



QUALIFICATION FILE

Dairy Farm Supervisor

☒ Short Term Training (STT) ☐ Long Term Training (LTT) ☒ Apprenticeship

☒ Upskilling ☐ Dual/Flexi Qualification ☒ For ToT ☒ For ToA

☒ General ☐ Multi-skill (MS) ☒ Cross Sectoral (CS) ☐ Future Skills ☐ OEM

NCrF/NSQF Level: 5

Submitted By:

Agriculture Skill Council of India

Unit No. 101, First Floor, Greenwoods Plaza, Block 'B', Greenwoods City, Sector 45, Gurugram -122009, Haryana.

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Section 1: Basic Details

1.	Qualification Name	Dairy Farm Supervisor	
2.	Sector/s	Agriculture	
3.	Type of Qualification: ☐ New ☒ Revised ☐ Has Electives/Options ☐ OEM	NQR Code & version of existing qualification: QG-05-AG-00321-2023-V1.1-ASCI	Qualification Name of existing/previous version: Dairy Farm supervisor
4.	a. OEM Name b. Qualification Name (Wherever applicable)	NA	
5.	National Qualification Register (NQR) Code &Version (Will be issued after NSQC approval)	QG-05-AG-03911-2025-V2-ASCI & version 2.0	6. NCrf/NSQF Level: 5
7.	Award (Certificate/Diploma/Advance Diploma/ Any Other (Wherever applicable specify multiple entry/exits also & provide details in annexure)	Certificate	
8.	Brief Description of the Qualification	A Dairy Farm Supervisor plans, coordinates and manages the day-to-day operations of a dairy farm. The Individual is responsible for milk production, health and well-being of the farm animals and also personnel management. The Individual is responsible for implementing the short and long-term business plans of the farm owner. On larger farms, a farm supervisor is also responsible for recruiting and managing staff.	

9.	Eligibility Criteria for Entry for Student/Trainee/Learner/Employee	a. Entry Qualification & Relevant Experience: <table border="1" data-bbox="1025 181 2027 767"> <thead> <tr> <th>S. No.</th><th>Academic/Skill Qualification (with Specialization - if applicable)</th><th>Required Experience (with Specialization - if applicable)</th></tr> </thead> <tbody> <tr> <td>1</td><td>UG Diploma or equivalent*</td><td></td></tr> <tr> <td>2</td><td>UG Certificate*</td><td>1.5 years of experience in agriculture and allied sectors</td></tr> <tr> <td>3</td><td>12th grade pass or equivalent</td><td>3 years of experience in agriculture and allied sectors</td></tr> <tr> <td>4</td><td>10th grade pass</td><td>6 years of experience in agriculture and allied sectors</td></tr> <tr> <td>5</td><td>Previous NSQF level 4.5</td><td>1.5 years of experience in agriculture and allied sectors</td></tr> <tr> <td>6</td><td>Previous NSQF level 4</td><td>3 years of experience in agriculture and allied sectors</td></tr> <tr> <td colspan="3">*In Animal husbandry/Dairying and related courses</td></tr> </tbody> </table> b. Age: NA						S. No.	Academic/Skill Qualification (with Specialization - if applicable)	Required Experience (with Specialization - if applicable)	1	UG Diploma or equivalent*		2	UG Certificate*	1.5 years of experience in agriculture and allied sectors	3	12 th grade pass or equivalent	3 years of experience in agriculture and allied sectors	4	10 th grade pass	6 years of experience in agriculture and allied sectors	5	Previous NSQF level 4.5	1.5 years of experience in agriculture and allied sectors	6	Previous NSQF level 4	3 years of experience in agriculture and allied sectors	*In Animal husbandry/Dairying and related courses		
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10.	Credits Assigned to this Qualification, Subject to Assessment (as per National Credit Framework (NCrF))	16	11. Common Cost Norm Category (I/II/III) (wherever applicable): I																												
12.	Any Licensing requirements for Undertaking Training on This Qualification (wherever applicable)	NA																													
13.	Training Duration by Modes of Training Delivery (Specify Total Duration as per selected training delivery modes and as per requirement of the qualification)	☒Offline ☐Online ☐Blended <table border="1" data-bbox="943 1007 2040 1182"> <thead> <tr> <th>Training Delivery Modes</th><th>Theory (Hours)</th><th>Practical (Hours)</th><th>OJT Mandatory (Hours)</th><th>OJT Recommended (Hours)</th><th>Total (Hours)</th></tr> </thead> <tbody> <tr> <td>Classroom (offline)</td><td>160</td><td>170</td><td>150</td><td></td><td>480</td></tr> <tr> <td>Online</td><td></td><td></td><td></td><td></td><td></td></tr> </tbody> </table> (Refer Blended Learning Annexure for details)					Training Delivery Modes	Theory (Hours)	Practical (Hours)	OJT Mandatory (Hours)	OJT Recommended (Hours)	Total (Hours)	Classroom (offline)	160	170	150		480	Online												
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14.	Aligned to NCO/ISCO Code/s (if no code is available mention the same)	NCO-2015/6121.0601																													
15.	Progression path after attaining the qualification (Please show Professional and Academic progression)	Dairy Farm Manager (L6)																													
16.	Other Indian languages in which the Qualification & Model Curriculum are being submitted	Hindi																													

