

## Qualification Pack



# Integrated Farming Practitioner

QP Code: AGR/Q1211

Version: 1.0

NSQF Level: 4

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## Qualification Pack

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## Qualification Pack

### AGR/Q1211: Integrated Farming Practitioner

#### Brief Job Description

The individual is responsible for optimising farming practices through the development of a sustainable integrated approach. The individual maximises income, family nutrition and ecosystem services by using appropriate management tools in a mix of two or more farming enterprises including crop production, livestock rearing, aquaculture and allied agriculture activities.

#### Personal Attributes

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

#### Applicable National Occupational Standards (NOS)

##### Compulsory NOS:

1. [AGR/N1249: Identify compatible farm enterprises for integrated farming system](#)
2. [AGR/N1250: Undertake integration of different enterprises to ensure resource use efficiency in an Integrated Farming System](#)
3. [AGR/N1251: Implement biosecurity measures](#)
4. [AGR/N1252: Manage an integrated farm production](#)
5. [AGR/N1253: Harvest and market crops/produce in an Integrated Farming system](#)
6. [AGR/N1254: Ensure traceability and sustainability in an integrated farming system](#)
7. [DGT/VSQ/N0102: Employability Skills \(60 Hours\)](#)

#### Qualification Pack (QP) Parameters

<b>Sector</b>	Agriculture
<b>Sub-Sector</b>	Agriculture Crop Production
<b>Occupation</b>	Farm Management
<b>Country</b>	India
<b>NSQF Level</b>	4

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<b>Credits</b>	13
<b>Aligned to NCO/ISCO/ISIC Code</b>	NCO-2015/6130
<b>Minimum Educational Qualification &amp; Experience</b>	12th grade Pass (or equivalent) OR Previous relevant Qualification of NSQF Level (3.5) OR Previous relevant Qualification of NSQF Level (3) with 3 Years of experience Agriculture and allied sectors
<b>Minimum Level of Education for Training in School</b>	
<b>Pre-Requisite License or Training</b>	NA
<b>Minimum Job Entry Age</b>	NA Years
<b>Last Reviewed On</b>	NA
<b>Next Review Date</b>	30/05/2027
<b>NSQC Approval Date</b>	30/05/2024
<b>Version</b>	1.0
<b>Reference code on NQR</b>	QG-04-AG-02426-2024-V1-ASCI
<b>NQR Version</b>	1.0

## Qualification Pack

### AGR/N1249: Identify compatible farm enterprises for integrated farming system

#### Description

This OS unit is about identifying different interdependent and interacting farm enterprises as per the local agro-climatic conditions for the efficient use of land, labour and other farm resources in an Integrated Farming System (IFS).

#### Scope

The scope covers the following :

- Assess the IFS system requirement
- Assess various IFS systems applicable to the local agro-climatic conditions

#### Elements and Performance Criteria

##### *Assess the IFS system requirement*

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

- PC1.** determine the implementation requirement of IFS
- PC2.** Examine the principles of IFS that are aligned with sustainable agriculture practices
- PC3.** Determine various enterprises that can be a part of a sustainable IFS

##### *Assess various IFS systems applicable to the local agro-climatic conditions*

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

- PC4.** assess the agro-climatic conditions of the region to determine the enterprises that can be integrated into an IFS
- PC5.** Shortlist the appropriate enterprises for IFS based on the local agro-climatic conditions
- PC6.** determine the nature of enterprises considering their interactions and synergies for integration into an IFS

#### Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** Need for IFS
- KU2.** Difference between mixed farming and integrated farming
- KU3.** Principles of Integration Farming system
- KU4.** integrated plant and animal systems
- KU5.** IFS practices
- KU6.** principles of IFS
- KU7.** Approach of IFS
- KU8.** Goal of IFS
- KU9.** Factors determining implementation of Integrated Farming System

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- KU10.** Factor determining Nature and Size of Enterprises in Integrated Farming System
- KU11.** Advantages of Integrated Farming System
- KU12.** Components of integrated farming system
- KU13.** Types of Integrated Farming Systems based on different enterprises
- KU14.** Types of Integrated Farming Systems based on Agro Eco-System
- KU15.** Different Models of Integrated Farming System
- KU16.** different interdependent and interacting farm enterprises for the efficient use of land, labour and other farm resources

## 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>Assess the IFS system requirement</i>	<b>10</b>	<b>5</b>	-	<b>5</b>
<b>PC1.</b> determine the implementation requirement of IFS	-	-	-	-
<b>PC2.</b> Examine the principles of IFS that are aligned with sustainable agriculture practices	-	-	-	-
<b>PC3.</b> Determine various enterprises that can be a part of a sustainable IFS	-	-	-	-
<i>Assess various IFS systems applicable to the local agro-climatic conditions</i>	<b>10</b>	<b>10</b>	-	<b>10</b>
<b>PC4.</b> assess the agro-climatic conditions of the region to determine the enterprises that can be integrated into an IFS	-	-	-	-
<b>PC5.</b> Shortlist the appropriate enterprises for IFS based on the local agro-climatic conditions	-	-	-	-
<b>PC6.</b> determine the nature of enterprises considering their interactions and synergies for integration into an IFS	-	-	-	-
<b>NOS Total</b>	<b>20</b>	<b>15</b>	-	<b>15</b>

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### National Occupational Standards (NOS) Parameters

