
- KU9.** how to identify the feed of poor quality & standards and take appropriate measures to resolve this problem
- KU10.** the types of feed and the possible consequences of mishandling it
- KU11.** the principles of stock rotation and its importance
- KU12.** how to identify the signs of possible pest infestation fungal and mould growth and the necessary actions to control it
- KU13.** the importance of quality of feed and water
- KU14.** the methods of cleaning and maintaining feeding and watering equipment
- KU15.** how to ensure all livestock have access to feed and water
- KU16.** how to identify abnormal feeding and drinking behavior of livestock and the potential reasons for changes in consumption

Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** write relevant notes and reports
- GS2.** communicate clearly and politely with co-workers and clients
- GS3.** read the relevant literature to get information about the latest developments in the field of feed supply and livestock maintenance
- GS4.** plan and prioritise tasks to ensure timely completion
- GS5.** co-ordinate with co-workers to achieve work objectives
- GS6.** take quick decisions to deal with workplace emergencies
- GS7.** evaluate all possible solutions to a problem to select the best one

Qualification Pack

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Receive & Store Animal Feed</i>	16	17	-	7
PC1. asses the quality, quantity , type and condition of delivered animal feed	-	-	-	-
PC2. report any shortfalls or faults in delivered animal feed to the appropriate person	-	-	-	-
PC3. store the feed safely according to the manufacturer’s recommendations	-	-	-	-
PC4. assess stored animal feed regularly for any signs of rodent and pest infestation, fungal, mould growth and high moisture and report this to the appropriate person straight away	-	-	-	-
PC5. assess stock levels against critical levels regularly and tell the appropriate person if stocks are low	-	-	-	-
PC6. follow fodder cultivation schedule, sourcing in case of scarcity	-	-	-	-
PC7. conserve /store surplus fodder for use during scarcity periods	-	-	-	-
<i>Prepare feed and water supplies for livestock</i>	12	10	-	8
PC8. sanitize hands, tools & equipment effectively before and after undertaking any work-related process	-	-	-	-
PC9. prepare appropriate proportions of feed and supplements depending on the age and growth stage and production of livestock ensuring minimum wastage	-	-	-	-
PC10. operate and maintain equipment used in feed preparation fodder cultivation, harvesting chaffing, conservation and dispensing	-	-	-	-
PC11. dispose of waste animal feed in a safe place keeping all the equipment and tools away	-	-	-	-
<i>Monitor the supply of feed & water to livestock</i>	12	10	-	8

Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC12. wear suitable personal protective equipment when preparing, providing feed and water to livestock	-	-	-	-
PC13. provide fresh and clean feed and water to the livestock based on the recommendations and requirements of the breed	-	-	-	-
PC14. monitor the quality of feed & water and take the appropriate action when problems occur	-	-	-	-
PC15. clean & maintain feed and water equipment according to established workplace procedures	-	-	-	-
PC16. monitor the water usage and take appropriate action in case of water wastage	-	-	-	-
NOS Total	40	37	-	23

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	AGR/N4103
NOS Name	Prepare the feed and maintain feed and water supply
Sector	Agriculture
Sub-Sector	Dairying
Occupation	Dairy Farm Management
NSQF Level	4
Credits	1
Version	3.0
Last Reviewed Date	18/02/2025
Next Review Date	18/02/2028
NSQC Clearance Date	18/02/2025

Qualification Pack

AGR/N4104: Maintain Health and Performance of Livestock

Description

This OS deals with the ways of monitoring the health and well-being of livestock and delivering basic recommended treatment to livestock.

Scope

The scope covers the following :

- Monitor the health and well-being of livestock
- Deliver basic recommended treatment to livestock

Elements and Performance Criteria

Monitor the health and well-being of livestock

To be competent, the user/individual on the job must be able to:

- PC1.** deal with livestock in a manner that minimizes the chance of stress and injury
- PC2.** provide livestock with sufficient space & area to move around and maintain their physical functioning
- PC3.** monitor the physical condition of the livestock at suitable intervals and identify, record and report any abnormal signs
- PC4.** inspect the livestock regularly for the presence of any parasites
- PC5.** plan disease prevention measures like vaccination(e.g., FMD, brucellosis), deworming schedules
- PC6.** provide assistance for any health-related emergency and initiate action appropriate to the situation
- PC7.** manage disposal of waste in a safe & secure manner ensuring the health and well-being of livestock
- PC8.** ensure livestock related records are accurate and complete which comply with organizational requirements for future reference

Deliver basic recommended treatment to livestock

To be competent, the user/individual on the job must be able to:

- PC9.** administer drugs, medication and other medical supplies in accordance with veterinary instructions and organizational policy
- PC10.** ensure deworming and vaccination as per schedule
- PC11.** use only fresh and uncontaminated prescribed medication for the intended animal
- PC12.** report any difficulty encountered while administering treatments immediately to the concerned person
- PC13.** maintain records of the treatments precisely according to established workplace procedures
- PC14.** monitor livestock after treatments and report concerns immediately to the concerned person
- PC15.** maintain relevant legislation, standards, policies and procedures in the workplace
- PC16.** practice recommended Ethnoveterinary remedies for common ailments

Qualification Pack

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** relevant legislation, standards, policies, and procedures in work
- KU2.** relevant health and safety requirements applicable in the work
- KU3.** their own job role and responsibilities and sources for information pertaining to work
- KU4.** who to approach for support in order to obtain work related information, clarifications and support
- KU5.** the importance of following health, hygiene, safety and quality standards and the impact of not following the standards on consumers and the business
- KU6.** documentation and related procedures applicable in the context of work
- KU7.** how to promote the health and well-being of animals and minimize any stress and injury
- KU8.** the purpose for which the animals are being kept and the relationship of this to health and well-being
- KU9.** why animals need movement and how this varies at different times
- KU10.** the appearance, posture and movement, behavior and bodily functioning of healthy animals, characteristics of the species, age, health status and social needs
- KU11.** the signs which indicate potential problems with animals health and well-being, and the actions which should be taken
- KU12.** types of preventative care for maintaining the health and well-being of animals
- KU13.** how to maintain conducive environment for the health and well-being of the animals
- KU14.** the associated hazards and risks to animals and staff during animal related operations
- KU15.** the importance of accuracy while recording operations
- KU16.** how to recognize a health emergency of an animal and the correct actions to be taken
- KU17.** correct methods for disposing of organic and inorganic waste
- KU18.** the significance of expiry dates on drugs and medication
- KU19.** how to identify the possible sources of contamination to medicines
- KU20.** relevant equipment required for treatment
- KU21.** how to administer prescribed basic healthcare treatments
- KU22.** the importance of personal hygiene and safety precautions (e.g. communicable diseases between animals and humans)
- KU23.** changes in the animal behaviour which may occur after the treatment
- KU24.** how to prepare and practice Ethnoveterinary remedies

Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** write relevant notes and reports
- GS2.** take quick decisions to deal with workplace emergencies/ accidents
- GS3.** evaluate all possible solutions to a problem to select the best one
- GS4.** read manuals for medicines, hand tool and equipment work orders and procedures



Qualification Pack

- GS5.** communicate politely and professionally with co-workers
- GS6.** plan tasks for effective use of time

Qualification Pack

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Monitor the health and well-being of livestock</i>	20	15	-	14
PC1. deal with livestock in a manner that minimizes the chance of stress and injury	-	-	-	-
PC2. provide livestock with sufficient space & area to move around and maintain their physical functioning	-	-	-	-
PC3. monitor the physical condition of the livestock at suitable intervals and identify, record and report any abnormal signs	-	-	-	-
PC4. inspect the livestock regularly for the presence of any parasites	-	-	-	-
PC5. plan disease prevention measures like vaccination(e.g., FMD, brucellosis), deworming schedules	-	-	-	-
PC6. provide assistance for any health-related emergency and initiate action appropriate to the situation	-	-	-	-
PC7. manage disposal of waste in a safe & secure manner ensuring the health and well-being of livestock	-	-	-	-
PC8. ensure livestock related records are accurate and complete which comply with organizational requirements for future reference	-	-	-	-
<i>Deliver basic recommended treatment to livestock</i>	21	17	-	13
PC9. administer drugs, medication and other medical supplies in accordance with veterinary instructions and organizational policy	-	-	-	-
PC10. ensure deworming and vaccination as per schedule	-	-	-	-
PC11. use only fresh and uncontaminated prescribed medication for the intended animal	-	-	-	-

Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC12. report any difficulty encountered while administering treatments immediately to the concerned person	-	-	-	-
PC13. maintain records of the treatments precisely according to established workplace procedures	-	-	-	-
PC14. monitor livestock after treatments and report concerns immediately to the concerned person	-	-	-	-
PC15. maintain relevant legislation, standards, policies and procedures in the workplace	-	-	-	-
PC16. practice recommended Ethnoveterinary remedies for common ailments	-	-	-	-
NOS Total	41	32	-	27

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	AGR/N4104
NOS Name	Maintain Health and Performance of Livestock
Sector	Agriculture
Sub-Sector	Dairying
Occupation	Dairy Farm Management
NSQF Level	4
Credits	1
Version	3.0
Last Reviewed Date	18/02/2025
Next Review Date	18/02/2028
NSQC Clearance Date	18/02/2025

Qualification Pack

AGR/N4105: Perform Hand and Machine Milking

Description

This OS is about good hand and machine milking practices to be followed by the dairy farmer in day to day dairy activities

Scope

The scope covers the following :

- Pre-Milking Activities
- Milking Activities
- Post-Milking Activities

Elements and Performance Criteria

Pre-Milking Activities

To be competent, the user/individual on the job must be able to:

- PC1.** maintain conducive milking environment
- PC2.** restrain livestock for milking
- PC3.** ensure personal hygiene of milker and prepare udder before milking
- PC4.** check for mastitis
- PC5.** check and adjust milking equipment, as required
- PC6.** ensure correct livestock health treatments during drying off, as directed, with minimal stress and weight loss
- PC7.** follow proper livestock treatments during drying off period

Milking Activities

To be competent, the user/individual on the job must be able to:

- PC8.** develop a calm regular milking routine in livestock
- PC9.** implement milking procedures with minimum stress to livestock and maximum yield within reasonable timeframes
- PC10.** Troubleshoot minor issues in milking equipment (e.g., pulsators, liners)
- PC11.** rectify minor malfunctions of equipment and milking systems under guidance of technical expert
- PC12.** implement prescribed handling practices so as to prevent cross-infection during milking operations

Post-Milking Activities

To be competent, the user/individual on the job must be able to:

- PC13.** perform teat dipping to prevent mastitis
- PC14.** weigh and store the milk into milk can
- PC15.** clean the milking pail and keep them in the designated place
- PC16.** clean the milking machine and store in a hygienic place

Qualification Pack

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** relevant legislation, standards, policies, and procedures in work
- KU2.** relevant health and safety requirements applicable in the work environment
- KU3.** their own job role and responsibilities and sources for information pertaining to work
- KU4.** who to approach for support in order to obtain work-related information, clarifications and support
- KU5.** importance of following health, hygiene, safety and quality standards on productivity, consumers and the business
- KU6.** documentation and related procedures applicable in the context of work
- KU7.** hygiene and proper environment requirements for stress-free milking
- KU8.** factors which increases livestock stress and measures to be taken to minimize stress
- KU9.** how to identify mastitis and measures to be taken thereafter
- KU10.** methodology of operating milking machine and its maintenance
- KU11.** relevant codes of practice with regard to milking operation
- KU12.** causes of poor milk quality
- KU13.** hygiene requirements of milker, premises, animal and utensils
- KU14.** proper milk storage techniques to avoid milk spoilage
- KU15.** basic types & control of udder health problems of dairy cattle

Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** write relevant notes and develop reports on milking pattern
- GS2.** read the relevant literature to get latest updates about the field of work
- GS3.** communicate politely and professionally with co-workers
- GS4.** plan tasks for effective use of time
- GS5.** identify possible hazards and disruptions and take appropriate preventive measures
- GS6.** evaluate all possible solutions to a problem to select the best one

Qualification Pack

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Pre-Milking Activities</i>	12	19	-	7
PC1. maintain conducive milking environment	-	-	-	-
PC2. restrain livestock for milking	-	-	-	-
PC3. ensure personal hygiene of milker and prepare udder before milking	-	-	-	-
PC4. check for mastitis	-	-	-	-
PC5. check and adjust milking equipment, as required	-	-	-	-
PC6. ensure correct livestock health treatments during drying off, as directed, with minimal stress and weight loss	-	-	-	-
PC7. follow proper livestock treatments during drying off period	-	-	-	-
<i>Milking Activities</i>	9	15	-	6
PC8. develop a calm regular milking routine in livestock	-	-	-	-
PC9. implement milking procedures with minimum stress to livestock and maximum yield within reasonable timeframes	-	-	-	-
PC10. Troubleshoot minor issues in milking equipment (e.g., pulsators, liners)	-	-	-	-
PC11. rectify minor malfunctions of equipment and milking systems under guidance of technical expert	-	-	-	-
PC12. implement prescribed handling practices so as to prevent cross-infection during milking operations	-	-	-	-
<i>Post-Milking Activities</i>	9	15	-	8
PC13. perform teat dipping to prevent mastitis	-	-	-	-
PC14. weigh and store the milk into milk can	-	-	-	-

Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC15. clean the milking pail and keep them in the designated place	-	-	-	-
PC16. clean the milking machine and store in a hygienic place	-	-	-	-
NOS Total	30	49	-	21

