



QUALIFICATION FILE

Krishi Sahayak

☒ 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: 3

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	Krishi Sahayak	
2.	Sector/s	Agriculture	
3.	Type of Qualification: ☐ New ☒ Revised ☐ Has Electives/Options ☐ OEM	NQR Code & version of existing qualification: 2022/AGR/ASCI/06446	Qualification Name of existing/previous version: Krishi Sahayak
4.	a. OEM Name b. Qualification Name (Wherever applicable)	NA	
5.	National Qualification Register (NQR) Code &Version (Will be issued after NSQC approval)	NCO/2015-6116.0102	6. NCrf/NSQF Level: 3
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	Krishi Sahayak is popularly known as Krishi Sakhi or Aajeevika Krishi Mitra (AKM) or Community Resource Person-Agriculture. The individual is responsible for creating awareness and building capacity of farmer/ rural house hold members on agricultural activities and facilitates aggregation and marketing of the agricultural produce for sustainable agriculture-based livelihoods at SHGs/household level. The individual in job is also required to collect various data of each individual farmer/ producer member on various parameter. The individual also provides technical guidance to farmers on various crop cultivation practices and demonstrate improved practices for the same.	
9.	Eligibility Criteria for Entry for Student/Trainee/Learner/Employee	a. Entry Qualification & Relevant Experience:	

		b. Age: NA <table border="1"> <tr> <th>S. No.</th><th>Academic/Skill Qualification (with Specialization - if applicable)</th><th>Required Experience (with Specialization - if applicable)</th></tr> <tr> <td>1</td><td>10th Class or equivalent</td><td></td></tr> <tr> <td>2</td><td>8th Class or Equivalent</td><td>With 3 years of experience in agriculture and allied sectors</td></tr> <tr> <td>3</td><td>5th class or equivalent</td><td>With 6 years of experience in agriculture and allied sectors</td></tr> <tr> <td>4</td><td>Previous NSQF level 2.5</td><td>With 1.5 years of experience in agriculture and allied sectors</td></tr> <tr> <td>5</td><td>Previous NSQF level 2</td><td>With 3 years of experience in agriculture and allied sectors</td></tr> </table>						S. No.	Academic/Skill Qualification (with Specialization - if applicable)	Required Experience (with Specialization - if applicable)	1	10th Class or equivalent		2	8 th Class or Equivalent	With 3 years of experience in agriculture and allied sectors	3	5 th class or equivalent	With 6 years of experience in agriculture and allied sectors	4	Previous NSQF level 2.5	With 1.5 years of experience in agriculture and allied sectors	5	Previous NSQF level 2	With 3 years of experience in agriculture and allied sectors
S. No.	Academic/Skill Qualification (with Specialization - if applicable)	Required Experience (with Specialization - if applicable)																							
1	10th Class or equivalent																								
2	8 th Class or Equivalent	With 3 years of experience in agriculture and allied sectors																							
3	5 th class or equivalent	With 6 years of experience in agriculture and allied sectors																							
4	Previous NSQF level 2.5	With 1.5 years of experience in agriculture and allied sectors																							
5	Previous NSQF level 2	With 3 years of experience in agriculture and allied sectors																							
10.	Credits Assigned to this Qualification, Subject to Assessment (as per National Credit Framework (NCrF))	10	11. Common Cost Norm Category (I/II/III) (wherever applicable): II																						
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"> <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> <tr> <td>Classroom (offline)</td><td>155</td><td>145</td><td></td><td></td><td>300</td></tr> <tr> <td>Online</td><td></td><td></td><td></td><td></td><td></td></tr> </table> (Refer Blended Learning Annexure for details)					Training Delivery Modes	Theory (Hours)	Practical (Hours)	OJT Mandatory (Hours)	OJT Recommended (Hours)	Total (Hours)	Classroom (offline)	155	145			300	Online						
Training Delivery Modes	Theory (Hours)	Practical (Hours)	OJT Mandatory (Hours)	OJT Recommended (Hours)	Total (Hours)																				
Classroom (offline)	155	145			300																				
Online																									
14.	Aligned to NCO/ISCO Code/s (if no code is available mention the same)	NCO-2015/6116.0102																							
15.	Progression path after attaining the qualification (Please show Professional and Academic progression)	Agriculture Extension Service Provider (L4)																							
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: LD																							
19.	How Participation of Women will be Encouraged	Batches specific to women will be formed																							

20.	Are Greening/ Environment Sustainability Aspects Covered (<i>Specify the NOS/Module which covers it</i>)	☒ Yes ☐ No DGT/VSQ/N0101 (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 <i>(In case of CS or MS, provide details of both Lead AB & Supporting ABs)</i>	Name: Ms Purnambica Email: standards@asci-india.com Contact No.: 0124-4670029 Website: www.asci-india.com	
23.	Final Approval Date by NSQC: 20-11-2025	24. Validity Duration: 3 years post NSQC Approval	25. Next Review Date: 20-11-2028

