

Qualification Pack



Small Poultry Farmer

QP Code: AGR/Q4306

Version: 3.0

NSQF Level: 4

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AGR/Q4306: Small Poultry Farmer

Brief Job Description

Small Poultry Farmer is responsible for raising different types of domestic birds for the purpose of egg and/or meat production. The person takes various decisions for the viability and sustainability of the poultry farm. The individual ensures proper care of the poultry birds, their health and productivity, meat and/or egg production and marketing of the produce.

Personal Attributes

The individual should be able to work independently or in team as per the work requirement. The person must be smart worker, result oriented, quick decision maker with effective communication and organisation skills and quick learner. The person should have risk taking ability, stamina to work for long hours and the ability to make various operational and strategic decisions pertaining to their work

Applicable National Occupational Standards (NOS)

Compulsory NOS:

1. [AGR/N4327: Prepare and maintain housing for broiler/layer birds](#)
2. [AGR/N4328: Prepare the poultry shed to receive and manage the chicks/birds](#)
3. [AGR/N4329: Maintain the supply of feed and water for poultry birds](#)
4. [AGR/N4330: Maintain health of birds at poultry farm](#)
5. [AGR/N4331: Carry out collection of eggs and lifting of broiler birds for market](#)
6. [AGR/N4332: Undertake sanitization and biosecurity measures for the replacement stock](#)
7. [AGR/N4334: Carry out documentation and record-keeping at a small poultry farm](#)
8. [AGR/N4316: Ensure safety, hygiene and sanitation of poultry farm](#)
9. [AGR/N9908: Undertake basic entrepreneurial activities for small enterprise](#)
10. [AGR/N9922: Engage in collective farming/activity](#)
11. [DGT/VSQ/N0102: Employability Skills \(60 Hours\)](#)

Qualification Pack (QP) Parameters

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Sector	Agriculture
Sub-Sector	Poultry
Occupation	Poultry Farming
Country	India
NSQF Level	4
Credits	13
Aligned to NCO/ISCO/ISIC Code	NCO-2015/6122.0101
Minimum Educational Qualification & Experience	10th Class with 2 Years of experience relevant experience OR 10th Class (Pass and pursuing continuous regular schooling) OR 8th Class with 4 Years of experience relevant experience OR Certificate-NSQF (Level-3 with minimum education as 5th grade pass) with 2 Years of experience relevant experience
Minimum Level of Education for Training in School	
Pre-Requisite License or Training	NA
Minimum Job Entry Age	18 Years
Last Reviewed On	NA
Next Review Date	27/01/2025
NSQF Approval Date	27/01/2022
Version	3.0
Reference code on NQR	2022/AGR/ASCI/06525
NQR Version	1.0

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AGR/N4327: Prepare and maintain housing for broiler/layer birds

Description

This OS unit is about preparing and maintaining poultry sheds for rearing broiler/layer birds.

Scope

The scope covers the following :

- Prepare the housing area for broiler/layer birds
- Maintain the housing area for broiler/layer birds

Elements and Performance Criteria

Prepare the housing area for broiler/layer birds

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

- PC1.** carry out micro-planning of activities for poultry business
- PC2.** identify a suitable location with optimum size and space for the construction of housing area for the broiler/layer birds
- PC3.** procure the required inputs for the establishment of the poultry farm
- PC4.** prepare the housing area, adhering to the industry norms and recommendations
- PC5.** build nesting units for the egg-layers to facilitate proper hatching
- PC6.** provide adequate number of feeders, water holders and other equipment for the birds housed
- PC7.** monitor the supply of inputs as per the requirement of birds

Maintain the housing area for broiler/layer birds

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

- PC8.** follow cleaning routine on a regular basis
- PC9.** ensure the housing area is sanitized frequently, following the industry standards
- PC10.** ensure all the tools and equipment are routinely sanitized and stored in designated places as per the industry norms
- PC11.** follow the techniques which promote health and safety of the birds as per SOP.
- PC12.** manage the problems arising while monitoring the housing in order to maintain health and safety of the birds, workers, helpers, etc.
- PC13.** ensure the disposal of waste materials is done in an eco-friendly manner, adhering to industry standards

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** rules and regulations pertaining to poultry welfare and farming
- KU2.** own job role & responsibilities and standard operating procedures

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- KU3.** relevant legislation, standards, policies and procedures for preparation and management of poultry shed
- KU4.** relevant health and safety requirements applicable to the work environment
- KU5.** types of poultry housing
- KU6.** how to build nesting unit
- KU7.** required quantity and quality of materials and equipment required in the poultry shed for maintaining health and hygiene of birds
- KU8.** potential hazards which may arise in the shed owing to the materials used or any equipment malfunction or by the birds/humans
- KU9.** factors to be considered while monitoring the poultry shed and environmental conditions
- KU10.** bio-security measures to be adopted in inter-farm transfer of feed, equipment and movement of man & material.
- KU11.** safe waste disposal techniques as per the industry norms
- KU12.** impact of not following the health, hygiene, safety and quality standards on birds, consumers and the business
- KU13.** seasonal management techniques to combat the climatic stress to the birds

Generic Skills (GS)

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

- GS1.** note the information communicated by the workers and helpers
- GS2.** note the data which are required for record keeping purpose and maintain the process charts
- GS3.** stay updated with the latest knowledge by reading brochures, pamphlets, etc. about processes and equipment used in the concerned work area
- GS4.** maintain effective work relationship with other workers, helpers and customers
- GS5.** identify problems that may arise in carrying out tasks and take preventative action
- GS6.** plan and organize the work orders & activities with the workers to utilize time and equipment effectively

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Prepare the housing area for broiler/layer birds</i>	15	20	-	15
PC1. carry out micro-planning of activities for poultry business	-	-	-	-
PC2. identify a suitable location with optimum size and space for the construction of housing area for the broiler/layer birds	-	-	-	-
PC3. procure the required inputs for the establishment of the poultry farm	-	-	-	-
PC4. prepare the housing area, adhering to the industry norms and recommendations	-	-	-	-
PC5. build nesting units for the egg-layers to facilitate proper hatching	-	-	-	-
PC6. provide adequate number of feeders, water holders and other equipment for the birds housed	-	-	-	-
PC7. monitor the supply of inputs as per the requirement of birds	-	-	-	-
<i>Maintain the housing area for broiler/layer birds</i>	15	20	-	15
PC8. follow cleaning routine on a regular basis	-	-	-	-
PC9. ensure the housing area is sanitized frequently, following the industry standards	-	-	-	-
PC10. ensure all the tools and equipment are routinely sanitized and stored in designated places as per the industry norms	-	-	-	-
PC11. follow the techniques which promote health and safety of the birds as per SOP.	-	-	-	-
PC12. manage the problems arising while monitoring the housing in order to maintain health and safety of the birds, workers, helpers, etc.	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC13. ensure the disposal of waste materials is done in an eco-friendly manner, adhering to industry standards	-	-	-	-
NOS Total	30	40	-	30

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National Occupational Standards (NOS) Parameters

NOS Code	AGR/N4327
NOS Name	Prepare and maintain housing for broiler/layer birds
Sector	Agriculture
Sub-Sector	Poultry
Occupation	Poultry Farming
NSQF Level	4
Credits	1
Version	2.0
Last Reviewed Date	27/01/2022
Next Review Date	17/11/2025
NSQC Clearance Date	17/11/2022

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AGR/N4328: Prepare the poultry shed to receive and manage the chicks/birds

Description

This OS unit is about the the preparation of the poultry shed to receive the chicks/birds.and manage them.

