

## NSQF QUALIFICATION FILE

approved in the 28th NSQC Meeting – NCVET – 29th March 2023

### CONTACT DETAILS OF THE BODY SUBMITTING THE QUALIFICATION FILE

**Name and address of submitting body:**

Agriculture Skill Council of India (ASCI)

6<sup>th</sup> floor, GNG Building, Plot No – 10, Sector- 44, Gurugram,  
Haryana – 122004

**Qualification Code**

**QG-04-AG-00365-2023-V1-ASCI**

### Name and contact details of individual dealing with the submission

**Name:** Ms Priyanka Prakash

**Position in the organisation:** Senior Manager – Standards & QA

**Address, if different from above**

**Tel number(s):** 0124 – 4670029/ 4814673/ 4814659

**E-mail address:** priyanka@asci-india.com

### List of documents submitted in support of the Qualifications File

1. Qualifications Pack – Annexure 1
2. Model Curriculum – Annexure 2
3. Industry Validations- Annexure 3

### Model Curriculum to be added which will include the following:

- Indicative list of tools/equipment to conduct the training
- Trainers qualification
- Lesson Plan
- Distribution of training duration into theory/practical/OJT component

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### SUMMARY

1	<b>Qualification Title</b>	Timber Grower
2	<b>Qualification Code, if any</b>	AGR/Q6104, v2.0
3	<b>NCO code and occupation</b>	NCO-2015/6210, Agro-Forestry Management
4	<b>Nature and purpose of the qualification (Please specify whether qualification is short term or long term)</b>	<p>Nature of the qualification-a Qualification Pack (QP)</p> <p>The individual will be responsible for producing timber and performs various activities, such as selecting and preparing an appropriate site for timber cultivation, arranging the necessary resources, planting or sowing timber tree plants or seeds, and maintaining them.</p>
5	<b>Body/bodies which will award the qualification</b>	Agriculture Skill Council of India (ASCI)
6	<b>Body which will accredit providers to offer courses leading to the qualification</b>	Agriculture Skill Council of India (ASCI)
7	<b>Whether accreditation/affiliation norms are already in place or not, if applicable (if yes, attach a copy)</b>	Yes (Annexure 3)
8	<b>Occupation(s) to which the qualification gives access</b>	Agro-Forestry Management
9	<b>Job description of the occupation</b>	<p>A Timber Grower is responsible for producing timber and performs various activities, such as selecting and preparing an appropriate site for timber cultivation, arranging the necessary resources, planting or sowing timber tree plants or seeds, and maintaining them.</p> <p>The individual is also responsible for harvesting and storing timber safely and marketing it to the relevant buyers.</p>
10	<b>Licensing requirements</b>	NA
11	<b>Statutory and Regulatory requirement of the relevant sector (documentary evidence to be provided)</b>	NA
12	<b>Level of the qualification in the NSQF</b>	Level 4
13	<b>Anticipated volume of training/learning required to complete the qualification</b>	<p>Total Duration: 390 Hours</p> <p>Compulsory Modules: 360 Hours (Theory: 120 Hours, Practical: 180 Hours, ES: 60 Hours)</p>

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		OJT: 30 Hours
14	<b>Indicative list of training tools required to deliver this qualification</b>	Attached herewith
15	<b>Entry requirements and/or recommendations and minimum age</b>	12th grade pass OR 10th grade pass with 2 years of relevant experience OR 10th grade pass and pursuing continuous schooling OR Previous relevant qualification of NSQF Level 3.0 with minimum education as 8th grade pass with 3 years of relevant experience OR Previous relevant qualification of NSQF Level 3.5 with 1.5 years of relevant experience 18 Years
16	<b>Progression from the qualification (Please show Professional and academic progression)</b>	Cooperative Supervisor (Agro-forest produce) (NSQF Level-5)
17	<b>Arrangements for the Recognition of Prior learning (RPL)</b>	RPL assessment will be as per normal ASCI assessment process.  (ASCI recognizes that there may be candidates who have prior learning experience in the Agriculture Sector and are desirous of being certified. Such candidates can apply to ASCI for testing and certification of their skills. Training Partners will be responsible for identifying and counselling candidates for RPL through mobilization camps and advertisements. The details of the RPL process have been defined by ASCI under the document- Guidelines for Recognition of Prior Learning under PMKVY).
18	<b>International comparability where known (research evidence to be provided)</b>	Not done as yet
19	<b>Date of planned review of the qualification.</b>	3 years post NSQC Approval
20	<b>Formal structure of the qualification Mandatory components</b>	