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	AGR/N4105
NOS Name	Perform Hand and Machine Milking
Sector	Agriculture
Sub-Sector	Dairying
Occupation	Dairy Farm Management
NSQF Level	4
Credits	1
Version	3.0
Last Reviewed Date	18/02/2025
Next Review Date	18/02/2028
NSQC Clearance Date	18/02/2025

Qualification Pack

AGR/N4106: Ensure Proper Forage Conservation

Description

This OS is about ways of conserving forage so as to ensure all year supply of the same to the dairy animals at the farm

Scope

The scope covers the following :

- Preparation for Fodder Conservation
- Conservation of Forage
- Closing Operations

Elements and Performance Criteria

Preparation for Fodder Conservation

To be competent, the user/individual on the job must be able to:

- PC1.** explore various forage conservation options based on the year round requirement of feed and fodder, and availability of fodder
- PC2.** identify risk factors for spoilage in forage conservation such as fire, vermin and contamination in silage
- PC3.** ensure favorable conditions suitable for forage conservation
- PC4.** prepare forage conservation machinery and equipment in accordance with manufacturer's specifications, Occupational Health and Safety (OHS) requirements
- PC5.** ensure clear access to paddocks for harvesting and transport machinery
- PC6.** prepare storage facility for selected forage conservation type
- PC7.** arrange adequate quantities of additives and bailing/packing material

Conservation of Forage

To be competent, the user/individual on the job must be able to:

- PC8.** identify safety hazards and implement OHS (Occupational Health and Safety) procedures for forage conservation
- PC9.** Adopt eco-friendly measures for reducing effluent runoff during forage conservation
- PC10.** monitor weather conditions to determine optimum time for harvest and to ensure quality
- PC11.** identify dry matter target and assess dry matter content of forage material for the forage operation
- PC12.** mow, condition, tender and/or rake swaths depending on weather conditions and forage drying targets
- PC13.** conduct harvesting activities in a safe, controlled and efficient manner
- PC14.** check equipment during harvesting operations regularly for wear and damage
- PC15.** bale, wrap, compact, seal or store forage in accordance with storage plan
- PC16.** load, transport, and store/compact (if required) forage in accordance with OHS and quality requirements

Qualification Pack

PC17. store forage so as to minimize risk of spoilage and combustion

Closing Operations

To be competent, the user/individual on the job must be able to:

PC18. dispose of all waste and debris to minimize environmental impacts

PC19. clean and service machinery and ancillary equipment in accordance with manufacturer's specifications, OHS requirements and industry practice

PC20. test or sample stored forage for quality

PC21. mitigate environmental impacts of forage conservation activities such as effluent run off, rainwater, if any

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

KU1. relevant legislation, standards, policies, and procedures in work

KU2. relevant health and safety requirements applicable in the work environment

KU3. their own job role and responsibilities and sources for information pertaining to work

KU4. who to approach for support in order to obtain work-related information, clarifications and support

KU5. the importance of following health, hygiene, safety and quality standards and the impact of not following the standards on consumers and the business

KU6. the documentation and related procedures applicable in the context of work

KU7. the silage and hay making methods and treatment of straw

KU8. the factors affecting the quality of silage and hay

KU9. the types and functions of silage and haymaking machinery and equipment

KU10. common weeds, pests and diseases associated with crops and pastures

KU11. silage and hay making methods and treatment of straw

KU12. the factors affecting the quality of silage and hay

KU13. the types and functions of silage and haymaking machinery and equipment

KU14. common weeds, pests and diseases associated with crops and pastures

KU15. the types and application of personal protective equipment

KU16. the dry matter content, quality and hygiene requirements

KU17. the environmental risks and impacts of forage conservation

Generic Skills (GS)

User/individual on the job needs to know how to:

GS1. record data which are required for record-keeping purpose

GS2. read instructions on work orders and procedures

GS3. plan tasks for effective use of time

GS4. communicate politely and professionally



Qualification Pack

GS5. evaluate all possible solutions to a problem to select the best one

Qualification Pack

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Preparation for Fodder Conservation</i>	13	14	-	8
PC1. explore various forage conservation options based on the year round requirement of feed and fodder, and availability of fodder	-	-	-	-
PC2. identify risk factors for spoilage in forage conservation such as fire, vermin and contamination in silage	-	-	-	-
PC3. ensure favorable conditions suitable for forage conservation	-	-	-	-
PC4. prepare forage conservation machinery and equipment in accordance with manufacturer's specifications, Occupational Health and Safety (OHS) requirements	-	-	-	-
PC5. ensure clear access to paddocks for harvesting and transport machinery	-	-	-	-
PC6. prepare storage facility for selected forage conservation type	-	-	-	-
PC7. arrange adequate quantities of additives and bailing/packing material	-	-	-	-
<i>Conservation of Forage</i>	20	20	-	9
PC8. identify safety hazards and implement OHS (Occupational Health and Safety) procedures for forage conservation	-	-	-	-
PC9. Adopt eco-friendly measures for reducing effluent runoff during forage conservation	-	-	-	-
PC10. monitor weather conditions to determine optimum time for harvest and to ensure quality	-	-	-	-
PC11. identify dry matter target and assess dry matter content of forage material for the forage operation	-	-	-	-

Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC12. mow, condition, tender and/or rake swaths depending on weather conditions and forage drying targets	-	-	-	-
PC13. conduct harvesting activities in a safe, controlled and efficient manner	-	-	-	-
PC14. check equipment during harvesting operations regularly for wear and damage	-	-	-	-
PC15. bale, wrap, compact, seal or store forage in accordance with storage plan	-	-	-	-
PC16. load, transport, and store/compact (if required) forage in accordance with OHS and quality requirements	-	-	-	-
PC17. store forage so as to minimize risk of spoilage and combustion	-	-	-	-
<i>Closing Operations</i>	7	6	-	3
PC18. dispose of all waste and debris to minimize environmental impacts	-	-	-	-
PC19. clean and service machinery and ancillary equipment in accordance with manufacturer's specifications, OHS requirements and industry practice	-	-	-	-
PC20. test or sample stored forage for quality	-	-	-	-
PC21. mitigate environmental impacts of forage conservation activities such as effluent run off, rainwater, if any	-	-	-	-
NOS Total	40	40	-	20

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	AGR/N4106
NOS Name	Ensure Proper Forage Conservation
Sector	Agriculture
Sub-Sector	Dairying
Occupation	Dairy Farm Management
NSQF Level	4
Credits	1
Version	3.0
Last Reviewed Date	18/02/2025
Next Review Date	18/02/2028
NSQC Clearance Date	18/02/2025

Qualification Pack

AGR/N4114: Carry out breed improvement and reproduction management in livestock

Description

This OS is about the breed improvement and reproductive performance of livestock.

Scope

The scope covers the following :

- Breed improvement of livestock
- Manage reproductive performance of livestock.

Elements and Performance Criteria

Breed improvement of livestock.