<b>NOS Code</b>	AGR/N1249
<b>NOS Name</b>	Identify compatible farm enterprises for integrated farming system
<b>Sector</b>	Agriculture
<b>Sub-Sector</b>	Agriculture Crop Production
<b>Occupation</b>	Farm Management
<b>NSQF Level</b>	4
<b>Credits</b>	1
<b>Version</b>	1.0
<b>Last Reviewed Date</b>	30/05/2024
<b>Next Review Date</b>	30/05/2027
<b>NSQC Clearance Date</b>	30/05/2024



## Qualification Pack

### AGR/N1250: Undertake integration of different enterprises to ensure resource use efficiency in an Integrated Farming System

#### Description

This OS unit is about ensuring stability in production, efficiency in resource use and conservation of the environment through integration of diversified enterprises.

#### Scope

The scope covers the following :

- Plan for distribution of resources across various enterprises
- Integrate different enterprises as per their interaction and synergies

#### Elements and Performance Criteria

##### *Plan for distribution of resources across various enterprises*

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

- PC1.** Assess the farming systems being adopted in the farm to analyse the need for integrating enterprises
- PC2.** Identify possible integration opportunities and shortlist suitable enterprises
- PC3.** Estimate the type and quantity of resources required for the shortlisted enterprises
- PC4.** identify resources which are easily available on farms/ nearby areas
- PC5.** focus on utilizing the resources which are underutilized/not utilized
- PC6.** strive to utilize the resources which are overutilized/not utilized in a sustainable fashion

##### *Allocate resources for the selected enterprises*

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

- PC7.** select different enterprises in a way that maximizes the efficient use of resources and minimizes negative environmental impacts
- PC8.** determine the size of enterprises in IFS considering various factors including the available resources
- PC9.** allocate resources required for the identified enterprises as per their nature and size
- PC10.** Determine combinations of plant and animal species that achieve desired IFS outcomes
- PC11.** Identify and compile a list of plants and animals/birds/fish to suit IFS design parameters
- PC12.** Assess availability of the identified chosen varieties and breeds
- PC13.** Obtain plants, animals, fish, etc for IFS

##### *Integrate different enterprises as per their interaction and synergies*

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

- PC14.** minimize the waste from various subsystems of the farm by expanding the symbiotic or synergistic systems between livestock, aquaculture, agriculture, and agroindustry, such that the waste of one process becomes the input for other operations

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- PC15.** enhance ecological diversity by selecting the appropriate cropping methodology, cropping, intercropping, to reduce competition including mixed crop rotation, and for water, nutrition, and space
- PC16.** use the entire available area effectively and ensure interactions between biotic and abiotic components
- PC17.** Diversify the rural farm to improve the farm household's dietary diversity and achieve sustainable livelihoods and minimize risks
- PC18.** Ensure that the integrated system enhances the benefits of all users of the common property resource
- PC19.** Consider various economic factors to arrive at the most judicious and profitable combination of enterprises
- PC20.** Work out the economics of the proposed integrated farming system

## Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** IFS design information, including site plan and components of integrated plant and animal systems
- KU2.** different interdependent and interacting farm enterprises for the efficient use of land, labour and other farm resources
- KU3.** plant and animal/bird/fish species and their interactions and interrelationships
- KU4.** indigenous animals and plants
- KU5.** what grows or thrives locally – plants, animals, birds, fish
- KU6.** food, fodder and medicinal plant species suitable for chosen animals/birds/fish
- KU7.** role of animals in improving soil, recycling nutrients, managing 'weedy' plants and controlling pests and diseases
- KU8.** recycling of materials and waste
- KU9.** workplace health and safety, including typical hazards and risks and their controls
- KU10.** Economic considerations to be taken while selecting the enterprises- farm budget, monthly cash flow, opportunity costs, risks and market, equity/income distribution

## 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>Plan for distribution of resources across various enterprises</i>	5	5	-	-
<b>PC1.</b> Assess the farming systems being adopted in the farm to analyse the need for integrating enterprises	-	-	-	-
<b>PC2.</b> Identify possible integration opportunities and shortlist suitable enterprises	-	-	-	-
<b>PC3.</b> Estimate the type and quantity of resources required for the shortlisted enterprises	-	-	-	-
<b>PC4.</b> identify resources which are easily available on farms/ nearby areas	-	-	-	-
<b>PC5.</b> focus on utilizing the resources which are underutilized/not utilized	-	-	-	-
<b>PC6.</b> strive to utilize the resources which are overutilized/not utilized in a sustainable fashion	-	-	-	-
<i>Allocate resources for the selected enterprises</i>	5	5	-	5
<b>PC7.</b> select different enterprises in a way that maximizes the efficient use of resources and minimizes negative environmental impacts	-	-	-	-
<b>PC8.</b> determine the size of enterprises in IFS considering various factors including the available resources	-	-	-	-
<b>PC9.</b> allocate resources required for the identified enterprises as per their nature and size	-	-	-	-
<b>PC10.</b> Determine combinations of plant and animal species that achieve desired IFS outcomes	-	-	-	-
<b>PC11.</b> Identify and compile a list of plants and animals/birds/fish to suit IFS design parameters	-	-	-	-
<b>PC12.</b> Assess availability of the identified chosen varieties and breeds	-	-	-	-
<b>PC13.</b> Obtain plants, animals, fish, etc for IFS	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Integrate different enterprises as per their interaction and synergies</i>	10	10	-	5
<b>PC14.</b> minimize the waste from various subsystems of the farm by expanding the symbiotic or synergistic systems between livestock, aquaculture, agriculture, and agroindustry, such that the waste of one process becomes the input for other operations	-	-	-	-
<b>PC15.</b> enhance ecological diversity by selecting the appropriate cropping methodology, cropping, intercropping, to reduce competition including mixed crop rotation, and for water, nutrition, and space	-	-	-	-
<b>PC16.</b> use the entire available area effectively and ensure interactions between biotic and abiotic components	-	-	-	-
<b>PC17.</b> Diversify the rural farm to improve the farm household's dietary diversity and achieve sustainable livelihoods and minimize risks	-	-	-	-
<b>PC18.</b> Ensure that the integrated system enhances the benefits of all users of the common property resource	-	-	-	-
<b>PC19.</b> Consider various economic factors to arrive at the most judicious and profitable combination of enterprises	-	-	-	-
<b>PC20.</b> Work out the economics of the proposed integrated farming system	-	-	-	-
<b>NOS Total</b>	<b>20</b>	<b>20</b>	<b>-</b>	<b>10</b>

