

Qualification Pack



Custom Hiring Service Provider

QP Code: AGR/Q1112

Version: 3.0

NSQF Level: 5

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AGR/Q1112: Custom Hiring Service Provider

Brief Job Description

A Custom Hiring Service Provider is responsible for providing hiring services to small and marginal farmers for various agricultural machineries, tools and equipment used in different farm operations. For this purpose, the person sets up a centre and makes these available for hiring to farmers on demand basis.

Personal Attributes

The individual in this role must have managerial skills. The person must be able to read, write and communicate well. Good computing and accounting skills are other desirable attributes for this job role.

Applicable National Occupational Standards (NOS)

Compulsory NOS:

1. [AGR/N9921: Establish and Manage a Business](#)
2. [AGR/N1140: Prepare to set up the custom hiring service centre](#)
3. [AGR/N1141: Operationalise the custom hiring service centre](#)
4. [AGR/N1139: Use a computer to process payments, communicate and maintain records](#)
5. [AGR/N9903: Maintain health and safety at the workplace](#)
6. [DGT/VSQ/N0103: Employability Skills \(90 Hours\)](#)

Qualification Pack (QP) Parameters

Sector	Agriculture
Sub-Sector	Agriculture Crop Production
Occupation	Farm Machinery, Equipment Operation and Maintenance
Country	India
NSQF Level	5
Credits	16

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Aligned to NCO/ISCO/ISIC Code	NCO-2015/7233.2800
Minimum Educational Qualification & Experience	<p>Completed 2nd year of UG (UG Diploma) OR Pursuing 2nd year of UG (and continuous education) OR Completed 2nd year diploma after 12th OR Pursuing 2nd year of 2-year diploma after 12th OR 12th pass with 1 year Vocational Education & training (NTC or NAC or CITS) OR Completed 3 year diploma after 10th with 1 Year of experience relevant experience OR 12th grade Pass with 2 Years of experience relevant experience OR 10th grade pass with 4 Years of experience relevant experience OR Previous relevant Qualification of NSQF Level (Level 4 and with minimum education as 8th Grade pass) with 3 Years of experience relevant experience OR Previous relevant Qualification of NSQF Level (Level 4.5 with 1.5- year relevant experience)</p>
Minimum Level of Education for Training in School	
Pre-Requisite License or Training	NA
Minimum Job Entry Age	20 Years
Last Reviewed On	NA
Next Review Date	27/05/2024
NSQF Approval Date	27/05/2021
Version	3.0
Reference code on NQR	QG-05-AG-00290-2023-V1.1-ASCI
NQR Version	1.1

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AGR/N9921: Establish and Manage a Business

Description

This OS unit is about establishing a business as per a plan after conducting market research and monitoring its performance.

Scope

The scope covers the following :

- Conduct market research
- Create a business plan
- Establish the business
- Manage customer relationships
- Monitor the business performance

Elements and Performance Criteria

Conduct market research

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

- PC1.** conduct market research and surveys to identify the scope for the goods/ services offered by the enterprise
- PC2.** identify the target audience to promote goods/ services
- PC3.** establish the requirements of the target audience
- PC4.** calculate the costs involved in conducting the business activity such as procurement, production, logistics, marketing, etc.
- PC5.** determine competition in the relevant business segment
- PC6.** check the feasibility of conducting the concerned business activity
- PC7.** identify the relevant government schemes and financial institutions that support the business idea

Create a business plan

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

- PC8.** identify a suitable location to establish the business
- PC9.** create a database of third-party companies/ vendors relevant to the business activities
- PC10.** identify various job positions that will need personnel to be recruited
- PC11.** identify the relevant channels for the distribution and marketing of goods/ services
- PC12.** determine the price of goods/ services offered by the enterprise based on market demand
- PC13.** identify the relevant risks to the business through risk assessment
- PC14.** develop promotional strategies for the business according to the budget and target segment
- PC15.** prepare a plan to establish the business considering the applicable regulatory requirements and relevant risks
- PC16.** develop relevant policies to govern the company operations including any contingencies

Establish the business

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

- PC17.** register the business under the appropriate business structure with the relevant regulatory body
- PC18.** obtain the necessary license and permits to conduct business as per the Standard Operating Procedure (SOP)
- PC19.** obtain financial assistance from the identified financial institution(s) as per the SOP
- PC20.** ensure the business facility is constructed as planned
- PC21.** procure utilities for the business facility as per the SOP
- PC22.** ensure compliance with all the government laws, local state laws and other regulations as per the requirement
- PC23.** arrange computer system(s) and relevant software to record and manage the business activities
- PC24.** recruit personnel in the required number
- PC25.** assign responsibilities to the company personnel according to their job positions and skills
- PC26.** execute promotional strategies for the business based on the budget and target segment
- PC27.** implement processes that help in minimising costs and maximising profits