To be competent, the user/individual on the job must be able to:

- PC1.** choose the appropriate breed improvement program as per state breeding policy and local topographical conditions
- PC2.** identify appropriate sources for procuring germplasm (semen/embryo)
- PC3.** identify appropriate germplasm as per breed improvement program
- PC4.** evaluate quality and sperm motility of semen using appropriate tools
- PC5.** adapt suitable measures for insemination of animals
- PC6.** store semen as per prescribed guidelines to maintain its quality

Manage reproductive performance of livestock.

To be competent, the user/individual on the job must be able to:

- PC7.** identify animals in heat ,recognize heat cycle and heat symptoms
- PC8.** assess reproductive health of animal in heat
- PC9.** schedule and arrange insemination for animals in heat
- PC10.** take post insemination measures for conception
- PC11.** repeat breeding process as per standard guidelines
- PC12.** identify animals who can be used to repeat breeding and assess the reasons for it
- PC13.** asses the reasons for abortion, its causes and follow remedies.
- PC14.** take appropriate action while addressing problems with the reproduction

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** Carry out breed improvement and reproduction management in livestock
- KU2.** relevant legislation, standards, policies, and procedures related to breed improvement and reproduction management

Qualification Pack

- KU3.** relevant health and safety requirements applicable in reproduction management
- KU4.** their own job role and responsibilities while carrying out breed improvement in livestock
- KU5.** who to approach for breeding related information for immediate guidance
- KU6.** breed improvement methods and their suitability for different animals
- KU7.** selection of semen and assessing its quality
- KU8.** affordable quality assessment tools for semen evaluation (e.g., portable microscopes)
- KU9.** insemination techniques and their suitability
- KU10.** factors affecting the reproductive performance of animals
- KU11.** the legislation and state breeding policy, if any
- KU12.** materials and equipment required in the handling of semen and insemination
- KU13.** potential hazards which may arise in relation to the reproduction and well-being of the livestock caused by other animals or humans
- KU14.** the suitable sanitation practices to maintain high standards of livestock reproductive health and productivity
- KU15.** the prescribed indicators for livestock health and signs of ill health
- KU16.** alternative options available for breed improvement and insemination

Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** write relevant notes and reports
- GS2.** analyze reproductive records of animals
- GS3.** read the relevant literature to get information about the latest developments in the field of breed improvement & reproduction management
- GS4.** plan and prioritise tasks to ensure timely completion
- GS5.** co-ordinate with co-workers to achieve work objectives
- GS6.** take quick decisions to deal with workplace emergencies
- GS7.** evaluate all possible solutions to a problem to select the best one

Qualification Pack

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Breed improvement of livestock.</i>	20	20	-	10
PC1. choose the appropriate breed improvement program as per state breeding policy and local topographical conditions	-	-	-	-
PC2. identify appropriate sources for procuring germplasm (semen/embryo)	-	-	-	-
PC3. identify appropriate germplasm as per breed improvement program	-	-	-	-
PC4. evaluate quality and sperm motility of semen using appropriate tools	-	-	-	-
PC5. adapt suitable measures for insemination of animals	-	-	-	-
PC6. store semen as per prescribed guidelines to maintain its quality	-	-	-	-
<i>Manage reproductive performance of livestock.</i>	19	17	-	14
PC7. identify animals in heat ,recognize heat cycle and heat symptoms	-	-	-	-
PC8. assess reproductive health of animal in heat	-	-	-	-
PC9. schedule and arrange insemination for animals in heat	-	-	-	-
PC10. take post insemination measures for conception	-	-	-	-
PC11. repeat breeding process as per standard guidelines	-	-	-	-
PC12. identify animals who can be used to repeat breeding and assess the reasons for it	-	-	-	-
PC13. asses the reasons for abortion, its causes and follow remedies.	-	-	-	-
PC14. take appropriate action while addressing problems with the reproduction	-	-	-	-

Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
NOS Total	39	37	-	24

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	AGR/N4114
NOS Name	Carry out breed improvement and reproduction management in livestock
Sector	Agriculture
Sub-Sector	Dairying
Occupation	Dairy Farm Management
NSQF Level	4
Credits	1
Version	2.0
Last Reviewed Date	18/02/2025
Next Review Date	18/02/2028
NSQC Clearance Date	18/02/2025

Qualification Pack

AGR/N4107: Carry out basic entrepreneurial activities for small enterprise

Description

This OS is about the entrepreneurial activities, required skills and knowledge for small dairy entrepreneurs to manage finances and leverage dairy market information

Scope

The scope covers the following :

- Planning and Budgeting of Dairy Farming
- Market Information Management

Elements and Performance Criteria

Planning and Budgeting of Dairy Farming

To be competent, the user/individual on the job must be able to:

- PC1.** analyse the demand and supply of the relevant dairy products 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 dairy entrepreneurship/ business opportunities
- PC4.**
 - plan milk production with the use of relevant and efficient technologies for availing
 - funds
- PC5.** prepare a basic business plan for the agricultural entrepreneurship/business activities
- PC6.**
 - identify appropriate and authentic advisory services/Government authority for skill
 - upgradation to successfully plan and implement business activities
- PC7.** . identify appropriate sources of funding for the agricultural entrepreneurship/ business
- PC8.** carry out planning and budgeting with reference to various components of a dairy farm
- PC9.** maintain books of accounts and various transactions of the farm
- PC10.** ensure arrangement of financial assistance from various sources and leverage various schemes available for dairy development
- PC11.**
 - coordinate with the relevant government authorities to subscribe to the relevant government
 - schemes and programs to benefit from them
- PC12.**
 - ensure compliance with the government structural reforms and framework along with the
 - applicable rules and regulations while setting up the dairy enterprise/ business
- PC13.** select and arrange the necessary resources for the business operations
- PC14.** ensure the use of relevant and efficient production technologies as per planning and availability of funds
- PC15.** follow the recommended practices for efficient input resource management
- PC16.** optimise the production processes and output through the amalgamation of existing practices with smart technologies
- PC17.** ensure the availability of proper collection and storage infrastructures and facilities of milk as per the industry quality standards

Market Information Management

Qualification Pack

To be competent, the user/individual on the job must be able to:

- PC18.** assess the prices of various inputs and milk products from the market
- 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.** assess the influence of various quality parameters on the price of milk
- PC21.** identify the available milk marketing channels and select the best option
- PC22.** establish network by developing cordial relations with various clients
- PC23.** identify the needs of the client and develop one's unique selling proposition accordingly
- PC24.** analyze critical market information that is otherwise not in the public domain
- PC25.** choose appropriate buyer as per market situations
- PC26.**
 - use efficient post-production logistics means to improve the supply quantity, reduce the cost
 - to the consumer, and increase demand consequently
- PC27.** identify the best possible ways to position one's produce at premium prices
- PC28.** ensure transparent quality testing, before and during the sale activity to ensure good returns
- PC29.** use the relevant digital services such as automated milk collection and testing, e-commerce, e-payments, electronic recordkeeping, etc.

