

Qualification Code
QG-03-AG-00343-2023-V1.1-ASCI

CONTACT DETAILS OF THE BODY SUBMITTING THE QUALIFICATION FILE

Name and address of submitting body:

Agriculture Skill Council of India (ASCI)

6th floor, GNG Building, Plot No – 10, Sector- 44, Gurugram,

Haryana – 122004

Name and contact details of individual dealing with the submission

Name: Ms Priyanka Prakash

Position in the organisation: Senior Manager - Standards & QA

Address, if different from above

Tel number(s): 0124 - 4670029/ 4814673/ 4814659

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

List of documents submitted in support of the Qualifications File

1. Qualifications Pack – Annexure 1
2. Model Curriculum – Annexure 2
3. Affiliation Protocol- Annexure 3
4. Industry Validations- Annexure 4

Model Curriculum to be added which will include the following:

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

• SUMMARY

1	Qualification Title	Milk Tester
2	Qualification Code, if any	AGR/Q4203, v3.0
3	NCO code and occupation	NCO-2015/NIL
4	Nature and purpose of the qualification (Please specify whether qualification is short term or long term)	<p>Nature of the qualification</p> <p>- a Qualification Pack (QP)</p> <p>The main purpose of the qualification is -</p> <p>A Milk Tester uses approved tests to ensure the application of approved practices, standards and regulations concerning milk safety.</p>
5	Body/bodies which will award the Qualification	Agriculture Skill Council of India (ASCI)
6	Body which will accredit providers to offer courses leading to the qualification	Agriculture Skill Council of India (ASCI)
7	Whether accreditation/affiliation norms are already in place or not, if applicable (if yes, attach a copy)	Yes (Annexure 3)
8	Occupation(s) to which the qualification gives access	Milk Collection and Handling
9	Job description of the occupation	<p>A Milk Tester is responsible for testing and ensuring quality of milk procured from each individual producer member at the Dairy Cooperative Society</p>
10	Licensing requirements	NA

NSQF QUALIFICATION FILE

Approved in 16th NSQC Meeting – NCVET - Dated- 24th February 2022

Approved on file dated 07.02.2023

11	Statutory and Regulatory requirement of the relevant sector (documentary evidence to be provided)	NA
12	Level of the qualification in the NSQF	Level 3
13	Anticipated volume of training/learning required to complete the qualification	Total - 270 (Theory -90, Practical -150, ES- 30)
14	Indicative list of training tools required to deliver this Qualification	Attached herewith
15	Entry requirements and/or recommendations and minimum age	Minimum Educational Qualification: Grade 10 OR Grade 8 with two years of (NTC/ NAC) after 8th OR Grade 8 pass and pursuing continuous schooling in regular school with vocational subject OR 8th grade pass with 2-year relevant experience OR 5th grade pass with 5-year relevant experience OR Previous relevant Qualification of NSQF Level 2 with 1-year relevant experience OR Previous relevant Qualification of NSQF Level 2.5 with 6 months' relevant experience Min Age: 16 years
16	Progression from the qualification (Please show Professional and academic progression)	Village Level Milk collection centre - incharge (L4)
17	Arrangements for the Recognition of Prior learning (RPL)	RPL assessment will be as per normal ASCI assessment process. (ASCI recognizes that there may be candidates who have prior learning experience in the

		Agriculture Sector and are desirous of being certified. Such candidates can apply to ASCI for testing and certification of their skills. Training Partners will be responsible for identifying and counselling candidates for RPL through mobilization camps and advertisements. The details of the RPL process have been defined by ASCI under the document- Guidelines for Recognition of Prior Learning under PMKVY).			
18	International comparability where known (research evidence to be provided)	Not done as yet			
19	Date of planned review of the qualification.	24/02/2025			
20	Formal structure of the qualification				
	Mandatory components				
	Title of component and identification code/NOSs/Learning outcomes	Estimated size (learning hours)			Level
		Theor y	Practic al	OJT (Recom mended)	
(i)	Introduction (Bridge Module)	5	0	0	3
(ii)	AGR/N4210: Prepare and Maintain Work Area and Equipment for Milk Testing	20	35	0	
(iii)	AGR/N4211: Prepare for Quality Analysis and Manage Housekeeping for Milk Testing	25	35	0	
(iv)	AGR/N4212: Sampling and Quality Analysis for Milk Testing	20	40	0	