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/N SQF 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	Comprehend the livelihood perspective of the farming communities	AGR/N7612 (v2.0)	Core	3	1	15	15	0	0	30	5	5	0	10	20	5
2	Comprehend the Agro-ecology and various interventions that influence the functioning of the ecosystem	AGR/N7613 (v1.0)	Core	3	1	20	10	0	0	30	5	10	0	5	20	5
3	Establish an Agri- nutrition-garden (ANG)	AGR/N7614 (v1.0)	Core	3	1	15	15	0	0	30	12	18	0	20	50	15
4	Improve Farming Practices by conducting Farmer Field Schools (FFS)	AGR/N7619 (v2.0)	Core	3	1	10	20	0	0	30	9	14	0	17	40	15
5	Cultivate the appropriate crops in the selected area	AGR/N7615 (v1.0)	Core	3	1	10	20	0	0	30	28	53	0	49	130	15
6	Use relevant farm machinery for the field crop cultivation	AGR/N7616 (v1.0)	Core	3	1	10	20	0	0	30	10	10	0	10	30	10
7	Analyse the effect of abnormal weather conditions on small holders' agricultural practices for effective management practices	AGR/N7617 (v2.0)	Core	3	1	15	15	0	0	30	10	10	0	10	30	10
8	Carry out basic farm management	AGR/N7618 (v1.0)	Non-Core	3	1	15	15	0	0	30	20	30	0	30	80	10

S. No	NOS/Module Name	NOS/Module Code & Version (if applicable)	Core/ Non-Core	NCrF/N SQF 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)
9	Maintain health and safety at the workplace	AGR/N9903 (v4.0)	Non-Core	3	1	15	15	0	0	30	40	25	0	35	100	5
10	Employability Skills (30 Hours)	DGT/VSQ/N0101 (v1.0)	Non-Core	3	1	30	0	0	0	30	20	30	0	0	50	10
Duration (in Hours) / Total Marks					10	155	145	0	0	300	159	205	0	186	550	100

Assessment - Minimum Qualifying Percentage

Please specify **any one** of the following:

Minimum Pass Percentage – Aggregate at qualification level: 50 % (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* with 4 years of relevant experience in Agriculture Extension Service *Ex-Service-Man including Ex- Paramilitary personnel: Minimum Qualification is 10+2 with an Honourable Discharge/ Pension. SSC would consider a relaxation/waiver of sector- specific experience on a case-to-case basis. OR Diploma in Agriculture with 3 years of relevant industry experience in Agriculture Extension Service OR Graduate** in any stream except Agriculture & Agri-Allied sector with 3 years of relevant industry experience in Agriculture Extension Service **For the school Program minimum qualification of the Trainer should be Graduate in Botany / Agriculture & Agri-Allied Sector with Teaching experience of minimum 2 years, (will be considered industry experience) OR Certificate in CITS certificate in relevant field with 2 years of experience in related field OR Graduate in Agriculture & Agri-Allied Sector with 0.5 years of experience in Agriculture Extension
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		Service OR Post- Graduate in Agriculture/ Agriculture Extension
2.	Master Trainer's Qualification and experience in the relevant sector (in years) <i>(as per NCVET guidelines)</i>	Graduate in any stream except Agriculture & Agri-Allied sector with 3 years of relevant industry experience in Agriculture Extension Service with more than 5 years of training experience OR Graduate in Agriculture & Agri-Allied Sector with 0.5 years of experience in Agriculture Extension Service with more than 5 years of training experience OR Post- Graduate in Agriculture/ Agriculture Extension with more than 5 years of training experience
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>	B.Sc. (Agriculture/Extension and related streams) with 5 years of experience in Agriculture/ Extension/ Community Management/ Rural Development and related streams OR PGDAEM with 2 years of experience in Agriculture/ Extension/ Community Management/ Rural Development and related streams OR Msc in Agriculture/Extension/Rural Development and related streams with 2 years of experience in Agriculture/ Extension/ Community Management/ Rural Development and related streams OR PhD in Agriculture/ Extension/ Rural Development and related streams with 1 year of experience in Agriculture/ Extension/ Community Management/ Rural Development and related streams
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 in Agriculture/Extension/Rural Development and related streams with 10 years of experience in Agriculture/ Extension/ Community Management/ Rural Development and related streams
4.	Assessment Mode <i>(Specify the assessment mode)</i>	Offline

5.	Tools and Equipment Required for Assessment	☒ Same as for training ☒ Yes ☐ No (details to be provided in Annexure-if it is different for Assessment)
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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): NA
3.	Government /Industry initiatives/ requirement (Yes/No): Yes
4.	Number of Industry validation provided: 7
5.	Estimated nos. of persons to be trained and employed: 1300
6.	Evidence of Concurrence/Consultation with Line Ministry/State Departments: Awaited from MoA & FW

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)	Agriculture Extension Service Provider (L4)
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

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 knowledge involving a defined range of standard procedures employed in routine contexts. Understands the basic concept of timely delivery and Quality. Can interpret the available information and communicate the same. Basic knowledge of collecting and organizing information for problem identification and solution. Understands the basic financial and, Uses limited discretion and judgement over a range of known responses to familiar problems. Range of knowledge Knowledge involving a defined range of standard procedures, uses limited discretion and judgement over a range of known responses to familiar problems	An individual who will be responsible for carrying out a job which may require limited range of activities routine and predictable. Most of the activities as mentioned in the adjacent table are routine and predictable in nature	3
Professional and Technical Skills/ Expertise/ Professional Knowledge	A range of skills and technical capabilities of carrying out a choice of processes and procedures within the range of familiar contexts. The ability to gain, and where relevant apply a range of knowledge, skills and understanding. Has the required skills for Identification of the problem and issues within the range of familiar contexts and generate possible solution. Skills to identify the relevant tools and materials in given context. Possesses operational knowledge and understanding of the work/ job. Skill to deliver job/work with reasonable precision. Range of technical skills Required skills for Identification of the problem and issues within the range of familiar contexts	The job holder is expected to be aware of the basic facts, process and principle applied in trade of employment. Some of these have been mentioned in the adjacent table	3
Employment Readiness & Entrepreneurship	Working as a member of a team/ within a team. Display Personal Motivation. Positive Attitude and Passion for Work, Good skills in written and oral	The job holder is expected to recall and demonstrate practical skill, routine and repetitive in narrow range of application	3

