

# An Introduction to Occupational Standards

*January, 2020*



## Agenda

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- Competencies, Occupational Standards, and Training
- National Skill Qualification Framework
- QP-NOS
- Development of the NOS
- Types of QP-NOS
- Finding QP-NOS on the NSDC website



# Concepts and Key Terms



# Competency-Based Framework

## Competency = Skill

A Competency or Skill is the ability to **apply** knowledge and **use** know-how to complete tasks and solve problems.

Skills in the NSQF are viewed as:

**Cognitive** – involving the use of logical, intuitive, and creative thinking,

**Practical** – involving manual dexterity and the use of methods, materials, tools, and instruments.



# Competency Standard - NOS



An industry-determined specification of performance, which sets out the skills, knowledge and attitudes required to operate effectively in employment.

In vocational education and training, competency standards are made up of units of competency, which are themselves made up of elements of competency, together with performance criteria, a range of variables, and an evidence guide.

Competency standards are an endorsed component of a training package.



## **National Occupational Standards (NOS)**

specify the standard of performance, knowledge and understanding when carrying out a particular activity in the workplace



# Qualifications and Qualification Packs

The National Skill Qualifications Framework (NSQF) defines **Qualifications** as:

*A formal outcome* of an assessment and validation process which is obtained when a competent body determines that an individual has achieved learning outcomes to given standards.

A **Qualification Pack** is an Industry-validated qualification comprised of **National Occupational Standards (NOS)**.

Each Qualification Pack (QP) is aligned to an **NSQF Level**. There are **10 NSQF Levels** along **5 skill parameters** as per the NSQF Gazette Notification.



The image shows the cover of a Qualification Pack for Cloud Architect. At the top, there are logos for IT-ITeS SSC NASSCOM, the Government of India Ministry of Skill Development and Entrepreneurship, and N-S-D-C National Skill Development Corporation. The central image features a magnifying glass over a field of grey human figures, with one red figure standing out. Below the image, the title 'Cloud Architect' is displayed in white on a blue background. Underneath, the QP Code is 'SSC/Q8302' and the NSQF Level is '7'. At the bottom, the address is 'IT-ITeS Sector Skill Council || IT-ITeS Sector Skill Council, NASSCOM, Plot No - 7, 8, 9 & 10, 3rd Floor, Sector 126, Noida, Uttar Pradesh - 201303'. The footer includes 'NSQF Approved || IT-ITeS Sector Skill Council' and the page number '1'.

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GOVERNMENT OF INDIA  
MINISTRY OF SKILL DEVELOPMENT  
A SECTOR SKILL COUNCIL

Qualification Pack

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National  
Skill Development  
Corporation  
Transforming the skill landscape

Cloud Architect

QP Code: SSC/Q8302

NSQF Level: 7

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Sector 126, Noida  
Uttar Pradesh - 201303

NSQF Approved || IT-ITeS Sector Skill Council

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# The Standards Continuum - STAC



## Standards

Standards are the core quality framework in the skilling ecosystem. They are translated in to -



## Training

Training / Instructional Strategy from curricular design, content, to delivery scaffolds



