Poultry Farm Supervisor

Electives: Breeder/Layer/ Broiler

QP Code: AGR/Q4308

Version: 2.0

NSQF Level: 5

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Qualification Pack

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

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

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

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

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

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

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
Estimate inputs requirement	**20**	**20**	**-**	**20**
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	**10**	**15**	**-**	**15**
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	-	-	-	-
NOS Total	**30**	**35**	**-**	**35**

National Occupational Standards (NOS) Parameters

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

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 inorder 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

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

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
Oversee the preparation and maintenance of the poultry house	**15**	**15**	**-**	**20**
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	-	-	-	-
NOS Total	**15**	**15**	**-**	**20**

National Occupational Standards (NOS) Parameters

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

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

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 satge

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

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
Ensure proper receipt and storage of feed	**5**	**5**	**-**	**5**
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	**5**	**5**	**-**	**5**
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	**5**	**3**	**-**	**2**
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	-	-	-	-

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

National Occupational Standards (NOS) Parameters

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

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:

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 informtaion

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
Ensure recommended biosecurity measures at the poultry farm	15	5	-	10
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	10	5	-	5
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	-	-	-	-

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

National Occupational Standards (NOS) Parameters

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

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)

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

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
Distribute the work among workers	**10**	**10**	**-**	**10**
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	**10**	**20**	**-**	**15**
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	**10**	**5**	**-**	**10**
PC12. promote a conducive environment and encourage appropriate behavior and conduct across all the genders and PwD at the workplace	-	-	-	-

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
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	-	-	-	-
NOS Total	**30**	**35**	**-**	**35**

Qualification Pack

National Occupational Standards (NOS) Parameters

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

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

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

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
Maintain records related to feed stock and consumption	5	2	-	3
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	5	2	-	3
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	5	2	-	3
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	5	2	-	3
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	-	-	-	-

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
Maintain financial records	5	2	-	3
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	-	-	-	-
PC14. maintain records of revenue and profit earned	-	-	-	-
NOS Total	**25**	**10**	**-**	**15**

National Occupational Standards (NOS) Parameters

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

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

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

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
Ensure a safe and hygienic environment for birds and poultry workers	**20**	**20**	**-**	**20**
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	**10**	**15**	**-**	**15**
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	-	-	-	-

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

National Occupational Standards (NOS) Parameters

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

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

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

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

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

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
Introduction to Employability Skills	**1**	**1**	**-**	**-**
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	**1**	**1**	**-**	**-**
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	**1**	**3**	**-**	**-**
PC6. recognize the significance of 21st Century Skills for employment	-	-	-	-
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	**3**	**4**	**-**	**-**
PC9. use basic English for everyday conversation in different contexts, in person and over the telephone	-	-	-	-

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
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	**1**	**2**	**-**	**-**
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	**2**	**2**	**-**	**-**
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	**1**	**1**	**-**	**-**
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	**2**	**3**	**-**	**-**
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	-	-	-	-

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
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	**3**	**5**	**-**	**-**
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	-	-	-	-
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	**2**	**3**	**-**	**-**
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	**1**	**2**	**-**	**-**
PC33. identify different types of customers and ways to communicate with them	-	-	-	-

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
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	2	3	-	-
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	-	-	-	-
NOS Total	20	30	-	-

National Occupational Standards (NOS) Parameters

NOS Code	DGT/VSQ/N0103
NOS Name	Employability Skills (90 Hours)
Sector	Cross Sectoral
Sub-Sector	Professional Skills
Occupation	Employability
NSQF Level	5
Credits	3
Version	1.0
Last Reviewed Date	NA
Next Review Date	29/03/2026
NSQC Clearance Date	29/03/2023

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

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

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
Achieve the target body weight during brooding, growing and laying process	10	15	-	10
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	5	5	-	5
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	-	-	-	-
NOS Total	15	20	-	15

National Occupational Standards (NOS) Parameters

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

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:

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

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
Management of the nest box	**5**	**5**	**-**	**5**
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	**2**	**2**	**-**	**1**
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	**5**	**5**	**-**	**5**
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	-	-	-	-

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
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	5	5	-	5
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	-	-	-	-
NOS Total	**17**	**17**	**-**	**16**

National Occupational Standards (NOS) Parameters

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

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

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

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
Optimize the fertility in the flock	**15**	**10**	**-**	**10**
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	**5**	**5**	**-**	**5**
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	-	-	-	-
NOS Total	**20**	**15**	**-**	**15**

National Occupational Standards (NOS) Parameters

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

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

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

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
Manage the broiler birds	**15**	**20**	**-**	**15**
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	-	-	-	-

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC15. ensure availability of proper pre- and post-transport handling and optimum environment	-	-	-	-
NOS Total	**15**	**20**	**-**	**15**

National Occupational Standards (NOS) Parameters

NOS Code	AGR/N4349
NOS Name	Manage the brooding, growing and finisher birds in a broiler farm
Sector	Agriculture
Sub-Sector	Poultry
Occupation	Poultry Farming
NSQF Level	5
Credits	3
Version	1.0
Last Reviewed Date	31/03/2022
Next Review Date	31/03/2025
NSQC Clearance Date	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.

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
Total	**195**	**186**	**-**	**169**	**550**	**70**

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
Total	**52**	**52**	**-**	**46**	**150**	**30**

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
Total	**15**	**20**	**-**	**15**	**50**	**30**

Acronyms

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

Glossary

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

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