



Model Curriculum

QP Name: Poultry Farm Worker

QP Code: AGR/Q4309

QP Version: 2.0

NSQF Level: 3

Model Curriculum Version: 2.0

Agriculture Skill Council of India || Agriculture Skill Council of India (ASCI), 6th Floor, GNG Tower, Plot No. 10, Sector -44

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Training Parameters

Sector	Agriculture
Sub-Sector	Poultry
Occupation	Poultry Farming
Country	India
NSQF Level	3
Aligned to NCO/ISCO/ISIC Code	NCO-2015/6122.0301
Minimum Educational Qualification and Experience	Minimum Educational Qualification: Grade 10 OR Grade 8 with two years of (NTC/ NAC) after 8th OR Grade 8 pass and pursuing continuous schooling in regular school with vocational subject OR 8th grade pass with 2-year relevant experience OR 5th grade pass with 5-year relevant experience OR Previous relevant Qualification of NSQF Level 2 with 1-year relevant experience OR Previous relevant Qualification of NSQF Level 2.5 with 6 months' relevant experience
Pre-Requisite License or Training	Not Applicable
Minimum Job Entry Age	18 Years
Last Reviewed On	25-11-2021
Next Review Date	25-11-2024
NSQC Approval Date	25-11-2021
QP Version	3.0
Model Curriculum Creation Date	25-11-2021
Model Curriculum Valid Up to Date	25-11-2024
Model Curriculum Version	2.0

Minimum Duration of the Course	270 Hours
Maximum Duration of the Course	270 Hours

Program Overview

This section summarizes the end objectives of the program along with its duration.

Training Outcomes

At the end of the program, the learner should have acquired the listed knowledge and skills.

- Prepare Poultry shed: Introduction to Poultry Farm, site selection, construction of shed
- Carry out the Brooding Management: Work environment, brooding management of chicks,
- Carry out the routine work in shed: Handling and caring, health management, vaccination, Egg handling etc.
- Maintain health and safety: Clean and disinfect the shed, hygiene maintenance.

Compulsory Modules

The table lists the modules and their duration corresponding to the Compulsory NOS of the QP.

NOS and Module Details	Theory Duration	Practical Duration	On-the-Job Training Duration (Mandatory)	On-the-Job Training Duration (Recommended)	Total Duration
Bridge Module	05:00	00:00	0:00	0:00	05:00
Module 1: Introduction to the role of a Poultry Farm Worker	05:00	00:00	0:00	0:00	05:00
AGR/N4307: Prepare poultry shed for the placement of chicks/birds NOS Version No. 2.0 NSQF Level 3	10:00	15:00	0:00	0:00	25:00
Module 2: Preparation of poultry shed for the placement of chicks/birds	10:00	15:00	0:00	0:00	25:00
AGR/N4308 - Carry out Brooding Management NOS Version No. 2.0 NSQF Level 3	10:00	20:00	0:00	0:00	30:00
Module 3: Brooding and Debeaking	10:00	20:00	0:00	0:00	30:00

AGR/N4336: Carry out feeding, watering and litter management of chicks/birds NOS Version No. 2.0 NSQF Level 3	10:00	20:00	0:00	0:00	30:00
Module 4: Feed, water and litter management	10:00	20:00	0:00	0:00	30:00
AGR/N4337: Carry out disease prevention and maintain poultry health NOS Version No. 2.0 NSQF Level 3	20:00	40:00	0:00	0:00	60:00
Module 5: Disease prevention and maintenance of poultry health	16:00	36:00	0:00	0:00	52:00
Module 6: Effective communication at the workplace	04:00	04:00	0:00	0:00	08:00
AGR/N4303: Maintain poultry farm equipment, building and environment NOS Version No. 2.0 NSQF Level 3	10:00	20:00	0:00	0:00	30:00
Module 7: Maintenance of poultry farm equipment, building and environment	10:00	20:00	0:00	0:00	30:00
AGR/N4341: Collect, grade, store and pack the hatching eggs/table eggs NOS Version No. 2.0 NSQF Level 3	10:00	20:00	0:00	0:00	30:00
Module 8: Collection, grading, storing and packing the hatching eggs/table eggs	10:00	20:00	0:00	0:00	30:00
AGR/N9903: Maintain health and safety at the workplace NOS Version No. 3.0 NSQF Level 4	15:00	15:00	0:00	0:00	30:00
Module 9: Hygiene and cleanliness	03:00	03:00	0:00	0:00	06:00
Module 10: Safety and emergency procedures	12:00	12:00	0:00	0:00	24:00
DGT/VSQ/N0101 Employability Skills NOS Version-1.0 NSQF Level-2	30:00	00:00	0:00	0:00	30:00
Module 11: Employability Skills	30:00	00:00	0:00	0:00	30:00
Total Duration	120:00	150:00	0:00	0:00	270:00

