



QUALIFICATION FILE

Fish Retailer

☒ Short Term Training (STT) ☐ Long Term Training (LTT) ☐ Apprenticeship

☐ Upskilling ☐ Dual/Flexi Qualification ☐ For ToT ☐ For ToA

☒ General ☐ Multi-skill (MS) ☐ Cross Sectoral (CS) ☐ Future Skills ☐ OEM

NCrF/NSQF Level: 3

Submitted By:

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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Section 1: Basic Details

1.	Qualification Name	Fish Retailer																			
2.	Sector/s	Agriculture																			
3.	Type of Qualification: <input type="checkbox"/> New <input checked="" type="checkbox"/> Revised <input type="checkbox"/> Has Electives/Options <input type="checkbox"/> OEM	NQR Code & version of existing qualification: 2021/AGR/ASCI/04757 & Version 2.0	Qualification Name of existing/previous version: Fish Retailer																		
4.	a. OEM Name b. Qualification Name (Wherever applicable)	NA																			
5.	National Qualification Register (NQR) Code &Version (Will be issued after NSQC approval)	2022/AGR/ASCI/06541 & Version 3.0	6. NCrf/NSQF Level: 3																		
7.	Award (Certificate/Diploma/Advance Diploma/ Any Other (Wherever applicable specify multiple entry/exits also & provide details in annexure)	Certificate																			
8.	Brief Description of the Qualification	A fish retailer is responsible for procuring, processing and retailing fish. The person may also carry out mobile vending in target areas.																			
9.	Eligibility Criteria for Entry for Student/Trainee/Learner/Employee	<p>a. Entry Qualification & Relevant Experience:</p> <table border="1"> <thead> <tr> <th>S. No.</th> <th>Academic/Skill Qualification (with Specialization - if applicable)</th> <th>Required Experience (with Specialization - if applicable)</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Ability to read and write</td> <td>5 Years of relevant experience</td> </tr> <tr> <td>2</td> <td>5th Class</td> <td>4 Years of relevant experience</td> </tr> <tr> <td>3</td> <td>8th Class</td> <td>1 Year of relevant experience</td> </tr> <tr> <td>4</td> <td>8th Class Pass and pursuing continuous regular schooling</td> <td></td> </tr> <tr> <td>5</td> <td>Certificate NSQF Level-3(Aquaculture worker /Hatchery Production Worker)</td> <td>6 Months of relevant experience</td> </tr> </tbody> </table> <p>b. Age: 18</p>		S. No.	Academic/Skill Qualification (with Specialization - if applicable)	Required Experience (with Specialization - if applicable)	1	Ability to read and write	5 Years of relevant experience	2	5th Class	4 Years of relevant experience	3	8th Class	1 Year of relevant experience	4	8th Class Pass and pursuing continuous regular schooling		5	Certificate NSQF Level-3(Aquaculture worker /Hatchery Production Worker)	6 Months of relevant experience
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4	8th Class Pass and pursuing continuous regular schooling																				
5	Certificate NSQF Level-3(Aquaculture worker /Hatchery Production Worker)	6 Months of relevant experience																			

10.	Credits Assigned to this Qualification, Subject to Assessment (as per National Credit Framework (NCrF))	9	11. Common Cost Norm Category (I/II/III) (wherever applicable): I																				
12.	Any Licensing requirements for Undertaking Training on This Qualification (wherever applicable)	NA																					
13.	Training Duration by Modes of Training Delivery (Specify Total Duration as per selected training delivery modes and as per requirement of the qualification)	<input checked="" type="checkbox"/> Offline <input type="checkbox"/> Online <input type="checkbox"/> Blended <table border="1"> <thead> <tr> <th>Training Delivery Modes</th><th>Theory (Hours)</th><th>Practical (Hours)</th><th>OJT Mandatory (Hours)</th><th>OJT Recommended (Hours)</th><th>Total (Hours)</th></tr> </thead> <tbody> <tr> <td>Classroom (offline)</td><td>150</td><td>120</td><td></td><td></td><td>270</td></tr> <tr> <td>Online</td><td></td><td></td><td></td><td></td><td></td></tr> </tbody> </table> (Refer Blended Learning Annexure for details)				Training Delivery Modes	Theory (Hours)	Practical (Hours)	OJT Mandatory (Hours)	OJT Recommended (Hours)	Total (Hours)	Classroom (offline)	150	120			270	Online					
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Classroom (offline)	150	120			270																		
Online																							
14.	Aligned to NCO/ISCO Code/s (if no code is available mention the same)	NCO-2015/5211.9900																					
15.	Progression path after attaining the qualification (Please show Professional and Academic progression)	Aquarium Technician (L4)																					
16.	Other Indian languages in which the Qualification & Model Curriculum are being submitted	Hindi																					
17.	Is similar Qualification(s) available on NQR-if yes, justification for this qualification	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No URLs of similar Qualifications:																					
18.	Is the Job Role Amenable to Persons with Disability	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No If "Yes", specify applicable type of Disability: <i>SHI, LD</i>																					
19.	How Participation of Women will be Encouraged	Batches specific to women will be formed																					
20.	Are Greening/ Environment Sustainability Aspects Covered (Specify the NOS/Module which covers it)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No DGT/VSQ/N0102 (v1.0)																					
21.	Is Qualification Suitable to be Offered in Schools/Colleges	Schools <input type="checkbox"/> Yes <input type="checkbox"/> No Colleges <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No																					
22.	Name and Contact Details of Submitting / Awarding Body SPOC (In case of CS or MS, provide details of both Lead AB & Supporting ABs)	Name: Ms Priyanka Prakash Email: priyanka@asci-india.com Website: www.asci-india.com Contact No.: 0124-4670029																					
23.	Final Approval Date by NSQC: 30/12/2021	24. Validity Duration: 3 years post NSQC Approval		25. Next Review Date: 30/12/2024																			