NSQF QUALIFICATION FILE

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(v)	AGR/N4213: Documentation and Record-keeping Related to Milk Testing	10	20		
(vi)	AGR/N4214: Safety, Hygiene and Sanitation for Milk Testing	10	20		
(vii)	DGT/VSQ/N0101: Employability Skills (30 Hours) v1.0	30			
Total		120	150	0	

SECTION 1**ASSESSMENT**

21	<p>Body/Bodies which will carry out assessment:</p> <p>ASCI affiliated assessment bodies.</p> <ol style="list-style-type: none">1. SHL India (Pvt.) Ltd2. Trendsetters Skill Assessors Pvt Ltd3. Mercer-Mettl4. SP Institute of Workforce Development (SPIWD)5. MSAG SI LLP <p>More Assessment Agencies are being empanelled to cover wider geographical area</p>
22	<p>How will RPL assessment be managed and who will carry it out?</p> <p>RPL will be based on the same approved Qualification Pack and Assessment Criteria mentioned in the Qualification Pack and will be carried out as per normal ASCI assessment process. The Training Partner or any other authority as prescribed by the Steering Committee will identify and counsel candidates eligible for RPL through mobilization camps and advertisements. The mobilized candidates can be counselled, oriented about the standardized NSQF framework and basis their existing competency will be mapped against the suitable level of the concerned Job role for assessments. The candidates enrolled will be assessed by the Assessment Agency affiliated with the Sector Skill Council on the basis of assessment criteria decided by Sector Skill Council (SSC). The candidate will need to pass in the minimum assessment criteria of a particular QP decided by the SSC. Successfully assessed candidates with a valid Aadhaar or alternate ID (as per process) will be eligible for QP-NOS based Certification.</p>

23	<p>Describe the overall assessment strategy and specific arrangements which have been put in place to ensure that assessment is always valid, reliable and fair and show that these are in line with the requirements of the NSQF.</p> <p>A robust technology enabled assessment methodology has been designed keeping in mind the geographical/Physical constraints and target segment which assess a trainee's knowledge and skill set through three methods:</p> <ol style="list-style-type: none">An offline Tablet based test through the use of Multiple Choice Text and Picture based questions in vernacular languagesActual demonstration on the fieldViva <p>ASCI's assessment strategy:</p> <ul style="list-style-type: none">Question sets are developed as per the weightage of each NOS of the Qualification Pack.Assessment criteria for each Qualification Pack developed, in which each Performance criteria (PC) assigned marks based on NOSQuestion Bank is developed to assess the theoretical and practical knowledge. To ensure the quality, each trainees get different set of questionEmpanelment of subject matter expert as assessor primarily from the Industry to assess trainee specifically on practical skills as per Industry demands <p>Assessments are preferably conducted on tablets or pen or papers in regional languages according to the requirement.</p>
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Please attach most relevant and recent documents giving further information about assessment and/or RPL.

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

ASSESSMENT EVIDENCE

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

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

24. Assessment evidences

Title of Component:

Outcomes to be assessed/ NOSs to be assessed	Assessment criteria for the outcome
Means of assessment 1	
Pass/Fail	

Job Role: Milk Tester

Qualification Pack: AGR/Q4203, v3.0

Sector Skill Council: Agriculture Skill Council of India

Assessment Guidelines:

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

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Approved in 16th NSQC Meeting – NCVET - Dated- 24th February 2022

Approved on file dated 07.02.2023

aggregate marks to successfully clear the assessment.

