

## Qualification Pack



# Poultry Farm Supervisor

Electives: Breeder/Layer/ Broiler

QP Code: AGR/Q4308

Version: 2.0

NSQF Level: 5

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## Qualification Pack

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### AGR/Q4308: Poultry Farm Supervisor

#### Brief Job Description

The individual supervises and coordinates activities of workers engaged in raising poultry, collecting eggs and maintaining equipment and facilities on poultry farm. The person confers with poultry farm manager to ascertain the production requirements and to discuss the supplies and maintenance of equipment.

#### Personal Attributes

The job requires the individual to have good eyesight and observation ability, attention to details, ability to work independently, goal orientation, health safety and hazards orientation. In addition, the person should have the stamina to work for long hours.

#### Applicable National Occupational Standards (NOS)

##### Compulsory NOS:

1. [AGR/N4301: Procure the required inputs for raising poultry birds](#)
2. [AGR/N4342: Supervise the preparation and maintenance of the poultry house for receiving chicks/birds](#)
3. [AGR/N4343: Ensure proper feeding, watering and litter management of birds](#)
4. [AGR/N4344: Ensure biosecurity and hygienic measures to upkeep birds health](#)
5. [AGR/N4302: Supervise farm workers](#)
6. [AGR/N4345: Maintain records related to a commercial poultry farm](#)
7. [AGR/N4316: Ensure safety, hygiene and sanitation of poultry farm](#)
8. [DGT/VSQ/N0103: Employability Skills \(90 Hours\)](#)

##### Electives(mandatory to select at least one):

###### Elective 1: Breeder/Layer

The person is responsible for supervising the routines of the brooding, growing and laying farms. The individual ensures proper health care of the parent/commercial birds, and the production of hatching/table eggs.

1. [AGR/N4346: Manage the brooding, growing and laying birds in a breeder/layer farm](#)
2. [AGR/N4347: Ensure proper collection, storage and transportation of hatching eggs in a](#)

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[breeder/layer farm](#)

3. [AGR/N4348: Carry out male chick management in breeders](#)

### Elective 2: Broiler

The person is responsible for supervising the routines of the brooding, growing and finisher birds. The Individual ensures proper health care, feed efficiency, body-weight gain of the broilers.

1. [AGR/N4349: Manage the brooding, growing and finisher birds in a broiler farm](#)

### Qualification Pack (QP) Parameters

|                                      |                    |
|--------------------------------------|--------------------|
| <b>Sector</b>                        | Agriculture        |
| <b>Sub-Sector</b>                    | Poultry            |
| <b>Occupation</b>                    | Poultry Farming    |
| <b>Country</b>                       | India              |
| <b>NSQF Level</b>                    | 5                  |
| <b>Credits</b>                       | 19                 |
| <b>Aligned to NCO/ISCO/ISIC Code</b> | NCO-2015/6122.0101 |

## Qualification Pack

|                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|-----------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Minimum Educational Qualification &amp; Experience</b> | Completed 2nd year of UG (UG Diploma)<br>OR<br>Pursuing 2nd year of UG (and continuous education)<br>OR<br>Completed 2nd year diploma after 12th<br>OR<br>Pursuing 2nd year of 2-year diploma after 12th<br>OR<br>12th pass with 1 year Vocational Education & training (NTC or NAC or CITS)<br>OR<br>Completed 3 year diploma after 10th with 1 Year of experience relevant experience<br>OR<br>12th grade Pass with 2 Years of experience relevant experience<br>OR<br>10th grade pass with 4 Years of experience relevant experience<br>OR<br>Previous relevant Qualification of NSQF Level (Level 4 and with minimum education as 8th Grade pass) with 3 Years of experience relevant experience<br>OR<br>Previous relevant Qualification of NSQF Level (Level 4.5 with 1.5- year relevant experience) |
| <b>Minimum Level of Education for Training in School</b>  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Pre-Requisite License or Training</b>                  | NA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Minimum Job Entry Age</b>                              | 20 Years                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Last Reviewed On</b>                                   | NA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Next Review Date</b>                                   | 30/04/2025                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>NSQC Approval Date</b>                                 | 31/03/2022                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Version</b>                                            | 2.0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>Reference code on NQR</b>                              | QG-05-AG-00335-2023-V1.1-ASCI                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>NQR Version</b>                                        | 1.1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |

## Qualification Pack

### AGR/N4301: Procure the required inputs for raising poultry birds

#### Description

This OS unit is about estimating various inputs required for brooding, growing and laying/finisher and procuring the same as per the company's policy.

#### Scope

The scope covers the following :

- Estimate inputs requirement
- Procure inputs

#### Elements and Performance Criteria

##### *Estimate inputs requirement*

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

- PC1.** decide on the number of chicks to be raised in the poultry farm under 'All-in-all-out system'
- PC2.** assess the carrying capacity of the farm to raise chicks-breeder/layer/broiler
- PC3.** assess the requirements of different inputs like chicks, feed, equipment, manpower, water, litter material etc to meet the company's poultry production targets
- PC4.** estimate the quantity requirement of each input to meet the given targets
- PC5.** prepare the final list of inputs required along with their quantity in consultation with the poultry farm manager

##### *Procure inputs*

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

- PC6.** collect information about suppliers providing the required inputs in the market
- PC7.** identify the right supplier(s) for required materials in consultation with poultry farm manager as per the company's policy
- PC8.** negotiate with supplier(s) on prices and supply time of materials to get the best deal
- PC9.** place order and procure the material from supplier(s) in time bound manner
- PC10.** maintain the record of procurement as per the company's policy
- PC11.** ensure availability of quality materials in the desired quantity for achieving the company's target of poultry production

#### Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** relevant legislation, standards, policies, and procedures at work
- KU2.** relevant health and safety requirements applicable to the work environment
- KU3.** own job role and responsibilities and sources of information pertaining to work

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- KU4.** the impact of not following the health, hygiene, safety and quality standards on consumers and the business
- KU5.** documentation and related procedures applicable in the context of work
- KU6.** company's policies on materials purchase, vendor selection and inventory management
- KU7.** different environmental, feed, water, light requirements to produce quality birds/eggs
- KU8.** materials and equipment required for raising poultry birds
- KU9.** recommended stocking density in the poultry farm
- KU10.** specific poultry production systems, such as broilers, breeders and commercial layers
- KU11.** best practices of resource procurement, management and scheduling
- KU12.** environmentally sound methods, including housing for raising poultry birds
- KU13.** any legislation, codes or guidelines of best practices to promote the health and well-being of poultry birds

## Generic Skills (GS)

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

- GS1.** write material requirements list for procurement of materials from suppliers as per the company's policy
- GS2.** read company's SOPs / policies/ manual on poultry farming
- GS3.** read suppliers' quotations
- GS4.** listen to workers to capture information on quantity and variety of materials required
- GS5.** communicate with suppliers' regarding quality issues and delivery time
- GS6.** listen instructions and seek advice from the farm manager
- GS7.** communicate clearly and effectively with the manager on resource requirements
- GS8.** decide on the purchasing time to get the best possible deal
- GS9.** plan the optimization of resources to reduce the cost of production
- GS10.** solve work related problems, e.g., non-availability of some materials
- GS11.** negotiate with supplier on pricing of materials
- GS12.** analyze the inputs requirement at different stages of production

## Qualification Pack

### Assessment Criteria

| Assessment Criteria for Outcomes                                                                                                                                            | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|-----------------|---------------|------------|
| <i>Estimate inputs requirement</i>                                                                                                                                          | <b>20</b>    | <b>20</b>       | -             | <b>20</b>  |
| <b>PC1.</b> decide on the number of chicks to be raised in the poultry farm under 'All-in-all-out system'                                                                   | -            | -               | -             | -          |
| <b>PC2.</b> assess the carrying capacity of the farm to raise chicks-breeder/layer/broiler                                                                                  | -            | -               | -             | -          |
| <b>PC3.</b> assess the requirements of different inputs like chicks, feed, equipment, manpower, water, litter material etc to meet the company's poultry production targets | -            | -               | -             | -          |
| <b>PC4.</b> estimate the quantity requirement of each input to meet the given targets                                                                                       | -            | -               | -             | -          |
| <b>PC5.</b> prepare the final list of inputs required along with their quantity in consultation with the poultry farm manager                                               | -            | -               | -             | -          |
| <i>Procure inputs</i>                                                                                                                                                       | <b>10</b>    | <b>15</b>       | -             | <b>15</b>  |
| <b>PC6.</b> collect information about suppliers providing the required inputs in the market                                                                                 | -            | -               | -             | -          |
| <b>PC7.</b> identify the right supplier(s) for required materials in consultation with poultry farm manager as per the company's policy                                     | -            | -               | -             | -          |
| <b>PC8.</b> negotiate with supplier(s) on prices and supply time of materials to get the best deal                                                                          | -            | -               | -             | -          |
| <b>PC9.</b> place order and procure the material from supplier(s) in time bound manner                                                                                      | -            | -               | -             | -          |
| <b>PC10.</b> maintain the record of procurement as per the company's policy                                                                                                 | -            | -               | -             | -          |
| <b>PC11.</b> ensure availability of quality materials in the desired quantity for achieving the company's target of poultry production                                      | -            | -               | -             | -          |
| <b>NOS Total</b>                                                                                                                                                            | <b>30</b>    | <b>35</b>       | -             | <b>35</b>  |



## Qualification Pack

### National Occupational Standards (NOS) Parameters

|                            |                                                       |
|----------------------------|-------------------------------------------------------|
| <b>NOS Code</b>            | AGR/N4301                                             |
| <b>NOS Name</b>            | Procure the required inputs for raising poultry birds |
| <b>Sector</b>              | Agriculture                                           |
| <b>Sub-Sector</b>          | Poultry                                               |
| <b>Occupation</b>          | Poultry Farming                                       |
| <b>NSQF Level</b>          | 5                                                     |
| <b>Credits</b>             | 1                                                     |
| <b>Version</b>             | 2.0                                                   |
| <b>Last Reviewed Date</b>  | 31/03/2022                                            |
| <b>Next Review Date</b>    | 31/03/2025                                            |
| <b>NSQC Clearance Date</b> | 31/03/2022                                            |

## Qualification Pack

### AGR/N4342: Supervise the preparation and maintenance of the poultry house for receiving chicks/birds

#### Description

This OS unit is about overseeing the preparation and maintenance of the poultry shed for receiving day old chicks/pullet in order to rear them.

