

Qualification Pack



Lac Cultivator

QP Code: AGR/Q6105

Version: 2.0

NSQF Level: 3

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AGR/Q6105: Lac Cultivator

Brief Job Description

A Lac Cultivator is responsible for the complete lac cultivation process. It includes growing host trees to be inoculated with brood lac, pruning the host trees and inoculating them with brood lac, and monitoring and maintaining the lac crop. The individual is also responsible for harvesting lac crop and carrying out its post-harvest processing.

Personal Attributes

The individual should be physically fit to work for long durations. The person should have attention to detail and problem-solving skills. The individual should have basic verbal and written communication skills.

Applicable National Occupational Standards (NOS)

Compulsory NOS:

1. [AGR/N6122: Grow host plants for lac cultivation](#)
2. [AGR/N6123: Prune the host trees for lac cultivation](#)
3. [AGR/N6124: Inoculate the host trees with brood lac](#)
4. [AGR/N6126: Undertake pest and disease management during lac cultivation](#)
5. [AGR/N6125: Undertake harvesting and post-harvest processing of lac](#)
6. [AGR/N9903: Maintain health and safety at the workplace](#)
7. [DGT/VSQ/N0101: Employability Skills \(30 Hours\)](#)

Qualification Pack (QP) Parameters

Sector	Agriculture
Sub-Sector	Forestry, Environment and Renewable Energy Management
Occupation	Agro-Forestry Management
Country	India
NSQF Level	3

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Credits	9
Aligned to NCO/ISCO/ISIC Code	NCO-2015/6210.0500
Minimum Educational Qualification & Experience	<p>8th grade pass with 2 Years of experience in the relevant field OR 8th grade pass and pursuing continuous schooling in regular school with vocational subject OR 5th grade pass with 5 Years of experience in the relevant field OR Previous relevant Qualification of NSQF Level (2) with 1 Year of experience in the relevant field OR Previous relevant Qualification of NSQF Level (2.5) with 6 Months of experience in the relevant field</p>
Minimum Level of Education for Training in School	8th Class
Pre-Requisite License or Training	NA
Minimum Job Entry Age	18 Years
Last Reviewed On	NA
Next Review Date	29/03/2026
NSQC Approval Date	29/03/2023
Version	2.0
Reference code on NQR	QG-03-AG-00364-2023-V1-ASCI
NQR Version	1

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AGR/N6122: Grow host plants for lac cultivation

Description

This OS unit is about growing host plants for lac cultivation.

Scope

The scope covers the following :

- Procure the planting material to grow host trees
- Raise host tree saplings in the nursery
- Prepare the field for growing host trees
- Plant and maintain the host trees

Elements and Performance Criteria

Procure the planting material to grow host trees

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

- PC1.** select the appropriate type of host tree species for hosting lac insects according to the agro-climatic conditions at the site
- PC2.** identify government-approved vendors for procuring the planting material to grow host plants
- PC3.** examine the quality of planting material and select the planting material vendor(s) based on its quality and price
- PC4.** procure the planting material and required inputs, e.g. fertilizers and pesticides from the selected vendors or agricultural universities/ government research institutes
- PC5.** store the planting material safely in appropriate storage with the recommended levels of temperature and humidity

Raise host tree saplings in the nursery

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

- PC6.** arrange the required tools, implements and equipment for preparing the nursery bed and field
- PC7.** prepare an appropriate type of nursery bed to grow saplings of those tree species that cannot withstand field conditions during their early stages of growth
- PC8.** follow the appropriate measures to protect saplings from pests and diseases
- PC9.** apply the recommended organic and inorganic fertilizers to saplings according to their nutrient requirements at different stages of growth
- PC10.** determine the maturity of saplings for being transplanted in the field and harvest them, ensuring no damage
- PC11.** maintain the saplings in appropriate and hygienic storage before transplanting

Prepare the field for growing host trees

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

- PC12.** remove any debris, weeds and any waste material from the selected land for growing the host trees

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- PC13.** arrange the appropriate tools and implements for soil sampling
- PC14.** collect soil samples from the field and label them with the required information, such as the location and date of sample collection
- PC15.** coordinate with a government-approved laboratory for soil testing
- PC16.** apply the necessary treatment(s) to the soil to improve its fertility, e.g. application of manure to increase the organic matter content or lime to adjust the soil's pH
- PC17.** carry out the appropriate type of ploughing in the field to achieve the recommended tilth according to the selected host tree species
- PC18.** create pits of the recommended width and depth for planting the host tree saplings
- PC19.** use the farm machinery and other mechanical tools and equipment as per the manufacturer's instructions, ensuring own and others' safety