Skills & Mind-set/Professional Skill	communication with some clarity, basic knowledge of Language to support such communication. Intermediate literacy and Numeracy skills, Skills for workshop calculations and basic of arithmetic and algebraic principles. Have broader Employability Skills including self employment and minientrepreneurship skills creating job for more than 1 person. Can use digital tools, has basic Financial and Digital literacy, Aadhar and Mobile, digital payments etc with some proficiency. Basic understanding of social political natural and work environment. Basic understanding of Constitutional values and Citizenship, inclusion and DiversityTeam readiness and Enterpreurial readinessTeam worker, with broad employability skills who displays of motivation and positive attitude for work.		
Broad Learning Outcomes/Core Skill	The candidate must be able to carry out job/ work/ tasks/ /small project /assignments in a familiar, predictable, routine, situation of clear choice. Focus on range of application of standard procedures or operations in production/ services. Able to identify/ anticipate the problems and possible range of solutions in production/ services, Tasks are mostly performed by own and require little instructions and supervision. Understands all safety and general hygiene norms and environmental aspects, together with Risks. For self help group members, mini entrepreneurs end to end clear understanding of production process, quality parameters, delivery and local marketing.Carry out Range of tasks and may provide range of solutionsThe candidate carries out a job in familiar, predictable, routine, situation of clear choice, can focus on range of application of standard procedures or operations in production/ services. Must be able to identify/	The job holder is expected to know language to communicate in both written and oral, with minimum required clarity, skill of basic arithmetic and algebraic principles, personal banking, basic understanding of social and natural environment.	3

	anticipate the problems and possible range of solutions		
Responsibility	Takes responsibility for delivery and quality of own work and tangible output. At Level 2.5 the candidate is a Junior Technician. At level 3.0 the candidate works as a skilled worker/ technician. Take work from the helpers or assistants and collaboratively work with junior technician. Able to assist in the planning of the routine and predictable tasks within a specific field. Accountable/ responsible Jr. Technician and Technician Takes responsibility for delivery and quality of own work and tangible output. Can assist in the planning of the routine and predictable tasks within a specific field.	The person has some responsibility for own work with in the defined limit.	3

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	Chart Papers	Nos	30
2	Laptops/Computers	Nos	3
3	Registers	Nos	15
4	Learning Material/ Books	Nos	30
5	Leaflets	Nos	30
6	Video recording equipment	Nos	1
7	Stationery	Set	10
8	Kassi / Spade	Nos	1
9	Khurpi	Nos	1
10	Weeder	Nos	1
11	Rake	Nos	1

12	Watering Can	Nos	1
13	Sprayer	Nos	1
14	Budding & Grafting Set	Set	3
15	Earthen Pots	Nos	2
16	Hedge Cutter	Nos	1
17	Polythene Bags (Garbage)	Nos	10
18	Seed Packets	Nos	5
19	Gunny bags	Nos	5
20	Budding-tape	Nos	1
21	Sickle	Nos	1
22	Scissors	Nos	1
23	compost/farmyard manure/vermicompost	Kg	5
24	Ingredients to prepare NADEP/Ghanjeevamrut/Dravyajeevamrut/Panchgavya	Set	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	Sumitomo Mitsui Financial Group	Lokesh Reddy	Manager	Aditya Trade Center Hyderabad	9014748465	marredy. lokeshreddy@s mfgindia.com	NA
2	Assam Agriculture University	Dr Anjan Krishna Sarmah	Assistant Professor	Assam	9101022894	anjankrishna. sarmah@aau. ac.in	NA
3	Krishi Vigyan Kendra Chamba	Dr Kehar Singh Thakur	Scientist Senior Scale	Chamba	9816650077	kvkchamba@ys puniversity.ac. in	NA
4	Society for promotion of Rural Economy Agriculture	Samir Ranjan Bordoloi	General Secretary	Gauhati club, Assam	9101582344	samirf2f@gmai l.com	Na

	Development North East						
5	AGR Pioneer Seeds Pvt Ltd	Nayan Kumar Bora	Director	Assam	9435094219	office@agrpioneer.com	NA
6	School of Agricultural Sciences and Technology	Dr Krishna Chaitanya Tirunagaru	Assistant Professor	Maharashtra	9488118249	kcagriento@gmail.com	Na
7	KVK Venkataramannagudem West Godavari	Dr Venkata satish Kuchi	Scientist horti	Dr YSR Horticultural University WG AP	9177950927	newmoon_9@yahoo.com	Na

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
2025-26	300	10	0	0	0	0
2026-27	500	10	60	20	0	0
2027-28	500	10	60	20	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
V1	2025-24	270	270	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. NON-PMKVY