Manage customer relationships

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

- PC28.** develop the organisation's Customer Relationship Management (CRM) strategy
- PC29.** identify the relevant CRM system to manage customer relationships
- PC30.** implement the organisation's CRM strategy
- PC31.** conduct research to identify areas of improvement to improve customer satisfaction
- PC32.** adjust the CRM strategy according to the research findings

Monitor the business performance

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

- PC33.** maintain accurate documents and record of business activities
- PC34.** evaluate the business documents and records regularly to assess the business performance
- PC35.** identify the scope of improvement and opportunities for scaling up the business
- PC36.** develop and implement an effective action plan to improve the quality of goods and services offered by the enterprise
- PC37.** report the business activities to the relevant regulatory body in compliance with the applicable regulations

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** the functioning of the relevant business segment
- KU2.** applicable state laws, and other laws pertaining to commercial establishments such as shops and establishment act, taxation laws, labour laws, etc.
- KU3.** importance of complying with regulatory requirements such as paying taxes and reporting business activities
- KU4.** relevant licensing and permit requirements

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- KU5.** business code of conduct
- KU6.** document and record-keeping requirements relevant to the business
- KU7.** various methods of conducting market research to identify the demand for goods or services
- KU8.** various methods of reaching out to possible customers and identifying their needs
- KU9.** use of relevant computing and accounting systems
- KU10.** different types of costs involved in conducting a business such as procurement, production, marketing, etc.
- KU11.** healthy market competition practices
- KU12.** importance of using third parties to improve quality of goods/ service and customer/ client satisfaction
- KU13.** third-party risk management practices
- KU14.** effective personnel management
- KU15.** effective method of creating a business plan
- KU16.** pricing strategy for the relevant goods and services
- KU17.** importance and method of developing business policies
- KU18.** the process of registering the business under the relevant business structure
- KU19.** business sustainability practices
- KU20.** process to evaluate the business performance
- KU21.** factors to consider while preparing an action plan to improve business performance
- KU22.** various business management skills and practices
- KU23.** various leadership practices and qualities
- KU24.** business continuity management
- KU25.** customer relationship management and associated best practices

Generic Skills (GS)

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

- GS1.** write formal letters and emails to communicate with the relevant authorities and prepare the relevant documents and reports
- GS2.** read about the relevant schemes, policies and latest technologies in the field of work
- GS3.** maintain effective and professional relationships with co-workers, clients, relevant authorities and third parties
- GS4.** interact politely and professionally with co-workers, clients, relevant authorities and third parties
- GS5.** listen attentively to understand the client requirements and personnel concerns
- GS6.** improve work processes by identifying and implementing relevant improvements
- GS7.** assess risks to business activities and take preventive action to deal with them
- GS8.** plan and prioritise tasks to ensure timely completion
- GS9.** evaluate all possible solutions to a problem before selecting the best one

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Conduct market research</i>	5	5	-	5
PC1. conduct market research and surveys to identify the scope for the goods/ services offered by the enterprise	-	-	-	-
PC2. identify the target audience to promote goods/ services	-	-	-	-
PC3. establish the requirements of the target audience	-	-	-	-
PC4. calculate the costs involved in conducting the business activity such as procurement, production, logistics, marketing, etc.	-	-	-	-
PC5. determine competition in the relevant business segment	-	-	-	-
PC6. check the feasibility of conducting the concerned business activity	-	-	-	-
PC7. identify the relevant government schemes and financial institutions that support the business idea	-	-	-	-
<i>Create a business plan</i>	5	5	-	5
PC8. identify a suitable location to establish the business	-	-	-	-
PC9. create a database of third-party companies/ vendors relevant to the business activities	-	-	-	-
PC10. identify various job positions that will need personnel to be recruited	-	-	-	-
PC11. identify the relevant channels for the distribution and marketing of goods/ services	-	-	-	-
PC12. determine the price of goods/ services offered by the enterprise based on market demand	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC13. identify the relevant risks to the business through risk assessment	-	-	-	-
PC14. develop promotional strategies for the business according to the budget and target segment	-	-	-	-
PC15. prepare a plan to establish the business considering the applicable regulatory requirements and relevant risks	-	-	-	-
PC16. develop relevant policies to govern the company operations including any contingencies	-	-	-	-
<i>Establish the business</i>	5	6	-	5
PC17. register the business under the appropriate business structure with the relevant regulatory body	-	-	-	-
PC18. obtain the necessary license and permits to conduct business as per the Standard Operating Procedure (SOP)	-	-	-	-
PC19. obtain financial assistance from the identified financial institution(s) as per the SOP	-	-	-	-
PC20. ensure the business facility is constructed as planned	-	-	-	-
PC21. procure utilities for the business facility as per the SOP	-	-	-	-
PC22. ensure compliance with all the government laws, local state laws and other regulations as per the requirement	-	-	-	-
PC23. arrange computer system(s) and relevant software to record and manage the business activities	-	-	-	-
PC24. recruit personnel in the required number	-	-	-	-
PC25. assign responsibilities to the company personnel according to their job positions and skills	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC26. execute promotional strategies for the business based on the budget and target segment	-	-	-	-
PC27. implement processes that help in minimising costs and maximising profits	-	-	-	-
<i>Manage customer relationships</i>	5	12	-	5
PC28. develop the organisation's Customer Relationship Management (CRM) strategy	-	-	-	-
PC29. identify the relevant CRM system to manage customer relationships	-	-	-	-
PC30. implement the organisation's CRM strategy	-	-	-	-
PC31. conduct research to identify areas of improvement to improve customer satisfaction	-	-	-	-
PC32. adjust the CRM strategy according to the research findings	-	-	-	-
<i>Monitor the business performance</i>	10	12	-	10
PC33. maintain accurate documents and record of business activities	-	-	-	-
PC34. evaluate the business documents and records regularly to assess the business performance	-	-	-	-
PC35. identify the scope of improvement and opportunities for scaling up the business	-	-	-	-
PC36. develop and implement an effective action plan to improve the quality of goods and services offered by the enterprise	-	-	-	-
PC37. report the business activities to the relevant regulatory body in compliance with the applicable regulations	-	-	-	-
NOS Total	30	40	-	30