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	Title of component and identification code/NOSs/Learning outcomes	Estimated size (learning hours)		Level
		Theory	Practical	
(i)	Introduction (Bridge Module)	05	00	
(ii)	AGR/N6121: Prepare for timber cultivation and raise saplings	20	35	4
(iii)	AGR/N6119: Coordinate with the relevant authorities and SMEs for timber cultivation	05	25	4
(iv)	AGR/N6117: Carry out planting/sowing of timber plants and seeds	25	35	4
(v)	AGR/N6118: Maintain the timber trees and plantation	55	35	4
(vi)	AGR/N6120: Harvest, store and market the timber	05	25	4
(vii)	AGR/N9903: Maintain health and safety at the workplace	05	25	4
(viii)	DGT/VSQ/N0102: Employability Skills (60 Hours)	60	00	4
	<b>Total</b>	<b>180</b>	<b>180</b>	
	<b>OJT:</b>	<b>30 Hours</b>		

**SECTION 1**  
**ASSESSMENT**

21	<b>Body/Bodies which will carry out assessment:</b> ASCI affiliated assessment bodies. <ol style="list-style-type: none"><li>1. SHL India (Pvt.) Ltd</li><li>2. Trendsetters Skill Assessors Pvt Ltd</li><li>3. Mercer-Mettl</li><li>4. SP Institute of Workforce Development (SPIWD)</li><li>5. MSAG SI LLP</li></ol> More Assessment Agencies are being empanelled to cover wider geographical area
22	<b>How will RPL assessment be managed and who will carry it out?</b> RPL will be based on the same approved Qualification Pack and Assessment Criteria mentioned in the Qualification Pack and will be carried out as per normal ASCI assessment process. The Training Partner or any other authority as prescribed by the Steering Committee will identify and counsel candidates eligible for RPL through mobilization camps and advertisements. The mobilized candidates can be counselled, oriented about the standardized NSQF framework and basis their existing competency will be mapped against the suitable level of the concerned Job role for assessments. The candidates enrolled will be assessed by the Assessment Agency affiliated with the Sector Skill Council on the basis of assessment criteria decided by Sector Skill Council (SSC). The candidate will need to pass in the minimum assessment criteria of a particular QP decided by the SSC. Successfully assessed candidates with a valid Aadhaar or alternate ID (as per process) will be eligible for QP-NOS based Certification.
23	<b>Describe the overall assessment strategy and specific arrangements which have been put in place to ensure that assessment is always valid, reliable and fair and show that these are in line with the requirements of the NSQF.</b> A robust technology enabled assessment methodology has been designed keeping in mind the geographical/Physical constraints and target segment which assess a trainee's knowledge and skill set through three methods: <ol style="list-style-type: none"><li>a. An offline Tablet based test through the use of Multiple Choice Text and Picture based questions in vernacular languages</li><li>b. Actual demonstration on the field</li><li>c. Viva</li></ol> <b>ASCI's assessment strategy:</b> <ul style="list-style-type: none"><li>● Question sets are developed as per the weightage of each NOS of the Qualification Pack.</li></ul>

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	<ul style="list-style-type: none"><li>● Assessment criteria for each Qualification Pack developed, in which each Performance criteria (PC) assigned marks based on NOS</li><li>● Question Bank is developed to assess the theoretical and practical knowledge. To ensure the quality, each trainees get different set of question</li><li>● Empanelment of subject matter expert as assessor primarily from the Industry to assess trainee specifically on practical skills as per Industry demands</li></ul> <p>Assessments are preferably conducted on tablets or pen or papers in regional languages according to the requirement.</p>
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Please attach most relevant and recent documents giving further information about assessment and/or RPL.

Give the titles and other relevant details of the document(s) here. Include page references showing where to find the relevant information.

### ASSESSMENT EVIDENCE

**Complete a grid for each component as listed in “Formal structure of the qualification” in the Summary.**

*NOTE: this grid can be replaced by any part of the qualification documentation which shows the same information – i.e. Learning Outcomes to be assessed, assessment criteria and the means of assessment.*

#### 24. Assessment evidences

**Title of Component:**

Outcomes to be assessed/ NOSs to be assessed	Assessment criteria for the outcome

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<b>Means of assessment 1</b>
<b>Pass/Fail</b>

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**Job Role:** Timber Grower

**Qualification Pack:** AGR/Q6104, v2.0

**Sector Skill Council:** Agriculture Skill Council of India

### **Assessment Guidelines:**

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

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<b>AGR/N6121: Prepare for timber cultivation and raise saplings</b>				
<i>Prepare for timber cultivation</i>	<b>9</b>	<b>14</b>	<b>-</b>	<b>10</b>
PC1. select an appropriate site for timber tree cultivation with the recommended type of soil, agro-climatic conditions, access to relevant markets, availability of required inputs, such as water, fertilizers pesticides, etc.	-	-	-	-
PC2. select the appropriate timber producing tree species to be grown based on the site conditions	-	-	-	-
PC3. arrange the inputs required for timber cultivation, such as planting material, fertilizers, pesticides, and the appropriate tools and equipment	-	-	-	-