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

AGR/N4210: Prepare and Maintain Work Area and Equipment for Milk Testing					
PC	Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
Prepare and maintain work area (for milk testing)		18	25	-	22
PC1.	clean and maintain the work area using sanitizers and keep it free from dust, waste, and spillage	-	-	-	-
PC2.	ensure that the work area is safe and hygienic for milk analysis and testing	-	-	-	-
PC3.	prepare a cleanliness checklist and ensure that all points are covered before starting the quality tests	-	-	-	-
PC4.	dispose waste materials as per defined SOPs and industry requirements	-	-	-	-
Prepare and maintain lab equipment and tools (for milk testing)		12	13		10
PC5.	check the performance of all equipment and tools used for testing (weighing, pH meter, lactometers, moisture analyser, sterilizer, flasks, refractometer, TDS (Total	-	-	-	-

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	Dissolved Solvents) meter)				
PC6.	clean the equipment and glassware used with recommended sanitizers following specifications and organization standards	-	-	-	-
PC7.	organize glass wares and equipment for analysis	-	-	-	-
NOS Total		30	38	-	32
AGR/N4211: Prepare for Quality Analysis and Manage Housekeeping for Milk Testing					
Calibrate and maintain equipment (for milk testing)		12	10	-	9
PC1.	handle and maintain tools (deadweights, calibrated measuring jars) and reagents (standard solutions) used for calibration of equipment following laboratory procedures and standards	-	-	-	-
PC2.	maintain a list of all equipment along with its calibration frequency	-	-	-	-
PC3.	maintain a list of all equipment along with the details of the	-	-	-	-

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	annual maintenance contract				
PC4.	record all details on lab equipment like performance, faults, repairs, annual maintenance, etc. in the equipment register and in ERP	-	-	-	-
Prepare reagents (for milk testing)		22	15		8
PC5.	ensure availability of distilled water and standard solutions at all times	-	-	- -	-
PC6.	weigh required chemicals and	-	-	-	-
	measure solvents in calibrated instruments and measuring jars				
PC7.	mix solvents and chemicals and follow the required procedure for preparing the reagents	-	-	-	-
PC8.	store the chemicals, solvents, acids, reagents, etc. following the manufacturer's instructions or following laboratory procedures and standards	-	-	-	-
PC9.	ensure and maintain inventory of all lab chemicals, glassware, consumables, equipment spares, etc.	-	-	-	-
PC10.	maintain a list of all chemicals, solvents, acids, reagents, glass wares, consumables, equipment spares, etc. used in the laboratory	-	-	-	-

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PC11.	check the inventory of lab chemicals, glassware, consumables, equipment spares at regular intervals in the register and ERP and update the lab technicians on the inventory status	-	-	-	-
PC12.	clean the glassware used for analysis with recommended detergents, disinfectants and sanitizers	-	-	-	-
Manage housekeeping (for milk testing)		12	7	-	5
PC13.	read and understand the SOP and checklist for housekeeping	-	-	-	-
PC14.	recognize the suggested corrective	-	-	-	-
	action				
PC15.	ensure to implement the corrective action immediately	-	-	-	-
PC16.	file the housekeeping checklist	-	-	-	-
NOS Total		46	32	-	22
AGR/N4212: Sampling and Quality Analysis for Milk Testing					
Collect sample for quality analysis of milk		30	22	-	9
PC1.	collect the sample of procured milk (milk procured directly from farmers) from the delivery truck/warehouse/storage area following SOP	-	-	-	-
PC2.	collect the sample of the finished milk and milk product(s) from the	-	-	-	-