Scope

The scope covers the following :

- Receive and handle the chicks/birds
- Manage chicks/birds for better livability and productivity

Elements and Performance Criteria

Receive and handle the chicks/birds

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

- PC1.** wear suitable personal protective equipment when receiving and handling poultry birds in their accommodation/sheds
- PC2.** ensure the the shed and its surrounding area is thoroughly sanitized before the receipt of new batch of chicks/birds
- PC3.** prepare and arrange adequate quantity of materials and establish suitable equipment necessary for the reception of birds prior to their arrival
- PC4.** maintain a conducive environment during the arrival and establishment of chicks/birds
- PC5.** carry out brooder/shed management with the required stock density, following the industry guidelines
- PC6.** adhere to standard operating procedures while carrying out work
- PC7.** ensure the chicks/birds are introduced into the accommodation with minimum stress and good health & hygiene

Manage chicks/birds for better livability and productivity

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

- PC8.** ensure adequate light and heat in the area to make the place conducive for proper growth and development of chicks/birds
- PC9.** ensure adequate feed and water is available with sufficient area for the chicks/birds to move around as recommended in the SOP
- PC10.** arrange for bio-security measures and vaccination schedules for better health of chicks/birds
- PC11.** ensure balanced feed and sanitized water is being provided to chicks/birds
- PC12.** maintain the quality of litter with optimum moisture and ammonia level by racking
- PC13.** monitor and assess the condition of chicks/birds to ensure their health and safety
- PC14.** ensure the disposal of waste materials is done in an eco-friendly manner, adhering to industry standards

Knowledge and Understanding (KU)

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The individual on the job needs to know and understand:

- KU1.** rules and regulations pertaining to poultry welfare and farming
- KU2.** own job roles & responsibilities and standard operating procedures
- KU3.** types of housing areas suitable for the chicks/birds
- KU4.** appropriate stocking density as per the age of birds
- KU5.** quantity & quality of materials and equipment required in the poultry shed for maintaining health and hygiene of birds
- KU6.** the signs of stress, normal/abnormal behavior in birds and its alleviation methods
- KU7.** management practices to be adopted for different climatic condition to achieve the optimum production
- KU8.** disinfection process for poultry shed, equipment and other tools
- KU9.** impact of not following the health, hygiene, safety and quality standards on birds, consumers and the business
- KU10.** waste disposal techniques for litter & discarded feed as per the industry guidelines and policies

Generic Skills (GS)

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

- GS1.** note the information communicated by the workers and helpers
- GS2.** read poultry related information to stay updated with the latest developments in the poultry industry
- GS3.** maintain effective work relationship with other workers, helpers and customers
- GS4.** identify problems that may arise in carrying out tasks and take preventative action
- GS5.** plan and organize the work orders & activities with the workers to utilize time and equipment effectively
- GS6.** analyze the information gathered from one's observation and experiences

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Receive and handle the chicks/birds</i>	15	20	-	15
PC1. wear suitable personal protective equipment when receiving and handling poultry birds in their accommodation/sheds	-	-	-	-
PC2. ensure the the shed and its surrounding area is thoroughly sanitized before the receipt of new batch of chicks/birds	-	-	-	-
PC3. prepare and arrange adequate quantity of materials and establish suitable equipment necessary for the reception of birds prior to their arrival	-	-	-	-
PC4. maintain a conducive environment during the arrival and establishment of chicks/birds	-	-	-	-
PC5. carry out brooder/shed management with the required stock density, following the industry guidelines	-	-	-	-
PC6. adhere to standard operating procedures while carrying out work	-	-	-	-
PC7. ensure the chicks/birds are introduced into the accommodation with minimum stress and good health & hygiene	-	-	-	-
<i>Manage chicks/birds for better livability and productivity</i>	15	15	-	20
PC8. ensure adequate light and heat in the area to make the place conducive for proper growth and development of chicks/birds	-	-	-	-
PC9. ensure adequate feed and water is available with sufficient area for the chicks/birds to move around as recommended in the SOP	-	-	-	-
PC10. arrange for bio-security measures and vaccination schedules for better health of chicks/birds	-	-	-	-
PC11. ensure balanced feed and sanitized water is being provided to chicks/birds	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC12. maintain the quality of litter with optimum moisture and ammonia level by racking	-	-	-	-
PC13. monitor and assess the condition of chicks/birds to ensure their health and safety	-	-	-	-
PC14. ensure the disposal of waste materials is done in an eco-friendly manner, adhering to industry standards	-	-	-	-
NOS Total	30	35	-	35

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National Occupational Standards (NOS) Parameters

NOS Code	AGR/N4328
NOS Name	Prepare the poultry shed to receive and manage the chicks/birds
Sector	Agriculture
Sub-Sector	Poultry
Occupation	Poultry Farming
NSQF Level	4
Credits	1
Version	2.0
Last Reviewed Date	27/01/2022
Next Review Date	19/07/2023
NSQC Clearance Date	19/01/2023

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AGR/N4329: Maintain the supply of feed and water for poultry birds

Description

This OS unit is about procuring, storing and providing feed and water to the birds.

Scope

The scope covers the following :

- Receive and store feed matter
- Provide feed and water to broiler/layer birds

Elements and Performance Criteria

Receive and store feed matter

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

- PC1.** check the quantity, quality and type of feed for suitability of feeding to the birds
- PC2.** report any issue with quantity, quality or type of the feed received to the concerned person immediately
- PC3.** ensure the feed is stored safely over wooden pallets to prevent moisture or fungal/pest infestation
- PC4.** assess the quality of stored feed on a routine basis for any moisture or fungal/pest infestation and take necessary action
- PC5.** assess and maintain the feed stock levels as per the requirement of birds in the poultry house

Provide feed and water to the broiler/layer birds

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

- PC6.** ensure to wash hands appropriately before and after handling bird feed
- PC7.** ensure all the equipment, PPE, etc. being used to prepare, distribute and manage feed and water are sanitized
- PC8.** prepare the correct amount of bird feed as directed in the feeding plan in a way that minimizes wastage
- PC9.** ensure proper distribution of balance feed and sanitized water to the birds
- PC10.** use the distribution cup to distribute the feed
- PC11.** provide appropriate feed supplements essential for bird nutrition and growth, if necessary
- PC12.** adopt feed grams as per the birds' age and body-weight gained
- PC13.** ensure safe disposal of stale and unused feed & water periodically following the SOP
- PC14.** monitor the feed & water consumption of the birds and take necessary action in case of any discrepancy
- PC15.** modify the distribution of feed and water process according to the season

Knowledge and Understanding (KU)

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The individual on the job needs to know and understand:

- KU1.** job responsibilities and duties as per the industry policies and guidelines
- KU2.** procedures of maintaining & sanitizing of feed and water equipment as per the SOP
- KU3.** different types of feed and supplements
- KU4.** principles of stock rotation
- KU5.** the quantity and type of feed and water requirements of birds as per their breed, season and growth stage
- KU6.** impact of storing feed and water in unclean & improper conditions on birds health and the business
- KU7.** management techniques of different pests and diseases which affect the feed
- KU8.** waste disposal techniques for discarded feed as per the industry guidelines and policies

Generic Skills (GS)

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

- GS1.** communicate relevant information to the workers and helpers
- GS2.** stay updated with the latest information in the poultry industry by reading newspaper, brochure, etc
- GS3.** note the information required for the record keeping purpose
- GS4.** identify problems that may arise in carrying out tasks and take preventative action
- GS5.** maintain effective work relationship with other workers, helpers and customers
- GS6.** plan and organize the work orders & activities with the workers to utilize time and equipment effectively
- GS7.** analyze the information gathered from one's observation and experiences