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** relevant legislation, standards, policies, and procedures related to small dairy farms
- KU2.** relevant health and safety requirements applicable in small dairy enterprise
- KU3.** their own job role and responsibilities and source information pertaining to dairy sector
- KU4.** who to approach for dairy related problems, support in order to increase business, at initial stage of small dairy enterprise
- KU5.** the impact of not following the health, hygiene, safety and quality standards on consumers and the small dairy enterprises
- KU6.** documentation and related procedures applicable in the context of small dairy enterprise
- KU7.** basic steps of dairy farm planning and budgeting
- KU8.** business opportunities in value-added products like A2 milk, organic ghee, and artisanal cheese
- KU9.** the principles of bookkeeping and maintaining accounts
- KU10.** various government and other schemes/products/ offers available for dairy development and milk marketing
- KU11.** the market of various dairy farm inputs and their prices
- KU12.** the agencies and consumers buying milk and milk products and their prices
- KU13.** methods of updating oneself with market information such as mobile usage, contact with key informants, tie up the government with agencies, etc.
- KU14.** how to minimize dry period and maximize herd average for maximum productivity
- KU15.** quality parameters of milk and milk products
- KU16.** the pricing mechanism of various sellers of milk and allied products
- KU17.** the transaction, milk pricing, billing, and payment systems

Qualification Pack

KU18. the modalities entering into an agreement for the sale of milk

KU19. waste management systems for best returns

Generic Skills (GS)

User/individual on the job needs to know how to:

GS1. record data required for record-keeping purpose

GS2. report problems to the appropriate personnel in a timely manner

GS3. write descriptions and details about incidents in reports

GS4. read instruction manuals for hand tools, interpret agreements and financial agreements

GS5. maintain effective work relationships with other co-workers, seniors suppliers & customers

GS6. evaluate the possible solution(s) and suggest an optimum /best possible solution

Qualification Pack

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Planning and Budgeting of Dairy Farming</i>	12	16	-	6
PC1. analyse the demand and supply of the relevant dairy products 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 dairy entrepreneurship/ business opportunities	-	-	-	-
PC4. • plan milk production with the use of relevant and efficient technologies for availing • funds	-	-	-	-
PC5. prepare a basic business plan for the agricultural entrepreneurship/business activities	-	-	-	-
PC6. • identify appropriate and authentic advisory services/Government authority for skill • upgradation to successfully plan and implement business activities	-	-	-	-
PC7. . identify appropriate sources of funding for the agricultural entrepreneurship/ business	-	-	-	-
PC8. carry out planning and budgeting with reference to various components of a dairy farm	-	-	-	-
PC9. maintain books of accounts and various transactions of the farm	-	-	-	-
PC10. ensure arrangement of financial assistance from various sources and leverage various schemes available for dairy development	-	-	-	-
PC11. • coordinate with the relevant government authorities to subscribe to the relevant government • schemes and programs to benefit from them	-	-	-	-

Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC12. <ul style="list-style-type: none"> ensure compliance with the government structural reforms and framework along with the applicable rules and regulations while setting up the dairy enterprise/ business 	-	-	-	-
PC13. select and arrange the necessary resources for the business operations	-	-	-	-
PC14. ensure the use of relevant and efficient production technologies as per planning and availability of funds	-	-	-	-
PC15. follow the recommended practices for efficient input resource management	-	-	-	-
PC16. optimise the production processes and output through the amalgamation of existing practices with smart technologies	-	-	-	-
PC17. ensure the availability of proper collection and storage infrastructures and facilities of milk as per the industry quality standards	-	-	-	-
<i>Market Information Management</i>	28	25	-	13
PC18. assess the prices of various inputs and milk products from the market	-	-	-	-
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. assess the influence of various quality parameters on the price of milk	-	-	-	-
PC21. identify the available milk marketing channels and select the best option	-	-	-	-
PC22. establish network by developing cordial relations with various clients	-	-	-	-
PC23. identify the needs of the client and develop one's unique selling proposition accordingly	-	-	-	-

Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC24. analyze critical market information that is otherwise not in the public domain	-	-	-	-
PC25. choose appropriate buyer as per market situations	-	-	-	-
PC26. <ul style="list-style-type: none"> • use efficient post-production logistics means to improve the supply quantity, reduce the cost • to the consumer, and increase demand consequently 	-	-	-	-
PC27. identify the best possible ways to position one's produce at premium prices	-	-	-	-
PC28. ensure transparent quality testing, before and during the sale activity to ensure good returns	-	-	-	-
PC29. use the relevant digital services such as automated milk collection and testing, e-commerce, e-payments, electronic recordkeeping, etc.	-	-	-	-
NOS Total	40	41	-	19

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	AGR/N4107
NOS Name	Carry out basic entrepreneurial activities for small enterprise
Sector	Agriculture
Sub-Sector	Dairying
Occupation	Dairy Farm Management
NSQF Level	4
Credits	1
Version	3.0
Last Reviewed Date	18/02/2025
Next Review Date	18/02/2028
NSQC Clearance Date	18/02/2025

Qualification Pack

AGR/N4121: Engage in collective Dairy farming/activity

Description

This OS unit is about working collectively in Dairy Producer Groups (PGs), Dairy Farmers Interest Groups (FIGs), Self- Help Groups (SHGs) and other similar groups to attain a common objective

Scope

The scope covers the following :

- Create Milk Producers PGs/ FIGs/ SHGs
- Prepare for the Milk Producers PG/ FIG/ SHG operations
- Conduct group meetings and training sessions
- Carry out collective Dairy farming/ activities

Elements and Performance Criteria

Create Milk Producers' PGs/ FIGs/ SHGs

To be competent, the user/individual on the job must be able to:

- PC1.** identify farmers/ groups with the common interests in milk production in the area
- PC2.** create Producer Groups (PGs)/Farmers Interest Groups (FIGs)/ Self-Help Groups (SHGs) of milk producers, following the applicable rules and regulations

Prepare for the Milk Producers' PG/ FIG/ SHG operations

To be competent, the user/individual on the job must be able to:

- 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 milk production to meet the market and household food security needs

Conduct group meetings and training sessions

To be competent, the user/individual on the job must be able to:

- 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 in milk collection, testing and payment processing, and resolving common issues or conflicts through the PG/ FIG/ SHG meetings
- PC11.** organise capacity building exercises such as skill development and training programmes

Carry out collective Dairy farming/ activities

To be competent, the user/individual on the job must be able to:

Qualification Pack

- PC12.** organise field trials to identify and resolve problems encountered by group members in the dairy farming operations
- PC13.** Arrange equipment for milk weighment, testing and payment processing using the funds for collective use of the group members
- PC14.** establish and manage the group-owned bank of fodder seeds/ feed supplements/ mineral mixture/ cattle feed/ semen/ tools equipment and consumables, 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/small-scale farming, packing/transportation/marketing of the milk and milk products, 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, quality assurance, etc
- PC20.** arrange for the regular repair and maintenance of the tools, equipment/storage/ transport equipment etc
- PC21.** connect and partner with other groups to expand the network and address common problems at a large scale
- PC22.** connect with milk processors for regular and remunerative sale of milk and other produce
- PC23.** liaise with AH department officials and other such organisations for treatment of sick animals, AI and mobilizing other inputs for milk production enhancement