Section 2: Module Summary

NOS/s of Qualifications

(In exceptional cases these could be described as components)

Mandatory NOS/s:

Specify the training duration and assessment criteria at NOS/ Module level. For further details refer curriculum document.

Th.-Theory Pr.-Practical OJT-On the Job Man.-Mandatory Training Rec.-Recommended Proj.-Project

S. No	NOS/Module Name	NOS/Module Code & Version (if applicable)	Core/Non-Core	NCrF/NS QF Level	Credits as per NCrF	Training Duration (Hours)					Assessment Marks					
						Th.	Pr.	OJT-Man.	OJT-Rec.	Total	Th.	Pr.	Proj.	Viva	Total	Weightage (%) (if applicable)
1	Procure and store the fish	AGR/N5108 (v2.0)	Core	3	3	30	60			90	30	40		30	100	40
2	Process and retail the fish	AGR/N5124 (v2.0)	Core	3	3	40	50			90	30	40		30	100	50
3	Maintain health and safety at the workplace	AGR/N9903 (v4.0)	Non-Core	4	1	20	10			30	40	25		35	100	5
4	Employability Skills (60 Hours)	DGT/VSQ/N 0102 (v1.0)	Non-Core	4	2	60				60	20	30			50	5
Duration (in Hours) / Total Marks					9	150	120			270	120	135		95	350	100

Assessment - Minimum Qualifying Percentage

Please specify **any one** of the following:

Minimum Pass Percentage – Aggregate at qualification level: 50 % (Every Trainee should score specified minimum aggregate passing percentage at qualification level to successfully clear the assessment.)

Minimum Pass Percentage – NOS/Module-wise: ____% (Every Trainee should score specified minimum passing percentage in each mandatory and selected elective NOS/Module to successfully clear the assessment.)

Section 3: Training Related

1.	Trainer's Qualification and experience in the relevant sector (in years) (as per NCVET guidelines)	Diploma (Fisheries) with 3 years of relevant industry or training experience in Fishery Production and management
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		<p>OR</p> <p>Graduate (Agriculture /Zoology) with 2 years of relevant industry or training experience in Fishery Production and management*</p> <p>OR</p> <p>*For school Program minimum qualification of Trainer should be Graduate (Fisheries Science/ Industrial Fish & Fisheries/Zoology). Their Teaching experience will be considered industry experience</p> <p>OR</p> <p>Graduate (Fisheries Science)</p>
2.	Master Trainer's Qualification and experience in the relevant sector (in years) <i>(as per NCVET guidelines)</i>	<p>5 years of training experience in Fishery Production and management after Diploma (Fisheries) with 3 years of relevant industry experience in Fishery Production and management</p> <p>OR</p> <p>5 years of training experience in Fishery Production and management after Graduation (Agriculture /Zoology) with 2 years of relevant industry experience in Fishery Production and management</p> <p>OR</p> <p>5 years of training experience in Fishery Production and management after Graduate (Fisheries Science)</p>
3.	Tools and Equipment Required for Training	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <i>(If "Yes", details to be provided in Annexure)</i>
4.	In Case of Revised Qualification, Details of Any Upskilling Required for Trainer	NA