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	milk collection center or production storage area/warehouse				
PC3.	collect the pre-shipment samples sent by the milk producers/milk product vendors from MCC or the processing unit	-	-	-	-
PC4.	ensure that the liquid milk in cans and bulk tanks is thoroughly mixed to disperse the milk fat before a milk sample is taken for any chemical control test	-	-	-	-
PC5.	use plungers and dippers to take out the sampling milk from milk cans	-	-	-	-
PC6.	label the samples with details like the name of farmer/milk producer, records of dates and place of procurement	-	-	-	-
PC7.	collect all documents pertaining to incoming lab samples like a copy of procurement order, invoice, certificate of analysis, etc. for verification and records	-	-	-	-

NSQF QUALIFICATION FILE

Approved in 16th NSQC Meeting – NCVET - Dated- 24th February 2022

Approved on file dated 07.02.2023

PC8.	transfer the samples to the milk testing lab and place them in the designated area for analysis	-	-	-	-
PC9.	verify the certificate of analysis (COA) against organization standards	-	-	-	-
PC10.	monitor and maintain the storage conditions (like temperature, humidity, cleanliness, etc.) of the control sample	-	-	-	-
Conduct quality analysis of samples		16	17	-	6
PC11.	carry out analysis in calibrated equipment following standard operating procedure	-	-	-	-
PC12.	perform basic tests on physical parameters like extraneous matter, color, appearance, texture, weight, etc. on milk and milk product samples collected	-	-	-	-
PC13.	perform basic chemical analysis like moisture content, bulk density, pH, total soluble solids (TSS) using a refractometer, etc.	-	-	-	-
PC14.	enter the results in the ERP system (in case a computerized system is used)	-	-	-	-

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PC15.	clean the glassware used with recommended detergents, disinfectants and sanitizers	-	-	-	-
PC16	clean and maintain equipment used, following maintenance procedures for equipment	-	-	-	-
NOS Total		4 6	39	-	15
AGR/N4213: Documentation and Record-keeping Related to Milk Testing					
Documentation and record maintenance of procured milk and containers		20	15	-	9
PC1.	Perform documentation of procured milk and sampled containers	-	-	-	-
PC2.	Perform documentation of sampling procedure, supplier information	-	-	-	-
PC3.	maintain records on procured milk and container analysis such as parameters analyzed, method of analysis, tests performed on the milk	-	-	-	-
PC4.	load the analysis details in ERP for future reference (in case a computerized system is used)	-	-	-	-
Documentation and record maintenance of equipment and calibrations		20	26	-	10
PC5.	document and maintain records on equipment used for analysis, condition of the equipment,	-	-	-	-

NSQC QUALIFICATION FILE**Approved in 16th NSQC Meeting – NCVET - Dated- 24th February 2022****Approved on file dated 07.02.2023**

	equipment parameter, equipment performance, time taken for analysis, etc. as per company standards				
PC6.	document and maintain records on equipment used for analysis, condition of the equipment, equipment parameter, equipment performance, time taken for analysis, etc.	-	-	-	-
PC7.	maintain record of observations or deviations (if any)	-	-	-	-
PC8.	load the details in ERP for future reference	-	-	-	-
NOS Total		40	41	-	19
AGR/N4214: Safety, Hygiene and Sanitation for Milk Testing					
Maintain Hygiene and sanitation for milk testing related functions		19	27	-	16
PC1.	comply with hygiene and sanitation procedures followed in the organization	-	-	-	-
PC2.	ensure personal hygiene by use of gloves, hairnets, shoes, etc.	-	-	-	-
PC3.	ensure hygienic production of milk by inspecting procured milk for compliance to physical, chemical and microbiological parameters	-	-	-	-

NSQF QUALIFICATION FILE

Approved in 16th NSQC Meeting – NCVET - Dated- 24th February 2022

Approved on file dated 07.02.2023

PC4.	clean, maintain and monitor milk processing equipment periodically, using it only for the specified purpose	-	-	-	-
PC5.	follow housekeeping practices by	-	-	-	-
	having a designated area for materials/tools				
PC6.	provide training on hazard management to understand types of hazards such as physical, chemical and biological hazards and measures to control and prevent them	-	-	-	-
PC7.	identify, document and report problems such as rodents and pests to supervisors	-	-	-	-
PC8.	conduct workplace checklist audits before and after work to ensure safety and hygiene	-	-	-	-
Maintain safety practices for milk testing		14	18	-	6
PC9.	comply with safety procedures followed in the organization	-	-	-	-
PC10.	determine the quality of milk using criteria such as odour, appearance, taste and best before date, and take immediate measures to prevent spoilage	-	-	-	-