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Receive and store feed matter</i>	15	20	-	15
PC1. check the quantity, quality and type of feed for suitability of feeding to the birds	-	-	-	-
PC2. report any issue with quantity, quality or type of the feed received to the concerned person immediately	-	-	-	-
PC3. ensure the feed is stored safely over wooden pallets to prevent moisture or fungal/pest infestation	-	-	-	-
PC4. assess the quality of stored feed on a routine basis for any moisture or fungal/pest infestation and take necessary action	-	-	-	-
PC5. assess and maintain the feed stock levels as per the requirement of birds in the poultry house	-	-	-	-
<i>Provide feed and water to the broiler/layer birds</i>	15	25	-	10
PC6. ensure to wash hands appropriately before and after handling bird feed	-	-	-	-
PC7. ensure all the equipment, PPE, etc. being used to prepare, distribute and mange feed and water are sanitized	-	-	-	-
PC8. prepare the correct amount of bird feed as directed in the feeding plan in a way that minimizes wastage	-	-	-	-
PC9. ensure proper distribution of balance feed and sanitized water to the birds	-	-	-	-
PC10. use the distribution cup to distribute the feed	-	-	-	-
PC11. provide appropriate feed supplements essential for bird nutrition and growth, if necessary	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC12. adopt feed grams as per the birds' age and body-weight gained	-	-	-	-
PC13. ensure safe disposal of stale and unused feed & water periodically following the SOP	-	-	-	-
PC14. monitor the feed & water consumption of the birds and take necessary action in case of any discrepancy	-	-	-	-
PC15. modify the distribution of feed and water process according to the season	-	-	-	-
NOS Total	30	45	-	25

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National Occupational Standards (NOS) Parameters

NOS Code	AGR/N4329
NOS Name	Maintain the supply of feed and water for poultry birds
Sector	Agriculture
Sub-Sector	Poultry
Occupation	Poultry Farming
NSQF Level	4
Credits	1
Version	2.0
Last Reviewed Date	27/01/2022
Next Review Date	19/07/2023
NSQC Clearance Date	19/01/2023

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AGR/N4330: Maintain health of birds at poultry farm

Description

This OS unit is about maintaining good health and well-being of the poultry birds.

Scope

The scope covers the following :

- Monitor the health and well-being of birds
- Provide basic treatment to ailing birds

Elements and Performance Criteria

Monitor the health and well-being of birds

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

- PC1.** monitor the biosecurity measures such as human spray, food dip, vehicle dip/spray and movement of predator animals
- PC2.** ensure the birds are treated in a manner which complies with relevant regulations, minimizes any likelihood of stress and injury while maintaining their health and well-being
- PC3.** ensure sufficient stocking density for movement and comfort of birds
- PC4.** carry out debeaking of poultry birds at an appropriate age
- PC5.** carry out regular deworming of poultry birds
- PC6.** observe for any clinical signs for the prevalence of any disease, and take necessary action
- PC7.** check for the incidence of any ecto-parasites in birds
- PC8.** follow the recommended vaccination schedule for immunizing the birds against diseases
- PC9.** take veterinary assistance, if there is any symptom of diseases in the flock
- PC10.** ensure specific measures are in place to prevent the spread of any pest or disease and promote good health and well-being of birds
- PC11.** monitor the safe disposal of the poultry waste

Provide basic treatment to ailing birds

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

- PC12.** store the emergency drugs and vaccines for use, in case of any disease outbreak
- PC13.** use only uncontaminated and prescribed medication for the intended birds
- PC14.** ensure the correct techniques are employed to give the specified treatment at the correct time
- PC15.** report any difficulties, in administering treatments, immediately to the concerned authority
- PC16.** record the vaccination and medication details in the concerned register
- PC17.** observe closely the response to treatment given to the birds, and report to the concerned person.

Knowledge and Understanding (KU)

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The individual on the job needs to know and understand:

- KU1.** relevant legislation, standards, policies and procedures for management of poultry farm
- KU2.** own job role & responsibilities and standard operating procedures
- KU3.** impact of not following the health, hygiene, safety and quality standards on birds, consumers and the business
- KU4.** preventive care methods for ensuring health and well being of birds
- KU5.** waste disposal techniques as per the industry guidelines and policies
- KU6.** relevant health and safety requirements applicable to the work environment
- KU7.** physical appearance and movement of healthy birds
- KU8.** normal and abnormal behavioral signs in birds
- KU9.** characteristics of the breed according to growth stage
- KU10.** importance of debeaking of poultry birds
- KU11.** method of deworming of poultry birds
- KU12.** possible sources of contamination to the medication and medical equipment
- KU13.** different diseases infecting poultry birds, recommended vaccines and their schedule
- KU14.** mode of vaccination
- KU15.** techniques and methods of administering prescribed basic healthcare treatments
- KU16.** standard procedures followed in case of any health emergency or accident as per the workplace guidelines
- KU17.** bio-security measures to be adopted in the management of a poultry farm
- KU18.** use of first aid for poultry health care and treatment

Generic Skills (GS)

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

- GS1.** note the information communicated by the workers
- GS2.** stay updated with the latest developments in poultry farming by reading brochures, pamphlets, etc.
- GS3.** maintain effective work relationship with other workers, animal health workers and veterinarians
- GS4.** comprehend the information given by the veterinarians/animal health workers
- GS5.** identify problems that may arise in carrying out tasks and take preventative action
- GS6.** analyze the information gathered from one's observation and experiences

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Monitor the health and well-being of birds</i>	15	15	-	20
PC1. monitor the biosecurity measures such as human spray, food dip, vehicle dip/spray and movement of predator animals	-	-	-	-
PC2. ensure the birds are treated in a manner which complies with relevant regulations, minimizes any likelihood of stress and injury while maintaining their health and well-being	-	-	-	-
PC3. ensure sufficient stocking density for movement and comfort of birds	-	-	-	-
PC4. carry out debeaking of poultry birds at an appropriate age	-	-	-	-
PC5. carry out regular deworming of poultry birds	-	-	-	-
PC6. observe for any clinical signs for the prevalence of any disease, and take necessary action	-	-	-	-
PC7. check for the incidence of any ecto-parasites in birds	-	-	-	-
PC8. follow the recommended vaccination schedule for immunizing the birds against diseases	-	-	-	-
PC9. take veterinary assistance, if there is any symptom of diseases in the flock	-	-	-	-
PC10. ensure specific measures are in place to prevent the spread of any pest or disease and promote good health and well-being of birds	-	-	-	-
PC11. monitor the safe disposal of the poultry waste	-	-	-	-
<i>Provide basic treatment to ailing birds</i>	15	20	-	15
PC12. store the emergency drugs and vaccines for use, in case of any disease outbreak	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC13. use only uncontaminated and prescribed medication for the intended birds	-	-	-	-
PC14. ensure the correct techniques are employed to give the specified treatment at the correct time	-	-	-	-
PC15. report any difficulties, in administering treatments, immediately to the concerned authority	-	-	-	-
PC16. record the vaccination and medication details in the concerned register	-	-	-	-
PC17. observe closely the response to treatment given to the birds, and report to the concerned person.	-	-	-	-
NOS Total	30	35	-	35

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National Occupational Standards (NOS) Parameters

NOS Code	AGR/N4330
NOS Name	Maintain health of birds at poultry farm
Sector	Agriculture
Sub-Sector	Poultry
Occupation	Poultry Farming
NSQF Level	4
Credits	1
Version	2.0
Last Reviewed Date	27/01/2022
Next Review Date	19/07/2023
NSQC Clearance Date	19/01/2023

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AGR/N4331: Carry out collection of eggs and lifting of broiler birds for market

Description

This OS unit is about harvesting eggs from the layer birds and lifting of broiler/meat birds for marketing.

