

## Qualification Pack



# Livestock Green Management Promoter

QP Code: AGR/Q4805

Version: 1.0

NSQF Level: 5

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## Qualification Pack

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### AGR/Q4805: Livestock Green Management Promoter

#### Brief Job Description

The individual is responsible for disseminating livestock management practices focused on green management techniques that reduce GHG emissions. It involves analysing various resource use of livestock and planning for their efficient use for GHGs reduction. This may also include increasing soil carbon sequestration through improved grazing management and fodder cultivation practices, and by adopting energy -efficient equipment and renewable energy to reduce and displace fossil fuel use

#### Personal Attributes

The individual should have problem-solving and coordination skills. The person should have good verbal and written communication skills.

#### Applicable National Occupational Standards (NOS)

##### Compulsory NOS:

1. [AGR/N4824: Develop sustainable agricultural practices that are readily implementable and utilise renewable energy and recycling systems](#)
2. [AGR/N4825: Plan for sustainable livestock production](#)
3. [AGR/N4826: Facilitate sustainable livestock production](#)
4. [AGR/N4827: Advise farmers/customers on livestock products](#)
5. [AGR/N4828: Assess and document carbon footprint](#)
6. [DGT/VSQ/N0103: Employability Skills \(90 Hours\)](#)

#### Qualification Pack (QP) Parameters

<b>Sector</b>	Agriculture
<b>Sub-Sector</b>	Animal Husbandry
<b>Occupation</b>	Livestock Health Management
<b>Country</b>	India
<b>NSQF Level</b>	5

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<b>Credits</b>	16
<b>Aligned to NCO/ISCO/ISIC Code</b>	NCO-2015/6116
<b>Minimum Educational Qualification &amp; Experience</b>	<p>Completed 2nd year of UG (UG Diploma) (in Veterinary Sciences/Animal Husbandry/Diary Technology) OR Completed 2nd year diploma after 12th (in Veterinary Sciences/Animal Husbandry/Diary Technology) OR Completed 1st year of UG (UG Certificate) (in Veterinary Sciences/Animal Husbandry/Diary Technology) OR 12th grade Pass with 3 Years of experience Agriculture and allied sectors OR Previous relevant Qualification of NSQF Level (4.5) OR Previous relevant Qualification of NSQF Level (4) with 3 Years of experience Agriculture and allied sectors</p>
<b>Minimum Level of Education for Training in School</b>	
<b>Pre-Requisite License or Training</b>	NA
<b>Minimum Job Entry Age</b>	18 Years
<b>Last Reviewed On</b>	NA
<b>Next Review Date</b>	30/04/2027
<b>NSQC Approval Date</b>	30/04/2024
<b>Version</b>	1.0
<b>Reference code on NQR</b>	QG-05-AG-02427-2024-V1- ASCI
<b>NQR Version</b>	1

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### AGR/N4824: Develop sustainable agricultural practices that are readily implementable and utilise renewable energy and recycling systems

#### Description

This OS unit is about developing sustainable agricultural practices that are readily implementable and utilise renewable energy and recycling systems

#### Scope

The scope covers the following :

- Examine operations for readily implementable changes to improve sustainability
- Identify opportunities to use renewable energy
- Develop strategies to use renewable energy
- Implement strategies to use renewable energy
- Finalise improvements

#### Elements and Performance Criteria

##### *Examine operations for readily implementable changes to improve sustainability*

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

- PC1.** Examine processes and/or procedures related to the work area or value chain to identify sustainability issues
- PC2.** Short-list sustainability issues which may be easily eliminated or improved
- PC3.** Estimate positive and negative sustainability impacts arising from readily implementable changes to address short-listed sustainability issues
- PC4.** Estimate positive and negative business impacts of readily implementable changes to address short-listed sustainability issues
- PC5.** Rank short-listed sustainability issues by estimated sustainability and business benefits and costs
- PC6.** Develop implementation and monitoring plan to deliver desired outcomes

##### *Identify opportunities to use renewable energy*

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

- PC7.** Identify areas of enterprise where renewable energy, recycling products or improving work practices could be utilised to reduce greenhouse gas emissions
- PC8.** Identify available government subsidies for the implementation of strategies using renewable energy or recycling and potential cost savings to the business in the longer term
- PC9.** Identify the specified standards of quality, licensing, regulatory requirements, technology service providers, government legislation and safety issues for the introduction of any renewable energy resources and recycled products
- PC10.** Identify potential income generated by on selling energy excesses or recycled products
- PC11.** Measure improvement outcomes from the introduction of renewable energy sources and recycling products in relation to achieving greater sustainability

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**PC12.** Conduct risk assessment for work health and safety hazards associated with renewable energy and recycling initiatives

### *Develop strategies to use renewable energy*

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

**PC13.** Develop strategies to reduce greenhouse gas emissions and use sustainable practices, renewable energy resources, recycled products and improved work practices

**PC14.** Estimate plant, material, labour and other associated costs in consultation with appropriate person or organisation

**PC15.** Develop a budget for estimated plant, material, labour and other associated costs

**PC16.** Develop work plan for the introduction of sustainable practices, renewable energy resources and recycled products

**PC17.** Develop work health and safety risk control measures and establish procedures

### *Implement strategies to use renewable energy*

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

**PC18.** Implement and monitor the plan for renewable energy and recycling products to ensure on time supply of plant and materials

**PC19.** Monitor the progress of strategies to reduce greenhouse gas emissions and recycling against schedule, quality requirements and budget

**PC20.** Monitor work health and safety risk control measures and procedures and implement changes

**PC21.** Evaluate the improvement outcomes and document appropriate corrective actions

**PC22.** Oversee and assist with implementation of improvements

**PC23.** Facilitate processes with stakeholders and, if needed, specialists to resolve problems

**PC24.** Provide guidance and assistance to others to champion circularity and build capacity

**PC25.** Monitor implementation metrics and take action to adjust implementation, as required, in response to issues

### *Finalise improvements*

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

**PC26.** Evaluate metrics and feedback from stakeholders to determine effectiveness of changes

**PC27.** Determine and oversee amendments needed to achieve desired outcomes

**PC28.** Oversee updates to systems, procedures and related documentation to support sustaining of successful improvements

**PC29.** Oversee development and dissemination of communications to support sustaining of successful improvements

## Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

**KU1.** economic, environmental and social sustainability issues within the industry

**KU2.** current and emerging approaches to improving su

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- KU3.** • sustainability issues relevant to the work area and/or its value chain, including the following:
- extended product lifecycle and retaining and/or managing residual resources
  - digitalisation and dematerialisation
  - safety and/or environmental impact of materials
  - efficient use of materials, resources and/or energy
  - reduction of pollution and/or greenhouse gas emissions
  - packaging and waste management
  - human rights in the value chain
  - employee safety, health and wellbeing
  - environmental monitoring and remediation
- KU4.** current and emerging industry practices relevant to sustainability issues, as listed above
- KU5.** methods of estimating positive and negative sustainability impacts
- KU6.** methods of estimating positive and negative business impacts
- KU7.** interactions between sustainability issues and operational processes
- KU8.** organisational drivers of change for sustainability
- KU9.** measures and indicators relevant to sustainability issues in the work area and/or its value chain
- KU10.** brainstorming techniques
- KU11.** project planning, resourcing and scheduling.
- KU12.** techniques to facilitate communication and collaboration
- KU13.** the effect of greenhouse gas emissions on the environment
- KU14.** key principles of sustainability associated with using of renewable energy and recycling systems
- KU15.** legislation, regulatory and licensing requirements associated with renewable energy and recycling
- KU16.** subsidies available for adopting renewable energy systems
- KU17.** environmental and work health and safety risk management strategies

