

Qualification Pack



Gardener cum Nursery Raiser

QP Code: AGR/Q0809

Version: 2.0

NSQF Level: 4

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Qualification Pack

Contents

AGR/Q0809: Gardener cum Nursery Raiser	3
<i>Brief Job Description</i>	3
Applicable National Occupational Standards (NOS)	3
<i>Compulsory NOS</i>	3
<i>Qualification Pack (QP) Parameters</i>	3
AGR/N0801: Raise saplings in the nursery for transplanting in the garden	5
AGR/N0820: Raise, maintain, transplant and harvest seedlings	12
AGR/N0821: Assist in managing plant health and nursery operations	19
AGR/N0802: Prepare to set up the garden	26
AGR/N0803: Set up the garden as per the plan	31
AGR/N9903: Maintain health and safety at the workplace	38
DGT/VSQ/N0102: Employability Skills (60 Hours)	44
Assessment Guidelines and Weightage	51
<i>Assessment Guidelines</i>	51
<i>Assessment Weightage</i>	52
Acronyms	53
Glossary	54

Qualification Pack

AGR/Q0809: Gardener cum Nursery Raiser

Brief Job Description

A Gardener cum Nursery Raiser is responsible for setting up and maintaining the garden and raising seedlings and saplings of a variety of plants. This individual maintains the seedlings and saplings during nursery propagation and harvests and transplants them in the garden. The individual also maintains the trees and plants in the garden and performs regular gardening activities.

Personal Attributes

The individual should be physically fit to work for long durations. The person should be able to work independently and have decision-making and problem-solving skills. The individual should have basic written and verbal communication skills.

Applicable National Occupational Standards (NOS)

Compulsory NOS:

1. [AGR/N0801: Raise saplings in the nursery for transplanting in the garden](#)
2. [AGR/N0820: Raise, maintain, transplant and harvest seedlings](#)
3. [AGR/N0821: Assist in managing plant health and nursery operations](#)
4. [AGR/N0802: Prepare to set up the garden](#)
5. [AGR/N0803: Set up the garden as per the plan](#)
6. [AGR/N9903: Maintain health and safety at the workplace](#)
7. [DGT/VSQ/N0102: Employability Skills \(60 Hours\)](#)

Qualification Pack (QP) Parameters

Sector	Agriculture
Sub-Sector	Agriculture Crop Production
Occupation	Landscaping, Gardening & Urban Farming
Country	India
NSQF Level	4

Qualification Pack

Credits	13
Aligned to NCO/ISCO/ISIC Code	NCO-2015/6113.9900
Minimum Educational Qualification & Experience	12th grade Pass OR 10th grade pass with 2 Years of experience in the relevant field 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 experience in the relevant field OR Previous relevant Qualification of NSQF Level (3.5 with 1.5 years of relevant experience)
Minimum Level of Education for Training in School	10th Class
Pre-Requisite License or Training	NA
Minimum Job Entry Age	18 Years
Last Reviewed On	NA
Next Review Date	29/03/2026
NSQC Approval Date	29/03/2023
Version	2.0
Reference code on NQR	QG-04-AG-00373-2023-V1-ASCI
NQR Version	1

Qualification Pack

AGR/N0801: Raise saplings in the nursery for transplanting in the garden

Description

This OS unit is about propagating plants in a nursery using a variety of propagation methods.

Scope

The scope covers the following :

- Prepare for nursery operations
- Prepare the nursery bed
- Propagate saplings through seeds
- Propagate plants through cutting, root division, layering and budding

Elements and Performance Criteria

Prepare for nursery operations

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

- PC1.** select the relevant varieties of plants to grow in the garden as per the season and client preferences
- PC2.** arrange the plant seeds, fertilizer, insecticides/ pesticides and poly bags/ containers to raise saplings
- PC3.** ensure the availability of water and electricity for nursery operations
- PC4.** organise the necessary tools, implements and Personal Protective Equipment (PPE) for nursery operations
- PC5.** construct the shade net house, store-room, compost area, etc.
- PC6.** erect framed structures such as poly-tunnels, hardening chamber, mist chamber for plant propagation
- PC7.** prepare farmyard manure or compost as per the Standard Operating Procedure (SOP)
- PC8.** conduct a soil test to identify the soil treatment requirements
- PC9.** apply the necessary treatment on the soil as per the requirement

Prepare the nursery bed

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

- PC10.** dry plough the nursery field as required
- PC11.** apply fertilizers, farmyard manure or compost uniformly on the field in the recommended quantity
- PC12.** water the field with the recommended quantity of water
- PC13.** puddle the field for the recommended duration of time
- PC14.** level the field using an appropriate implement

Propagate saplings through seeds

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

- PC15.** sort out the poor-quality/ damaged seeds
- PC16.** fill in the poly bags and containers with the recommended quantity of treated soil

Qualification Pack

- PC17.** carry out pre-sowing treatment of the seeds
- PC18.** create raised, level or sunken seedbed according to the local conditions
- PC19.** sow seeds in the seedbed, poly bags and containers at the recommended depth
- PC20.** apply the recommended quantity of water and manure/ fertilizer on the sown seeds as per the SOP
- PC21.** maintain saplings in the seedbed/ poly bags/ containers for the recommended period
- PC22.** acclimatise the saplings before transplanting
- Propagate plants through cutting, root division, layering and budding*
- To be competent, the user/individual on the job must be able to:
- PC23.** select a healthy plant to take cutting from
- PC24.** extract stems of the recommended specifications from the plant
- PC25.** use the stems to propagate plants maintaining the required level of moisture and sunlight exposure
- PC26.** select a healthy and grown plant for root division
- PC27.** create root divisions from the plant's root
- PC28.** use the root divisions to propagate plants maintaining the recommended environment
- PC29.** select an appropriate method of layering according to the type of plant
- PC30.** cover the stem / tip / trunk of the plant with soil according to the selected method
- PC31.** apply the recommended quantity of water and fertilizer to support the growth of roots
- PC32.** prepare a rootstock for budding
- PC33.** cut a bud-stick from a healthy and disease-free plant with the required characteristics
- PC34.** prepare and use bud-scion to propagate plants
- PC35.** apply the approved pesticides/ insecticides to protect the plants from pests and diseases
- PC36.** maintain the record of nursery operations