17.	Is similar Qualification(s) available on NQR-if yes, justification for this qualification	☐ Yes ☒ No URLs of similar Qualifications:	
18.	Is the Job Role Amenable to Persons with Disability	☒ Yes ☐ No If "Yes", specify applicable type of Disability: <i>SHI</i>	
19.	How Participation of Women will be Encouraged	Batches specific to women will be formed	
20.	Are Greening/ Environment Sustainability Aspects Covered (Specify the NOS/Module which covers it)	☒ Yes ☐ No DGT/VSQ/N0102 (v1.0)	
21.	Is Qualification Suitable to be Offered in Schools/Colleges	Schools ☒ Yes ☐ No Colleges ☒ Yes ☐ No	
22.	Name and Contact Details of Submitting / Awarding Body SPOC (In case of CS or MS, provide details of both Lead AB & Supporting ABs)	Name: Ms Purnambica Email: standards@asci-india.com Website: www.asci-india.com Contact No.: 0124-4670029	
23.	Final Approval Date by NSQC: 06-06-2025	24. Validity Duration: 3 years post NSQC Approval	25. Next Review Date: 30-04-2028

Section 2: Module Summary

NOS/s of Qualifications

(In exceptional cases these could be described as components)

Mandatory NOS/s:

Specify the training duration and assessment criteria at NOS/ Module level. For further details refer curriculum document.

Th.-Theory Pr.-Practical OJT-On the Job Man.-Mandatory Training Rec.-Recommended Proj.-Project

S. No	NOS/Module Name	NOS/Module Code & Version (if applicable)	Core/Non-Core	NCrF/NS QF Level	Credits as per NCrF	Training Duration (Hours)					Assessment Marks					
						Th.	Pr.	OJT-Man.	OJT-Rec.	Total	Th.	Pr.	Proj.	Viva	Total	Weightage (%) (if applicable)
1	Dairy herd management, feeding and milking	AGR/N4109 (v3.0)	Core	5	2	30	30			60	46	31		23	100	25
2	Dairy Herd Health Management	AGR/N4110 (v3.0)	Core	5	2	20	40			60	37	37		26	100	20
3	Complete documentation, record keeping and inventory management related to dairy farm operations	AGR/N4111 (v3.0)	Core	5	2	20	40			60	35	40		25	100	15
4	Ensure safety, hygiene and sanitation in a dairy farm	AGR/N4112 (v3.0)	Core	5	2	20	40			60	38	34		28	100	15
5	Manage and lead a team for dairy farm management	AGR/N4113 (v3.0)	Core	5	1	10	20			30	41	32		27	100	15
6	Employability Skills (60 Hours)	DGT/VSQ/N0102 (v1.0)	Non-Core	5	2	60				60	20	30			50	10
7	OJT (Mandatory)	NA	NA	NA	5			150		150						
Duration (in Hours) / Total Marks					16	160	170	150		480	217	204		129	550	100

Assessment - Minimum Qualifying PercentagePlease specify **any one** of the following:**Minimum Pass Percentage – Aggregate at qualification level: 70 %** (Every Trainee should score specified minimum aggregate passing percentage at qualification level to successfully clear the assessment.)**Minimum Pass Percentage – NOS/Module-wise: ____%** (Every Trainee should score specified minimum passing percentage in each mandatory and selected elective NOS/Module to successfully clear the assessment.)**Section 3: Training Related**

1.	Trainer's Qualification and experience in the relevant sector (in years) (as per NCVET guidelines)	12th class (science) with 7 years of relevant industry experience in Dairy Management* *Dairy farm supervisor with 7 Years' experience of working with registered Corporates or Not for Profit Organizations after 12th Pass OR Graduate (Any stream except agriculture/dairy related stream) with 3 years of relevant industry experience in dairy management** **For the school Program minimum qualification of the Trainer should be Graduate (Agriculture/Zoology/Dairy) with minimum 3 years Teaching experience (will be considered industry experience) OR Diploma (Dairy Science/ DairyTechnology) with 3 years of relevant industry experience in dairy management OR Graduate (Agriculture) with 2 years of relevant industry experience in dairy management OR B.v.S.c OR Graduate (Dairy Science/ DairyTechnology)
2.	Master Trainer's Qualification and experience in the relevant sector (in years) (as per NCVET guidelines)	5 years of training experience after Graduation (Any stream except agriculture/dairy related stream) with 3 years of relevant industry experience in dairy management OR 5 years of training experience after Graduation (Agriculture) with 2 years of relevant industry experience in dairy management OR 5 years of training experience after B.v.S.c OR

		5 years of training experience after Graduation in (Dairy Science/ DairyTechnology)
3.	Tools and Equipment Required for Training	☒ Yes ☐ No (If “Yes”, details to be provided in Annexure)
4.	In Case of Revised Qualification, Details of Any Upskilling Required for Trainer	NA