Scope

The scope covers the following :

- Collect eggs for marketing
- Lift birds for the meat market

Elements and Performance Criteria

Collect eggs for marketing

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

- PC1.** assess the poultry shed to roughly estimate the number of eggs laid by the birds
- PC2.** ensure the eggs are collected on a regular basis in cushioned trays to avoid any crack or breakage
- PC3.** ensure that hygiene standards are met at the time of egg collection as per the industry norms
- PC4.** grade and store the collected eggs
- PC5.** arrange suitable mode for transportation of table/hatching eggs
- PC6.** sell the eggs through different marketing channels

Lift birds for the meat market

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

- PC7.** lift the birds during cool hours or at night time to avoid stress and shrinkage
- PC8.** place the lifted birds into plastic crates or aluminium modules designed with good ventilation and safety attributes
- PC9.** ensure the transportation of live birds is done with care and precaution maintaining full safety standards
- PC10.** market the birds as live birds or for wet markets/processing plant

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** relevant legislation, standards, policies and procedures for management of poultry birds
- KU2.** relevant health and safety requirements applicable to the work environment
- KU3.** own job roles & responsibilities and standard operating procedures
- KU4.** impact of not following the health, hygiene, safety and quality standards on birds, consumers and the business

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- KU5.** quality signs for identifying the poor and good layer birds
- KU6.** quality signs for identifying the birds which are fit for harvesting
- KU7.** how to maintain a conducive environment for collecting eggs and lifting of birds
- KU8.** different techniques and methods employed as per the industry guidelines for collection of eggs and lifting of birds
- KU9.** different marketing channels for eggs/broiler birds
- KU10.** how to approach institutional buyers in the region

Generic Skills (GS)

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

- GS1.** note the information communicated by the workers
- GS2.** stay updated with the latest development in poultry farming by reading brochures, pamphlets, etc.
- GS3.** maintain effective work relationship with the workers, helpers and customers
- GS4.** communicate clearly and effectively with the stakeholders
- GS5.** identify and think through the problem, evaluate the possible solution(s) and adopt an optimum /best possible solution(s)
- GS6.** plan and organise the work orders & activities with the workers to utilise time and equipment effectively
- GS7.** analyse the requirement of customers and work accordingly
- GS8.** analyze the information gathered from one's observation and experiences

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Collect eggs for marketing</i>	15	25	-	15
PC1. assess the poultry shed to roughly estimate the number of eggs laid by the birds	-	-	-	-
PC2. ensure the eggs are collected on a regular basis in cushioned trays to avoid any crack or breakage	-	-	-	-
PC3. ensure that hygiene standards are met at the time of egg collection as per the industry norms	-	-	-	-
PC4. grade and store the collected eggs	-	-	-	-
PC5. arrange suitable mode for transportation of table/hatching eggs	-	-	-	-
PC6. sell the eggs through different marketing channels	-	-	-	-
<i>Lift birds for the meat market</i>	15	15	-	15
PC7. lift the birds during cool hours or at night time to avoid stress and shrinkage	-	-	-	-
PC8. place the lifted birds into plastic crates or aluminium modules designed with good ventilation and safety attributes	-	-	-	-
PC9. ensure the transportation of live birds is done with care and precaution maintaining full safety standards	-	-	-	-
PC10. market the birds as live birds or for wet markets/processing plant	-	-	-	-
NOS Total	30	40	-	30

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	AGR/N4331
NOS Name	Carry out collection of eggs and lifting of broiler birds for market
Sector	Agriculture
Sub-Sector	Poultry
Occupation	Poultry Farming
NSQF Level	4
Credits	1
Version	3.0
Last Reviewed Date	NA
Next Review Date	19/07/2023
NSQC Clearance Date	19/01/2023

Qualification Pack

AGR/N4332: Undertake sanitization and biosecurity measures for the replacement stock

Description

This OS unit is about sanitizing the shed and complying with the biosecurity measures for the replacement stock.

Scope

The scope covers the following :

- Sanitize the shed after lifting the birds
- Comply with the bio-security standards

Elements and Performance Criteria

Sanitize the shed after lifting the birds

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

- PC1.** plan in advance for the post-harvest cleanout
- PC2.** carry out dry and wet cleaning procedure
- PC3.** ensure all the equipment, feed & water bowls, electrical appliances in the shed are taken out for maintenance and upkeep
- PC4.** use a high pressure hose to clean the whole shed thoroughly
- PC5.** white wash the floor and side walls
- PC6.** carry out terminal disinfection with appropriate fumigants
- PC7.** segregate waste into different categories
- PC8.** deposit recyclable and reusable material at identified location
- PC9.** dispose non-recyclable waste appropriately

Comply with the biosecurity standards

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

- PC10.** minimize the human and vehicle traffic with precaution
- PC11.** provide signage boards for directions and entry restrictions
- PC12.** prevent the stray animals and wild birds entering into the farm premises
- PC13.** provide food dip, vehicle dip and hand wash wherever necessary
- PC14.** follow suitable pest control measures
- PC15.** ensure the workers comply with the industry's safety and hygiene norms viz. use of sanitizers, wearing PPE, etc
- PC16.** ensure safe disposal of dead birds and other poultry waste, as per the industry norms

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

Qualification Pack

- KU1.** relevant legislation, standards, policies and procedures for management of poultry birds
- KU2.** own job responsibilities and duties as per the industry policies and guidelines
- KU3.** method of cleanout post-harvesting
- KU4.** procedures of maintaining and sanitizing of feed and water equipment
- KU5.** management techniques of different pests and diseases
- KU6.** safe waste disposal methods for litter, discarded feed, dead birds and other poultry waste
- KU7.** impact of not following proper techniques and methods of sanitising and waste disposal on birds' health and the business
- KU8.** causes of disease spread and methods of preventing disease spread from humans and other birds and animals and vice-versa
- KU9.** regulations for bird hygiene and proper sanitized environment for bird rearing

Generic Skills (GS)

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

- GS1.** note the information communicated by the workers
- GS2.** stay updated with the latest development in poultry farming by reading brochures, pamphlets, etc.
- GS3.** maintain effective work relationship with the workers
- GS4.** identify problems that may arise in carrying out tasks and take preventative action
- GS5.** plan and organise the work orders & activities with the workers to utilise time and equipment effectively
- GS6.** identify problems that may arise in carrying out tasks and take preventative action
- GS7.** analyse critical points in day to day tasks through experience and observation

Qualification Pack

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Sanitise the shed after lifting the birds</i>	15	20	-	10
PC1. plan in advance for the post-harvest cleanout	-	-	-	-
PC2. carry out dry and wet cleaning procedure	-	-	-	-
PC3. ensure all the equipment, feed & water bowls, electrical appliances in the shed are taken out for maintenance and upkeep	-	-	-	-
PC4. use a high pressure hose to clean the whole shed thoroughly	-	-	-	-
PC5. white wash the floor and side walls	-	-	-	-
PC6. carry out terminal disinfection with appropriate fumigants	-	-	-	-
PC7. segregate waste into different categories	-	-	-	-
PC8. deposit recyclable and reusable material at identified location	-	-	-	-
PC9. dispose non-recyclable waste appropriately	-	-	-	-
<i>Comply with the biosecurity standards</i>	15	20	-	20
PC10. minimize the human and vehicle traffic with precaution	-	-	-	-
PC11. provide signage boards for directions and entry restrictions	-	-	-	-
PC12. prevent the stray animals and wild birds entering into the farm premises	-	-	-	-
PC13. provide food dip, vehicle dip and hand wash wherever necessary	-	-	-	-
PC14. follow suitable pest control measures	-	-	-	-
PC15. ensure the workers comply with the industry's safety and hygiene norms viz. use of sanitizers, wearing PPE, etc	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC16. ensure safe disposal of dead birds and other poultry waste, as per the industry norms	-	-	-	-
NOS Total	30	40	-	30

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	AGR/N4332
NOS Name	Undertake sanitization and biosecurity measures for the replacement stock
Sector	Agriculture
Sub-Sector	Poultry
Occupation	Poultry Farming
NSQF Level	4
Credits	1
Version	2.0
Last Reviewed Date	27/01/2022
Next Review Date	17/11/2025
NSQC Clearance Date	17/11/2022

Qualification Pack

AGR/N4334: Carry out documentation and record-keeping at a small poultry farm

Description

This OS unit is about preparing relevant documents and maintaining records related to processes, inputs, produce, etc. at a small poultry farm.