Section 4: Assessment Related

1.	Assessor's Qualification and experience in relevant sector (in years) <i>(as per NCVET guidelines)</i>	<p>B.F. Sc with 4 years of relevant experience in Fisheries Science/ Zoology/ Aquaculture/ Applied aquaculture/ Marine Biology/ Retailing or related experience and fields</p> <p>OR</p> <p>Graduation (Fisheries and related streams) with 5 years of relevant experience in Fisheries Science/ Zoology/ Aquaculture/ Applied aquaculture/ Marine Biology/ Retailing or related experience and fields</p> <p>OR</p> <p>M. F. Sc with 2 years of relevant experience in Fisheries Science/ Zoology/ Aquaculture/ Applied aquaculture/ Marine Biology/ Retailing or related experience and fields</p> <p>OR</p> <p>Post-Graduation (Fisheries and related streams) with 2 years of relevant experience in Fisheries Science/ Zoology/ Aquaculture/ Applied aquaculture/ Marine Biology/ Retailing or related experience and fields</p> <p>OR</p>
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		PhD (Fisheries and related streams) with 1 years of relevant experience in Fisheries Science/ Zoology/ Aquaculture/ Applied aquaculture/ Marine Biology/ Retailing or related experience and fields
2.	Proctor's Qualification and experience in relevant sector (in years) <i>(as per NCVET guidelines)</i>	Diploma/Graduate (It is mandatory for a proctor to have technical knowledge/IT knowledge Once a proctor has been on-boarded by any AA, they are oriented about skill ecosystem along with do's and don'ts .)
3.	Lead Assessor's/Proctor's Qualification and experience in relevant sector (in years) <i>(as per NCVET guidelines)</i>	Post-Graduation (Fisheries and related streams) /M. F. Sc with 10 years of relevant experience in Fisheries Science/ Zoology/ Aquaculture/ Applied aquaculture/ Marine Biology/ Retailing or related experience and fields
4.	Assessment Mode <i>(Specify the assessment mode)</i>	Offline
5.	Tools and Equipment Required for Assessment	<input checked="" type="checkbox"/> Same as for training <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <i>(details to be provided in Annexure-if it is different for Assessment)</i>

Section 5: Evidence of the need for the Qualification

Provide Annexure/Supporting documents name.

1.	Latest Skill Gap Study (not older than 2 years) (Yes/No): under PMKVY scheme
2.	Latest Market Research Reports or any other source (not older than 2 years) (Yes/No): under PMKVY scheme
3.	Government /Industry initiatives/ requirement (Yes/No): Government Initiative, part of PMKVY 4.0
4.	Number of Industry validation provided: 22
5.	Estimated nos. of persons to be trained and employed: 1200
6.	Evidence of Concurrence/Consultation with Line Ministry/State Departments: Yes, have received concurrence from the Ministry of Fisheries, Animal Husbandry and Dairying

Section 6: Annexure & Supporting Documents Check List

Specify Annexure Name / Supporting document file name

1.	Annexure: NCrf/NSQF level justification based on NCrf level/NSQF descriptors <i>(Mandatory)</i>	<i>Annexure-1</i>
2.	Annexure: List of tools and equipment relevant for qualification <i>(Mandatory, except in case of online course)</i>	<i>Annexure-2</i>
3.	Annexure: Detailed Assessment Criteria <i>(Mandatory)</i>	<i>Annexure-5</i>
4.	Annexure: Assessment Strategy <i>(Mandatory)</i>	<i>Annexure-6</i>

5.	Annexure: Blended Learning (<i>Mandatory, in case selected Mode of delivery is "Blended Learning"</i>)	NA
6.	Annexure: Multiple Entry-Exit Details (<i>Mandatory, in case qualification has multiple Entry-Exit</i>)	NA
7.	Annexure: Acronym and Glossary (<i>Optional</i>)	
8.	Supporting Document: Model Curriculum (<i>Mandatory – Public view</i>)	Annexure-7
9.	Supporting Document: Career Progression (<i>Mandatory - Public view</i>)	Aquarium Technician (L4)
10.	Supporting Document: Occupational Map (<i>Mandatory</i>)	Annexure-8
11.	Supporting Document: Assessment SOP (<i>Mandatory</i>)	Annexure-9
12.	Any other document you wish to submit:	