## Assessments

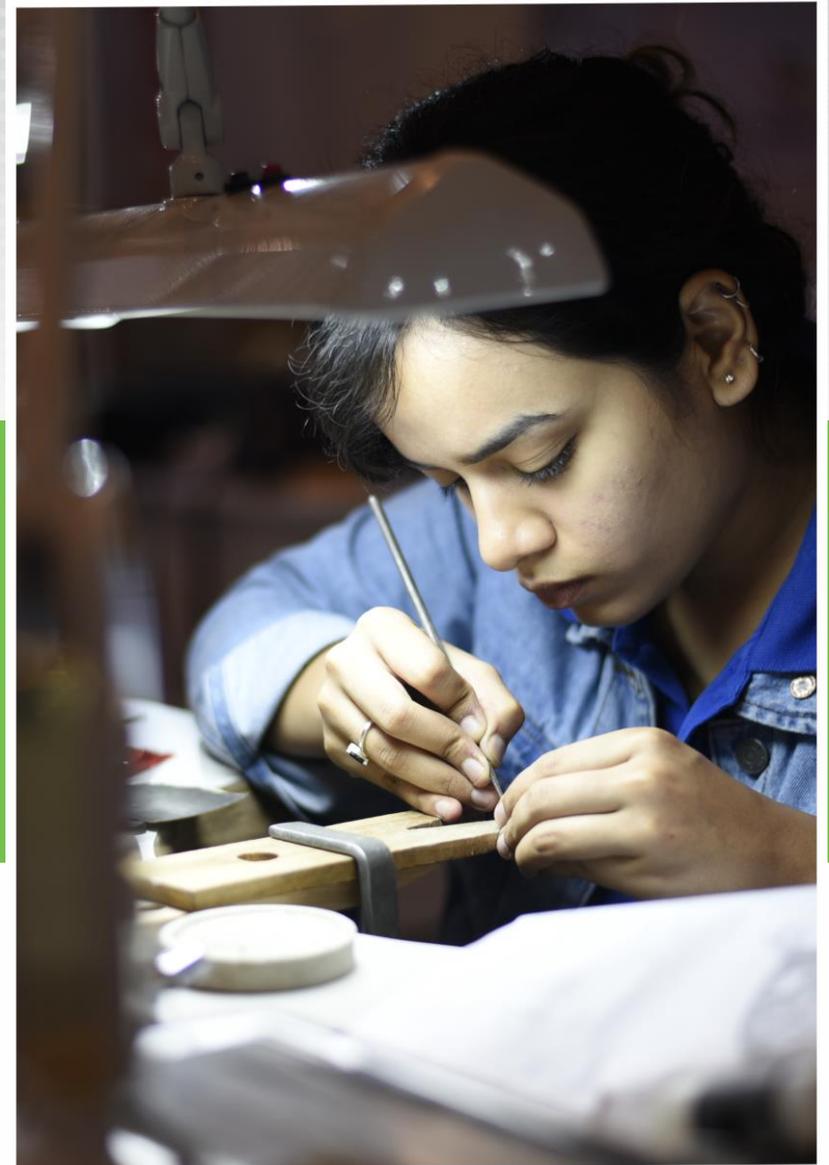
Assessment Strategy from assessment banks, support, labs, proctoring to validity



## Credentials

Awards / Credentials From credits, certificates, diplomas, to micro-credentials/ badges

# Institutions in the Skill Ecosystem







# National Skill Qualifications Framework (NSQF)



# NSQF Levels



# NSQF Descriptors

iii. The descriptors give broad, general, but meaningful, indicators of the learning outcomes at each level. The descriptors can be used in a number of ways:

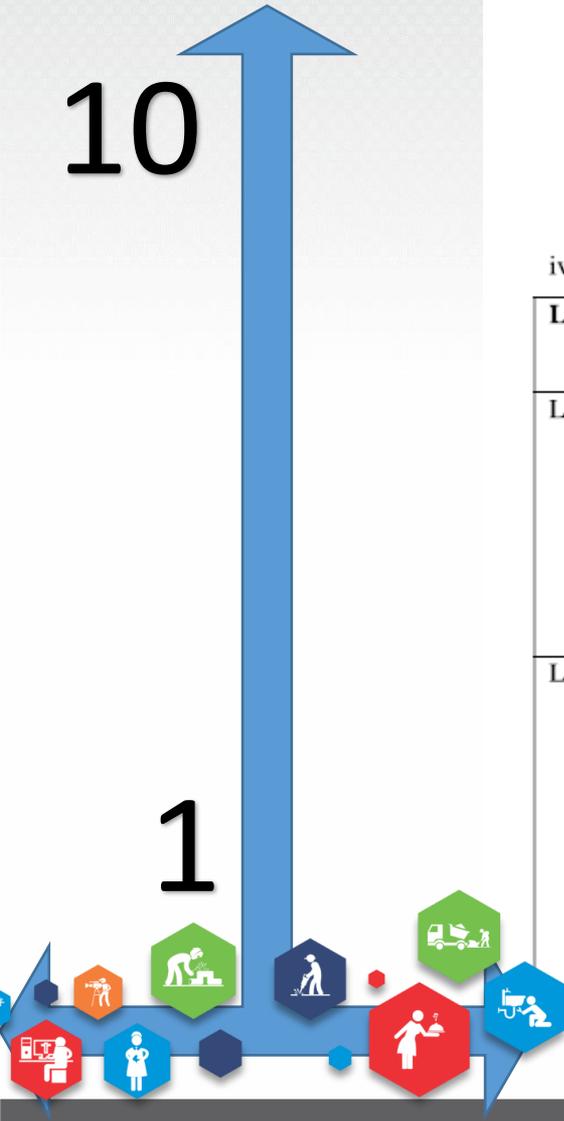
- a. To allocate levels to learning programs and qualifications
- b. In validation and moderation of various qualifications and programs
- c. As a basis for communication with learners and other users of qualifications
- d. As a guide for mapping progression routes within and across the education and training sectors
- e. By program designers when making entry requirements and recommendations for programs

iv. The NSQF level descriptors are given below:

LEVEL	Process required	Professional knowledge	Professional skill	Core skill	Responsibility
Level 1	prepares person to/carry out process that are repetitive on regular basis require no previous practice	familiar with common trade terminology, instructional words meaning and understanding	routine and repetitive, takes safety and security measures.	Reading and writing, addition subtraction personal financing, familiarity with social and religious diversity, hygiene and environment	No responsibility always works under continuous instruction and close supervision
Level 2	prepares person to/carry out process that are repetitive on regular basis with little application of understanding, more of practice	Material tools and application in a limited context, understands context of work and quality	limited service skill used in limited context, select and apply tools, assist in professional works with no variables differentiates good and bad quality	receive and transmit written and oral messages, basic arithmetic personal financing understanding of social political and religious diversity, hygiene and environment	No responsibility works under instruction and close supervision

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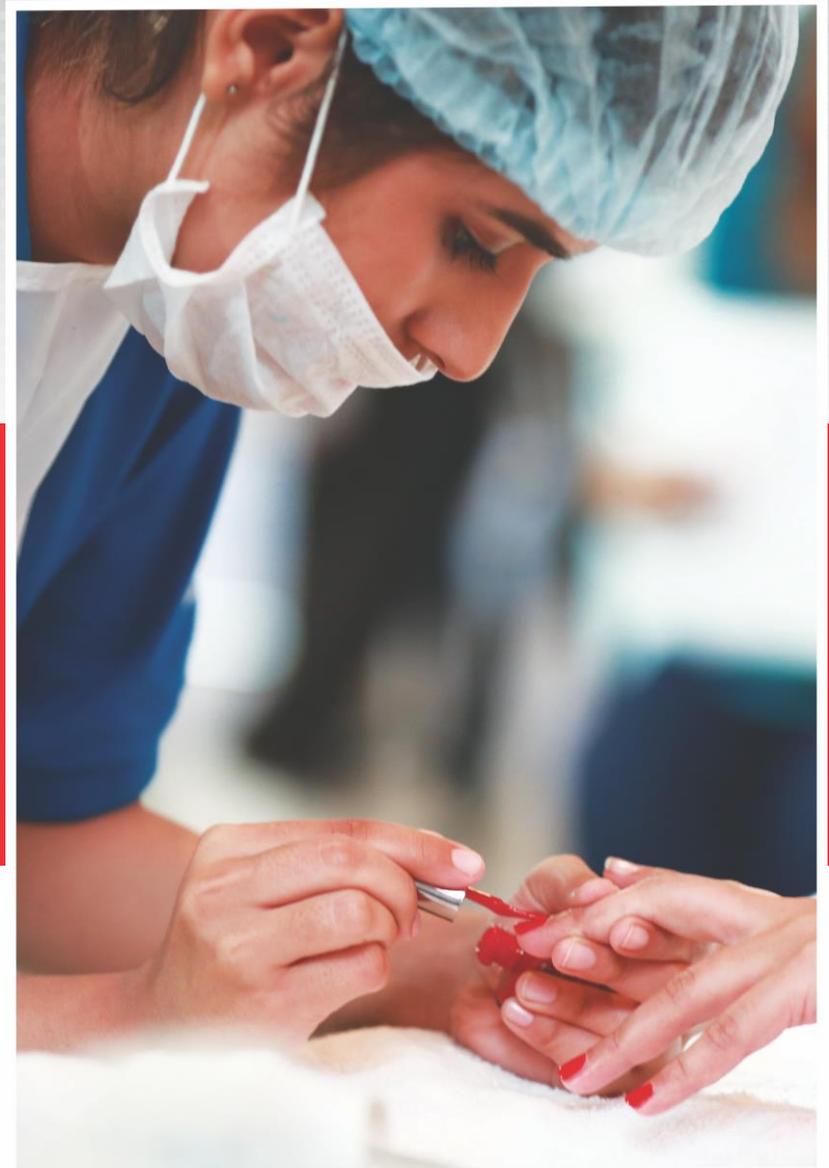