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PC4. ensure to procure planting material from government-approved sources, such government nurseries and research institutes	-	-	-	-
PC5. treat the planting material, using the recommended fungicide or insecticide in the recommended dose	-	-	-	-
PC6. ensure the planting material is stored at an appropriate temperature and humidity in a hygienic storage to preserve its quality	-	-	-	-
<i>Prepare the land for timber cultivation</i>	<b>11</b>	<b>11</b>		<b>11</b>
PC7. clear the selected land of any weeds, debris, root stumps, waste, etc.	-	-	-	-
PC8. collect soil samples from the land and coordinate with a government-approved laboratory for soil testing	-	-	-	-
PC9. apply the necessary treatment(s) to the soil to make it suitable for timber cultivation, e.g. application of manure to increase the organic matter content or lime to adjust the soil's pH	-	-	-	-
PC10. carry out appropriate type of ploughing according to the type of selected timber tree species, e.g. disc ploughing for Casuarina	-	-	-	-
PC511. create pits of the recommended width and depth at appropriate spacing for planting the selected timber tree saplings	-	-	-	-
PC12. apply the recommended quantity of organic fertilizers in the pits	-	-	-	-
PC13. create water channels in the field for the efficient delivery and drainage of water	-	-	-	-
<i>Raise saplings in the nursery</i>	<b>10</b>	<b>15</b>	-	<b>9</b>
PC14. prepare the appropriate type of nursery bed, i.e. flat, raised or sunken nursery bed for raising timber tree saplings	-	-	-	-
PC15. apply mulch, compost and other recommended material to provide optimum nutrient levels to saplings	-	-	-	-
PC16. sow seeds of the selected species at the recommended depth and	-	-	-	-

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mulch and irrigate them immediately after sowing				
PC17. protect the saplings from adverse weather conditions and strong winds	-	-	-	-
PC18. apply the appropriate fertilizers in the nursery bed at recommended intervals	-	-	-	-
PC19. monitor the sapling regularly for signs of pests and disease and apply the recommended pesticides in an appropriate quantity to maintain their healthy growth	-	-	-	-
PC20. check saplings for signs of maturity and harvest them using the appropriate tools and equipment, ensuing no damage to saplings	-	-	-	-
PC21. maintain the harvested saplings at an recommended temperature and humidity before they are transplanted in the field	-	-	-	-
<b>NOS Total</b>	<b>30</b>	<b>40</b>	<b>-</b>	<b>30</b>
<b>AGR/N6119: Coordinate with the relevant authorities and SMEs for timber cultivation</b>				
<i>Secure the relevant license/approval</i>	<b>10</b>	<b>15</b>	<b>-</b>	<b>9</b>
PC1. identify the relevant authority, e.g. forest department or revenue department, to register the timber plantation and take necessary license/approval	-	-	-	-
PC2. carry out the necessary documentation, such as filling in the required forms and submission of relevant documents, following the applicable procedure	-	-	-	-
PC3. follow up with the relevant authority concerning the grant of relevant license/approval and provide the additional information or documents, as required	-	-	-	-
<i>Register for the relevant programs and schemes</i>	<b>11</b>	<b>11</b>		<b>11</b>
PC4. identify the relevant government programs and schemes that support timber cultivation, e.g. financial support, subsidy, insurance, etc.	-	-	-	-

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PC5. coordinate with the relevant authority to register for and avail the benefits of relevant programs and schemes	-	-	-	-
<i>Coordinate with the relevant institutions</i>	<b>9</b>	<b>14</b>		<b>10</b>
PC6. coordinate with the relevant institutions, e.g. Krishi Vigyan Kendra (KVKs), agricultural universities, and research institutes to get information and guidance on latest timber cultivation practices	-	-	-	-
PC7. follow the advice of the institutes and Subject Matter Experts (SMEs) to obtain quality timber production and resolve any production-related issues	-	-	-	-
PC8. organise regular visits of SMEs from the concerned institutes to identify any interventions required, e.g. nutrient and disease management to ensure the healthy growth and development of timber	-	-	-	-
<b>NOS Total</b>	<b>30</b>	<b>40</b>	<b>-</b>	<b>30</b>
<b>AGR/N6117: Carry out planting/sowing of timber plants and seeds</b>				
<i>Carry out planting/sowing operations</i>	<b>15</b>	<b>22</b>	<b>-</b>	<b>14</b>
PC1. arrange appropriate transportation and safely transport the planting material and necessary inputs to the plantation site	-	-	-	-
PC2. prepare the appropriate tools and equipment for the planting operations	-	-	-	-
PC3. select healthy saplings/seeds from stock for plantation/sowing	-	-	-	-
PC4. identify and discard the unfit saplings and seeds	-	-	-	-
PC5. treat the seeds with the recommended fungicide	-	-	-	-
PC6. carry out planting/sowing operations at an appropriate time of the day, i.e. early morning or in the evening to protect saplings from exposure to high temperatures	-	-	-	-
PC7. ensure no damage to the planting material during the planting/sowing operations	-	-	-	-