#### Scope

The scope covers the following :

- Oversee the preparation and maintenance of the poultry house

#### Elements and Performance Criteria

##### *Oversee the preparation and maintenance of the poultry house*

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

- PC1.** select suitable site for construction of poultry shed for housing chicks/grower/layer birds
- PC2.** arrange equipment and other consumables for housing the birds
- PC3.** ensure the equipment are cleaned periodically and stored at the designated place
- PC4.** ensure proper housing facilities for chicks/grower/layer to facilitate good health and production
- PC5.** ensure replacement of consumables as and when required
- PC6.** identify the shed that needs to be cleaned out after culling of all its birds
- PC7.** plan in advance for the terminal disinfection of the shed
- PC8.** ensure regular cleaning and disinfection of the shed for the receipt of the birds/ chicks
- PC9.** ensure measures to upkeep the health and safety of the birds as per standard operating procedures

#### Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** relevant legislation, standards, policies, and procedures at work
- KU2.** relevant health and safety requirements applicable to the work environment
- KU3.** own job role and responsibilities and sources of information pertaining to work
- KU4.** impact of not following health, hygiene, safety and quality standards on consumers and the business
- KU5.** types of housing to accommodate chicks, grower and finisher birds
- KU6.** materials and equipment required to maintain the health and production of the birds
- KU7.** procedure for terminal disinfection of the shed
- KU8.** infrastructure requirements for protection of chicks from predators
- KU9.** specific poultry production systems, such as broilers, breeders and layers

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**KU10.** poultry shed design specifications

**KU11.** importance of proper ventilation, light, water, temperature and humidity for raising chicks

### Generic Skills (GS)

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

**GS1.** note the information communicated by the workers

**GS2.** communicate effectively with the workers and seniors

**GS3.** discuss task lists, schedules and activities with the workers

**GS4.** plan the work activities as per the priority

**GS5.** analyse critical points in day to day tasks through experience and observation

## Qualification Pack

### Assessment Criteria

| Assessment Criteria for Outcomes                                                                              | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|---------------------------------------------------------------------------------------------------------------|--------------|-----------------|---------------|------------|
| <i>Oversee the preparation and maintenance of the poultry house</i>                                           | 15           | 15              | -             | 20         |
| <b>PC1.</b> select suitable site for construction of poultry shed for housing chicks/grower/layer birds       | -            | -               | -             | -          |
| <b>PC2.</b> arrange equipment and other consumables for housing the birds                                     | -            | -               | -             | -          |
| <b>PC3.</b> ensure the equipment are cleaned periodically and stored at the designated place                  | -            | -               | -             | -          |
| <b>PC4.</b> ensure proper housing facilities for chicks/grower/layer to facilitate good health and production | -            | -               | -             | -          |
| <b>PC5.</b> ensure replacement of consumables as and when required                                            | -            | -               | -             | -          |
| <b>PC6.</b> identify the shed that needs to be cleaned out after culling of all its birds                     | -            | -               | -             | -          |
| <b>PC7.</b> plan in advance for the terminal disinfection of the shed                                         | -            | -               | -             | -          |
| <b>PC8.</b> ensure regular cleaning and disinfection of the shed for the receipt of the birds/ chicks         | -            | -               | -             | -          |
| <b>PC9.</b> ensure measures to upkeep the health and safety of the birds as per standard operating procedures | -            | -               | -             | -          |
| <b>NOS Total</b>                                                                                              | <b>15</b>    | <b>15</b>       | <b>-</b>      | <b>20</b>  |

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### National Occupational Standards (NOS) Parameters

|                            |                                                                                           |
|----------------------------|-------------------------------------------------------------------------------------------|
| <b>NOS Code</b>            | AGR/N4342                                                                                 |
| <b>NOS Name</b>            | Supervise the preparation and maintenance of the poultry house for receiving chicks/birds |
| <b>Sector</b>              | Agriculture                                                                               |
| <b>Sub-Sector</b>          | Poultry                                                                                   |
| <b>Occupation</b>          | Poultry Farming                                                                           |
| <b>NSQF Level</b>          | 5                                                                                         |
| <b>Credits</b>             | 1                                                                                         |
| <b>Version</b>             | 1.0                                                                                       |
| <b>Last Reviewed Date</b>  | 31/03/2022                                                                                |
| <b>Next Review Date</b>    | 31/03/2025                                                                                |
| <b>NSQC Clearance Date</b> | 31/03/2022                                                                                |

## Qualification Pack

### AGR/N4343: Ensure proper feeding, watering and litter management of birds

#### Description

This unit is about ensuring balanced feed and sanitized water for poultry birds along with their litter management.

#### Scope

The scope covers the following :

- Ensure proper receipt and storage of feed
- Ensure balanced feed and sanitized water to the birds
- Manage the litter
- Ensure resource optimization

#### Elements and Performance Criteria

##### *Ensure proper receipt and storage of feed*

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

- PC1.** check the quality and quantity of feed delivered at the farm
- PC2.** report any issues in the delivered feed to the farm in-charge
- PC3.** ensure safe storage of feed to prevent moisture absorption and fungal infestation
- PC4.** check the feed stock regularly and report discrepancies timely

##### *Ensure balanced feed and sanitized water to the birds*

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

- PC5.** ensure optimum number of feeders and drinkers according to the number of chicks/birds in the shed
- PC6.** ensure proper height of the feeder and drinker for easy access to birds
- PC7.** ensure provision of sanitized water to birds
- PC8.** ensure provision of balanced feed according to age and stage of production
- PC9.** ensure addition of feed supplements in birds' diet as per the standard operating procedure
- PC10.** arrange safe disposal of the damaged feed
- PC11.** monitor any deviation in quantity of feed and water intake by the birds

##### *Manage the litter*

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

- PC12.** ensure litter of optimum thickness for the birds
- PC13.** ensure maintenance of optimum moisture and ammonia levels in the litter
- PC14.** ensure regular raking of the litter

##### *Ensure resource optimization*

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

- PC15.** optimize usage of material including water/electricity in various tasks/activities/processes

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- PC16.** ensure proper segregation of waste into different categories
- PC17.** ensure proper disposal of non-recyclable waste
- PC18.** ensure recycling of reusable material

## Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** job responsibilities and duties as per the organization's policies
- KU2.** procedures of maintaining & sanitizing of feeders and drinkers as per the organizational standards
- KU3.** type and quantity of feed required for each grade of bird as per their age/growth stage
- KU4.** how to assess the quality of feed
- KU5.** consequences of improper storage of feed
- KU6.** various types of pest infestation in feed and their remedial measures
- KU7.** normal feeding and drinking behavior of chicks/birds as per their growth stage
- KU8.** litter management
- KU9.** waste disposal techniques for litter & discarded feed as per the industry guidelines and policies
- KU10.** how to maintain record of feeding schedule and type of feed
- KU11.** benefits of resource optimization
- KU12.** ways of efficiently managing material and water in the process
- KU13.** waste management and methods of waste disposal

## Generic Skills (GS)

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

- GS1.** note the information communicated by the workers
- GS2.** discuss task lists, schedules and activities with the workers
- GS3.** communicate clearly and effectively with workers and other stakeholders
- GS4.** plan and organize the work activities to utilize time and equipment effectively
- GS5.** think through the problem, evaluate the possible solution(s) and take up an optimum/ best possible solution(s)
- GS6.** analyse the information gathered from observation, experience, reasoning, or communication, as a guide to thought and action

