Model Curriculum

QP Name: Backyard Poultry Famer

QP Code: AGR/Q4311

QP Version: 1.0

NSQF Level: 2

Model Curriculum Version: 1.0

Agriculture Skill Council of India || Unit No. 101, First Floor, Greenwoods Plaza, Block 'B', Greenwoods City, Sector 45, Gurugram -122009, Haryana.

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Training Parameters

Sector	Agriculture
Sub-Sector	Poultry
Occupation	Poultry Farming
Country	India
NSQF Level	2
Aligned to NCO/ISCO/ISIC Code	NCO-2015/6122.0101
Minimum Educational Qualification and Experience	No formal education
Pre-Requisite License or Training	N/A
Minimum Job Entry Age	NA
Last Reviewed On	29/09/2023
Next Review Date	29/09/2026
NSQC Approval Date	29/09/2023
QP Version	1.0
Model Curriculum Creation Date	30/08/2023
Model Curriculum Valid Up to Date	29/09/2026
Model Curriculum Version	1.0
Minimum Duration of the Course	210 Hours
Maximum Duration of the Course	210 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.

- Rear the Poultry Birds: Introduction to Poultry Farming, site selection, accommodation arrangements, handling of birds, feed and water
- Maintain the health of birds: Birds diseases, symptoms, culling, vaccination etc.
- Practice Harvest and Post-harvest: Harvesting of eggs, handling of eggs, post-harvest care, packing, transportation, marketing skills etc.

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
AGR/N4351: Prepare and maintain housing for poultry birds **NOS Version No. 1.0** **NSQF Level 2**	**15:00**	**15:00**	**0:00**	**0:00**	**30:00**
Module 1: Introduction to the role of a Backyard Poultry Famer	05:00	0:00	0:00	0:00	05:00
Module 2: Preparation of poultry house	05:00	07:00	0:00	0:00	12:00
Module 3: Maintenance of poultry house	05:00	08:00	0:00	0:00	13:00
AGR/N4352: Prepare the poultry shed to manage the chicks/birds **NOS Version No. 1.0** **NSQF Level 2**	**15:00**	**15:00**	**0:00**	**0:00**	**30:00**
Module 4: Maintenance of the poultry shed to receive and manage the chicks/birds	05:00	05:00	0:00	0:00	10:00
Module 5: Handling chicks/birds in poultry sheds	10:00	10:00	0:00	0:00	20:00
AGR/N4353: Provide feed and water to the poultry birds **NOS Version No. 1.0** **NSQF Level 2**	**10:00**	**20:00**	**0:00**	**0:00**	**30:00**

Module 6: Feeding and watering to poultry birds	10:00	20:00	0:00	0:00	30:00
AGR/N4354: Maintain health of poultry birds NOS Version No. 1.0 NSQF Level 2	**15:00**	**15:00**	**0:00**	**0:00**	**30:00**
Module 7: Maintaining health of poultry birds	15:00	15:00	0:00	0:00	30:00
AGR/N4355: Collect eggs and lift broiler birds for market NOS Version No. 1.0 NSQF Level 2	**10:00**	**20:00**	**0:00**	**0:00**	**30:00**
Module 8: Harvesting eggs and meat from the birds	10:00	20:00	0:00	0:00	30:00
AGR/N4356: Follow sanitization and biosecurity measures for the replacement stock NOS Version No. 1.0 NSQF Level 2	**15:00**	**15:00**	**0:00**	**0:00**	**30:00**
Module 9: Sanitization and biosecurity measures for the replacement stock	15:00	15:00	0:00	0:00	30:00
DGT/VSQ/N0101 Employability Skills NOS Version No. 1.0 NSQF Level 2	**30:00**	**00:00**	**0:00**	**0:00**	**30:00**
Module 10: Employability Skills	30:00	00:00	0:00	0:00	30:00
Total Duration	**110:00**	**100:00**	**0:00**	**0:00**	**210:00**

Module Details

Module 1: Introduction to the role of a Backyard Poultry Famer
Bridge Module, Mapped to NOS AGR/N4351 v1.0