## Qualification Pack

### National Occupational Standards (NOS) Parameters

<b>NOS Code</b>	AGR/N1250
<b>NOS Name</b>	Undertake integration of different enterprises to ensure resource use efficiency in an Integrated Farming System
<b>Sector</b>	Agriculture
<b>Sub-Sector</b>	Agriculture Crop Production
<b>Occupation</b>	Farm Management
<b>NSQF Level</b>	4
<b>Credits</b>	2
<b>Version</b>	1.0
<b>Last Reviewed Date</b>	30/05/2024
<b>Next Review Date</b>	30/05/2027
<b>NSQC Clearance Date</b>	30/05/2024

## Qualification Pack

### AGR/N1251: Implement biosecurity measures

#### Description

This OS unit is about applying biosecurity measures in an integrated farm system

#### Scope

The scope covers the following :

- Identify biosecurity threats and determine control measures for site
- Apply biosecurity control measures to site activities
- Monitor biosecurity procedures

#### Elements and Performance Criteria

##### *Identify biosecurity threats and determine control measures for site*

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

- PC1.** Access and interpret site biosecurity plan and information
- PC2.** Identify biosecurity hazards and threats for the site
- PC3.** Identify control measures to minimise the risk of identified biosecurity threats

##### *Apply biosecurity control measures to site activities*

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

- PC4.** Apply control measures identified in site biosecurity plan for all activities according to workplace procedures
- PC5.** Incorporate the site control measures into work routines

##### *Monitor biosecurity procedures*

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

- PC6.** Monitor effectiveness of control measures
- PC7.** Monitor work duties of site personnel to ensure biosecurity control measures are applied appropriately
- PC8.** Report issues and concerns for biosecurity to the designated authority
- PC9.** Maintain currency in biosecurity measures applicable to workplace
- PC10.** Record inputs and outputs for traceability of activity according to workplace procedures and legislative requirements

#### Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** principles and practices of biosecurity on different sites
- KU2.** sources of biosecurity information
- KU3.** biosecurity plans and their function
- KU4.** biosecurity threats

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- KU5.** risk assessment principles, standards and regulations for biosecurity
- KU6.** control measures to minimize the threats entering or spreading into, or from, the site
- KU7.** record keeping for traceability, both trace back and trace forward, of inputs and outputs
- KU8.** processes for monitoring effectiveness of control measures
- KU9.** process for reporting biosecurity concerns and issues.
- KU10.** environmental protection strategies
- KU11.** pest and weed management and control strategies
- KU12.** work health and safety legislative requirements
- KU13.** environmental legislation and codes of practice, relating to crop/livestock/poultry/fish, etc production.

## Generic Skills (GS)

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

- GS1.** Apply a range of learning strategies in structured and familiar contexts to maintain currency in biosecurity
- GS2.** Analyse and consolidate information and data from a range of sources which apply to biosecurity measures
- GS3.** Accurately complete workplace and regulatory biosecurity records using clear and industry relevant terminology
- GS4.** Effectively participate in verbal exchanges including active listening and questioning and reading of verbal and non-verbal signals to convey and clarify information

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### Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Identify biosecurity threats and determine control measures for site</i>	5	5	-	5
<b>PC1.</b> Access and interpret site biosecurity plan and information	-	-	-	-
<b>PC2.</b> Identify biosecurity hazards and threats for the site	-	-	-	-
<b>PC3.</b> Identify control measures to minimise the risk of identified biosecurity threats	-	-	-	-
<i>Apply biosecurity control measures to site activities</i>	5	5	-	5
<b>PC4.</b> Apply control measures identified in site biosecurity plan for all activities according to workplace procedures	-	-	-	-
<b>PC5.</b> Incorporate the site control measures into work routines	-	-	-	-
<i>Monitor biosecurity procedures</i>	5	10	-	5
<b>PC6.</b> Monitor effectiveness of control measures	-	-	-	-
<b>PC7.</b> Monitor work duties of site personnel to ensure biosecurity control measures are applied appropriately	-	-	-	-
<b>PC8.</b> Report issues and concerns for biosecurity to the designated authority	-	-	-	-
<b>PC9.</b> Maintain currency in biosecurity measures applicable to workplace	-	-	-	-
<b>PC10.</b> Record inputs and outputs for traceability of activity according to workplace procedures and legislative requirements	-	-	-	-
<b>NOS Total</b>	<b>15</b>	<b>20</b>	<b>-</b>	<b>15</b>