Plant and maintain the host trees

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

- PC20.** sow the host tree seeds following an appropriate sowing method, such as broadcasting, dibbling, drilling, etc.
- PC21.** transplant host tree saplings in the prepared pits at the recommended depth, ensuring no damage to them
- PC22.** arrange to protect the host tree saplings from stray animals, predators, harsh weather and strong winds
- PC23.** irrigate the saplings with the recommended quantity of water through different stages of their growth, avoiding over and under irrigation
- PC24.** apply the recommended organic and inorganic fertilizers to the host trees to ensure their healthy growth
- PC25.** check the host trees regularly and identify the signs of pest and disease infestation
- PC26.** apply the recommended pesticides to host trees to cure the pest and disease infestation, ensuring no adverse effects on lac production
- PC27.** use the appropriate plant protection equipment for the application of pesticides, ensuring personal safety
- PC28.** identify weed infestation around the host trees and remove weeds following the appropriate method, e.g. mechanical, cultural or chemical method

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** suitable host tree species for lac cultivation and their life cycle
- KU2.** the agro-climatic conditions appropriate for raising host trees and producing lac
- KU3.** the importance of procuring planting material from government-approved vendors
- KU4.** various inputs required for growing host trees for lac cultivation
- KU5.** different types of nursery beds, i.e. flat, raised or sunken nursery beds for raising host tree saplings
- KU6.** different types of tools, implements and equipment required for nursery bed/field preparation
- KU7.** the field preparation process for growing host trees for lac production

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- KU8.** the process of raising host tree saplings in the nursery and the appropriate care they require
- KU9.** the process of transplanting saplings in the field
- KU10.** the nutrient, and pest and disease management of host trees used in lac cultivation

Generic Skills (GS)

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

- GS1.** maintain work-related notes and records
- GS2.** read the relevant literature to get the latest updates about the field work
- GS3.** communicate politely and professionally
- GS4.** listen attentively to understand the information being shared
- GS5.** plan and schedule tasks for efficient time management
- GS6.** identify possible disruptions to work and take appropriate preventive measures
- GS7.** take quick decisions to deal with workplace emergencies/accidents
- GS8.** evaluate all possible solutions to a problem to select the best one

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Procure the planting material to grow host trees</i>	5	7	-	5
PC1. select the appropriate type of host tree species for hosting lac insects according to the agro-climatic conditions at the site	-	-	-	-
PC2. identify government-approved vendors for procuring the planting material to grow host plants	-	-	-	-
PC3. examine the quality of planting material and select the planting material vendor(s) based on its quality and price	-	-	-	-
PC4. procure the planting material and required inputs, e.g. fertilizers and pesticides from the selected vendors or agricultural universities/ government research institutes	-	-	-	-
PC5. store the planting material safely in appropriate storage with the recommended levels of temperature and humidity	-	-	-	-
<i>Raise host tree saplings in the nursery</i>	7	9	-	7
PC6. arrange the required tools, implements and equipment for preparing the nursery bed and field	-	-	-	-
PC7. prepare an appropriate type of nursery bed to grow saplings of those tree species that cannot withstand field conditions during their early stages of growth	-	-	-	-
PC8. follow the appropriate measures to protect saplings from pests and diseases	-	-	-	-
PC9. apply the recommended organic and inorganic fertilizers to saplings according to their nutrient requirements at different stages of growth	-	-	-	-
PC10. determine the maturity of saplings for being transplanted in the field and harvest them, ensuring no damage	-	-	-	-
PC11. maintain the saplings in appropriate and hygienic storage before transplanting	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Prepare the field for growing host trees</i>	9	12	-	9
PC12. remove any debris, weeds and any waste material from the selected land for growing the host trees	-	-	-	-
PC13. arrange the appropriate tools and implements for soil sampling	-	-	-	-
PC14. collect soil samples from the field and label them with the required information, such as the location and date of sample collection	-	-	-	-
PC15. coordinate with a government-approved laboratory for soil testing	-	-	-	-
PC16. apply the necessary treatment(s) to the soil to improve its fertility, e.g. application of manure to increase the organic matter content or lime to adjust the soil's pH	-	-	-	-
PC17. carry out the appropriate type of ploughing in the field to achieve the recommended tilth according to the selected host tree species	-	-	-	-
PC18. create pits of the recommended width and depth for planting the host tree saplings	-	-	-	-
PC19. use the farm machinery and other mechanical tools and equipment as per the manufacturer's instructions, ensuring own and others' safety	-	-	-	-
<i>Plant and maintain the host trees</i>	9	12	-	9
PC20. sow the host tree seeds following an appropriate sowing method, such as broadcasting, dibbling, drilling, etc.	-	-	-	-
PC21. transplant host tree saplings in the prepared pits at the recommended depth, ensuring no damage to them	-	-	-	-
PC22. arrange to protect the host tree saplings from stray animals, predators, harsh weather and strong winds	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC23. irrigate the saplings with the recommended quantity of water through different stages of their growth, avoiding over and under irrigation	-	-	-	-
PC24. apply the recommended organic and inorganic fertilizers to the host trees to ensure their healthy growth	-	-	-	-
PC25. check the host trees regularly and identify the signs of pest and disease infestation	-	-	-	-
PC26. apply the recommended pesticides to host trees to cure the pest and disease infestation, ensuring no adverse effects on lac production	-	-	-	-
PC27. use the appropriate plant protection equipment for the application of pesticides, ensuring personal safety	-	-	-	-
PC28. identify weed infestation around the host trees and remove weeds following the appropriate method, e.g. mechanical, cultural or chemical method	-	-	-	-
NOS Total	30	40	-	30