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** the process of preparing for the PG/ FIG/ SHG operations such as fundraising, induction of SMEs, investing in ICT products, etc
- KU2.** how to establish links with the local government at the panchayat level and banks to obtain access to the relevant development programmes and funds
- KU3.** the process of commodity convergence with the relevant developmental programmes
- KU4.** the importance of planning optimal production to meet the market and household food security needs
- KU5.** the importance of setting the group objectives and deciding the group income-generating enterprises/ activities, methods of operation, benefits, etc
- KU6.** the importance of organising the PG/FIG/ SHG meetings and training sessions to resolve common concerns and get information about the latest developments in the field of work
- KU7.** the benefits of various capacity building exercises such as skill development, demonstrations and training programmes
- KU8.** the importance and process of conducting field trials to identify and resolve problems encountered by farmers in the dairy farming and fodder production operations
- KU9.** the concept of group-owned bank to provide quality seeds, fertilisers, pesticides, cattle feed, feed supplements, tools and equipment to the member farmers
- KU10.** the process of using the group's credit facility

Qualification Pack

- KU11.** core collective farming activities such as procuring inputs in bulk, small-scale farming, packing, transportation and marketing of milk, animal and other produce, etc.
- KU12.** the concept and benefits of forming forward and backward linkages
- KU13.** digital milk testing and automated payment systems linked to UPI platform to promote transparency
- KU14.** relevant value addition practices such as processing, packing, upgrading the quality assurance, etc
- KU15.** the benefits of connecting with similar groups to address common problems at a large scale

Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** write relevant notes and reports
- GS2.** read the relevant literature to get latest updates about the field of work
- GS3.** communicate politely and professionally
- GS4.** listen attentively to understand the information being shared
- GS5.** plan tasks for effective use of time
- GS6.** identify possible disruptions to work and take appropriate preventive measures
- GS7.** evaluate all possible solutions to a problem to select the best one

Qualification Pack

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Create Milk Producers' PGs/ FIGs/ SHGs</i>	6	8	-	6
PC1. identify farmers/ groups with the common interests in milk production in the area	-	-	-	-
PC2. create Producer Groups (PGs)/Farmers Interest Groups (FIGs)/ Self-Help Groups (SHGs) of milk producers, following the applicable rules and regulations	-	-	-	-
<i>Prepare for the Milk Producers' 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 milk 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 in milk collection, testing and payment processing, and resolving common issues or conflicts through the PG/ FIG/ SHG meetings	-	-	-	-

Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC11. organise capacity building exercises such as skill development and training programmes	-	-	-	-
<i>Carry out collective Dairy farming/ activities</i>	10	16	-	10
PC12. organise field trials to identify and resolve problems encountered by group members in the dairy farming operations	-	-	-	-
PC13. Arrange equipment for milk weighment, testing and payment processing using the funds for collective use of the group members	-	-	-	-
PC14. establish and manage the group-owned bank of fodder seeds/ feed supplements/ mineral mixture/ cattle feed/ semen/ tools equipment and consumables, 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/small-scale farming, packing/transportation/marketing of the milk and milk products, 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, quality assurance, etc	-	-	-	-
PC20. arrange for the regular repair and maintenance of the tools, equipment/storage/ transport equipment etc	-	-	-	-
PC21. connect and partner with other groups to expand the network and address common problems at a large scale	-	-	-	-
PC22. connect with milk processors for regular and remunerative sale of milk and other produce	-	-	-	-

Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC23. liaise with AH department officials and other such organisations for treatment of sick animals, AI and mobilizing other inputs for milk production enhancement	-	-	-	-
NOS Total	30	40	-	30

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	AGR/N4121
NOS Name	Engage in collective Dairy farming/activity
Sector	Agriculture
Sub-Sector	Dairying
Occupation	Dairy Farm Management
NSQF Level	4
Credits	1
Version	2.0
Last Reviewed Date	18/02/2025
Next Review Date	18/02/2028
NSQC Clearance Date	18/02/2025

Qualification Pack

AGR/N9903: Maintain health and safety at the workplace

Description

This OS is about maintaining health and safety of self and other co-workers at the workplace

Scope

The scope covers the following :

- Maintain personal hygiene
- Maintain clean and safe workplace
- Administer appropriate emergency procedures

Elements and Performance Criteria

Maintain personal hygiene

To be competent, the user/individual on the job must be able to:

- PC1.** wash hands, legs and face with soap/alcohol based sanitizer at reasonable intervals
- PC2.** wash the worn clothes with soap and sun dry before use next time
- PC3.** ensure the face is covered with mask or three layers of cloth-piece
- PC4.** follow the workplace sanitization norms including distancing from sick people

Maintain clean and safe workplace

To be competent, the user/individual on the job must be able to:

- PC5.** carry out basic safety checks before operation of all tools, implements, and machinery and report identified hazards to the supervisor
- PC6.** wear appropriate Personal Protective Equipment (PPE) while performing work in accordance with the workplace policy
- PC7.** follow the instructions mentioned on the labels of chemicals/pesticides/fumigants etc to avoid hazards
- PC8.** assess risks prior to performing manual handling jobs, and work according to currently recommended safe practices
- PC9.** sanitize equipment, tools and machinery before and after use
- PC10.** use equipment and materials safely and correctly and return the same to designated storage after use
- PC11.** dispose waste safely and correctly in the designated area
- PC12.** recognize risks to bystanders and take required action to reduce the risks
- PC13.** work in a manner which minimizes environmental damage, ensuring all procedures and instructions for controlling risks are followed
- PC14.** report any accidents, incidents or problems without delay to an appropriate person and take necessary immediate action to reduce further danger
- PC15.** follow government / workplace advisories incase of outbreak of any disease/disaster

Administer appropriate emergency procedures

To be competent, the user/individual on the job must be able to:

Qualification Pack

- PC16.** follow procedures for dealing with accidents, fires and emergencies, including communicating location and directions to the location of emergency, as per the workplace requirements
- PC17.** use emergency equipment in accordance with manufacturer's specifications and workplace requirements
- PC18.** provide treatment appropriate to the patient's injuries in accordance with recognized first aid techniques
- PC19.** recover (if practical), clean, inspect/test, refurbish, replace and store the first aid equipment as appropriate
- PC20.** report details of first aid administered in accordance with workplace procedures