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/N7612: Comprehend the livelihood perspective of the farming communities	<i>Comprehend livelihoods and factors of production</i>	3	3	-	5
	PC1. Enlist Routes to Livelihoods (sources and sinks)	-	-	-	-
	PC2. Select a crop/variety to grow for a better return based on Production input, Ecological factors, Market factors etc.	-	-	-	-
	PC3. Enlist the Production Input , Ecological factors and Market factors that are under Full control, partial control, beyond control of the individual	-	-	-	-
	PC4. Enlist the sources of their family income (i.e cash inflow) and avenues of expenses (i.e cash outflow)	-	-	-	-
	PC5. Illustrate how low-cost agriculture can reduce the family expenses and increase income of the farmer	-	-	-	-
	PC6. Evaluate the total cash outflow and cash outflow on agricultural inputs and calculate the percentage of cash used for agriculture input purpose	-	-	-	-
	PC7. Choose the appropriate ways and means to reduce the sinks (particularly cost of agricultural input)	-	-	-	-
	<i>Recognize the Mahila Kisan and her identity as farmer</i>	2	2	-	5
	PC8. collect and maintain records of farmer details, landholding patterns, and production statistics	-	-	-	-
	PC9. Enlist the perception on a 'farmer' (male / Female)	-	-	-	-
	PC10. Tabulate role of women in farming and various possible interventions to strengthen the identity of women as a farmer.	-	-	-	-
	PC11. Prepare the photo chart for women's role in farming (decision maker / labour)	-	-	-	-
	PC12. Map the work division in agriculture among male and female farmer	-	-	-	-
	PC13. Identify the hindrances for which "women are not considered as a farmer" and map out the possibilities to establish it.	-	-	-	-

	NOS Total	5	5	-	10
AGR/N7613: Comprehend the Agro-ecology and various interventions that influence the functioning of the ecosystem	<i>Comprehend the Agro-ecology and their interdependence</i>	5	10	-	5
	PC1. Tabulate the parts of our ecosystem	-	-	-	-
	PC2. Identify living and non-living factors of the ecology and tabulate their interdependence / linkages	-	-	-	-
	PC3. Enlist Elements on surface of the earth, soil and water body	-	-	-	-
	PC4. Categorize the agricultural / livelihood activities that impact the ecosystem	-	-	-	-
	PC5. Recognise ecosystem services / carrying capacity of eco-system	-	-	-	-
	PC6. Classify Beneficial and Detrimental practices /activities that impact the ecosystem	-	-	-	-
	PC7. Review the current livelihood practices particularly agricultural practices of the farmer	-	-	-	-
	PC8. Enlist the current agricultural practices concerning Seed, Plant nutrition, Moisture conservation, Irrigation, Plant protection etc. that are beneficial/detrimental to ecosystem	-	-	-	-
	PC9. Tabulate the differences in practices between Conventional and Agro-ecological practices and differences in impacts on ecosystem	-	-	-	-
	PC10. Enlist the essential elements a crop plant needs to grow and their sources	-	-	-	-
	NOS Total	5	10	-	5
AGR/N7614: Establish an Agri-nutrition-garden (ANG)	<i>Select and prepare the site for establishing an agri- nutrition-garden</i>	3	3	-	5
	PC1. Check the site has conducive climatic conditions for establishing an Agri-nutrition-garden and is free from limiting factors such as flooding, drought, extreme heat and cold	-	-	-	-
	PC2. Select appropriate site for establishing the Agri-nutrition-garden (ANG) and the selected sited should be free from shade, dampness, big trees and protected from grazing and should be nearer to house at backyard if possible	-	-	-	-
	PC3. Select the site which is protected from from livestock viz poultry birds, cattle etc. and have have fertile soils preferably Loamy soil with organic matter content	-	-	-	-
	PC4. Coordinate with an authorised lab to determine if the soil is suitable for establishing an Agri-nutrition-garden	-	-	-	-

PC5. Ensure the site is accessible and has availability of quality water for irrigation during critical stages, good drainage options, labour and other inputs	-	-	-	-
PC6. Identify the risks associated with establishing an Agri-nutrition-garden at the site and take appropriate preventive measures	-	-	-	-
PC7. Prepare Field Lay Out of the field as per available space and selected crop requirements	-	-	-	-
PC8. Select the crop by maintaining the crop diversity in an Agri-nutrition garden	-	-	-	-
PC9. Select fresh vegetables and fruits that is available throughout the year	-	-	-	-
PC10. Enlist the Cropping Pattern for the Model Kitchen Garden	-	-	-	-
<i>Prepare the field for establishing an agri-nutrition- garden</i>	3	5	-	5
PC11. Prepare the field for establishing an Agri- nutrition-garden	-	-	-	-
PC12. Create drainage channels in the field for the effective drainage of water	-	-	-	-
PC13. Apply compost/manure as per recommended dose	-	-	-	-
PC14. Carryout ploughing to till or dig up, mix, and overturn the soil	-	-	-	-
PC15. Perform harrowing to break the soil clods into smaller mass	-	-	-	-
PC16. Level the field properly	-	-	-	-
PC17. Plant in flat beds, ridges and raised beds according to crops grown	-	-	-	-
<i>Undertake necessary agronomic practices</i>	3	5	-	5
PC18. Carry out macro and micronutrient management of selected field crops in AGN	-	-	-	-
PC19. Manage weed growth in crop fields	-	-	-	-
PC20. Perform integrated pest and disease management for the field crop	-	-	-	-
PC21. Perform irrigation management for field crops	-	-	-	-
<i>Carry out harvesting of agri-nutrition-garden crops</i>	3	5	-	5
PC22. Check the maturity of the crop to ensure its readiness for being harvested	-	-	-	-
PC23. Select the manual or mechanical harvesting method according to the quantity of the crop to be harvested	-	-	-	-
PC24. Arrange the necessary tools, equipment and machinery for harvesting the crop and prepare them for use	-	-	-	-