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National Occupational Standards (NOS) Parameters

NOS Code	AGR/N6122
NOS Name	Grow host plants for lac cultivation
Sector	Agriculture
Sub-Sector	Forestry, Environment and Renewable Energy Management
Occupation	Agro Forestry Management
NSQF Level	3
Credits	1
Version	2.0
Last Reviewed Date	NA
Next Review Date	29/03/2026
NSQC Clearance Date	29/03/2023

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AGR/N6123: Prune the host trees for lac cultivation

Description

This OS unit is about pruning the host trees prior to inoculating brood during lac cultivation.

Scope

The scope covers the following :

- Prune the host trees
- Ensure safety during pruning activities

Elements and Performance Criteria

Prune the host trees

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

- PC1.** arrange the appropriate tools, implements and equipment for pruning trees, such as secateurs, pruning knife, shear, saw, etc.
- PC2.** identify appropriate twigs of the recommended diameter for pruning
- PC3.** carry out pruning to the recommended extent, avoiding excessive pruning to maintain the health and strength of host trees
- PC4.** prune in a manner to allow adequate space for the growth of new shoots and maintain the host trees in a good shape
- PC5.** identify and remove the dead and diseased branches without damaging the healthy ones
- PC6.** identify the broken/split branches and cut below the break/split
- PC7.** follow the recommended host pruning schedule according to the type of host tree

Ensure safety during pruning activities

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

- PC8.** use the appropriate Personal Protective Equipment (PPE) and accessories during pruning activities, e.g. use of safety gloves, goggles and ladders
- PC9.** follow the recommended practices to ensure personal safety during pruning activities, e.g. safe and controlled use of mechanical equipment

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** the requirement of pruning host trees before inoculating them with brood lac
- KU2.** the appropriate pruning schedule for different species of host trees used in lac cultivation
- KU3.** different pruning methods, e.g. apical/light pruning or basal/heavy pruning
- KU4.** the use of appropriate pruning tools and implements
- KU5.** the process of pruning host trees and the appropriate measures to be taken to ensure their health and suitability for lac cultivation

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KU6. the use of relevant PPE while carrying out pruning and relevant safety practices to be followed

Generic Skills (GS)

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

- GS1.** maintain work-related notes and records
- GS2.** read the relevant literature to get the latest updates about the field work
- GS3.** communicate politely and professionally
- GS4.** listen attentively to understand the information being shared
- GS5.** plan and schedule tasks for efficient time management
- GS6.** identify possible disruptions to work and take appropriate preventive measures
- GS7.** take quick decisions to deal with workplace emergencies/accidents
- GS8.** evaluate all possible solutions to a problem to select the best one

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Prune the host trees</i>	24	30	-	24
PC1. arrange the appropriate tools, implements and equipment for pruning trees, such as secateurs, pruning knife, shear, saw, etc.	-	-	-	-
PC2. identify appropriate twigs of the recommended diameter for pruning	-	-	-	-
PC3. carry out pruning to the recommended extent, avoiding excessive pruning to maintain the health and strength of host trees	-	-	-	-
PC4. prune in a manner to allow adequate space for the growth of new shoots and maintain the host trees in a good shape	-	-	-	-
PC5. identify and remove the dead and diseased branches without damaging the healthy ones	-	-	-	-
PC6. identify the broken/split branches and cut below the break/split	-	-	-	-
PC7. follow the recommended host pruning schedule according to the type of host tree	-	-	-	-
<i>Ensure safety during pruning activities</i>	6	10	-	6
PC8. use the appropriate Personal Protective Equipment (PPE) and accessories during pruning activities, e.g. use of safety gloves, goggles and ladders	-	-	-	-
PC9. follow the recommended practices to ensure personal safety during pruning activities, e.g. safe and controlled use of mechanical equipment	-	-	-	-
NOS Total	30	40	-	30