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** relevant legislation, standards, policies, and procedures at work
- KU2.** relevant health and safety requirements applicable to the work environment
- KU3.** own job role and responsibilities and sources of information pertaining to work
- KU4.** who to approach for support in order to obtain work related information, clarifications and support
- KU5.** importance of following health, hygiene, safety and quality standards and the impact of not following the standards on consumers and the business
- KU6.** personal hygiene and fitness requirement
- KU7.** importance of sanitization of the workplace
- KU8.** types of Personal Protective Equipment (PPE) required at the workplace and their importance
- KU9.** the correct and safe way to use materials and equipment required for the work
- KU10.** the importance of good housekeeping at the workplace
- KU11.** safe waste disposal methods
- KU12.** methods for minimizing environmental damage during work
- KU13.** the risks to health and safety including contagious diseases and the measures to be taken to control those risks in the area of work
- KU14.** workplace procedures and requirements for the prevention and treatment of workplace injuries/illnesses.
- KU15.** basic emergency first aid procedure
- KU16.** local emergency services
- KU17.** why accidents, incidents and problems should be reported and the appropriate actions to be taken

Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** record the data as per the requirement
- GS2.** report problems to the appropriate personnel in a timely manner

Qualification Pack

- GS3.** read instruction manual for hand tool and equipments
- GS4.** communicate clearly and effectively with co-workers, and other stakeholders
- GS5.** comprehend information shared by senior people and experts
- GS6.** make decisions pertaining to personal hygiene and safety
- GS7.** schedule daily activities and draw up priorities
- GS8.** manage relationships with co-workers, manager and other stakeholders
- GS9.** assess situation and identify appropriate control measures

Qualification Pack

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Maintain personal hygiene</i>	10	5	-	10
PC1. wash hands, legs and face with soap/alcohol based sanitizer at reasonable intervals	-	-	-	-
PC2. wash the worn clothes with soap and sun dry before use next time	-	-	-	-
PC3. ensure the face is covered with mask or three layers of cloth-piece	-	-	-	-
PC4. follow the workplace sanitization norms including distancing from sick people	-	-	-	-
<i>Maintain clean and safe workplace</i>	15	15	-	15
PC5. carry out basic safety checks before operation of all tools, implements, and machinery and report identified hazards to the supervisor	-	-	-	-
PC6. wear appropriate Personal Protective Equipment (PPE) while performing work in accordance with the workplace policy	-	-	-	-
PC7. follow the instructions mentioned on the labels of chemicals/pesticides/fumigants etc to avoid hazards	-	-	-	-
PC8. assess risks prior to performing manual handling jobs, and work according to currently recommended safe practices	-	-	-	-
PC9. sanitize equipment, tools and machinery before and after use	-	-	-	-
PC10. use equipment and materials safely and correctly and return the same to designated storage after use	-	-	-	-
PC11. dispose waste safely and correctly in the designated area	-	-	-	-
PC12. recognize risks to bystanders and take required action to reduce the risks	-	-	-	-

Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC13. work in a manner which minimizes environmental damage, ensuring all procedures and instructions for controlling risks are followed	-	-	-	-
PC14. report any accidents, incidents or problems without delay to an appropriate person and take necessary immediate action to reduce further danger	-	-	-	-
PC15. follow government / workplace advisories incase of outbreak of any disease/disaster	-	-	-	-
<i>Administer appropriate emergency procedures</i>	15	5	-	10
PC16. follow procedures for dealing with accidents, fires and emergencies, including communicating location and directions to the location of emergency, as per the workplace requirements	-	-	-	-
PC17. use emergency equipment in accordance with manufacturer's specifications and workplace requirements	-	-	-	-
PC18. provide treatment appropriate to the patient's injuries in accordance with recognized first aid techniques	-	-	-	-
PC19. recover (if practical), clean, inspect/test, refurbish, replace and store the first aid equipment as appropriate	-	-	-	-
PC20. report details of first aid administered in accordance with workplace procedures	-	-	-	-
NOS Total	40	25	-	35

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	AGR/N9903
NOS Name	Maintain health and safety at the workplace
Sector	Agriculture
Sub-Sector	Generic
Occupation	Generic
NSQF Level	4
Credits	1
Version	4.0
Last Reviewed Date	18/02/2025
Next Review Date	18/02/2028
NSQC Clearance Date	18/02/2025

Qualification Pack

DGT/VSQ/N0102: Employability Skills (60 Hours)

Description

This unit is about employability skills, Constitutional values, becoming a professional in the 21st Century, digital, financial, and legal literacy, diversity and Inclusion, English and communication skills, customer service, entrepreneurship, and apprenticeship, getting ready for jobs and career development.

Scope

The scope covers the following :

- Introduction to Employability Skills
- Constitutional values - Citizenship
- Becoming a Professional in the 21st Century
- Basic English Skills
- Career Development & Goal Setting
- Communication Skills
- Diversity & Inclusion
- Financial and Legal Literacy
- Essential Digital Skills
- Entrepreneurship
- Customer Service
- Getting ready for Apprenticeship & Jobs

Elements and Performance Criteria

Introduction to Employability Skills

To be competent, the user/individual on the job must be able to:

- PC1.** identify employability skills required for jobs in various industries
- PC2.** identify and explore learning and employability portals

Constitutional values - Citizenship

To be competent, the user/individual on the job must be able to:

- 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

Becoming a Professional in the 21st Century

To be competent, the user/individual on the job must be able to:

- 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

Basic English Skills

To be competent, the user/individual on the job must be able to:

Qualification Pack

- 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

Career Development & Goal Setting

To be competent, the user/individual on the job must be able to:

- PC10.** understand the difference between job and career
- PC11.** prepare a career development plan with short- and long-term goals, based on aptitude

Communication Skills

To be competent, the user/individual on the job must be able to:

- PC12.** follow verbal and non-verbal communication etiquette and active listening techniques in various settings
- PC13.** work collaboratively with others in a team

Diversity & Inclusion

To be competent, the user/individual on the job must be able to:

- PC14.** communicate and behave appropriately with all genders and PwD
- PC15.** escalate any issues related to sexual harassment at workplace according to POSH Act

Financial and Legal Literacy

To be competent, the user/individual on the job must be able to:

- 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

Essential Digital Skills

To be competent, the user/individual on the job must be able to:

- 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

Entrepreneurship

To be competent, the user/individual on the job must be able to:

- 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

Customer Service

To be competent, the user/individual on the job must be able to:

- PC26.** identify different types of customers
- PC27.** identify and respond to customer requests and needs in a professional manner.

Qualification Pack

PC28. follow appropriate hygiene and grooming standards

Getting ready for apprenticeship & Jobs

To be competent, the user/individual on the job must be able to:

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

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

KU1. need for employability skills and different learning and employability related portals

KU2. various constitutional and personal values

KU3. different environmentally sustainable practices and their importance

KU4. Twenty first (21st) century skills and their importance

KU5. how to use English language for effective verbal (face to face and telephonic) and written communication in formal and informal set up

KU6. importance of career development and setting long- and short-term goals

KU7. about effective communication

KU8. POSH Act

KU9. Gender sensitivity and inclusivity

KU10. different types of financial institutes, products, and services

KU11. how to compute income and expenditure

KU12. importance of maintaining safety and security in offline and online financial transactions

KU13. different legal rights and laws

KU14. different types of digital devices and the procedure to operate them safely and securely

KU15. how to create and operate an e- mail account and use applications such as word processors, spreadsheets etc.