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** applicable record-keeping requirements in the job role
- KU2.** resources required for setting up a nursery
- KU3.** construction of the nursery infrastructure such as shade net house, store-room, compost area, etc.
- KU4.** how to erect and use poly-tunnels, hardening chamber, mist chamber, etc.
- KU5.** propagation of plants using seeds
- KU6.** different methods of plant propagation such as root division, seeding, cutting, layering, etc.
- KU7.** how to conduct a soil test to identify soil treatment requirements
- KU8.** types of seedbed such as raised/ level/ sunken
- KU9.** the process of preparing a nursery bed and seedbed
- KU10.** variety of material required for propagating plants in a nursery
- KU11.** relevant tools and equipment and their correct use

Qualification Pack

KU12. safe use of fertilizers, pesticides and insecticides

KU13. water requirements of different types of saplings

Generic Skills (GS)

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

GS1. maintain work-related records

GS2. read and follow the health and safety instructions

GS3. listen attentively to understand the information/ instructions being shared by the speaker

GS4. communicate clearly and politely with co-workers and clients

GS5. plan and prioritise tasks to ensure timely completion

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

GS7. take quick decisions to deal with workplace emergencies/ accidents

GS8. evaluate all possible solutions to a problem to select the best one

GS9. co-ordinate with the co-workers to achieve the work objectives

Qualification Pack

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Prepare for nursery operations</i>	6	8	-	8
PC1. select the relevant varieties of plants to grow in the garden as per the season and client preferences	-	-	-	-
PC2. arrange the plant seeds, fertilizer, insecticides/ pesticides and poly bags/ containers to raise saplings	-	-	-	-
PC3. ensure the availability of water and electricity for nursery operations	-	-	-	-
PC4. organise the necessary tools, implements and Personal Protective Equipment (PPE) for nursery operations	-	-	-	-
PC5. construct the shade net house, store-room, compost area, etc.	-	-	-	-
PC6. erect framed structures such as poly-tunnels, hardening chamber, mist chamber for plant propagation	-	-	-	-
PC7. prepare farmyard manure or compost as per the Standard Operating Procedure (SOP)	-	-	-	-
PC8. conduct a soil test to identify the soil treatment requirements	-	-	-	-
PC9. apply the necessary treatment on the soil as per the requirement	-	-	-	-
<i>Prepare the nursery bed</i>	8	12	-	8
PC10. dry plough the nursery field as required	-	-	-	-
PC11. apply fertilizers, farmyard manure or compost uniformly on the field in the recommended quantity	-	-	-	-
PC12. water the field with the recommended quantity of water	-	-	-	-

Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC13. puddle the field for the recommended duration of time	-	-	-	-
PC14. level the field using an appropriate implement	-	-	-	-
<i>Propagate saplings through seeds</i>	8	10	-	8
PC15. sort out the poor-quality/ damaged seeds	-	-	-	-
PC16. fill in the poly bags and containers with the recommended quantity of treated soil	-	-	-	-
PC17. carry out pre-sowing treatment of the seeds	-	-	-	-
PC18. create raised, level or sunken seedbed according to the local conditions	-	-	-	-
PC19. sow seeds in the seedbed, poly bags and containers at the recommended depth	-	-	-	-
PC20. apply the recommended quantity of water and manure/ fertilizer on the sown seeds as per the SOP	-	-	-	-
PC21. maintain saplings in the seedbed/ poly bags/ containers for the recommended period	-	-	-	-
PC22. acclimatise the saplings before transplanting	-	-	-	-
<i>Propagate plants through cutting, root division, layering and budding</i>	8	10	-	6
PC23. select a healthy plant to take cutting from	-	-	-	-
PC24. extract stems of the recommended specifications from the plant	-	-	-	-
PC25. use the stems to propagate plants maintaining the required level of moisture and sunlight exposure	-	-	-	-
PC26. select a healthy and grown plant for root division	-	-	-	-
PC27. create root divisions from the plant's root	-	-	-	-

Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC28. use the root divisions to propagate plants maintaining the recommended environment	-	-	-	-
PC29. select an appropriate method of layering according to the type of plant	-	-	-	-
PC30. cover the stem / tip / trunk of the plant with soil according to the selected method	-	-	-	-
PC31. apply the recommended quantity of water and fertilizer to support the growth of roots	-	-	-	-
PC32. prepare a rootstock for budding	-	-	-	-
PC33. cut a bud-stick from a healthy and disease-free plant with the required characteristics	-	-	-	-
PC34. prepare and use bud-scion to propagate plants	-	-	-	-
PC35. apply the approved pesticides/ insecticides to protect the plants from pests and diseases	-	-	-	-
PC36. maintain the record of nursery operations	-	-	-	-
NOS Total	30	40	-	30

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	AGR/N0801
NOS Name	Raise saplings in the nursery for transplanting in the garden
Sector	Agriculture
Sub-Sector	Agriculture Crop Production
Occupation	Landscaping, Gardening & Urban Farming
NSQF Level	4
Credits	3
Version	2.0
Last Reviewed Date	31/08/2023
Next Review Date	31/08/2026
NSQC Clearance Date	31/08/2023

Qualification Pack

AGR/N0820: Raise, maintain, transplant and harvest seedlings

Description

This OS unit is about preparing for and raising seedlings in a nursery along with their transplantation.