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National Occupational Standards (NOS) Parameters

NOS Code	AGR/N9921
NOS Name	Establish and Manage a Business
Sector	Agriculture
Sub-Sector	Generic
Occupation	Generic
NSQF Level	5
Credits	2
Version	1.0
Last Reviewed Date	NA
Next Review Date	27/05/2024
NSQC Clearance Date	27/05/2021

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AGR/N1140: Prepare to set up the custom hiring service centre

Description

This OS unit is about preparing to set up a custom hiring service centre.

Scope

The scope covers the following :

- Conduct field and online research
- Identify the resources required to set up the centre
- Select the location of the centre
- Apply for financial assistance
- Arrange the necessary resources

Elements and Performance Criteria

Conduct field and online research

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

- PC1.** identify the target area after conducting research on multiple areas
- PC2.** collect information about the relevant government schemes and policies that support custom hiring services
- PC3.** co-ordinate with the existing custom hiring service providers to keep abreast with the business's viability and latest trends in the field
- PC4.** conduct surveys in the target area to get information about the need of different farm machineries, tools and equipment

Identify the resources and prepare the cost estimates

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

- PC5.** prepare a list of farm machineries, tools and equipment required for the centre
- PC6.** estimate the requirement of other resources such as manpower, utilities, etc.
- PC7.** prepare the cost estimates for setting up the centre considering all fixed, variable and recurring costs

Select the location of the centre

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

- PC8.** identify a location for setting up the centre based on factors such as ability to cater a larger audience and availability of utilities i.e. water, electricity, telephone
- PC9.** ascertain that the location is away from any residential area and safe from any significant hazards

Apply for financial assistance

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

- PC10.** identify the financial institution(s) under relevant government schemes to secure financial assistance
- PC11.** secure financial assistance following the application procedure of the identified financial institution(s)

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Arrange the necessary resources

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

- PC12.** identify the relevant vendors and purchase/ hire the required land area, machineries, tools, equipment, PPE and other resources
- PC13.** inspect the quality and condition of the machineries, tools, equipment, PPE and other resources
- PC14.** report any defects to the manufacturer as per the warranty policy
- PC15.** arrange additional resources to avoid any disruptions to work
- PC16.** procure utilities such as water, electricity, telephone etc.
- PC17.** recruit mechanics and workers in the required number

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** the process of conducting online and field research
- KU2.** various parameters to be assessed for setting up a custom hiring service business
- KU3.** relevant government schemes and policies
- KU4.** process and regulatory requirements for setting up a custom hiring service business
- KU5.** fixed and variable costs in setting up a business such as labour cost, costs for construction of the facility, purchase of land, tools, equipment, etc.
- KU6.** types of loans and the process to secure one
- KU7.** financial institutions that can help with setting up an agriculture allied business such as National Bank for Agriculture and Rural Development (NABARD) and commercial/ regional rural/ co-operative banks
- KU8.** different types of agriculture machineries/ tools/ equipment and their uses such as tractor, power tiller, harvesting/reaping equipment, threshing/shelling equipment, plant protection equipment, etc.
- KU9.** supply and demand analysis for agriculture machineries/ tools/ equipment
- KU10.** the process of procuring resources
- KU11.** accounting and inventory management
- KU12.** the process to recruit personnel
- KU13.** Dangerous Machines (Regulation) Act, 1983
- KU14.** state laws, and other laws pertaining to commercial establishments such as shops and establishment acts, taxation laws, labour laws, etc.