NSQC QUALIFICATION FILE

Approved in 16th NSQC Meeting – NCVET - Dated- 24th February 2022

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PC11.	safely store procured milk and allergens separately to prevent cross-contamination	-	-	-	-
PC12.	perform labeling of procured milk and store them in designated storage areas according to safe food practices	-	-	-	-
NOS Total		33	45	-	22
DGT/VSQ/N0101: Employability Skills (30 Hours)					
	<i>Introduction to Employability Skills</i>	1	1	-	-
PC1.	understand the significance of employability skills in meeting the job requirements	-	-	-	-
	<i>Constitutional values – Citizenship</i>	1	1	-	-
PC2.	identify constitutional values, civic rights, duties, personal values and ethics and environmentally sustainable practices	-	-	-	-
	<i>Becoming a Professional in the 21st Century</i>	1	3	-	-
PC3.	explain 21st Century Skills such as Self- Awareness, Behavior Skills, Positive attitude, self-motivation, problem-solving, creative thinking, time management, social and cultural awareness, emotional awareness, continuous learning mindset etc.	-	-	-	-
	<i>Basic English Skills</i>	2	3	-	-
PC4.	speak with others using some basic English phrases or sentences	-	-	-	-
	<i>Communication Skills</i>	1	1	-	-
PC5.	follow good manners while communicating with others	-	-	-	-

NSQC QUALIFICATION FILE

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PC6.	work with others in a team	-	-	-	-
	<i>Diversity & Inclusion</i>	1	1	-	-
PC7.	communicate and behave appropriately with all genders and PwD	-	-	-	-
PC8.	report any issues related to sexual harassment	-	-	-	-
	<i>Financial and Legal Literacy</i>	3	4	-	-
PC9.	use various financial products and services safely and securely	-	-	-	-
PC10.	calculate income, expenses, savings etc.	-	-	-	-
PC11.	approach the concerned authorities for any exploitation as per legal rights and laws	-	-	-	-
	<i>Essential Digital Skills</i>	4	6	-	-
PC12.	operate digital devices and use its features and applications securely and safely	-	-	-	-
PC13.	use internet and social media platforms securely and safely	-	-	-	-
	<i>Entrepreneurship</i>	3	5	-	-
PC14.	identify and assess opportunities for potential business	-	-	-	-
PC15.	identify sources for arranging money and associated financial and legal challenges	-	-	-	-
	<i>Customer Service</i>	2	2	-	-
PC16.	identify different types of customers	-	-	-	-
PC17.	identify customer needs and address them appropriately	-	-	-	-
PC18.	follow appropriate hygiene and grooming standards	-	-	-	-
	<i>Getting ready for apprenticeship & Jobs</i>	1	3	-	-

NSQF QUALIFICATION FILE

Approved in 16th NSQC Meeting – NCVET - Dated- 24th February 2022

Approved on file dated 07.02.2023

PC19.	create a basic biodata	-	-	-	-
PC20.	search for suitable jobs and apply	-	-	-	-
PC21.	identify and register apprenticeship opportunities as per requirement	-	-	-	-
NOS Total		20	30	-	-