## Generic Skills (GS)

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

- GS1.** make work-related notes
- GS2.** read the relevant literature to get the latest updates and information about new technologies
- GS3.** communicate professionally with clients and co-workers as per the business code of conduct
- GS4.** listen attentively to understand the information/ instructions being given by the speaker
- GS5.** plan and schedule tasks to ensure timely completion
- GS6.** identify possible disruptions to work and take preventive measures
- GS7.** apply domain knowledge and experience to suggest appropriate solutions to customers
- GS8.** take quick decisions in case of any emergencies/ accidents



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### Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Examine operations for readily implementable changes to improve sustainability</i>	4	4	-	2
<b>PC1.</b> Examine processes and/or procedures related to the work area or value chain to identify sustainability issues	-	-	-	-
<b>PC2.</b> Short-list sustainability issues which may be easily eliminated or improved	-	-	-	-
<b>PC3.</b> Estimate positive and negative sustainability impacts arising from readily implementable changes to address short-listed sustainability issues	-	-	-	-
<b>PC4.</b> Estimate positive and negative business impacts of readily implementable changes to address short-listed sustainability issues	-	-	-	-
<b>PC5.</b> Rank short-listed sustainability issues by estimated sustainability and business benefits and costs	-	-	-	-
<b>PC6.</b> Develop implementation and monitoring plan to deliver desired outcomes	-	-	-	-
<i>Identify opportunities to use renewable energy</i>	4	2	-	4
<b>PC7.</b> Identify areas of enterprise where renewable energy, recycling products or improving work practices could be utilised to reduce greenhouse gas emissions	-	-	-	-
<b>PC8.</b> Identify available government subsidies for the implementation of strategies using renewable energy or recycling and potential cost savings to the business in the longer term	-	-	-	-
<b>PC9.</b> Identify the specified standards of quality, licensing, regulatory requirements, technology service providers, government legislation and safety issues for the introduction of any renewable energy resources and recycled products	-	-	-	-



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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<b>PC10.</b> Identify potential income generated by on selling energy excesses or recycled products	-	-	-	-
<b>PC11.</b> Measure improvement outcomes from the introduction of renewable energy sources and recycling products in relation to achieving greater sustainability	-	-	-	-
<b>PC12.</b> Conduct risk assessment for work health and safety hazards associated with renewable energy and recycling initiatives	-	-	-	-
<i>Develop strategies to use renewable energy</i>	<b>4</b>	<b>4</b>	-	<b>2</b>
<b>PC13.</b> Develop strategies to reduce greenhouse gas emissions and use sustainable practices, renewable energy resources, recycled products and improved work practices	-	-	-	-
<b>PC14.</b> Estimate plant, material, labour and other associated costs in consultation with appropriate person or organisation	-	-	-	-
<b>PC15.</b> Develop a budget for estimated plant, material, labour and other associated costs	-	-	-	-
<b>PC16.</b> Develop work plan for the introduction of sustainable practices, renewable energy resources and recycled products	-	-	-	-
<b>PC17.</b> Develop work health and safety risk control measures and establish procedures	-	-	-	-
<i>Implement strategies to use renewable energy</i>	<b>4</b>	<b>4</b>	-	<b>2</b>
<b>PC18.</b> Implement and monitor the plan for renewable energy and recycling products to ensure on time supply of plant and materials	-	-	-	-
<b>PC19.</b> Monitor the progress of strategies to reduce greenhouse gas emissions and recycling against schedule, quality requirements and budget	-	-	-	-
<b>PC20.</b> Monitor work health and safety risk control measures and procedures and implement changes	-	-	-	-
<b>PC21.</b> Evaluate the improvement outcomes and document appropriate corrective actions	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<b>PC22.</b> Oversee and assist with implementation of improvements	-	-	-	-
<b>PC23.</b> Facilitate processes with stakeholders and, if needed, specialists to resolve problems	-	-	-	-
<b>PC24.</b> Provide guidance and assistance to others to champion circularity and build capacity	-	-	-	-
<b>PC25.</b> Monitor implementation metrics and take action to adjust implementation, as required, in response to issues	-	-	-	-
<i>Finalise improvements</i>	<b>2</b>	<b>4</b>	-	<b>4</b>
<b>PC26.</b> Evaluate metrics and feedback from stakeholders to determine effectiveness of changes	-	-	-	-
<b>PC27.</b> Determine and oversee amendments needed to achieve desired outcomes	-	-	-	-
<b>PC28.</b> Oversee updates to systems, procedures and related documentation to support sustaining of successful improvements	-	-	-	-
<b>PC29.</b> Oversee development and dissemination of communications to support sustaining of successful improvements	-	-	-	-
<b>NOS Total</b>	<b>18</b>	<b>18</b>	-	<b>14</b>

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### National Occupational Standards (NOS) Parameters

<b>NOS Code</b>	AGR/N4824
<b>NOS Name</b>	Develop sustainable agricultural practices that are readily implementable and utilise renewable energy and recycling systems
<b>Sector</b>	Agriculture
<b>Sub-Sector</b>	Animal Husbandry
<b>Occupation</b>	Livestock Health Management
<b>NSQF Level</b>	5
<b>Credits</b>	3
<b>Version</b>	1.0
<b>Last Reviewed Date</b>	30/04/2024
<b>Next Review Date</b>	30/04/2027
<b>NSQC Clearance Date</b>	30/04/2024

## Qualification Pack

### AGR/N4825: Plan for sustainable livestock production

#### Description

This unit is about planning and adopting innovations for sustainable livestock production

#### Scope

The scope covers the following :

- Plan for production
- Plan for livestock needs
- Seek information on innovations for existing or potential enterprises and farm activities
- Test and adopt relevant innovations
- Implement, monitor and evaluate livestock production plans
- Comply with legal requirements and regulations

#### Elements and Performance Criteria

##### *Plan for production*

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

- PC1.** Assess the capability of land resources for grazing and determine stock, pasture and land management strategies for each land capability class
- PC2.** Assess the suitability and sustainability of water resources
- PC3.** Establish livestock production targets for each enterprise for the short and long term according to the farms marketing and business plans
- PC4.** Establish production targets, taking into consideration enterprise short and long term livestock production goals, herd/flock breeding improvements and relevant risk control strategies
- PC5.** Select genetics and breeding programs based on the production targets and the marketing requirements for the enterprise
- PC6.** Select and design production facilities in a way that deals sensitively with identified waste products
- PC7.** Establish and specifically include environmental controls in the production plan
- PC8.** Identify work health and safety hazards, assess risks and incorporate suitable controls into the production plan
- PC9.** Prepare a plan that documents the decisions taken, the assessments made, the targets established, and any specific issues that relate to work health and safety, animal welfare, biosecurity and environmental risks
- PC10.** Ensure plan includes the type, format, frequency and detail of any reporting required by both manager(s) and operators