Section 4: Assessment Related

	Assessor’s Qualification and experience in relevant sector (in years) (as per NCVET guidelines)	B.V.Sc. with 4 years of relevant industry experience in Dairy Science/Animal Science/Veterinary Science or related streams OR B.Sc (Animal sciences/Dairy science/Dairy technology) with 5 years of relevant industry experience in Dairy Science/Animal Science/Veterinary Science or related streams OR M.V.Sc with 2 years of relevant industry experience in Dairy Science/Animal Science/Veterinary Science or related streams OR M.Sc (Animal science/Dairy science/Dairy technology) with 2 years of relevant industry experience in In Dairy Science/Animal Science/Veterinary Science or related streams OR PhD (Animal science/veterinary science/Dairy Technology/Dairy science) with 1 year of relevant industry experience in Dairy Science/Animal Science/Veterinary Science or related streams
	Proctor’s Qualification and experience in relevant sector (in years) (as per NCVET guidelines)	Diploma/Graduate (It is mandatory for a proctor to have technical knowledge/IT knowledge Once a proctor has been on-boarded by any AA, they are oriented about skill ecosystem along with do’s and don’ts.)
	Lead Assessor’s/Proctor’s Qualification and experience in relevant sector (in years) (as per NCVET guidelines)	M.V.Sc with 10 years of relevant industry experience in Dairy Science/Animal Science/Veterinary Science or related streams OR M.Sc (Animal science/Dairy science/Dairy technology) with 10 years of relevant industry experience in In Dairy Science/Animal Science/Veterinary Science or related streams
	Assessment Mode (Specify the assessment mode)	Offline
	Tools and Equipment Required for Assessment	☒ Same as for training ☒ Yes ☐ No (details to be provided in Annexure-if it is different for Assessment)

Section 5: Evidence of the need for the Qualification

Provide Annexure/Supporting documents name.

1.	Latest Skill Gap Study (not older than 2 years) (Yes/No): Yes
2.	Latest Market Research Reports or any other source (not older than 2 years) (Yes/No): No
3.	Government /Industry initiatives/ requirement (Yes/No): No
4.	Number of Industry validation provided: 10
5.	Estimated nos. of persons to be trained and employed: 2000
6.	Evidence of Concurrence/Consultation with Line Ministry/State Departments: Awaited, Letter sent on 05 January 2025 to AS MoAFW and reminder sent on 16 Jan 2025

Section 6: Annexure & Supporting Documents Check List

Specify Annexure Name / Supporting document file name

1.	Annexure: NCrf/NSQF level justification based on NCrf level/NSQF descriptors (Mandatory)	Annexure-1
2.	Annexure: List of tools and equipment relevant for qualification (Mandatory, except in case of online course)	Annexure-2
3.	Annexure: Detailed Assessment Criteria (Mandatory)	Annexure-5
4.	Annexure: Assessment Strategy (Mandatory)	Annexure-6
5.	Annexure: Blended Learning (Mandatory, in case selected Mode of delivery is "Blended Learning")	NA
6.	Annexure: Multiple Entry-Exit Details (Mandatory, in case qualification has multiple Entry-Exit)	NA
7.	Annexure: Acronym and Glossary (Optional)	
8.	Supporting Document: Model Curriculum (Mandatory – Public view)	Annexure-7
9.	Supporting Document: Career Progression (Mandatory - Public view)	Dairy Farm Manager (L6)
10.	Supporting Document: Occupational Map (Mandatory)	Annexure-8
11.	Supporting Document: Assessment SOP (Mandatory)	Annexure-9
12.	Any other document you wish to submit:	

Annexure 1: Evidence of Level

NSQF Domain	NSQF Domain	NSQF Domain	NCrF/NSQF Level
Process	- Responsible for Financial and Physical performance - Animal well Being and Farm Management - Staffing and Personnel Management	The Dairy Farm Supervisor is responsible for the financial and physical performance of the farm which includes milk production, health and wellbeing of the farm animals and also personnel management.	5
Professional knowledge	- Principles and processes involved in dairy management - Operations at the Dairy farm - Follow organization policy and food safety standards - Follow strict work ethics and culture	The Dairy Farm Supervisor on the job needs to know and understand the principles and processes involved in the financial and physical performance of the dairy farm, organization standards, process standards and procedures followed in the various operations at the dairy farms, provision of wages, working hours and accident compensation as per organisation policy and food safety and hygiene standards followed	5
Professional skill	- Planning and organizing - Critical & Analytical Thinking - Decision Making and Problem Solving	The Dairy Farm Supervisor must have some professional skills for performing the job which includes decision making, planning and organising, customer centricity, analytical thinking, critical thinking and problem solving.	5
Core Skills	- Dairy Herd management - Ensuring Herd Health - Documentation and maintenance of records - Inventory Management	The Dairy Farm Supervisor must know and understand about dairy herd management including milking and feeding of herd. The individual must be well aware about total mixed ration to guide sub-ordinates on proper feeding. The individual manager herd health and ensuring that the dairy animals are free from diseases and there is an effective health care programme in place regularly. The Individual on the job must be able to document, maintain records, inventory management related to dairy farm operations	5
Responsibility	- Planning and coordination - Business development and financial stability - Recruitment and staffing - Overall dairy management	A dairy Farm Supervisor is responsible for planning, coordinating and managing the day today operations of a dairy farm. He/she is responsible for milk production, health and wellbeing of the farm animals and also personnel management. He/she is responsible for implementing the short- and long-term business plans of the farm owner. On larger farms, a farm supervisor is also responsible for	5

		recruiting and managing staff	
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Annexure 2: Tools and Equipment (Lab Set-Up)