# Learn more about the NSQF

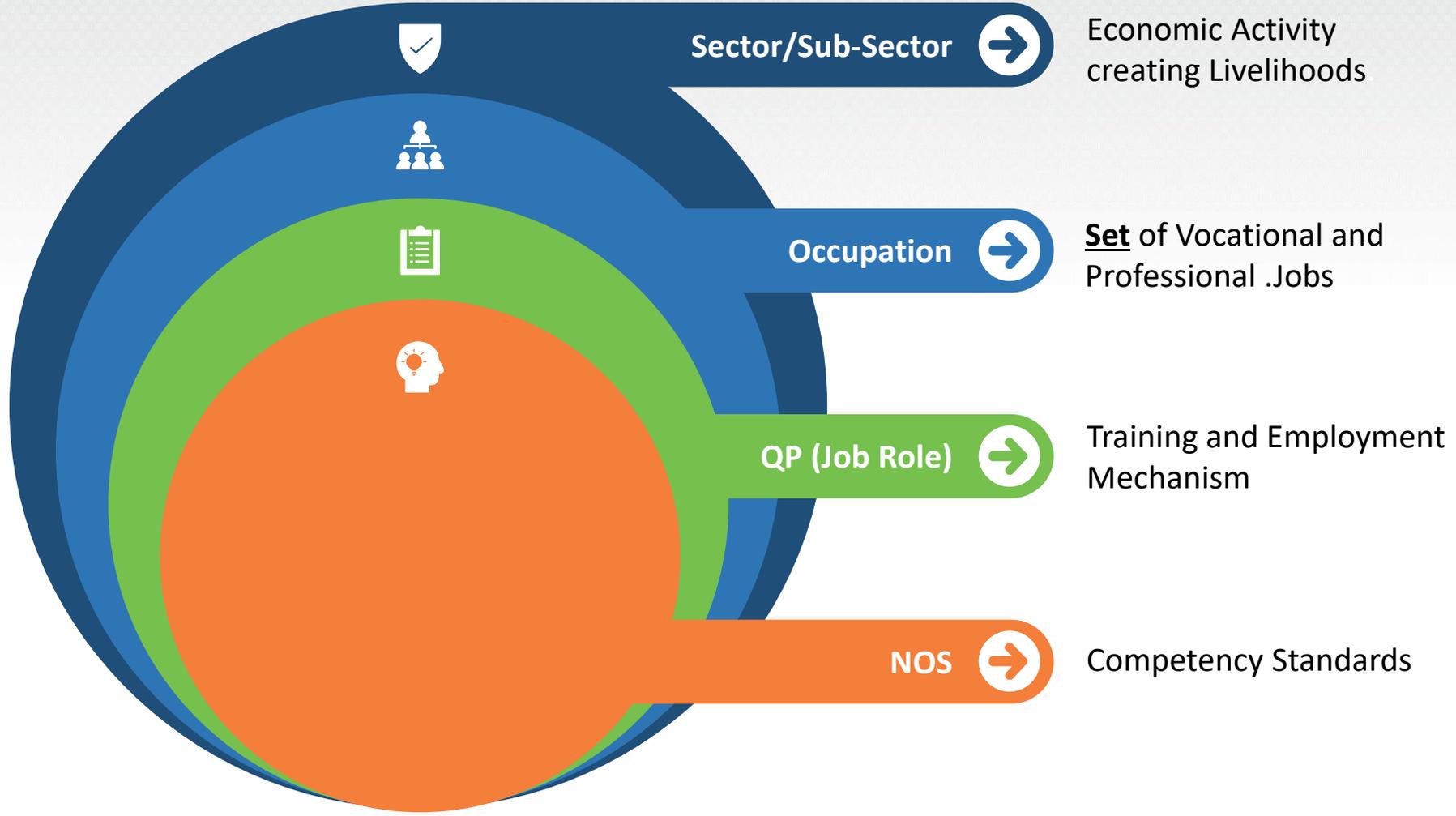
- [Gazette Notification on the NSQF – 2013](#)
- [More about the NSQF](#)



# Developing a QP-NOS



# Structure



# What's in a NOS

## Performance Criteria PC

Technical, Performative,  
Active, Spatial, Body-  
Kinesthetic, Causal Skills

## Knowledge & Understanding KU

Cognitive,  
Conceptual/Factual, Logical-  
Mathematical, and  
Linguistic Skills