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PC8. sow seeds of selected timber tree species at an appropriate depth	-	-	-	-
PC9. place saplings firmly and correctly in the prepared pits and backfill the pits with topsoil and compost	-	-	-	-
PC10. follow the appropriate planting system, e.g. triangle, rectangular, square, hexagonal planting systems	-	-	-	-
<i>Provide the necessary care after planting/sowing</i>	<b>15</b>	<b>18</b>	-	<b>16</b>
PC11. apply the recommended quantity of water to the planted saplings and seeds	-	-	-	-
PC12. install stakes to support the vertical growth of saplings, as required	-	-	-	-
PC13. install windbreaks or grow appropriate trees as windbreaks to protect saplings from strong winds	-	-	-	-
PC14. arrange to protect sapling from birds, stray animals and other such threats	-	-	-	-
<b>NOS Total</b>	<b>30</b>	<b>40</b>	-	<b>30</b>
<b>AGR/N6118: Maintain the timber trees and plantation</b>				
<i>Perform nutrient management</i>	<b>3</b>	<b>5</b>	-	<b>3</b>
PC1. determine the need of applying fertilizers to timber trees species grown and apply the recommended organic/ inorganic fertilizers according to the need	-	-	-	-
PC2. ensure to use inorganic fertilizers in the recommended quantities to avoid any adverse impact on the soil, e.g. high concentration of salts	-	-	-	-
<i>Perform plant protection</i>	<b>10</b>	<b>12</b>		<b>10</b>
PC3. implement appropriate preventive measures to protect timber trees from the relevant pests and diseases	-	-	-	-
PC4. check the timber trees regularly to identify the signs of pest and disease infestation	-	-	-	-
PC5. sample the tree parts (e.g. branches and leaves) and coordinate with a government-approved laboratory or relevant SMEs to diagnose the type and nature of pest and disease infestation	-	-	-	-

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PC6. apply the recommended pesticides and other appropriate treatment to remove timber tree pests and diseases	-	-	-	-
PC7. use the appropriate plant protection equipment as per the manufacturer's instructions to apply pesticides and other treatment	-	-	-	-
PC8. use the appropriate Personal Protective Equipment (PPE) to ensure personal protection while applying pesticides	-	-	-	-
PC9. maintain the record of pesticide use to ensure compliance with the applicable regulations concerning their use	-	-	-	-
PC10. use the natural enemies of common pests for organic pest control	-	-	-	-
PC11. follow the recommended organic disease control methods or a combination organic and inorganic disease control methods for timber plantations	-	-	-	-
<i>Manage the irrigation process</i>	<b>6</b>	<b>8</b>	-	<b>6</b>
PC12. select the appropriate irrigation method as per the suitability to the site and selected timber tree species	-	-	-	-
PC13. arrange the required materials and install the irrigation system following the manufacturer's instructions or coordinate with an irrigation system installer for the installation	-	-	-	-
PC14. install the appropriate equipment to automate the irrigation process according to the needs of the selected timber tree species	-	-	-	-
PC15. carry out irrigation with the recommended quantity of water and at appropriate intervals according to the timber tree species grown and the season	-	-	-	-
PC16. follow the appropriate measures to avoid over and under irrigation	-	-	-	-
<i>Perform weed management</i>	<b>2</b>	<b>3</b>		<b>2</b>
PC17. identify the growth of weeds in the timber plantation	-	-	-	-

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PC18. remove weeds from the timber plantation, following the appropriate weed control method, e.g. mechanical, cultural, biological and chemical weed control or a combination of methods, as appropriate	-	-	-	-
<i>Carry out pruning, trimming and thinning</i>	<b>2</b>	<b>3</b>	-	<b>2</b>
PC19. identify the need of pruning, trimming and thinning the timber trees	-	-	-	-
PC20. carry out pruning, trimming and thinning using the appropriate manual and mechanical tools and equipment, following the applicable safety measures	-	-	-	-
<i>Carry out intercropping</i>	<b>2</b>	<b>3</b>	-	<b>2</b>
PC21. select the appropriate crop varieties for intercropping with timber trees	-	-	-	-
PC22. carry out intercropping with the selected crop varieties to optimally use the available land and soil nutrients	-	-	-	-
<i>Perform infrastructural maintenance</i>	<b>5</b>	<b>6</b>	-	<b>5</b>
PC23. conduct regular inspections of the timber plantation to identify the requirement of infrastructure maintenance, e.g. fencing, irrigation system, water channels, etc.	-	-	-	-
PC24. carry out infrastructure maintenance using the appropriate tools, implements and equipment	-	-	-	-
PC25. coordinate with an expert to resolve complex infrastructural maintenance issues	-	-	-	-
PC26. maintain the record of repair and maintenance activities	-	-	-	-
<b>NOS Total</b>	<b>30</b>	<b>40</b>	-	<b>30</b>
<b>AGR/N6120: Harvest, store and market the timber</b>				
<i>Harvest the timber</i>	<b>11</b>	<b>14</b>	-	<b>11</b>
PC1. check the timber trees to determine their maturity for harvesting	-	-	-	-
PC2. select and mark the mature timber trees for harvesting	-	-	-	-
PC3. prepare the necessary documents and coordinate the relevant authority, e.g. regional forestry office to obtain the necessary approvals for harvesting timber trees	-	-	-	-