Scope

The scope covers the following :

- Document and maintain records of layer/broiler birds
- Prepare records related to poultry production
- Document and maintain financial records of the poultry farm

Elements and Performance Criteria

Document and maintain records of layer/broiler birds

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

PC1. maintain records of feed consumption, water consumption and egg production of layers

PC2. maintain records of feed consumption, water consumption, weight, average daily gain, days on feed and processing date for broilers

Prepare records related to poultry production

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

PC3. document and maintain the records of mortality rate of birds

PC4. prepare and maintain records of quantity of feed, amount of water, disinfectants, etc. being used in the poultry shed

PC5. maintain the records of number of egg trays and meat birds for marketing to keep a track of input/output ratio

Prepare and maintain financial records of the poultry farm

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

PC6. prepare and maintain financial records of inputs purchased and other costs incurred

PC7. maintain records of the monetary value of the sale of the produce

PC8. maintain records of revenue and profit earned

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

KU1. relevant legislation, standards, policies and procedures for management of poultry farm

KU2. own job role & responsibilities and standard operating procedures

KU3. standards of maintaining records and documents as per the industry guidelines

KU4. how to calculate B:C ratio

Qualification Pack

KU5. how to operate a computer

Generic Skills (GS)

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

- GS1.** note the information communicated by the workers and helpers
- GS2.** note the data required for record keeping purpose
- GS3.** maintain effective work relationship with other workers and customers
- GS4.** identify problems that may arise in carrying out tasks and take preventative action
- GS5.** analyze the information gathered from one's observation and experiences

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Document and maintain records of layer/broiler birds</i>	10	10	-	10
PC1. maintain records of feed consumption, water consumption and egg production of layers	-	-	-	-
PC2. maintain records of feed consumption, water consumption, weight, average daily gain, days on feed and processing date for broilers	-	-	-	-
<i>Prepare records related to poultry production</i>	10	10	-	10
PC3. document and maintain the records of mortality rate of birds	-	-	-	-
PC4. prepare and maintain records of quantity of feed, amount of water, disinfectants, etc. being used in the poultry shed	-	-	-	-
PC5. maintain the records of number of egg trays and meat birds for marketing to keep a track of input/output ratio	-	-	-	-
<i>Prepare and maintain financial records of the poultry farm</i>	10	20	-	10
PC6. prepare and maintain financial records of inputs purchased and other costs incurred	-	-	-	-
PC7. maintain records of the monetary value of the sale of the produce	-	-	-	-
PC8. maintain records of revenue and profit earned	-	-	-	-
NOS Total	30	40	-	30

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	AGR/N4334
NOS Name	Carry out documentation and record-keeping at a small poultry farm
Sector	Agriculture
Sub-Sector	Poultry
Occupation	Poultry Farming
NSQF Level	4
Credits	1
Version	2.0
Last Reviewed Date	27/01/2022
Next Review Date	17/11/2025
NSQC Clearance Date	17/11/2022

Qualification Pack

AGR/N4316: Ensure safety, hygiene and sanitation of poultry farm

Description

This OS unit is about maintaining safety and hygiene of birds and workers in the poultry farm.

Scope

The scope covers the following :

- Ensure a safe and hygienic environment for birds and poultry workers
- Ensure compliance with appropriate emergency procedures

Elements and Performance Criteria

Ensure a safe and hygienic environment for birds and poultry workers

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

- PC1.** ensure compliance with food safety and hygiene regulations of the industry
- PC2.** ensure personal hygiene and safety is maintained by the workers and other personnel by using PPE, whenever required
- PC3.** ensure all work procedures are performed as per the Standard Operating Procedure (SOP)
- PC4.** ensure precautionary measures are undertaken while handling chemicals/disinfectants/fumigants/vaccines/medicines
- PC5.** ensure that the facility and equipment being used are sanitized as per the industry standards
- PC6.** perform duties in a manner which minimizes environmental damage
- PC7.** ensure all the issues and incidents are reported to the concerned authority, and dealt with on a priority basis in time
- PC8.** ensure the monitoring and maintenance of poultry sheds and equipment is performed periodically
- PC9.** ensure the disposal of poultry farm waste is done in an eco-friendly manner, in accordance with industry standards
- PC10.** carry out workplace checklist audits before and after work to ensure safety and hygiene

Ensure compliance with appropriate emergency procedures

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

- PC11.** ensure the precautionary measures for dealing with emergencies are followed at all times
- PC12.** ensure that first aid treatment is provided to any injured, in case of an accident
- PC13.** ensure that emergency equipment and first aid kits are placed at designated locations in the facility

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** relevant legislation, standards, policies and procedures for management of poultry farm

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- KU2.** organizational practices of managing a proper work environment and physical infrastructure of a poultry farm
- KU3.** relevant health and safety requirements applicable to the work environment
- KU4.** own job role & responsibilities and standard operating procedures
- KU5.** personal hygiene requirements
- KU6.** standard procedures followed in case of any health emergency or accident
- KU7.** possible physical, chemical and biological hazards and methods of prevention of various hazards
- KU8.** bio-security measures to be adopted for the management of a poultry farm
- KU9.** waste disposal techniques as per the industry guidelines and policies
- KU10.** precautionary measures of using and storing various chemicals at the workspace
- KU11.** impact of not following the health, hygiene, safety and quality standards on birds, consumers and the business

Generic Skills (GS)

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

- GS1.** note the information communicated by the workers and supervisors
- GS2.** stay updated with the latest development in poultry farm management by reading brochures, pamphlets, e-content, etc.
- GS3.** maintain effective work relationship with other workers, supervisors and other stakeholders
- GS4.** write information documents to internal departments and teams
- GS5.** plan and organize the work activities with the supervisors to utilize time and equipment effectively
- GS6.** identify problems that may arise in carrying out tasks and take preventative action following workplace procedures
- GS7.** analyze the information gathered from one's observations and experiences
- GS8.** use acquired knowledge of the process for identifying and handling issues

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Ensure a safe and hygienic environment for birds and poultry workers</i>	20	20	-	20
PC1. ensure compliance with food safety and hygiene regulations of the industry	-	-	-	-
PC2. ensure personal hygiene and safety is maintained by the workers and other personnel by using PPE, whenever required	-	-	-	-
PC3. ensure all work procedures are performed as per the Standard Operating Procedure (SOP)	-	-	-	-
PC4. ensure precautionary measures are undertaken while handling chemicals/disinfectants/fumigants/vaccines/medicines	-	-	-	-
PC5. ensure that the facility and equipment being used are sanitized as per the industry standards	-	-	-	-
PC6. perform duties in a manner which minimizes environmental damage	-	-	-	-
PC7. ensure all the issues and incidents are reported to the concerned authority, and dealt with on a priority basis in time	-	-	-	-
PC8. ensure the monitoring and maintenance of poultry sheds and equipment is performed periodically	-	-	-	-
PC9. ensure the disposal of poultry farm waste is done in an eco-friendly manner, in accordance with industry standards	-	-	-	-
PC10. carry out workplace checklist audits before and after work to ensure safety and hygiene	-	-	-	-
<i>Ensure compliance with appropriate emergency procedures</i>	10	15	-	15
PC11. ensure the precautionary measures for dealing with emergencies are followed at all times	-	-	-	-
PC12. ensure that first aid treatment is provided to any injured, in case of an accident	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC13. ensure that emergency equipment and first aid kits are placed at designated locations in the facility	-	-	-	-
NOS Total	30	35	-	35

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	AGR/N4316
NOS Name	Ensure safety, hygiene and sanitation of poultry farm
Sector	Agriculture
Sub-Sector	Poultry
Occupation	Poultry Farming
NSQF Level	4
Credits	1
Version	2.0
Last Reviewed Date	31/03/2022
Next Review Date	31/03/2025
NSQC Clearance Date	31/03/2022

Qualification Pack

AGR/N9908: Undertake basic entrepreneurial activities for small enterprise

Description

This OS unit is about undertaking basic entrepreneurial or business activities in the agriculture sector.