	PC25. Select an appropriate time for harvesting the crop to maintain the required moisture level				
	PC26. Harvest the crop, ensuring minimum loss				
	PC27. Check the harvested crops for biological infestation and physical damage, and segregate the infested and damaged crops produce				
	NOS Total	12	18	-	20
AGR/N7619: Improve Farming Practices by conducting Farmer Field Schools (FFS)	<i>Initiate FFS around CRP</i>	3	5	-	5
	PC1. enlist the need for a group platform for cross learning	-	-	-	-
	PC2. assimilate the concept of FFS, their models, objective	-	-	-	-
	PC3. explore the nomenclature that can be used for FFS	-	-	-	-
	PC4. enlist how vital is Women's involvement in Agriculture	-	-	-	-
	PC5. enlist the relevant stakeholders for successful agriculture in the village and their roles and responsibilities	-	-	-	-
	PC6. coordinate with local Panchayats and Self Help Groups for effective program execution	-	-	-	-
	PC7. tabulate the various new and old practices	-	-	-	-
	PC8. operationalize the FFS and conduct planned learning sessions	-	-	-	-
	<i>Conduct Training & capacity building of the community</i>	3	5	-	7
	PC9. plan the training calendar as per need analysis	-	-	-	-
	PC10. organize awareness campaigns for maximum outreach	-	-	-	-
	PC11. execute the training & capacity building as per schedule	-	-	-	-
	PC12. track progress training & capacity building events	-	-	-	-
	PC13. assess the impact training & capacity building events	-	-	-	-
	PC14. conduct field visits and demonstrations of various agricultural machineries, tools, implements, equipment and processes	-	-	-	-
	PC15. plan and deliver training programs to farmer	-	-	-	-
	PC16. educate farmers about new technologies, organic farming, sustainable practices and resource management	-	-	-	-
	PC17. assist the farmers in establishing forward and backward linkages with the relevant stakeholder	-	-	-	-
	PC18. carryout necessary documentation	-	-	-	-
	<i>Use appropriate methods of facilitation</i>	3	4	-	5
	PC19. enlist various elements of communication which assists in enhancing skill to apply those in learning events/training.				

		-	-	-	-
	PC20. differentiate between one way versus interactive communication	-	-	-	-
	PC21. tabulate difference between Hearing versus Listening	-	-	-	-
	PC22. summarize difference between Feeling (heart) versus Thinking (head)	-	-	-	-
	PC23. compare difference between Open-ended and closed questions	-	-	-	-
	PC24. summarize Do's and don't during facilitation	-	-	-	-
	PC25. supporting facilitator to implement all practices in their farm	-	-	-	-
	NOS Total	9	14	-	17
AGR/N7615: Cultivate the appropriate crops in the selected area	<i>Select and prepare the site for the field crops cultivation</i>	4	7	-	7
	PC1. select and prepare the site for the cultivation of filed crop	-	-	-	-
	PC2. check the site has conducive climatic conditions for the cultivation of field crop and is free from limiting factors such as flooding, drought, extreme heat and cold	-	-	-	-
	PC3. coordinate with an authorised lab to determine if the soil is suitable for the cultivation of the proposed crop	-	-	-	-
	PC4. address problematic soils as per recommendation	-	-	-	-
	PC5. analyse the Physical properties of the soil	-	-	-	-
	PC6. ensure the site is accessible and has availability of quality water, labour and other inputs	-	-	-	-
	PC7. identify the risks associated with the cultivation of crops at the site and take appropriate preventive measures	-	-	-	-
	PC8. create drainage channels in the field for the effective drainage of water	-	-	-	-
	<i>Select appropriate seeds and planting materials</i>	4	7	-	7
	PC9. select the appropriate varieties of crop such as hybrids to be cultivated based on the climate	-	-	-	-
	PC10. procure seeds of the proposed crop from authorized vendor according to the soil conditions, time of planting, cultivation duration, marketability, etc.	-	-	-	-
	PC11. treat the seeds correctly by recommended methods	-	-	-	-
	PC12. store the treated seeds at the recommended temperature and humidity, ensuring hygienic conditions in the storage area	-	-	-	-
	PC13. sow the seeds of proposed field crop as per recommended seed rate by appropriate methods manually or mechanically	-	-	-	-

		-	-	-	-
	PC14. prepare the seed sowing equipment, setting the correct specifications for use according to the selected field crop	-	-	-	-
	<i>Carry out macro and micronutrient management of field crops</i>	4	7	-	7
	PC15. coordinate with an authorised lab to get the soil sample tested, ensuring the sample is collected from the field, packed and labelled as per the applicable procedure	-	-	-	-
	PC16. determine the macro and micronutrients requirements for the crops basis recommendations received from authorized lab	-	-	-	-
	PC17. identify the deficiency symptom of macro and micronutrients in the field crop	-	-	-	-
	PC18. apply appropriate quantity of nutrients to the soil in recommended dose as per crop requirement and crop stage	-	-	-	-
	PC19. prepare compost, farmyard manure, vermicompost , NADEP, Ghanjeevamrut, Dravyajeevamrut, Panchgavya etc. ensuring personal safety	-	-	-	-
	PC20. perform soil and water conservation	-	-	-	-
	PC21. prepare a soil nutrition supplementation calendar based on the stages of the crop's growth	-	-	-	-
	PC22. follow the recommended practices for soil conservation, such as mulching to conserve soil moisture and application of organic fertilisers	-	-	-	-
	PC23. maintain the record of nutrients used in the field	-	-	-	-
	<i>Manage weed growth in crop fields</i>	4	8	-	7
	PC24. inspect the field, bunds, thrashing yard, granary, composting area, and irrigation and drainage channels periodically to identify weed growth in the field crops	-	-	-	-
	PC25. maintain the record of observations with respect to weed identification and their growth	-	-	-	-
	PC26. perform weed management by appropriate method manually or mechanically	-	-	-	-
	PC27. retain the weeds of importance during the weeding process	-	-	-	-
	<i>Perform pest and disease management for field crop</i>	4	8	-	7