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National Occupational Standards (NOS) Parameters

NOS Code	AGR/N6123
NOS Name	Prune the host trees for lac cultivation
Sector	Agriculture
Sub-Sector	Forestry, Environment and Renewable Energy Management
Occupation	Agro Forestry Management
NSQF Level	3
Credits	1
Version	2.0
Last Reviewed Date	NA
Next Review Date	29/03/2026
NSQC Clearance Date	29/03/2023

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AGR/N6124: Inoculate the host trees with brood lac

Description

This OS unit is about selecting suitable brood lac twigs and inoculating the host trees with them. It also covers the maintenance of brood lac on host trees.

Scope

The scope covers the following :

- Select brood lac twigs
- Inoculate the host trees with brood lac
- Maintain the brood lac on host trees

Elements and Performance Criteria

Select brood lac twigs

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

- PC1.** estimate and arrange an appropriate quantity of brood according to the type of tree and the number and length of suitable branches
- PC2.** select brood for inoculation, ensuring it is fully mature and free from insect and disease infestation
- PC3.** identify and remove the unsuitable brood

Inoculate the host trees with brood lac

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

- PC4.** cut the brood lac twigs to the recommended length using the appropriate cutting tool, e.g. secateurs
- PC5.** maintain the brood lac twigs under an appropriate temperature before inoculation to induce swarming of nymphs from the brood
- PC6.** check the brood lac twigs for the emergence of larvae
- PC7.** bundle the brood lac twigs in appropriate nylon bags for inoculation
- PC8.** tie the brood twigs on the upper surface of new and tender twigs of host trees for the migration of nymphs from brood lac twigs to host twigs
- PC9.** ensure full contact between the brood lac twigs and host twigs
- PC10.** use the recommended quantity of brood lac for inoculation
- PC11.** ensure to use the harvested brood lac for inoculation within the recommended duration

Maintain the brood lac on host trees

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

- PC12.** monitor the brood lac on host trees regularly and take appropriate measures to prevent them from dropping
- PC13.** maintain brood lac bundles on the host plant for the recommended inoculation period
- PC14.** inspect the settlement of lac insects at different brood lac inoculated points

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- PC15.** collect all used-up brood lac sticks from the host plant to prevent wastage and attack from enemy insects
- PC16.** carry out the alternation of brood and host to achieve good quality brood lac production
- PC17.** follow the appropriate measures to protect the lac crop from high temperatures, e.g. sprinkling water to the lac crop

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** different species and strains of brood lac
- KU2.** the recommended inoculation schedule for different brood lac species
- KU3.** how to estimate the quantity of brood required for inoculating a host tree based on the applicable criteria, e.g. type of tree and the number and length of suitable branches
- KU4.** the process of inoculating the host trees with brood lac
- KU5.** the appropriate precautions to be taken during the inoculation process
- KU6.** the inoculation period for different brood lac species
- KU7.** the process of monitoring and maintaining the brood lac on host trees to ensure quality lac production
- KU8.** the benefits of alternating brood and host to achieve good quality brood lac production

Generic Skills (GS)

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

- GS1.** maintain work-related notes and records
- GS2.** read the relevant literature to get the latest updates about the field work
- GS3.** communicate politely and professionally
- GS4.** listen attentively to understand the information being shared
- GS5.** plan and schedule tasks for efficient time management
- GS6.** identify possible disruptions to work and take appropriate preventive measures
- GS7.** take quick decisions to deal with workplace emergencies/accidents
- GS8.** evaluate all possible solutions to a problem to select the best one