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PC4. arrange and prepare the appropriate tools and equipment for harvesting timber trees	-	-	-	-
PC5. set up necessary safety signs around the worksite and ensure the presence of a team member on the ground while carrying out timber harvesting	-	-	-	-
PC6. harvest the timber trees following the appropriate harvesting method, e.g. tree-length logging, full-tree logging, cut-to-length logging, with the help of trained personnel	-	-	-	-
PC7. follow the appropriate safety measures while harvesting timber, i.e. the use of relevant PPE and positioning of the support personnel at a safe distance	-	-	-	-
PC8. follow the appropriate safety mechanisms on the mechanical harvesting equipment, such as chainsaw and hedge trimmer	-	-	-	-
<i>Store the harvested timber</i>	<b>8</b>	<b>12</b>	-	<b>8</b>
PC9. use the appropriate equipment, e.g. forklift to lift, carry and load the harvested timber to the transport vehicle	-	-	-	-
PC10. select an appropriate storage, ensuring adequate space with dry and pest-free conditions for storing the harvested timber	-	-	-	-
PC11. unload and store the timber in the storage following the appropriate safety measures	-	-	-	-
PC12. ensure to remove any debris from the worksite	-	-	-	-
PC13. store the harvesting tools and equipment safely in a storage	-	-	-	-
PC14. conduct regular inspections at the storage to ensure the quality of stored timber	-	-	-	-
<i>Market the timber</i>	<b>11</b>	<b>14</b>	-	<b>11</b>
PC15. assess the quality of timber on the applicable parameters	-	-	-	-
PC16. set the appropriate price of timber to ensure profitability, accounting for all the inputs costs	-	-	-	-



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PC17. select the appropriate time to market timber considering its periodical demand	-	-	-	-
PC18. identify the potential buyers and markets for timber and its by-products, such as eMandi, local traders, exporters, etc.	-	-	-	-
PC19. negotiate with the buyers to secure a profitable price for timber	-	-	-	-
PC20. arrange an appropriate mode of transport to ensure safe and timely delivery of timber to the buyer	-	-	-	-
PC21. process the payment using the buyer-preferred e-payment method	-	-	-	-
PC22. maintain the manual and/ or electronic record of sales and payments using the physical registers and/ or the relevant computer application	-	-	-	-
<b>NOS Total</b>	<b>30</b>	<b>40</b>	<b>-</b>	<b>30</b>
<b>AGR/N9903: Maintain health and safety at the workplace</b>				
<i>Maintain personal hygiene</i>	<b>10</b>	<b>5</b>	<b>-</b>	<b>10</b>
PC1. wash hands, legs and face with soap/alcohol-based sanitiser at reasonable intervals	-	-	-	-
PC2. wash the worn clothes with soap and sun-dry before use next time	-	-	-	-
PC3. ensure the face is covered with a mask or three layers of cloth-piece	-	-	-	-
PC4. follow the workplace sanitization norms including distancing from sick people	-	-	-	-
<i>Maintain a clean and safe workplace</i>	<b>15</b>	<b>15</b>	<b>-</b>	<b>15</b>
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	-	-	-	-



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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 the required action to reduce the risks	-	-	-	-
PC13. work in a manner that minimises 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	-	-	-	-
PC15. follow government / workplace advisories in case of outbreak of any disease/disaster	-	-	-	-
<i>Administer appropriate emergency procedures</i>	<b>15</b>	<b>5</b>	-	<b>10</b>
PC16. follow procedures for dealing with accidents, fires and emergencies, including communicating location and directions to the location of the emergency, as per the workplace requirements	-	-	-	-
PC17. use emergency equipment in accordance with the manufacturer's specifications and workplace requirements	-	-	-	-
PC18. report provided 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	-	-	-	-

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<b>NOS Total</b>	<b>40</b>	<b>25</b>	<b>-</b>	<b>35</b>
<b>Employability Skills – NOS (60 hours)</b>				
<i>Introduction to Employability Skills</i>	<b>1</b>	<b>1</b>	-	-
PC1. Identify employability skills required for jobs in various industries	-	-	-	-
PC2. identify and explore learning and employability portals.	-	-	-	-
<i>Constitutional values – Citizenship</i>	<b>1</b>	<b>1</b>	-	-
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>	<b>2</b>	<b>4</b>	-	-
PC5. recognize the significance of 21st Century Skills for employment	-	-	-	-
PC6. practice the 21st Century Skills such as Self-Awareness, Behavior 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>	<b>2</b>	<b>3</b>	-	-
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 &amp; Goal Setting</i>	<b>1</b>	<b>2</b>	-	-
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>	<b>2</b>	<b>2</b>	-	-