Annexure 1: Evidence of Level

NCRF/NSQF Level Descriptors	Key requirements of the job role/ outcome of the qualification	How the job role/ outcomes relate to the NCRF/NSQF level descriptor	NCRF/NSQF Level
Professional Theoretical Knowledge/Process	<ul style="list-style-type: none"> Procure and store the fish Carry out fish processing Set up and maintain displays and fish-vending machine Manage the inventory by assessing demand 	A fish retailer is responsible for procuring, processing and retailing fish. The person may also carry out mobile vending in target areas.	3
Professional and Technical Skills/ Expertise/ Professional Knowledge	<ul style="list-style-type: none"> Carry out waste management Practice inclusion at workplace Assist in optimising resources utilization 	<p>The job holder is expected to have knowledge of simple business plan to calculate returns on investment, commercially viable species of fish, identification of freshness of fish, quick selling techniques, fumigation for insect control in retail outlet.</p> <p>This job requires the various heads under which expenses will be incurred such as: fixed cost components, comprising interest on investment and depreciation on machineries/equipments, protective clothing, variable cost component, comprising cost of fish, fuel cost (in case of mobile vendors) and electricity cost (in case of retailer in retail outlets), ice costs, transport (vehicle)cost, labour cost, maintenance cost of</p>	3

		storage containers, estimate demand in terms of prospective and regular customers, their preferences and budgets through consumer survey, etc., study the market rates, peak demand hours for fish and their availability to decide on a selling price range through consumer survey, etc.	
Employment Readiness & Entrepreneurship Skills & Mind-set/Professional Skill	<ul style="list-style-type: none"> • Expand the business • Maintain clean and safe workplace • Maintain personal hygiene 	The job holder is to decide when to turn back during mobile selling, and when to dump sell fish after it loses its freshness, apply domain information about popular and commercially viable fish species, monitor and maintain the condition of tools and equipment, assess situation & identify appropriate control measures. This job requires useage of equipment and materials safely and correctly and return the same to designated storage when not in use, dispose off waste safely and correctly in a designated area, perform work in a manner which minimizes environmental damage all procedures and ensure work instructions for controlling risks are followed closely, prepare a sales plan in the retail outlet, that includes the display of different kinds of fish along with price tags.	3
Broad Learning Outcomes/Core Skill	<ul style="list-style-type: none"> • Assess the demand • Retail the fish via the retail shop • Manage the inventory • Use and maintain the tools and equipment • Process the payments 	<p>The job holder is expected to read and interpret business plan, keep a log of important events, communicate effectively so as to achieve sales in a short period, report problems to the appropriate personnel in a timely manner, write descriptions and details about incidents in reports, comprehend information shared by senior people and experts.</p> <p>The job holder requires to calculate the returns from investment, estimate the various heads under which expenses will be incurred such as: fixed cost components, comprising interest on investment and depreciation on machineries /equipments, protective clothing, variable cost component, comprising cost of</p>	3

		fish, fuel cost (in case of mobile vendors) and electricity cost (in case of retailer in retail outlets), ice costs, transport (vehicle)cost, labour cost, maintenance cost of storage containers, plan route for mobile retail sale keeping in mind the rate of deterioration of fish and location	
Responsibility	<ul style="list-style-type: none"> Procuring and processing of fish Mobile vending in targeted areas 	A fish retailer is responsible for procuring, processing and retailing fish. The person may also carry out mobile vending in target areas.	3

Annexure 2: Tools and Equipment (Lab Set-Up)

List of Tools and Equipment

Batch Size: 30

S. No.	Tool / Equipment Name	Specification	Quantity for specified Batch size
1	Insulated van/ Refrigerated van	Nos	1
2	Fish cutting machine	Nos	1
3	Hand Gloves	Nos	30
4	Apron	Nos	3
5	Fish dressing table	Nos	1
6	Fish- Prominent in the locality (1 variety each)	Nos	1
7	Mask	Nos	1
8	Gumboots	Nos	5
9	Weighing balance	Nos	1
10	Fish retail display cum sales unit (mobile and stationery)	Nos	1
11	Insulated box	Nos	1
12	Video Recording Equipment	Nos	1
13	Various types of fish cutting knives	Nos	1

Classroom Aids

The aids required to conduct sessions in the classroom are:

1. Whiteboard
2. Markers

Annexure 3: Industry Validations Summary

Provide the summary information of all the industry validations in table. This is not required for OEM qualifications.