List of Tools and Equipment

Batch Size: 30

S. No.	Tool / Equipment Name	Specification	Quantity for specified Batch size
1	Milk Container (For collecting milk while milching)	Nos	1
2	Milching Machine	Nos	1
3	Forceps	Nos	1
4	Grooming brush	Nos	1
5	Cotton Gauge	Nos	1
6	Iodine	ml	500
7	Test Tube for Milk Sampling	Nos	1
8	Test Tube Rack	Nos	1
9	Green fodder (Oats, Berseem etc)	Kg	1
10	Face Masks	Nos	30
11	Chaff cutter	Nos	1
12	Gumboots	Nos	5
13	Strip cup	Nos	1
14	Rubber gloves	Nos	30
15	Milk strainer	Nos	1
16	Chlorine solution	ml	500
17	Digging tools (Fawada/ Khurpi)	Nos	1
18	Video Recording Equipment	Nos	1

Classroom Aids

The aids required to conduct sessions in the classroom are:

1. Whiteboard
2. Markers

Annexure 3: Industry Validations Summary

Provide the summary information of all the industry validations in table. This is not required for OEM qualifications.

S. No	Organization Name	Representative Name	Designation	Contact Address	Contact Phone No	E-mail ID	LinkedIn Profile (if available)
1	Centre for Microfinance	Amit Kumar	Head	Jaipur, Rajasthan		amit.kumar@cmfraj.org	
2	QBOID IOTECH Pvt Ltd	Mr. Utkarsh Kapoor	Chief Executive Officer	Gurugram	8130215577	utkarsh@quboid.io	
3	Jordbrukare India Pvt Ltd	Dr. Simrandeep Singh	Coordinator Research			simrandeep.singh@jordbrukare.com	
4	Amar Singh College	Sanjay Kumar Gupta	Dean Department of Agriculture	Bulandshahr		ascollegelkt@gmail.com	
5	Post-Graduation Department of Agriculture	Dr. Randeep Kaur and Dr. Lavleen Kaur	Associate Professor and Assistant Professor	Amritsar	9915305271	lavleenkaur@khalsacollege.edu.in	
6	Aplo College of Veterinary Medicine	Dr. Charan Singh Sharma	Dean Department of Agriculture	Jaipur		apollovetjaipur@gmail.com	
7	Vanita Milk & Farming Producer Company Limited	Mr. Sunil Yadav	Chief Executive Officer			sky9799661409@gmail.com	
8	GeoFlow AI	Mr. Nitish	Chief Executive Officer			business@genflowai.com	
9	Anajori Development Society	Maitur Rahman	President			anajoridevelopmentsociety@gmail.com	
10	Centre for Agricultural Advancement and Futuristic Environment (CAAFE)	Sumit Srivastava	General Manager	New Delhi	9889990102	info@caafe.in	

Annexure 4: Training & Employment Details

Training and Employment Projections:

Year	Total Candidates		Women		People with Disability	
	Estimated Training PC.	Estimated Employment Opportunities	Estimated Training PC.	Estimated Employment Opportunities	Estimated Training PC.	Estimated Employment Opportunities
2025-26	500	10	10	10	10	10
2026-27	500	10	10	10	10	10

2027-28	1000	10	10	10	10	10
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Data to be provided year-wise for next 3 years

Training, Assessment, Certification, and Placement Data for previous versions of qualifications:

Qualification Version	Year	Total Candidates				Women				People with Disability			
		Trained	Assessed	Certified	Placed	Trained	Assessed	Certified	Placed	Trained	Assessed	Certified	Placed
V3	2022-23	1016	1016	1014	841	972	972	970	797	787	787	787	614
V3	2023-24	0	0	0	0	0	0	0	0	0	0	0	0
V3	2024-25	0	0	0	0	0	0	0	0	0	0	0	0

Applicable for revised qualifications only, data to be provided year-wise for past 3 years.

List Schemes in which the previous version of Qualification was implemented:

- 1. Industry funded
- 2. DDUGKY

Content availability for previous versions of qualifications:

☒ Participant Handbook ☒ Facilitator Guide ☐ Digital Content ☐ Qualification Handbook ☐ Any Other:

Languages in which Content is available: Hindi and English

Annexure 5: Detailed Assessment Criteria

Detailed assessment criteria for each NOS/Module are as follows:

NOS/Module Name	Assessment Criteria for Performance Criteria/Learning Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
AGR/N4109: Dairy herd management, feeding and milking	<i>Feeding of dairy herd</i>	21	14		10
	PC1. identify the various types of locally available feeds and fodders				
	PC2. ensure that there are adequate number of sources for providing food supplements and fodders				
	PC3. ensure that the herds feed and water requirements are met				
	PC4. plan and allocate feed using feed budgeting techniques				
	PC5. ensure the feed fed to dairy animals is fit for the purpose and will not adversely impact the quality or safety of milk or meat				
	PC6. check all animals on a timely basis to be certain that they are receiving adequate feed and clean water at all times				
	PC7. calculate and evaluate feed rations for individual dairy animals or groups to maximise milk production and avoid over and/or under				

	feeding				
	PC8. ensure that the necessary feed or forage is regularly tested for nutrient contents				
	PC9. ensure appropriate storage conditions to avoid feed spoilage or contamination				
	PC10. ensure that water storage and dispensing vessels are cleaned periodically				
	PC11. ensure round the year availability of green and/or/dry/Conserved fodder				
	<i>Milking of dairy herd</i>	25	17		13
	PC12. ensure effective management of all aspects of milking process, including hygiene and somatic cell count, to maintain milk quality				
	PC13. carry out strip test to maintain milk quality				
	PC14. identify individual animals that require special milking management				
	PC15. ensure appropriate udder preparation for milking				
	PC16. ensure that animals are milked regularly using consistent milking techniques				
	PC17. ensure that the dairy animals are milked at their peak yield so as to reach the highest milk				

	production level				
	PC18. identify animals with potential health problems and take preventive measures to ensure that milk production does not suffer				
	PC19. group animals by yield, which can result in faster milking				
	PC20. ensure safe handling, measurement and testing of milk for sale or accounting				
	PC21. ensure milking equipments are correctly installed and maintained				
	PC22. ensure that the milk of a treated animal is not mixed with the milk of other animals in the bulk milk tank				
	PC23. evaluate long-term milk production for individual animals to plan breeding				
	PC24. evaluate and ensure personal hygiene of milkers				
	NOS Total	46	31		23
AGR/N4110: Dairy Herd Health Management	<i>Establish the herd with resistance to diseases</i>	5	4		4
	PC1. choose breeds and animals well suited to the local environment and dairy farming system				
	PC2. determine herd size and stocking rate based				

	on manpower skills				
	PC3. analyse local conditions and the availability of land, infrastructure, feed, and other inputs				
	PC4. supervise vaccination and deworming sessions of all animals as recommended or required by local animal health authorities				
	<i>Prevent entry of diseases onto the farm</i>	6	9		6
	PC5. ensure that only those animals with proper health check-up (both herd and individual animals) are bought				
	PC6. ensure that introduction of new animals to the farm is controlled using quarantine measures				
	PC7. ensure animal does not get affected during transportation				
	PC8. ensure that the access of people to the farm is limited and only through a certain number of entry points with foot dips				
	PC9. monitor the vermin control programme				
	PC10. monitor and ensure control to restriction of wild-life in the farm				
	<i>Ensure implementation of effective herd health management program</i>	9	10		6

	PC11. develop an identification system that allows all animals to be identified individually from birth to death/disposal				
	PC12. develop an effective herd health management programme (vaccination) focused on prevention that meets farm needs as well as regional and national regulatory requirements				
	PC13. ensure that the animals are regularly checked for signs of stress and diseases				
	PC14. ensure that the sick animals are attended quickly and in an appropriate manner				
	PC15. ensure that the sick animals are kept in isolation				
	PC16. ensure that written records of all treatments are kept and the treated animals are identified appropriately				
	PC17. manage animal disease that can affect public health				
	<i>Ensure reproductive health</i>	9	6		6
	PC18. ensure that the dairy animals have a stress free environment				
	PC19. ensure that animals which show early signs				

	of heat are given nutritious feed and other supplements to support their pregnancy				
	PC20. identify the signs of heat in dairy animals and ensure that animals that show high signs of heat are selected for natural or artificial insemination (AI)				
	PC21. ensure that the parturition process happens in a safe and sanitary environment				
	PC22. ensure post-partum care to avoid genital infections and nutrient deficiency				
	<i>Ensure proper usage of chemical and veterinary medicines</i>	8	8		4
	PC23. ensure the usage of chemicals that have been approved for supply and use under the relevant legislation				
	PC24. ensure the dosage is calculated carefully and the animals is observed after regular intervals				
	PC25. ensure that only those medicines which have been prescribed by veterinarians are used on animals				
	PC26. ensure that chemicals and veterinary				

	medicines are stored safely and are disposed off responsibly				
	NOS Total	37	37		26
AGR/N4111: Complete documentation, record keeping and inventory management related to dairy farm operations	<i>Animal record management</i>	<i>8</i>	<i>10</i>		<i>7</i>
	PC1. ensure that the mentioned records are maintained and updated regularly - record of animal health with their age, sex, date of birth, date of purchase etc., breeding record, production record, calf record, feeding record, health record, mortality record, sale record		-		-
	PC2. ensure that a daily record of milk yield from each animal is maintained in physical/digital mode and any abnormal yield is identified for further investigation	-	-	-	-
	PC3. ensure that a proper record of diseased, treated or under-treatment animals is maintained	-	-	-	-
	<i>Feed, equipment and financial record management</i>	<i>16</i>	<i>18</i>		<i>11</i>
	PC4. classify inventory items into consumable and non-consumable, fast and slow moving, critical inventory levels and store them appropriately				
	PC5. document and maintain records of parameters such as amount of feed and fodder purchased, amount of feed consumed, stocked feed etc.				