PC28. use pest and disease-resistant varieties of field crop, ensuring their timely sowing, following the recommended hygiene practices in the field	-	-	-	-
PC29. carry out crop rotation with suitable crops	-	-	-	-
PC30. follow the recommended practices to restrict the entry of pathogens into the field through planting material, irrigation water, workers, tools and equipment, and vectors such as whitefly	-	-	-	-
PC31. Identify pests and diseases in the field crop	-	-	-	-
PC32. identify and remove the diseased crop to prevent the spread of pests and diseases to healthy crop	-	-	-	-
PC33. determine the stage of pest and disease incidence along with the extent of damage and economic threshold levels (ETL) of the pests	-	-	-	-
PC34. co-ordinate with the agricultural extension service agents and diagnostic clinics to determine the causal organism for the disease and its treatment	-	-	-	-
PC35. identify the symptoms of damage by pests and diseases infestation and carryout collection and Profiling of sample based on damage symptom	-	-	-	-
PC36. follow relevant preventive measures to control pests and disease	-	-	-	-
PC37. identify and apply the necessary treatment and undertake necessary management practices	-	-	-	-
PC38. identify natural enemies of the selected filed crop pests and adopt them for pest control	-	-	-	-
PC39. prepare the calendar of occurrence (i.e time of severe damage) of pest	-	-	-	-
PC40. map critical stage of different pests and adopt appropriate preventive measures	-	-	-	-
PC41. follow the recommended safety practices while applying any treatment, such as using the relevant PPE	-	-	-	-
<i>Perform irrigation management for field crops</i>	4	8	-	7
PC42. prepare for field irrigation	-	-	-	-
PC43. set up an appropriate irrigation system such as surface irrigation, drip irrigation, sub-surface irrigation system based on the requirement of the specific field crop	-	-	-	-

PC44. irrigate the field according to the recommended irrigation schedule for the crop, ensuring there is adequate water supply at various stages of crop's growth	-	-	-	-
PC45. maintain the record of field irrigation to ensure irrigation as per the schedule	-	-	-	-
PC46. follow the recommended practices to prevent over and under-irrigation, ensuring there is no waterlogging at any stage of the crop's growth	-	-	-	-
PC47. manage the water usage optimally	-	-	-	-
<i>Carry out harvesting, post-harvest management and marketing of the field crop</i>	4	8	-	7
PC48. check the maturity of the crop to ensure its readiness for being harvested	-	-	-	-
PC49. select the manual or mechanical harvesting method according to the quantity of the crop to be harvested	-	-	-	-
PC50. arrange the necessary tools, equipment and machinery for harvesting the crop and prepare them for use	-	-	-	-
PC51. select an appropriate time for harvesting the crop to maintain the required moisture level harvest the crop, ensuring minimum loss	-	-	-	-
PC52. check the harvested crops for biological infestation and physical damage, and segregate the infested and damaged crops produce	-	-	-	-
PC53. undertake necessary value chain interventions	-	-	-	-
PC54. identify village level purchaser/gatherer who is based in village and procures agricultural produces (vegetable, grain, spices etc.) directly from the farmers.	-	-	-	-
PC55. visit the nearby market where the village level primary purchaser sells the items to comprehend the value chain and basics of the market (4Ps)	-	-	-	-
PC56. process and pack the field crop	-	-	-	-
PC57. manage the inventory and market the produce	-	-	-	-
NOS Total	28	53	-	49

AGR/N7616: Use relevant farm machinery for the field crop cultivation	<i>Use farm Machinery for field crop cultivations</i>	5	5	-	5
	PC1. Enlist the need for small-farm mechanisation in field crop cultivations	-	-	-	-
	PC2. Tabulate the women friendly farm machines	-	-	-	-
	PC3. Comprehend Custom hiring centre (CHC) governance & management structure	-	-	-	-
	PC4. Practice use of relevant farm machinery in primary tillage operations (viz. power tiller, Tractor with MB plough, disc harrow, Nine tine etc), inter cultural operations (viz. various weeders, hoe etc) and in harvest and post- harvest management practices like Reaper	-	-	-	-
	<i>Maintain the farm machinery</i>	5	5	-	5
	PC5. Carry out on-field trouble shooting of small-farm machinery	-	-	-	-
	PC6. Comprehend various books / records required to be maintained at CHC	-	-	-	-
	PC7. Coordinate with manufacturers for the critical maintenance	-	-	-	-
	NOS Total	10	10	-	10
AGR/N7617: Analyse the effect of abnormal weather conditions on small holders' agricultural practices for effective management practices	<i>Analyze the effect of abnormal weather conditions on small holders' agricultural practices</i>	5	5	-	5
	PC1. Explore how climate change affects availability, access and absorption aspects of food security	-	-	-	-
	PC2. Enlist the effects of parameters of Climate (viz. Temperature, Light, Wind, Humidity etc,) on Crop Production	-	-	-	-
	PC3. Analyze the effect of climate change on market (supply/ access/ price)- primary market	-	-	-	-
	PC4. Analyze effect of climate change on Sowing/ planting time- crop duration and Soil and water management	-	-	-	-
	PC5. Check Yield (quantity and quality) of grain and seed	-	-	-	-
	PC6. Summarize the impact of climate change on economy, market, crops	-	-	-	-
	PC7. collect and report data on crop yield, pest outbreaks, and climate impact to higher authorities	-	-	-	-
	PC8. Plan appropriately sowing/ planting time as per climate change requirement	-	-	-	-
	PC9. Enlist the need for cropping System to meet the changing climate	-	-	-	-