##### *Plan for livestock needs*

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

- PC11.** Determine feed requirements for each age/sex category of herds and/or flocks

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- PC12.** Determine most appropriate feeding plan for each livestock category based on a cost benefit analysis
- PC13.** Research and implement most appropriate health strategies to prevent and control disease in each herd and/or flock on the basis of a cost benefit analysis
- PC14.** Prepare schedules for purchasing and using the products and services used in livestock production
- PC15.** Research and implement most appropriate livestock production, harvesting, handling and transportation methods and animal welfare requirements from a cost benefit analysis
- PC16.** Prepare a livestock production plan that incorporates the calendar of operations for each enterprise production cycle, and the management of any specific animal welfare issues
- PC17.** Ensure plan includes the type, format, frequency and detail of any reporting required by both manager(s) and operators

### *Seek information on innovations for existing or potential enterprises and farm activities*

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

- PC18.** Identify and access sources of information on innovations relevant to the enterprise and livestock species
- PC19.** Assess information on innovations to determine whether or not such innovations could be used in the present enterprise, or in a potential future enterprise in a sustainable way
- PC20.** Amend prepared production plans to include innovations deemed suitable for use in the enterprise

### *Test and adopt relevant innovations*

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

- PC21.** Consult any people who may be involved in implementing the innovation or in planning for it and discuss the change with them
- PC22.** Test innovations on the farm to determine whether or not they are suitable, and whether they may be readily adapted to suit the circumstances of the business
- PC23.** Identify any work health and safety hazards, animal welfare, biosecurity or environmental risks that present during the trial phase, assess them and take responsible action
- PC24.** Make a decision about whether or not to adopt the innovation, based on its costs and benefits and any implementation issues, including work health and safety, animal welfare, biosecurity and environmental considerations

### *Implement, monitor and evaluate livestock production plans*

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

- PC25.** Implement and monitor production plans according to the calendar of operations
- PC26.** Site, erect or install production facilities in a way that deals sensitively with identified waste products
- PC27.** Evaluate livestock growth/maturity or production according to the planned targets and the marketing requirements
- PC28.** Monitor flock/herd health, and control and prevent parasite and disease outbreaks quickly and effectively
- PC29.** Assess feed supplies, monitor pasture or landscape condition and species composition, and vary stocking rates to maintain optimum pasture and livestock health

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- PC30.** Identify, monitor and manage work health and safety hazards, animal welfare, biosecurity or environmental impacts relating to livestock production in the business to promote optimum pasture, livestock, and employee health
- PC31.** Analyse physical and financial records and extractions taken from them to assess production performance, and to provide information for business and taxation purposes
- PC32.** Evaluate the production performance of each enterprise to determine whether or not they are sustainable and profitable, and to use in reviewing and revising production plans

### *Comply with legal requirements and regulations*

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

- PC33.** Obtain information about the legal requirements and regulations that affect farm land ownership/possession and livestock production
- PC34.** Determine record keeping requirements, and put in place procedures to ensure compliance with the range of applicable regulations including taxation legislation
- PC35.** Obtain permits from the relevant authorities for the transport and movement of livestock and equipment

## Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** livestock nutrition
- KU2.** health and welfare of animals within the production system
- KU3.** key considerations in a livestock breeding operation
- KU4.** livestock husbandry and management practices
- KU5.** land capability and its relevance to planning livestock production in the context of the whole farm
- KU6.** sustainable land use principles and practices applicable in the region
- KU7.** environmental controls and codes of practice applicable to the enterprise
- KU8.** budgeting and financing for an enterprise
- KU9.** cost benefit analysis,
- KU10.** management practices and processes to minimise noise, odours and debris from the livestock operations
- KU11.** relevant legislation and regulations relating to soil and water degradation issues, animal health and welfare, biosecurity and chemical use
- KU12.** relevant work health and safety legislation and codes of practice

## Generic Skills (GS)

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

- GS1.** make work-related notes
- GS2.** read the relevant literature to get the latest updates and information about new technologies
- GS3.** communicate professionally with clients and co-workers as per the business code of conduct
- GS4.** listen attentively to understand the information/ instructions being given by the speaker

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- GS5.** plan and schedule tasks to ensure timely completion
- GS6.** identify possible disruptions to work and take preventive measures
- GS7.** apply domain knowledge and experience to suggest appropriate solutions to customers
- GS8.** take quick decisions in case of any emergencies/ accidents



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### Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Plan for production</i>	6	4	-	2
<b>PC1.</b> Assess the capability of land resources for grazing and determine stock, pasture and land management strategies for each land capability class	-	-	-	-
<b>PC2.</b> Assess the suitability and sustainability of water resources	-	-	-	-
<b>PC3.</b> Establish livestock production targets for each enterprise for the short and long term according to the farms marketing and business plans	-	-	-	-
<b>PC4.</b> Establish production targets, taking into consideration enterprise short and long term livestock production goals, herd/flock breeding improvements and relevant risk control strategies	-	-	-	-
<b>PC5.</b> Select genetics and breeding programs based on the production targets and the marketing requirements for the enterprise	-	-	-	-
<b>PC6.</b> Select and design production facilities in a way that deals sensitively with identified waste products	-	-	-	-
<b>PC7.</b> Establish and specifically include environmental controls in the production plan	-	-	-	-
<b>PC8.</b> Identify work health and safety hazards, assess risks and incorporate suitable controls into the production plan	-	-	-	-
<b>PC9.</b> Prepare a plan that documents the decisions taken, the assessments made, the targets established, and any specific issues that relate to work health and safety, animal welfare, biosecurity and environmental risks	-	-	-	-
<b>PC10.</b> Ensure plan includes the type, format, frequency and detail of any reporting required by both manager(s) and operators	-	-	-	-
<i>Plan for livestock needs</i>	2	4	-	4