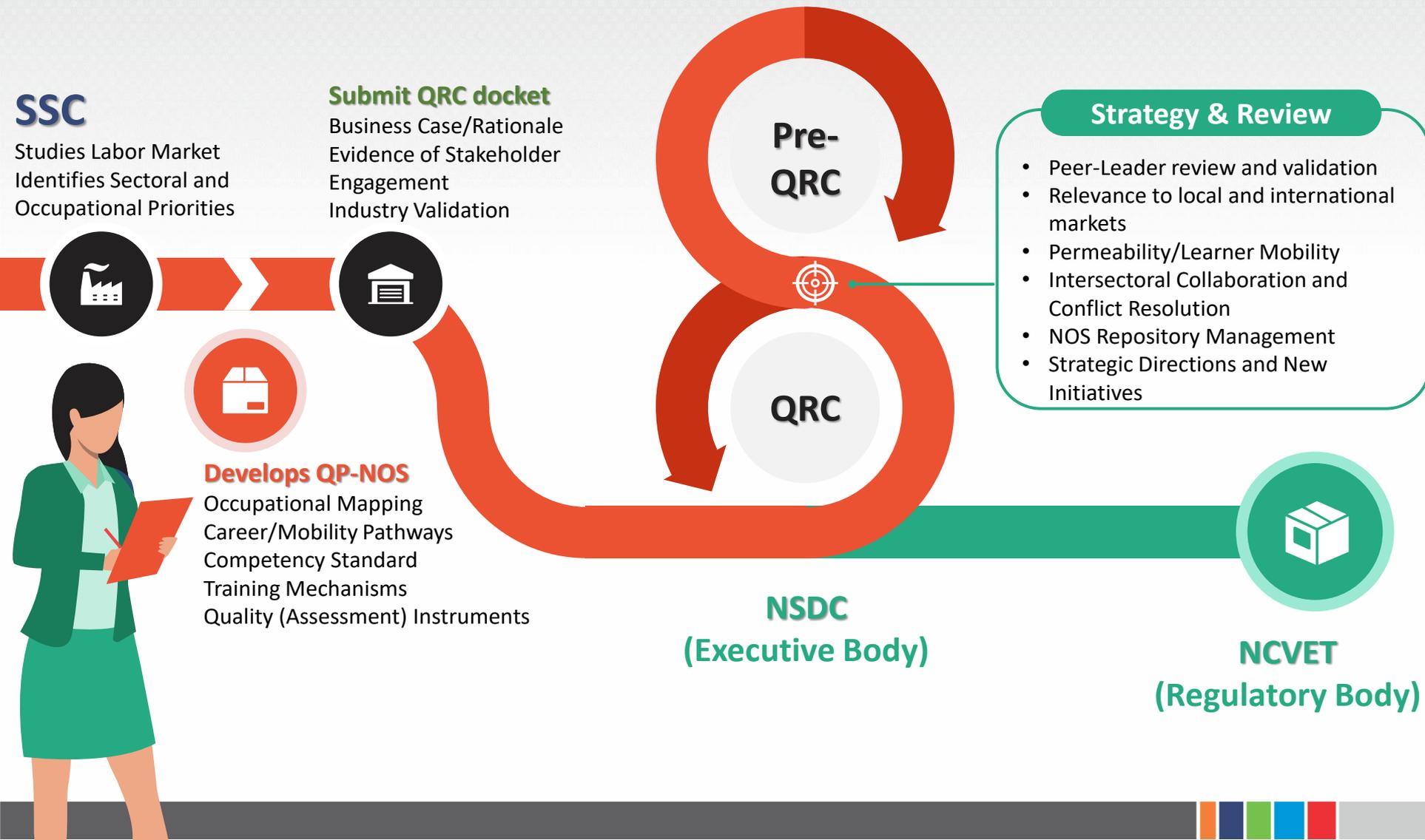
## Generic and Professional Skills GS

Transversal, Meta-Cognitive  
Affective/Behavioral,  
Interpersonal, and  
Intrapersonal Skills i.e. Soft  
Skills & Life Skills