	PC10. Analyse the movement of monsoon wind, how it gets moisture, how it gets created, how it gets reversed in winter etc	-	-	-	-
	PC11. Analyse the changes observed in the locality in rains and temperature over years and their impact	-	-	-	-
	PC12. Enlist the changes happened in agricultural practices and water harvesting and usable structures in over the years due to climate change	-	-	-	-
	PC13. Summarize the impact of Climate Change on livelihoods activities viz. Agriculture, Livestock, fishery etc.	-	-	-	-
	PC14. Deliberate three dimensions of sustainable production: environmental, economic and social	-	-	-	-
	PC15. Enlist the changes, innovations and adaptations that would be brought to farming practices with regard to water, soil improvement, crop selection etc.	-	-	-	-
	PC16. Explore various SGD's options on water-soil- crop	-	-	-	-
	PC17. Enlist the factors on which water availability in the region depends	-	-	-	-
	<i>Plan appropriate response to the abnormal weather conditions on small holders' agricultural practices</i>	5	5	-	5
	PC18. Explore various mitigation measures for climate change	-	-	-	-
	PC19. Prepare climate change action plan	-	-	-	-
	PC20. Frame suitable strategy response to adverse climatic conditions to meet the requirement of different Agro-climatic situation	-	-	-	-
	PC21. Chalk out appropriate response to the abnormal weather conditions on small holders' agricultural practices for (i) seed and variety (ii) sowing/ planting time- crop duration (iii) irrigation/ in situ water conservation (iv) Soil and water management (v) Pest incidence	-	-	-	-
	PC22. Take timely actions/response to minimize the loss	-	-	-	-
	NOS Total	10	10	-	10
AGR/N7618: Carry out basic farm management	<i>Carry out comparative analysis between conventional and AEP in major crops</i>	4	5	-	5
	PC1. prepare the cost benefit of one crop out of cereal, pulses and oil seeds etc. per acre as per prescribed template	-	-	-	-
	PC2. use the appropriate parameters for calculation cost benefit analysis and their presentation				

		-	-	-	-
	PC3. analyse how AEP is faring against the cost benefit analysis compared to conventional methods	-	-	-	-
	PC4. enlist the interventions in farm-based livelihoods to ensure sustainability	-	-	-	-
	PC5. enlist various kind of interventions that farmer must do in farm based livelihoods to ensure sustainability	-	-	-	-
	PC6. tabulate various Issues with Green Revolution	-	-	-	-
	PC7. summarize how AEP provides better cost- benefit in each step of farming practices	-	-	-	-
	PC8. explore various methods of increasing farm Net Profit	-	-	-	-
	PC9. recognize physiological maturity symptoms of some field crops	-	-	-	-
	PC10. enlist various market players of the	-	-	-	-
	PC11. carry out Cost Benefit Analysis	-	-	-	-
	PC12. draw flowchart of farming as a business	-	-	-	-
	<i>Plan for integrated Farming Systems</i>	4	5	-	5
	PC13. plan for Integrated Farming Systems in the farm which fulfils the need, goal, objectives and assist in overcoming constraints	-	-	-	-
	PC14. prepare an Outline of IFS and their sub system as per available farm resources	-	-	-	-
	PC15. adopt appropriate IFS as per available resources	-	-	-	-
	PC16. maintain the IFS optimally and efficiently	-	-	-	-
	<i>Undertake crop planning</i>	4	5	-	5
	PC17. choose the crop based on agro-climatic condition of the region	-	-	-	-
	PC18. take sample of the soil for testing	-	-	-	-
	PC19. perform intercropping with suitable and recommended crops (as per the main crop cultivated)	-	-	-	-
	PC20. perform crop rotation with suitable crops	-	-	-	-
	PC21. interact with agriculture / extension expert for crop planning	-	-	-	-
	PC22. choose crop based on the economic advantage	-	-	-	-
	<i>Maintain necessary records for effective management</i>	2	5	-	5
	PC23. maintain crop production activity record	-	-	-	-
	PC24. maintain crop calendars, calendars of weed and insect & pest calendar	-	-	-	-