## Qualification Pack

### Assessment Criteria

| Assessment Criteria for Outcomes                                                                              | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|---------------------------------------------------------------------------------------------------------------|--------------|-----------------|---------------|------------|
| <i>Ensure proper receipt and storage of feed</i>                                                              | <b>5</b>     | <b>5</b>        | -             | <b>5</b>   |
| <b>PC1.</b> check the quality and quantity of feed delivered at the farm                                      | -            | -               | -             | -          |
| <b>PC2.</b> report any issues in the delivered feed to the farm in-charge                                     | -            | -               | -             | -          |
| <b>PC3.</b> ensure safe storage of feed to prevent moisture absorption and fungal infestation                 | -            | -               | -             | -          |
| <b>PC4.</b> check the feed stock regularly and report discrepancies timely                                    | -            | -               | -             | -          |
| <i>Ensure balanced feed and sanitized water to the birds</i>                                                  | <b>5</b>     | <b>5</b>        | -             | <b>5</b>   |
| <b>PC5.</b> ensure optimum number of feeders and drinkers according to the number of chicks/birds in the shed | -            | -               | -             | -          |
| <b>PC6.</b> ensure proper height of the feeder and drinker for easy access to birds                           | -            | -               | -             | -          |
| <b>PC7.</b> ensure provision of sanitized water to birds                                                      | -            | -               | -             | -          |
| <b>PC8.</b> ensure provision of balanced feed according to age and stage of production                        | -            | -               | -             | -          |
| <b>PC9.</b> ensure addition of feed supplements in birds' diet as per the standard operating procedure        | -            | -               | -             | -          |
| <b>PC10.</b> arrange safe disposal of the damaged feed                                                        | -            | -               | -             | -          |
| <b>PC11.</b> monitor any deviation in quantity of feed and water intake by the birds                          | -            | -               | -             | -          |
| <i>Manage the litter</i>                                                                                      | <b>5</b>     | <b>3</b>        | -             | <b>2</b>   |
| <b>PC12.</b> ensure litter of optimum thickness for the birds                                                 | -            | -               | -             | -          |
| <b>PC13.</b> ensure maintenance of optimum moisture and ammonia levels in the litter                          | -            | -               | -             | -          |
| <b>PC14.</b> ensure regular raking of the litter                                                              | -            | -               | -             | -          |



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| Assessment Criteria for Outcomes                                                                          | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|-----------------------------------------------------------------------------------------------------------|--------------|-----------------|---------------|------------|
| <i>Ensure resource optimization</i>                                                                       | <b>5</b>     | <b>3</b>        | -             | <b>2</b>   |
| <b>PC15.</b> optimize usage of material including water/electricity in various tasks/activities/processes | -            | -               | -             | -          |
| <b>PC16.</b> ensure proper segregation of waste into different categories                                 | -            | -               | -             | -          |
| <b>PC17.</b> ensure proper disposal of non-recyclable waste                                               | -            | -               | -             | -          |
| <b>PC18.</b> ensure recycling of reusable material                                                        | -            | -               | -             | -          |
| <b>NOS Total</b>                                                                                          | <b>20</b>    | <b>16</b>       | -             | <b>14</b>  |

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### National Occupational Standards (NOS) Parameters

|                            |                                                                |
|----------------------------|----------------------------------------------------------------|
| <b>NOS Code</b>            | AGR/N4343                                                      |
| <b>NOS Name</b>            | Ensure proper feeding, watering and litter management of birds |
| <b>Sector</b>              | Agriculture                                                    |
| <b>Sub-Sector</b>          | Poultry                                                        |
| <b>Occupation</b>          | Poultry Farming                                                |
| <b>NSQF Level</b>          | 5                                                              |
| <b>Credits</b>             | 1                                                              |
| <b>Version</b>             | 1.0                                                            |
| <b>Last Reviewed Date</b>  | 31/03/2022                                                     |
| <b>Next Review Date</b>    | 31/03/2025                                                     |
| <b>NSQC Clearance Date</b> | 31/03/2022                                                     |

## Qualification Pack

### AGR/N4344: Ensure biosecurity and hygienic measures to upkeep birds health

#### Description

This OS unit is about maintaining health of the birds by adopting strict biosecurity measures at the poultry farm.

#### Scope

The scope covers the following :

- Ensure recommended biosecurity measures at the poultry farm
- Ensure timely vaccination and deworming of birds

#### Elements and Performance Criteria

##### *Ensure recommended biosecurity measures at the poultry farm*

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

- PC1.** ensure measure to prevent cross contamination by human, wild birds, domesticated animal and vehicles
- PC2.** provide fencing around the farm premises
- PC3.** monitor proper disinfection of the incoming vehicles with vehicle spray and human spray for the accompanying persons
- PC4.** ensure provision of foot dip and hand wash at the entrance of the farm and shed
- PC5.** ensure personnel hygiene at the poultry farm
- PC6.** ensure preventive measures are in place to prevent the entry of rats and other rodents in the farm
- PC7.** implement the fly control program in elevated cage and slat system of the shed
- PC8.** ensure safe disposal of the dead birds, empty vaccine vials ,medicine bottles, feathers, damaged eggs, etc. as per the SOP

##### *Ensure timely vaccination and deworming of birds*

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

- PC9.** ensure measures to protect the birds from exposure to infectious organisms
- PC10.** ensure the approved vaccination and medication schedule are available before arrival of the chicks and the same is displayed in the farm office
- PC11.** ensure the vaccination and precautionary measures are followed strictly
- PC12.** ensure the cold chain is maintained during transportation and storage of the vaccine
- PC13.** ensure proper deworming program for prevention and treatment in breeder/layer birds

#### Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

## Qualification Pack

- KU1.** relevant legislation, standards, policies, and procedures at work
- KU2.** relevant health and safety requirements applicable to the work environment
- KU3.** own job role and responsibilities and sources of information pertaining to work
- KU4.** biosecurity measures to be implemented at the poultry farm
- KU5.** organization's methods for preventive care for ensuring health and well-being of birds and people
- KU6.** how to ensure personnel hygiene at the poultry farm
- KU7.** importance of vaccination and deworming of poultry birds
- KU8.** vaccination and medication schedule for the poultry birds
- KU9.** cross contamination by human, wild birds, domesticated animal and vehicles
- KU10.** possible sources of contamination to medication
- KU11.** administration of prescribed basic healthcare treatments

## Generic Skills (GS)

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

- GS1.** note the information communicated by the workers
- GS2.** write information documents to internal departments/ internal teams
- GS3.** discuss task lists, schedules and activities with the workers
- GS4.** communicate effectively with team members to pass on the technical information
- GS5.** plan and prioritize work activities at the farm
- GS6.** use acquired knowledge of the process for identifying and handling issues

## Qualification Pack

### Assessment Criteria

| Assessment Criteria for Outcomes                                                                                                                             | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|-----------------|---------------|------------|
| <i>Ensure recommended biosecurity measures at the poultry farm</i>                                                                                           | <b>15</b>    | <b>5</b>        | -             | <b>10</b>  |
| <b>PC1.</b> ensure measure to prevent cross contamination by human, wild birds, domesticated animal and vehicles                                             | -            | -               | -             | -          |
| <b>PC2.</b> provide fencing around the farm premises                                                                                                         | -            | -               | -             | -          |
| <b>PC3.</b> monitor proper disinfection of the incoming vehicles with vehicle spray and human spray for the accompanying persons                             | -            | -               | -             | -          |
| <b>PC4.</b> ensure provision of foot dip and hand wash at the entrance of the farm and shed                                                                  | -            | -               | -             | -          |
| <b>PC5.</b> ensure personnel hygiene at the poultry farm                                                                                                     | -            | -               | -             | -          |
| <b>PC6.</b> ensure preventive measures are in place to prevent the entry of rats and other rodents in the farm                                               | -            | -               | -             | -          |
| <b>PC7.</b> implement the fly control program in elevated cage and slat system of the shed                                                                   | -            | -               | -             | -          |
| <b>PC8.</b> ensure safe disposal of the dead birds, empty vaccine vials ,medicine bottles, feathers, damaged eggs, etc. as per the SOP                       | -            | -               | -             | -          |
| <i>Ensure timely vaccination and deworming of birds</i>                                                                                                      | <b>10</b>    | <b>5</b>        | -             | <b>5</b>   |
| <b>PC9.</b> ensure measures to protect the birds from exposure to infectious organisms                                                                       | -            | -               | -             | -          |
| <b>PC10.</b> ensure the approved vaccination and medication schedule are available before arrival of the chicks and the same is displayed in the farm office | -            | -               | -             | -          |
| <b>PC11.</b> ensure the vaccination and precautionary measures are followed strictly                                                                         | -            | -               | -             | -          |
| <b>PC12.</b> ensure the cold chain is maintained during transportation and storage of the vaccine                                                            | -            | -               | -             | -          |

### Qualification Pack

| Assessment Criteria for Outcomes                                                                 | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|--------------------------------------------------------------------------------------------------|--------------|-----------------|---------------|------------|
| <b>PC13.</b> ensure proper deworming program for prevention and treatment in breeder/layer birds | -            | -               | -             | -          |
| <b>NOS Total</b>                                                                                 | <b>25</b>    | <b>10</b>       | <b>-</b>      | <b>15</b>  |