Module Details

Module 1: Introduction to the role of a Poultry Farm Worker

Bridge Module

Terminal Outcomes:

- Identify the role and responsibilities of ‘Poultry Farm Worker’

Duration: 5:00	Duration: 00:00
Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
<ul style="list-style-type: none"> • Discuss the scope and importance of poultry farming in India • Recognize and Practice Basic reading capabilities to enable reading of signs, notices and/or cautions at site. • Discuss about Poultry Industry • List the types of Poultry-broiler, Layer, Breeder • List different Poultry Breeds • Discuss the role of a Poultry Farm Worker and the progression pathways 	
Classroom Aids:	
Training Kit (Trainer Guide, Presentations). Whiteboard, Marker, Projector, Laptop	
Tools, Equipment and Other Requirements	
NA	

Module 2: Preparation of poultry shed for the placement of chicks/birds

Mapped to ARG/N4307 v2.0

Terminal Outcomes:

- Preparation and maintenance of the Poultry Shed for placement of chicks
- Creating conducive environment for the chicks/birds in poultry

Duration: 10:00	Duration: 15:00
Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
<ul style="list-style-type: none"> • Explain the need for poultry shed • Discuss different types of poultry houses • Explain systems of poultry housing • Describe the parameters to be taken into consideration in selection of location • Describe best practices of poultry farm management • Explain the list of requirements for building the shed • Explain about the standard sanitation procedure. • List the farm equipment required to build a poultry farm • Discuss the frequency of resource requirements • Explain the importance of litter management • Explain the importance of maintaining of farm equipment • Describe the environmental conditions required at poultry farm- adequate light, heat, clean water, feed • Explain the importance of chick guards for the DOC • Discuss the importance of bio security – Movement of people, workers in the shed, buyers entering into shed etc. • Explain the different stages of growth in the birds/poultry • Explain the routine checks to be carried in Poultry shed • Explain early chick management activities • Explain bio-safety measures to dispose the waste as per protocol • Explain various chemicals and 	<ul style="list-style-type: none"> • Demonstrate layout of poultry farm • Demonstrate the process of cleaning, disinfection, sanitation and fumigation of the tools/ equipment and shed • Create the Footbath at the entrance (Chemicals/ disinfectants) • Demonstrate sanitary dry out procedure as directed by the supervisor prior to chick placement • Demonstrate the procedure for sanitising the incoming water through chlorination and filtering before distribution • Demonstrate the procedure for storage of pesticides, disinfectants & fumigants • Demonstrate the procedure of safe disposal of waste using the standard protocol • Demonstrate the use of pesticides, disinfectants & fumigants in correct dosage at the recommended time • Demonstrate preparation of the chick guards for DOC • Demonstrate procedure for seasonal management for poultry birds • Demonstrate how to maintain proper ventilation, light, water and feed requirements for raising chicks • Demonstrate the procedure of handling the chicks at different stages of growth • Demonstrate the use of personal protective equipment while working with the chemicals

<p>disinfectants used in the poultry management</p> <ul style="list-style-type: none"> • Explain relevant legislation, standards, policies and procedures at work • Explain relevant health and safety requirements applicable to the work environment • Explain impact of not following the health, hygiene, safety and quality standards on chicks, consumers and the business 	
<p>Classroom Aids:</p>	
<p>Training Kit (Trainer Guide, Presentations). Whiteboard, Marker, Projector, Laptop</p>	
<p>Tools, Equipment and Other Requirements</p>	
<p>Chemicals, Disinfectants, Cage Structure, Sawdust/paddy husk (in case it is deep littered), PVC Pipes, Water Nipples, Ventilators, Tube lights, Egg Trays, other house construction material , Fans, chick guards etc.</p>	

Module 3: Brooding and Debeaking

Mapped to ARG/N4308 v2.0

Terminal Outcomes:

- Describe brooding management for Poultry Farm
- Practice debeaking

Duration: 10:00	Duration: 20:00
Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
<ul style="list-style-type: none"> • Describe the proper environment required in brooding house • Describe classification of brooding • Explain different types of brooders • Explain the deep litter brooding and cage brooding • Describe the characteristics of good quality litter for poultry • Discuss basic principles of brooding • Discuss essential operations to be carried out prior to receiving chicks • Discuss essential operations to be carried out after receiving chicks • Explain about debeaking and the Process of debeaking • List the different Feed ingredients and composition required for Chicks, Brooders, growers and Layer birds • Discuss about the space, Light, heat and moisture requirement for the birds required for DOC • List the litter material and their management practices • Describe quality and quantity of brooding materials viz. tools, equipment, feeding material, litter, etc. • Discuss about the stocking density • Describe thumb rules to monitor temperature, humidity and DOC comfort • Explain how to care DOC and the requirements of caring DOC • Explain about the quality and type of chicks to be released in the brooder • Explain about seasonal and day-night management practices of raising chicks during the brooding stage • Explain about effect of temperature and humidity on growth rate and ammonia production • Explain about age-wise feeding programs, water 	<ul style="list-style-type: none"> • Demonstrate the methods of brooding • Demonstrate the procedure for sanitation of the brooding area as per regulatory standards • Demonstrate how to prepare the brooding room for the placement of chicks • Identify and sort quality DOC for brooding • Demonstrate how to maintain proper ventilation, light, water for raising poultry chicks • Demonstrate how to monitor uniform temperature and humidity throughout the brooding area • Demonstrate the procedure of debeaking • Demonstrate the handling of debeaking machine • Inspect the debeaked chicks for behavioural abnormalities • Demonstrate stirring/raking to maintain hygiene and quality of litter material • Demonstrate proper handling of chicks in the brooding house • Analyze time and frequency of feeding, food diet of chicks in the brooding house • Demonstrate the mixing of medicines through feed • Select feed samples for analysis • Demonstrate the procedure for good brooding and litter management practices • Demonstrate the use of personal protective equipment • Demonstrate the procedure for waste disposal as per SOP

<p>requirements for poultry birds</p> <ul style="list-style-type: none"> • Explain relevant legislation, standards, policies and procedures at work • Explain relevant health and safety requirements applicable to the work environment • Explain the importance of following health, hygiene, safety and quality standards and the impact of not following the standards on consumers and the business 	
<p>Classroom Aids:</p>	
<p>Training Kit (Trainer Guide, Presentations). Whiteboard, Marker, Projector, Laptop</p>	
<p>Tools, Equipment and Other Requirements</p>	
<p>Chemicals, Disinfectants, Curtains-Gunny Bags/Plastic, Binding Wire, Cutting Player, Electrical Wires/ Folder/Plugs etc., Electrical Bulbs, Insulation Tape, Brooders, Brooder Guards, Chick Feeders, Chick Drinkers, Taps, Newspaper, Thermometer, Foot Dips, Slippers/Footwear, Balance/Weighing Scale, Platform Scale, Scoops, Feed Bins, Trolley/Wheel Barrow, Debeaking Machine</p>	

Module 4: Feed, water and litter management

Mapped to ARG/N4336 v2.0

Terminal Outcomes:

- Maintain the health of poultry chick and workers to get the quality chickens as per company's standards
- Providing feed, water for the chicks/birds as per company's procedure
- Managing litter and disposing the waste litter effectively and safe manner

Duration: 10:00	Duration: 20:00
Theory – Key Learning Outcomes <ul style="list-style-type: none"> • Discuss about balanced diet of chicks • List measures for preventive health care of chicks • Discuss the importance and maintenance of feeding and watering equipment • Discuss the quality standards required for each grade of chicks based on their growth • Explain about waste management and methods of waste disposal • Explain feeding and drinking behaviour of birds at various stages. • Explain how to maintain the record of feeding schedule and type of feed based on their growth. • Explain the feeders and drinkers requirement as per the proportion of number of chicks in the shed • Explain about various types of pest infestation in feed and their remedial measures • Explain the importance of proper storage of feed and how to fight various pest infestations • Describe the consequences of improper storage of feed • Explain the benefits of resource optimization 	Practical – Key Learning Outcomes <ul style="list-style-type: none"> • Analyze the feed requirement of chicks, birds as per the growth stage • Demonstrate how to provide the balanced feed • Demonstrate the procedures for sanitizing the feed, feeders, water, and drinkers • Demonstrate how to adjust the height of feeding and watering equipment as per the growth of chicks • Estimate the number of feeders and drinkers required as per the proportion of birds in the shed • Inspect the feeding and watering equipment for leakage, wear and tear • Demonstrate the documentation of the feeding record as per the schedule for assessment purpose • Demonstrate the disposal of the used litter as per the regulations • Demonstrate how to minimise wastage of resources including water • Calculate the Feed Conversion Ratio of the chicks • Demonstrate the bio-security measures • Calculate the weight of the birds at regular interval • Demonstrate the way to segregate and dispose different categories of waste • Document the feeding record as per the schedule for assessment purpose • Inspect the quality of the litter in a timely manner
Classroom Aids:	
Training Kit (Trainer Guide, Presentations). Whiteboard, Marker, Projector, Laptop	
Tools, Equipment and Other Requirements	
Vaccines, Balanced Feed Chart, Record book, different type of Feed & Drink equipment	

Module 5: Disease prevention and maintenance of poultry health

Mapped to ARG/N4337 v2.0

Terminal Outcomes:

- Manage the diseases of birds in the farm
- Maintain the hygiene at the farm

Duration: 16:00	Duration: 36:00
Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
<ul style="list-style-type: none"> • Explain the key principles of poultry management • List common diseases of layer chicks, their causative organisms, symptoms, vaccination schedule, day-to-day management of common diseases • List the different types of vaccines and the frequency in which they are administered to the chicks • Describe the importance of biosecurity and disinfection in disease prevention • Explain the methods to identify the advanced symptoms in birds • Describe culling • Explain the management techniques of different pests and diseases which affect the chicks/birds • Explain methods of disposing of dead chicks/birds following instructions by the supervisor • Explain the importance of ventilation system is efficient in cleaning of any air-borne pathogen • Explain the impact of not following safety guidelines • Describe transmission of diseases from bird to bird, from birds to humans and vice versa, and their control methods • Explain about the different reportable diseases and their measures • Describe the industrial norms related to stock density, adequate space requirement for chicks/birds, etc. • Explain the importance and contents of Chicken first kit and their uses 	<ul style="list-style-type: none"> • Examine the behaviour and health of chicks • Identify the early signs of infection in chicks/birds • Identify and segregate sick and dead birds • Demonstrate the disposal of the dead birds and other organic matter • Demonstrate vaccination of Birds and medicines in case of diseases • Demonstrate the sanitization of feed and water to prevent gut infection • Demonstrate how to keep the ammonia levels in check and Rake/ stir litter to prevent disease spread • Demonstrate the waste minimization practices • Demonstrate how to take precautions for diseases in birds • Demonstrate disease management practices • Demonstrate how to record the weight of the birds and health check-up at regular interval • Demonstrate litter management practices • Demonstrate how to restrict the movement of free flying birds and other animals • Demonstrate how to restrict the entry of men and material, in case of visitation use the safety and hygiene norms • Demonstrate the culling of birds with advanced signs of disease/infection • Inspect the birds for feather picking, cannibalism due to high stock density • Calculate the mortality rate of chicks • Demonstrate the use of PPE • Demonstrate the use of chicken First aid kit
Classroom Aids:	

Training Kit (Trainer Guide, Presentations). Whiteboard, Marker, Projector, Laptop

Tools, Equipment and Other Requirements

Vaccines, Neem Powder, Sanitizers, Disinfectants, Pipes, Sprayer, Pressure Pump, Funnel, Bottle Opener, Foot Dips, Buckets, Mugs and Mixing Vessels, Measuring Jar, Balance, etc.

Module 6: Effective communication at the workplace

Mapped to ARG/N4337 v2.0

Terminal Outcomes:

- Apply techniques for effective communication with the stakeholders.
- Explain how to mentor an apprentice.
- Discuss ways to promote diversity and inclusion at the workplace.

Duration: 04:00	Duration: 04:00
Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
<ul style="list-style-type: none"> • Explain the importance of verbal and non-verbal communication at the workplace. • Explain the effective methods of sharing and seeking information and feedback at the workplace. • Explain the procedure for completing work-related documentation. • Explain the importance of inclusion of all genders and People with Disability (PwD) at the workplace. • Explain gender concepts (gender as a social construct, gender sensitivity, gender equality etc.), issues and applicable legislation. • Explain ways in which a conducive working environment can be created for all genders and PwD. • Define the need for appropriate verbal and non-verbal communication while interacting with all genders and PwD. • Explain the applicable PwD related regulations. • Explain the procedure to report inappropriate behaviour e.g., harassment. 	<ul style="list-style-type: none"> • Demonstrate the requisite level of proficiency in verbal and non-verbal communication at the workplace. • Demonstrate appropriate verbal and non-verbal communication that is respectful of gender and disability. • Demonstrate effective methods of sharing and seeking information and feedback at the workplace.
Classroom Aids:	
Trainee’s Training Kit and Guide, Power-Point Presentation, Computer, Projector, Black/ Whiteboard. Charts and Videos on Workplace Communication.	
Tools, Equipment and Other Requirements	
Workplace Records and Documents.	

Module 7: Maintenance of poultry farm equipment, building and environment

Mapped to ARG/N4303 v2.0

Terminal Outcomes:

- Maintain the farm equipment, building and environment required for quality standards