Scope

The scope covers the following :

- Plan the agricultural enterprise/ business
- Manage the agricultural production process
- Manage the post-production and marketing processes

Elements and Performance Criteria

Plan the agricultural enterprise/ business

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

- PC1.** analyse the demand and supply of the relevant agricultural produce in the market
- PC2.** identify the target customers and assess their needs and expectations with respect to the quality and price of the produce
- PC3.** identify various types of agricultural entrepreneurship/ business opportunities
- PC4.** plan agricultural production with the use of relevant and efficient technologies for availing funds
- PC5.** identify appropriate and authentic advisory services/Government authority for skill upgradation to successfully plan and implement business activities
- PC6.** prepare a basic business plan for the agricultural entrepreneurship/business activities
- PC7.** identify appropriate sources of funding for the agricultural entrepreneurship/ business
- PC8.** coordinate with the relevant government authorities to subscribe to the relevant government schemes and programs to benefit from them
- PC9.** ensure compliance with the government structural reforms and framework along with the applicable rules and regulations while setting up the agricultural enterprise/ business

Manage the agricultural production process

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

- PC10.** select and arrange the necessary resources for the business operations
- PC11.** ensure the use of relevant and efficient production technologies as per planning and availability of funds
- PC12.** follow the recommended practices for efficient input resource management
- PC13.** optimise the production processes and output through the amalgamation of existing practices with smart technologies
- PC14.** follow the recommended sustainability practices during agricultural production to prevent adverse impacts on the environment and produce viz. deforestation, loss of biodiversity, soil degradation, etc.

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Manage the post-production and marketing processes

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

- PC15.** ensure the availability of proper storage infrastructures and facilities post-production of the produce as per the industry quality standards
- PC16.** collect information related to the wholesale and retail price of produce
- PC17.** calculate the costs incurred and determine the price of the produce for profitability
- PC18.** ensure that the cost of production, transportation, and marketing are considered while calculating the cost and setting the price for the produce
- PC19.** collect information related to various subsidies/funds offered by the government, authorised state units and other financial institutions involved with the promotion of the produce
- PC20.** select appropriate marketing channels for the produce, considering the relevant requirements and constraints
- PC21.** identify various risks to production and post-production processes and manage them appropriately
- PC22.** undertake outreach programs to promote agricultural products and services, and expand agri-business
- PC23.** prepare and execute a marketing plan considering the 4Ps i.e. product, price, promotion, and place and 4As i.e. acceptability, affordability, accessibility, and awareness
- PC24.** use the relevant digital services such as e-commerce, e-payments, electronic record-keeping, etc.
- PC25.** use efficient post-production logistics means to improve the supply quantity, reduce the cost to the consumer, and increase demand consequently
- PC26.** ensure all the relevant information such as quality and quantity of produce, date of manufacture, batch number, and sale is recorded electronically and/ or manually
- PC27.** coordinate with the various stakeholders for efficient and sustainable agri-business growth and development

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** how to analyse the demand and supply of the relevant agricultural produce in the market
- KU2.** the process of identifying the target customers and assess their needs and expectations with respect to the quality and price of the produce
- KU3.** how to identify various types of agricultural entrepreneurship/ business opportunities
- KU4.** how to prepare a basic business plan for the agricultural entrepreneurship/business activities
- KU5.** appropriate sources of funding for the agricultural entrepreneurship/ businesses
- KU6.** the relevant government schemes and programs
- KU7.** the importance of ensuring compliance with the government structural reforms and framework, along with the applicable rules and regulations
- KU8.** various resources required for agricultural production
- KU9.** the process of planning agricultural production and the use of relevant technologies to enhance production

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- KU10.** the importance of ensuring no cause adverse impact on the environment and produce during production
- KU11.** the recommended practices to be followed for efficient input resource management
- KU12.** the process of optimising the production processes and output through the amalgamation of existing practices with smart technologies
- KU13.** the recommended sustainability practices to be followed during agricultural production to prevent and deal with deforestation, loss of biodiversity, soil degradation, etc.
- KU14.** how to collect information related to the wholesale and retail price of agricultural produce
- KU15.** how to calculate the economics of the produce viz. production cost, price of the produce, B:C Ratio etc.
- KU16.** relevant government schemes with the provision of subsidies/funds for the promotion of agricultural produce
- KU17.** the process of selecting appropriate marketing channels for marketing agricultural produce, and the applicable requirements and constraints
- KU18.** the relevant buyers of different types of agricultural produce such as co-operatives, retailers, local vendors, wholesalers, e-trading portals, marketing companies, exporters, etc.
- KU19.** how to identify and manage various risks to production and post-production processes
- KU20.** how to undertake outreach programs to promote agricultural products and services, and expand agri-business
- KU21.** the 4Ps i.e. product, price, promotion, and place and 4As i.e. acceptability, affordability, accessibility, and awareness considered while preparing and executing a marketing plan
- KU22.** use of the relevant digital services such as e-commerce, e-payments, electronic record-keeping, etc.
- KU23.** the importance of using efficient post-production logistics
- KU24.** the importance of maintaining various records accurately

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/ accident
- 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>Plan the agricultural enterprise/ business</i>	10	14	-	10
PC1. analyse the demand and supply of the relevant agricultural produce in the market	-	-	-	-
PC2. identify the target customers and assess their needs and expectations with respect to the quality and price of the produce	-	-	-	-
PC3. identify various types of agricultural entrepreneurship/ business opportunities	-	-	-	-
PC4. plan agricultural production with the use of relevant and efficient technologies for availing funds	-	-	-	-
PC5. identify appropriate and authentic advisory services/Government authority for skill upgradation to successfully plan and implement business activities	-	-	-	-
PC6. prepare a basic business plan for the agricultural entrepreneurship/business activities	-	-	-	-
PC7. identify appropriate sources of funding for the agricultural entrepreneurship/ business	-	-	-	-
PC8. coordinate with the relevant government authorities to subscribe to the relevant government schemes and programs to benefit from them	-	-	-	-
PC9. ensure compliance with the government structural reforms and framework along with the applicable rules and regulations while setting up the agricultural enterprise/ business	-	-	-	-
<i>Manage the agricultural production process</i>	8	10	-	8
PC10. select and arrange the necessary resources for the business operations	-	-	-	-
PC11. ensure the use of relevant and efficient production technologies as per planning and availability of funds	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC12. follow the recommended practices for efficient input resource management	-	-	-	-
PC13. optimise the production processes and output through the amalgamation of existing practices with smart technologies	-	-	-	-
PC14. follow the recommended sustainability practices during agricultural production to prevent adverse impacts on the environment and produce viz. deforestation, loss of biodiversity, soil degradation, etc.	-	-	-	-
<i>Manage the post-production and marketing processes</i>	12	16	-	12
PC15. ensure the availability of proper storage infrastructures and facilities post-production of the produce as per the industry quality standards	-	-	-	-
PC16. collect information related to the wholesale and retail price of produce	-	-	-	-
PC17. calculate the costs incurred and determine the price of the produce for profitability	-	-	-	-
PC18. ensure that the cost of production, transportation, and marketing are considered while calculating the cost and setting the price for the produce	-	-	-	-
PC19. collect information related to various subsidies/funds offered by the government, authorised state units and other financial institutions involved with the promotion of the produce	-	-	-	-
PC20. select appropriate marketing channels for the produce, considering the relevant requirements and constraints	-	-	-	-
PC21. identify various risks to production and post-production processes and manage them appropriately	-	-	-	-
PC22. undertake outreach programs to promote agricultural products and services, and expand agri-business	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC23. prepare and execute a marketing plan considering the 4Ps i.e. product, price, promotion, and place and 4As i.e. acceptability, affordability, accessibility, and awareness	-	-	-	-
PC24. use the relevant digital services such as e-commerce, e-payments, electronic record-keeping, etc.	-	-	-	-
PC25. use efficient post-production logistics means to improve the supply quantity, reduce the cost to the consumer, and increase demand consequently	-	-	-	-
PC26. ensure all the relevant information such as quality and quantity of produce, date of manufacture, batch number, and sale is recorded electronically and/ or manually	-	-	-	-
PC27. coordinate with the various stakeholders for efficient and sustainable agri-business growth and development	-	-	-	-
NOS Total	30	40	-	30