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### National Occupational Standards (NOS) Parameters

<b>NOS Code</b>	AGR/N1251
<b>NOS Name</b>	Implement biosecurity measures
<b>Sector</b>	Agriculture
<b>Sub-Sector</b>	Agriculture Crop Production
<b>Occupation</b>	Farm Management
<b>NSQF Level</b>	4
<b>Credits</b>	1
<b>Version</b>	1.0
<b>Last Reviewed Date</b>	30/05/2024
<b>Next Review Date</b>	30/05/2027
<b>NSQC Clearance Date</b>	30/05/2024

## Qualification Pack

### AGR/N1252: Manage an integrated farm production

#### Description

This OS unit is about managing an integrated farm and the produce from various enterprises in an integrated system.

#### Scope

The scope covers the following :

- Determine requirements for an integrated farm establishment program
- Implement crop/livestock/poultry/fish, etc maintenance
- Monitor crop/livestock/poultry/fish, etc through to harvest/marketing

#### Elements and Performance Criteria

##### *Determine requirements for an integrated farm establishment program*

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

- PC1.** Develop a crop/produce establishment program according to farm production plan post selecting plant/livestock/poultry/fish, etc varieties best suited to the local agro-climatic conditions and marketing goals
- PC2.** Determine available resources- soil moisture and water requirement for different integrated systems.
- PC3.** Assess available water reserves and develop a water management plan for various components of farm production
- PC4.** Determine crop/livestock/poultry/fish, etc nutrient requirements to achieve required yield according to environmental procedures
- PC5.** Determine appropriate sustainable practices that can be integrated for efficient farm production and continued improvement through introduction of sustainable practices, viz. intercropping, crop rotation, cover crops, agroforestry, fish farming, beekeeping, etc
- PC6.** Assess technology to ensure most efficient performance of operations
- PC7.** Identify and maintain budgetary requirements

##### *Implement crop/livestock/poultry/fish, etc maintenance*

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

- PC8.** Identify health and safety hazards, assess risk and develop and implement controls procedures
- PC9.** Implement strategies to reduce or eradicate pest/weed infestation
- PC10.** Apply nutrients/diets at rates specified in nutrient program
- PC11.** Monitor water requirement and implement water management plan to maintain crop/livestock/poultry/fish, etc
- PC12.** Determine and implement processes to minimise waste and soil degradation according to environmental management policies

##### *Monitor crop/livestock/poultry/fish, etc through to harvest/marketing*

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

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- PC13.** Determine trends in weed, pest and disease incidence, on crop and other components and implement control measures
- PC14.** Monitor soil structure and erosion and implement changes to production practices according to production plan
- PC15.** Check and maintain water and drainage systems
- PC16.** Monitor crop/component maturity and undertake harvesting to meet marketing and production targets

## Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** agricultural crops/livestock/poultry/fish, etc and their cultural requirements
- KU2.** • land and soil conditions and assessment, including:
- ● soil nutrient and fertility
  - ● interpretation of soil conditions and analysis
  - ● crop nutrient requirements
  - ● impact of soil biology on soil condition and nutrient availability
  - ● effects of soil characteristics on nutrient availability
  - ● soil moisture and impact on crop development
- KU3.** managing water reserves for irrigation, aquaculture and watering livestock/poultry
- KU4.** • budgeting and financial analysis techniques, including:
- ● basic financial analysis
  - ● estimating costs
  - ● importance of financial records
- KU5.** environmental protection strategies
- KU6.** pest and weed management and control strategies
- KU7.** work health and safety legislative requirements
- KU8.** environmental legislation and codes of practice, relating to crop/livestock/poultry/fish, etc 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

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### Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Determine requirements for an integrated farm establishment program</i>	5	5	-	5
<b>PC1.</b> Develop a crop/produce establishment program according to farm production plan post selecting plant/livestock/poultry/fish, etc varieties best suited to the local agro-climatic conditions and marketing goals	-	-	-	-
<b>PC2.</b> Determine available resources- soil moisture and water requirement for different integrated systems.	-	-	-	-
<b>PC3.</b> Assess available water reserves and develop a water management plan for various components of farm production	-	-	-	-
<b>PC4.</b> Determine crop/livestock/poultry/fish, etc nutrient requirements to achieve required yield according to environmental procedures	-	-	-	-
<b>PC5.</b> Determine appropriate sustainable practices that can be integrated for efficient farm production and continued improvement through introduction of sustainable practices, viz. intercropping, crop rotation, cover crops, agroforestry, fish farming, beekeeping, etc	-	-	-	-
<b>PC6.</b> Assess technology to ensure most efficient performance of operations	-	-	-	-
<b>PC7.</b> Identify and maintain budgetary requirements	-	-	-	-
<i>Implement crop/livestock/poultry/fish, etc maintenance</i>	5	10	-	5
<b>PC8.</b> Identify health and safety hazards, assess risk and develop and implement controls procedures	-	-	-	-
<b>PC9.</b> Implement strategies to reduce or eradicate pest/weed infestation	-	-	-	-
<b>PC10.</b> Apply nutrients/diets at rates specified in nutrient program	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<b>PC11.</b> Monitor water requirement and implement water management plan to maintain crop/livestock/poultry/fish, etc	-	-	-	-
<b>PC12.</b> Determine and implement processes to minimise waste and soil degradation according to environmental management policies	-	-	-	-
<i>Monitor crop/livestock/poultry/fish, etc through to harvest/marketing</i>	<b>5</b>	<b>5</b>	-	<b>5</b>
<b>PC13.</b> Determine trends in weed, pest and disease incidence, on crop and other components and implement control measures	-	-	-	-
<b>PC14.</b> Monitor soil structure and erosion and implement changes to production practices according to production plan	-	-	-	-
<b>PC15.</b> Check and maintain water and drainage systems	-	-	-	-
<b>PC16.</b> Monitor crop/component maturity and undertake harvesting to meet marketing and production targets	-	-	-	-
<b>NOS Total</b>	<b>15</b>	<b>20</b>	-	<b>15</b>