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Select brood lac twigs</i>	7	9	-	7
PC1. estimate and arrange an appropriate quantity of brood according to the type of tree and the number and length of suitable branches	-	-	-	-
PC2. select brood for inoculation, ensuring it is fully mature and free from insect and disease infestation	-	-	-	-
PC3. identify and remove the unsuitable brood	-	-	-	-
<i>Inoculate the host trees with brood lac</i>	13	18	-	13
PC4. cut the brood lac twigs to the recommended length using the appropriate cutting tool, e.g. secateurs	-	-	-	-
PC5. maintain the brood lac twigs under an appropriate temperature before inoculation to induce swarming of nymphs from the brood	-	-	-	-
PC6. check the brood lac twigs for the emergence of larvae	-	-	-	-
PC7. bundle the brood lac twigs in appropriate nylon bags for inoculation	-	-	-	-
PC8. tie the brood twigs on the upper surface of new and tender twigs of host trees for the migration of nymphs from brood lac twigs to host twigs	-	-	-	-
PC9. ensure full contact between the brood lac twigs and host twigs	-	-	-	-
PC10. use the recommended quantity of brood lac for inoculation	-	-	-	-
PC11. ensure to use the harvested brood lac for inoculation within the recommended duration	-	-	-	-
<i>Maintain the brood lac on host trees</i>	10	13	-	10

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC12. monitor the brood lac on host trees regularly and take appropriate measures to prevent them from dropping	-	-	-	-
PC13. maintain brood lac bundles on the host plant for the recommended inoculation period	-	-	-	-
PC14. inspect the settlement of lac insects at different brood lac inoculated points	-	-	-	-
PC15. collect all used-up brood lac sticks from the host plant to prevent wastage and attack from enemy insects	-	-	-	-
PC16. carry out the alternation of brood and host to achieve good quality brood lac production	-	-	-	-
PC17. follow the appropriate measures to protect the lac crop from high temperatures, e.g. sprinkling water to the lac crop	-	-	-	-
NOS Total	30	40	-	30

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National Occupational Standards (NOS) Parameters

NOS Code	AGR/N6124
NOS Name	Inoculate the host trees with brood lac
Sector	Agriculture
Sub-Sector	Forestry, Environment and Renewable Energy Management
Occupation	Agro Forestry Management
NSQF Level	3
Credits	1
Version	2.0
Last Reviewed Date	NA
Next Review Date	29/03/2026
NSQC Clearance Date	29/03/2023

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AGR/N6126: Undertake pest and disease management during lac cultivation

Description

The OS unit is about undertaking pest and disease management during lac cultivation.

Scope

The scope covers the following :

- Monitor the lac crop
- Undertake protective measures for the lac crop

Elements and Performance Criteria

Monitor the lac crop

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

- PC1.** inspect the lac crop regularly and identify the signs of pest and disease infestation
- PC2.** arrange the appropriate pesticides and other relevant chemicals to treat pest and disease infestation in the lac crop

Undertake protective measures for the lac crop

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

- PC3.** follow the recommended preventive measures to protect the lac crop under varying temperature and humidity levels
- PC4.** ensure good aeration around the inoculated branches on the host tree to avoid fungal growth
- PC5.** cover the bundle of brood lac in a synthetic net bag/pouch to prevent enemy insect infestation during the inoculation stage of lac cultivation
- PC6.** apply the recommended pesticides at the recommended intervals after inoculation to protect the lac crop from fungal infestation and insect attacks
- PC7.** ensure to use pesticides/bio-pesticides in the recommended quantity to avoid any adverse impacts on the lac crop
- PC8.** follow the appropriate biological control measures to control the predator enemies of lac crop
- PC9.** follow the appropriate measures to control microbial infection

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** different types of natural enemies of lac insects, such as squirrels, monkeys and rats, insect predators and parasites, microbial flora, etc.
- KU2.** the appropriate preventive measures to be taken to protect the lac crop from pest and disease infestation
- KU3.** the relevant mechanical, chemical, and biological control measures to remove pest and disease infestation from the lac crop and host trees

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- KU4.** the use of relevant plant protection equipment and the appropriate precautions to be taken while applying pesticides and other harmful chemicals
- KU5.** pests and diseases specific to different agro-climate regions, their life cycle, and various sources of infection for lac crop

Generic Skills (GS)

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

- GS1.** maintain work-related notes and records
- GS2.** read the relevant literature to get the latest updates about the field work
- GS3.** communicate politely and professionally
- GS4.** listen attentively to understand the information being shared
- GS5.** plan and schedule tasks for efficient time management
- GS6.** identify possible disruptions to work and take appropriate preventive measures
- GS7.** take quick decisions to deal with workplace emergencies/ accidents
- GS8.** evaluate all possible solutions to a problem to select the best one