S. No	Organization Name	Representative Name	Designation	Contact Address	Contact Phone No	E-mail ID	LinkedIn Profile (if available)
1	SAU-Nanaji Deshmukh Veterinary Science University	Anil Kumar Gour	Associate Professor	Madhya Pradesh	8989739567	lsfvety@rediffmail.com	
2	ICAR(Central Institute Of Freshwater Aquaculture)	Satya Dev Gupta	Retired Principal Scientist	Bhubaneshwar	9937005021	sdguptaeifa@rediffmail.com	
3	Central Marine Fisheries Research Institute(CMFRI)	Dr. A Laxminarayan	Aquaculture & Fisheries Consultant	Kerala	9961888067	drlaxminar@yahoo.co.in	
4	ICAR-CIFA	Dr. Pratap Chandra Das	Principal Scientist	Bhubaneshwar	9437100265	pratapcdas@yahoo.com	
5	Krishi Vigyan Kendra North Tripura	Biswajit Bal.	SMS (Fisheries Science)	Tripura.	9612226383	cifejit@gmail.com	
6	KUFOS	Dr. T.V. ANNA MERCY	PROFESSOR (RTD)	Cochin	9447667069	annamercy2002@yahoo.co.in	
7	College of Fisheries, Central Agricultural University (Imphal)	Dr. Gusheinzed Waikhom	Associate Professor	Tripura	9856083153	gushein_w@yahoo.com	
8	KVK	Sribidya Waikhom	SMS (Fisheries)	Manipur	9612773367	dolphinwai8@gmail.com	
9	SAU- Najaji Deshmukh Veterinary Science University	Dr. Sona Dubey	Assistant Professor	Madhya Pradesh	9302351789	sonadubey38@gmail.com	
10	BIRDS-Krishi Vignana Kendra, Belagavi	Dr Chougula DC	Senior Scientist & Head	karnataka	9480751345	kvk.Belagavi1@icar.gov.in	
11	Karnataka Veterinary, Animal and Fisheries	Dr N A Patil	Director of Extension	Karnataka	9448604646	dekvaflu@gmail.com	

	Sciences University Bidar Karnataka						
12	Taralabalu Krishi Vignana Kendra Karnataka	Dr Devaraj TN	Senior Scientist & Head	Karnataka	9449856876	tndevaraja@gmail.com	
13	ICAR-CIFT	Dr. Amulya Kumar Mohanty	Scientist	Kerala		dramulyakumar@gmail.com	
14	<u>Dr. M.G.R. Fisheries College and Research Institute, Ponneri</u>	Dr. B. Ahilan	Dean	Tamil Nadu		deanfciponneri@tnfu.ac.in	
15	Central Agricultural University, Lembucherra, West Tripura	Prof. R. K. Saha	Dean, College of Fisheries, CAU	Tripura	(0381) 2865 264	cofcau.agt-tr@gov.in	
16	Nimpith Ramkrishna Asram KVK	Prasanta Chatterjee	Incharge- Senior Scientist & Head, Fisheries	West Bengal	9434437058	nimpithkvk@rediffmail.com	
17	Birsa Agriculture university Ranchi	Mrs Smita Shweta	Fisheries Expert(Asst Professor)	Jharkhand	8987616421	smita shweta [smita_shweta@yahoo.com]	
18	Birsa Munda Multistate Cooperative society	Mr Ashish kumar	Managing Director	Jharkhand	7677883037	coomar2012@gmail.com	
19	JSLPS	Mr. Rahul Ranjan	SNO Fisheries	Jharkhand	7903918588	rahulranjanjmt@gmail.com	
20	Johar JSLPS	Dr. Arun Kumar Bose	Project coordinator Fisheries	Jharkhand	6201275048	arun_bose06@yahoo.co.in	
21	KVK Dindori, MP	Geeta Singh	Senior Scientist	Madhya Pradesh	9981166789	kvkdindori@rediffmail.com	
22	Rams Assorted Cold Storage Ltd	Aditya Das	Managing Director	Odisha	9937000186	md@racsl.com	

Annexure 4: Training & Employment Details

Training and Employment Projections:

Year	Total Candidates		Women		People with Disability	
	Estimated Training #	Estimated Employment Opportunities	Estimated Training #	Estimated Employment Opportunities	Estimated Training #	Estimated Employment Opportunities
2022-23	400	200	90	50		
2023-24	400	200	90	50		
2024-25	400	200	90	50		

Data to be provided year-wise for next 3 years

Training, Assessment, Certification, and Placement Data for previous versions of qualifications:

Qualification Version	Year	Total Candidates				Women				People with Disability			
		Trained	Assessed	Certified	Placed	Trained	Assessed	Certified	Placed	Trained	Assessed	Certified	Placed
		NA											

Applicable for revised qualifications only, data to be provided year-wise for past 3 years.

List Schemes in which the previous version of Qualification was implemented:

- 1.
- 2.