Generic Skills (GS)

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

- GS1.** fill in the relevant applications and write work-related communications
- GS2.** read relevant laws, schemes and policy related documents
- GS3.** evaluate all possible solutions to a problem to select the best one

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- GS4.** listen attentively to understand the instructions and information being shared
- GS5.** communicate clearly and respectfully
- GS6.** identify possible disruptions to work and take appropriate preventive measures
- GS7.** plan and schedule tasks for effective time management
- GS8.** take quick decisions to deal with workplace emergencies/ accidents

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Conduct field and online research</i>	5	8	-	5
PC1. identify the target area after conducting research on multiple areas	-	-	-	-
PC2. collect information about the relevant government schemes and policies that support custom hiring services	-	-	-	-
PC3. co-ordinate with the existing custom hiring service providers to keep abreast with the business's viability and latest trends in the field	-	-	-	-
PC4. conduct surveys in the target area to get information about the need of different farm machineries, tools and equipment	-	-	-	-
<i>Identify the resources and prepare the cost estimates</i>	5	8	-	5
PC5. prepare a list of farm machineries, tools and equipment required for the centre	-	-	-	-
PC6. estimate the requirement of other resources such as manpower, utilities, etc.	-	-	-	-
PC7. prepare the cost estimates for setting up the centre considering all fixed, variable and recurring costs	-	-	-	-
<i>Select the location of the centre</i>	5	7	-	5
PC8. identify a location for setting up the centre based on factors such as ability to cater a larger audience and availability of utilities i.e. water, electricity, telephone	-	-	-	-
PC9. ascertain that the location is away from any residential area and safe from any significant hazards	-	-	-	-
<i>Apply for financial assistance</i>	5	7	-	5
PC10. identify the financial institution(s) under relevant government schemes to secure financial assistance	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC11. secure financial assistance following the application procedure of the identified financial institution(s)	-	-	-	-
<i>Arrange the necessary resources</i>	10	10	-	10
PC12. identify the relevant vendors and purchase/ hire the required land area, machineries, tools, equipment, PPE and other resources	-	-	-	-
PC13. inspect the quality and condition of the machineries, tools, equipment, PPE and other resources	-	-	-	-
PC14. report any defects to the manufacturer as per the warranty policy	-	-	-	-
PC15. arrange additional resources to avoid any disruptions to work	-	-	-	-
PC16. procure utilities such as water, electricity, telephone etc.	-	-	-	-
PC17. recruit mechanics and workers in the required number	-	-	-	-
NOS Total	30	40	-	30

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National Occupational Standards (NOS) Parameters

NOS Code	AGR/N1140
NOS Name	Prepare to set up the custom hiring service centre
Sector	Agriculture
Sub-Sector	Agriculture Crop Production
Occupation	Farm Machinery, Equipment Operation And Maintenance
NSQF Level	5
Credits	2
Version	2.0
Last Reviewed Date	NA
Next Review Date	27/05/2024
NSQC Clearance Date	27/05/2021

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AGR/N1141: Operationalise the custom hiring service centre

Description

This OS unit is about starting and managing the operations of a custom hiring service centre.

Scope

The scope covers the following :

- Establish the centre
- Initiate and manage the operations
- Perform basic repairs and maintenance
- Optimise resource utilisation

Elements and Performance Criteria

Establish the centre

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

- PC1.** supervise the construction of the centre facility in compliance with the relevant laws
- PC2.** set up machineries, tools and equipment as per the manufacturer's instructions
- PC3.** implement appropriate preventive measures to deal with health and safety hazards
- PC4.** ensure adherence to the relevant laws and regulations pertaining to commercial establishments

Initiate and manage the operations

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

- PC5.** conduct appropriate training for the centre employees
- PC6.** prepare a work plan for the centre employees
- PC7.** allocate work to centre employees as per the work plan
- PC8.** monitor the centre operations to ensure compliance with the relevant regulatory and quality standards
- PC9.** identify process improvements and disruptions to implement appropriate solutions
- PC10.** manage logistics for the distribution of machineries, tools and equipment to farmers
- PC11.** manage human resources effectively for good productivity and quality of work
- PC12.** identify the machinery/ tools/ implements related needs and concerns of the farmers through relevant forums and address them
- PC13.** create a database of farmers
- PC14.** evaluate the business performance through daily monitoring

Perform basic repairs and maintenance

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

- PC15.** identify the common faults and damages in various farm machineries/ tools/ implements
- PC16.** arrange the necessary tools and PPE to carry out repair and maintenance

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- PC17.** carry out repair and maintenance of various farm machineries/ tools/ implements as per the service manual
- PC18.** co-ordinate with the the manufacturer to resolve any problems with machineries/ tools/ implements
- PC19.** use the appropriate PPE during repair and maintenance activities