	PC6. maintain record of all dairy equipments along with the status of their operation and identify the equipments that might need repair / replacement in the near future		-		-
	PC7. maintain financial record to gauge the financial health of the dairy farm - cash analysis book, statement of debtors and creditors, dairy output, dairy variable and fixed costs, labour costs, machinery cost, records of manpower and its cost, statutory records related to establishment		-		-
	PC8. maintain financial records (per dairy animal) for value of milk produced, value of calves (sold and retained), cost of concentrate food, cost of other purchased feedstuffs, forage cost, income from sale of milk and products				
	<i>Budgeting for farm operations</i>	<i>11</i>	<i>12</i>		<i>7</i>
	PC9. prepare a budget for the operations of the farm by taking into account list of available resources, estimation of forage area and livestock numbers, estimation of physical inputs and outputs, estimation of prices of feed, equipment, manpower, electricity fuel, etc., estimation of total fixed costs				

	and overheads				
	PC10. prepare a monthly or weekly cash flow budget				
	PC11. compare the budgeted and actual cash flow for each month/week				
	NOS Total	35	40		25
AGR/N4112: Ensure safety, hygiene and sanitation in a dairy farm	<i>Ensure a safe and clean place for animals and dairy workers</i>	25	25		18
	PC1. ensure the housing area design to provide good drainage, shade, and ventilation				
	PC2. ensure clean and safe housing for dairy animals				
	PC3. ensure personal hygiene of dairy workers, by usage of gloves, hairnets, safety shoes, etc. whenever required				
	PC4. maintain and monitor milking area and equipment periodically				
	PC5. ensure proper disposal of waste and other potentially hazardous materials				
	PC6. use safety equipment such as fire extinguisher, first aid kit and eye-wash station when required				

	PC7. identify, document and report problems such as rodents and pests to management				
	PC8. use eco-friendly techniques to control pests				
	<i>Ensure compliance with appropriate emergency procedures</i>	13	9		10
	PC9. ensure the procedures for dealing with accidents, fires and emergencies are followed at all times				
	PC10. ensure that first aid treatment is provided to any injured worker or animals in case of an accident				
	PC11. ensure that emergency equipment are in place and in a proper working condition				
	NOS Total	38	34		28
AGR/N4113: Manage and lead a team for dairy farm management	<i>Manage and lead a team (for dairy farm management)</i>	<i>41</i>	<i>32</i>		<i>27</i>
	PC1. ensure that the team is aware of the schedule and job expectations on a daily basis				
	PC2. involve the team in regular meetings to communicate information intended for them				
	PC3. ensure proper and clear communication to the team on any changes in policies/ processes				

	by the organization through required verbal/ written mechanisms				
	PC4. ensure participation of the team in various engagement initiatives organized by the organization				
	PC5. counsel and address issues among the team for any work related issues				
	PC6. support the manager in deployment of the team as per production schedule and the organizational norms and guidelines				
	PC7. share knowledge of processes, techniques and products with the team to enhance their skill levels				
	PC8. provide feedback to the manager pertaining to performance of the team				
	NOS Total	41	32		27
DGT/VSQ/N0103: Employability Skills (60 Hours)	<i>Introduction to Employability Skills</i>	<i>1</i>	<i>1</i>	-	-
	PC1. identify employability skills required for jobs in various industries				
	PC2. identify and explore learning and employability portals				
	<i>Constitutional values – Citizenship</i>	<i>1</i>	<i>1</i>		

PC3. 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.			-	-
PC4. follow environmentally sustainable practices				
<i>Becoming a Professional in the 21st Century</i>	2	4		
PC5. recognize the significance of 21st Century Skills for employment			-	-
PC6. 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				
<i>Basic English Skills</i>	2	3		
PC7. use basic English for everyday conversation in different contexts, in person and over the telephone			-	-
PC8. read and understand routine information, notes, instructions, mails, letters etc. written in				

English				
PC9. write short messages, notes, letters, e-mails etc. in English				
<i>Career Development & Goal Setting</i>	1	2		
PC10. understand the difference between job and career			-	-
PC11. prepare a career development plan with short- and long-term goals, based on aptitude				
<i>Communication Skills</i>	2	2		
PC12. follow verbal and non-verbal communication etiquette and active listening techniques in various settings			-	-
PC13. work collaboratively with others in a team				
<i>Diversity & Inclusion</i>	1	2		
PC14. communicate and behave appropriately with all genders and PwD			-	-
PC15. escalate any issues related to sexual harassment at workplace according to POSH Act				
<i>Financial and Legal Literacy</i>	2	3		
PC16. select financial institutions, products and services as per requirement				
PC17. carry out offline and online financial			-	-

	transactions, safely and securely				
	PC18. identify common components of salary and compute income, expenses, taxes, investments etc				
	PC19. identify relevant rights and laws and use legal aids to fight against legal exploitation				
	<i>Essential Digital Skills</i>	3	4		
	PC20. operate digital devices and carry out basic internet operations securely and safely			-	-
	PC21. use e- mail and social media platforms and virtual collaboration tools to work effectively				
	PC22. use basic features of word processor, spreadsheets, and presentations				
	<i>Entrepreneurship</i>	2	3		
	PC23. identify different types of Entrepreneurship and Enterprises and assess opportunities for potential business through research				
	PC24. develop a business plan and a work model, considering the 4Ps of Marketing Product, Price, Place and Promotion				
	PC25. identify sources of funding, anticipate, and				