Content availability for previous versions of qualifications:

☒ Participant Handbook ☒ Facilitator Guide ☐ Digital Content ☐ Qualification Handbook ☐ Any Other:

Languages in which Content is available: Hindi and English

Annexure 5: Detailed Assessment Criteria

Detailed assessment criteria for each NOS/Module are as follows:

NOS/Module Name	Assessment Criteria for Performance Criteria/Learning Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
AGR/N5108: Assess demand, procure and store fish	<i>Assess the demand</i>	12	14		14
	PC1. identify the consumer preference for varieties of fish in the target area				
	PC2. estimate the requirement of the identified varieties based on local sales				
	<i>Procure and store the fish</i>	18	26		16
	PC3. identify the suppliers/ wholesale vendors of the required varieties of fish				
	PC4. select supplier(s)/ wholesale vendor(s) based on the quality of fish and availability of required stock				
	PC5. negotiate the price with the supplier(s)/ wholesale vendor(s)				
	PC6. order fish in the required quantity				
	PC7. ensure that the supplier/ wholesale vendor uses an appropriate mode of transport for delivery of fish in a hygienic and stress-free condition				
	PC8. check the fish for freshness and weight and take delivery				
	PC9. maintain the record of purchase and deliveries				
	PC10. store the fish at the recommended temperature and in hygienic conditions				
	Total Marks	30	40	-	30
AGR/N5124: Process and retail the fish	<i>Carry out fish processing</i>	4	4		2
	PC1. de-scale the fish and remove the bones				
	PC2. carry out gutting, dressing and cleaning of fish				
	PC3. slice the fish into smaller pieces as per the requirement or consumer preferences				
	<i>Set up and maintain displays and fish-vending machine</i>	6	12		4
	PC4. co-ordinate with an expert to install the refrigeration-enabled fish-vending machine				
	PC5. set up the fish displays and counters				
	PC6. arrange/ stock fish in the displays/ fish-vending machine according to the variety, grade, quality, etc.				

PC7. maintain clean displays/ fish-vending machine stocked with fresh fish while ensuring they look appealing				
PC8. apply labels at the display with the correct and relevant information such as fish species and price				
PC9. use the fish-vending machine as per the manufacturer's instructions				
PC10. carry out minor repair and maintenance of the fish-vending machine and co- ordinate with an expert for complex issues				
<i>Retail fish via the retail shop and mobile vending</i>	6	6		8
PC11. probe the consumer to understand their requirements				
PC12. advise the consumers to help them select the fish to purchase				
PC13. prepare, weigh and pack the fish as per the consumer's instructions/ preferences				
PC14. arrange for or deliver the fish to the consumer in icebox/ refrigerated containers, as per the delivery instructions				
PC15. check the motor/ non-motor vehicle is in working condition				
PC16. fit the ice-box/ refrigerated container on the vehicle				
PC17. stock fish in the ice-box/ refrigerated container as per its capacity				
PC18. maintain the recommended temperature in the ice-box/ refrigerated container				
PC19. travel to the target area to sell fish				
PC20. sell fish to the consumers after negotiating the price				
PC21. handover the fish in an appropriate material such as eco-friendly bags				
<i>Process the payments</i>	4	6		4
PC22. process the payments using the consumer-preferred payment method				
PC23. maintain the record of sales and payments				
PC24. calculate the benefit-cost (B: C) ratio				
<i>Manage the inventory</i>	4	2		4
PC25. review the stock regularly				
PC26. order the relevant variety of fish to ensure timely restocking				
PC27. use the physical registers and/ or the relevant computer software to maintain the inventory				
<i>Use and maintain the tools and equipment</i>	2	4		2

	PC28. use the appropriate tools and equipment such as weighing scale according to the manufacturer's instructions				
	PC29. clean and sanitise the tools and equipment before and after use				
	PC30. carry out regular repair and maintenance of the tools and equipment				
	PC31. maintain the record of repair and maintenance				
	<i>Optimise resource utilisation</i>	2	4		2
	PC32. optimise the usage of water/ electricity/ relevant material in various tasks/processed				
	PC33. connect the electrical equipment safely and disconnect when not in use				
	PC34. plug water leakages to prevent its wastage				
	<i>Carry out waste management</i>	2	2		2
	PC35. segregate waste into different categories				
	PC36. dispose non-recyclable waste appropriately				
	PC37. deposit recyclable and reusable material at the identified location				
	Total Marks	30	40		30
AGR/N9903: Maintain health and safety at the workplace	<i>Maintain personal hygiene</i>	10	5		10
	PC1. wash hands, legs and face with soap/alcohol-based sanitizer at reasonable intervals				
	PC2. wash the worn clothes with soap and sun- dry before use next time				
	PC3. ensure the face is covered with mask or three layers of cloth-piece				
	PC4. follow the workplace sanitisation norms including distancing from sick people				
	<i>Maintain clean and safe workplace</i>	15	15		15
	PC5. carry out basic safety checks before operation of all tools, implements, and machinery and report identified hazards to the supervisor				
	PC6. wear appropriate Personal Protective Equipment (PPE) while performing work in accordance with the workplace policy				
	PC7. follow the instructions mentioned on the labels of chemicals/pesticides/fumigants etc. to avoid hazards				
	PC8. assess risks prior to performing manual handling jobs, and work according to currently recommended safe practices				
	PC9. sanitize equipment, tools and machinery before and after use				