Terminal Outcomes:

- Discuss the role and responsibilities of a Backyard Poultry Famer
- Explain the scope and opportunity of poultry farming

Duration: 05:00	Duration: 00:00
Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
- Explain general discipline in the classroom (Do's & Don'ts) - Discuss the role of a Backyard Poultry Famer and the progression pathways - Describe the status, scope and opportunities in the Poultry Industry - Discuss Origin, domestication, and history of poultry - List different Poultry Breeds – Broiler and Layer farming - Explain the Purpose of raising different types of domestic birds for egg or meat production. - Explain the current demand for poultry industry	
Classroom Aids:	
Training Kit - Trainer Guide, Presentations, Whiteboard, Marker, Projector, Laptop	
Tools, Equipment and Other Requirements	
NA	

Module 2: Preparation of poultry house

Mapped to NOS AGR/N4351 v1.0

Terminal Outcomes:

- Explain need for poultry house and factors affecting selection of location for poultry house
- Show suitable poultry layout
- Explain different type and system of poultry house
- Explain optimal condition required for rearing poultry bird

Duration: 05:00	**Duration: 07:00**
Theory – Key Learning Outcomes	**Practical – Key Learning Outcomes**
- Discuss need for poultry house as per industry standard - Discuss various factors that must be considered while identifying a suitable location with optimum size and space for the construction of poultry house - Explain basic principles to be observed for layout of the poultry farm as per farm size - Discuss different types of poultry houses - Describe Optimal environmental conditions required for rearing poultry birds - Explain classification Poultry Housing system and also their advantages and disadvantages - List the various inputs required for the establishment of the poultry farm - Explain the proper way to identify and establish the poultry farm with different types of poultry housing. - Discuss the standards of the poultry farm, adhere to industry standard. - Explain relevant legislation, standards, policies and procedures for preparation and management of poultry shed. - Discuss rules and regulations pertaining to poultry welfare and farming	- Demonstrate layout of the poultry farm as per farm size - Demonstrate the procedure in carrying out micro-planning of activities for poultry business - Show different types of poultry houses - Demonstrate different systems of Poultry Housing - Demonstrate nesting units for the egg-layers to facilitate proper hatching - Show how to prepare the shed for poultry birds – ventilation opening, feeder, water, moisture level, dust
Classroom Aids:	
Training Kit - Trainer Guide, Presentations, Whiteboard, Marker, Projector, Laptop	
Tools, Equipment and Other Requirements	
Infra-red bulbs, Reflectors/ Hovers, Rake, Ventilation fan, Linear feeder/ Circular feeder, Manual drinker/ Pan and jar type, Shell grit box, evaporative cooling pads	

Module 3: Maintenance of poultry house

Mapped to NOS AGR/N4351 v1.0

- Demonstrate how to maintain Poultry House safely and in hygienic way
- Show various poultry bird management techniques to promote health and safety of the birds and to combat the climatic stress as per SOP.
- Explain bio-security measures to be adopted in inter-farm transfer of feed, equipment and movement of man & material.
- Estimate required quantity of materials and equipment required in the poultry shed for maintaining health and hygiene of birds