	mitigate any financial/ legal hurdles for the potential business opportunity				
	<i>Customer Service</i>	1	2		
	PC26. identify different types of customers				
	PC27. identify and respond to customer requests and needs in a professional manner.			-	-
	PC28. follow appropriate hygiene and grooming standards				
	<i>Getting ready for apprenticeship & Jobs</i>	2	3		
	PC29. create a professional Curriculum vitae (Résumé)				
	PC30. search for suitable jobs using reliable offline and online sources such as Employment exchange, recruitment agencies, newspapers etc. and job portals, respectively			-	-
	PC31. apply to identified job openings using offline /online methods as per requirement				
	PC32. answer questions politely, with clarity and confidence, during recruitment and selection				
	PC33. identify apprenticeship opportunities and register for it as per guidelines and requirements				
	NOS Total	20	30		

Annexure 6: Assessment Strategy

This section includes the processes involved in identifying, gathering, and interpreting information to evaluate the Candidate on the required competencies of the program.

1. Assessment System Overview

In Agriculture Sector it is of ultimate importance that individuals dealing with crop production or livestock have the requisite knowledge and competencies to undertake the task. Based on the Assessment Criteria, SSC in association with empanelled AAs, define the test structure for the given job roles to cover the required skills and competencies. Assessment strategy consists of the following:

1. Multiple Choice Questions : To assess basic knowledge (Objective/Subjective)
2. Viva : To assess awareness on processes (Oral and/or written questioning)
3. Practical : To evaluate skills and identify competencies.(Observation)

Assessments for knowledge and awareness on processes may be conducted through 'real time' internet based evaluation or by conducting the same 'offline' through TABs. Skills and competencies are to be assessed by conducting 'practical' on ground through qualified and ToA certified assessors.

While it is important that an individual has adequate knowledge and skills to perform a specific task, weight age for different aspects for assessment are given as follows:

Multiple Choice Questions: 20%-30%, depending on the specific QP

Viva: 20%

Practical: 50% - 60% (Involves demonstrations of applications and presentations of procedures/tasks and other components)

Assessment will be carried out by certified assessors through empanelled assessment partners. Based on the results of assessment; ASCI will certify the learners/candidates

2. Testing Environment

Assessments are conducted on laptops, Mobiles and android tablets via both offline and online mode depending on the internet connectivity at assessment location.

In remote locations/villages, assessments get delivered through tablets without the requirement of Internet.

- Multilingual assessments (ASCI is conducting assessments in 13 + languages pan India)
- Rubric driven assessments in Practical/Viva sections and responses recorded accordingly
- All responses, data, records and feedback stored digitally on cloud
- Advanced auto-proctoring features – photographs, time-stamp, geographic-tagging, toggle-screen/copy-paste disabled, etc.
- Android based monitoring system
- End to end process from allocation of a batch to final result upload, there is no manual intervention
- Assessment will normally be fixed for a day after the end date of training / within 7 days of completion of training.
- Assessment will be conducted at the training venue
- Room where assessment is conducted will be set with proper seating arrangements with enough space to curb copying or other unethical activities
- Question bank of theory and practical will be prepared by ASCI /assessment agency and approved ASCI. Only from approved Question Bank assessment agency will prepare the question paper. Theory testing will include multiple choice questions, pictorial question, etc. which will test the trainee on his theoretical knowledge of the subject.
- The theory, practical and viva assessments will be carried out on same day. In case of more number of candidates, number of assessors and venue facilitation be increased and facilitated

Assessment			
Assessment Type	Formative or Summative	Strategies	Examples
Theory	Summative	MCQ/Written exam	Knowledge of facts related to the job role and functions. Understanding of principles and concepts related to the job role and functions
Practical	Summative	Structured tasks/Demonstration	Practical application /Demonstration /Application tasks
Viva	Summative	Questioning and Probing	Mock interviews on usability of job roles/advantages /importance of adherence to procedures. Viva will be used to gauge trainee's confidence and correct knowledge in handling job situation

The question paper pre-loaded in the computer /Tablet and it will be in the language as requested by the training partner.

3. Assessment Quality Assurance framework

Assessment Framework and Design:

Based on the Assessment Criteria, SSC in association with AAs will define the test structure for the given roles to cover the required skills and competencies. ASCI offer a bouquet of tools for multi- dimensional evaluation of candidates covering language, cognitive skills, behavioral traits and domain knowledge.

Theoretical Knowledge - Item constructs and types are determined by theoretical understanding of the testing objectives and published research about the item-types and constructs that have shown statistical validity towards measuring the construct. Test item types which have been reported to be coachable are not included. Based on these, items are developed by domain experts. They are provided with comprehensive guidelines of testing objectives of each question and other quality measures.

Type – Questions based on Knowledge Required, Case-based practical scenario questions and automated simulation based questions.