	PC10. use equipment and materials safely and correctly and return the same to designated storage after use				
	PC11. dispose waste safely and correctly in the designated area				
	PC12. recognize risks to bystanders and take required action to reduce the risks				
	PC13. work in a manner which minimizes environmental damage, ensuring all procedures and instructions for controlling risks are followed				
	PC14. report any accidents, incidents or problems without delay to an appropriate person and take necessary immediate action to reduce further danger				
	PC15. follow government / workplace advisories in case of outbreak of any disease/disaster				
	<i>Administer appropriate emergency procedures</i>	15	5		10
	PC16. follow procedures for dealing with accidents, fires and emergencies, including communicating location and directions to the location of emergency, as per the workplace requirements				
	PC17. use emergency equipment in accordance with manufacturer's specifications and workplace requirements				
	PC18. report provide treatment appropriate to the patient's injuries in accordance with recognized first aid techniques				
	PC19. recover (if practical), clean, inspect/test, refurbish, replace and store the first aid equipment as appropriate				
	PC20. report details of first aid administered in accordance with workplace procedures				
	Total Marks	40	25	-	35
DGT/VSQ/N0102: Employability Skills (60 Hours)	<i>Introduction to Employability Skills</i>	1	1	-	-
	PC1. identify employability skills required for jobs in various industries				
	PC2. identify and explore learning and employability portals				
	<i>Constitutional values – Citizenship</i>	1	1	-	-
	PC3. recognize the significance of constitutional values, including civic rights and duties, citizenship, responsibility towards society etc. and personal values and ethics such as honesty, integrity, caring and respecting others, etc.				
	PC4. follow environmentally sustainable practices				
	<i>Becoming a Professional in the 21st Century</i>	2	4	-	-
	PC5. recognize the significance of 21st Century Skills for employment				

PC6. practice the 21st Century Skills such as Self- Awareness, Behaviour Skills, time management, critical and adaptive thinking, problem-solving, creative thinking, social and cultural awareness, emotional awareness, learning to learn for continuous learning etc. in personal and professional life				
<i>Basic English Skills</i>	2	3	-	-
PC7. use basic English for everyday conversation in different contexts, in person and over the telephone				
PC8. read and understand routine information, notes, instructions, mails, letters etc. written in English				
PC9. write short messages, notes, letters, e-mails etc. in English				
<i>Career Development & Goal Setting</i>	1	2	-	-
PC10. understand the difference between job and career				
PC11. prepare a career development plan with short- and long-term goals, based on aptitude				
<i>Communication Skills</i>	2	2	-	-
PC12. follow verbal and non-verbal communication etiquette and active listening techniques in various settings				
PC13. work collaboratively with others in a team				
<i>Diversity & Inclusion</i>	1	2	-	-
PC14. communicate and behave appropriately with all genders and PwD				
PC15. escalate any issues related to sexual harassment at workplace according to POSH Act				
<i>Financial and Legal Literacy</i>	2	3	-	-
PC16. select financial institutions, products and services as per requirement				
PC17. carry out offline and online financial transactions, safely and securely				
PC18. identify common components of salary and compute income, expenses, taxes, investments etc				
PC19. identify relevant rights and laws and use legal aids to fight against legal exploitation				
<i>Essential Digital Skills</i>	3	4	-	-
PC20. operate digital devices and carry out basic internet operations securely and safely				

	PC21. use e- mail and social media platforms and virtual collaboration tools to work effectively				
	PC22. use basic features of word processor, spreadsheets, and presentations				
	<i>Entrepreneurship</i>	2	3	-	-
	PC23. identify different types of Entrepreneurship and Enterprises and assess opportunities for potential business through research				
	PC24. develop a business plan and a work model, considering the 4Ps of Marketing Product, Price, Place and Promotion				
	PC25. identify sources of funding, anticipate, and mitigate any financial/ legal hurdles for the potential business opportunity				
	<i>Customer Service</i>	1	2	-	-
	PC26. identify different types of customers				
	PC27. identify and respond to customer requests and needs in a professional manner.				
	PC28. follow appropriate hygiene and grooming standards				
	<i>Getting ready for apprenticeship & Jobs</i>	2	3	-	-
	PC29. create a professional Curriculum vitae (Résumé)				
	PC30. search for suitable jobs using reliable offline and online sources such as Employment exchange, recruitment agencies, newspapers etc. and job portals, respectively				
	PC31. apply to identified job openings using offline/online methods as per requirement				
	PC32. answer questions politely, with clarity and confidence, during recruitment and selection				
	PC33. identify apprenticeship opportunities and register for it as per guidelines and requirements				
	Total Marks	20	30	-	
Grand Total					

Annexure 6: Assessment Strategy

This section includes the processes involved in identifying, gathering, and interpreting information to evaluate the Candidate on the required competencies of the program.