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Monitor the lac crop</i>	7	10	-	7
PC1. inspect the lac crop regularly and identify the signs of pest and disease infestation	-	-	-	-
PC2. arrange the appropriate pesticides and other relevant chemicals to treat pest and disease infestation in the lac crop	-	-	-	-
<i>Undertake protective measures for the lac crop</i>	23	30	-	23
PC3. follow the recommended preventive measures to protect the lac crop under varying temperature and humidity levels	-	-	-	-
PC4. ensure good aeration around the inoculated branches on the host tree to avoid fungal growth	-	-	-	-
PC5. cover the bundle of brood lac in a synthetic net bag/pouch to prevent enemy insect infestation during the inoculation stage of lac cultivation	-	-	-	-
PC6. apply the recommended pesticides at the recommended intervals after inoculation to protect the lac crop from fungal infestation and insect attacks	-	-	-	-
PC7. ensure to use pesticides/bio-pesticides in the recommended quantity to avoid any adverse impacts on the lac crop	-	-	-	-
PC8. follow the appropriate biological control measures to control the predator enemies of lac crop	-	-	-	-
PC9. follow the appropriate measures to control microbial infection	-	-	-	-
NOS Total	30	40	-	30

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National Occupational Standards (NOS) Parameters

NOS Code	AGR/N6126
NOS Name	Undertake pest and disease management during lac cultivation
Sector	Agriculture
Sub-Sector	Forestry, Environment and Renewable Energy Management
Occupation	Agro Forestry Management
NSQF Level	3
Credits	1
Version	2.0
Last Reviewed Date	NA
Next Review Date	29/03/2026
NSQC Clearance Date	29/03/2023

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AGR/N6125: Undertake harvesting and post-harvest processing of lac

Description

This OS unit is about undertaking harvesting and post-harvest processing of lac.

Scope

The scope covers the following :

- Harvest the lac
- Undertake post-harvest processing of lac

Elements and Performance Criteria

Harvest the lac

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

- PC1.** check the host twigs to determine the occurrence of swarming
- PC2.** remove brood lac twigs used for inoculation and the used brood lac after complete emergence of lac nymphs from female cells
- PC3.** check the host twigs and identify the signs of complete lac encrustation and maturation
- PC4.** collect mature lac from the host twigs
- PC5.** follow the recommended harvesting schedule according to the lac crop, i.e. Kartiki, Aghani and Jethwi
- PC6.** ensure to harvest only mature lac crop except in case of Palas lac
- PC7.** carry out partial harvesting when surplus brood lac is on the host tree, and the appropriate number of branches is available on the tree for the next generation
- PC8.** store the harvested brood lac under the recommended temperature in a shaded and well-ventilated storage
- PC9.** use the freshly harvested brood lac for further inoculation, as required
- PC10.** scrap lac resin encrustation from the harvested brood lac twigs using a scraping knife and protect it from sunlight

Undertake post-harvest processing of lac

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

- PC11.** grind the scraped lac in the hard stone mill
- PC12.** sort out the unnecessary materials
- PC13.** wash lac with cold water to remove the fine dirt particles and colour
- PC14.** undertake sun-drying of the washed lac
- PC15.** carry out melting of lac under the recommended temperature, mixing appropriate colours as per the requirement
- PC16.** sieve the melted lac through cloth and carry out moulding to give it an appropriate shape as per the requirement
- PC17.** store the processed lac at the recommended temperature and humidity
- PC18.** use the recommended packing material to pack the processed lac

Qualification Pack

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** the difference between active and inactive brood lac
- KU2.** the basic components of stick lac, i.e. lac resin, lac wax, and lac dye
- KU3.** the basic nature of lac, i.e. soluble, resistive and adhesive
- KU4.** the indicators to determine if lac is ready for harvesting
- KU5.** the process of harvesting lac and the use of relevant harvesting tools and implements
- KU6.** the appropriate precautions to be taken during harvesting to maintain the quality of harvested lac
- KU7.** the appropriate safe working practices for harvesting lac
- KU8.** different quality parameters of lac, i.e. colour, density, etc
- KU9.** different post-harvest processing methods for lac
- KU10.** the appropriate conditions required to process lac
- KU11.** the appropriate packing material to be used to pack the processed lac
- KU12.** the uses of lac in different industries, e.g. paints, electricals, automobiles, cosmetics, adhesives, leather, varnishing and polishing, food processing, pharmaceutical, printing, manufacturing, textiles, etc.