Duration: 10:00	Duration: 20:00
Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
<ul style="list-style-type: none"> List the farm equipment required in the poultry farm Explain productivity and quality standards Discuss about importance of maintaining of farm equipment Describe the environmental conditions required at poultry farm Explain Importance of hygiene in and around the farm. Discuss the precaution to take care before and after the starting the production cycle Explain the Standard Operating Procedure used for disinfecting and safety Explain the significance of proper ventilation and adequate air circulation in the poultry farm Explain the permissible levels of moisture, dust and ammonia levels Explain the infrastructure requirement for protection of chicks Explain good brooding and litter management Explain about specific poultry production systems, such as broilers and breeders Explain about farm's environment control mechanism in different climatic conditions of the locality Explain about poultry shed design specifications, distance required between two sheds and between the poultry farm and residential houses for proper raising of poultry birds Explain relevant legislation, standards, policies, and procedures at work Explain relevant health and safety requirements applicable to the work 	<ul style="list-style-type: none"> Identify different tools and equipment in the poultry farm Inspect farm tools and equipment daily Inspect the tools and equipment such as brooder unit, chick guard, feeder, drinker, etc. for the water spillages, blockage or cracks Inspect the plastic / rubber water pipes and sewerage pipes for any kinks or blocks Inspect the physical infrastructure periodically as per standards Examine the electrical system and wiring for any damages Demonstrate the procedure of cleaning, disinfection and sanitization of the farm Demonstrate culling and proper disposal of culled birds Demonstrate how to maintain optimum moisture level, temperature, light intensity, ventilation in the farm Demonstrate the disposal of the litter material after the batch Demonstrate the measures for protection of chicks/birds from predators Demonstrate sanitary dry out procedure prior to bird placement as per the supervisor's instruction Demonstrate the procedure for cleaning of feeding, watering and brooding equipment Demonstrate the procedure for disinfection empty rooms thoroughly by fumigation / spray as per the company's SOP / veterinary doctor's advice Demonstrate the procedure and care in cleaning and disinfecting the incoming water through chlorination and filtration before being distributed to different working areas Demonstrate the good brooding and litter management practices

<p>environment</p> <ul style="list-style-type: none"> • Explain the impact of not following the health, hygiene, safety and quality standards on consumers and the business • Explain environmentally sound methods for raising poultry birds 	<ul style="list-style-type: none"> • Demonstrate the use of personal protective equipment
<p>Classroom Aids:</p>	
<p>Training Kit (Trainer Guide, Presentations). Whiteboard, Marker, Projector, Laptop</p>	
<p>Tools, Equipment and Other Requirements</p>	
<p>Sprayer, Disinfectants, brooder units, chick guards, oven, various kinds of feeders and drinkers etc</p>	

Module 8: Collection, grading, storing, and packing the hatching eggs/table eggs

Mapped to ARG/N4341 v2.0

Terminal Outcomes:

- Collection, Grading, storage, packing and transportation of hatching eggs/table eggs.

Duration: 10:00	Duration: 20:00
Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
<ul style="list-style-type: none"> • Explain how to identify the egg laying birds • Discuss parameter to grade the eggs for table/ hatching purpose • Discuss factors which affect the egg production and fertility of the egg • Discuss about the maintenance of cool room such as temperature, cleaning, storage of eggs etc. • Discuss the packing material used in the transportation of eggs • Explain the procedure of egg collection and storage. • Explain about the FIFO method • Explain the methods of disinfection of vehicle and its importance • Explain seasonal management to combat the climatic stress on egg production • Explain about safe handling of eggs • Explain the importance of documentation and maintenance of accurate and complete production records • Discuss about methods to track back the record from finished product to raw material. • Explain the importance of emery paper in cleaning of dirty eggs • Explain the intervals at which eggs are collected 	<ul style="list-style-type: none"> • Demonstrate the procedure for cleaning and disinfecting the nest box • Identify the egg laying birds • Estimate the number of eggs to be harvested from the shed • Demonstrate the procedure for collection the eggs in a container without disturbing the birds • Demonstrate the way of handling eggs before collecting eggs • Demonstrate how to handle the eggs with precautions • Demonstrate the disposal of soiled and floored eggs. • Demonstrate the procedure for fumigation of eggs • Demonstrate different techniques and method for the collections of eggs and lifting of birds • Identify and separate the poor layer birds. • Demonstrate grading and storing the eggs • Demonstrate the procedure of loading and staking the egg cases in the vehicle. • Demonstrate the procedure for storing the eggs in the cool room at the recommended temperature and relative humidity percentage • Demonstrate the use of emery paper for cleaning dirty eggs • Demonstrate grading the hatching eggs based on various physical parameters such as weight, size, shape, shell thickness, cleanliness on the egg shell, etc • Create foot dip and hand wash at the entrance
Classroom Aids:	
Training Kit (Trainer Guide, Presentations). Whiteboard, Marker, Projector, Laptop	
Tools, Equipment and Other Requirements	
Trays, container, Different grades of eggs, egg handling equipment	

Module 9: Hygiene and cleanliness

Mapped to NOS AGR/N9903 v3.0

Terminal Outcomes:

- Discuss how to adhere to personal hygiene practices
- Demonstrate ways to ensure cleanliness around the workplace