Duration: 05:00	Duration: 08:00
Theory – Key Learning Outcomes	**Practical – Key Learning Outcomes**
- List the various equipment required to maintaining the poultry farm optimally - Discuss about importance of maintaining of farm equipment appropriately - Describe the optimal environmental conditions, clean water, feed, etc. that are required to be maintained to promote poultry bird health and safety as per SOP - Explain different factors which are considered while monitoring the poultry shed. - Discuss the techniques which promote health and safety of the birds as per SOP - Discuss quantity and quality of materials and equipment required in the poultry shed for maintaining health and hygiene of birds - Explain the maintenance and management of the inputs supply and equipment's in poultry farm. - Discuss the different seasonal management techniques to fight the climatic stress to the birds. - Explain about bio-security measures to be adopted in inter-farm transfer of feed, equipment and movement of man & material. - Discuss the eco-friendly methods of waste disposal and their management as per industry standards - Explain the Importance of following the health, hygiene, safety and quality	- Demonstrate the function of various equipment required to maintaining the poultry farm - Show how to clean, disinfect, sanitize and fumigate the tools/ equipment and shed safely at recommended frequency and store at appropriate place - Demonstrate preventive measures for the potential hazards which may arise in the shed due to the materials used or any equipment malfunction or by the birds/humans - Show how to maintain the comfortable environment for chicks like adequate light, heat, clean water, feed - Demonstrate the working methods and systems which promote health and safety of the birds and which are in alignment with the standard operating procedures - Demonstrate disposal techniques for waste management as per Industrial standards - Demonstrate how to identify problems that arise in carrying out different task and how to counter effectively. - Show how to prepare the housing area, adhering to the industry norms and recommendations - Show the poultry bird management techniques that must be followed which promote health and safety of the birds and also to combat the climatic stress as

standards of birds, consumers and the business.	per SOP.

Classroom Aids:

Training Kit - Trainer Guide, Presentations, Whiteboard, Marker, Projector, Laptop

Tools, Equipment and Other Requirements

Infra-red bulbs, Reflectors/ Hovers, Rake, Ventilation fan, Linear feeder/ Circular feeder, Manual drinker/ Pan and jar type, Shell grit box, evaporative cooling pads

Module 4: Maintenance of the poultry shed to receive and manage the chicks/birds

Mapped to NOS AGR/N4352 v1.0

Terminal Outcomes:

- Receiving and inducting the chicks/birds
- Managing chicks/birds for better liveability and productivity

Duration: 05:00	Duration: 05:00
Theory – Key Learning Outcomes	**Practical – Key Learning Outcomes**
• Explain types of housing areas suitable for the chicks/birds • Discuss appropriate stocking density as per the age of birds • Explain quantity & quality of materials and equipment required in the poultry shed for maintaining health and hygiene of birds • Explain the signs of stress, normal/ abnormal behavior in birds and its alleviation methods • Explain management practices to be adopted for different climatic condition to achieve the optimum production • Explain balanced feed and sanitized water to be provided to chicks/birds • Discuss the disinfection process for poultry shed, equipment and other tools • Explain waste disposal techniques for litter & discarded feed as per the industry guidelines and policies • Explain standard operating procedures while receiving and handling the chicks/birds • Explain the impact of not following the health, safety and quality standard.	• Demonstrate how to clean and sanitized the shed and its surrounding area thoroughly before the receipt of new batch of chicks/birds • Show how to prepare and establish adequate quantity of materials and equipment suitable for the reception of birds prior to their arrival • Show how to maintain a conducive environment during the arrival and establishment of chicks/birds • Demonstrate how to carry out brooder/shed management with the required stock density, following the industry guidelines • Show how to maintain the quality of litter with optimum moisture and ammonia level by racking • Show how to monitor and assess the condition of chicks/birds to ensure their health and safety • Demonstrate the procedure for disposal of waste materials is done in an eco-friendly manner. • Demonstrate the use of PPE while handling chicks/birds • Demonstrate the procedure for introduction of chicks/birds with minimum stress
Classroom Aids:	
Training Kit - Trainer Guide, Presentations, Whiteboard, Marker, Projector, Laptop	
Tools, Equipment and Other Requirements	
Gloves, Rake , Rubber boots, sanitizers, water, feed etc.	