NSQF QUALIFICATION FILE

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SECTION 2

EVIDENCE OF LEVEL

OPTION B

Title/ Name of qualification/ component: Milk Tester			Level: 3
NSQF Domain	NSQF Domain	NSQF Domain	NSQF Domain
Process	<ul style="list-style-type: none">Ensuring QualitySampling of Procured MilkTesting at different stages	The milk tester is responsible for ensuring quality products through sampling of procured milk at various stages at the milk collection centre and when the milk is stored in the transportation vehicles.	3
Professional knowledge	<ul style="list-style-type: none">Standard Process & Organizational PolicyFood Safety hygiene standards followedMilk Testing policy	The Milk tester on the job needs to know and understand the principles and processes involved in organization standards, process standards and procedures followed in the organisation, types of products produced by the organisation, code of business conduct, job responsibilities/duties and standard operating procedures and food safety and hygiene standards followed.	3

NSQF QUALIFICATION FILE

Approved in 16th NSQC Meeting – NCVET - Dated- 24th February 2022

Approved on file dated 07.02.2023

Professional skill	<ul style="list-style-type: none">● Decision Making● Planning and organizing● Analytical Thinking● Problem solving	The Milk tester must have some professional skills for performing the job which includes decision making, planning and organising, customer centricity, analytical thinking, critical thinking and problem solving	3
Core Skills	<ul style="list-style-type: none">● Technical testing Skills● Basic computer skills	The Milk Tester should have some core skills for performing the job which includes: Writing skills, reading skills, and Oral and Communication skills (Listening and speaking skills)	3
Responsibility	<ul style="list-style-type: none">● Ensuring the quality of products● Sampling at various stages● Preparing work area● Preparing equipment for milk testing● Maintain safety, hygiene and sanitation	The Milk tester is responsible for ensuring quality products through sampling of procured milk at various stages at the milk collection centre and when the milk is stored in the transportation vehicles. He responsible for preparing work area and equipment for milk testing, sampling and quality analysis for milk testing, documentation and record keeping, hygiene and sanitation for milk testing	3

SECTION 3**EVIDENCE OF NEED**

26	What evidence is there that the qualification is needed? What is the estimated uptake of this qualification and what is the basis of this estimate?
Basis	
Need of the qualification	<p>While collecting data from the companies for the occupational map, we also took feedback from industry, training institutions which was collected with respect to roles for which qualification packs development, was to be prioritized. This was largely based on volume of people required, quantitative and qualitative shortfall which the industry feels they face. Governing council of ASCI and Occupational Standards Committee which comprises of experts & senior leaders gave final approval and endorsement for the same.</p> <p>In addition, the NSDC Human Resource and Skill Requirement study has indicated a strong growth for the dairy products segment considering that India ranks first in the world in production of milk. According to industry interactions and LMIS report on Dairy sector by Agriculture Skill Council of India, the Indian Dairy Industry employs about 8.47 million people on yearly basis. At present only 30% of the marketable surplus flows into the organized processing sector (cooperative and private sector plants), which needs to be increased. Hence there is a requirement of dairy personnel in procurement of quality milk; proper handling till the milk reaches the processing plant.</p> <p>With growth in dairy sector and special focus on clean milk production, milk tester is the key responsible man who has to test the milk and other allied products at different supply chain levels, hence this qualification pack is extremely relevant and industry oriented.</p>

NSQF QUALIFICATION FILE

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Industry	Validation to support the qualification pack has been received from
Relevance	Baani Milk, Stellaps, Delaval, Prabhat Dairy, Gen Flow AI, Manav Chetna Vikas Kendra, Qboid

Usage of the qualification	<p>An NSQF aligned training to the persons involved in grooming of Milk tester shall provide opportunities to the incumbents for horizontal and vertical career progression. Competency-based training shall imbibe professionalism in the job-role. Being an important and ever-expanding job, the job-role of Milk Tester may well be included in the vocational education stream of school education.</p> <p>An industry-determined specification of performance, sets out the skills, knowledge and attitudes required to operate effectively in employment.</p> <p>For employers, the Milk Tester Qualification standards offer:</p> <ul style="list-style-type: none">• a means of assessing occupational competence objectively, including knowledge and understanding of the subject• a guide for job descriptions and recruitment requirements• a basis for staff appraisals• a systematic approach to analysing training needs• an opportunity to improve overall company performance by developing a better-trained, better-equipped and more effective workforce. <p>To employees and freelancers, the Milk Tester Qualification standards provide:</p> <ul style="list-style-type: none">• a means for recognizing ability• a means for determining gaps in knowledge, experience and skills• an objective process for identifying training needs• performance indicators and a guide to effectiveness and efficiency. <p>One of the most valuable uses of the occupational standards is in the assessment of a person's performance within a particular job. Because</p>
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NSQF QUALIFICATION FILE

