



QUALIFICATION FILE

Zoo Animal Keeper-Small Captive Animals

☒ 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: 4

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	Zoo Animal Keeper Small Captive Animals																
2.	Sector/s	Agriculture																
3.	Type of Qualification: ☒ New ☐ Revised ☐ Has Electives/Options ☐ OEM	NQR Code & version of existing qualification:	Qualification Name of existing/previous version:															
4.	a. OEM Name b. Qualification Name (Wherever applicable)	NA																
5.	National Qualification Register (NQR) Code &Version (Will be issued after NSQC approval)	QG-04-AG-04460-2025-V1-ASCI	6. NCrf/NSQF Level: 4															
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	Zoo Animal Keeper -Small Captive Animals is responsible for the daily care, management, and well-being of small captive animals and their habitats. The role involves feeding the animals, cleaning and maintaining their enclosures, and monitoring their health, eating patterns, and behavior on a regular basis. The keeper is also responsible for grooming, bathing, and ensuring the animals receive adequate exercise to remain healthy and active, while always prioritizing personal and animal safety. Additionally, the keeper supports veterinarians in health checks, treatments, and medical care.																
9.	Eligibility Criteria for Entry for Student/Trainee/Learner/Employee	a. Entry Qualification & Relevant Experience: <table border="1"> <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>12th or Equivalent</td> <td></td> </tr> <tr> <td>2</td> <td>10th Class Pass or Equivalent</td> <td>3 years of relevant experience in Animal welfare</td> </tr> <tr> <td>3</td> <td>Previous NSQF Level 3.5</td> <td>1.5 years of relevant experience in Animal welfare</td> </tr> <tr> <td>4</td> <td>Previous NSQF Levels 3</td> <td>3 Years of relevant experience in Animal welfare</td> </tr> </tbody> </table> b. Age: 18		S. No.	Academic/Skill Qualification (with Specialization - if applicable)	Required Experience (with Specialization - if applicable)	1	12th or Equivalent		2	10th Class Pass or Equivalent	3 years of relevant experience in Animal welfare	3	Previous NSQF Level 3.5	1.5 years of relevant experience in Animal welfare	4	Previous NSQF Levels 3	3 Years of relevant experience in Animal welfare
S. No.	Academic/Skill Qualification (with Specialization - if applicable)	Required Experience (with Specialization - if applicable)																
1	12th or Equivalent																	
2	10th Class Pass or Equivalent	3 years of relevant experience in Animal welfare																
3	Previous NSQF Level 3.5	1.5 years of relevant experience in Animal welfare																
4	Previous NSQF Levels 3	3 Years of relevant experience in Animal welfare																
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"> <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>215</td> <td>175</td> <td>90</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)	215	175	90		480	Online					
Training Delivery Modes	Theory (Hours)	Practical (Hours)	OJT Mandatory (Hours)	OJT Recommended (Hours)	Total (Hours)																			
Classroom (offline)	215	175	90		480																			
Online																								
14.	Aligned to NCO/ISCO Code/s (if no code is available mention the same)	NCO-2015/3240.0300																						
15.	Progression path after attaining the qualification (Please show Professional and Academic progression)	Zoo Animal Keeper- Large Captive animals (L5)																						
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: SHI																						
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.K Email: standards@asci-india.com Website: www.asci-india.com Contact No.: 0124-4670029																						
23.	Final Approval Date by NSQC: 07-10-2025	24. Validity Duration: 3 years post NSQC Approval			25. Next Review Date: 07-10-2028																			

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	Assess the characteristics and behaviour of the Small captive animals	AGR/N4613	Core	4	2	30	25	5		60	30	20		10	60	15
2	Manage small captive animals and their habitat	AGR/N4614	Core	4	4.5	40	70	25		135	30	50		20	100	30
3	Assist in maintaining health of the small Captive animals	AGR/N4615	Core	4	4.5	50	55	30		135	20	20		10	50	30
4	Ensure resource optimization and occupational health and safety in animal facilities	AGR/N9919	Non-Core	4	3	35	25	30		90	30	40		30	100	15
5	Employability Skills (60 Hours)	DGT/VSQ/N0102	Non-Core	4	2	60	0			60	20	30		0	50	10
Duration (in Hours) / Total Marks					16	215	175	90		480	130	160		70	360	100