Optimise resource utilisation

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

- PC20.** optimise usage of material including water in various tasks/ activities/ processes
- PC21.** plug spills/leakages and escalate to appropriate authority if unable to rectify
- PC22.** optimise usage of electricity/energy in various tasks/activities/processes
- PC23.** connect electrical equipment and appliances safely and turn off when not in use
- PC24.** segregate waste into different categories
- PC25.** dispose non-recyclable waste appropriately
- PC26.** deposit recyclable and reusable material at the identified location

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** requirements for the construction of a business facility
- KU2.** installation of machineries, tools and equipment in a custom hiring service workshop
- KU3.** laws applicable to custom hiring services for farm machineries/ tools/ equipment
- KU4.** human resources management including the preparation of a work plan and allocation of work to employees
- KU5.** relevant documentation requirements for the business
- KU6.** monitoring of custom hiring service centre operations to ensure compliance with the relevant regulatory and quality standards
- KU7.** logistics management for the distribution of machineries, tools and equipment to farmers
- KU8.** the process of creating a database of farmers
- KU9.** different forums to connect with the farmers in the target area
- KU10.** common faults/damages in various farm machineries/ tools/ implements and their repair and maintenance
- KU11.** use of the relevant PPE
- KU12.** evaluation of the business performance
- KU13.** various occupational and environmental hazards and the ways to deal with them
- KU14.** the importance of following environmental and ecological best practices
- KU15.** benefits of resource optimisation
- KU16.** ways of efficiently managing material and water in the process
- KU17.** basics of electricity and prevalent energy efficient devices
- KU18.** ways to recognise common electrical problems
- KU19.** common practices of conserving electricity
- KU20.** methods of recycling and disposing different types of waste

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KU21. common sources of pollution and ways to minimise it

Generic Skills (GS)

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

- GS1.** prepare the relevant business reports and records
- GS2.** read the relevant policy and scheme related documents
- GS3.** listen attentively to understand the requirements of clients
- GS4.** communicate clearly and courteously
- GS5.** identify possible disruptions to work and take preventive measures
- GS6.** plan and prioritise tasks to ensure timely completion
- GS7.** take quick decisions to deal with workplace emergencies/ accidents
- GS8.** co-ordinate with co-workers to achieve the organisational goals

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Establish the centre</i>	5	5	-	5
PC1. supervise the construction of the centre facility in compliance with the relevant laws	-	-	-	-
PC2. set up machineries, tools and equipment as per the manufacturer's instructions	-	-	-	-
PC3. implement appropriate preventive measures to deal with health and safety hazards	-	-	-	-
PC4. ensure adherence to the relevant laws and regulations pertaining to commercial establishments	-	-	-	-
<i>Initiate and manage the operations</i>	10	10	-	10
PC5. conduct appropriate training for the centre employees	-	-	-	-
PC6. prepare a work plan for the centre employees	-	-	-	-
PC7. allocate work to centre employees as per the work plan	-	-	-	-
PC8. monitor the centre operations to ensure compliance with the relevant regulatory and quality standards	-	-	-	-
PC9. identify process improvements and disruptions to implement appropriate solutions	-	-	-	-
PC10. manage logistics for the distribution of machineries, tools and equipment to farmers	-	-	-	-
PC11. manage human resources effectively for good productivity and quality of work	-	-	-	-
PC12. identify the machinery/ tools/ implements related needs and concerns of the farmers through relevant forums and address them	-	-	-	-
PC13. create a database of farmers	-	-	-	-
PC14. evaluate the business performance through daily monitoring	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Perform basic repairs and maintenance</i>	5	10	-	5
PC15. identify the common faults and damages in various farm machineries/ tools/ implements	-	-	-	-
PC16. arrange the necessary tools and PPE to carry out repair and maintenance	-	-	-	-
PC17. carry out repair and maintenance of various farm machineries/ tools/ implements as per the service manual	-	-	-	-
PC18. co-ordinate with the the manufacturer to resolve any problems with machineries/ tools/ implements	-	-	-	-
PC19. use the appropriate PPE during repair and maintenance activities	-	-	-	-
<i>Optimise resource utilisation</i>	10	15	-	10
PC20. optimise usage of material including water in various tasks/ activities/ processes	-	-	-	-
PC21. plug spills/leakages and escalate to appropriate authority if unable to rectify	-	-	-	-
PC22. optimise usage of electricity/energy in various tasks/activities/processes	-	-	-	-
PC23. connect electrical equipment and appliances safely and turn off when not in use	-	-	-	-
PC24. segregate waste into different categories	-	-	-	-
PC25. dispose non-recyclable waste appropriately	-	-	-	-
PC26. deposit recyclable and reusable material at the identified location	-	-	-	-
NOS Total	30	40	-	30

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National Occupational Standards (NOS) Parameters

NOS Code	AGR/N1141
NOS Name	Operationalise the custom hiring service centre
Sector	Agriculture
Sub-Sector	Agriculture Crop Production
Occupation	Farm Machinery, Equipment Operation And Maintenance
NSQF Level	5
Credits	2
Version	2.0
Last Reviewed Date	NA
Next Review Date	27/05/2024
NSQC Clearance Date	27/05/2021

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AGR/N1139: Use a computer to process payments, communicate and maintain records

Description

This OS unit is about processing payments electronically, communicating via email, and preparing and maintaining various business records with the use of a computer.