## Qualification Pack

### National Occupational Standards (NOS) Parameters

|                            |                                                                 |
|----------------------------|-----------------------------------------------------------------|
| <b>NOS Code</b>            | AGR/N4344                                                       |
| <b>NOS Name</b>            | Ensure biosecurity and hygienic measures to upkeep birds health |
| <b>Sector</b>              | Agriculture                                                     |
| <b>Sub-Sector</b>          | Poultry                                                         |
| <b>Occupation</b>          | Poultry Farming                                                 |
| <b>NSQF Level</b>          | 5                                                               |
| <b>Credits</b>             | 1                                                               |
| <b>Version</b>             | 1.0                                                             |
| <b>Last Reviewed Date</b>  | 31/03/2022                                                      |
| <b>Next Review Date</b>    | 31/03/2025                                                      |
| <b>NSQC Clearance Date</b> | 31/03/2022                                                      |

## Qualification Pack

### AGR/N4302: Supervise farm workers

#### Description

This OS is about directing and monitoring workers on day-to-day poultry farm activities, to raise the poultry birds as per the company's standards

#### Scope

The scope covers the following :

- Distribute the work among workers
- Guide and monitor the activities of workers
- Practice inclusion at the workplace

#### Elements and Performance Criteria

##### *Distribute the work among workers*

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

- PC1.** identify the maintenance activities related to the poultry birds and farm infrastructure
- PC2.** chalk out the work and activities to be done every day
- PC3.** delegate the work among farm workers and casual workers to complete the day's work
- PC4.** keep record of the materials distributed to workers like feed, personal protective equipment and tools as per the work requirements and company policy

##### *Guide and monitor the activities of workers*

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

- PC5.** brief the workers on the work requirements and the effective ways for completing their respective work
- PC6.** train workers on how to handle the birds at different stages of growth
- PC7.** monitor the performance of the workers and point out if any discrepancy is observed
- PC8.** ensure motivated and productive workers in the farm
- PC9.** monitor health, hygiene, sanitation and welfare of birds in the poultry farm periodically
- PC10.** maintain the operational record as per the company's policy
- PC11.** report problems to the farm manager in a timely manner

##### *Practice inclusion at the workplace*

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

- PC12.** promote a conducive environment and encourage appropriate behavior and conduct across all the genders and PwD at the workplace
- PC13.** use appropriate verbal and non-verbal communication while interacting with Persons with Disabilities (PwD)
- PC14.** ensure equal participation of the people across genders in discussions

#### Knowledge and Understanding (KU)



## Qualification Pack

The individual on the job needs to know and understand:

- KU1.** relevant legislation, standards, policies, and procedures at work
- KU2.** relevant health and safety requirements applicable to the work environment
- KU3.** own job role and responsibilities and sources of information pertaining to work
- KU4.** the impact of not following the health, hygiene, safety and quality standards on consumers and the business
- KU5.** documentation and related procedures applicable in the context of work
- KU6.** company's policies on personnel management, incentives
- KU7.** different environmental, feed, water, light requirements to produce quality birds/eggs
- KU8.** infrastructure requirements for the protection of birds from predators
- KU9.** specific poultry production systems, such as broilers, breeders and commercial layers
- KU10.** seasonal and day-night management practices of raising birds during the brooding stage
- KU11.** the importance of maintaining proper ventilation, light, water, temperature and humidity for raising poultry birds
- KU12.** age-wise feeding programs, correct nutritional diet and water requirements for broiler chicks
- KU13.** methods of handling of poultry birds at different stages of growth
- KU14.** use of personal protective gears
- KU15.** poultry farm waste disposal methods
- KU16.** environmentally sound methods for raising poultry birds
- KU17.** any legislation, codes or guidelines of best practices to promote the health and well-being of the poultry birds

## Generic Skills (GS)

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

- GS1.** complete any statutory or regulatory documentation
- GS2.** read manuals and other regulatory documentation
- GS3.** listen to workers to understand their problems
- GS4.** communicate clearly and effectively with the workers and manager on day-to-day basis
- GS5.** decide on the activities to be performed to get the desired result
- GS6.** schedule daily activities and draw up priorities
- GS7.** organize resources required for completion of tasks
- GS8.** manage relationships with laborers and other co-farmers
- GS9.** identify problems immediately and take up solutions quickly to resolve delays
- GS10.** analyze workers' job and ways to keep them motivated

## Qualification Pack

### Assessment Criteria

| Assessment Criteria for Outcomes                                                                                                                                   | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|-----------------|---------------|------------|
| <i>Distribute the work among workers</i>                                                                                                                           | <b>10</b>    | <b>10</b>       | -             | <b>10</b>  |
| <b>PC1.</b> identify the maintenance activities related to the poultry birds and farm infrastructure                                                               | -            | -               | -             | -          |
| <b>PC2.</b> chalk out the work and activities to be done every day                                                                                                 | -            | -               | -             | -          |
| <b>PC3.</b> delegate the work among farm workers and casual workers to complete the day's work                                                                     | -            | -               | -             | -          |
| <b>PC4.</b> keep record of the materials distributed to workers like feed, personal protective equipment and tools as per the work requirements and company policy | -            | -               | -             | -          |
| <i>Guide and monitor the activities of workers</i>                                                                                                                 | <b>10</b>    | <b>20</b>       | -             | <b>15</b>  |
| <b>PC5.</b> brief the workers on the work requirements and the effective ways for completing their respective work                                                 | -            | -               | -             | -          |
| <b>PC6.</b> train workers on how to handle the birds at different stages of growth                                                                                 | -            | -               | -             | -          |
| <b>PC7.</b> monitor the performance of the workers and point out if any discrepancy is observed                                                                    | -            | -               | -             | -          |
| <b>PC8.</b> ensure motivated and productive workers in the farm                                                                                                    | -            | -               | -             | -          |
| <b>PC9.</b> monitor health, hygiene, sanitation and welfare of birds in the poultry farm periodically                                                              | -            | -               | -             | -          |
| <b>PC10.</b> maintain the operational record as per the company's policy                                                                                           | -            | -               | -             | -          |
| <b>PC11.</b> report problems to the farm manager in a timely manner                                                                                                | -            | -               | -             | -          |
| <i>Practice inclusion at the workplace</i>                                                                                                                         | <b>10</b>    | <b>5</b>        | -             | <b>10</b>  |
| <b>PC12.</b> promote a conducive environment and encourage appropriate behavior and conduct across all the genders and PwD at the workplace                        | -            | -               | -             | -          |

### Qualification Pack

| Assessment Criteria for Outcomes                                                                                        | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|-------------------------------------------------------------------------------------------------------------------------|--------------|-----------------|---------------|------------|
| <b>PC13.</b> use appropriate verbal and non-verbal communication while interacting with Persons with Disabilities (PwD) | -            | -               | -             | -          |
| <b>PC14.</b> ensure equal participation of the people across genders in discussions                                     | -            | -               | -             | -          |
| <b>NOS Total</b>                                                                                                        | <b>30</b>    | <b>35</b>       | <b>-</b>      | <b>35</b>  |

## Qualification Pack

### National Occupational Standards (NOS) Parameters

|                            |                        |
|----------------------------|------------------------|
| <b>NOS Code</b>            | AGR/N4302              |
| <b>NOS Name</b>            | Supervise farm workers |
| <b>Sector</b>              | Agriculture            |
| <b>Sub-Sector</b>          | Poultry                |
| <b>Occupation</b>          | Poultry Farming        |
| <b>NSQF Level</b>          | 5                      |
| <b>Credits</b>             | 1                      |
| <b>Version</b>             | 2.0                    |
| <b>Last Reviewed Date</b>  | 31/03/2022             |
| <b>Next Review Date</b>    | 31/03/2025             |
| <b>NSQC Clearance Date</b> | 31/03/2022             |

## Qualification Pack

### AGR/N4345: Maintain records related to a commercial poultry farm

#### Description

This OS unit is about maintaining data and records related to commercial poultry farming for production of hatching eggs /table eggs and broiler birds.

#### Scope

The scope covers the following :

- Maintain records related to feed stock and consumption
- Maintain records of vaccination, medication and livability particulars
- Maintain records of egg production
- Maintain financial records

#### Elements and Performance Criteria

##### *Maintain records related to feed stock and consumption*

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

- PC1.** document the receipt and issues of various types of feed
- PC2.** document the feed consumption, Feed Conversion Ratio (FCR) for dozen eggs and egg mass/ FCR in broilers
- PC3.** document the treatment and consumption of water

##### *Maintain records of vaccination, medication and livability particulars*

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

- PC4.** document the daily mortality data with post-mortem lesion findings
- PC5.** document the data on vaccination and medication particulars
- PC6.** maintain livability data month-wise and season-wise

##### *Maintain records of egg production*

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

- PC7.** record the hen day and hen housed egg production in breeder and layer / market weight and FCR in broilers
- PC8.** record the percentage of settable eggs and rejected eggs in parent birds
- PC9.** maintain birds stock register and farm day book (Flock register)

##### *Maintain records of egg production and Broiler*

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

- PC10.** maintain batch wise performance sheet for the broiler farm
- PC11.** calculate the actual cost of production/ kg live weight and the profit/ loss incurred for the batch

##### *Maintain financial records*

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

- PC12.** prepare and maintain financial records of inputs purchased and other costs incurred
- PC13.** maintain records of the value of the sale of the produce