# National Occupational Standard (NOS)

# QP-NOS Lifecycle across Institutions



# Types of QPs

## QPs for Multiskilling

- QPs designed to broaden the scope of existing QPs by merging relevant QP-NOS

## QPs with Electives

- QP-NOS designed to promote specialization within an occupation

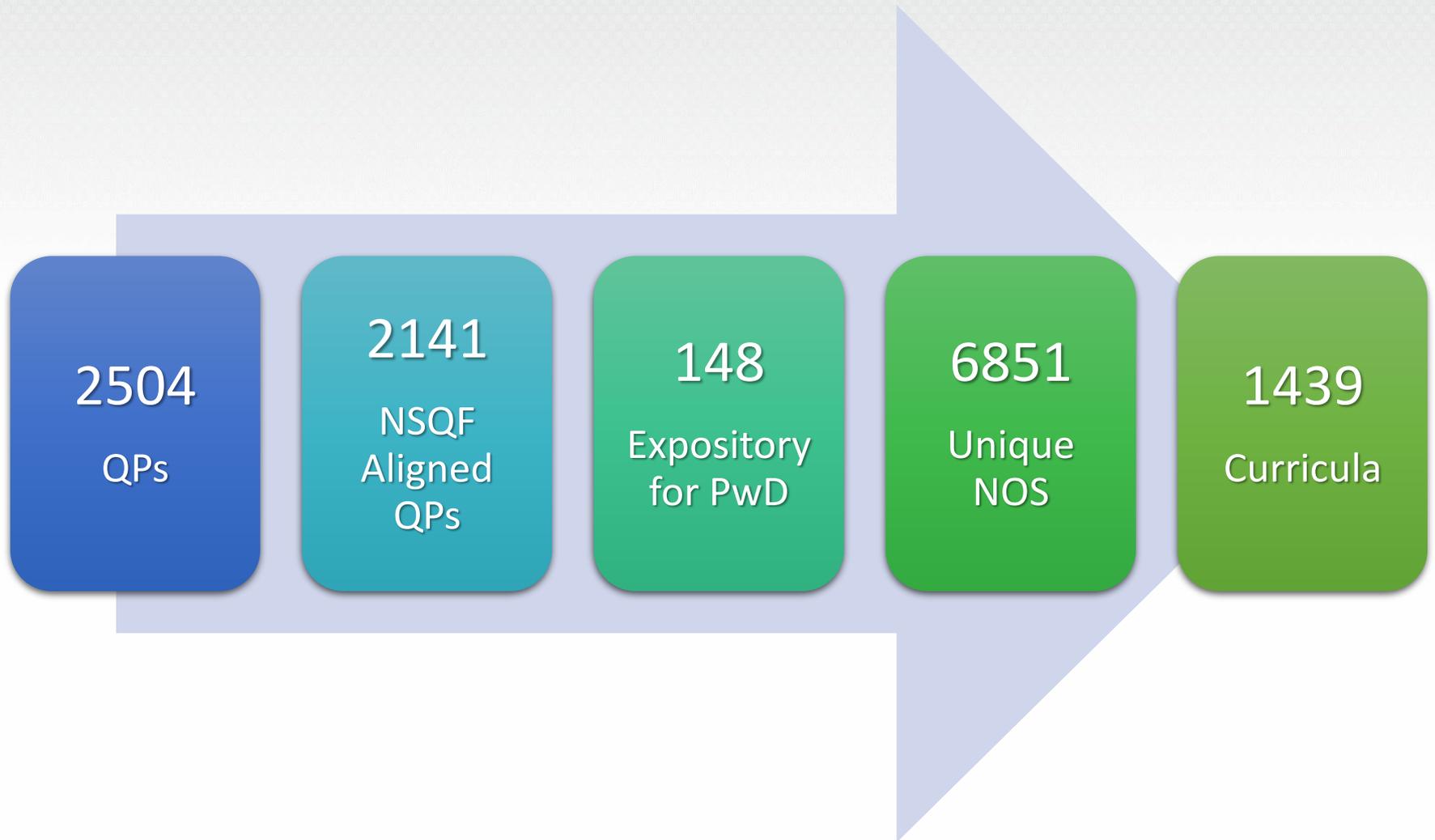
## QPs with Options

- QP-NOS designed to add skills to a job role for wider applicability

## Borrowed QPs or Adopted NOS

- Facilitated to minimize duplication and improve inter-sectoral coordination by allowing one SSC to adapt existing QPs and NOS from another sector if and where required and applicable.