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<b>PC11.</b> Determine feed requirements for each age/sex category of herds and/or flocks	-	-	-	-
<b>PC12.</b> Determine most appropriate feeding plan for each livestock category based on a cost benefit analysis	-	-	-	-
<b>PC13.</b> Research and implement most appropriate health strategies to prevent and control disease in each herd and/or flock on the basis of a cost benefit analysis	-	-	-	-
<b>PC14.</b> Prepare schedules for purchasing and using the products and services used in livestock production	-	-	-	-
<b>PC15.</b> Research and implement most appropriate livestock production, harvesting, handling and transportation methods and animal welfare requirements from a cost benefit analysis	-	-	-	-
<b>PC16.</b> Prepare a livestock production plan that incorporates the calendar of operations for each enterprise production cycle, and the management of any specific animal welfare issues	-	-	-	-
<b>PC17.</b> Ensure plan includes the type, format, frequency and detail of any reporting required by both manager(s) and operators	-	-	-	-
<i>Seek information on innovations for existing or potential enterprises and farm activities</i>	<b>2</b>	<b>2</b>	-	<b>2</b>
<b>PC18.</b> Identify and access sources of information on innovations relevant to the enterprise and livestock species	-	-	-	-
<b>PC19.</b> Assess information on innovations to determine whether or not such innovations could be used in the present enterprise, or in a potential future enterprise in a sustainable way	-	-	-	-
<b>PC20.</b> Amend prepared production plans to include innovations deemed suitable for use in the enterprise	-	-	-	-
<i>Test and adopt relevant innovations</i>	<b>2</b>	<b>2</b>	-	<b>2</b>

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<b>PC21.</b> Consult any people who may be involved in implementing the innovation or in planning for it and discuss the change with them	-	-	-	-
<b>PC22.</b> Test innovations on the farm to determine whether or not they are suitable, and whether they may be readily adapted to suit the circumstances of the business	-	-	-	-
<b>PC23.</b> Identify any work health and safety hazards, animal welfare, biosecurity or environmental risks that present during the trial phase, assess them and take responsible action	-	-	-	-
<b>PC24.</b> Make a decision about whether or not to adopt the innovation, based on its costs and benefits and any implementation issues, including work health and safety, animal welfare, biosecurity and environmental considerations	-	-	-	-
<i>Implement, monitor and evaluate livestock production plans</i>	<b>2</b>	<b>4</b>	-	<b>4</b>
<b>PC25.</b> Implement and monitor production plans according to the calendar of operations	-	-	-	-
<b>PC26.</b> Site, erect or install production facilities in a way that deals sensitively with identified waste products	-	-	-	-
<b>PC27.</b> Evaluate livestock growth/maturity or production according to the planned targets and the marketing requirements	-	-	-	-
<b>PC28.</b> Monitor flock/herd health, and control and prevent parasite and disease outbreaks quickly and effectively	-	-	-	-
<b>PC29.</b> Assess feed supplies, monitor pasture or landscape condition and species composition, and vary stocking rates to maintain optimum pasture and livestock health	-	-	-	-
<b>PC30.</b> Identify, monitor and manage work health and safety hazards, animal welfare, biosecurity or environmental impacts relating to livestock production in the business to promote optimum pasture, livestock, and employee health	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<b>PC31.</b> Analyse physical and financial records and extractions taken from them to assess production performance, and to provide information for business and taxation purposes	-	-	-	-
<b>PC32.</b> Evaluate the production performance of each enterprise to determine whether or not they are sustainable and profitable, and to use in reviewing and revising production plans	-	-	-	-
<i>Comply with legal requirements and regulations</i>	<b>2</b>	<b>2</b>	-	<b>2</b>
<b>PC33.</b> Obtain information about the legal requirements and regulations that affect farm land ownership/possession and livestock production	-	-	-	-
<b>PC34.</b> Determine record keeping requirements, and put in place procedures to ensure compliance with the range of applicable regulations including taxation legislation	-	-	-	-
<b>PC35.</b> Obtain permits from the relevant authorities for the transport and movement of livestock and equipment	-	-	-	-
<b>NOS Total</b>	<b>16</b>	<b>18</b>	-	<b>16</b>

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### National Occupational Standards (NOS) Parameters

<b>NOS Code</b>	AGR/N4825
<b>NOS Name</b>	Plan for sustainable livestock production
<b>Sector</b>	Agriculture
<b>Sub-Sector</b>	Animal Husbandry
<b>Occupation</b>	Livestock Health Management
<b>NSQF Level</b>	5
<b>Credits</b>	1
<b>Version</b>	1.0
<b>Last Reviewed Date</b>	30/04/2024
<b>Next Review Date</b>	30/04/2027
<b>NSQC Clearance Date</b>	30/04/2024

## Qualification Pack

### AGR/N4826: Facilitate sustainable livestock production

#### Description

This unit is about facilitating sustainable livestock production

#### Scope

The scope covers the following :

- Prepare to manage animal health and welfare
- Facilitate animal health and welfare
- Develop and implement supplementary feed requirements
- Develop a sustainable grazing strategy
- Implement a sustainable grazing strategy
- Supervise farm fertility for the livestock enterprise

#### Elements and Performance Criteria

##### *Prepare to manage animal health and welfare*

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

- PC1.** Investigate and consider natural behaviours, requirements and welfare of animals when planning for sustainable livestock production
- PC2.** Identify production requirements and environment of farm
- PC3.** Identify and select genetic varieties of animals best suited to production requirements and environment
- PC4.** Develop animal health management strategies for farm

##### *Facilitate animal health and welfare*

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

- PC5.** Communicate and implement animal health management strategy to the farmers
- PC6.** Monitor livestock for health and welfare
- PC7.** Assist livestock management according to the organic standards and biosecurity procedures
- PC8.** Ensure animal husbandry and transport according to animal welfare principles
- PC9.** Maintain livestock records required for sustainable productions

##### *Develop and implement supplementary feed requirements*

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

- PC10.** Identify feed gaps and requirements for supplementary feed, taking into account seasonal conditions and drought
- PC11.** Incorporate on-farm supplementary feed strategies, including fodder crops, agroforestry or standing hay paddocks, into the annual program for animal feed and on-farm sustainability
- PC12.** Implement good storage practices for feed inputs to ensure quality is maintained
- PC13.** Purchase and use nutritional inputs in the feed program that meet relevant standards and/or agro-ecological principles where applicable

##### *Develop a sustainable grazing strategy*

## Qualification Pack

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

- PC14.** Determine feed requirements, carrying capacity and stocking rate for farm according to seasonal variability, livestock needs and sustainability requirements
- PC15.** Determine indicators and benchmarks for sustainable pasture, land and soil use for farm
- PC16.** Identify grazing infrastructure required according to planned grazing outcomes
- PC17.** Incorporate infrastructure requirements into farm improvement program
- PC18.** Develop a planned grazing system according to optimal livestock health, productivity and grazing requirements

### *Implement a sustainable grazing strategy*

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

- PC19.** Optimise soil and plant health to provide a nutrient-dense and balanced diet for livestock
- PC20.** Implement and monitor grazing system to ensure productivity and sustainability
- PC21.** Implement strategies for controlling weeds in pastures according to Organic Standards and agro-ecological principles
- PC22.** Maintain records of grazing activity according to workplace procedures and Organic Standards

### *Supervise farm fertility for the livestock enterprise*

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

- PC23.** Estimate level of nutrients exported from farm
- PC24.** Implement soil fertility monitoring program
- PC25.** Manage soil nutrient levels and balance according to Organic Standards and agro-ecological principles
- PC26.** Eliminate risk of weed and chemical contamination of farm according to Organic Standards and agro-ecological principles
- PC27.** Maintain records of soil fertility according to workplace procedures and Organic Standards

## Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** organic agriculture and agroecological principles
- KU2.** animal health, pests, parasites and diseases and their control
- KU3.** relevant animal welfare code of practice
- KU4.**
  - grazing management, including:
  - pasture identification and assessment
  - feed budgeting
  - planned grazing strategies
- KU5.** carrying capacity and sustainable pasture utilisation
- KU6.**
  - pasture, land and soil condition and indicators of fertility, including:
  - soil-testing
  - plant testing
  - observation of plant growth
- KU7.** management options for animal health based on an understanding of pest life cycles, genetic selection and acquired immunity



## Qualification Pack

- KU8.** • permitted, restricted and prohibited inputs and activities for soil, plant and animal health as specified in the national standards for organic and biodynamic livestock production, including:
- recycling
  - optimising nutrient availability in soil
  - sourcing fertility inputs
- KU9.** work health and safety and animal welfare legislation and codes of practice
- KU10.** record-keeping practices for sustainable farm production

## Generic Skills (GS)

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

- GS1.** make work-related notes
- GS2.** read the relevant literature to get the latest updates and information about new technologies
- GS3.** communicate professionally with clients and co-workers as per the business code of conduct
- GS4.** listen attentively to understand the information/ instructions being given by the speaker
- GS5.** plan and schedule tasks to ensure timely completion
- GS6.** identify possible disruptions to work and take preventive measures
- GS7.** apply domain knowledge and experience to suggest appropriate solutions to customers
- GS8.** take quick decisions in case of any emergencies/ accidents

## Qualification Pack

### Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Prepare to manage animal health and welfare</i>	4	2	-	2
<b>PC1.</b> Investigate and consider natural behaviours, requirements and welfare of animals when planning for sustainable livestock production	-	-	-	-
<b>PC2.</b> Identify production requirements and environment of farm	-	-	-	-
<b>PC3.</b> Identify and select genetic varieties of animals best suited to production requirements and environment	-	-	-	-
<b>PC4.</b> Develop animal health management strategies for farm	-	-	-	-
<i>Facilitate animal health and welfare</i>	2	4	-	2
<b>PC5.</b> Communicate and implement animal health management strategy to the farmers	-	-	-	-
<b>PC6.</b> Monitor livestock for health and welfare	-	-	-	-
<b>PC7.</b> Assist livestock management according to the organic standards and biosecurity procedures	-	-	-	-
<b>PC8.</b> Ensure animal husbandry and transport according to animal welfare principles	-	-	-	-
<b>PC9.</b> Maintain livestock records required for sustainable productions	-	-	-	-
<i>Develop and implement supplementary feed requirements</i>	4	4	-	2
<b>PC10.</b> Identify feed gaps and requirements for supplementary feed, taking into account seasonal conditions and drought	-	-	-	-
<b>PC11.</b> Incorporate on-farm supplementary feed strategies, including fodder crops, agroforestry or standing hay paddocks, into the annual program for animal feed and on-farm sustainability	-	-	-	-
<b>PC12.</b> Implement good storage practices for feed inputs to ensure quality is maintained	-	-	-	-

### Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<b>PC13.</b> Purchase and use nutritional inputs in the feed program that meet relevant standards and/or agro-ecological principles where applicable	-	-	-	-
<i>Develop a sustainable grazing strategy</i>	<b>2</b>	<b>2</b>	-	<b>2</b>
<b>PC14.</b> Determine feed requirements, carrying capacity and stocking rate for farm according to seasonal variability, livestock needs and sustainability requirements	-	-	-	-
<b>PC15.</b> Determine indicators and benchmarks for sustainable pasture, land and soil use for farm	-	-	-	-
<b>PC16.</b> Identify grazing infrastructure required according to planned grazing outcomes	-	-	-	-
<b>PC17.</b> Incorporate infrastructure requirements into farm improvement program	-	-	-	-
<b>PC18.</b> Develop a planned grazing system according to optimal livestock health, productivity and grazing requirements	-	-	-	-
<i>Implement a sustainable grazing strategy</i>	<b>2</b>	<b>2</b>	-	<b>4</b>
<b>PC19.</b> Optimise soil and plant health to provide a nutrient-dense and balanced diet for livestock	-	-	-	-
<b>PC20.</b> Implement and monitor grazing system to ensure productivity and sustainability	-	-	-	-
<b>PC21.</b> Implement strategies for controlling weeds in pastures according to Organic Standards and agro-ecological principles	-	-	-	-
<b>PC22.</b> Maintain records of grazing activity according to workplace procedures and Organic Standards	-	-	-	-
<i>Supervise farm fertility for the livestock enterprise</i>	<b>2</b>	<b>4</b>	-	<b>4</b>
<b>PC23.</b> Estimate level of nutrients exported from farm	-	-	-	-
<b>PC24.</b> Implement soil fertility monitoring program	-	-	-	-

### Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<b>PC25.</b> Manage soil nutrient levels and balance according to Organic Standards and agro-ecological principles	-	-	-	-
<b>PC26.</b> Eliminate risk of weed and chemical contamination of farm according to Organic Standards and agro-ecological principles	-	-	-	-
<b>PC27.</b> Maintain records of soil fertility according to workplace procedures and Organic Standards	-	-	-	-
<b>NOS Total</b>	<b>16</b>	<b>18</b>	<b>-</b>	<b>16</b>

## Qualification Pack

### National Occupational Standards (NOS) Parameters

<b>NOS Code</b>	AGR/N4826
<b>NOS Name</b>	Facilitate sustainable livestock production
<b>Sector</b>	Agriculture
<b>Sub-Sector</b>	Animal Husbandry
<b>Occupation</b>	Livestock Health Management
<b>NSQF Level</b>	5
<b>Credits</b>	2
<b>Version</b>	1.0
<b>Last Reviewed Date</b>	30/04/2024
<b>Next Review Date</b>	30/04/2027
<b>NSQC Clearance Date</b>	30/04/2024

## Qualification Pack

### AGR/N4827: Advise farmers/customers on livestock products

#### Description

This OS unit is about identifying farmers/customer needs and providing advice on livestock products.

#### Scope

The scope covers the following :

- Establish customer needs
- Research and provide product advice

#### Elements and Performance Criteria

##### *Establish customer needs*

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

- PC1.** Use interpersonal skills to engage with farmers/customer and identify their needs
- PC2.** Handle farmers/customer enquiries courteously and promptly according to workplace procedures and legislative requirements
- PC3.** Identify available products suitable to farmers/customer needs and ecological considerations

##### *Research and provide product advice*

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

- PC4.** Research and update knowledge and understanding of livestock products and related products from authoritative sources
- PC5.** Research local workplace and district requirements for livestock and related products
- PC6.** Disseminate information on relevant Government schemes pertaining to livestock and their productivity enhancement
- PC7.** Provide advice to customer in a timely and professional manner according to workplace procedures and legislative requirements
- PC8.** Exhibit or demonstrate products safely to customer according to workplace procedures, workplace health and safety requirements and legislative requirements
- PC9.** Address customer concerns and questions and suggest alternative or additional products to meet requirements for recommended products

#### Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** livestock product requirements of local or specific customers
- KU2.** legislative requirements in sales environments, including fair trading, trade practices and sale of goods legislation and public liability

## Qualification Pack

- KU3.** • livestock products, including:
- industry equipment
  - animal handling systems
  - stock feeds
  - animal health products
- KU4.** workplace procedures for providing advice on livestock products and related products
- KU5.** animal welfare legislation and relevant components of state or territory Acts relating to livestock products
- KU6.** workplace health and safety, sustainability and biosecurity procedures for the safe handling of livestock products.