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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 &amp; Inclusion</i>	<b>1</b>	<b>2</b>	-	-
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>	<b>2</b>	<b>3</b>	-	-
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>	<b>3</b>	<b>4</b>	-	-
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>	<b>2</b>	<b>3</b>	-	-
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/	-	-	-	-

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legal hurdles for the potential business opportunity				
<i>Customer Service</i>	<b>1</b>	<b>2</b>	-	-
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 &amp; Jobs</i>	<b>2</b>	<b>3</b>	-	-
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	-	-	-	-
<b>NOS Total</b>	<b>20</b>	<b>30</b>	-	-

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### SECTION 2

#### EVIDENCE OF LEVEL

#### OPTION B

Title/ Name of qualification/ component: Timber Grower			Level: 4
NSQF Domain	NSQF Domain	NSQF Domain	NSQF Domain
Process	<ul style="list-style-type: none"><li>● Process of preparing for timber cultivation and raise saplings</li><li>● Process of coordinating with the relevant authorities and SMEs for timber cultivation</li><li>● Process of carrying out planting/sowing of timber plants and seeds</li><li>● Process of maintaining the timber trees and plantation</li><li>● Process of harvesting, store and market the timber</li><li>● Process of maintaining health and safety at the workplace</li><li>● Process of undertaking basic entrepreneurial activities for small enterprise</li></ul>	A Timber Grower is responsible for producing timber and performing various activities, such as selecting and preparing an appropriate site for timber cultivation, arranging the necessary resources, planting or sowing timber tree plants or seeds, and maintaining them. The individual is also responsible for harvesting and storing timber safely and marketing it to the relevant buyers.	4
Professional knowledge	<ul style="list-style-type: none"><li>● Understand the criteria for selecting a site for timber cultivation.</li><li>● Know different soil types and their composition</li><li>● Understand the process of preparing a</li></ul>	The job holder is expected to have knowledge of selecting a site for timber cultivation, preparing a field for timber cultivation, handle the planting material safely, documentation requirements and procedures, treat seeds, timber tree planting/sowing operations, Good Agricultural	4

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	<p>field for timber cultivation</p> <ul style="list-style-type: none"> <li>● Know how to handle the planting material safely</li> <li>● Understand the requirement of registering a timber cultivation enterprise</li> <li>● Understand the applicable documentation requirements and procedures</li> <li>● Know the importance of selecting healthy planting material</li> <li>● Know how to treat seeds</li> <li>● Know the appropriate precautions to be taken undertaking timber tree planting/sowing operations</li> <li>● Know the hazards and risks associated with planting/ sowing operations and how to minimize them</li> <li>● Know the Good Agricultural Practices (GAPs) relevant to timber cultivation</li> <li>● Know different methods of Irrigation</li> <li>● Know the appropriate precautions to be taken while applying fertilizers and pesticides</li> <li>● Know different methods of applying fertilizers</li> </ul>	<p>Practices (GAPs) relevant to timber cultivation, precautions to be taken while applying fertilizers and pesticides</p>	
Professional skill	<ul style="list-style-type: none"> <li>● Select an appropriate site for timber tree cultivation with the recommended type of soil, agro-climatic conditions, access to relevant markets, availability of required inputs</li> </ul>	<p>The job holder is expected to coordinate in selecting an appropriate site for timber tree cultivation with the recommended type of soil, agro-climatic conditions, access to relevant markets, availability of required inputs, treating the planting material, using the recommended</p>	4

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	<ul style="list-style-type: none"><li>• Treat the planting material, using the recommended fungicide or insecticide in the recommended dose</li><li>• Clear the selected land of any weeds, debris, root stumps, waste</li><li>• Carry out appropriate type of ploughing according to the type of selected timber tree species</li><li>• Carry out the necessary documentation</li><li>• Prepare the appropriate tools and equipment for the planting operations</li><li>• Carry out planting/sowing operations at an appropriate time of the day</li><li>• Apply the recommended pesticides and other appropriate treatment to remove timber tree pests and diseases</li><li>• Carry out irrigation with the recommended quantity of water and at appropriate intervals according to the timber tree species grown and the season</li></ul>	fungicide or insecticide in the recommended dose, carrying out the necessary documentation, preparing the appropriate tools and equipment for the planting operations, carrying out planting/sowing operations at an appropriate time of the day	
Core Skills	<ul style="list-style-type: none"><li>• Preparing for timber cultivation</li><li>• Selecting and preparing an appropriate site for timber cultivation</li><li>• Raising saplings for the relevant timber tree species in the nursery</li><li>• Coordinating with the relevant authorities and Subject Matter Experts (SMEs) for timber cultivation</li><li>• Performing planting or sowing activities</li></ul>	The job holder is expected to preparing for timber cultivation, selecting and preparing an appropriate site for timber cultivation, raising saplings for the relevant timber tree species in the nursery, coordinating with the relevant authorities and Subject Matter Experts (SMEs) for timber cultivation, performing planting or sowing activities according to the selected timber tree varieties in timber plantations, maintaining the timber trees and plantation, harvesting timber	4