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### National Occupational Standards (NOS) Parameters

<b>NOS Code</b>	AGR/N1252
<b>NOS Name</b>	Manage an integrated farm production
<b>Sector</b>	Agriculture
<b>Sub-Sector</b>	Agriculture Crop Production
<b>Occupation</b>	Farm Management
<b>NSQF Level</b>	4
<b>Credits</b>	3
<b>Version</b>	1.0
<b>Last Reviewed Date</b>	30/05/2024
<b>Next Review Date</b>	30/05/2027
<b>NSQC Clearance Date</b>	30/05/2024

## Qualification Pack

# AGR/N1253: Harvest and market crops/produce in an Integrated Farming system

## Description

This OS unit is about harvesting crop and produce from different farm enterprises, viz. milk, eggs, fish, honey, fodder, etc in an integrated farming system.

## Scope

The scope covers the following :

- Assess crops/produce for harvest
- Prepare equipment for harvesting
- Harvest and process the crop/produce
- Sell the produce
- Develop and maintain relationship with customers
- Organise transport of produce to the buyers
- Maintain records

## Elements and Performance Criteria

### *Assess crops/produce for harvest*

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

- PC1.** Identify crops/produce to be harvested according to the harvesting plan
- PC2.** Determine crop/produce maturity
- PC3.** Schedule crop/produce harvesting as per the maturity and the market needs
- PC4.** ensure conditions are conducive for harvesting operations

### *Prepare equipment for harvesting*

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

- PC5.** Select tools, equipment and machinery for harvesting operations
- PC6.** Carry out pre-operational and safety checks on tools, equipment and machinery according to manufacturer specifications
- PC7.** Select, use and maintain personal protective equipment (PPE)

### *Harvest and process the crop/produce*

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

- PC8.** Harvest crop/produce safely according to workplace safety procedures
- PC9.** Harvest and handle crop/produce to prevent damage and maintain quality
- PC10.** Sort and grade crop/produce into containers according to harvesting plan
- PC11.** Clean and maintain harvesting tools, equipment and machinery
- PC12.** Employ safe manual handling techniques throughout harvesting operations
- PC13.** Move and stack containers to minimise damage to crop/produce
- PC14.** Maintain temperature of crop/produce according to harvesting plan

## Qualification Pack

**PC15.** Transport crop/produce from field to processing or storage area

**PC16.** Maintain containers in good working order

### *Sell the produce*

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

**PC17.** Identify various types of markets including e-marketing platforms

**PC18.** Identify and document potential customer base

**PC19.** Evaluate and document selling options

**PC20.** Sell the produce to the buyers at a profitable price

**PC21.** Identify and comply with market requirements

### *Develop and maintain relationship with customers*

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

**PC22.** Investigate characteristics of customers

**PC23.** Develop connections with potential customers

### *Organise transport of produce to the buyers*

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

**PC24.** Identify transport requirements and engage carrier for produce distribution

**PC25.** Schedule transport and delivery of product with the buyer

**PC26.** Identify and comply with buyer's delivery requirements

### *Maintain records*

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

**PC27.** evaluate actual yield against production targets and determine possible reasons for variance

**PC28.** complete the pre-sale and post-sale documentation

**PC29.** record transactions according to traceability and workplace procedures

**PC30.** Document customer feedback and identify and record potential improvements

## Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

**KU1.** IFS principles related to harvesting

**KU2.** principles of sustainable agricultural, aquaculture and animal husbandry practices

**KU3.** components commonly used in IFS

**KU4.** indicators of crop/produce maturity for harvesting

**KU5.** impact of environmental conditions on crop/produce harvesting, including weather impact on crop/produce and safe access to harvest site

**KU6.** harvesting techniques

**KU7.** equipment and machinery used in harvesting

**KU8.** sorting and grading methods

**KU9.** storage, transportation including containers and their maintenance

**KU10.** methods of waste disposal with minimal impact on the environment

**KU11.** safe work practices when harvesting, grading and storing crops/produce



## Qualification Pack

- KU12.** applicable legislation, regulations, standards, codes of practice and established safe practices relevant to the full range of processes in selling produce
- KU13.** organisation policies and procedures related to supply chain management, purchasing, and contracting
- KU14.** ways to build trust and collaboration
- KU15.** ethical behaviour
- KU16.** established communication channels and protocols
- KU17.** procedures for recording and reporting workplace information and completing relevant documentation