Duration: 03:00	Duration: 03:00
Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
<ul style="list-style-type: none"> • Explain the requirements of personal health, hygiene and fitness at work. • Explain common health hazards in poultry farm as per International Labour Organisation (ILO) • Describe common health-related guidelines laid down by the organizations/ Government at the workplace • Explain the importance of using mask (3 layers of cloth-piece) • Explain the importance of good housekeeping at the workplace. • Explain the importance of informing the designated authority on personal health issues related to injuries and infectious diseases. • Explain the importance of hygiene in the farm 	<ul style="list-style-type: none"> • Demonstrate personal hygiene practices to be followed at the workplace. • Demonstrate the correct way of washing hands with soap and water, and alcohol-based hand rubs • Demonstrate the cleaning and sanitization of worn clothes as per SOP • Demonstrate the steps to follow to put on and take off a mask safely. • Show how to sanitize and disinfect one's work area regularly. • Demonstrate adherence to the workplace sanitization norms. • Show how to ensure the cleanliness of the work area.
Classroom Aids:	
Computer, Projection Equipment, PowerPoint Presentation and Software, Facilitator's Guide, Participant's Handbook.	
Tools, Equipment and Other Requirements	
Personal Protective Equipment, Cleaning Equipment and Materials, Sanitizer, Soap, Mask	

Module 10: Safety and emergency procedures

Mapped to NOS AGR/N9903 v3.0

Terminal Outcomes:

- Describe how to adhere to safety guidelines
- Show how to administer appropriate emergency procedures

Duration: 12:00	Duration: 12:00
Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
<ul style="list-style-type: none"> • List the Personal Protective Equipment (PPE) required at the workplace. • Explain the importance of follow the instructions mentioned on the labels of chemicals/pesticides/fumigants etc to avoid hazards • Describe the hazards caused due to chemicals/pesticides/fumigants. • Describe the basic safety checks to be done before the operation of any equipment/machinery. • Describe the common first aid procedures to be followed in case of emergencies. • State measures that can be taken to prevent accidents and damage at the workplace. • Explain the importance of reporting details of first aid administered, to the reporting officer/doctor, in accordance with workplace procedures • Explain treatments for various accidents and injuries in accordance with recognized first aid techniques • State common health and safety guidelines to be followed at the workplace. • Discuss about importance of maintaining of farm equipment • Explain government / workplace advisories related to outbreak of any disease/disaster 	<ul style="list-style-type: none"> • Demonstrate the basic safety checks before operation of all tools, implements, and machinery • Estimate risks prior to performing manual handling jobs • Inspect various areas of the workplace for leakages, water-logging, pests, fire, etc. • Demonstrate the use of PPE and implements as applicable to the workplace. • Demonstrate the correct way of donning, doffing and discarding PPE such as face masks, hand gloves, face shields, PPE suits, etc. • Demonstrate the procedure to sanitize the tools, equipment and machinery properly. • Demonstrate the safe disposal of waste. • Demonstrate procedures for dealing with accidents, fires and emergencies. • Demonstrate emergency procedures to the given workplace requirements. • Demonstrate the use of emergency equipment in accordance with manufacturers' specifications and workplace requirements. • Demonstrate how to administer first aid. • Demonstrate how to prepare a list of relevant hotline/ emergency numbers

Classroom Aids:

Computer, Projection Equipment, PowerPoint Presentation and Software, Facilitator’s Guide, Participant’s Handbook.

Tools, Equipment and Other Requirements

Personal Protective Equipment, First Aid Kit, Equipment used in Medical Emergencies.

Module 11: Employability Skills (30 hours)

Mapped to NOS DGT/VSQ/N0101 v1.0

Duration: 30:00

Key Learning Outcomes

Introduction to Employability Skills Duration: 1 Hour

After completing this programme, participants will be able to:

1. Discuss the importance of Employability Skills in meeting the job requirements

Constitutional values - Citizenship Duration: 1 Hour

2. Explain constitutional values, civic rights, duties, citizenship, responsibility towards society etc. that are required to be followed to become a responsible citizen.

3. Show how to practice different environmentally sustainable practices

Becoming a Professional in the 21st Century Duration: 1 Hours

4. Discuss 21st century skills.

5. Display positive attitude, self -motivation, problem solving, time management skills and continuous learning mindset in different situations.