Generic Skills (GS)

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

- GS1.** maintain work-related notes and records
- GS2.** read the relevant literature to get the latest updates about the field work
- GS3.** communicate politely and professionally
- GS4.** listen attentively to understand the information being shared
- GS5.** plan and schedule tasks for efficient time management
- GS6.** identify possible disruptions to work and take appropriate preventive measures
- GS7.** take quick decisions to deal with workplace emergencies/accidents
- GS8.** 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>Harvest the lac</i>	16	22	-	16
PC1. check the host twigs to determine the occurrence of swarming	-	-	-	-
PC2. remove brood lac twigs used for inoculation and the used brood lac after complete emergence of lac nymphs from female cells	-	-	-	-
PC3. check the host twigs and identify the signs of complete lac encrustation and maturation	-	-	-	-
PC4. collect mature lac from the host twigs	-	-	-	-
PC5. follow the recommended harvesting schedule according to the lac crop, i.e. Kartiki, Aghani and Jethwi	-	-	-	-
PC6. ensure to harvest only mature lac crop except in case of Palas lac	-	-	-	-
PC7. carry out partial harvesting when surplus brood lac is on the host tree, and the appropriate number of branches is available on the tree for the next generation	-	-	-	-
PC8. store the harvested brood lac under the recommended temperature in a shaded and well-ventilated storage	-	-	-	-
PC9. use the freshly harvested brood lac for further inoculation, as required	-	-	-	-
PC10. scrap lac resin encrustation from the harvested brood lac twigs using a scraping knife and protect it from sunlight	-	-	-	-
<i>Undertake post-harvest processing of lac</i>	14	18	-	14
PC11. grind the scraped lac in the hard stone mill	-	-	-	-
PC12. sort out the unnecessary materials	-	-	-	-
PC13. wash lac with cold water to remove the fine dirt particles and colour	-	-	-	-

Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC14. undertake sun-drying of the washed lac	-	-	-	-
PC15. carry out melting of lac under the recommended temperature, mixing appropriate colours as per the requirement	-	-	-	-
PC16. sieve the melted lac through cloth and carry out moulding to give it an appropriate shape as per the requirement	-	-	-	-
PC17. store the processed lac at the recommended temperature and humidity	-	-	-	-
PC18. use the recommended packing material to pack the processed lac	-	-	-	-
NOS Total	30	40	-	30

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	AGR/N6125
NOS Name	Undertake harvesting and post-harvest processing of lac
Sector	Agriculture
Sub-Sector	Forestry, Environment and Renewable Energy Management
Occupation	Agro Forestry Management
NSQF Level	3
Credits	2
Version	2.0
Last Reviewed Date	NA
Next Review Date	29/03/2026
NSQC Clearance Date	29/03/2023

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:

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- 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

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- 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	NA
Next Review Date	29/03/2026
NSQC Clearance Date	29/03/2023

Qualification Pack

DGT/VSQ/N0101: Employability Skills (30 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
- 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. understand the significance of employability skills in meeting the job requirements

Constitutional values - Citizenship

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

PC2. identify constitutional values, civic rights, duties, personal values and ethics and environmentally sustainable practices

Becoming a Professional in the 21st Century

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

PC3. explain 21st Century Skills such as Self-Awareness, Behavior Skills, Positive attitude, self-motivation, problem-solving, creative thinking, time management, social and cultural awareness, emotional awareness, continuous learning mindset etc.

Basic English Skills

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

PC4. speak with others using some basic English phrases or sentences

Communication Skills

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

PC5. follow good manners while communicating with others

PC6. work with others in a team

Qualification Pack

Diversity & Inclusion

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

PC7. communicate and behave appropriately with all genders and PwD

PC8. report any issues related to sexual harassment

Financial and Legal Literacy

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

PC9. use various financial products and services safely and securely

PC10. calculate income, expenses, savings etc.

PC11. approach the concerned authorities for any exploitation as per legal rights and laws

Essential Digital Skills

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

PC12. operate digital devices and use its features and applications securely and safely

PC13. use internet and social media platforms securely and safely

Entrepreneurship

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

PC14. identify and assess opportunities for potential business

PC15. identify sources for arranging money and associated financial and legal challenges

Customer Service

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

PC16. identify different types of customers

PC17. identify customer needs and address them appropriately

PC18. follow appropriate hygiene and grooming standards

Getting ready for apprenticeship & Jobs

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

PC19. create a basic biodata

PC20. search for suitable jobs and apply

PC21. identify and register apprenticeship opportunities as per requirement

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

KU1. need for employability skills

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 basic spoken English language

KU6. Do and dont of effective communication

KU7. inclusivity and its importance

KU8. different types of disabilities and appropriate communication and behaviour towards PwD

KU9. different types of financial products and services

Qualification Pack

- KU10.** how to compute income and expenses
- KU11.** importance of maintaining safety and security in financial transactions
- KU12.** different legal rights and laws
- KU13.** how to operate digital devices and applications safely and securely
- KU14.** ways to identify business opportunities
- KU15.** types of customers and their needs
- KU16.** how to apply for a job and prepare for an interview
- KU17.** apprenticeship scheme and the process of registering on apprenticeship portal