## Qualification Pack

**PC14.** maintain records of revenue and profit earned

### Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** relevant legislation, standards, policies and procedures for management of poultry farm
- KU2.** own job role & responsibilities and standard operating procedures
- KU3.** standards of maintaining records and documents as per the industry guidelines
- KU4.** methods to record and maintain records of observations related to hatching egg production/table eggs/meat
- KU5.** how to calculate benefit cost(B:C) ratio of the poultry farm
- KU6.** how to operate a computer
- KU7.** methods to track back the record

### Generic Skills (GS)

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

- GS1.** maintain record of the necessary data of the poultry farm and also the information communicated by the workers and helpers in appropriate format manually or electronically
- GS2.** maintain effective work relationship with other workers and customers
- GS3.** identify problems that may arise in carrying out tasks and take preventative action
- GS4.** use acquired knowledge of the process for identifying and handling Issues

## Qualification Pack

### Assessment Criteria

| Assessment Criteria for Outcomes                                                                                      | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|-----------------------------------------------------------------------------------------------------------------------|--------------|-----------------|---------------|------------|
| <i>Maintain records related to feed stock and consumption</i>                                                         | 5            | 2               | -             | 3          |
| <b>PC1.</b> document the receipt and issues of various types of feed                                                  | -            | -               | -             | -          |
| <b>PC2.</b> document the feed consumption, Feed Conversion Ratio (FCR) for dozen eggs and egg mass/ FCR in broilers   | -            | -               | -             | -          |
| <b>PC3.</b> document the treatment and consumption of water                                                           | -            | -               | -             | -          |
| <i>Maintain records of vaccination, medication and livability particulars</i>                                         | 5            | 2               | -             | 3          |
| <b>PC4.</b> document the daily mortality data with post-mortem lesion findings                                        | -            | -               | -             | -          |
| <b>PC5.</b> document the data on vaccination and medication particulars                                               | -            | -               | -             | -          |
| <b>PC6.</b> maintain livability data month-wise and season-wise                                                       | -            | -               | -             | -          |
| <i>Maintain records of egg production</i>                                                                             | 5            | 2               | -             | 3          |
| <b>PC7.</b> record the hen day and hen housed egg production in breeder and layer / market weight and FCR in broilers | -            | -               | -             | -          |
| <b>PC8.</b> record the percentage of settable eggs and rejected eggs in parent birds                                  | -            | -               | -             | -          |
| <b>PC9.</b> maintain birds stock register and farm day book (Flock register)                                          | -            | -               | -             | -          |
| <i>Maintain records of egg production and Broiler</i>                                                                 | 5            | 2               | -             | 3          |
| <b>PC10.</b> maintain batch wise performance sheet for the broiler farm                                               | -            | -               | -             | -          |
| <b>PC11.</b> calculate the actual cost of production/ kg live weight and the profit/ loss incurred for the batch      | -            | -               | -             | -          |

### Qualification Pack

| Assessment Criteria for Outcomes                                                                 | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|--------------------------------------------------------------------------------------------------|--------------|-----------------|---------------|------------|
| <i>Maintain financial records</i>                                                                | 5            | 2               | -             | 3          |
| <b>PC12.</b> prepare and maintain financial records of inputs purchased and other costs incurred | -            | -               | -             | -          |
| <b>PC13.</b> maintain records of the value of the sale of the produce                            | -            | -               | -             | -          |
| <b>PC14.</b> maintain records of revenue and profit earned                                       | -            | -               | -             | -          |
| <b>NOS Total</b>                                                                                 | <b>25</b>    | <b>10</b>       | <b>-</b>      | <b>15</b>  |



## Qualification Pack

### National Occupational Standards (NOS) Parameters

|                            |                                                       |
|----------------------------|-------------------------------------------------------|
| <b>NOS Code</b>            | AGR/N4345                                             |
| <b>NOS Name</b>            | Maintain records related to a commercial poultry farm |
| <b>Sector</b>              | Agriculture                                           |
| <b>Sub-Sector</b>          | Poultry                                               |
| <b>Occupation</b>          | Poultry Farming                                       |
| <b>NSQF Level</b>          | 5                                                     |
| <b>Credits</b>             | 1                                                     |
| <b>Version</b>             | 1.0                                                   |
| <b>Last Reviewed Date</b>  | 31/03/2022                                            |
| <b>Next Review Date</b>    | 31/03/2025                                            |
| <b>NSQC Clearance Date</b> | 31/03/2022                                            |

## Qualification Pack

### AGR/N4316: Ensure safety, hygiene and sanitation of poultry farm

#### Description

This OS unit is about maintaining safety and hygiene of birds and workers in the poultry farm.

#### Scope

The scope covers the following :

- Ensure a safe and hygienic environment for birds and poultry workers
- Ensure compliance with appropriate emergency procedures

#### Elements and Performance Criteria

##### *Ensure a safe and hygienic environment for birds and poultry workers*

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

- PC1.** ensure compliance with food safety and hygiene regulations of the industry
- PC2.** ensure personal hygiene and safety is maintained by the workers and other personnel by using PPE, whenever required
- PC3.** ensure all work procedures are performed as per the Standard Operating Procedure (SOP)
- PC4.** ensure precautionary measures are undertaken while handling chemicals/disinfectants/fumigants/vaccines/medicines
- PC5.** ensure that the facility and equipment being used are sanitized as per the industry standards
- PC6.** perform duties in a manner which minimizes environmental damage
- PC7.** ensure all the issues and incidents are reported to the concerned authority, and dealt with on a priority basis in time
- PC8.** ensure the monitoring and maintenance of poultry sheds and equipment is performed periodically
- PC9.** ensure the disposal of poultry farm waste is done in an eco-friendly manner, in accordance with industry standards
- PC10.** carry out workplace checklist audits before and after work to ensure safety and hygiene

##### *Ensure compliance with appropriate emergency procedures*

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

- PC11.** ensure the precautionary measures for dealing with emergencies are followed at all times
- PC12.** ensure that first aid treatment is provided to any injured, in case of an accident
- PC13.** ensure that emergency equipment and first aid kits are placed at designated locations in the facility

#### Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** relevant legislation, standards, policies and procedures for management of poultry farm

## Qualification Pack

- KU2.** organizational practices of managing a proper work environment and physical infrastructure of a poultry farm
- KU3.** relevant health and safety requirements applicable to the work environment
- KU4.** own job role & responsibilities and standard operating procedures
- KU5.** personal hygiene requirements
- KU6.** standard procedures followed in case of any health emergency or accident
- KU7.** possible physical, chemical and biological hazards and methods of prevention of various hazards
- KU8.** bio-security measures to be adopted for the management of a poultry farm
- KU9.** waste disposal techniques as per the industry guidelines and policies
- KU10.** precautionary measures of using and storing various chemicals at the workspace
- KU11.** impact of not following the health, hygiene, safety and quality standards on birds, consumers and the business

## Generic Skills (GS)

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

- GS1.** note the information communicated by the workers and supervisors
- GS2.** stay updated with the latest development in poultry farm management by reading brochures, pamphlets, e-content, etc.
- GS3.** maintain effective work relationship with other workers, supervisors and other stakeholders
- GS4.** write information documents to internal departments and teams
- GS5.** plan and organize the work activities with the supervisors to utilize time and equipment effectively
- GS6.** identify problems that may arise in carrying out tasks and take preventative action following workplace procedures
- GS7.** analyze the information gathered from one's observations and experiences
- GS8.** use acquired knowledge of the process for identifying and handling issues

## Qualification Pack

### Assessment Criteria

| Assessment Criteria for Outcomes                                                                                                    | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|-------------------------------------------------------------------------------------------------------------------------------------|--------------|-----------------|---------------|------------|
| <i>Ensure a safe and hygienic environment for birds and poultry workers</i>                                                         | <b>20</b>    | <b>20</b>       | -             | <b>20</b>  |
| <b>PC1.</b> ensure compliance with food safety and hygiene regulations of the industry                                              | -            | -               | -             | -          |
| <b>PC2.</b> ensure personal hygiene and safety is maintained by the workers and other personnel by using PPE, whenever required     | -            | -               | -             | -          |
| <b>PC3.</b> ensure all work procedures are performed as per the Standard Operating Procedure (SOP)                                  | -            | -               | -             | -          |
| <b>PC4.</b> ensure precautionary measures are undertaken while handling chemicals/disinfectants/fumigants/vaccines/medicines        | -            | -               | -             | -          |
| <b>PC5.</b> ensure that the facility and equipment being used are sanitized as per the industry standards                           | -            | -               | -             | -          |
| <b>PC6.</b> perform duties in a manner which minimizes environmental damage                                                         | -            | -               | -             | -          |
| <b>PC7.</b> ensure all the issues and incidents are reported to the concerned authority, and dealt with on a priority basis in time | -            | -               | -             | -          |
| <b>PC8.</b> ensure the monitoring and maintenance of poultry sheds and equipment is performed periodically                          | -            | -               | -             | -          |
| <b>PC9.</b> ensure the disposal of poultry farm waste is done in an eco-friendly manner, in accordance with industry standards      | -            | -               | -             | -          |
| <b>PC10.</b> carry out workplace checklist audits before and after work to ensure safety and hygiene                                | -            | -               | -             | -          |
| <i>Ensure compliance with appropriate emergency procedures</i>                                                                      | <b>10</b>    | <b>15</b>       | -             | <b>15</b>  |
| <b>PC11.</b> ensure the precautionary measures for dealing with emergencies are followed at all times                               | -            | -               | -             | -          |
| <b>PC12.</b> ensure that first aid treatment is provided to any injured, in case of an accident                                     | -            | -               | -             | -          |