Scope

The scope covers the following :

- Prepare to raise seedlings
- Raise seedlings for transplantation
- Carry out harvesting and post-harvesting activities
- Transplant the seedlings

Elements and Performance Criteria

Prepare to raise seedlings

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

- PC1.** identify the plants and their varieties to be grown according to the season
- PC2.** obtain the seeds of the relevant varieties, fertilizer and other inputs such as poly bags and containers from an authorised seller
- PC3.** sort out the seeds of poor quality
- PC4.** store all the inputs in a safe storage area
- PC5.** organise the necessary tools, implements and Personal Protective Equipment (PPE) for nursery operations

Raise seedlings for transplantation

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

- PC6.** prepare the correct mixture of soil and manure/ fertilizer
- PC7.** prepare the containers/ poly bags/ germination beds of the appropriate size for planting seeds
- PC8.** fill in the containers/ poly bags with the prepared soil
- PC9.** plant seeds in containers/ poly bags/ germination beds at the depth recommended for the seed variety
- PC10.** water the planted seeds as per the recommended quantity
- PC11.** maintain an appropriate level of moisture and temperature to aid germination of seeds
- PC12.** apply the recommended quantity of fertilizers and insecticides on seedlings while protecting them from damage
- PC13.** arrange for protection of seedlings from excessive heat/ cold and strong winds
- PC14.** store the seedlings in an area with good air circulation
- PC15.** remove dead and unhealthy seedlings as per the Standard Operating Procedure (SOP)
- PC16.** maintain seedlings until they are ready to be transplanted

Carry out harvesting and post-harvesting activities

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

Qualification Pack

- PC17.** harvest seedlings at their appropriate stage of growth
- PC18.** pot the seedlings and label them
- PC19.** dip the cut flowers into a disinfectant appropriately
- PC20.** count the cut flowers into bunches
- PC21.** pack the flowers appropriately in cardboard boxes for being transported

Transplant the seedlings

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

- PC22.** prepare the appropriate type of nursery bed such as sunken bed, level bed, raised bed for transplantation of seedlings
- PC23.** check that the soil is well-fertilized and aerated
- PC24.** create holes of the recommended dimensions in the soil
- PC25.** retrieve the seedlings from containers/ poly bags while protecting them from damage
- PC26.** plant the seedlings in the holes and fill them with soil
- PC27.** apply mulch or compost around the seedlings
- PC28.** water the transplanted seedlings as per the recommended quantity
- PC29.** maintain the record of seedlings transplanted in the nursery

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** applicable record-keeping requirements
- KU2.** correct use of the relevant nursery tools, implements and PPE
- KU3.** various inputs required in nursery operations such as different types of fertilizers, pesticides, containers, poly bags, etc.
- KU4.** safe storage of planting material
- KU5.** preparation of the germination bed and correct mixture of soil and manure/ fertilizer
- KU6.** the depth recommended for planting different varieties of plant seeds in containers/ poly bags/ germination beds
- KU7.** various inputs required in nursery operations such as different types of fertilizers, pesticides, containers, poly bags, etc.
- KU8.** the appropriate level of moisture and temperature to aid germination of seeds
- KU9.** the recommended quantity and correct way of applying insecticides/ pesticides on seedlings
- KU10.** different practices to protect seedlings from excessive heat/ cold and strong winds
- KU11.** conditions required for the healthy growth of seedlings
- KU12.** various inputs required in nursery operations such as different types of fertilizers, pesticides, containers, poly bags, etc.
- KU13.** preparation of soil and nursery bed for transplanting seedlings
- KU14.** the correct method of harvesting and transplanting seedlings
- KU15.** post-harvest processing of flowers

Generic Skills (GS)

Qualification Pack

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

- GS1.** write work-related notes and records
- GS2.** read the relevant literature to get information about new developments in the field of work
- GS3.** communicate politely and professionally
- GS4.** listen attentively and comprehend the information given by the speaker
- GS5.** identify possible disruptions to work and take preventive measures
- GS6.** evaluate all possible solutions to a problem to select the best solution
- GS7.** plan and prioritise tasks to ensure timely completion
- GS8.** co-ordinate with the co-workers to achieve the work objectives

Qualification Pack

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Prepare to raise seedlings</i>	5	10	-	10
PC1. identify the plants and their varieties to be grown according to the season	-	-	-	-
PC2. obtain the seeds of the relevant varieties, fertilizer and other inputs such as poly bags and containers from an authorised seller	-	-	-	-
PC3. sort out the seeds of poor quality	-	-	-	-
PC4. store all the inputs in a safe storage area	-	-	-	-
PC5. organise the necessary tools, implements and Personal Protective Equipment (PPE) for nursery operations	-	-	-	-
<i>Raise seedlings for transplantation</i>	10	10	-	5
PC6. prepare the correct mixture of soil and manure/ fertilizer	-	-	-	-
PC7. prepare the containers/ poly bags/ germination beds of the appropriate size for planting seeds	-	-	-	-
PC8. fill in the containers/ poly bags with the prepared soil	-	-	-	-
PC9. plant seeds in containers/ poly bags/ germination beds at the depth recommended for the seed variety	-	-	-	-
PC10. water the planted seeds as per the recommended quantity	-	-	-	-
PC11. maintain an appropriate level of moisture and temperature to aid germination of seeds	-	-	-	-
PC12. apply the recommended quantity of fertilizers and insecticides on seedlings while protecting them from damage	-	-	-	-
PC13. arrange for protection of seedlings from excessive heat/ cold and strong winds	-	-	-	-

Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC14. store the seedlings in an area with good air circulation	-	-	-	-
PC15. remove dead and unhealthy seedlings as per the Standard Operating Procedure (SOP)	-	-	-	-
PC16. maintain seedlings until they are ready to be transplanted	-	-	-	-
<i>Carry out harvesting and post-harvesting activities</i>	10	10	-	5
PC17. harvest seedlings at their appropriate stage of growth	-	-	-	-
PC18. pot the seedlings and label them	-	-	-	-
PC19. dip the cut flowers into a disinfectant appropriately	-	-	-	-
PC20. count the cut flowers into bunches	-	-	-	-
PC21. pack the flowers appropriately in cardboard boxes for being transported	-	-	-	-
<i>Transplant the seedlings</i>	5	10	-	10
PC22. prepare the appropriate type of nursery bed such as sunken bed, level bed, raised bed for transplantation of seedlings	-	-	-	-
PC23. check that the soil is well-fertilized and aerated	-	-	-	-
PC24. create holes of the recommended dimensions in the soil	-	-	-	-
PC25. retrieve the seedlings from containers/poly bags while protecting them from damage	-	-	-	-
PC26. plant the seedlings in the holes and fill them with soil	-	-	-	-
PC27. apply mulch or compost around the seedlings	-	-	-	-
PC28. water the transplanted seedlings as per the recommended quantity	-	-	-	-

Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC29. maintain the record of seedlings transplanted in the nursery	-	-	-	-
NOS Total	30	40	-	30

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	AGR/N0820
NOS Name	Raise, maintain, transplant and harvest seedlings
Sector	Agriculture
Sub-Sector	Agriculture Crop Production
Occupation	Landscaping, gardening and urban farming
NSQF Level	3
Credits	2
Version	2.0
Last Reviewed Date	31/08/2023
Next Review Date	31/08/2026
NSQC Clearance Date	31/08/2023

Qualification Pack

AGR/N0821: Assist in managing plant health and nursery operations

Description

This OS unit is about monitoring plant health and performing general upkeep of the nursery

Scope

The scope covers the following :

- Manage the nutrient requirements of plants
- Protect plants from pests and diseases
- Assist in managing nursery operations
- Optimise resource utilisation
- Maintain effective communication and co-ordination at work

Elements and Performance Criteria

Manage the nutrient requirements of plants

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

- PC1.** identify the nutrient requirements of different types of plants in the nursery
- PC2.** use the appropriate growth medium for the plants such as loamy soil mixed with sand, peat, sawdust etc.
- PC3.** apply the appropriate plant growth regulators such as abscisic acid, gibberellins, cytokinins, ethylene using the recommended application method
- PC4.** apply fertilizers and water on the plants with the recommended quantity at appropriate intervals
- PC5.** carry out trimming and pruning of the plants as per the instructions received
- PC6.** monitor the growth of plants as per the SOP

Protect plants from pests and diseases

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

- PC7.** identify the pests and diseases that may affect the nursery plants
- PC8.** implement the relevant preventive measures to control pests and diseases
- PC9.** examine the plants regularly to identify any disease and pest infestation
- PC10.** apply the relevant treatment to free the plants from the identified pests/ diseases
- PC11.** maintain the record of the insecticides/ pesticides used on plants

Assist in managing nursery operations

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

- PC12.** maintain the cleanliness of nursery infrastructure
- PC13.** remove the sources of mosquito breeding
- PC14.** monitor water drainage in the nursery
- PC15.** carry out treatment of waste water as per instructions from the supervisor
- PC16.** use the nursery waste material for composting/ vermi-composting

Qualification Pack

- PC17.** follow the planting and maintenance schedules
- PC18.** carry out basic repair and maintenance of the nursery infrastructure, tools and implements
- PC19.** manage the stock of nursery operation inputs
- PC20.** sell the raised seedlings/ plants to customers
- PC21.** maintain various records such as use of plant growth regulators/ fertilizers/ pesticides, plant growth, sales and payments

Optimise resource utilisation

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

- PC22.** optimise usage of water/ electricity/ energy in various tasks/ activities/ processes
- PC23.** connect electrical tools and equipment safely and turn off when not in use
- PC24.** segregate waste into different categories
- PC25.** dispose the non-recyclable waste appropriately
- PC26.** deposit the recyclable and reusable material at the identified location

Maintain effective communication and co-ordination at work

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

- PC27.** co-ordinate with co-workers to achieve organisational goals and deal with emergencies/accidents
- PC28.** maintain work-related information in the prescribed format
- PC29.** report out of authority issues to the supervisor

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** relevant documentation and record-keeping requirements
- KU2.** importance of customer-centric approach and customer-service skills
- KU3.** various plant health and pest/ disease management practices
- KU4.** different types of plant growth regulators and their correct use
- KU5.** basic repair and maintenance process of nursery infrastructure
- KU6.** importance of following environmental and ecological best practices to minimise the impact on the environment
- KU7.** benefits and methods of resource optimisation
- KU8.** ways of efficiently managing various materials used in greenhouse operations
- KU9.** common practices of conserving electricity
- KU10.** different methods of recycling and disposing waste
- KU11.** common sources of pollution and ways to minimise it
- KU12.** procedure for seeking guidance and work-related information and clarification
- KU13.** available means of communication at the workplace
- KU14.** importance of information sharing

Generic Skills (GS)

Qualification Pack

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

- GS1.** note the information communicated
- GS2.** read and understand the relevant guides and manuals
- GS3.** communicate politely and professionally
- GS4.** listen attentively to understand the information/ instructions being shared
- GS5.** take quick decision to deal with work-related emergencies/ accidents
- GS6.** plan and prioritise tasks for effective time-management
- GS7.** listen attentively to understand the information/ instructions being shared

Qualification Pack

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Manage the nutrient requirements of plants</i>	4	8	-	4
PC1. identify the nutrient requirements of different types of plants in the nursery	-	-	-	-
PC2. use the appropriate growth medium for the plants such as loamy soil mixed with sand, peat, sawdust etc.	-	-	-	-
PC3. apply the appropriate plant growth regulators such as abscisic acid, gibberellins, cytokinins, ethylene using the recommended application method	-	-	-	-
PC4. apply fertilizers and water on the plants with the recommended quantity at appropriate intervals	-	-	-	-
PC5. carry out trimming and pruning of the plants as per the instructions received	-	-	-	-
PC6. monitor the growth of plants as per the SOP	-	-	-	-
<i>Protect plants from pests and diseases</i>	6	10	-	10
PC7. identify the pests and diseases that may affect the nursery plants	-	-	-	-
PC8. implement the relevant preventive measures to control pests and diseases	-	-	-	-
PC9. examine the plants regularly to identify any disease and pest infestation	-	-	-	-
PC10. apply the relevant treatment to free the plants from the identified pests/ diseases	-	-	-	-
PC11. maintain the record of the insecticides/ pesticides used on plants	-	-	-	-
<i>Assist in managing nursery operations</i>	6	10	-	10
PC12. maintain the cleanliness of nursery infrastructure	-	-	-	-
PC13. remove the sources of mosquito breeding	-	-	-	-

Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC14. monitor water drainage in the nursery	-	-	-	-
PC15. carry out treatment of waste water as per instructions from the supervisor	-	-	-	-
PC16. use the nursery waste material for composting/ vermi-composting	-	-	-	-
PC17. follow the planting and maintenance schedules	-	-	-	-
PC18. carry out basic repair and maintenance of the nursery infrastructure, tools and implements	-	-	-	-
PC19. manage the stock of nursery operation inputs	-	-	-	-
PC20. sell the raised seedlings/ plants to customers	-	-	-	-
PC21. maintain various records such as use of plant growth regulators/ fertilizers/ pesticides, plant growth, sales and payments	-	-	-	-
<i>Optimise resource utilisation</i>	6	6	-	2
PC22. optimise usage of water/ electricity/ energy in various tasks/ activities/ processes	-	-	-	-
PC23. connect electrical tools and equipment safely and turn off when not in use	-	-	-	-
PC24. segregate waste into different categories	-	-	-	-
PC25. dispose the non-recyclable waste appropriately	-	-	-	-
PC26. deposit the recyclable and reusable material at the identified location	-	-	-	-
<i>Maintain effective communication and co-ordination at work</i>	8	6	-	4
PC27. co-ordinate with co-workers to achieve organisational goals and deal with emergencies/accidents	-	-	-	-

Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC28. maintain work-related information in the prescribed format	-	-	-	-
PC29. report out of authority issues to the supervisor	-	-	-	-
NOS Total	30	40	-	30

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	AGR/N0821
NOS Name	Assist in managing plant health and nursery operations
Sector	Agriculture
Sub-Sector	Agriculture Crop Production
Occupation	Landscaping, gardening and urban farming
NSQF Level	3
Credits	1
Version	3.0
Last Reviewed Date	31/08/2023
Next Review Date	31/08/2026
NSQC Clearance Date	31/08/2023

Qualification Pack

AGR/N0802: Prepare to set up the garden

Description

This OS unit is about conducting a site survey to plan a garden and arranging the relevant material to plant the garden.

Scope

The scope covers the following :

- Plan to set up the garden
- Arrange the necessary resources

Elements and Performance Criteria

Plan to set up the garden

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

- PC1.** conduct a survey of the site proposed for setting up the garden
- PC2.** assess the soil and climate characteristics at the site to establish suitability for planting a garden
- PC3.** co-ordinate with an authorised lab to identify the soil's micro and macro-nutrient requirements
- PC4.** select the relevant soil treatment method to improve the quality of soil
- PC5.** check if the site has adequate exposure to sunlight
- PC6.** identify the varieties of plants, trees, grass, shrubs, hedges and edges suitable for growing in the climate
- PC7.** measure the land area for preparing the layout of the garden
- PC8.** calculate the spacing between plants/ trees/ shrubs and rows as per their variety and available land area
- PC9.** select a pattern for planting the plants, trees, grass, shrubs, hedges and edges for aesthetics
- PC10.** check the availability of water, electricity and other inputs at the site
- PC11.** select the type of garden to be established as per the client's requirements
- PC12.** plan relevant garden features as per the client requirements such as walkways, steps, statues, fountain, pond, etc.
- PC13.** estimate the requirement of various material for establishing the garden
- PC14.** prepare the layout of the garden based on the assessment of client requirements

Arrange the necessary resources

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

- PC15.** estimate the cost of purchasing the required material
- PC16.** arrange the funds required for purchasing the material
- PC17.** identify multiple vendors of the material required for establishing the garden
- PC18.** select a vendor based on the quality and price of the material available with them

Qualification Pack

- PC19.** purchase the material as per the requirement
- PC20.** store the material appropriately as per its storage requirements
- PC21.** maintain the record of purchase

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** various parameters to assess while conducting a site survey before establishing a garden
- KU2.** suitable soil and climate conditions for setting up a garden
- KU3.** varieties of trees, plants, grass, shrubs, hedges and edges used in gardens
- KU4.** different types of garden such as vegetable garden, herb garden, flower garden, woodland garden, water garden, rock garden, etc.
- KU5.** various garden features such as flower beds, carpet beds, borders, paths, steps, statues, foundations, streams, pools, arches, hanging pots etc.
- KU6.** variety of material required for setting up a garden such as plants, shrubs, fertilizers, pesticides, tools, equipment, Personal Protective Equipment (PPE), etc.
- KU7.** importance of conducting a soil test before planting a garden and applying the necessary soil treatment to improve the quality of soil
- KU8.** the process of preparing a layout for setting up a garden
- KU9.** basic practices related to maintaining the record of purchase and payments

Generic Skills (GS)

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

- GS1.** perform basic calculations
- GS2.** write work-related notes and maintain relevant records
- GS3.** read the relevant literature to get latest updates about the field of work
- GS4.** listen attentively to understand the information/ instructions being shared by the speaker
- GS5.** communicate clearly and politely with co-workers and clients
- GS6.** plan and prioritise tasks to ensure timely completion
- GS7.** evaluate all possible solutions to a problem to select the best one
- GS8.** co-ordinate with co-workers to achieve work objectives
- GS9.** identify possible disruptions to work and take appropriate preventive measures
- GS10.** take quick decisions to deal with workplace emergencies/ accidents

Qualification Pack

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Plan to set up the garden</i>	10	12	-	8
PC1. conduct a survey of the site proposed for setting up the garden	-	-	-	-
PC2. assess the soil and climate characteristics at the site to establish suitability for planting a garden	-	-	-	-
PC3. co-ordinate with an authorised lab to identify the soil's micro and macro-nutrient requirements	-	-	-	-
PC4. select the relevant soil treatment method to improve the quality of soil	-	-	-	-
PC5. check if the site has adequate exposure to sunlight	-	-	-	-
PC6. identify the varieties of plants, trees, grass, shrubs, hedges and edges suitable for growing in the climate	-	-	-	-
PC7. measure the land area for preparing the layout of the garden	-	-	-	-
PC8. calculate the spacing between plants/ trees/ shrubs and rows as per their variety and available land area	-	-	-	-
PC9. select a pattern for planting the plants, trees, grass, shrubs, hedges and edges for aesthetics	-	-	-	-
PC10. check the availability of water, electricity and other inputs at the site	-	-	-	-
PC11. select the type of garden to be established as per the client's requirements	-	-	-	-
PC12. plan relevant garden features as per the client requirements such as walkways, steps, statues, fountain, pond, etc.	-	-	-	-

Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC13. estimate the requirement of various material for establishing the garden	-	-	-	-
PC14. prepare the layout of the garden based on the assessment of client requirements	-	-	-	-
<i>Arrange the necessary resources</i>	20	28	-	22
PC15. estimate the cost of purchasing the required material	-	-	-	-
PC16. arrange the funds required for purchasing the material	-	-	-	-
PC17. identify multiple vendors of the material required for establishing the garden	-	-	-	-
PC18. select a vendor based on the quality and price of the material available with them	-	-	-	-
PC19. purchase the material as per the requirement	-	-	-	-
PC20. store the material appropriately as per its storage requirements	-	-	-	-
PC21. maintain the record of purchase	-	-	-	-
NOS Total	30	40	-	30

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	AGR/N0802
NOS Name	Prepare to set up the garden
Sector	Agriculture
Sub-Sector	Agriculture Crop Production
Occupation	Landscaping, Gardening & Urban Farming
NSQF Level	4
Credits	1
Version	2.0
Last Reviewed Date	31/08/2023
Next Review Date	31/08/2026
NSQC Clearance Date	31/08/2023

Qualification Pack

AGR/N0803: Set up the garden as per the plan

Description

This OS unit about setting up a garden as per the client requirements.

Scope

The scope covers the following :

- Prepare the field for planting
- Plant the garden
- Set up garden features and irrigation or fertigation system
- Prepare the flower bed
- Optimise resource utilisation

Elements and Performance Criteria

Prepare the field for planting

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

- PC1.** remove all roots, debris and waste material from the land
- PC2.** examine the soil for an appropriate level of moisture for tilling
- PC3.** till the land to the required depth
- PC4.** apply the necessary treatment on the soil such as relevant chemicals, peat, lime, manure, compost, etc.
- PC5.** identify and remove weeds from the land
- PC6.** ensure the soil is well-drained and there is no accumulation of water in the land
- PC7.** prepare rows and holes for planting seeds/ plants as per the planned layout
- PC8.** ensure the holes are deep and wide enough to support healthy plant growth
- PC9.** arrange for drainage of water from the garden

Plant the garden

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

- PC10.** plant trees/ plants/ shrubs/ grass/ hedges and edges in the selected pattern maintaining the required spacing
- PC11.** apply soil cover on the planted roots of the trees/ plants/ shrubs/ grass/ hedges and edges
- PC12.** water the trees/ plants/ shrubs/ grass/ hedges and edges with the recommended quantity of water
- PC13.** apply an appropriate type of fertilizer/ manure/ mulch on the roots of the hedges and edges
- PC14.** install supports for the relevant types of plants to help them grow as intended
- PC15.** erect fences around the garden to protect it from animals
- PC16.** identify the types of annual plants to grow
- PC17.** obtain the seeds of the selected plants
- PC18.** sort out damaged and unhealthy seeds

Qualification Pack

- PC19.** plant the seeds as per the SOP
- PC20.** water the planted seeds with the recommended quantity
- PC21.** install support to allow tender plants to grow straight
- PC22.** identify the appropriate vegetable, fruits and indoor plants to grow
- PC23.** prepare potting mixture using the recommended ingredients
- PC24.** plant the vegetables and fruit plants
- PC25.** plant bonsai trees in pots of the appropriate size
- PC26.** carry out potting and repotting for the optimum growth of potted plants

Set up garden features and irrigation or fertigation system

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

- PC27.** set up an appropriate irrigation system such as drip irrigation, sprinkler irrigation, subsurface irrigation
- PC28.** install a fertigation system as per the requirement
- PC29.** install various garden features such as walkways, statues, fountain as per the layout

Prepare the flower bed

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

- PC30.** identify a spot with sufficient exposure to sunlight
- PC31.** remove any existing grass/ plants/ debris from the spot
- PC32.** drain out any water accumulated in the spot
- PC33.** ensure the soil has the correct level of moisture
- PC34.** till the soil to the recommended depth
- PC35.** prepare the flower bed as per the Standard Operating Procedure (SOP)
- PC36.** plant flowering plants such as bulbs, orchids, succulents, cacti in combination with bedding plants
- PC37.** maintain the recommended spacing between plants

Optimise resource utilisation

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

- PC38.** optimise the usage of various material in different tasks / processes
- PC39.** optimise the usage of water/ electricity/ relevant materials in various tasks / processes
- PC40.** connect electrical tools and equipment safely and turn off when not in use

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** correct method and depth of tilling a field for gardening
- KU2.** various material used for treating garden soil such as relevant chemicals, peat, lime, manure, compost, etc.
- KU3.** planting of various types of trees/ plants/ shrubs/ hedges and edges in a garden
- KU4.** importance of having effective drainage in the garden
- KU5.** safe handling of planting material
- KU6.** the process of preparing a nursery bed

Qualification Pack

- KU7.** installation of different types of irrigation systems such as drip irrigation, sprinkler irrigation, subsurface irrigation, etc.
- KU8.** different garden features and their installation process
- KU9.** the installation process of a fertigation system and its advantages
- KU10.** process of preparing a flower bed
- KU11.** method of growing annual plants, fruits, vegetables and indoor plants
- KU12.** importance of following environmental and ecological best practices to minimise the impact on the environment
- KU13.** benefits of resource optimisation
- KU14.** ways of efficiently managing various materials used in greenhouse operations
- KU15.** common practices of conserving electricity

Generic Skills (GS)

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

- GS1.** read relevant literature to get updated information about the field of work
- GS2.** write work-related notes
- GS3.** listen attentively to understand the client requirements
- GS4.** communicate professionally and politely
- GS5.** plan and schedule tasks for effective time management
- GS6.** co-ordinate with the co-workers and supervisor to achieve work objectives
- GS7.** evaluate all possible solutions to a problem before choosing the best one
- GS8.** take quick decisions to deal with any emergencies/ accidents