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	AGR/N9908
NOS Name	Undertake basic entrepreneurial activities for small enterprise
Sector	Agriculture
Sub-Sector	Generic
Occupation	Generic
NSQF Level	4
Credits	1
Version	3.0
Last Reviewed Date	NA
Next Review Date	25/02/2024
NSQC Clearance Date	25/02/2021

Qualification Pack

AGR/N9922: Engage in collective farming/activity

Description

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

Scope

The scope covers the following :

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

Elements and Performance Criteria

Create PGs/ FIGs/ SHGs

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

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

Prepare for the PG/ FIG/ SHG operations

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

- PC3.** organise fundraising activities to support the functioning of the group
- PC4.** establish links with the local government at panchayat level to obtain access to the relevant development programmes and funds
- PC5.** induct subject matter experts (SMEs) in the group
- PC6.** assist in arranging the required Information and Communication Technology (ICT) products for the group
- PC7.** plan the commodity convergence with the relevant developmental programmes
- PC8.** plan optimal production to meet the market and household food security needs

Conduct group meetings and training sessions

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

- PC9.** conduct the initial group meetings to introduce the members, discuss the group objectives, group income-generating enterprises/ activities, methods of operation, etc.
- PC10.** assist in exchanging the domain and technical knowledge such as market or price information, latest technology, and resolving common issues or conflicts through the PG/ FIG/ SHG meetings
- PC11.** organise capacity building exercises such as skill development and training programmes

Carry out collective farming/ activities

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

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- PC12.** organise field trials to identify and resolve problems encountered by group members in the field operations
- PC13.** procure/hire advanced and expensive farm machineries/tools and equipment using the group fund for collective use of the group members
- PC14.** establish and manage the group-owned bank of quality seeds/ fertilisers/ pesticides/ tools and equipment, etc.
- PC15.** use the group's credit facility as per the applicable terms and conditions
- PC16.** carry out relevant duties as per own role in the PG/FIG/ SHG such as the group leader/ secretary/ book-keeper, etc.
- PC17.** co-ordinate within the group(s) in procuring inputs in bulk/large-scale farming, packing/transportation/marketing of the produce, etc.
- PC18.** assist in forming forward and backward linkages through the PGs/ FIGs/ SHGs
- PC19.** identify and follow the relevant practices to add value to the produce such as processing, packing, upgrading the quality, etc.
- PC20.** arrange for the regular repair and maintenance of the farm machineries/tools, equipment/tube/bore wells/storage/drying platforms/processing units, etc.
- PC21.** connect and partner with other groups to expand the network and address common problems at a large scale

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** the process of preparing for the PG/ FIG/ SHG operations such as fundraising, induction of SMEs, investing in ICT products, etc.
- KU2.** how to establish links with the local government at the panchayat level to obtain access to the relevant development programmes and funds
- KU3.** the process of commodity convergence with the relevant developmental programmes
- KU4.** the importance of planning optimal production to meet the market and household food security needs
- KU5.** the importance of setting the group objectives and deciding the group income-generating enterprises/ activities, methods of operation, benefits, etc.
- KU6.** the importance of organising the PG/FIG/ SHG meetings and training sessions to resolve common concerns and get information about the latest developments in the field of work
- KU7.** the benefits of various capacity building exercises such as skill development and training programmes
- KU8.** the importance and process of conducting field trials to identify and resolve problems encountered by farmers in the field operations
- KU9.** the concept of group-owned bank to provide quality seeds, fertilisers, pesticides, tools and equipment to the member farmers
- KU10.** the process of using the group's credit facility
- KU11.** core collective farming activities such as procuring inputs in bulk, large-scale farming, packing, transportation and marketing of the produce, etc.
- KU12.** the concept and benefits of forming forward and backward linkages

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KU13. relevant value addition practices such as processing, packing, upgrading the quality, etc.

KU14. the benefits of connecting with similar groups to address common problems at a large scale

Generic Skills (GS)

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

GS1. write relevant notes and reports

GS2. read the relevant literature to get latest updates about the field of work

GS3. communicate politely and professionally

GS4. listen attentively to understand the information being shared

GS5. plan tasks for effective use of time

GS6. identify possible disruptions to work and take appropriate preventive measures

GS7. evaluate all possible solutions to a problem to select the best one

Qualification Pack

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Create PGs/ FIGs/ SHGs</i>	6	8	-	6
PC1. identify farmers/ groups with the common interests in the area	-	-	-	-
PC2. create Producer Groups (PGs)/Farmers Interest Groups (FIGs)/ Self-Help Groups (SHGs), following the applicable rules and regulations	-	-	-	-
<i>Prepare for the PG/ FIG/ SHG operations</i>	6	10	-	6
PC3. organise fundraising activities to support the functioning of the group	-	-	-	-
PC4. establish links with the local government at panchayat level to obtain access to the relevant development programmes and funds	-	-	-	-
PC5. induct subject matter experts (SMEs) in the group	-	-	-	-
PC6. assist in arranging the required Information and Communication Technology (ICT) products for the group	-	-	-	-
PC7. plan the commodity convergence with the relevant developmental programmes	-	-	-	-
PC8. plan optimal production to meet the market and household food security needs	-	-	-	-
<i>Conduct group meetings and training sessions</i>	8	6	-	8
PC9. conduct the initial group meetings to introduce the members, discuss the group objectives, group income-generating enterprises/ activities, methods of operation, etc.	-	-	-	-
PC10. assist in exchanging the domain and technical knowledge such as market or price information, latest technology, and resolving common issues or conflicts through the PG/ FIG/ SHG meetings	-	-	-	-
PC11. organise capacity building exercises such as skill development and training programmes	-	-	-	-

Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Carry out collective farming/ activities</i>	10	16	-	10
PC12. organise field trials to identify and resolve problems encountered by group members in the field operations	-	-	-	-
PC13. procure/hire advanced and expensive farm machineries/tools and equipment using the group fund for collective use of the group members	-	-	-	-
PC14. establish and manage the group-owned bank of quality seeds/ fertilisers/ pesticides/ tools and equipment, etc.	-	-	-	-
PC15. use the group's credit facility as per the applicable terms and conditions	-	-	-	-
PC16. carry out relevant duties as per own role in the PG/FIG/ SHG such as the group leader/ secretary/ book-keeper, etc.	-	-	-	-
PC17. co-ordinate within the group(s) in procuring inputs in bulk/large-scale farming, packing/transportation/marketing of the produce, etc.	-	-	-	-
PC18. assist in forming forward and backward linkages through the PGs/ FIGs/ SHGs	-	-	-	-
PC19. identify and follow the relevant practices to add value to the produce such as processing, packing, upgrading the quality, etc.	-	-	-	-
PC20. arrange for the regular repair and maintenance of the farm machineries/tools, equipment/tube/bore wells/storage/drying platforms/processing units, etc.	-	-	-	-
PC21. connect and partner with other groups to expand the network and address common problems at a large scale	-	-	-	-
NOS Total	30	40	-	30

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	AGR/N9922
NOS Name	Engage in collective farming/activity
Sector	Agriculture
Sub-Sector	Generic
Occupation	Generic
NSQF Level	4
Credits	1
Version	2.0
Last Reviewed Date	NA
Next Review Date	24/02/2025
NSQC Clearance Date	24/02/2022

Qualification Pack

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

Description

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

Scope

The scope covers the following :

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

Elements and Performance Criteria

Introduction to Employability Skills

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

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

Constitutional values - Citizenship

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

- PC3.** recognize the significance of constitutional values, including civic rights and duties, citizenship, responsibility towards society etc. and personal values and ethics such as honesty, integrity, caring and respecting others, etc.
- PC4.** follow environmentally sustainable practices

Becoming a Professional in the 21st Century

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

- PC5.** recognize the significance of 21st Century Skills for employment
- PC6.** practice the 21st Century Skills such as Self-Awareness, Behaviour Skills, time management, critical and adaptive thinking, problem-solving, creative thinking, social and cultural awareness, emotional awareness, learning to learn for continuous learning etc. in personal and professional life