## Generic Skills (GS)

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

- GS1.** make work-related notes
- GS2.** read the relevant literature to get the latest updates and information about new technologies
- GS3.** communicate professionally with clients and co-workers as per the business code of conduct
- GS4.** listen attentively to understand the information/ instructions being given by the speaker
- GS5.** plan and schedule tasks to ensure timely completion
- GS6.** identify possible disruptions to work and take preventive measures
- GS7.** apply domain knowledge and experience to suggest appropriate solutions to customers
- GS8.** take quick decisions in case of any emergencies/ accidents



## Qualification Pack

### Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Establish customer needs</i>	<b>5</b>	<b>10</b>	-	<b>5</b>
<b>PC1.</b> Use interpersonal skills to engage with farmers/customer and identify their needs	-	-	-	-
<b>PC2.</b> Handle farmers/customer enquiries courteously and promptly according to workplace procedures and legislative requirements	-	-	-	-
<b>PC3.</b> Identify available products suitable to farmers/customer needs and ecological considerations	-	-	-	-
<i>Research and provide product advice</i>	<b>9</b>	<b>16</b>	-	<b>5</b>
<b>PC4.</b> Research and update knowledge and understanding of livestock products and related products from authoritative sources	-	-	-	-
<b>PC5.</b> Research local workplace and district requirements for livestock and related products	-	-	-	-
<b>PC6.</b> Disseminate information on relevant Government schemes pertaining to livestock and their productivity enhancement	-	-	-	-
<b>PC7.</b> Provide advice to customer in a timely and professional manner according to workplace procedures and legislative requirements	-	-	-	-
<b>PC8.</b> Exhibit or demonstrate products safely to customer according to workplace procedures, workplace health and safety requirements and legislative requirements	-	-	-	-
<b>PC9.</b> Address customer concerns and questions and suggest alternative or additional products to meet requirements for recommended products	-	-	-	-
<b>NOS Total</b>	<b>14</b>	<b>26</b>	-	<b>10</b>

## Qualification Pack

### National Occupational Standards (NOS) Parameters

<b>NOS Code</b>	AGR/N4827
<b>NOS Name</b>	Advise farmers/customers on livestock products
<b>Sector</b>	Agriculture
<b>Sub-Sector</b>	Animal Husbandry
<b>Occupation</b>	Livestock Health Management
<b>NSQF Level</b>	5
<b>Credits</b>	1
<b>Version</b>	1.0
<b>Last Reviewed Date</b>	30/04/2024
<b>Next Review Date</b>	30/04/2027
<b>NSQC Clearance Date</b>	30/04/2024

## Qualification Pack

### AGR/N4828: Assess and document carbon footprint

#### Description

This OS unit is about measuring and report carbon footprint

#### Scope

The scope covers the following :

- Map carbon sources and sinks along the value chain
- Determine nature and source of carbon emissions
- Quantify carbon
- Recommend strategies for reducing carbon footprint
- Report carbon footprint

#### Elements and Performance Criteria

##### *Map carbon sources and sinks along the value chain*

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

- PC1.** Select portion of value chain for analysis
- PC2.** Identify process steps along portion of value chain
- PC3.** Identify carbon-related change which occurs at each step

##### *Determine nature and source for carbon emissions*

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

- PC4.** Determine carbon emissions from each step
- PC5.** Determine source of each emission
- PC6.** Identify measurements available for each emission and each source

##### *Quantify carbon*

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

- PC7.** Quantify each emission
- PC8.** Determine CO<sub>2</sub> equivalent tonnes for each emission
- PC9.** Determine total carbon embodied in process, product or service

##### *Recommend strategies for reducing carbon footprint*

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

- PC10.** Short-list high carbon sources
- PC11.** Determine root cause of emissions
- PC12.** Identify relevant carbon sinks
- PC13.** Investigate methods for reducing emissions
- PC14.** Prepare recommendation for improvement

##### *Report carbon footprint*

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

- PC15.** Identify purpose of report and key stakeholders

## Qualification Pack

**PC16.** Compile data, implications and recommendations

**PC17.** Write report and communicate with stakeholders

## Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

**KU1.** process and changes which occur at each step in selected portion of value chain

**KU2.** • types of carbon emissions, including:

- gases, vapours and fumes
- liquids
- solids

**KU3.** assumed emissions through material balancing

**KU4.** assumed emissions through energy loss, including heat, friction and other energy conversion yield losses

**KU5.** greenhouse gases, including those defined under the Kyoto protocol

**KU6.** carbon emission sources and sinks

**KU7.** application of carbon equivalence conversion factors

**KU8.** root cause analysis

**KU9.** design thinking as applied to problem solving and innovation for sustainability

**KU10.** current and emerging methods of reducing carbon emissions and embodied carbon

**KU11.** current and emerging approaches to reducing waste including:

**KU12.** identifying, retaining and/or managing residual resources

**KU13.** biological materials flow

**KU14.** technical materials flow

**KU15.** impact of supply chain decisions

**KU16.** role of digitalisation

**KU17.** sustainability-related regulatory and reporting requirements relevant to the industry

**KU18.** sustainability-related voluntary standards, codes, certification and co-regulatory arrangements relevant to the industry

## Generic Skills (GS)

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

**GS1.** make work-related notes

**GS2.** read the relevant literature to get the latest updates and information about new technologies

**GS3.** communicate professionally with clients and co-workers as per the business code of conduct

**GS4.** listen attentively to understand the information/ instructions being given by the speaker

**GS5.** plan and schedule tasks to ensure timely completion

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

**GS7.** apply domain knowledge and experience to suggest appropriate solutions to customers

**GS8.** take quick decisions in case of any emergencies/ accidents

## Qualification Pack

### Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Map carbon sources and sinks along the value chain</i>	4	4	-	2
<b>PC1.</b> Select portion of value chain for analysis	-	-	-	-
<b>PC2.</b> Identify process steps along portion of value chain	-	-	-	-
<b>PC3.</b> Identify carbon-related change which occurs at each step	-	-	-	-
<i>Determine nature and source for carbon emissions</i>	4	4	-	2
<b>PC4.</b> Determine carbon emissions from each step	-	-	-	-
<b>PC5.</b> Determine source of each emission	-	-	-	-
<b>PC6.</b> Identify measurements available for each emission and each source	-	-	-	-
<i>Quantify carbon</i>	2	4	-	4
<b>PC7.</b> Quantify each emission	-	-	-	-
<b>PC8.</b> Determine CO2 equivalent tonnes for each emission	-	-	-	-
<b>PC9.</b> Determine total carbon embodied in process, product or service	-	-	-	-
<i>Recommend strategies for reducing carbon footprint</i>	4	4	-	2
<b>PC10.</b> Short-list high carbon sources	-	-	-	-
<b>PC11.</b> Determine root cause of emissions	-	-	-	-
<b>PC12.</b> Identify relevant carbon sinks	-	-	-	-
<b>PC13.</b> Investigate methods for reducing emissions	-	-	-	-
<b>PC14.</b> Prepare recommendation for improvement	-	-	-	-

### Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Report carbon footprint</i>	2	4	-	4
<b>PC15.</b> Identify purpose of report and key stakeholders	-	-	-	-
<b>PC16.</b> Compile data, implications and recommendations	-	-	-	-
<b>PC17.</b> Write report and communicate with stakeholders	-	-	-	-
<b>NOS Total</b>	<b>16</b>	<b>20</b>	<b>-</b>	<b>14</b>

## Qualification Pack

### National Occupational Standards (NOS) Parameters

<b>NOS Code</b>	AGR/N4828
<b>NOS Name</b>	Assess and document carbon footprint
<b>Sector</b>	Agriculture
<b>Sub-Sector</b>	Animal Husbandry
<b>Occupation</b>	Livestock Health Management
<b>NSQF Level</b>	5
<b>Credits</b>	2
<b>Version</b>	1.0
<b>Last Reviewed Date</b>	30/04/2024
<b>Next Review Date</b>	30/04/2027
<b>NSQC Clearance Date</b>	30/04/2024



## Qualification Pack

### DGT/VSQ/N0103: Employability Skills (90 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.** understand the significance of employability skills in meeting the current job market requirement and future of work
- PC2.** identify and explore learning and employability relevant portals
- PC3.** research about the different industries, job market trends, latest skills required and the available opportunities

##### *Constitutional values – Citizenship*

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

- PC4.** 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.
- PC5.** follow environmentally sustainable practices

##### *Becoming a Professional in the 21st Century*

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

- PC6.** recognize the significance of 21st Century Skills for employment

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- PC7.** 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
- PC8.** adopt a continuous learning mindset for personal and professional development

### *Basic English Skills*

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

- PC9.** use basic English for everyday conversation in different contexts, in person and over the telephone
- PC10.** read and understand routine information, notes, instructions, mails, letters etc. written in English
- PC11.** 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:

- PC12.** identify career goals based on the skills, interests, knowledge, and personal attributes
- PC13.** prepare a career development plan with short- and long-term goals

### *Communication Skills*

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

- PC14.** follow verbal and non-verbal communication etiquette while communicating in professional and public settings
- PC15.** use active listening techniques for effective communication
- PC16.** communicate in writing using appropriate style and format based on formal or informal requirements
- PC17.** work collaboratively with others in a team

### *Diversity & Inclusion*

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

- PC18.** communicate and behave appropriately with all genders and PwD
- PC19.** 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:

- PC20.** identify and select reliable institutions for various financial products and services such as bank account, debit and credit cards, loans, insurance etc.
- PC21.** carry out offline and online financial transactions, safely and securely, using various methods and check the entries in the passbook
- PC22.** identify common components of salary and compute income, expenses, taxes, investments etc
- PC23.** 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:

- PC24.** operate digital devices and use their features and applications securely and safely
- PC25.** carry out basic internet operations by connecting to the internet safely and securely, using the mobile data or other available networks through Bluetooth, Wi-Fi, etc.
- PC26.** display responsible online behaviour while using various social media platforms

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- PC27.** create a personal email account, send and process received messages as per requirement
- PC28.** carry out basic procedures in documents, spreadsheets and presentations using respective and appropriate applications
- PC29.** utilize virtual collaboration tools to work effectively

### Entrepreneurship

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

- PC30.** identify different types of Entrepreneurship and Enterprises and assess opportunities for potential business through research
- PC31.** develop a business plan and a work model, considering the 4Ps of Marketing Product, Price, Place and Promotion
- PC32.** 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:

- PC33.** identify different types of customers and ways to communicate with them
- PC34.** identify and respond to customer requests and needs in a professional manner
- PC35.** use appropriate tools to collect customer feedback
- PC36.** follow appropriate hygiene and grooming standards

### Getting ready for apprenticeship & Jobs

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

- PC37.** create a professional Curriculum vitae (Résumé)
- PC38.** search for suitable jobs using reliable offline and online sources such as Employment exchange, recruitment agencies, newspapers etc. and job portals, respectively
- PC39.** apply to identified job openings using offline /online methods as per requirement
- PC40.** answer questions politely, with clarity and confidence, during recruitment and selection
- PC41.** 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

## Qualification Pack

- KU11.** components of salary and 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
- KU16.** use applications such as word processors, spreadsheets etc.
- KU17.** how to identify business opportunities
- KU18.** types and needs of customers
- KU19.** how to apply for a job and prepare for an interview
- KU20.** 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 in English and other languages
- GS2.** communicate effectively using appropriate language in formal and informal settings
- GS3.** behave politely and appropriately with all to maintain effective work relationship
- GS4.** how to work in a virtual mode, using various technological platforms
- 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>	<b>1</b>	<b>1</b>	-	-
<b>PC1.</b> understand the significance of employability skills in meeting the current job market requirement and future of work	-	-	-	-
<b>PC2.</b> identify and explore learning and employability relevant portals	-	-	-	-
<b>PC3.</b> research about the different industries, job market trends, latest skills required and the available opportunities	-	-	-	-
<i>Constitutional values – Citizenship</i>	<b>1</b>	<b>1</b>	-	-
<b>PC4.</b> 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.	-	-	-	-
<b>PC5.</b> follow environmentally sustainable practices	-	-	-	-
<i>Becoming a Professional in the 21st Century</i>	<b>1</b>	<b>3</b>	-	-
<b>PC6.</b> recognize the significance of 21st Century Skills for employment	-	-	-	-
<b>PC7.</b> 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	-	-	-	-
<b>PC8.</b> adopt a continuous learning mindset for personal and professional development	-	-	-	-
<i>Basic English Skills</i>	<b>3</b>	<b>4</b>	-	-
<b>PC9.</b> use basic English for everyday conversation in different contexts, in person and over the telephone	-	-	-	-

## Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<b>PC10.</b> read and understand routine information, notes, instructions, mails, letters etc. written in English	-	-	-	-
<b>PC11.</b> write short messages, notes, letters, e-mails etc. in English	-	-	-	-
<i>Career Development &amp; Goal Setting</i>	<b>1</b>	<b>2</b>	-	-
<b>PC12.</b> identify career goals based on the skills, interests, knowledge, and personal attributes	-	-	-	-
<b>PC13.</b> prepare a career development plan with short- and long-term goals	-	-	-	-
<i>Communication Skills</i>	<b>2</b>	<b>2</b>	-	-
<b>PC14.</b> follow verbal and non-verbal communication etiquette while communicating in professional and public settings	-	-	-	-
<b>PC15.</b> use active listening techniques for effective communication	-	-	-	-
<b>PC16.</b> communicate in writing using appropriate style and format based on formal or informal requirements	-	-	-	-
<b>PC17.</b> work collaboratively with others in a team	-	-	-	-
<i>Diversity &amp; Inclusion</i>	<b>1</b>	<b>1</b>	-	-
<b>PC18.</b> communicate and behave appropriately with all genders and PwD	-	-	-	-
<b>PC19.</b> 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>	-	-
<b>PC20.</b> identify and select reliable institutions for various financial products and services such as bank account, debit and credit cards, loans, insurance etc.	-	-	-	-
<b>PC21.</b> carry out offline and online financial transactions, safely and securely, using various methods and check the entries in the passbook	-	-	-	-

### Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<b>PC22.</b> identify common components of salary and compute income, expenses, taxes, investments etc	-	-	-	-
<b>PC23.</b> identify relevant rights and laws and use legal aids to fight against legal exploitation	-	-	-	-
<i>Essential Digital Skills</i>	<b>3</b>	<b>5</b>	-	-
<b>PC24.</b> operate digital devices and use their features and applications securely and safely	-	-	-	-
<b>PC25.</b> carry out basic internet operations by connecting to the internet safely and securely, using the mobile data or other available networks through Bluetooth, Wi-Fi, etc.	-	-	-	-
<b>PC26.</b> display responsible online behaviour while using various social media platforms	-	-	-	-
<b>PC27.</b> create a personal email account, send and process received messages as per requirement	-	-	-	-
<b>PC28.</b> carry out basic procedures in documents, spreadsheets and presentations using respective and appropriate applications	-	-	-	-
<b>PC29.</b> utilize virtual collaboration tools to work effectively	-	-	-	-
<i>Entrepreneurship</i>	<b>2</b>	<b>3</b>	-	-
<b>PC30.</b> identify different types of Entrepreneurship and Enterprises and assess opportunities for potential business through research	-	-	-	-
<b>PC31.</b> develop a business plan and a work model, considering the 4Ps of Marketing Product, Price, Place and Promotion	-	-	-	-
<b>PC32.</b> identify sources of funding, anticipate, and mitigate any financial/ legal hurdles for the potential business opportunity	-	-	-	-
<i>Customer Service</i>	<b>1</b>	<b>2</b>	-	-
<b>PC33.</b> identify different types of customers and ways to communicate with them	-	-	-	-

### Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<b>PC34.</b> identify and respond to customer requests and needs in a professional manner	-	-	-	-
<b>PC35.</b> use appropriate tools to collect customer feedback	-	-	-	-
<b>PC36.</b> follow appropriate hygiene and grooming standards	-	-	-	-
<i>Getting ready for apprenticeship &amp; Jobs</i>	<b>2</b>	<b>3</b>	-	-
<b>PC37.</b> create a professional Curriculum vitae (Résumé)	-	-	-	-
<b>PC38.</b> search for suitable jobs using reliable offline and online sources such as Employment exchange, recruitment agencies, newspapers etc. and job portals, respectively	-	-	-	-
<b>PC39.</b> apply to identified job openings using offline /online methods as per requirement	-	-	-	-
<b>PC40.</b> answer questions politely, with clarity and confidence, during recruitment and selection	-	-	-	-
<b>PC41.</b> identify apprenticeship opportunities and register for it as per guidelines and requirements	-	-	-	-
<b>NOS Total</b>	<b>20</b>	<b>30</b>	-	-



## Qualification Pack

### National Occupational Standards (NOS) Parameters

<b>NOS Code</b>	DGT/VSQ/N0103
<b>NOS Name</b>	Employability Skills (90 Hours)
<b>Sector</b>	Cross Sectoral
<b>Sub-Sector</b>	Professional Skills
<b>Occupation</b>	Employability
<b>NSQF Level</b>	5
<b>Credits</b>	3
<b>Version</b>	1.0
<b>Last Reviewed Date</b>	18/02/2025
<b>Next Review Date</b>	18/02/2028
<b>NSQC Clearance Date</b>	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) will be assigned marks proportional to its importance in NOS. SSC will also lay down the proportion of marks for Theory and Skills Practical for each PC.
2. The assessment for the theory part will be based on the knowledge bank of questions created by the SSC.
3. Assessment will be conducted for all compulsory NOS, and where applicable, on the selected elective/optional set of NOS.
4. Individual assessment agencies will create unique question papers for the 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 these criteria.
6. To pass the Qualification Pack assessment, every trainee should score a minimum of 50% of % aggregate marks to successfully clear the assessment.

## Qualification Pack

7. In case of unsuccessful completion, the trainee may seek reassessment on the Qualification Pack.

### Minimum Aggregate Passing % at QP Level : 70

(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/N4824.Develop sustainable agricultural practices that are readily implementable and utilise renewable energy and recycling systems	18	18	0	14	50	25
AGR/N4825.Plan for sustainable livestock production	16	18	0	16	50	20
AGR/N4826.Facilitate sustainable livestock production	16	18	0	16	50	30
AGR/N4827.Advise farmers/customers on livestock products	14	26	0	10	50	10
AGR/N4828.Assess and document carbon footprint	16	20	0	14	50	10
DGT/VSQ/N0103.Employability Skills (90 Hours)	20	30	-	-	50	5
<b>Total</b>	<b>100</b>	<b>130</b>	<b>-</b>	<b>70</b>	<b>300</b>	<b>100</b>

## Qualification Pack

### Acronyms

<b>NOS</b>	National Occupational Standard(s)
<b>NSQF</b>	National Skills Qualifications Framework
<b>QP</b>	Qualifications Pack
<b>TVET</b>	Technical and Vocational Education and Training

## Qualification Pack

### Glossary

<b>Sector</b>	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.
<b>Sub-sector</b>	Sub-sector is derived from a further breakdown based on the characteristics and interests of its components.
<b>Occupation</b>	Occupation is a set of job roles, which perform similar/ related set of functions in an industry.
<b>Job role</b>	Job role defines a unique set of functions that together form a unique employment opportunity in an organisation.
<b>Occupational Standards (OS)</b>	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.
<b>Performance Criteria (PC)</b>	Performance Criteria (PC) are statements that together specify the standard of performance required when carrying out a task.
<b>National Occupational Standards (NOS)</b>	NOS are occupational standards which apply uniquely in the Indian context.
<b>Qualifications Pack (QP)</b>	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.
<b>Unit Code</b>	Unit code is a unique identifier for an Occupational Standard, which is denoted by an 'N'
<b>Unit Title</b>	Unit title gives a clear overall statement about what the incumbent should be able to do.
<b>Description</b>	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.
<b>Scope</b>	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

<b>Knowledge and Understanding (KU)</b>	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.
<b>Organisational Context</b>	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.
<b>Technical Knowledge</b>	Technical knowledge is the specific knowledge needed to accomplish specific designated responsibilities.
<b>Core Skills/ Generic Skills (GS)</b>	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.
<b>Electives</b>	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.
<b>Options</b>	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.