Module 5: Handling chicks/birds in poultry sheds
Mapped to NOS AGR/N4352 v1.0

Terminal Outcomes:

- Process of handling poultry birds in the sheds
- Show how to monitor poultry birds within the accommodation based on various parameter
- Show how to manage chicks/birds for better liveability and productivity
- Explain bio-security measures and vaccination schedules of chicks/birds
- Show methods of waste segregation and their management as per standard

Duration: 10:00	Duration: 10:00
Theory – Key Learning Outcomes	**Practical – Key Learning Outcomes**
- Discuss about the behaviour of Poultry birds and safe handling of chicks/birds - Discuss different types of stress that occur in poultry birds and their management - Discuss health and hygiene requirements of poultry farm - Discuss appropriate stocking density as per the age of birds - List the materials (e.g. layering) and environmental conditions which birds need within their accommodation to maintain their health and well-being - Describe specific needs of special care birds - Explain the feed and drinking mechanisms for birds - Explain about balanced diet given for poultry birds at different stages - Explain how to monitor and asses the condition of birds and to identify the signs of stress, normal/abnormal behaviour - Explain the Industrial guidelines and standard operating procedure regarding the brooder/shed management - Explain the signs of stress, normal/abnormal behavior in birds and its alleviation methods	- Show key criterion while analysing and monitoring of behaviour of poultry birds - Demonstrate use of the tools/equipment required for better management of poultry birds - Show the procedures to be followed to place the birds into the accommodation - Demonstrate disinfection process for poultry shed, equipment and other tools - Demonstrate handling of birds correctly and safely - Demonstrate the cleaning of the shed, floor and water containers and nests according to the bird accommodation and specification - Show how to introduce birds into the accommodation in a way that minimizes stress and maintains their health and hygiene - Show preparation and establishment of adequate quantity of materials and equipment suitable for the reception of birds - Show how to monitor light, heat, water, feed, space are adequate for the birds maintaining safety standard - Show management practices to be adopted for different climatic condition to achieve the optimum production - Demonstrate the procedures for maintaining quality of the litter with optimum moisture - Demonstrate the process of raking to control moisture and ammonia level - Demonstrate methods of waste segregation

• Explain the process of raking • Discuss bio-security measures and vaccination schedules of chicks/birds • Explain the rules and regulations pertaining to poultry welfare and farming • Explain the proper waste disposal methods	and their management as per standard

Classroom Aids:

Training Kit - Trainer Guide, Presentations, Whiteboard, Marker, Projector, Laptop

Tools, Equipment and Other Requirements

Gloves, Rake , Rubber boots, Sanitizer

Module 6: Feeding and watering to poultry birds

Mapped to NOS AGR/N4353 v1.0

Terminal Outcomes:

- Prepare feed and water supplies for birds
- Monitor and maintain the supply of feed and water to birds

Duration: 10:00	Duration: 20:00
Theory – Key Learning Outcomes	**Practical – Key Learning Outcomes**
- Explain the norms to be followed in receiving, the handling, distributions of the feed as per industry standard - Explain the parameter to check the quality of the feed - Discuss the quantity and type of feed and water requirements of birds as per their breed, season and growth stage - Discuss appropriate method of storage of feed to prevent moisture or fungal/pest infestation - Explain the impact of storing feed and water in unclean & improper conditions on birds health and the business - Explain remedial measures and management techniques of different pests and diseases which affect the feed - Describe the timing and amount of feed and water supply - Explain the quantity and type of feed supplements and water requirements of birds as per their breed, season and growth stage - Discuss feed composition and resources required for poultry birds - Explain calculation of quantity of feed to be delivered to poultry birds - List types of feed, ingredients of poultry feed and their required qualities - Explain importance of water supply to birds	- Demonstrate various quality parameter to be checked for the received feed and stored feed - Demonstrate preparation of feed with appropriate mixture of feed and supplements - Examine the bird feed for quantity, quality and type of feed delivered - Show how to calculate the feed conversion ratio of poultry birds - Show how to calculate the quantity of feed to be delivered to birds - Demonstrate the proper way of preparing, distributing, and management of the feed. - Show how to maintain the feed and water equipment properly as per standard - Monitor the stored bird feed regularly for any signs of pest infestation and report this to the appropriate person - Demonstrate the safe methods of waste disposal from feeding and watering system - Demonstrate how to perate and maintain equipment used for feed preparation e.g. feed grinder - Show how to maintain the feed stock levels as per the requirement of birds in the poultry house - Show how to modify the distribution of feed and water process according to the season - Demonstrate use of PPE while handling and feed and water