Basic English Skills

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

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- PC7.** use basic English for everyday conversation in different contexts, in person and over the telephone
- PC8.** read and understand routine information, notes, instructions, mails, letters etc. written in English
- PC9.** write short messages, notes, letters, e-mails etc. in English

Career Development & Goal Setting

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

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

Communication Skills

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

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

Diversity & Inclusion

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

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

Financial and Legal Literacy

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

- PC16.** select financial institutions, products and services as per requirement
- PC17.** carry out offline and online financial transactions, safely and securely
- PC18.** identify common components of salary and compute income, expenses, taxes, investments etc
- PC19.** identify relevant rights and laws and use legal aids to fight against legal exploitation

Essential Digital Skills

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

- PC20.** operate digital devices and carry out basic internet operations securely and safely
- PC21.** use e- mail and social media platforms and virtual collaboration tools to work effectively
- PC22.** use basic features of word processor, spreadsheets, and presentations

Entrepreneurship

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

- PC23.** identify different types of Entrepreneurship and Enterprises and assess opportunities for potential business through research
- PC24.** develop a business plan and a work model, considering the 4Ps of Marketing Product, Price, Place and Promotion
- PC25.** identify sources of funding, anticipate, and mitigate any financial/ legal hurdles for the potential business opportunity

Customer Service

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

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

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PC28. follow appropriate hygiene and grooming standards

Getting ready for apprenticeship & Jobs

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

PC29. create a professional Curriculum vitae (Résumé)

PC30. search for suitable jobs using reliable offline and online sources such as Employment exchange, recruitment agencies, newspapers etc. and job portals, respectively

PC31. apply to identified job openings using offline /online methods as per requirement

PC32. answer questions politely, with clarity and confidence, during recruitment and selection

PC33. identify apprenticeship opportunities and register for it as per guidelines and requirements

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

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

KU2. various constitutional and personal values

KU3. different environmentally sustainable practices and their importance

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

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

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

KU7. about effective communication

KU8. POSH Act

KU9. Gender sensitivity and inclusivity

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

KU11. how to compute income and expenditure

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

KU13. different legal rights and laws

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

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

KU16. how to identify business opportunities

KU17. types and needs of customers

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

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

Generic Skills (GS)

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

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

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

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

Qualification Pack

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Introduction to Employability Skills</i>	1	1	-	-
PC1. identify employability skills required for jobs in various industries	-	-	-	-
PC2. identify and explore learning and employability portals	-	-	-	-
<i>Constitutional values - Citizenship</i>	1	1	-	-
PC3. recognize the significance of constitutional values, including civic rights and duties, citizenship, responsibility towards society etc. and personal values and ethics such as honesty, integrity, caring and respecting others, etc.	-	-	-	-
PC4. follow environmentally sustainable practices	-	-	-	-
<i>Becoming a Professional in the 21st Century</i>	2	4	-	-
PC5. recognize the significance of 21st Century Skills for employment	-	-	-	-
PC6. practice the 21st Century Skills such as Self-Awareness, Behaviour Skills, time management, critical and adaptive thinking, problem-solving, creative thinking, social and cultural awareness, emotional awareness, learning to learn for continuous learning etc. in personal and professional life	-	-	-	-
<i>Basic English Skills</i>	2	3	-	-
PC7. use basic English for everyday conversation in different contexts, in person and over the telephone	-	-	-	-
PC8. read and understand routine information, notes, instructions, mails, letters etc. written in English	-	-	-	-
PC9. write short messages, notes, letters, e-mails etc. in English	-	-	-	-
<i>Career Development & Goal Setting</i>	1	2	-	-

Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC10. understand the difference between job and career	-	-	-	-
PC11. prepare a career development plan with short- and long-term goals, based on aptitude	-	-	-	-
<i>Communication Skills</i>	2	2	-	-
PC12. follow verbal and non-verbal communication etiquette and active listening techniques in various settings	-	-	-	-
PC13. work collaboratively with others in a team	-	-	-	-
<i>Diversity & Inclusion</i>	1	2	-	-
PC14. communicate and behave appropriately with all genders and PwD	-	-	-	-
PC15. escalate any issues related to sexual harassment at workplace according to POSH Act	-	-	-	-
<i>Financial and Legal Literacy</i>	2	3	-	-
PC16. select financial institutions, products and services as per requirement	-	-	-	-
PC17. carry out offline and online financial transactions, safely and securely	-	-	-	-
PC18. identify common components of salary and compute income, expenses, taxes, investments etc	-	-	-	-
PC19. identify relevant rights and laws and use legal aids to fight against legal exploitation	-	-	-	-
<i>Essential Digital Skills</i>	3	4	-	-
PC20. operate digital devices and carry out basic internet operations securely and safely	-	-	-	-
PC21. use e- mail and social media platforms and virtual collaboration tools to work effectively	-	-	-	-
PC22. use basic features of word processor, spreadsheets, and presentations	-	-	-	-

Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Entrepreneurship</i>	2	3	-	-
PC23. identify different types of Entrepreneurship and Enterprises and assess opportunities for potential business through research	-	-	-	-
PC24. develop a business plan and a work model, considering the 4Ps of Marketing Product, Price, Place and Promotion	-	-	-	-
PC25. identify sources of funding, anticipate, and mitigate any financial/ legal hurdles for the potential business opportunity	-	-	-	-
<i>Customer Service</i>	1	2	-	-
PC26. identify different types of customers	-	-	-	-
PC27. identify and respond to customer requests and needs in a professional manner.	-	-	-	-
PC28. follow appropriate hygiene and grooming standards	-	-	-	-
<i>Getting ready for apprenticeship & Jobs</i>	2	3	-	-
PC29. create a professional Curriculum vitae (Résumé)	-	-	-	-
PC30. search for suitable jobs using reliable offline and online sources such as Employment exchange, recruitment agencies, newspapers etc. and job portals, respectively	-	-	-	-
PC31. apply to identified job openings using offline /online methods as per requirement	-	-	-	-
PC32. answer questions politely, with clarity and confidence, during recruitment and selection	-	-	-	-
PC33. identify apprenticeship opportunities and register for it as per guidelines and requirements	-	-	-	-
NOS Total	20	30	-	-

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	DGT/VSQ/N0102
NOS Name	Employability Skills (60 Hours)
Sector	Cross Sectoral
Sub-Sector	Professional Skills
Occupation	Employability
NSQF Level	4
Credits	2
Version	1.0
Last Reviewed Date	NA
Next Review Date	28/02/2026
NSQC Clearance Date	28/02/2023

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

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

Minimum Aggregate Passing % at QP Level : 70

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

Assessment Weightage

Compulsory NOS

National Occupational Standards	Theory Marks	Practical Marks	Project Marks	Viva Marks	Total Marks	Weightage
AGR/N4327.Prepare and maintain housing for broiler/layer birds	30	40	0	30	100	5
AGR/N4328.Prepare the poultry shed to receive and manage the chicks/birds	30	35	0	35	100	10
AGR/N4329.Maintain the supply of feed and water for poultry birds	30	45	0	25	100	15
AGR/N4330.Maintain health of birds at poultry farm	30	35	0	35	100	20
AGR/N4331.Carry out collection of eggs and lifting of broiler birds for market	30	40	0	30	100	10
AGR/N4332.Undertake sanitization and biosecurity measures for the replacement stock	30	40	-	30	100	10
AGR/N4334.Carry out documentation and record-keeping at a small poultry farm	30	40	-	30	100	5
AGR/N4316.Ensure safety, hygiene and sanitation of poultry farm	30	35	-	35	100	10

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National Occupational Standards	Theory Marks	Practical Marks	Project Marks	Viva Marks	Total Marks	Weightage
AGR/N9908.Undertake basic entrepreneurial activities for small enterprise	30	40	-	30	100	5
AGR/N9922.Engage in collective farming/activity	30	40	-	30	100	5
DGT/VSQ/N0102.Employability Skills (60 Hours)	20	30	0	0	50	5
Total	320	420	0	0	1050	100

Qualification Pack

Acronyms

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

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.

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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.