Scope

The scope covers the following :

- Use electronic payment methods and email
- Maintain the financial records
- Maintain the record of operations

Elements and Performance Criteria

Use electronic payment methods and email

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

- PC1.** register for the relevant electronic payment methods and email services
- PC2.** use the electronic payment methods to process the payments
- PC3.** use email for business communications

Maintain the financial records

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

- PC4.** identify the relevant accounting system to maintain the centre's accounts
- PC5.** record various costs correctly as fixed and variable costs
- PC6.** maintain a journal for each type of transaction
- PC7.** post all transactions to the general ledger after recording in the relevant journal
- PC8.** calculate the unadjusted balance in each account
- PC9.** create a worksheet to match the debits and credits
- PC10.** prepare the centre's financial statements i.e. income statement, balance sheet and cash flow statement

Maintain the record of operations

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

- PC11.** identify the relevant computer software/ application to prepare and maintain the business records
- PC12.** maintain the record of farmer visits, frequency of visit, sales/ services along with any other relevant details
- PC13.** maintain the record of various machineries/ tools/ equipment used or hired
- PC14.** record the payments into and from the centre's bank account accurately
- PC15.** create a database of different manufacturers/ suppliers of various machineries/ tools/ equipment including product warranty information, maintenance schedule, contact details, etc.

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- PC16.** maintain the record of breakdown/ repair/ maintenance of all machineries/ tools/ equipment
- PC17.** create regular backup of the centre's reports and data to prevent accidental loss
- PC18.** arrange for the safe storage of various documents and reports

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** use of the relevant accounting and computer applications for maintaining the centre's accounts and business records
- KU2.** different types of financial statements generated in the process of maintaining the centre's accounts
- KU3.** meaning and use of basic accounting terminology and classification of various transactions
- KU4.** different online cloud storage services for backing up business data and reports
- KU5.** use of email communication services
- KU6.** various electronic payments methods available in India such as Aadhar Enabled Payment System (AEPS), Bharat Interface for Money (BHIM) app, mobile or e-wallets, UPI, USSD, etc.
- KU7.** legal and standard requirements and process with respect to business documentation and record-keeping
- KU8.** relevant details to be recorded in business reports such as data on marketing, logistics, distribution and sale
- KU9.** safe handling and storage of reports and documents
- .
- KU10.** best practices for the protection of data and privacy

Generic Skills (GS)

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

- GS1.** maintain work-related records
- GS2.** read and follow the health and safety instructions
- GS3.** listen attentively to understand the information/ instructions being shared by the speaker
- GS4.** communicate clearly and politely with co-workers and clients
- GS5.** plan and prioritise tasks to ensure timely completion
- 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
- GS9.** co-ordinate with the co-workers to achieve the work objectives

Qualification Pack

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Use electronic payment methods and email</i>	8	10	-	10
PC1. register for the relevant electronic payment methods and email services	-	-	-	-
PC2. use the electronic payment methods to process the payments	-	-	-	-
PC3. use email for business communications	-	-	-	-
<i>Maintain the financial records</i>	8	15	-	15
PC4. identify the relevant accounting system to maintain the centre's accounts	-	-	-	-
PC5. record various costs correctly as fixed and variable costs	-	-	-	-
PC6. maintain a journal for each type of transaction	-	-	-	-
PC7. post all transactions to the general ledger after recording in the relevant journal	-	-	-	-
PC8. calculate the unadjusted balance in each account	-	-	-	-
PC9. create a worksheet to match the debits and credits	-	-	-	-
PC10. prepare the centre's financial statements i.e. income statement, balance sheet and cash flow statement	-	-	-	-
<i>Maintain the record of operations</i>	9	15	-	10
PC11. identify the relevant computer software/ application to prepare and maintain the business records	-	-	-	-
PC12. maintain the record of farmer visits, frequency of visit, sales/ services along with any other relevant details	-	-	-	-
PC13. maintain the record of various machineries/ tools/ equipment used or hired	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC14. record the payments into and from the centre's bank account accurately	-	-	-	-
PC15. create a database of different manufacturers/ suppliers of various machineries/ tools/ equipment including product warranty information, maintenance schedule, contact details, etc.	-	-	-	-
PC16. maintain the record of breakdown/ repair/ maintenance of all machineries/ tools/ equipment	-	-	-	-
PC17. create regular backup of the centre's reports and data to prevent accidental loss	-	-	-	-
PC18. arrange for the safe storage of various documents and reports	-	-	-	-
NOS Total	25	40	-	35