• Describe the Feed Conversation Ratio of Poultry birds	
• List principles of stock rotation	
• Describe basic nutritional requirements of birds, including water storage	
• Discuss hygiene to be maintained before and after handling poultry feed	
• Discuss the parameters to be considered while monitoring of health and wellbeing of birds	
• Explain about correct methods for disposing of organic and inorganic feed waste	

Classroom Aids:

Training Kit - Trainer Guide, Presentations, Whiteboard, Marker, Projector, Laptop

Tools, Equipment and Other Requirements

Feeder, Waterer, Gloves**,** PPE, Feed charts, different quality of feeds

Module 7: Maintaining health of poultry birds
Mapped to NOS AGR/N4354 v1.0

Terminal Outcomes:

- Maintain the health of birds and workers to get the quality chickens

Duration: 15:00	**Duration**: 15:00
Theory – Key Learning Outcomes	**Practical – Key Learning Outcomes**
- Explain importance the balanced diet for poultry birds - Discuss biosecurity measures requirements in the poultry farm - Discuss the importance of maintaining good health - Discuss medication process for treatment of problems of poultry birds as per applicable standard and regulations - Discuss ethno-veterinary practices adopted in the treatment of common diseases - List the different types of vaccines and the frequency in which they are administered to the chicks - Explain techniques and methods of administering prescribed basic healthcare treatments - Discuss sufficient stocking density requirements for movement and comfort of birds - Explain the normal and abnormal behavioural signs in birds - Describe characteristics of the breed according to growth stage - Discuss method of debarking and deworming of poultry birds and its importance - Discuss different diseases infecting poultry birds, symptoms and recommended vaccines and their schedule - List preventive measures for health care of chicks - Explain different vaccination of poultry birds and their dose at recommended schedule for immunization - Discuss management techniques of poultry pest and parasites - Discuss about culling	- Demonstrate bio-security measures to be adopted in the management of a poultry farm - Demonstrate use of first aid for poultry health care and treatment - Show preventive care methods for ensuring health and wellbeing of birds - Show techniques and methods of administrating prescribed basic healthcare treatments - Demonstrate how to carry out debeaking of poultry birds at an appropriate age - Show how to carry out regular deworming of poultry birds - Show waste segregation and disposal techniques as per the industry guidelines and policies - Show how to monitor the physical condition of the birds at suitable intervals, and recognize, record and report any abnormal signs - Demonstrate the use and storage of drugs, medication and equipment in accordance with veterinary operating instructions - Show the assistance requirements of veterinary doctor in debeaking deworming or in case of any symptom of diseases - Analyse for the incidence of any ecto-parasites in birds - Demonstrate the process of culling the unfit poultry birds

- List the emergency drugs and vaccines and ddiscuss their proper storage
- Explain physical appearance and movement of healthy birds
- Explain the rules and regulations pertaining to poultry welfare and farming
- Explain impact of not following health, safety and quality standards
- Discuss possible sources of contamination to the medication and medical equipment
- Discuss different type of waste their management
- Discuss importance of maintaining record of the vaccination and medication details in the concerned register

- Manage waste safely and correctly in accordance with regulatory requirements
- Record and maintain the complete medication /treatment report

Classroom Aids:

Training Kit - Trainer Guide, Presentations, Whiteboard, Marker, Projector, Laptop

Tools, Equipment and Other Requirements

Vaccines, Veterinary Doctor, Medicines, vaccination schedule

Module 8: Harvesting eggs and meat from the birds

Mapped to NOS AGR/N4355 v1.0

Terminal Outcomes:

- Show how to manage the harvesting of eggs and meat from birds
- Show how to carry out collection of eggs and lifting of broiler birds for market