Assessment - Minimum Qualifying Percentage

Please 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) <i>(as per NCVET guidelines)</i>	Class 12 th (Biology) with 6 years of experience in Animal Keeping OR Graduation (Zoology) with 1 year of experience in Animal Keeping
2.	Master Trainer's Qualification and experience in the relevant sector (in years) <i>(as per NCVET guidelines)</i>	6 years of training experience along with Graduation (Zoology) with 1 year of experience in Animal Keeping.
3.	Tools and Equipment Required for Training	☒ Yes ☐ No <i>(If "Yes", details to be provided in Annexure)</i>
4.	In Case of Revised Qualification, Details of Any Upskilling Required for Trainer	NA

Section 4: Assessment Related

1.	Assessor's Qualification and experience in relevant sector (in years) <i>(as per NCVET guidelines)</i>	Ex. Personnel from Forest/ Wildlife Dept/ Retired personnel from zoos- Minimum 10 th Pass with 7 years of experience In Animal Science Veterinary Science Zoology Ecology or related fields OR Graduation (B V Sc) with 3 years of experience in Animal Science Veterinary Science Zoology Ecology or related fields OR (B Sc Animal Sciences Zoology with 5 years exp In Animal Science Veterinary Science Zoology Ecology related fields OR B Voc with 5 years of relevant experience OR Post-graduation (M V Sc OR M Sc Animal Sciences Animal Breeding) with 1 year of experience in In Animal Science Veterinary Science Zoology Ecology or related fields OR PhD in Animal Sciences or other related streams with 1 year of experience in n Animal Science Veterinary Science Zoology Ecology or related experience
2.	Proctor's Qualification and experience in relevant sector (in years) <i>(as per NCVET guidelines)</i>	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 .)
3.	Lead Assessor's/Proctor's Qualification and experience in relevant sector (in years) <i>(as per NCVET guidelines)</i>	Post-Graduation (M V Sc M Sc Animal Sciences Animal Breeding) with 10 years of relevant industry experience in Animal Science Veterinary Science Zoology Ecology or related fields
4.	Assessment Mode <i>(Specify the assessment mode)</i>	Offline

5.	Tools and Equipment Required for Assessment	☒ Same as for training ☒ Yes ☐ No <i>(details to be provided in Annexure-if it is different for Assessment)</i>
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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): Yes
4.	Number of Industry validation provided: 11
5.	Estimated nos. of persons to be trained and employed: 1000
6.	Evidence of Concurrence/Consultation with Line Ministry/State Departments: concurrence awaited from Central Zoo Authority

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 <i>(Mandatory)</i>	Annexure-1
2.	Annexure: List of tools and equipment relevant for qualification <i>(Mandatory, except in case of online course)</i>	Annexure-2
3.	Annexure: Detailed Assessment Criteria <i>(Mandatory)</i>	Annexure-5
4.	Annexure: Assessment Strategy <i>(Mandatory)</i>	Annexure-6
5.	Annexure: Blended Learning <i>(Mandatory, in case selected Mode of delivery is "Blended Learning")</i>	NA
6.	Annexure: Multiple Entry-Exit Details <i>(Mandatory, in case qualification has multiple Entry-Exit)</i>	NA
7.	Annexure: Acronym and Glossary <i>(Optional)</i>	
8.	Supporting Document: Model Curriculum <i>(Mandatory – Public view)</i>	Annexure-7
9.	Supporting Document: Career Progression <i>(Mandatory - Public view)</i>	Zoo Animal Keeper- Large Captive animals (L5)
10.	Supporting Document: Occupational Map <i>(Mandatory)</i>	Annexure-8
11.	Supporting Document: Assessment SOP <i>(Mandatory)</i>	Annexure-9
12.	Any other document you wish to submit:	