KU16. how to identify business opportunities

KU17. types and needs of customers

KU18. how to apply for a job and prepare for an interview

KU19. apprenticeship scheme and the process of registering on apprenticeship portal

Generic Skills (GS)

User/individual on the job needs to know how to:

GS1. read and write different types of documents/instructions/correspondence

GS2. communicate effectively using appropriate language in formal and informal settings

Qualification Pack

- GS3.** behave politely and appropriately with all
- GS4.** how to work in a virtual mode
- GS5.** perform calculations efficiently
- GS6.** solve problems effectively
- GS7.** pay attention to details
- GS8.** manage time efficiently
- GS9.** maintain hygiene and sanitization to avoid infection

Qualification Pack

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<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 & Goal Setting</i>	1	2	-	-

Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
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 & 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	-	-	-	-

Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<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 & 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	-	-	-	-
NOS Total	20	30	-	-

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	DGT/VSQ/N0102
NOS Name	Employability Skills (60 Hours)
Sector	Cross Sectoral
Sub-Sector	Professional Skills
Occupation	Employability
NSQF Level	4
Credits	2
Version	1.0
Last Reviewed Date	08/05/2025
Next Review Date	30/04/2028
NSQC Clearance Date	08/05/2025

Assessment Guidelines and Assessment Weightage

Assessment Guidelines

1. Criteria for assessment for each Qualification Pack will be created by the Sector Skill Council. Each Performance Criteria (PC) will be assigned marks proportional to its importance in NOS. SSC will also lay down the proportion of marks for Theory and Skills Practical for each PC.
2. The assessment for the theory part will be based on the knowledge bank of questions created by the SSC.
3. Assessment will be conducted for all compulsory NOS, and where applicable, on the selected elective/option NOS/set of NOS.
4. Individual assessment agencies will create unique question papers for the theory part for each candidate at each examination/training centre (as per assessment criteria below).
5. Individual assessment agencies will create unique evaluations for skill practical for every student at each examination/training centre based on this criterion.
6. To pass the Qualification Pack, every trainee should score a minimum of 70% of aggregate marks to successfully clear the assessment.

Qualification Pack

7. In case of unsuccessful completion, the trainee may seek reassessment on the Qualification Pack

Minimum Aggregate Passing % at QP Level : 70

(Please note: Every Trainee should score a minimum aggregate passing percentage as specified above, to successfully clear the Qualification Pack assessment.)

Assessment Weightage

Compulsory NOS

National Occupational Standards	Theory Marks	Practical Marks	Project Marks	Viva Marks	Total Marks	Weightage
AGR/N4101.Prepare and Maintain Livestock Accommodation	36	32	-	32	100	15
AGR/N4102.Establish Livestock within Accommodation	38	37	-	25	100	10
AGR/N4103.Prepare the feed and maintain feed and water supply	40	37	-	23	100	15
AGR/N4104.Maintain Health and Performance of Livestock	41	32	-	27	100	10
AGR/N4105.Perform Hand and Machine Milking	30	49	-	21	100	10
AGR/N4106.Ensure Proper Forage Conservation	40	40	-	20	100	10
AGR/N4114.Carry out breed improvement and reproduction management in livestock	39	37	-	24	100	10
AGR/N4107.Carry out basic entrepreneurial activities for small enterprise	40	41	-	19	100	5
AGR/N4121.Engage in collective Dairy farming/activity	30	40	-	30	100	5

Qualification Pack

National Occupational Standards	Theory Marks	Practical Marks	Project Marks	Viva Marks	Total Marks	Weightage
AGR/N9903.Maintain health and safety at the workplace	40	25	-	35	100	5
DGT/VSQ/N0102.Employability Skills (60 Hours)	20	30	-	-	50	5
Total	394	400	-	256	1050	100

Qualification Pack

Acronyms

NOS	National Occupational Standard(s)
NSQF	National Skills Qualifications Framework
QP	Qualifications Pack
TVET	Technical and Vocational Education and Training
PPE	Personal Protective Equipment
PPE	Personal Protective Equipment

Qualification Pack

Glossary

Sector	Sector is a conglomeration of different business operations having similar business and interests. It may also be defined as a distinct subset of the economy whose components share similar characteristics and interests.
Sub-sector	Sub-sector is derived from a further breakdown based on the characteristics and interests of its components.
Occupation	Occupation is a set of job roles, which perform similar/ related set of functions in an industry.
Job role	Job role defines a unique set of functions that together form a unique employment opportunity in an organisation.
Occupational Standards (OS)	OS specify the standards of performance an individual must achieve when carrying out a function in the workplace, together with the Knowledge and Understanding (KU) they need to meet that standard consistently. Occupational Standards are applicable both in the Indian and global contexts.
Performance Criteria (PC)	Performance Criteria (PC) are statements that together specify the standard of performance required when carrying out a task.
National Occupational Standards (NOS)	NOS are occupational standards which apply uniquely in the Indian context.
Qualifications Pack (QP)	QP comprises the set of OS, together with the educational, training and other criteria required to perform a job role. A QP is assigned a unique qualifications pack code.
Unit Code	Unit code is a unique identifier for an Occupational Standard, which is denoted by an 'N'
Unit Title	Unit title gives a clear overall statement about what the incumbent should be able to do.
Description	Description gives a short summary of the unit content. This would be helpful to anyone searching on a database to verify that this is the appropriate OS they are looking for.
Scope	Scope is a set of statements specifying the range of variables that an individual may have to deal with in carrying out the function which have a critical impact on quality of performance required.

Qualification Pack

Knowledge and Understanding (KU)	Knowledge and Understanding (KU) are statements which together specify the technical, generic, professional and organisational specific knowledge that an individual needs in order to perform to the required standard.
Organisational Context	Organisational context includes the way the organisation is structured and how it operates, including the extent of operative knowledge managers have of their relevant areas of responsibility.
Technical Knowledge	Technical knowledge is the specific knowledge needed to accomplish specific designated responsibilities.
Core Skills/ Generic Skills (GS)	Core skills or Generic Skills (GS) are a group of skills that are the key to learning and working in today's world. These skills are typically needed in any work environment in today's world. These skills are typically needed in any work environment. In the context of the OS, these include communication related skills that are applicable to most job roles.
Electives	Electives are NOS/set of NOS that are identified by the sector as contributive to specialization in a job role. There may be multiple electives within a QP for each specialized job role. Trainees must select at least one elective for the successful completion of a QP with Electives.
Options	Options are NOS/set of NOS that are identified by the sector as additional skills. There may be multiple options within a QP. It is not mandatory to select any of the options to complete a QP with Options.