## 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>Assess crops/produce for harvest</i>	<b>2</b>	<b>2</b>	-	<b>2</b>
<b>PC1.</b> Identify crops/produce to be harvested according to the harvesting plan	-	-	-	-
<b>PC2.</b> Determine crop/produce maturity	-	-	-	-
<b>PC3.</b> Schedule crop/produce harvesting as per the maturity and the market needs	-	-	-	-
<b>PC4.</b> ensure conditions are conducive for harvesting operations	-	-	-	-
<i>Prepare equipment for harvesting</i>	<b>2</b>	<b>2</b>	-	<b>1</b>
<b>PC5.</b> Select tools, equipment and machinery for harvesting operations	-	-	-	-
<b>PC6.</b> Carry out pre-operational and safety checks on tools, equipment and machinery according to manufacturer specifications	-	-	-	-
<b>PC7.</b> Select, use and maintain personal protective equipment (PPE)	-	-	-	-
<i>Harvest and process the crop/produce</i>	<b>4</b>	<b>8</b>	-	<b>4</b>
<b>PC8.</b> Harvest crop/produce safely according to workplace safety procedures	-	-	-	-
<b>PC9.</b> Harvest and handle crop/produce to prevent damage and maintain quality	-	-	-	-
<b>PC10.</b> Sort and grade crop/produce into containers according to harvesting plan	-	-	-	-
<b>PC11.</b> Clean and maintain harvesting tools, equipment and machinery	-	-	-	-
<b>PC12.</b> Employ safe manual handling techniques throughout harvesting operations	-	-	-	-
<b>PC13.</b> Move and stack containers to minimise damage to crop/produce	-	-	-	-

## Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<b>PC14.</b> Maintain temperature of crop/produce according to harvesting plan	-	-	-	-
<b>PC15.</b> Transport crop/produce from field to processing or storage area	-	-	-	-
<b>PC16.</b> Maintain containers in good working order	-	-	-	-
<i>Sell the produce</i>	<b>2</b>	<b>2</b>	-	<b>2</b>
<b>PC17.</b> Identify various types of markets including e-marketing platforms	-	-	-	-
<b>PC18.</b> Identify and document potential customer base	-	-	-	-
<b>PC19.</b> Evaluate and document selling options	-	-	-	-
<b>PC20.</b> Sell the produce to the buyers at a profitable price	-	-	-	-
<b>PC21.</b> Identify and comply with market requirements	-	-	-	-
<i>Develop and maintain relationship with customers</i>	<b>1</b>	<b>2</b>	-	<b>2</b>
<b>PC22.</b> Investigate characteristics of customers	-	-	-	-
<b>PC23.</b> Develop connections with potential customers	-	-	-	-
<i>Organise transport of produce to the buyers</i>	<b>2</b>	<b>2</b>	-	<b>2</b>
<b>PC24.</b> Identify transport requirements and engage carrier for produce distribution	-	-	-	-
<b>PC25.</b> Schedule transport and delivery of product with the buyer	-	-	-	-
<b>PC26.</b> Identify and comply with buyer's delivery requirements	-	-	-	-
<i>Maintain records</i>	<b>2</b>	<b>2</b>	-	<b>2</b>
<b>PC27.</b> evaluate actual yield against production targets and determine possible reasons for variance	-	-	-	-

### Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<b>PC28.</b> complete the pre-sale and post-sale documentation	-	-	-	-
<b>PC29.</b> record transactions according to traceability and workplace procedures	-	-	-	-
<b>PC30.</b> Document customer feedback and identify and record potential improvements	-	-	-	-
<b>NOS Total</b>	<b>15</b>	<b>20</b>	<b>-</b>	<b>15</b>

## Qualification Pack

### National Occupational Standards (NOS) Parameters

<b>NOS Code</b>	AGR/N1253
<b>NOS Name</b>	Harvest and market crops/produce in an Integrated Farming system
<b>Sector</b>	Agriculture
<b>Sub-Sector</b>	Agriculture Crop Production
<b>Occupation</b>	Farm Management
<b>NSQF Level</b>	4
<b>Credits</b>	2
<b>Version</b>	1.0
<b>Last Reviewed Date</b>	30/05/2024
<b>Next Review Date</b>	30/05/2027
<b>NSQC Clearance Date</b>	30/05/2024

## Qualification Pack

### AGR/N1254: Ensure traceability and sustainability in an integrated farming system

#### Description

This OS unit is about maintaining production records for ensuring traceability and improving sustainability of the Integrated Farming System through introducing the required changes in the system.