	PC25. maintain record of income and expenditure	-	-	-	-
	<i>Undertake farm Financial Management</i>	3	5	-	5
	PC26. ascertain total cost of production (land, production practices, labour, equipment, fuel, administrative cost etc.)	-	-	-	-
	PC27. maintain records of investment and expenditure	-	-	-	-
	PC28. maintain necessary books of accounts	-	-	-	-
	PC29. identify government schemes and their eligibility for availing themselves of the same	-	-	-	-
	<i>Assimilate market information</i>	3	5	-	5
	PC30. identify the nearest market	-	-	-	-
	PC31. identify local traders, mandis in the villages and nearby and compare the rates	-	-	-	-
	PC32. identify market rates of the produce season wise	-	-	-	-
	PC33. arrange cost-effective transportation of produce to the market	-	-	-	-
	NOS Total	20	30	-	30
AGR/N9903: Maintain health and safety at the workplace	<i>Maintain personal hygiene</i>	10	5	-	10
	PC1. wash hands, legs and face with soap/alcohol based sanitizer at reasonable intervals	-	-	-	-
	PC2. wash the worn clothes with soap and sundry before use next time	-	-	-	-
	PC3. ensure the face is covered with mask or three layers of cloth-piece	-	-	-	-
	PC4. follow the workplace sanitization norms including distancing from sick people	-	-	-	-
	<i>Maintain clean and safe workplace</i>	15	15	-	15
	PC5. carry out basic safety checks before operation of all tools, implements, and machinery and report identified hazards to the supervisor	-	-	-	-
	PC6. wear appropriate Personal Protective Equipment (PPE) while performing work in accordance with the workplace policy	-	-	-	-
	PC7. follow the instructions mentioned on the labels of chemicals/pesticides/fumigants etc to avoid hazards	-	-	-	-

	PC8. assess risks prior to performing manual handling jobs, and work according to currently recommended safe practices	-	-	-	-
	PC9. sanitize equipment, tools and machinery before and after use	-	-	-	-
	PC10. use equipment and materials safely and correctly and return the same to designated storage after use	-	-	-	-
	PC11. dispose waste safely and correctly in the designated area	-	-	-	-
	PC12. recognize risks to bystanders and take required action to reduce the risks	-	-	-	-
	PC13. work in a manner which minimizes environmental damage, ensuring all procedures and instructions for controlling risks are followed	-	-	-	-
	PC14. report any accidents, incidents or problems without delay to an appropriate person and take necessary immediate action to reduce further danger	-	-	-	-
	PC15. follow government / workplace advisories incase of outbreak of any disease/disaster	-	-	-	-
	<i>Administer appropriate emergency procedures</i>	15	5	-	10
	PC16. follow procedures for dealing with accidents, fires and emergencies, including communicating location and directions to the location of emergency, as per the workplace requirements	-	-	-	-
	PC17. use emergency equipment in accordance with manufacturer's specifications and workplace requirements	-	-	-	-
	PC18. provide treatment appropriate to the patient's injuries in accordance with recognized first aid techniques	-	-	-	-
	PC19. recover (if practical), clean, inspect/test, refurbish, replace and store the first aid equipment as appropriate	-	-	-	-
	PC20. report details of first aid administered in accordance with workplace procedures	-	-	-	-
	NOS Total	40	25	-	35
DGT/VSQ/N0101: Employability Skills (30 Hours)	<i>Introduction to Employability Skills</i>	1	1	-	-
	PC1. understand the significance of employability skills in meeting the job requirements	-	-	-	-
	<i>Constitutional values – Citizenship</i>	1	1	-	-

PC2. identify constitutional values, civic rights, duties, personal values and ethics and environmentally sustainable practices	-	-	-	-
<i>Becoming a Professional in the 21st Century</i>	1	3	-	-
PC3. explain 21st Century Skills such as Self- Awareness, Behavior Skills, Positive attitude, self-motivation, problem-solving, creative thinking, time management, social and cultural awareness, emotional awareness, continuous learning mindset etc.	-	-	-	-
<i>Basic English Skills</i>	2	3	-	-
PC4. speak with others using some basic English phrases or sentences	-	-	-	-
<i>Communication Skills</i>	1	1	-	-
PC5. follow good manners while communicating with others	-	-	-	-
PC6. work with others in a team	-	-	-	-
<i>Diversity & Inclusion</i>	1	1	-	-
PC7. communicate and behave appropriately with all genders and PwD	-	-	-	-
PC8. report any issues related to sexual harassment	-	-	-	-
<i>Financial and Legal Literacy</i>	3	4	-	-
PC9. use various financial products and services safely and securely	-	-	-	-
PC10. calculate income, expenses, savings etc.	-	-	-	-
PC11. approach the concerned authorities for any exploitation as per legal rights and laws	-	-	-	-
<i>Essential Digital Skills</i>	4	6	-	-
PC12. operate digital devices and use its features and applications securely and safely	-	-	-	-
PC13. use internet and social media platforms securely and safely	-	-	-	-
<i>Entrepreneurship</i>	3	5	-	-
PC14. identify and assess opportunities for potential business	-	-	-	-
PC15. identify sources for arranging money and associated financial and legal challenges	-	-	-	-
<i>Customer Service</i>	2	2	-	-
PC16. identify different types of customers	-	-	-	-
PC17. identify customer needs and address them appropriately	-	-	-	-
PC18. follow appropriate hygiene and grooming standards	-	-	-	-
<i>Getting ready for apprenticeship & Jobs</i>	1	3	-	-
PC19. create a basic biodata	-	-	-	-
PC20. search for suitable jobs and apply	-	-	-	-

	PC21. identify and register apprenticeship opportunities as per requirement	-	-	-	-
	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 empaneled 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 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