Annexure 1: Evidence of Level

NCrF/NSQF Level Descriptors	Key requirements of the job role/ outcome of the qualification	How the job role/ outcomes relate to the NCrF/NSQF level descriptor	NCrF/NSQF Level
Professional Theoretical Knowledge/Process	Possesses specialized knowledge of procedures employed in both routine and non routine contexts. Possesses specialized operational knowledge and understanding of the work. Has complete knowledge of concept of time required for delivery; and Quality for a range of issues. Has knowledge of collecting and interpreting the available information, drawing conclusions and communicating the same. Understands the financial and feasibility aspect of various work/ solutions options Specialized knowledge Specialized knowledge OR/AND Proficient with diverse procedural knowledge, operational understanding, time and quality management, data interpretation, and financial feasibility analysis	The role requires a range of specialized technical knowledge and practical clarity for routine and non-standard practices.	4
Professional and Technical Skills/ Expertise/ Professional Knowledge	Possesses specialized professional and technical skills; displays clarity of professional knowledge and technical skills in broad range of activities/ tasks. Can apply the required knowledge for successfully implementing or applying techniques/ processes in a specific field/ job role, The ability to gain, and where relevant apply a range of knowledge, skills and understanding, Can clearly identify the relevant tools; and has advanced knowledge of materials in most routine/ non-routine contexts. Possesses the required operational skills for the work/ job. Skill to deliver job/ work with the required precision and in the estimated timelines. Capabilities of carrying out a choice of processes and procedures within the range of familiar / unfamiliar contexts. Specialized skills Professionally skilled with advanced knowledge, capable of successfully implementing techniques and delivering work with precision.	The job requires factual and procedural knowledge with the ability to prioritize, plan tasks, and use arithmetic and basic IT tools.	4
Employment Readiness & Entrepreneurship Skills & Mind-set/Professional Skill	Have much broader Employability Skills including understanding of career planning, digital skills, financial and legal literacy. Good Communication skills, both oral and written. Initiative and Leadership Abilities, Advanced literacy and Numeracy skills, Has good skills for self employment and entrepreneurship skills/ entrepreneurial Mind set which may potentially create job for more persons (say 3 to 5), Skills for accurate workshop/ mathematical calculation and estimations, and understanding of arithmetic and algebraic principles. Can comfortably use most of the basic digital tools, has clear understanding of Financial and Digital literacy, Aadhaar and Mobile, uses digital payments etc. with proficiency, Good understanding of Constitutional values and Citizenship, inclusion and Diversity. Very Good understanding of social political and work environment Team readiness, self entrepreneurship readiness Highly skilled and versatile professional with proficiency in employability skills including communication, leadership, entrepreneurship, and digital and financial literacy	The job involves observation, interpretation, and appropriate practical action using tools, equipment, and quality concepts.	4
Broad Learning Outcomes/Core Skill	The candidate must be able to carry out a specialized job/ work/ tasks in a familiar/ unfamiliar, predictable/ unpredictable, routine/ nonroutine, situation of multiple options/ choices. Focus on range of application of standard and non standard procedures and somewhat complex operations in production/ services. Able to identify the problems and a wider possible range of solutions with pros and cons in	The job requires factual knowledge of animal health, nutrition, and enclosure management for effective work performance.	4

	production/ services, Complex tasks are performed by himself without much instructions and supervision. Apply related occupational safety and general hygiene norms and environmental aspects. For mini entrepreneurs end to end clear understanding of development, production, quality parameters, and delivery and marketing processes. Applies range of well developed technical skills with clarity of activities involving clear choices within familiar contexts, Has knowledge and is able to continuously improve processes which the individual uses for concerned job roles, Has information of associated Risks with related job roles, Uses discretion and judgement over a range of known responses to familiar problems.Specialized/ complex jobs/tasksVersatile candidate adept at executing specialized tasks with minimal supervision, applying technical skills and problem solving with clarity.		
Responsibility	At Level 3.5/4 the candidate is a senior skilled technician, Takes complete responsibility for delivery and quality of own work and output as also the subordinates. Shares responsibility for the group tasks. At level 4 the candidate is a highly skilled master technician, Can perform all nonstandard procedures and non-routine tasks with confidence.Self and team responsibility Sr. Technician or Master TechnicianIndividually accountable, collectively responsible; Capable and confident in nonstandard and nonroutine tasks	The job involves responsibility for own work and learning under limited supervision.	4