# QP-NOS Overview



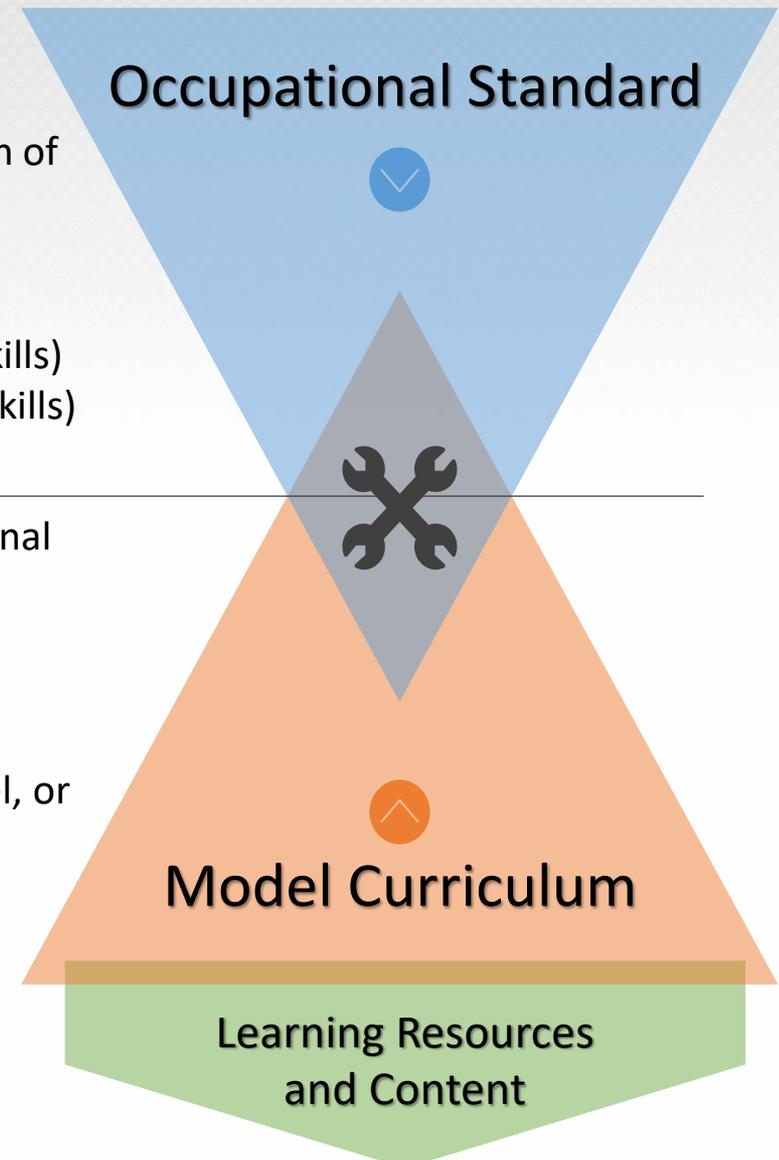
# From QP-NOS to Model Curriculum

The NOS is an industry-determined specification of quality performance through

- Performance Criteria (Tasks and Duties)
- Knowledge and Understanding (Cognitive Skills)
- Generic and Professional Skills (Behavioral Skills)

The Model Curriculum translates the Occupational Standard into Learning Outcomes

- Training Outcome (Program Level)
- Terminal Outcomes (Module Level)
- Key Learning Outcomes (Detailed Topic Level, or Theory/Practical Topics)

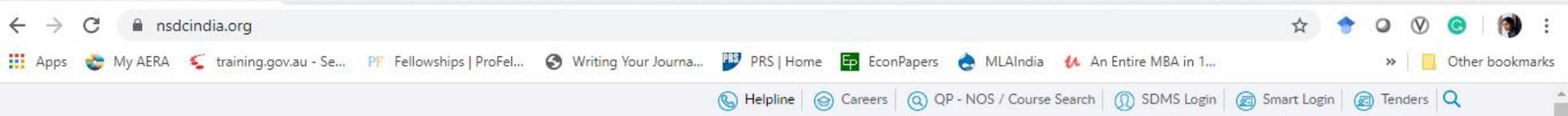




# Finding Standards on the NSDC website



# [www.nsdcindia.org](http://www.nsdcindia.org)



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WHAT WE DO

NOTICES & UPDATES



# [www.nsdcindia.org/national-occupational-standards](http://www.nsdcindia.org/national-occupational-standards)

## National Occupational Standards

### National Occupational Standards, Model Curriculum & Content

### Learning Resources & Technology

### Kaushal Mart: Skilling Resource Marketplace

### Kaushal e-Pustakalaya, The Android eBook Reader App

### Takshashila (Training of Trainers and Assessors)

Guidelines

International Training and Assessment Course (ITAC)

## National Occupational Standards

The National Occupational Standards (NOS) specify the standard of performance an individual must achieve when carrying out a function in the workplace, together with the knowledge and understanding they need to meet a standard consistently.

Each NOS defines one key function in a job role. Each NOS must be a concise and readable document, usually consisting of no more than five or six pages (some are only one or two). In their essential form, NOS describe functions, standards of performance and knowledge / understanding.

The NOS are laid down by employers (through their SSCs). A Qualification Pack (QP) is a set of NOS aligned to a job role. A QP is available for every job role in each industry sector. These drive both the creation of curriculum and assessments. Thus, the National Skills Qualification Framework (NSQF) theoretically makes it possible to drive competency based training for every job role in industry. It is possible for all current vocational courses, like MES, ITI Courses, or similar vocational courses in schools, colleges and polytechnics, to be aligned to job roles at specific NSQF Levels. An ITI Course in Plumbing would say they are training for plumbers at NSQF Level 3. Similarly, a polytechnic, training in fashion design, may say it is training for NSQF Level 5 for Garment Cutters.