### Qualification Pack

| Assessment Criteria for Outcomes                                                                                   | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|--------------------------------------------------------------------------------------------------------------------|--------------|-----------------|---------------|------------|
| <b>PC13.</b> ensure that emergency equipment and first aid kits are placed at designated locations in the facility | -            | -               | -             | -          |
| <b>NOS Total</b>                                                                                                   | <b>30</b>    | <b>35</b>       | <b>-</b>      | <b>35</b>  |

## Qualification Pack

### National Occupational Standards (NOS) Parameters

|                            |                                                       |
|----------------------------|-------------------------------------------------------|
| <b>NOS Code</b>            | AGR/N4316                                             |
| <b>NOS Name</b>            | Ensure safety, hygiene and sanitation of poultry farm |
| <b>Sector</b>              | Agriculture                                           |
| <b>Sub-Sector</b>          | Poultry                                               |
| <b>Occupation</b>          | Poultry Farming                                       |
| <b>NSQF Level</b>          | 4                                                     |
| <b>Credits</b>             | 1                                                     |
| <b>Version</b>             | 2.0                                                   |
| <b>Last Reviewed Date</b>  | 31/03/2022                                            |
| <b>Next Review Date</b>    | 31/03/2025                                            |
| <b>NSQC Clearance Date</b> | 31/03/2022                                            |

## 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

## Qualification Pack

- 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



## Qualification Pack

- 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                      |

## Qualification Pack

### AGR/N4346: Manage the brooding, growing and laying birds in a breeder/layer farm

#### Description

This OS unit is about the management of the chicks in a breeder/layer farm.

#### Scope

The scope covers the following :

- Achieve the target body weight during brooding, growing and laying process
- Achieve the optimum livability

#### Elements and Performance Criteria

##### *Achieve the target body weight during brooding, growing and laying process*

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

- PC1.** ensure the required environment to the chicks during the brooding process
- PC2.** monitor the growth performance/body-weight of chicks on weekly basis
- PC3.** monitor the Coefficient Variation (CV) of the breeder birds periodically
- PC4.** provide the feed gram based on the CV % and body-weight gain
- PC5.** ensure proper lighting during brooding, growing and laying period
- PC6.** ensure culling of weak and unproductive birds during growing period to maintain the flock CV %
- PC7.** ensure recommended age-wise stocking density
- PC8.** ensure optimum thickness, moisture and ammonia levels in the litter

##### *Achieve the optimum livability*

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

- PC9.** ensure proper immunization of birds against diseases
- PC10.** provide correct medication
- PC11.** ensure clean and sanitized water to the birds
- PC12.** monitor the general health of the birds

#### Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** relevant legislation, standards, policies, and procedures at work
- KU2.** relevant health and safety requirements applicable to the workplace
- KU3.** own job role and responsibilities and sources of information pertaining to work
- KU4.** recommended environment for the chicks during the brooding process
- KU5.** recommended stocking density in a breeder/layer farm



## Qualification Pack

- KU6.** litter management
- KU7.** importance of balanced feed and sanitized water for the growth of poultry birds
- KU8.** how to monitor growth performance of chicks
- KU9.** how to monitor Co-efficient Variation (CV) of breeder birds
- KU10.** importance of immunization of birds
- KU11.** general well-being of poultry birds

## Generic Skills (GS)

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

- GS1.** maintain work-related notes and records in appropriate format as per organizational policy
- GS2.** communicate effectively with team workers and other stakeholders
- GS3.** discuss task lists, schedules and activities with workers
- GS4.** plan and prioritize activities at the workplace
- GS5.** analyse critical points in day to day tasks
- GS6.** use acquired knowledge of the process for identifying and handling issues

## Qualification Pack

### Assessment Criteria

| Assessment Criteria for Outcomes                                                                           | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|------------------------------------------------------------------------------------------------------------|--------------|-----------------|---------------|------------|
| <i>Achieve the target body weight during brooding, growing and laying process</i>                          | <b>10</b>    | <b>15</b>       | -             | <b>10</b>  |
| <b>PC1.</b> ensure the required environment to the chicks during the brooding process                      | -            | -               | -             | -          |
| <b>PC2.</b> monitor the growth performance/body-weight of chicks on weekly basis                           | -            | -               | -             | -          |
| <b>PC3.</b> monitor the Coefficient Variation (CV) of the breeder birds periodically                       | -            | -               | -             | -          |
| <b>PC4.</b> provide the feed gram based on the CV % and body-weight gain                                   | -            | -               | -             | -          |
| <b>PC5.</b> ensure proper lighting during brooding, growing and laying period                              | -            | -               | -             | -          |
| <b>PC6.</b> ensure culling of weak and unproductive birds during growing period to maintain the flock CV % | -            | -               | -             | -          |
| <b>PC7.</b> ensure recommended age-wise stocking density                                                   | -            | -               | -             | -          |
| <b>PC8.</b> ensure optimum thickness, moisture and ammonia levels in the litter                            | -            | -               | -             | -          |
| <i>Achieve the optimum livability</i>                                                                      | <b>5</b>     | <b>5</b>        | -             | <b>5</b>   |
| <b>PC9.</b> ensure proper immunization of birds against diseases                                           | -            | -               | -             | -          |
| <b>PC10.</b> provide correct medication                                                                    | -            | -               | -             | -          |
| <b>PC11.</b> ensure clean and sanitized water to the birds                                                 | -            | -               | -             | -          |
| <b>PC12.</b> monitor the general health of the birds                                                       | -            | -               | -             | -          |
| <b>NOS Total</b>                                                                                           | <b>15</b>    | <b>20</b>       | -             | <b>15</b>  |

## Qualification Pack

### National Occupational Standards (NOS) Parameters

|                            |                                                                       |
|----------------------------|-----------------------------------------------------------------------|
| <b>NOS Code</b>            | AGR/N4346                                                             |
| <b>NOS Name</b>            | Manage the brooding, growing and laying birds in a breeder/layer farm |
| <b>Sector</b>              | Agriculture                                                           |
| <b>Sub-Sector</b>          | Poultry                                                               |
| <b>Occupation</b>          | Poultry Farming                                                       |
| <b>NSQF Level</b>          | 5                                                                     |
| <b>Credits</b>             | 1                                                                     |
| <b>Version</b>             | 1.0                                                                   |
| <b>Last Reviewed Date</b>  | 31/03/2022                                                            |
| <b>Next Review Date</b>    | 31/03/2025                                                            |
| <b>NSQC Clearance Date</b> | 31/03/2022                                                            |

## Qualification Pack

### AGR/N4347: Ensure proper collection, storage and transportation of hatching eggs in a breeder/layer farm

#### Description

This OS unit is about management of the nest box, collection, storage, packing and transportation of hatching eggs/table eggs.

#### Scope

The scope covers the following :

- Management of the nest box
- Collection of hatching eggs/table eggs
- Grading and storage of hatching eggs/ table eggs
- Packing and transportation of fertile eggs to the hatchery and table eggs to the market

#### Elements and Performance Criteria

##### *Management of the nest box*

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

- PC1.** provide sufficient number of nest box based on the number of birds
- PC2.** ensure periodical replacement of the nesting bedding material and disinfectant
- PC3.** ensure proper cleaning of the nest box periodically
- PC4.** ensure that the anti perch device is provided at the top of the nest
- PC5.** provide dark environment inside the nest box by painting black colour

##### *Collection of hatching eggs/table eggs*

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

- PC6.** ensure proper hand washing before collection of eggs
- PC7.** ensure proper collection of the eggs at regular intervals in the disinfected egg tray
- PC8.** ensure the collected hatching eggs are disinfected and stored in the cool room with in one hour from the time of collection
- PC9.** ensure proper cleaning of the dirty eggs
- PC10.** ensure proper disposal of the soiled eggs

##### *Grading and storage of hatching eggs/ table eggs*

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

- PC11.** ensure proper grading and selection of hatching eggs
- PC12.** ensure proper fumigation of the hatching eggs
- PC13.** ensure proper sanitary measures are being followed before entry in the cool room
- PC14.** ensure optimal temperature and relative humidity is maintained while grading and storage of hatching eggs/ table eggs

##### *Packing and transportation of fertile eggs to the hatchery and table eggs to the market*

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

## Qualification Pack

- PC15.** ensure proper packing of eggs with the recommended capacity of the box/tray
- PC16.** ensure the FIFO (First In, First out) system is followed
- PC17.** ensure proper cleaning and disinfection of the vehicle
- PC18.** ensure proper loading of eggs on the vehicle
- PC19.** ensure the recommended temperature and relative humidity percentage is maintained inside the transportation vehicle

## Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** job responsibilities/duties and standard operating procedures
- KU2.** relevant codes of practice with regard to egg collection
- KU3.** how to ensure hygienic environment for egg collection
- KU4.** criteria for identifying the good layer and poor layer
- KU5.** factors affecting egg production and fertility
- KU6.** seasonal management to combat the climatic stress on egg production
- KU7.** safe handling of eggs
- KU8.** egg grading parameters
- KU9.** packaging materials used for packing of eggs
- KU10.** method for disinfection of vehicle

## Generic Skills (GS)

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

- GS1.** maintain work-related notes and records in appropriate format as per organizational policy
- GS2.** read the process manual for production of quality hatching eggs
- GS3.** communicate effectively with workers and team members
- GS4.** plan and prioritize activities at the workplace
- GS5.** listen and resolve problems of the workers
- GS6.** analyse critical points in day to day tasks
- GS7.** use acquired knowledge of the process for identifying and handling issues

## Qualification Pack

### Assessment Criteria

| Assessment Criteria for Outcomes                                                                                                        | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|-----------------------------------------------------------------------------------------------------------------------------------------|--------------|-----------------|---------------|------------|
| <i>Management of the nest box</i>                                                                                                       | <b>5</b>     | <b>5</b>        | -             | <b>5</b>   |
| <b>PC1.</b> provide sufficient number of nest box based on the number of birds                                                          | -            | -               | -             | -          |
| <b>PC2.</b> ensure periodical replacement of the nesting bedding material and disinfectant                                              | -            | -               | -             | -          |
| <b>PC3.</b> ensure proper cleaning of the nest box periodically                                                                         | -            | -               | -             | -          |
| <b>PC4.</b> ensure that the anti perch device is provided at the top of the nest                                                        | -            | -               | -             | -          |
| <b>PC5.</b> provide dark environment inside the nest box by painting black colour                                                       | -            | -               | -             | -          |
| <i>Collection of hatching eggs/table eggs</i>                                                                                           | <b>2</b>     | <b>2</b>        | -             | <b>1</b>   |
| <b>PC6.</b> ensure proper hand washing before collection of eggs                                                                        | -            | -               | -             | -          |
| <b>PC7.</b> ensure proper collection of the eggs at regular intervals in the disinfected egg tray                                       | -            | -               | -             | -          |
| <b>PC8.</b> ensure the collected hatching eggs are disinfected and stored in the cool room with in one hour from the time of collection | -            | -               | -             | -          |
| <b>PC9.</b> ensure proper cleaning of the dirty eggs                                                                                    | -            | -               | -             | -          |
| <b>PC10.</b> ensure proper disposal of the soiled eggs                                                                                  | -            | -               | -             | -          |
| <i>Grading and storage of hatching eggs/ table eggs</i>                                                                                 | <b>5</b>     | <b>5</b>        | -             | <b>5</b>   |
| <b>PC11.</b> ensure proper grading and selection of hatching eggs                                                                       | -            | -               | -             | -          |
| <b>PC12.</b> ensure proper fumigation of the hatching eggs                                                                              | -            | -               | -             | -          |
| <b>PC13.</b> ensure proper sanitary measures are being followed before entry in the cool room                                           | -            | -               | -             | -          |

### Qualification Pack

| Assessment Criteria for Outcomes                                                                                                   | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|------------------------------------------------------------------------------------------------------------------------------------|--------------|-----------------|---------------|------------|
| <b>PC14.</b> ensure optimal temperature and relative humidity is maintained while grading and storage of hatching eggs/ table eggs | -            | -               | -             | -          |
| <i>Packing and transportation of fertile eggs to the hatchery and table eggs to the market</i>                                     | <b>5</b>     | <b>5</b>        | -             | <b>5</b>   |
| <b>PC15.</b> ensure proper packing of eggs with the recommended capacity of the box/tray                                           | -            | -               | -             | -          |
| <b>PC16.</b> ensure the FIFO (First In, First out) system is followed                                                              | -            | -               | -             | -          |
| <b>PC17.</b> ensure proper cleaning and disinfection of the vehicle                                                                | -            | -               | -             | -          |
| <b>PC18.</b> ensure proper loading of eggs on the vehicle                                                                          | -            | -               | -             | -          |
| <b>PC19.</b> ensure the recommended temperature and relative humidity percentage is maintained inside the transportation vehicle   | -            | -               | -             | -          |
| <b>NOS Total</b>                                                                                                                   | <b>17</b>    | <b>17</b>       | -             | <b>16</b>  |

## Qualification Pack

### National Occupational Standards (NOS) Parameters

|                            |                                                                                               |
|----------------------------|-----------------------------------------------------------------------------------------------|
| <b>NOS Code</b>            | AGR/N4347                                                                                     |
| <b>NOS Name</b>            | Ensure proper collection, storage and transportation of hatching eggs in a breeder/layer farm |
| <b>Sector</b>              | Agriculture                                                                                   |
| <b>Sub-Sector</b>          | Poultry                                                                                       |
| <b>Occupation</b>          | Poultry Farming                                                                               |
| <b>NSQF Level</b>          | 5                                                                                             |
| <b>Credits</b>             | 1                                                                                             |
| <b>Version</b>             | 1.0                                                                                           |
| <b>Last Reviewed Date</b>  | 31/03/2022                                                                                    |
| <b>Next Review Date</b>    | 31/03/2025                                                                                    |
| <b>NSQC Clearance Date</b> | 31/03/2022                                                                                    |



## Qualification Pack

### AGR/N4348: Carry out male chick management in breeders

#### Description

This OS unit is about male chick management to maintain optimum fertility in the breeder flock as the male bird contributes 50 % of the genetic material to the offspring.

#### Scope

The scope covers the following :

- Optimize the fertility in the flock
- Ensure proper Natural Mating/ Artificial Insemination of birds

#### Elements and Performance Criteria

##### *Optimize the fertility in the flock*

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

- PC1.** maintain the recommended male-female ratio
- PC2.** ensure optimum body weight of males to facilitate effective mating
- PC3.** follow male feeding schedule as per the manual
- PC4.** introduce a spiking program to counter the decline in fertility
- PC5.** follow the selection and rejection criteria for maintaining the optimum fertility

##### *Ensure proper natural mating/ artificial insemination of birds*

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

- PC6.** ensure natural mating of birds in the deep litter and slat cum deep litter system to improve the fertility
- PC7.** ensure provision for Artificial insemination (AI) in Caged breeders in cool hours
- PC8.** train the male for collection of semen, from a specific age
- PC9.** carry out AI at regular intervals

#### Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** relevant legislation, standards, policies, and procedures at work
- KU2.** relevant health and safety requirements applicable to the workplace
- KU3.** own job role and responsibilities and sources of information pertaining to work
- KU4.** how to maintain Libido and aggressive behavior of the male birds
- KU5.** process of grading of birds as per their body-weight
- KU6.** importance of balanced feed and feeding schedule for growth of birds
- KU7.** parameters for spiking
- KU8.** types of spiking

## Qualification Pack

- KU9.** ideal male spiking design
- KU10.** spiking program for achieving the desired fertility
- KU11.** Natural mating Vs Artificial Insemination (AI) in birds
- KU12.** Artificial Insemination (AI) technique
- KU13.** biosecurity measures to be adopted for health and well-being of birds

## Generic Skills (GS)

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

- GS1.** maintain work-related notes and records in appropriate format as per organizational policy
- GS2.** communicate effectively with workers and other stakeholders
- GS3.** discuss task lists, schedules and activities with workers
- GS4.** plan and prioritize activities at the workplace
- GS5.** analyse critical points in day to day tasks

## Qualification Pack

### Assessment Criteria

| Assessment Criteria for Outcomes                                                                                       | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|------------------------------------------------------------------------------------------------------------------------|--------------|-----------------|---------------|------------|
| <i>Optimize the fertility in the flock</i>                                                                             | <b>15</b>    | <b>10</b>       | -             | <b>10</b>  |
| <b>PC1.</b> maintain the recommended male-female ratio                                                                 | -            | -               | -             | -          |
| <b>PC2.</b> ensure optimum body weight of males to facilitate effective mating                                         | -            | -               | -             | -          |
| <b>PC3.</b> follow male feeding schedule as per the manual                                                             | -            | -               | -             | -          |
| <b>PC4.</b> introduce a spiking program to counter the decline in fertility                                            | -            | -               | -             | -          |
| <b>PC5.</b> follow the selection and rejection criteria for maintaining the optimum fertility                          | -            | -               | -             | -          |
| <i>Ensure proper natural mating/ artificial insemination of birds</i>                                                  | <b>5</b>     | <b>5</b>        | -             | <b>5</b>   |
| <b>PC6.</b> ensure natural mating of birds in the deep litter and slat cum deep litter system to improve the fertility | -            | -               | -             | -          |
| <b>PC7.</b> ensure provision for Artificial insemination (AI) in Caged breeders in cool hours                          | -            | -               | -             | -          |
| <b>PC8.</b> train the male for collection of semen, from a specific age                                                | -            | -               | -             | -          |
| <b>PC9.</b> carry out AI at regular intervals                                                                          | -            | -               | -             | -          |
| <b>NOS Total</b>                                                                                                       | <b>20</b>    | <b>15</b>       | -             | <b>15</b>  |

## Qualification Pack

### National Occupational Standards (NOS) Parameters

|                            |                                             |
|----------------------------|---------------------------------------------|
| <b>NOS Code</b>            | AGR/N4348                                   |
| <b>NOS Name</b>            | Carry out male chick management in breeders |
| <b>Sector</b>              | Agriculture                                 |
| <b>Sub-Sector</b>          | Poultry                                     |
| <b>Occupation</b>          | Poultry Farming                             |
| <b>NSQF Level</b>          | 5                                           |
| <b>Credits</b>             | 1                                           |
| <b>Version</b>             | 1.0                                         |
| <b>Last Reviewed Date</b>  | 31/03/2022                                  |
| <b>Next Review Date</b>    | 31/03/2025                                  |
| <b>NSQC Clearance Date</b> | 31/03/2022                                  |

## Qualification Pack

### AGR/N4349: Manage the brooding, growing and finisher birds in a broiler farm

#### Description

This OS unit is about management of broilers by ensuring the required micro climate, feed, water and stocking density.