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	Animal Record Book Register	Nos	1
2	Grooming kit	Nos	1
3	Whistle	Nos	1
4	Safty Gloves	Pairs	30
5	Animal cage	Nos	1
6	Animal Enclouser	Nos	1
7	Charts Models and videos on animal habitat	Nos	1
8	Charts Models and Videos on Zoo animals small captive animals	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	LSET	Rajesh Murugeshan	Director	LSET Foundation, SyNo57/1, Yelahanka, Bangalore	9606900229	rajesh@lifesciencetrust.com	N/A
2	SAVA	Dr TV Suresh	President	SAVA Foundation, Registration no- 82/2025, Annamaya District, Andhra Pradesh	7097753333	Sava.andhrapradesh@gmail.com	N/A
3	INDORE ZOO	Er Nihar Parulekar	Curator and E O	INDORE ZOO, A.B Road, Naulakha, M.P	7225869026	indorezoo@gmail.com	N/A
4	Mandal Animal Husbandry Office	Dr S Chandralekha	Animal Husbandry Officer	Mandal Animal Husbandry Office, Madanapalle 517325	7499000999	Lekhalawrensee84@gmail.com	N/A
5	Planet Earth Aquarium	Pradeep M	Chief Scientific Officer	Planet Earth Aquarium Sy no-32/2 Old KRS Road, Kuppada, Mysore Outskirts, Srirangapatna (tp), Mandya (dist) - 571606	9036381315	prdexotics@gmail.com	N/A
6	Raaga Foundation	Devireddy Nanda Kishore Reddy	President Raaga Foundation	Raaga Foundation KCR colony, Annaram Village, Hyderabad, Telangana - 500043	9885222974	Garfield.nk@gmail.com	N/A
7	Sardar Patel Zoological Park	Soham Mukherjee	Additional Director	Sardar Patel Zoological Park, Ekta Nagar, Gujarat	9909096618	adl.dir.spzp@gmail.com	N/A
8	Sri Chamarajendra Zoological	Teja S	Biologist	Zoo Main Road Indiranagar, Mysore, Karnataka	9686668824	zoomysore@gmail.com	N/A
9	Vananchal Trust	Atul Bhaskarbhai Maheta	Trustee President	PO: dadri falia, Pamera, Valsad	7048580282	atulmehta011@gmail.com	N/A
10	Bannerghatta Biological Park	A V Surya Sen	Executive Director	Bannerghatta, Bengaluru 560083	9035092800	ed@bannerghattabiopark.org	N/A
11	Birds Of Paradise Foundation	Karthik Prabu A	Founder Trustee	94/3, Off Kanakapura Road, Agara, Kengeri	7019666135	karthick.sawwct@gmail.com	N/A

				Hobli, Banjarapalya, Bengaluru, Karnataka 560082			
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Annexure 4: Training & Employment Details

Training and Employment Projections:

Year	Total Candidates		Women		People with Disability	
	Estimated Training #	Estimated Employment Opportunities	Estimated Training #	Estimated Employment Opportunities	Estimated Training #	Estimated Employment Opportunities
2024-25	0	0	0	0	0	0
2025-26	500	10	100	10	0	0
2026-27	500	10	100	10	0	0

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

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:

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/MC/NC/Module Name	Performance criteria	Theory Marks	Practical Marks	Project Marks	Viva Marks
AGR/N4613: Assess the characteristics and behaviour of the Small captive animals	PC 1. Identify different categories and types of Small captive animals	-	-	-	-
	PC 2. distinguish between the traits of different animals in the zoo	-	-	-	-
	PC 3. analyze the habitat requirement of the animals	-	-	-	-
	PC 4. comprehend the food habits of the animals	-	-	-	-
	PC 5. assess the compatibility between the animals	-	-	-	-
	PC 6. interpret animals normal and abnormal behavior	-	-	-	-
	PC 7. identify situations that affect the animals	-	-	-	-
	PC 8. assess the seasonal biological and behavioral changes in the animals		-	-	-
	PC 9. follow safety protocol for self visitors and animals	-	-	-	
	TOTAL	30	20	0	10
AGR/N4614: Manage small captive animals and their habitat	PC 1. identify habitat requirement of different types and category of Small captive animal			-	-
	PC 2. provide appropriate habitat conditions to ensure the comfort health and safety of small captive animals				
	PC 3. clean small captive animal pen enclosure and the surroundings as per the procedure			-	-
	PC 4. check the enclosure and fencing for safety	-	-	-	-
	PC 5. dispose off the waste hospital food biological etc as per the procedure		-	-	-
	PC 6. follow safety protocol for self visitors and animals	-	-	-	-
	PC 7. identify the food habits of different types and categories of Small captive animals			-	-
	PC 8. clean the food and water troughs as per the procedure	-	-	-	-
	PC 9. prepare feed for the small captive animal	-	-	-	-
	PC 10. refill the food and water troughs	-	-	-	-

	PC 11. feed the small captive animals as per the diet plan	-	-	-	-
	PC 12. document the feed uptake of the small captive animals as per the procedure			-	-
	PC 13. handle different categories of small captive animal as per the procedure		-	-	
	PC 14. check the animal for any external wounds injuries secretions etc	-	-		
	PC 15. give first aid or report to the veterinarian if required	-	-		
	PC 16. rubdown the animal as per SOP	-	-		
	PC 17. make the small captive animal exercise as per SOP	-	-		
	PC 18. bathe and dry the small captive animal as per SOP	-	-		
	PC 19. use and maintain the grooming tools	-	-		
	PC 20. ensure recommended personal inoculation	-	-		
	TOTAL	30	50	0	20
AGR/N4615: Assist in maintaining health of small captive animals	PC 1. follow the inoculation and de worming schedule	-	-	-	-
	PC 2. identify abnormal signs in the small captive animals	-	-	-	-
	PC 3. inform the veterinarian promptly and ensure small captive animals are taken for timely check up and required treatment				
	PC 4. feed the small captive animals as per the approved diet plan	-	-	-	-
	PC 5. tend to the sick and injured small captive animals if advised	-	-	-	-
	PC 6. report behavioral changes in the small captive animals to the veterinarian		-	-	-
	PC 7. assist the vet for conservation breeding if required	-	-	-	
	PC 8. take care of the young ones as instructed	-	-	-	
	TOTAL	20	20	0	10