Qualification Pack

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Prepare the field for planting</i>	6	8	-	6
PC1. remove all roots, debris and waste material from the land	-	-	-	-
PC2. examine the soil for an appropriate level of moisture for tilling	-	-	-	-
PC3. till the land to the required depth	-	-	-	-
PC4. apply the necessary treatment on the soil such as relevant chemicals, peat, lime, manure, compost, etc.	-	-	-	-
PC5. identify and remove weeds from the land	-	-	-	-
PC6. ensure the soil is well-drained and there is no accumulation of water in the land	-	-	-	-
PC7. prepare rows and holes for planting seeds/ plants as per the planned layout	-	-	-	-
PC8. ensure the holes are deep and wide enough to support healthy plant growth	-	-	-	-
PC9. arrange for drainage of water from the garden	-	-	-	-
<i>Plant the garden</i>	10	14	-	10
PC10. plant trees/ plants/ shrubs/ grass/ hedges and edges in the selected pattern maintaining the required spacing	-	-	-	-
PC11. apply soil cover on the planted roots of the trees/ plants/ shrubs/ grass/ hedges and edges	-	-	-	-
PC12. water the trees/ plants/ shrubs/ grass/ hedges and edges with the recommended quantity of water	-	-	-	-
PC13. apply an appropriate type of fertilizer/ manure/ mulch on the roots of the hedges and edges	-	-	-	-

Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC14. install supports for the relevant types of plants to help them grow as intended	-	-	-	-
PC15. erect fences around the garden to protect it from animals	-	-	-	-
PC16. identify the types of annual plants to grow	-	-	-	-
PC17. obtain the seeds of the selected plants	-	-	-	-
PC18. sort out damaged and unhealthy seeds	-	-	-	-
PC19. plant the seeds as per the SOP	-	-	-	-
PC20. water the planted seeds with the recommended quantity	-	-	-	-
PC21. install support to allow tender plants to grow straight	-	-	-	-
PC22. identify the appropriate vegetable, fruits and indoor plants to grow	-	-	-	-
PC23. prepare potting mixture using the recommended ingredients	-	-	-	-
PC24. plant the vegetables and fruit plants	-	-	-	-
PC25. plant bonsai trees in pots of the appropriate size	-	-	-	-
PC26. carry out potting and repotting for the optimum growth of potted plants	-	-	-	-
<i>Set up garden features and irrigation or fertigation system</i>	5	7	-	5
PC27. set up an appropriate irrigation system such as drip irrigation, sprinkler irrigation, subsurface irrigation	-	-	-	-
PC28. install a fertigation system as per the requirement	-	-	-	-
PC29. install various garden features such as walkways, statues, fountain as per the layout	-	-	-	-
<i>Prepare the flower bed</i>	5	8	-	5

Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC30. identify a spot with sufficient exposure to sunlight	-	-	-	-
PC31. remove any existing grass/ plants/ debris from the spot	-	-	-	-
PC32. drain out any water accumulated in the spot	-	-	-	-
PC33. ensure the soil has the correct level of moisture	-	-	-	-
PC34. till the soil to the recommended depth	-	-	-	-
PC35. prepare the flower bed as per the Standard Operating Procedure (SOP)	-	-	-	-
PC36. plant flowering plants such as bulbs, orchids, succulents, cacti in combination with bedding plants	-	-	-	-
PC37. maintain the recommended spacing between plants	-	-	-	-
<i>Optimise resource utilisation</i>	4	3	-	4
PC38. optimise the usage of various material in different tasks / processes	-	-	-	-
PC39. optimise the usage of water/ electricity/ relevant materials in various tasks / processes	-	-	-	-
PC40. connect electrical tools and equipment safely and turn off when not in use	-	-	-	-
NOS Total	30	40	-	30

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	AGR/N0803
NOS Name	Set up the garden as per the plan
Sector	Agriculture
Sub-Sector	Agriculture Crop Production
Occupation	Landscaping, Gardening & Urban Farming
NSQF Level	4
Credits	1
Version	2.0
Last Reviewed Date	31/08/2023
Next Review Date	31/08/2026
NSQC Clearance Date	31/08/2023

Qualification Pack

AGR/N9903: Maintain health and safety at the workplace

Description

This OS is about maintaining health and safety of self and other co-workers at the workplace

Scope

The scope covers the following :

- Maintain personal hygiene
- Maintain clean and safe workplace
- Administer appropriate emergency procedures

Elements and Performance Criteria

Maintain personal hygiene

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

- 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 sanitization norms including distancing from sick people

Maintain clean and safe workplace

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

- 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 incase of outbreak of any disease/disaster

Administer appropriate emergency procedures

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

Qualification Pack

- 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.** 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

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** relevant legislation, standards, policies, and procedures at work
- KU2.** relevant health and safety requirements applicable to the work environment
- KU3.** own job role and responsibilities and sources of information pertaining to work
- KU4.** who to approach for support in order to obtain work related information, clarifications and support
- KU5.** importance of following health, hygiene, safety and quality standards and the impact of not following the standards on consumers and the business
- KU6.** personal hygiene and fitness requirement
- KU7.** importance of sanitization of the workplace
- KU8.** types of Personal Protective Equipment (PPE) required at the workplace and their importance
- KU9.** the correct and safe way to use materials and equipment required for the work
- KU10.** the importance of good housekeeping at the workplace
- KU11.** safe waste disposal methods
- KU12.** methods for minimizing environmental damage during work
- KU13.** the risks to health and safety including contagious diseases and the measures to be taken to control those risks in the area of work
- KU14.** workplace procedures and requirements for the prevention and treatment of workplace injuries/illnesses.
- KU15.** basic emergency first aid procedure
- KU16.** local emergency services
- KU17.** why accidents, incidents and problems should be reported and the appropriate actions to be taken

Generic Skills (GS)

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

- GS1.** record the data as per the requirement
- GS2.** report problems to the appropriate personnel in a timely manner

Qualification Pack

- GS3.** read instruction manual for hand tool and equipments
- GS4.** communicate clearly and effectively with co-workers, and other stakeholders
- GS5.** comprehend information shared by senior people and experts
- GS6.** make decisions pertaining to personal hygiene and safety
- GS7.** schedule daily activities and draw up priorities
- GS8.** manage relationships with co-workers, manager and other stakeholders
- GS9.** assess situation and identify appropriate control measures

Qualification Pack

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<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 sanitization 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	-	-	-	-

Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
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 incase 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. 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	-	-	-	-
NOS Total	40	25	-	35