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	AGR/N1139
NOS Name	Use a computer to process payments, communicate and maintain records
Sector	Agriculture
Sub-Sector	Agriculture Crop Production
Occupation	Farm Machinery, Equipment Operation And Maintenance
NSQF Level	5
Credits	2
Version	2.0
Last Reviewed Date	NA
Next Review Date	27/05/2024
NSQC Clearance Date	27/05/2021

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

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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	3.0
Last Reviewed Date	26/05/2022
Next Review Date	27/05/2024
NSQC Clearance Date	27/05/2021

Qualification Pack

DGT/VSQ/N0103: Employability Skills (90 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.** understand the significance of employability skills in meeting the current job market requirement and future of work
- PC2.** identify and explore learning and employability relevant portals
- PC3.** research about the different industries, job market trends, latest skills required and the available opportunities

Constitutional values - Citizenship

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

- PC4.** 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.
- PC5.** follow environmentally sustainable practices

Becoming a Professional in the 21st Century

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

- PC6.** recognize the significance of 21st Century Skills for employment

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- PC7.** 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
- PC8.** adopt a continuous learning mindset for personal and professional development

Basic English Skills

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

- PC9.** use basic English for everyday conversation in different contexts, in person and over the telephone
- PC10.** read and understand routine information, notes, instructions, mails, letters etc. written in English
- PC11.** 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:

- PC12.** identify career goals based on the skills, interests, knowledge, and personal attributes
- PC13.** prepare a career development plan with short- and long-term goals

Communication Skills

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

- PC14.** follow verbal and non-verbal communication etiquette while communicating in professional and public settings
- PC15.** use active listening techniques for effective communication
- PC16.** communicate in writing using appropriate style and format based on formal or informal requirements
- PC17.** work collaboratively with others in a team

Diversity & Inclusion

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

- PC18.** communicate and behave appropriately with all genders and PwD
- PC19.** 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:

- PC20.** identify and select reliable institutions for various financial products and services such as bank account, debit and credit cards, loans, insurance etc.
- PC21.** carry out offline and online financial transactions, safely and securely, using various methods and check the entries in the passbook
- PC22.** identify common components of salary and compute income, expenses, taxes, investments etc
- PC23.** 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:

- PC24.** operate digital devices and use their features and applications securely and safely
- PC25.** carry out basic internet operations by connecting to the internet safely and securely, using the mobile data or other available networks through Bluetooth, Wi-Fi, etc.
- PC26.** display responsible online behaviour while using various social media platforms

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- PC27.** create a personal email account, send and process received messages as per requirement
- PC28.** carry out basic procedures in documents, spreadsheets and presentations using respective and appropriate applications
- PC29.** utilize virtual collaboration tools to work effectively

Entrepreneurship

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

- PC30.** identify different types of Entrepreneurship and Enterprises and assess opportunities for potential business through research
- PC31.** develop a business plan and a work model, considering the 4Ps of Marketing Product, Price, Place and Promotion
- PC32.** 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:

- PC33.** identify different types of customers and ways to communicate with them
- PC34.** identify and respond to customer requests and needs in a professional manner
- PC35.** use appropriate tools to collect customer feedback
- PC36.** follow appropriate hygiene and grooming standards

Getting ready for apprenticeship & Jobs

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

- PC37.** create a professional Curriculum vitae (Résumé)
- PC38.** search for suitable jobs using reliable offline and online sources such as Employment exchange, recruitment agencies, newspapers etc. and job portals, respectively
- PC39.** apply to identified job openings using offline /online methods as per requirement
- PC40.** answer questions politely, with clarity and confidence, during recruitment and selection
- PC41.** 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