Generic Skills (GS)

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

- GS1.** communicate effectively using appropriate language
- GS2.** behave politely and appropriately with all
- GS3.** perform basic calculations
- GS4.** solve problems effectively
- GS5.** be careful and attentive at work
- GS6.** use time effectively
- GS7.** maintain hygiene and sanitisation 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. understand the significance of employability skills in meeting the job requirements	-	-	-	-
<i>Constitutional values - Citizenship</i>	1	1	-	-
PC2. identify constitutional values, civic rights, duties, personal values and ethics and environmentally sustainable practices	-	-	-	-
<i>Becoming a Professional in the 21st Century</i>	1	3	-	-
PC3. explain 21st Century Skills such as Self-Awareness, Behavior Skills, Positive attitude, self-motivation, problem-solving, creative thinking, time management, social and cultural awareness, emotional awareness, continuous learning mindset etc.	-	-	-	-
<i>Basic English Skills</i>	2	3	-	-
PC4. speak with others using some basic English phrases or sentences	-	-	-	-
<i>Communication Skills</i>	1	1	-	-
PC5. follow good manners while communicating with others	-	-	-	-
PC6. work with others in a team	-	-	-	-
<i>Diversity & Inclusion</i>	1	1	-	-
PC7. communicate and behave appropriately with all genders and PwD	-	-	-	-
PC8. report any issues related to sexual harassment	-	-	-	-
<i>Financial and Legal Literacy</i>	3	4	-	-
PC9. use various financial products and services safely and securely	-	-	-	-

Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC10. calculate income, expenses, savings etc.	-	-	-	-
PC11. approach the concerned authorities for any exploitation as per legal rights and laws	-	-	-	-
<i>Essential Digital Skills</i>	4	6	-	-
PC12. operate digital devices and use its features and applications securely and safely	-	-	-	-
PC13. use internet and social media platforms securely and safely	-	-	-	-
<i>Entrepreneurship</i>	3	5	-	-
PC14. identify and assess opportunities for potential business	-	-	-	-
PC15. identify sources for arranging money and associated financial and legal challenges	-	-	-	-
<i>Customer Service</i>	2	2	-	-
PC16. identify different types of customers	-	-	-	-
PC17. identify customer needs and address them appropriately	-	-	-	-
PC18. follow appropriate hygiene and grooming standards	-	-	-	-
<i>Getting ready for apprenticeship & Jobs</i>	1	3	-	-
PC19. create a basic biodata	-	-	-	-
PC20. search for suitable jobs and apply	-	-	-	-
PC21. identify and register apprenticeship opportunities as per requirement	-	-	-	-
NOS Total	20	30	-	-

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	DGT/VSQ/N0101
NOS Name	Employability Skills (30 Hours)
Sector	Cross Sectoral
Sub-Sector	Professional Skills
Occupation	Employability
NSQF Level	2
Credits	1
Version	1.0
Last Reviewed Date	NA
Next Review Date	30/06/2025
NSQC Clearance Date	30/06/2022

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) (PC) will be assigned marks proportional to its importance in NOS. SSC will also lay down proportion of marks for Theory and Skills Practical for each PC.
- 2.The assessment for the theory part will be based on knowledge bank of questions created by the SSC.
- 3.Individual assessment agencies will create unique question papers for theory part for each candidate at each examination/training center (as per assessment criteria below).
- 4.Individual assessment agencies will create unique evaluations for skill practical for every student at each examination/ training center based on these criteria.
- 5.In case of successfully passing only certain number of NOSs, the trainee is eligible to take subsequent assessment on the balance NOS's to pass the Qualification Pack.
- 6.In case of unsuccessful completion, the trainee may seek reassessment on the Qualification Pack

Qualification Pack

Minimum Aggregate Passing % at QP Level : 50

(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/N6122.Grow host plants for lac cultivation	30	40	0	30	100	15
AGR/N6123.Prune the host trees for lac cultivation	30	40	0	30	100	15
AGR/N6124.Inoculate the host trees with brood lac	30	40	0	30	100	15
AGR/N6126.Undertake pest and disease management during lac cultivation	30	40	0	30	100	15
AGR/N6125.Undertake harvesting and post-harvest processing of lac	30	40	0	30	100	20
AGR/N9903.Maintain health and safety at the workplace	40	25	-	35	100	10
DGT/VSQ/N0101.Employability Skills (30 Hours)	20	30	-	-	50	10
Total	210	255	-	185	650	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

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.