#### Scope

The scope covers the following :

- Manage the broiler birds

#### Elements and Performance Criteria

##### *Manage the broiler birds*

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

- PC1.** ensure the required micro-climate for the chicks during the brooding process
- PC2.** ensure clean and hygienic atmosphere in the broiler farm
- PC3.** ensure the litter materials are evenly spread throughout the brooding area to an appropriate depth
- PC4.** ensure fresh, dust free feed in chick feeder, trays or paper sheeting in the brooder area
- PC5.** ensure uniform temperature throughout the brooding area
- PC6.** monitor the body-weight of birds periodically to assess their growth performance
- PC7.** monitor the co-efficient variation of the broiler birds periodically
- PC8.** provide the feed gram based on the CV % and body-weight gain
- PC9.** ensure proper lighting during brooding and growing period
- PC10.** ensure culling of weak and unproductive birds during growing period to maintain the flock CV%
- PC11.** ensure recommended age-wise stocking density
- PC12.** ensure maintenance of adequate air circulation to have consistent good air quality
- PC13.** ensure moisture, dust and ammonia levels are within permissible levels
- PC14.** ensure minimum mortality rate of broiler chicks in the farm and during transport
- PC15.** ensure availability of proper pre- and post-transport handling and optimum environment

#### Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** relevant legislation, standards, policies, and procedures at work
- KU2.** relevant health and safety requirements applicable to the workplace
- KU3.** own job role and responsibilities and sources of information pertaining to work

## Qualification Pack

- KU4.** recommended environment for the chicks during the brooding process
- KU5.** need for maintaining uniform temperature in the brooding area
- KU6.** recommended stocking density in a broiler farm
- KU7.** litter management
- KU8.** effect of temperature and humidity on growth rate and ammonia production
- KU9.** importance of balanced feed and sanitized water for the growth of poultry birds
- KU10.** how to monitor growth performance of chicks

## Generic Skills (GS)

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

- GS1.** maintain record of the necessary information manually or electronically required by internal departments/teams and also information communicated by workers
- GS2.** communicate effectively with team workers and other stakeholders
- GS3.** discuss task lists, schedules and activities with workers
- GS4.** plan and prioritize activities at the workplace
- GS5.** analyse critical points in day to day tasks
- GS6.** use acquired knowledge of the process for identifying and handling issues

## Qualification Pack

### Assessment Criteria

| Assessment Criteria for Outcomes                                                                               | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|----------------------------------------------------------------------------------------------------------------|--------------|-----------------|---------------|------------|
| <i>Manage the broiler birds</i>                                                                                | <b>15</b>    | <b>20</b>       | -             | <b>15</b>  |
| <b>PC1.</b> ensure the required micro-climate for the chicks during the brooding process                       | -            | -               | -             | -          |
| <b>PC2.</b> ensure clean and hygienic atmosphere in the broiler farm                                           | -            | -               | -             | -          |
| <b>PC3.</b> ensure the litter materials are evenly spread throughout the brooding area to an appropriate depth | -            | -               | -             | -          |
| <b>PC4.</b> ensure fresh, dust free feed in chick feeder, trays or paper sheeting in the brooder area          | -            | -               | -             | -          |
| <b>PC5.</b> ensure uniform temperature throughout the brooding area                                            | -            | -               | -             | -          |
| <b>PC6.</b> monitor the body-weight of birds periodically to assess their growth performance                   | -            | -               | -             | -          |
| <b>PC7.</b> monitor the co-efficient variation of the broiler birds periodically                               | -            | -               | -             | -          |
| <b>PC8.</b> provide the feed gram based on the CV % and body-weight gain                                       | -            | -               | -             | -          |
| <b>PC9.</b> ensure proper lighting during brooding and growing period                                          | -            | -               | -             | -          |
| <b>PC10.</b> ensure culling of weak and unproductive birds during growing period to maintain the flock CV%     | -            | -               | -             | -          |
| <b>PC11.</b> ensure recommended age-wise stocking density                                                      | -            | -               | -             | -          |
| <b>PC12.</b> ensure maintenance of adequate air circulation to have consistent good air quality                | -            | -               | -             | -          |
| <b>PC13.</b> ensure moisture, dust and ammonia levels are within permissible levels                            | -            | -               | -             | -          |
| <b>PC14.</b> ensure minimum mortality rate of broiler chicks in the farm and during transport                  | -            | -               | -             | -          |

### Qualification Pack

| Assessment Criteria for Outcomes                                                                    | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|-----------------------------------------------------------------------------------------------------|--------------|-----------------|---------------|------------|
| <b>PC15.</b> ensure availability of proper pre- and post-transport handling and optimum environment | -            | -               | -             | -          |
| <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/N4349                                                         |
| <b>NOS Name</b>            | Manage the brooding, growing and finisher birds in a broiler farm |
| <b>Sector</b>              | Agriculture                                                       |
| <b>Sub-Sector</b>          | Poultry                                                           |
| <b>Occupation</b>          | Poultry Farming                                                   |
| <b>NSQF Level</b>          | 5                                                                 |
| <b>Credits</b>             | 3                                                                 |
| <b>Version</b>             | 1.0                                                               |
| <b>Last Reviewed Date</b>  | 31/03/2022                                                        |
| <b>Next Review Date</b>    | 31/03/2025                                                        |
| <b>NSQC Clearance Date</b> | 31/03/2022                                                        |

## 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.

## 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/N4301.Procure the required inputs for raising poultry birds                                     | 30           | 35              | 0             | 35         | 100         | 5         |
| AGR/N4342.Supervise the preparation and maintenance of the poultry house for receiving chicks/birds | 15           | 15              | 0             | 20         | 50          | 10        |
| AGR/N4343.Ensure proper feeding, watering and litter management of birds                            | 20           | 16              | 0             | 14         | 50          | 10        |
| AGR/N4344.Ensure biosecurity and hygienic measures to upkeep birds health                           | 25           | 10              | 0             | 15         | 50          | 15        |
| AGR/N4302.Supervise farm workers                                                                    | 30           | 35              | 0             | 35         | 100         | 10        |
| AGR/N4345.Maintain records related to a commercial poultry farm                                     | 25           | 10              | 0             | 15         | 50          | 10        |
| AGR/N4316.Ensure safety, hygiene and sanitation of poultry farm                                     | 30           | 35              | 0             | 35         | 100         | 5         |
| DGT/VSQ/N0103.Employability Skills (90 Hours)                                                       | 20           | 30              | -             | -          | 50          | 5         |
| <b>Total</b>                                                                                        | <b>195</b>   | <b>186</b>      | <b>-</b>      | <b>169</b> | <b>550</b>  | <b>70</b> |

## Qualification Pack

Elective: 1 Breeder/Layer

| National Occupational Standards                                                                         | Theory Marks | Practical Marks | Project Marks | Viva Marks | Total Marks | Weightage |
|---------------------------------------------------------------------------------------------------------|--------------|-----------------|---------------|------------|-------------|-----------|
| AGR/N4346.Manage the brooding, growing and laying birds in a breeder/layer farm                         | 15           | 20              | 0             | 15         | 50          | 10        |
| AGR/N4347.Ensure proper collection, storage and transportation of hatching eggs in a breeder/layer farm | 17           | 17              | 0             | 16         | 50          | 10        |
| AGR/N4348.Carry out male chick management in breeders                                                   | 20           | 15              | 0             | 15         | 50          | 10        |
| <b>Total</b>                                                                                            | <b>52</b>    | <b>52</b>       | <b>-</b>      | <b>46</b>  | <b>150</b>  | <b>30</b> |

Elective: 2 Broiler

| National Occupational Standards                                             | Theory Marks | Practical Marks | Project Marks | Viva Marks | Total Marks | Weightage |
|-----------------------------------------------------------------------------|--------------|-----------------|---------------|------------|-------------|-----------|
| AGR/N4349.Manage the brooding, growing and finisher birds in a broiler farm | 15           | 20              | 0             | 15         | 50          | 30        |
| <b>Total</b>                                                                | <b>15</b>    | <b>20</b>       | <b>-</b>      | <b>15</b>  | <b>50</b>   | <b>30</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.                                                                                                                                                          |