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- KU11.** components of salary and 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
- KU16.** use applications such as word processors, spreadsheets etc.
- KU17.** how to identify business opportunities
- KU18.** types and needs of customers
- KU19.** how to apply for a job and prepare for an interview
- KU20.** 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 in English and other languages
- GS2.** communicate effectively using appropriate language in formal and informal settings
- GS3.** behave politely and appropriately with all to maintain effective work relationship
- GS4.** how to work in a virtual mode, using various technological platforms
- 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. understand the significance of employability skills in meeting the current job market requirement and future of work	-	-	-	-
PC2. identify and explore learning and employability relevant portals	-	-	-	-
PC3. research about the different industries, job market trends, latest skills required and the available opportunities	-	-	-	-
<i>Constitutional values - Citizenship</i>	1	1	-	-
PC4. 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.	-	-	-	-
PC5. follow environmentally sustainable practices	-	-	-	-
<i>Becoming a Professional in the 21st Century</i>	1	3	-	-
PC6. recognize the significance of 21st Century Skills for employment	-	-	-	-
PC7. 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	-	-	-	-
PC8. adopt a continuous learning mindset for personal and professional development	-	-	-	-
<i>Basic English Skills</i>	3	4	-	-
PC9. use basic English for everyday conversation in different contexts, in person and over the telephone	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC10. read and understand routine information, notes, instructions, mails, letters etc. written in English	-	-	-	-
PC11. write short messages, notes, letters, e-mails etc. in English	-	-	-	-
<i>Career Development & Goal Setting</i>	1	2	-	-
PC12. identify career goals based on the skills, interests, knowledge, and personal attributes	-	-	-	-
PC13. prepare a career development plan with short- and long-term goals	-	-	-	-
<i>Communication Skills</i>	2	2	-	-
PC14. follow verbal and non-verbal communication etiquette while communicating in professional and public settings	-	-	-	-
PC15. use active listening techniques for effective communication	-	-	-	-
PC16. communicate in writing using appropriate style and format based on formal or informal requirements	-	-	-	-
PC17. work collaboratively with others in a team	-	-	-	-
<i>Diversity & Inclusion</i>	1	1	-	-
PC18. communicate and behave appropriately with all genders and PwD	-	-	-	-
PC19. escalate any issues related to sexual harassment at workplace according to POSH Act	-	-	-	-
<i>Financial and Legal Literacy</i>	2	3	-	-
PC20. identify and select reliable institutions for various financial products and services such as bank account, debit and credit cards, loans, insurance etc.	-	-	-	-
PC21. carry out offline and online financial transactions, safely and securely, using various methods and check the entries in the passbook	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC22. identify common components of salary and compute income, expenses, taxes, investments etc	-	-	-	-
PC23. identify relevant rights and laws and use legal aids to fight against legal exploitation	-	-	-	-
<i>Essential Digital Skills</i>	3	5	-	-
PC24. operate digital devices and use their features and applications securely and safely	-	-	-	-
PC25. carry out basic internet operations by connecting to the internet safely and securely, using the mobile data or other available networks through Bluetooth, Wi-Fi, etc.	-	-	-	-
PC26. display responsible online behaviour while using various social media platforms	-	-	-	-
PC27. create a personal email account, send and process received messages as per requirement	-	-	-	-
PC28. carry out basic procedures in documents, spreadsheets and presentations using respective and appropriate applications	-	-	-	-
PC29. utilize virtual collaboration tools to work effectively	-	-	-	-
<i>Entrepreneurship</i>	2	3	-	-
PC30. identify different types of Entrepreneurship and Enterprises and assess opportunities for potential business through research	-	-	-	-
PC31. develop a business plan and a work model, considering the 4Ps of Marketing Product, Price, Place and Promotion	-	-	-	-
PC32. identify sources of funding, anticipate, and mitigate any financial/ legal hurdles for the potential business opportunity	-	-	-	-
<i>Customer Service</i>	1	2	-	-
PC33. identify different types of customers and ways to communicate with them	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC34. identify and respond to customer requests and needs in a professional manner	-	-	-	-
PC35. use appropriate tools to collect customer feedback	-	-	-	-
PC36. follow appropriate hygiene and grooming standards	-	-	-	-
<i>Getting ready for apprenticeship & Jobs</i>	2	3	-	-
PC37. create a professional Curriculum vitae (Résumé)	-	-	-	-
PC38. search for suitable jobs using reliable offline and online sources such as Employment exchange, recruitment agencies, newspapers etc. and job portals, respectively	-	-	-	-
PC39. apply to identified job openings using offline /online methods as per requirement	-	-	-	-
PC40. answer questions politely, with clarity and confidence, during recruitment and selection	-	-	-	-
PC41. 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/N0103
NOS Name	Employability Skills (90 Hours)
Sector	Cross Sectoral
Sub-Sector	Professional Skills
Occupation	Employability
NSQF Level	5
Credits	3
Version	1.0
Last Reviewed Date	NA
Next Review Date	29/03/2026
NSQC Clearance Date	29/03/2023

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.

Minimum Aggregate Passing % at QP Level : 70

Qualification Pack

(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/N9921.Establish and Manage a Business	30	40	-	30	100	20
AGR/N1140.Prepare to set up the custom hiring service centre	30	40	-	30	100	25
AGR/N1141.Operationalise the custom hiring service centre	30	40	-	30	100	25
AGR/N1139.Use a computer to process payments, communicate and maintain records	25	40	-	35	100	10
AGR/N9903.Maintain health and safety at the workplace	40	25	-	35	100	10
DGT/VSQ/N0103.Employability Skills (90 Hours)	20	30	-	-	50	10
Total	175	215	-	160	550	100

Qualification Pack

Acronyms

NOS	National Occupational Standard(s)
NSQF	National Skills Qualifications Framework
QP	Qualifications Pack
TVET	Technical and Vocational Education and Training
PwD	Persons with Disabilities
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.