AGR/N9919:Ensure resource optimization & occupational health and safety in animal facilities	PC 1. optimise use of resources including water and electricity	-	-	-	-
	PC 2. follow environment friendly work practices	-	-	-	-
	PC 3. explain environment friendly workplace practices to co workers	-	-	-	-
	PC 4. identify recyclable non recyclable and hazardous waste	-	-	-	-
	PC 5. segregate waste as per the procedure	-	-	-	-
	PC 6. recycle the waste	-	-	-	-
	PC 7. dispose off the waste as per the procedure	-	-	-	-
	PC 8. follow organizational health and safety and emergency procedures				
	PC 9. assess possible risks and hazards	-	-	-	-
	PC 10. carry out basic safety checks	-	-	-	-
	PC 11. take recommended personal inoculations periodically	-	-	-	-
	PC 12. get animals vaccinated dewormed as scheduled	-	-	-	-
	PC 13. store equipment and materials safely and correctly	-	-	-	-
	PC 14. use equipment and materials safely and correctly	-	-	-	-
	PC 15. assess the behavior of animals before approaching	-	-	-	-
	PC 16. restrain animals as per the procedure instruction	-	-	-	-
	PC 17. use recommended PPE	-	-	-	-
	PC 18. report accidents and incidents as per the procedure	-	-	-	-
	PC 19. follow laid down procedures during emergencies	-	-	-	-
	PC 20. use emergency equipment effectively and safely	-	-	-	-
	PC 21. ensure regular servicing of emergency equipment and PPE	-	-	-	-
	PC 22. provide basic first aid if required	-	-	-	-
	PC 23. evacuate affected personnel and animals if required	-	-	-	-
	TOTAL	30	40	0	30

DGT/VSQ/N0102: Employability Skills (60 Hours)	PC 1. identify employability skills required for jobs	-	-	-	-
	PC 2. identify and explore learning and employability portals	-	-	-	-
	PC 3. recognize constitutional values & ethics	-	-	-	-
	PC 4. follow environmentally sustainable practices	-	-	-	-
	PC 5. recognize the significance of 21st Century Skills	-	-	-	-
	PC 6. practice 21st Century Skills	-	-	-	-
	PC 7. use basic English for daily conversation	-	-	-	-
	PC 8. read & understand routine information	-	-	-	-
	PC 9. write short messages notes letters emails	-	-	-	-
	PC 10. understand difference between job and career	-	-	-	-
	PC 11. prepare a career development plan	-	-	-	-
	PC 12. follow communication etiquette	-	-	-	-
	PC 13. work collaboratively with others	-	-	-	-
	PC 14. communicate & behave appropriately with all genders & PwD	-	-	-	-
	PC 15. escalate issues related to sexual harassment as per POSH	-	-	-	-
	PC 16. select financial institutions & services	-	-	-	-
	PC 17. carry out secure offline & online transactions	-	-	-	-
	PC 18. identify salary components compute income expenses	-	-	-	-
	PC 19. identify rights & laws use legal aids	-	-	-	-
	PC 20. operate digital devices securely	-	-	-	-
	PC 21. use email social media collaboration tools	-	-	-	-
	PC 22. use word processor spreadsheets presentations	-	-	-	-
	PC 23. identify types of entrepreneurship & enterprises	-	-	-	-
	PC 24. develop business plan & work model	-	-	-	-
	PC 25. identify funding sources & mitigate hurdles	-	-	-	-
	PC 26. identify types of customers	-	-	-	-
	PC 27. respond to customer requests professionally	-	-	-	-
	PC 28. follow hygiene and grooming standards	-	-	-	-
	PC 29. create professional CV/Resume	-	-	-	-

	PC 30. search and apply for jobs offline and online	-	-	-	-
	PC 31. apply to identified job openings using offline /online methods as per requirement	-	-	-	-
	PC 32 answer interview questions confidently	-	-	-	-
	PC 33. identify apprenticeship opportunities	-	-	-	-
	TOTAL	20	30	0	0
	GRAND TOTAL	130	160	0	70

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
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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 send 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