Basic English Skills Duration: 2 Hours

6. Use appropriate basic English sentences/phrases while speaking

Communication Skills Duration: 4 Hour

7. Demonstrate how to communicate in a well -mannered way with others.

8. Demonstrate working with others in a team

Diversity & Inclusion Duration: 1 Hour

9. Show how to conduct oneself appropriately with all genders and PwD

10. Discuss the significance of reporting sexual harassment issues in time

Financial and Legal Literacy Duration: 4 Hours

11. Discuss the significance of using financial products and services safely and securely.

12. Explain the importance of managing expenses, income, and savings.

13. Explain the significance of approaching the concerned authorities in time for any exploitation as per legal rights and laws

Essential Digital Skills Duration: 3 Hours

14. Show how to operate digital devices and use the associated applications and features, safely and securely

15. Discuss the significance of using internet for browsing, accessing social media platforms, safely and securely

Entrepreneurship Duration: 7 Hours

16. Discuss the need for identifying opportunities for potential business, sources for arranging money and potential legal and financial challenges

Customer Service Duration: 4 Hours

17. Differentiate between types of customers

18. Explain the significance of identifying customer needs and addressing them

19. Discuss the significance of maintaining hygiene and dressing appropriately

Getting ready for apprenticeship & Jobs Duration: 2 Hours

20. Create a biodata

21. Use various sources to search and apply for jobs

22. Discuss the significance of dressing up neatly and maintaining hygiene for an interview

23. Discuss how to search and register for apprenticeship opportunities

Annexure

Trainer Requirements

Trainer Prerequisites						
Minimum Educational Qualification	Specialization	Relevant Industry Experience		Training Experience		Remarks
		Years	Specialization	Years	Specialization	
12th Class		3	Poultry Farming	0		Poultry Farm Supervisor with 3 Years' experience of working with registered Corporates or Not for Profit Organizations after 12th Pass
Diploma	Veterinary /Animal Husbandry / Poultry	3	Poultry Farming	0		Regular Diploma more than 15 months
Graduate	Graduate in any stream except Agriculture	3	Poultry Farming	0		For school Program minimum qualification of Trainer should be Graduate. Their Teaching experience will be considered industry experience
Graduate	Agriculture	2	Poultry Farming	0		
B. V. Sc.		0		0		
Post Graduate	Animal science	0		0		

Trainer Certification	
Domain Certification	Platform Certification
Certified for Job Role: "Poultry Farm Worker" mapped to QP: "AGR/Q4302, v3.0". Minimum accepted score is 80%	Certified for the Job Role: "Trainer (Vet and Skills)", mapped to the Qualification Pack: "MEP/Q2601 v2.0". Minimum accepted score is 80%

Assessor Requirements

Assessor Prerequisites						
Minimum Educational Qualification	Specialization	Relevant Industry Experience		Training/Assessment Experience		Remarks
		Years	Specialization	Years	Specialization	
Graduation	B. V. Sc.	4	In Poultry farming and related Experience	0		Practical skills and knowledge required in raising broiler chicks
Graduation	B. Tech (Poultry Production Technology)	4	In Poultry farming and related Experience	0		Practical skills and knowledge required in raising broiler chicks
Graduation	B. Sc (Animal Husbandry & Dairying/Poultry Production and Business Management)	5	In Poultry farming and related Experience	0		Practical skills and knowledge required in raising broiler chicks
Post-Graduation	M. Sc (Animal Science/Poultry Production/Poultry Science/Applied Poultry Science)	2	In Poultry farming and related Experience	0		Practical skills and knowledge required in raising broiler chicks
Post-Graduation	M. V. Sc	2	In Poultry farming and related Experience	0		Practical skills and knowledge required in raising broiler chicks
PhD	Ph. D (Poultry Science/Animal Science/ Veterinary Science/Animal Genetics and Breeding)	1	In Poultry farming and related Experience	0		Practical skills and knowledge required in raising broiler chicks
Assessor Certification						
Domain Certification				Platform Certification		
Certified for Job Role “ Poultry Farm Worker ”, mapped to QP: “AGR/Q4309, v3.0”, Minimum accepted score is 80%				Certified for the Job Role: “Assessor (Vet and Skills)”, mapped to the Qualification Pack: “MEP/Q2701, v2.0”, with a minimum score of 80%.		

Assessment Strategy

Assessment System Overview

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

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

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

An individual must have adequate knowledge and skills to perform a specific task, weightage for different aspects of the assessment is given as follows:

- Multiple Choice Questions: 20%-30%, depending on the specific QP
- Viva: 20%
- Practical: 50% - 60% (Involves demonstrations of applications and presentations of procedures/tasks and other components)
- Assessment will be carried out by certified assessors through empanelled assessment partners. Based on the results of the assessment; ASCI will certify the learners/candidates

Testing Environment

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

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

- Multilingual assessments (ASCI is conducting the assessments in 13 + languages pan India)
- Rubric driven assessments in Practical/Viva sections and responses recorded accordingly
- All responses, data, records and feedback stored digitally on the cloud
- Advanced auto-proctoring features – photographs, time-stamp, geographic-tagging, toggle- screen/copy-paste disabled, etc.
- Android-based monitoring system
- End to end process from allocation of a batch to final result upload, there is no manual intervention