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the standards are based on the industry's requirements for ability, skills and knowledge, they provide an objective and directly relevant measure for employers and employees alike.

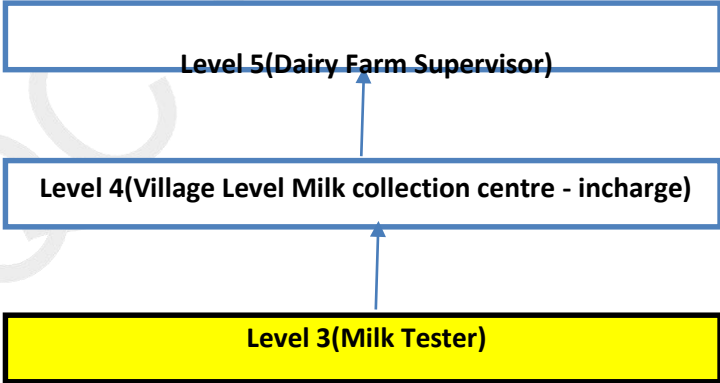
NSQC Approved

	The Qualification Pack shall also be helpful in conducting Recognition of Prior Learning of the Milk tester			
Estimated uptake	QP/Job Role Name	"States where Demand exist	"District where Demand exist	Projections for the next 3 years
	Milk tester	PAN INDIA	Various districts	1500
27	Recommendation from the concerned Line Ministry of the Government/Regulatory Body. To be supported by documentary evidences Have received concurrence from Department of Animal Husbandry and Dairying, Ministry of Fisheries, Animal Husbandry and Dairying			
28	What steps were taken to ensure that the qualification(s) does (do) not duplicate already existing or planned qualifications in the NSQF? Give justification for presenting a duplicate qualification This is the revised version of the already NSQC approved QP. The revision has been undertaken as the QP is going to expire soon.			
29	What arrangements are in place to monitor and review the qualification(s)? What data will be used and at what point will the qualification(s) be revised or updated? Specify the review process here Any institution or individual is welcome to send the feedback, which is recorded and considered during next review cycle. Communication will be sent for any feedback to all the main stakeholders/users one month prior to the review of the qualifications pack. A formal review is scheduled in three years.			

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

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

SECTION 4**EVIDENCE OF PROGRESSION**

30	<p>What steps have been taken in the design of this or other qualifications to ensure that there is a clear path to other qualifications in this sector?</p> <p><i>Show the career map here to reflect the clear progression</i></p> <p>Career path in the agriculture sector is generally in terms of activities done & ownership of responsibility because they are primarily self-wage employment/ entrepreneurship roles.</p> <p>Annexure 1: Career Map of Milk Tester</p>  <pre>graph BT; L3[Level 3(Milk Tester)] --> L4[Level 4(Village Level Milk collection centre - incharge)]; L4 --> L5[Level 5(Dairy Farm Supervisor)];</pre> <p>The diagram illustrates a career progression path for a Milk Tester. It consists of three rectangular boxes arranged vertically, connected by upward-pointing arrows. The bottom box is yellow and labeled 'Level 3(Milk Tester)'. The middle box is white with a blue border and labeled 'Level 4(Village Level Milk collection centre - incharge)'. The top box is white with a blue border and labeled 'Level 5(Dairy Farm Supervisor)'.</p>
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Please attach most relevant and recent documents giving further information about any of the topics above.

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