### Procedures and Related Documents for QP-NOS

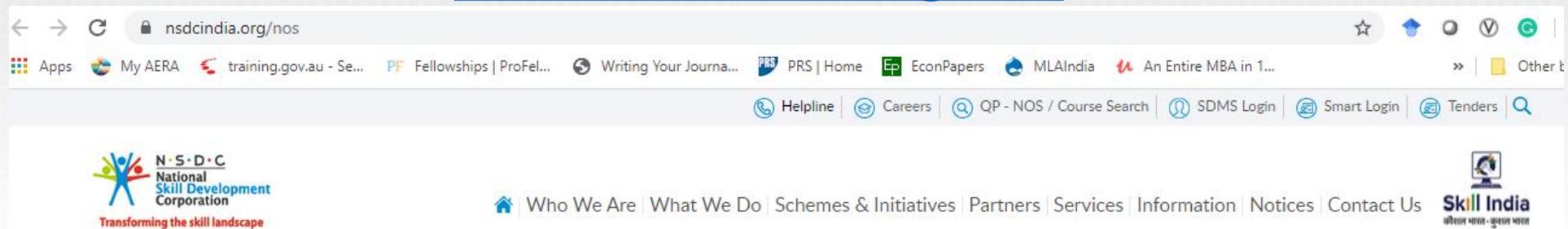
The process guidelines and templates for creation and alignment of QP-NOS can be accessed from the given links:

#### Documents for QP-NOS Development

- » [Gender Sensitivity Framework v1](#) 
- » [Gender Sensitivity Standards v1 November 2019](#) 
- » [Greening of Job Roles Standards v1 November 2019](#) 
- » [Pwd Sensitivity Standards v1 November 2019](#) 



[www.nsdcindia.org/nos](http://www.nsdcindia.org/nos)



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# National Occupational Standards

Home / What We Do / National Occupational Standards, Model Curriculum & Content

## National Occupational Standards, Model Curriculum & Content

[QP-NOS, Curriculum & Content List](#) 

As on 16<sup>th</sup> December, 2019

QP-wise Model Curriculum may be viewed sector-wise when you click on any sector from the list below.

<https://skillindia.nsdcindia.org/>

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TRAINING PARTNER &  
CENTRE

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SECTOR SKILL  
COUNCIL

QUALIFICATION PACK &  
NOS

TRAINING OF  
TRAINERS/ASSESSORS

# Skill India Portal

A Skill Development Management System

An initiative by National Skill Development Corporation of India



Register as an Assessor



Register as a Trainer

# <https://skillindia.nsdcindia.org/qpListings>

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## QP Listings

Total number of unique QPs available : 2462

Consolidated list of QP'S: 

S.No	Sector Name	QPCode / Job Role ID	QPName / Job Role Name	Sub-Sector Name	NSQF Level	Version	CCN Category	Manufacturing/Services	Approval State	Download
1	Agriculture	AGR/Q7908	Agri Commodity Fumigation Operator	Agriculture Industries	4	1.0	I	Services	NSQC Approved	
2	Agriculture	AGR/Q7904	Agri Commodity Procurement Manager	Agriculture Industries	6	1.0	II	Services	QRC Approved	
3	Agriculture	AGR/Q7902	Agri Commodity Quality Assayer	Agriculture Industries	5	1.0	II	Services	NSQC Approved	



Questions?  
Write to us at [standardsteam@nsdcindia.org](mailto:standardsteam@nsdcindia.org)



Thank You





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January 2020

**About National Skill Development Corporation (NSDC):** National Skill Development Corporation, working under the aegis of Ministry of Skill Development & Entrepreneurship, is a unique public-private-partnership which aims to catalyze creation of quality vocational training ecosystem in India. The organisation provides funding to build scalable and profitable vocational training initiatives. Its mandate is also to enable support system which focuses on quality assurance, information systems and train-the-trainer academies either directly or through partnerships. Since establishment in 2009, NSDC has trained more than 2 crore people through its partnership with 600+ training partners, wide a robust network of 11,000+ training centers spread over 600 districts across the country. NSDC has institutionalized 37 Sector Skill Councils and is also implementing Government's flagship skill development schemes such as Pradhan Mantri Kaushal Vikas Yojana (PMKVY), Pradhan Mantri Kaushal Kendra (PMKK), National Apprenticeship Promotion Scheme (NAPS), among others.

#### CONTACT US

NSDC's Skills Intelligence Platform at [skillsip@nsdcindia.org](mailto:skillsip@nsdcindia.org)