- Assessment will normally be fixed for a day after the end date of the training / within 7 days of completion of training.
- Assessment will be conducted at the training venue
- The room where assessment is conducted will be set with proper seating arrangements with enough space to curb copying or other unethical activities
- Question bank of theory and practice will be prepared by ASCI /assessment agency and approved ASCI. Only from approved Question Bank assessment agency will prepare the question paper. Theory testing will include multiple-choice questions, pictorial questions, etc. which will test the trainee on his theoretical knowledge of the subject.
- The theory, practical and viva assessments will be carried out on the same day. In case of a greater number of candidates, the number of assessors and venue facilitation be increased and facilitated

Assessment			
Assessment Type	Formative or Summative	Strategies	Examples
Theory	Summative	MCQ/Written exam	Knowledge of facts related to the job role and functions. Understanding of principles and concepts related to the job role and functions
Practical	Summative	Structured tasks/Demonstration	Practical application /Demonstration /Application tasks
Viva	Summative	Questioning and Probing	Mock interviews on the usability of job roles/advantages /importance of adherence to procedures. Viva will be used to gauge trainee's confidence and correct knowledge in handling the job situation

The question paper pre-loaded in the computer /Tablet and it will be in the language as requested by the training partner.

Assessment Quality Assurance framework

Assessment Framework and Design:

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

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

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

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

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

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

Type – Procedural questions, dos and don'ts, subjective questions to check the understanding of practical tasks.

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

Type of Evidence and Evidence Gathering Protocol:

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

- Geo Tagging to track ongoing assessment
- AA's coordinator emails the list of documents and evidence (photos and videos) to the assessor one day before the assessment. The list is mentioned below:
 - Signed Attendance sheet
 - Assessor feedback sheet
 - Candidate feedback sheet

- Assessment checklist for assessor
 - Candidate Aadhar/ID card verification
 - Pictures of the classroom, labs to check the availability of adequate equipment's and tool to conduct the training and assessment
 - Pictures and videos of Assessment, training feedback and infrastructure.
- Apart from the Assessor, a Technical assistant is popularly known as Proctor also ensures the proper documentation and they verify each other's tasks.
 - To validate their work on the day of the assessment, regular calls and video calls are done.
 - On-boarding and training of assessor and proctor is done on a timely basis to ensure that the quality of the assessment should be maintained.
 - Training covers the understanding of QP, NSQF level, NOS and assessment structure

Methods of Validation

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

Method for assessment documentation, archiving, and Access:

- ASCI have a fully automated result generation process in association with multiple AAs
- Theory, Practical and Viva marks forms the basis of the results and encrypted files generated to avoid data manipulation. All responses were captured and stored in the System with Timestamps at the end of AAs and SSC. NOS-wise and PC-wise scores can be

generated.

- Maker Checker concept: One person prepares the results and another audit result which is internally approved by AA at first and then gets vetted at the end of SSC
- All softcopies of documents are received from the on-ground tech team over email. The same is downloaded by our internal backend team and saved in Repository. The repository consists of scheme-wise folders. These scheme-wise folders have to job role-specific folders. These specific folders have Year wise and Month wise folders where all documents are saved in Batch specific folders. All Hard copies are filed and stored in the storeroom.

Result Review & Recheck Mechanism –

- Time-stamped assessment logs
- Answer/Endorsement sheets for each candidate
- Attendance Sheet
- Feedback Forms: Assessor feedback form, Candidate feedback form, TP feedback form
- The results for each of the candidate shall be stored and available for review (retained for 5 years/ till the conclusion of the project or scheme)

References

Glossary

Term	Description
Sector	The 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
Declarative Knowledge	Declarative knowledge refers to facts, concepts and principles that need to be known and/or understood in order to accomplish a task or to solve a problem.
Key Learning Outcome	Key learning outcome is the statement of what a learner needs to know, understand and be able to do in order to achieve the terminal outcomes. A set of key learning outcomes will make up the training outcomes. Training outcome is specified in terms of knowledge, understanding (theory) and skills (practical application).
OJT (M)	On-the-job training (Mandatory); trainees are mandated to complete specified hours of training on site
OJT (R)	On-the-job training (Recommended); trainees are recommended the specified hours of training on site
Procedural Knowledge	Procedural knowledge addresses how to do something, or how to perform a task. It is the ability to work, or produce a tangible work output by applying cognitive, affective or psychomotor skills.
Training Outcome	Training outcome is a statement of what a learner will know, understand and be able to do upon the completion of the training.
Terminal Outcome	Terminal outcome is a statement of what a learner will know, understand and be able to do upon the completion of a module. A set of terminal outcomes help to achieve the training outcome.

Acronyms and Abbreviations

Term	Description
AGR	Agriculture
NOS	National Occupational Standard (s)
NSQF	National Skills Qualifications Framework
OJT	On-the-job Training
QP	Qualifications Pack
PwD	People with Disability
PPE	Personal Protective Equipment