Duration: **10:00**	Duration: **20:00**
Theory – Key Learning Outcomes	**Practical – Key Learning Outcomes**
- Discuss appropriate harvesting condition and requirements for harvesting of eggs and meat - Discuss pre-harvest activities and identification of appropriate time of harvesting - Explain quality signs for identifying the birds which are fit for harvesting - Discuss collection of egg, handling of egg and time of harvesting - List factors impacting birds' stress and minimization procedure - Describe necessary precautions to be taken for stress free harvesting and sanitation of equipment and work area. - Discuss the guidelines and importance of health, hygiene, safety and quality standards of the birds. - Explain the harvesting period of the birds. - Discuss the quality check parameter of egg while collecting it - Discuss quality signs for identifying the poor and good layer birds - Explain different marketing channels for eggs/broiler birds - Discuss to parameters to grade and store the eggs - Explain how to maintain a conducive environment for collecting eggs and lifting of birds - Discuss the various marketing strategies to sell the eggs in the	- Demonstrate tools and equipment's required for harvesting of egg and meat - Estimate the number of eggs to be harvested from the shed - Demonstrate different techniques and method for the collections of eggs and lifting of birds - Demonstrate how to Identify and harvest the birds for meat purpose - Show how to identify and separate the poor-quality birds - Show how to collect the eggs in a container without disturbing the birds in cushioned trays - Show how to handle the harvested eggs and meat with precautions - Demonstrate how to grade and store the eggs. - Demonstrate appropriate procedure for lifting the birds at correct time to avoid stress and shrinkage - Demonstrate the procedure for lifting the birds without stress - Show how to place the lifted birds into plastic crates or aluminium modules designed with good ventilation and safety attributes

market	
• Discuss suitable mode of transportation for table/hatching eggs to market and live birds to market or processing plants	
• Explain the rules and regulations pertaining to poultry welfare and farming	
• Explain impact of not following health, safety and quality standards	

Classroom Aids:

Training Kit - Trainer Guide, Presentations, Whiteboard, Marker, Projector, Laptop

Tools, Equipment and Other Requirements

Trays, Container

Module 9: Sanitization and biosecurity measures for the replacement stock

Mapped to NOS AGR/N4356 v1.0

Terminal Outcomes:

- Show how to sanitize shed after the bird lifting
- Undertake the bio-security measures in the poultry farm

Duration: 15:00	**Duration: 15:00**
Theory – Key Learning Outcomes	**Practical – Key Learning Outcomes**
• Explain the method and schedule of post-harvest clean out • Discuss farm decontamination • Explain procedures of maintaining and sanitizing feed and water equipment • Describe safe use of disinfectants • Explain the importance of PPE during cleaning and disinfection • Explain management techniques of different pests and diseases • Explain safe waste disposal methods for litter, discarded feed, dead birds and other poultry waste • Discuss causes of disease spread and methods of preventing disease spread from humans and other birds and animals and vice-versa • Explain the regulations for bird hygiene and proper sanitized environment for bird rearing • Explain about structural and operational biosecurity norms • Explain the procedure for dead bird disposal • List the disinfectants used at farm and their methods of application • Discuss different cleaning procedures. • Explain importance of signage boards and entry restrictions • Explain the rules and regulations pertaining to poultry welfare and	• Demonstrate use of tools/equipment required for clean out process • Plan in advance for the post-harvest cleanout • Carry out dry and wet cleaning procedure • Carry out terminal disinfection with appropriate fumigants and white wash the floors and side walls • Segregate waste into different categories • Prevent the stray animals and wild birds entering into the farm premises • Follow suitable pest control measures • Demonstrate the safe disposal of dead birds and other poultry waste, as per the industry norms • Make scheduling for post-harvest clean out • Follow the clean out activities: remove bedding, brush the floor, scrub the feed pans, clean out water lines, scrub fan blades and other equipment, check rodent stations, etc. • Identify and use the tools/equipment required for the clean out process • Demonstrate the use of the disinfectants for cleaning equipment • Demonstrate the use of high pressure hose for cleaning shed • Demonstrate the use of PPE while working

farming • Explain impact of not following health, safety and quality standards	• Follow the standard biosecurity principle/procedures • Demonstrate disposal of different kind of waste accordingly • Follow suitable pest control measures

