An Introduction to Occupational Standards

January, 2020
Agenda

- 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
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.
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 Standards Continuum - STAC

Standards are the core quality framework in the skilling ecosystem. They are translated into:

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

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

- **Awards / Credentials** from credits, certificates, diplomas, to micro-credentials/badges
Institutions in the Skill Ecosystem
National Skill Qualifications Framework (NSQF)
NSQF Levels

- Process Required
- Professional Knowledge
- Responsibility
- Core Skill
- Professional Skill
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:

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

- Gazette Notification on the NSQF – 2013
- More about the NSQF
Developing a QP-NOS
Structure

Economic Activity creating Livelihoods

Set of Vocational and Professional Jobs

Training and Employment Mechanism

Competency Standards

Sector/Sub-Sector

Occupation

QP (Job Role)

NOS
What’s in a NOS

Generic and Professional Skills (GS)
Transversal, Meta-Cognitive, Affective/Behavioral, Interpersonal, and Intrapersonal Skills i.e. Soft Skills & Life Skills

Performance Criteria (PC)
Technical, Performative, Active, Spatial, Body-Kinesthetic, Causal Skills

Knowledge & Understanding (KU)
Cognitive, Conceptual/Factual, Logical-Mathematical, and Linguistic Skills

National Occupational Standard (NOS)
QP-NOS Lifecycle across Institutions

**SSC**
Studies Labor Market
Identifies Sectoral and Occupational Priorities

**Submit QRC docket**
Business Case/Rationale
Evidence of Stakeholder Engagement
Industry Validation

**Develops QP-NOS**
Occupational Mapping
Career/Mobility Pathways
Competency Standard
Training Mechanisms
Quality (Assessment) Instruments

**Pre-QRC**

**QRC**

**Strategy & Review**
- Peer-Leader review and validation
- Relevance to local and international markets
- Permeability/Learner Mobility
- Intersectoral Collaboration and Conflict Resolution
- NOS Repository Management
- Strategic Directions and New Initiatives

**NSDC**
(Executive Body)

**NCVET**
(Regulatory Body)
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

- 2504 QPs
- 2141 NSQF Aligned QPs
- 148 Expository for PwD
- 6851 Unique NOS
- 1439 Curricula
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.nsdccindia.org

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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 2012
National Occupational Standards, Model Curriculum & Content

QP-NOS, Curriculum & Content List

As on 15th December, 2019

QP-wise Model Curriculum may be viewed sector-wise when you click on any sector from the list below.
https://skillindia.nsdciindia.org/
Total number of unique QPs available: 2462

<table>
<thead>
<tr>
<th>S.No</th>
<th>Sector Name</th>
<th>QPCode / Job Role ID</th>
<th>QPName / Job Role Name</th>
<th>Sub-Sector Name</th>
<th>NSQF Level</th>
<th>Version</th>
<th>CCN Category</th>
<th>Manufacturing/Services</th>
<th>Approval State</th>
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<td>Agri Commodity Fumigation Operator</td>
<td>Agriculture Industries</td>
<td>4</td>
<td>1.0</td>
<td>I</td>
<td>Services</td>
<td>NSQC Approved</td>
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<tr>
<td>2</td>
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<td>AGR/Q7904</td>
<td>Agri Commodity Procurement Manager</td>
<td>Agriculture Industries</td>
<td>6</td>
<td>1.0</td>
<td>II</td>
<td>Services</td>
<td>QRC Approved</td>
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<tr>
<td>3</td>
<td>Agriculture</td>
<td>AGR/Q7902</td>
<td>Agri Commodity Quality Assayer</td>
<td>Agriculture Industries</td>
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Questions?
Write to us at standardsteam@nsdcindia.org
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