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	<p>according to the selected timber tree varieties in timber plantations</p> <ul style="list-style-type: none"> <li>● Maintaining the timber trees and plantation</li> <li>● Harvesting timber safely, storing it under appropriate conditions and marketing it</li> </ul>	safely, storing it under appropriate conditions and marketing it	
Responsibility	<p>The job holder is responsible to perform below mention activities:</p> <ul style="list-style-type: none"> <li>● Prepare for timber cultivation</li> <li>● Raise saplings in the nursery</li> <li>● Prepare the land for timber cultivation</li> <li>● Secure the relevant license/approval</li> <li>● Coordinate with the relevant institutions</li> <li>● Register for the relevant programs and schemes</li> <li>● Carry out planting/sowing operations</li> <li>● Provide the necessary care after planting/sowing</li> <li>● Perform nutrient management</li> <li>● Perform plant protection</li> <li>● Manage the irrigation process</li> <li>● Perform weed management</li> <li>● Carry out pruning, trimming and thinning</li> <li>● Carry out intercropping</li> <li>● Perform infrastructural maintenance</li> <li>● Optimise resource utilisation</li> <li>● Perform waste management</li> <li>● Practice inclusion at work</li> </ul>	<p>A Timber Grower is responsible for producing timber and performs various activities, such as selecting and preparing an appropriate site for timber cultivation, arranging the necessary resources, planting or sowing timber tree plants or seeds, and maintaining them. The individual is also responsible for harvesting and storing timber safely and marketing it to the relevant buyers</p>	4



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	<ul style="list-style-type: none"><li>• Harvest the timber</li><li>• Store the harvested timber</li><li>• Market the timber</li><li>• Maintain personal hygiene</li><li>• Maintain a clean and safe workplace</li><li>• Administer appropriate emergency procedures</li><li>• Plan the agricultural enterprise/ business</li><li>• Manage the agricultural production process</li><li>• Manage the post-production and marketing processes</li></ul>		
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**SECTION 3****EVIDENCE OF NEED**

<b>26</b>	<b>What evidence is there that the qualification is needed? What is the estimated uptake of this qualification and what is the basis of this estimate?</b>
<b>Basis</b>	
Need of the qualification	<p>While collecting data from the companies for the occupational map, we also took feedback from industry and training institutions which was collected with respect to roles for which qualification packs development, was to be prioritized. This was largely based on the volume of people required, and the quantitative and qualitative shortfall that the industry feels they face. Governing council of ASCI and the Occupational Standards Committee which comprises experts &amp; senior leaders gave final approval and endorsement for the same.</p> <p>The world is fast becoming an urban place and almost two third of the world's population is expected to exist in urban areas by 2025. Cities occupy less than 3 per cent of the global terrestrial surface but account for 78 per cent of carbon emissions, 60 per cent of residential water use and 76 per cent of wood used for industrial purposes. Dealing with multiple risks of climate change such as temperature and precipitation variability, drought, flooding and extreme rainfall, cyclone and storm surge, sea level rise and related environmental health menace is a stern public policy and adaptation management challenge for India.</p> <p>There is a rising demand for more and more natural forests with human efforts.</p> <ul style="list-style-type: none"> <li>• People particularly in urban areas are creating a huge demand for Urban-forests.</li> <li>• Even local bodies, NGOs, trade bodies and industrialists are demanding Mini-forests to offset their carbon footprint.</li> <li>• Urban Forest Developers are required for the implementation of the Nagar Van Scheme of GOI.</li> </ul>
Industry Relevance	Validations have been received from Maharana Pratap Horticulture University, ICAR Shimla, KVK Saharsa, Bihar Agriculture University, Empower Pragati
Usage of the qualification	An NSQF-aligned training to the persons involved in grooming of <b>Timber Grower</b> shall provide opportunities to the incumbents for horizontal and vertical career progression. Competency-based training shall imbibe professionalism in the job-role. Being an important and ever-expanding job, the job-role of Timber Grower