Classroom Aids:

Training Kit - Trainer Guide, Presentations, Whiteboard, Marker, Projector, Laptop

Tools, Equipment and Other Requirements

Detergents, Baking soda, Ammonia, Borax and Trisodium phosphate, Washing soda, Caustic soda(lye), hot water, cresols, High pressure hose etc

Module 10: 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

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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

Minimum Educational Qualification	Specialization	Relevant Industry Experience		Training Experience		Remarks
		Years	Specialization	Years	Specialization	
Diploma	Veterinary /Animal Husbandry / Poultry	3	Poultry Farming	0		Regular Diploma more than 15 months
Graduate	Graduate in any stream except Agriculture and poultry related stream	3	Poultry Farming	0		For the school Program minimum qualification of the Trainer should be Graduate (Zoology/Agriculture). With Minimum 3 years Teaching experience (will be considered industry experience)
Graduate	Agriculture	2	Poultry Farming	0		
Graduate	Poultry Production Technology/ Animal Husbandry & Dairying/Poultry Production and Business Management	0.5	Poultry Farming			
B. V. Sc.		0		0		
Post Graduate	Animal Science/Poultry Production/Poultry Science/Applied Poultry Science	0		0		

Trainer Certification	
Domain Certification	**Platform Certification**
Certified for Job Role "**Backyard Poultry Famer**", mapped to QP: "AGR/Q4311, v1.0", Minimum accepted score is 80%	Recommended that the Trainer is certified for the Job Role: "Trainer (Vet and Skills)", mapped to the Qualification Pack: "MEP/Q2601, v2.0". The minimum accepted score as per MEPSC guidelines is 80%.

Assessor Requirements

Minimum Educational Qualification	Specialization	Relevant Industry Experience		Training/Assessment Experience		Remarks
		Years	*Specialization*	*Years*	*Specialization*	
B. V. Sc.		4	In Animal Science/Veterinary Science /Poultry Science and related experiences	0		Practical skills and knowledge required in poultry farming and overall management.
B. Tech	Poultry Production Technology	4	In Animal Science/Veterinary Science /Poultry Science and related experiences	0		Practical skills and knowledge required in poultry farming and overall management.
B. Sc	Animal Husbandry & Dairying/Poultry Production and Business Management	5	In Animal Science/Veterinary Science /Poultry Science and related experiences	0		Practical skills and knowledge required in poultry farming and overall management.
M. Sc	Animal Science/Poultry Production/Poultry Science/Applied Poultry Science	2	In Animal Science/Veterinary Science /Poultry Science and related experiences	0		Practical skills and knowledge required in poultry farming and overall management.
M. V. Sc		2	In Animal Science/Veterinary Science /Poultry Science and related experiences	0		Practical skills and knowledge required in poultry farming and overall management.
Ph. D	Poultry Science/Animal Science/ Veterinary Science/Animal Genetics and Breeding	1	In Animal Science/Veterinary Science /Poultry Science and related experiences	0		Practical skills and knowledge required in poultry farming and overall management.

Assessor Certification	
Domain Certification	**Platform Certification**
Certified for Job Role "**Backyard Poultry Famer**", mapped to QP: "AGR/Q4311, v1.0", 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. <u>Multiple Choice Questions</u>: To assess basic knowledge (Objective/Subjective)
2. <u>Viva:</u> To assess awareness on processes (Oral and/or written questioning)
3. <u>Practical:</u> 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 the 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 the standardization of the marking scheme.

Type of Evidence and Evidence Gathering Protocol:

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

- GeoTagging 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:
  - o Signed Attendance sheet
  - o 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 form the basis of the results and encrypted files generated to avoid data manipulation. All responses were captured and stored in the

System with Time-Stamps 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 two 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
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
FYM	Farm Yard Manure
NOS	National Occupational Standard (s)
NSQF	National Skills Qualifications Framework
OJT	On-the-job Training
PwD	People with Disability
PPE	Personal Protective Equipment
QP	Qualifications Pack