1. 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 empanelled 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 ground through qualified and ToA certified assessors.

While it is important that an individual has adequate knowledge and skills to perform a specific task, weight age for different aspects for assessment are 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 assessment; ASCI will certify the learners/candidates

2. Testing Environment

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

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

- Multilingual assessments (ASCI is conducting 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 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 training / within 7 days of completion of training.
- Assessment will be conducted at the training venue
- 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 practical 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 question, etc. which will test the trainee on his theoretical knowledge of the subject.
- The theory, practical and viva assessments will be carried out on same day. In case of more number of candidates, 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 usability of job roles/advantages /importance of adherence to procedures. Viva will be used to gauge trainee's confidence and correct knowledge in handling job situation

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

3. 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, behavioral traits and domain knowledge.

Theoretical Knowledge - Item constructs and types are determined by 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 which 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 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, do's and don'ts, subjective questions to check understanding of practical tasks.

Assessor has to go through orientation program organized by Assessment Agency. The training would give an overview to the assessors on the overall framework of QP evaluation. Assessor shall be given a NOS and PC level overview of each QP as applicable. 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 which will maintain standardization of marking scheme.

4. Type of Evidence and Evidence Gathering Protocol:

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

- Geo Tagging to track ongoing assessment
- AA's coordinator emails the list of documents and evidences (photos and videos) to the assessor one day prior to the assessment. List is mentioned below:
 - Signed Attendance sheet
 - Assessor feedback sheet
 - Candidate feedback sheet
 - Assessment checklist for assessor
 - Candidate Aadhar/ID card verification
 - Pictures of 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, Technical assistant popularly known as Proctor also ensures the proper documentation and they verify each other's tasks.
- To validate their work on the day of assessment, regular calls and video calls are done.
- On-boarding and training of assessor and proctor is done on timely basis to ensure that quality of the assessment should be maintained.
- Training covers the understanding of QP, NSQF level, NOS and assessment structure

5. 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 check on assessment quality and ensure assessment is carried out in fair and transparent manner
- Aadhar verification of candidates
- Evening Check (Post Assessment): Calls are made to the ground team to ensure event is over by what time and the documentation is done in proper manner or not.
- TP Calling: To keep check on malpractice activity, independent audit team calls to TP on recorded line to take confirmation if there was any malpractice activity observed in assessment on part of AA/SSC team. If calls are not connected, email is send to TP Spoc for taking their confirmation
- Video and Picture Evidence: Backend team collects video and pictures for assessment on real time basis and highlights any issue like, Students sitting idle/trainer allowed for helping out candidates during assessment.
- Surprise Visit: Time to time SSC/AA Audit team can visit the assessment location and do surprise audit for assessment process carried out by ground team.
- Geo Tagging: On day of assessment, each technical spoc is required to login in our internal app which is Geo tagged. Any deviation with centre address needs to be highlighted to assessment team on real-time basis.

Method for assessment documentation, archiving, and Access:

- ASCI has 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 captured and stored in System with Time-Stamped at the end of AAs and SSC. NOS-wise and PC-wise scores can be generated.
- Maker Checker concept: 1 person prepares results and other audit result which is internally approved by AA at first and then gets vetted at the end of SSC
- All soft copy of documents is received from the on-ground tech team over mail. The same are downloaded by our internal backend team and saved in Repository. The repository consists of scheme wise folders. These scheme wise folders have 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 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 conclusion of project or scheme)

Annexure: Acronym and Glossary

Acronym

Acronym	Description
AA	Assessment Agency
AB	Awarding Body
ISCO	International Standard Classification of Occupations
NCO	National Classification of Occupations

NCrF	National Credit Framework
NOS	National Occupational Standard(s)
NQR	National Qualification Register
NSQF	National Skills Qualifications Framework
OJT	On the Job Training

Glossary

Term	Description
National Occupational Standards (NOS)	NOS define the measurable performance outcomes required from an individual engaged in a particular task. They list down what an individual performing that task should know and also do.
Qualification	A formal outcome of an assessment and validation process which is obtained when a competent body determines that an individual has achieved learning outcomes to given standards
Qualification File	A Qualification File is a template designed to capture necessary information of a Qualification from the perspective of NSQF compliance. The Qualification File will be normally submitted by the awarding body for the qualification.
Sector	A grouping of professional activities on the basis of their main economic function, product, service or technology.
Long Term Training	Long-term skilling means any vocational training program undertaken for a year and above. https://ncvet.gov.in/sites/default/files/NCVET.pdf