#### Scope

The scope covers the following :

- Determine systems for collection and storage of production records
- Collect and maintain production records to ensure traceability
- Examine operations for readily implementable changes to improve sustainability
- Implement change
- Review change

#### Elements and Performance Criteria

##### *Determine systems for collection and storage of production records*

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

- PC1.** Determine physical records and inventories required for proper management of the farm
- PC2.** Identify methods for collecting and storing information that allow effective access and analysis
- PC3.** Identify the most appropriate information collection and storage methods according to farm requirements
- PC4.** Identify the most appropriate system for record keeping

##### *Collect and maintain production records to ensure traceability*

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

- PC5.** Collect records as per the farm requirement
- PC6.** Collate and sort records for analysis and decision-making purposes
- PC7.** Save records in a range of formats for future retrieval

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

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

- PC8.** Review current practices and identify potential areas across the value chain for improvement
- PC9.** Examine processes and/or procedures related to work area or value chain to identify sustainability issues
- PC10.** Short-list sustainability issues which may be easily eliminated or improved
- PC11.** Estimate positive and negative sustainability impacts arising from readily implementable changes to address short-listed sustainability issues
- PC12.** Estimate positive and negative business impacts of readily implementable changes to address short-listed sustainability issues

## Qualification Pack

**PC13.** Rank short-listed sustainability issues by estimated sustainability and business benefits and costs

### *Implement change*

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

**PC14.** Seek feedback from stakeholders to improve the management of the environment and resource efficiency

**PC15.** Develop implementation plan to deliver desired outcomes

**PC16.** Use appropriate techniques and tools to achieve efficiencies and sustainability targets

**PC17.** Negotiate required resources with stakeholders

**PC18.** Bring Innovations in introducing crops, livestock species, and other systems

**PC19.** Apply strategies to minimise wastage

**PC20.** Apply strategies to minimise environmental risks and impacts

**PC21.** discuss measures and indicators of success with the experts

**PC22.** Acquire and deploy resources required to achieve agreed outcome

**PC23.** Monitor implementation and make required adjustments

### *Review change for continuous improvement*

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

**PC24.** Measure immediate impact of change

**PC25.** Identify any non-compliances with planned improvements

**PC26.** analyse further actions to achieve desired outcomes, as needed

**PC27.** Record progress against resource efficiency and environmental targets

**PC28.** Discuss the newly introduced changes and related issues with the co-workers and other stakeholders for finding solutions

**PC29.** Stay informed about new biosecurity threats, technologies, and advancements in agricultural practices

**PC30.** Continuously seek and implement improvements in integration efficiency and sustainability

## Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

**KU1.** Importance of record-keeping

**KU2.** procedures applying to production records

**KU3.** Methods for collection and storage of records

**KU4.** recording processes to meet quality assurance requirements

**KU5.** technology used to record and analyse production information

**KU6.** latest trends and technologies in sustainable farming practices and biosecurity measures

**KU7.** economic, environmental and social sustainability issues within the industry

**KU8.** current and emerging approaches to improving sustainability within the industry

## Qualification Pack

- KU9.** • 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
  - safety and/or environmental impact of materials
  - efficient use of materials, resources and/or energy
  - reduction of pollution and/or greenhouse gas emissions
  - waste management
- KU10.** current and emerging industry practices relevant to sustainability issues, as listed above
- KU11.** interactions between sustainability issues and operational processes
- KU12.** measures and indicators relevant to sustainability issues in the work area and/or its value chain

## 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>Determine systems for collection and storage of production records</i>	<b>4</b>	<b>2</b>	-	<b>4</b>
<b>PC1.</b> Determine physical records and inventories required for proper management of the farm	-	-	-	-
<b>PC2.</b> Identify methods for collecting and storing information that allow effective access and analysis	-	-	-	-
<b>PC3.</b> Identify the most appropriate information collection and storage methods according to farm requirements	-	-	-	-
<b>PC4.</b> Identify the most appropriate system for record keeping	-	-	-	-
<i>Collect and maintain production records to ensure traceability</i>	<b>2</b>	<b>2</b>	-	<b>2</b>
<b>PC5.</b> Collect records as per the farm requirement	-	-	-	-
<b>PC6.</b> Collate and sort records for analysis and decision-making purposes	-	-	-	-
<b>PC7.</b> Save records in a range of formats for future retrieval	-	-	-	-
<i>Examine operations for readily implementable changes to improve sustainability</i>	<b>5</b>	<b>4</b>	-	<b>3</b>
<b>PC8.</b> Review current practices and identify potential areas across the value chain for improvement	-	-	-	-
<b>PC9.</b> Examine processes and/or procedures related to work area or value chain to identify sustainability issues	-	-	-	-
<b>PC10.</b> Short-list sustainability issues which may be easily eliminated or improved	-	-	-	-
<b>PC11.</b> Estimate positive and negative sustainability impacts arising from readily implementable changes to address short-listed sustainability issues	-	-	-	-

### Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<b>PC12.</b> Estimate positive and negative business impacts of readily implementable changes to address short-listed sustainability issues	-	-	-	-
<b>PC13.</b> Rank short-listed sustainability issues by estimated sustainability and business benefits and costs	-	-	-	-
<i>Implement change</i>	<b>5</b>	<b>3</b>	-	<b>4</b>
<b>PC14.</b> Seek feedback from stakeholders to improve the management of the environment and resource efficiency	-	-	-	-
<b>PC15.</b> Develop implementation plan to deliver desired outcomes	-	-	-	-
<b>PC16.</b> Use appropriate techniques and tools to achieve efficiencies and sustainability targets	-	-	-	-
<b>PC17.</b> Negotiate required resources with stakeholders	-	-	-	-
<b>PC18.</b> Bring Innovations in introducing crops, livestock species, and other systems	-	-	-	-
<b>PC19.</b> Apply strategies to minimise wastage	-	-	-	-
<b>PC20.</b> Apply strategies to minimise environmental risks and impacts	-	-	-	-
<b>PC21.</b> discuss measures and indicators of success with the experts	-	-	-	-
<b>PC22.</b> Acquire and deploy resources required to achieve agreed outcome	-	-	-	-
<b>PC23.</b> Monitor implementation and make required adjustments	-	-	-	-
<i>Review change for continuous improvement</i>	<b>4</b>	<b>4</b>	-	<b>2</b>
<b>PC24.</b> Measure immediate impact of change	-	-	-	-
<b>PC25.</b> Identify any non-compliances with planned improvements	-	-	-	-

### Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<b>PC26.</b> analyse further actions to achieve desired outcomes, as needed	-	-	-	-
<b>PC27.</b> Record progress against resource efficiency and environmental targets	-	-	-	-
<b>PC28.</b> Discuss the newly introduced changes and related issues with the co-workers and other stakeholders for finding solutions	-	-	-	-
<b>PC29.</b> Stay informed about new biosecurity threats, technologies, and advancements in agricultural practices	-	-	-	-
<b>PC30.</b> Continuously seek and implement improvements in integration efficiency and sustainability	-	-	-	-
<b>NOS Total</b>	<b>20</b>	<b>15</b>	<b>-</b>	<b>15</b>

## Qualification Pack

### National Occupational Standards (NOS) Parameters

<b>NOS Code</b>	AGR/N1254
<b>NOS Name</b>	Ensure traceability and sustainability in an integrated farming system
<b>Sector</b>	Agriculture
<b>Sub-Sector</b>	Agriculture Crop Production
<b>Occupation</b>	Farm Management
<b>NSQF Level</b>	4
<b>Credits</b>	1
<b>Version</b>	1.0
<b>Last Reviewed Date</b>	30/05/2024
<b>Next Review Date</b>	30/05/2027
<b>NSQC Clearance Date</b>	30/05/2024

## 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>	<b>1</b>	<b>1</b>	-	-
<b>PC1.</b> identify employability skills required for jobs in various industries	-	-	-	-
<b>PC2.</b> identify and explore learning and employability portals	-	-	-	-
<i>Constitutional values – Citizenship</i>	<b>1</b>	<b>1</b>	-	-
<b>PC3.</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>PC4.</b> follow environmentally sustainable practices	-	-	-	-
<i>Becoming a Professional in the 21st Century</i>	<b>2</b>	<b>4</b>	-	-
<b>PC5.</b> recognize the significance of 21st Century Skills for employment	-	-	-	-
<b>PC6.</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	-	-	-	-
<i>Basic English Skills</i>	<b>2</b>	<b>3</b>	-	-
<b>PC7.</b> use basic English for everyday conversation in different contexts, in person and over the telephone	-	-	-	-
<b>PC8.</b> read and understand routine information, notes, instructions, mails, letters etc. written in English	-	-	-	-
<b>PC9.</b> write short messages, notes, letters, e-mails etc. in English	-	-	-	-
<i>Career Development &amp; Goal Setting</i>	<b>1</b>	<b>2</b>	-	-

### Qualification Pack

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

### Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Entrepreneurship</i>	<b>2</b>	<b>3</b>	-	-
<b>PC23.</b> identify different types of Entrepreneurship and Enterprises and assess opportunities for potential business through research	-	-	-	-
<b>PC24.</b> develop a business plan and a work model, considering the 4Ps of Marketing Product, Price, Place and Promotion	-	-	-	-
<b>PC25.</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>PC26.</b> identify different types of customers	-	-	-	-
<b>PC27.</b> identify and respond to customer requests and needs in a professional manner.	-	-	-	-
<b>PC28.</b> follow appropriate hygiene and grooming standards	-	-	-	-
<i>Getting ready for apprenticeship &amp; Jobs</i>	<b>2</b>	<b>3</b>	-	-
<b>PC29.</b> create a professional Curriculum vitae (Résumé)	-	-	-	-
<b>PC30.</b> search for suitable jobs using reliable offline and online sources such as Employment exchange, recruitment agencies, newspapers etc. and job portals, respectively	-	-	-	-
<b>PC31.</b> apply to identified job openings using offline /online methods as per requirement	-	-	-	-
<b>PC32.</b> answer questions politely, with clarity and confidence, during recruitment and selection	-	-	-	-
<b>PC33.</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/N0102
<b>NOS Name</b>	Employability Skills (60 Hours)
<b>Sector</b>	Cross Sectoral
<b>Sub-Sector</b>	Professional Skills
<b>Occupation</b>	Employability
<b>NSQF Level</b>	4
<b>Credits</b>	2
<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 70% of % aggregate marks to successfully clear the assessment.

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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/N1249. Identify compatible farm enterprises for integrated farming system	20	15	-	15	50	10
AGR/N1250. Undertake integration of different enterprises to ensure resource use efficiency in an Integrated Farming System	20	20	-	10	50	20
AGR/N1251. Implement biosecurity measures	15	20	-	15	50	10
AGR/N1252. Manage an integrated farm production	15	20	-	15	50	25
AGR/N1253. Harvest and market crops/produce in an Integrated Farming system	15	20	-	15	50	15
AGR/N1254. Ensure traceability and sustainability in an integrated farming system	20	15	-	15	50	15
DGT/VSQ/N0102. Employability Skills (60 Hours)	20	30	-	-	50	5
<b>Total</b>	<b>125</b>	<b>140</b>	<b>-</b>	<b>85</b>	<b>350</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.

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<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.