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	<p>may well be included in the vocational education stream of school education.</p> <p>An industry-determined specification of performance, sets out the skills, knowledge and attitudes required to operate effectively in employment.</p> <p>For employers, the <b>Timber Grower</b> Qualification standards offer:</p> <ul style="list-style-type: none"><li>• a means of assessing occupational competence objectively, including knowledge and understanding of the subject</li><li>• a guide for job descriptions and recruitment requirements</li><li>• a basis for staff appraisals</li><li>• a systematic approach to analyzing training needs</li><li>• an opportunity to improve overall company performance by developing a better-trained, better-equipped and more effective workforce.</li></ul> <p>To employees and freelancers, the <b>Timber Grower</b> Qualification standards provide:</p> <ul style="list-style-type: none"><li>• a means for recognizing ability</li><li>• a means for determining gaps in knowledge, experience and skills</li><li>• an objective process for identifying training needs</li><li>• performance indicators and a guide to effectiveness and efficiency.</li></ul> <p>One of the most valuable uses of the occupational standards is in the assessment of a person's performance within a particular job. Because the standards are based on the industry's requirements for ability, skills and knowledge, they provide an objective and directly relevant measure for employers and employees a like.</p>								
	<p>The Qualification Pack shall also be helpful in conducting Recognition of Prior Learning of the Timber Grower</p>								
Estimated uptake	<table><tr><th>QP/Job Role Name</th><th>"States where Demand exist</th><th>"District where Demand exist</th><th>Projections for the next 3 years</th></tr><tr><td>Timber Grower</td><td>PAN INDIA</td><td>Various Districts</td><td>3000</td></tr></table>	QP/Job Role Name	"States where Demand exist	"District where Demand exist	Projections for the next 3 years	Timber Grower	PAN INDIA	Various Districts	3000
QP/Job Role Name	"States where Demand exist	"District where Demand exist	Projections for the next 3 years						
Timber Grower	PAN INDIA	Various Districts	3000						
27	<p><b>Recommendation from the concerned Line Ministry of the Government/Regulatory Body. To be supported by documentary evidences</b></p> <p>In-process</p>								

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28	<p><b>What steps were taken to ensure that the qualification(s) does (do) not duplicate already existing or planned qualifications in the NSQF? Give justification for presenting a duplicate qualification</b></p> <p>This is the revised version of the already NSQC-approved QP of Timber Grower (NQR- 2019/AGR/ASCI/03101). The revision has been undertaken as the QP is going to expire soon.</p>
29	<p><b>What arrangements are in place to monitor and review the qualification(s)? What data will be used and at what point will the qualification(s) be revised or updated? Specify the review process here</b></p> <p>Any institution or individual is welcome to send the feedback, which is recorded and considered during next review cycle.</p> <p>Communication will be sent for any feedback to all the main stakeholders/users one month prior to the review of the qualifications pack.</p> <p>A formal review is scheduled in three years.</p>

Please attach most relevant and recent documents giving further information about any of the topics above.

Give the titles and other relevant details of the document(s) here. Include page references showing where to find the relevant information

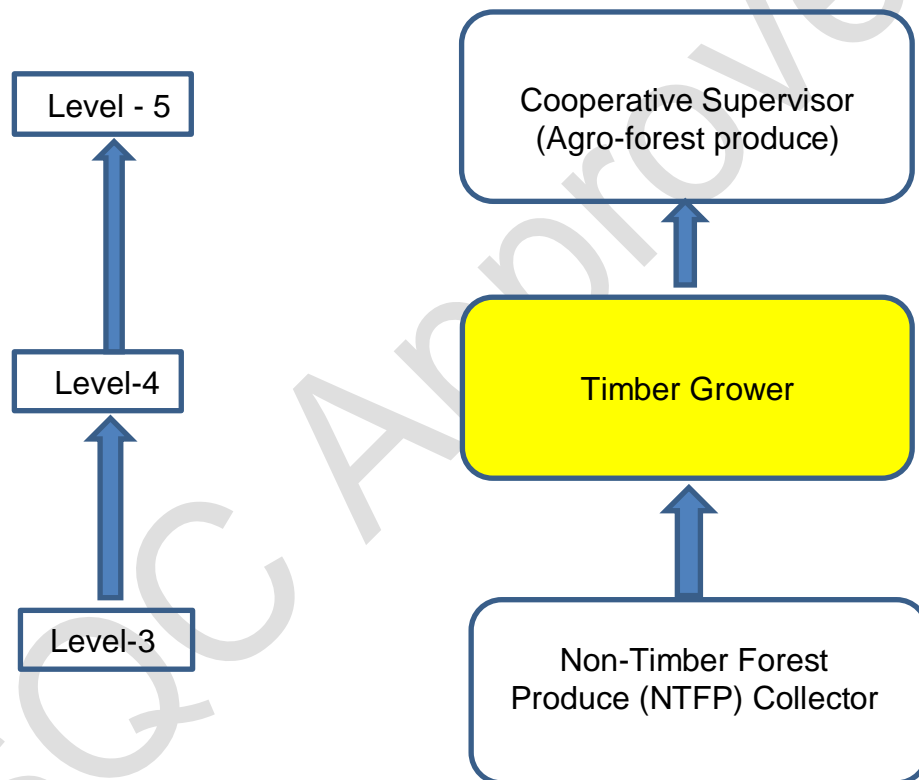
**SECTION 4****EVIDENCE OF PROGRESSION****30**

**What steps have been taken in the design of this or other qualifications to ensure that there is a clear path to other qualifications in this sector?**

***Show the career map here to reflect the clear progression***

Career path in the agriculture sector is generally in terms of activities done & ownership of responsibility because they are primarily self-wage employment/ entrepreneurship roles.

**Annexure 1: Career Map of Timber Grower**



Please attach most relevant and recent documents giving further information about any of the topics above.

Give the titles and other relevant details of the document(s) here. Include page references showing where to find the relevant information.