Practical Skills - The practical assessments are developed taking into consideration two aspects: what practical tasks is the candidate expected to perform on the job and what aspects of the job cannot be judged through theoretical assessments. The candidates shall be asked to perform either an entire task or a set of subtasks depending on the nature of the job role

Type – Standardized rubrics for evaluation against set of tasks in a demo/practical task

Viva Voce - Those practical tasks which cannot be performed due to time or resource constraints are evaluated through the viva mode. Practical tasks are backed up with Viva for thorough assessment and complete evaluation

Type – Procedural questions, do's and don'ts, subjective questions to check understanding of practical tasks.

Assessor has to go through orientation program organized by Assessment Agency. The training would give an overview to the assessors on the overall framework of QP evaluation. Assessor shall be given a NOS and PC level overview of each QP as applicable. Overall structure of assessment and objectivity of the marking scheme will be explained to them. The giving of marks will be driven by an objective framework which will maintain standardization of marking scheme.

4. Type of Evidence and Evidence Gathering Protocol:

During the assessment the evidences collected by AAs and ASCI are:

- Geo Tagging to track ongoing assessment
- AA's coordinator emails the list of documents and evidences (photos and videos) to the assessor one day prior to the assessment. List is mentioned below:
 - Signed Attendance sheet
 - Assessor feedback sheet
 - Candidate feedback sheet
 - Assessment checklist for assessor
 - Candidate Aadhar/ID card verification
 - Pictures of classroom, labs to check the availability of adequate equipment's and tool to conduct the training and assessment

- Pictures and videos of Assessment, training feedback and infrastructure.
- Apart from the Assessor, Technical assistant popularly known as Proctor also ensures the proper documentation and they verify each other's tasks.
- To validate their work on the day of assessment, regular calls and video calls are done.
- On-boarding and training of assessor and proctor is done on timely basis to ensure that quality of the assessment should be maintained.
- Training covers the understanding of QP, NSQF level, NOS and assessment structure

5. *Methods of Validation*

- Morning Check (Pre-Assessment): Backend team of AA calls and confirms assessor/technical spoc event status. Assessor/Technical spoc are instructed to reach the centre on time by 9:30 AM / as decided with TC and delay should be highlighted to the Training Partner in advance.
- Video Calls: Random video calls are made to the technical spoc/assessor so as to keep check on assessment quality and ensure assessment is carried out in fair and transparent manner
- Aadhar verification of candidates
- Evening Check (Post Assessment): Calls are made to the ground team to ensure event is over by what time and the documentation is done in proper manner or not.
- TP Calling: To keep check on malpractice activity, independent audit team calls to TP on recorded line to take confirmation if there was any malpractice activity observed in assessment on part of AA/SSC team. If calls are not connected, email is sent to TP Spoc for taking their confirmation
- Video and Picture Evidence: Backend team collects video and pictures for assessment on real time basis and highlights any issue like, Students sitting idle/trainer allowed for helping out candidates during assessment.
- Surprise Visit: Time to time SSC/AA Audit team can visit the assessment location and do surprise audit for assessment process carried out by ground team.
- Geo Tagging: On day of assessment, each technical spoc is required to login in our internal app which is Geo tagged. Any deviation with centre address needs to be highlighted to assessment team on real-time basis.

Method for assessment documentation, archiving, and Access:

- ASCI has fully automated result generation process in association with multiple AAs
- Theory, Practical and Viva marks forms the basis of the results and encrypted files generated to avoid data manipulation. All responses captured and stored in System with Time-Stamped at the end of AAs and SSC. NOS-wise and PC-wise scores can be generated.
- Maker Checker concept: 1 person prepares results and other audit result which is internally approved by AA at first and then gets vetted at the end of SSC
- All soft copy of documents is received from the on-ground tech team over mail. The same are downloaded by our internal backend team and saved in Repository. The repository consists of scheme wise folders. These scheme wise folders have job role specific folders. These specific folders have Year wise and Month wise folders where all documents are saved in Batch specific folders. All Hard copies are filed and stored in storeroom.
- **Result Review & Recheck Mechanism –**
- Time stamped assessment logs
- Answer/Endorsement sheets for each candidate
- Attendance Sheet

- Feedback Forms: Assessor feedback form, Candidate feedback form, TP feedback form
- The results for each of the candidate shall be stored and available for review (retained for 5 years/ till conclusion of project or scheme)

Annexure: Acronym and Glossary

Acronym

Acronym	Description
AA	Assessment Agency
AB	Awarding Body
ISCO	International Standard Classification of Occupations
NCO	National Classification of Occupations
NCrF	National Credit Framework
NOS	National Occupational Standard(s)
NQR	National Qualification Register
NSQF	National Skills Qualifications Framework
OJT	On the Job Training

Glossary

Term	Description
National Occupational Standards (NOS)	NOS define the measurable performance outcomes required from an individual engaged in a particular task. They list down what an individual performing that task should know and also do.
Qualification	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
Qualification File	A Qualification File is a template designed to capture necessary information of a Qualification from the perspective of NSQF compliance. The Qualification File will be normally submitted by the awarding body for the qualification.
Sector	A grouping of professional activities on the basis of their main economic function, product, service or technology.
Long Term Training	Long-term skilling means any vocational training program undertaken for a year and above. https://ncvet.gov.in/sites/default/files/NCVET.pdf