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	AGR/N9903
NOS Name	Maintain health and safety at the workplace
Sector	Agriculture
Sub-Sector	Generic
Occupation	Generic
NSQF Level	4
Credits	1
Version	3.0
Last Reviewed Date	27/08/2024
Next Review Date	27/08/2027
NSQC Clearance Date	27/08/2024

Qualification Pack

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

Description

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

Scope

The scope covers the following :

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

Elements and Performance Criteria

Introduction to Employability Skills

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

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

Constitutional values – Citizenship

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

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

Becoming a Professional in the 21st Century

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

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

Basic English Skills

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

Qualification Pack

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

Career Development & Goal Setting

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

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

Communication Skills

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

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

Diversity & Inclusion

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

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

Financial and Legal Literacy

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

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

Essential Digital Skills

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

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

Entrepreneurship

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

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

Customer Service

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

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

Qualification Pack

PC28. follow appropriate hygiene and grooming standards

Getting ready for apprenticeship & Jobs

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

PC29. create a professional Curriculum vitae (Résumé)

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

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

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

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

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

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

KU2. various constitutional and personal values

KU3. different environmentally sustainable practices and their importance

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

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

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

KU7. about effective communication

KU8. POSH Act

KU9. Gender sensitivity and inclusivity

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

KU11. how to compute income and expenditure

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

KU13. different legal rights and laws

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

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

KU16. how to identify business opportunities

KU17. types and needs of customers

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

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

Generic Skills (GS)

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

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

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

Qualification Pack

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

Qualification Pack

Assessment Criteria

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

Qualification Pack

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

Qualification Pack

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

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	DGT/VSQ/N0102
NOS Name	Employability Skills (60 Hours)
Sector	Cross Sectoral
Sub-Sector	Professional Skills
Occupation	Employability
NSQF Level	4
Credits	2
Version	1.0
Last Reviewed Date	18/02/2025
Next Review Date	17/02/2028
NSQC Clearance Date	18/02/2025

Assessment Guidelines and Assessment Weightage

Assessment Guidelines

1. Criteria for assessment for each Qualification Pack will be created by the Sector Skill Council. Each Performance Criteria (PC) (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. Individual assessment agencies will create unique question papers for theory part for each candidate at each examination/training center (as per assessment criteria below).
4. Individual assessment agencies will create unique evaluations for skill practical for every student at each examination/ training center based on these criteria.
5. In case of successfully passing only certain number of NOSs, the trainee is eligible to take subsequent assessment on the balance NOS's to pass the Qualification Pack.
6. In case of unsuccessful completion, the trainee may seek reassessment on the Qualification Pack

Minimum Aggregate Passing % at QP Level : 70

Qualification Pack

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

Assessment Weightage

Compulsory NOS

National Occupational Standards	Theory Marks	Practical Marks	Project Marks	Viva Marks	Total Marks	Weightage
AGR/N0801.Raise saplings in the nursery for transplanting in the garden	30	40	-	30	100	20
AGR/N0820.Raise, maintain, transplant and harvest seedlings	30	40	-	30	100	20
AGR/N0821.Assist in managing plant health and nursery operations	30	40	-	30	100	15
AGR/N0802.Prepare to set up the garden	30	40	-	30	100	15
AGR/N0803.Set up the garden as per the plan	30	40	-	30	100	20
AGR/N9903.Maintain health and safety at the workplace	40	25	-	35	100	5
DGT/VSQ/N0102.Employability Skills (60 Hours)	20	30	-	-	50	5
Total	210	255	-	185	650	100

Qualification Pack

Acronyms

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

Qualification Pack

Glossary

Sector	Sector is a conglomeration of different business operations having similar business and interests. It may also be defined as a distinct subset of the economy whose components share similar characteristics and interests.
Sub-sector	Sub-sector is derived from a further breakdown based on the characteristics and interests of its components.
Occupation	Occupation is a set of job roles, which perform similar/ related set of functions in an industry.
Job role	Job role defines a unique set of functions that together form a unique employment opportunity in an organisation.
Occupational Standards (OS)	OS specify the standards of performance an individual must achieve when carrying out a function in the workplace, together with the Knowledge and Understanding (KU) they need to meet that standard consistently. Occupational Standards are applicable both in the Indian and global contexts.
Performance Criteria (PC)	Performance Criteria (PC) are statements that together specify the standard of performance required when carrying out a task.
National Occupational Standards (NOS)	NOS are occupational standards which apply uniquely in the Indian context.
Qualifications Pack (QP)	QP comprises the set of OS, together with the educational, training and other criteria required to perform a job role. A QP is assigned a unique qualifications pack code.
Unit Code	Unit code is a unique identifier for an Occupational Standard, which is denoted by an 'N'
Unit Title	Unit title gives a clear overall statement about what the incumbent should be able to do.
Description	Description gives a short summary of the unit content. This would be helpful to anyone searching on a database to verify that this is the appropriate OS they are looking for.
Scope	Scope is a set of statements specifying the range of variables that an individual may have to deal with in carrying out the function which have a critical impact on quality of performance required.

Qualification Pack

Knowledge and Understanding (KU)	Knowledge and Understanding (KU) are statements which together specify the technical, generic, professional and organisational specific knowledge that an individual needs in order to perform to the required standard.
Organisational Context	Organisational context includes the way the organisation is structured and how it operates, including the extent of operative knowledge managers have of their relevant areas of responsibility.
Technical Knowledge	Technical knowledge is the specific knowledge needed to accomplish specific designated responsibilities.
Core Skills/ Generic Skills (GS)	Core skills or Generic Skills (GS) are a group of skills that are the key to learning and working in today's world. These skills are typically needed in any work environment in today's world. These skills are typically needed in any work environment. In the context of the OS, these include communication related skills that are applicable to most job roles.
Electives	Electives are NOS/set of NOS that are identified by the sector as contributive to specialization in a job role. There may be multiple electives within a QP for each specialized job role. Trainees must select at least one elective for the successful completion of a QP with Electives.
Options	Options are NOS/set of NOS that are identified by the sector as additional skills. There may be multiple options within a QP. It is not mandatory to select any of the options to complete a QP with Options.