



QUALIFICATION FILE

Tea Plantation Worker

☒ 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: 2.5

Submitted By:

Agriculture Skill Council of India

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

Table of Contents

Section 1: Basic Details	3
Section 2: Module Summary	5
NOS/s of Qualifications.....	5
Mandatory NOS/s:	5
Assessment - Minimum Qualifying Percentage.....	5
Section 3: Training Related.....	6
Section 4: Assessment Related.....	6
Section 5: Evidence of the need for the Qualification.....	7
Section 6: Annexure & Supporting Documents Check List.....	7
Annexure 1: Evidence of Level.....	8
Annexure 2: Tools and Equipment (Lab Set-Up)	10
Annexure 3: Industry Validations Summary	11
Annexure 4: Training & Employment Details	12
Annexure 5: Detailed Assessment Criteria	12
Annexure 6: Assessment Strategy	24
Annexure: Acronym and Glossary	28

Section 1: Basic Details

1.	Qualification Name	Tea Plantation Worker																			
2.	Sector/s	Agriculture																			
3.	Type of Qualification: ☐ New ☒ Revised ☐ Has Electives/Options ☐ OEM	NQR Code & version of existing qualification: QG-03-AG-00322-2023-V1.1-ASCI	Qualification Name of existing/previous version: Tea Plantation Worker																		
4.	a. OEM Name b. Qualification Name (Wherever applicable)	NA																			
5.	National Qualification Register (NQR) Code &Version (Will be issued after NSQC approval)	QG-2.5-AG-03906-2025-V2-ASCI& version 2	6. NCrf/NSQF Level: 2.5																		
7.	Award (Certificate/Diploma/Advance Diploma/ Any Other (Wherever applicable specify multiple entry/exits also & provide details in annexure)	Certificate																			
8.	Brief Description of the Qualification	A Tea Plantation Worker is responsible for assisting in carrying out tea cultivation. It includes assisting in nursery and field preparation, assisting in propagating saplings in the nursery, transplanting the saplings, and maintaining and also post- harvest processing of tea crop																			
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>9th or equivalent</td><td></td></tr> <tr> <td>2</td><td>8th Class Pass</td><td>1.5 Years of relevant experience in Agri and allied sectors</td></tr> <tr> <td>3</td><td>5th Class Pass</td><td>6 Years of relevant experience in Agri and allied sectors</td></tr> <tr> <td>4</td><td>Certificate-NSQF Level-2</td><td>0.5 years of relevant experience in agri and allied sectors</td></tr> <tr> <td>5</td><td>Certificate-NSQF Level-1</td><td>1.5 years of relevant experience in agri and allied sectors</td></tr> </tbody> </table> b. Age: NA		S. No.	Academic/Skill Qualification (with Specialization - if applicable)	Required Experience (with Specialization - if applicable)	1	9 th or equivalent		2	8th Class Pass	1.5 Years of relevant experience in Agri and allied sectors	3	5th Class Pass	6 Years of relevant experience in Agri and allied sectors	4	Certificate-NSQF Level-2	0.5 years of relevant experience in agri and allied sectors	5	Certificate-NSQF Level-1	1.5 years of relevant experience in agri and allied sectors
S. No.	Academic/Skill Qualification (with Specialization - if applicable)	Required Experience (with Specialization - if applicable)																			
1	9 th or equivalent																				
2	8th Class Pass	1.5 Years of relevant experience in Agri and allied sectors																			
3	5th Class Pass	6 Years of relevant experience in Agri and allied sectors																			
4	Certificate-NSQF Level-2	0.5 years of relevant experience in agri and allied sectors																			
5	Certificate-NSQF Level-1	1.5 years of relevant experience in agri and allied sectors																			
10.	Credits Assigned to this Qualification, Subject to Assessment (as per National Credit Framework (NCrF))	8	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"> <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>110</td> <td>130</td> <td></td> <td></td> <td>240</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)	110	130			240	Online					
Training Delivery Modes	Theory (Hours)	Practical (Hours)	OJT Mandatory (Hours)	OJT Recommended (Hours)	Total (Hours)																			
Classroom (offline)	110	130			240																			
Online																								
14.	Aligned to NCO/ISCO Code/s (if no code is available mention the same)	NCO-2015/6112.0501																						
15.	Progression path after attaining the qualification (Please show Professional and Academic progression)	Tea Plantation Worker(L2.5), Tea Grower (Small Entrepreneur) (L3)																						
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/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 (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: 08-05-2025	24. Validity Duration: 3 years post NSQC Approval			25. Next Review Date: 30-04-2028																			

Section 2: Module Summary

NOS/s of Qualifications

(In exceptional cases these could be described as components)

Mandatory NOS/s:

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

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

S. No	NOS/Module Name	NOS/Module Code & Version (if applicable)	Core/Non-Core	NCrF/NS QF Level	Credits as per NCrF	Training Duration (Hours)					Assessment Marks					
						Th.	Pr.	OJT-Man.	OJT-Rec.	Total	Th.	Pr.	Proj.	Viva	Total	Weightage (%) (if applicable)
1	Assist in propagating tea saplings in the nursery	AGR/N0508 (v3.0)	Core	2.5	1	20	10			30	30	40		30	100	20
2	Assist in preparing the field and transplanting the saplings	AGR/N0509 (v4.0)	Core	2.5	1	10	20			30	30	40		30	100	20
3	Assist in maintaining the tea crop	AGR/N0510 (v4.0)	Core	2.5	2	20	40			60	30	40		30	100	25
4	Assist in carrying out harvesting and post-harvest management of tea crop	AGR/N0514 (v3.0)	Core	2.5	2	15	45			60	30	40		30	100	20
6	Maintain health and safety at the workplace	AGR/N9903 (v4.0)	Non-Core	4	1	15	15			30	40	25		35	100	5
7	Employability Skills (30 Hours)	DGT/VSQ/N0101 (v1.0)	Non-Core	2.5	1	30				30	20	30			50	5
Duration (in Hours) / Total Marks					8	110	130			240	210	255		185	650	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 industry or training experience in Agriculture Crop Production OR 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 (Agriculture/ Horticulture) with 3 years of relevant industry or training experience in Agriculture Crop Production OR Graduate in any stream except Agriculture / Horticulture / Forestry) with 2 years of relevant industry or training experience in Agriculture Crop Production** **For the school Program minimum qualification of the Trainer should be Graduate (Agriculture / Horticulture / Botany/ Forestry) with minimum 3 years Teaching experience (will be considered industry experience). OR B.Sc (Agriculture/ Horticulture/ Forestry)
2.	Master Trainer's Qualification and experience in the relevant sector (in years) (as per NCVET guidelines)	5 years of training experience in Agriculture Crop Production after Graduation in any stream except Agriculture / Horticulture / Forestry) with 2 years of relevant experience in Agriculture Crop Production OR B.Sc (Agriculture/ Horticulture/ Forestry)
3.	Tools and Equipment Required for Training	☒ Yes ☐ No (If "Yes", details to be provided in Annexure)
4.	In Case of Revised Qualification, Details of Any Upskilling Required for Trainer	NA

Section 4: Assessment Related

1.	Assessor's Qualification and experience in relevant sector (in years) (as per NCVET guidelines)	B.Sc (Agriculture/ Botany/ Forestry/ Plantation/ Horticulture and related streams) with 5 years of relevant experience in Horticulture / plantation production practices and related experience OR
----	--	---

		M. Sc (Agriculture/ Botany/ Forestry/ Plantation/ Horticulture and related streams) with 2 years of relevant experience in Horticulture / plantation production practices and related experience OR PhD (Agriculture/ Botany/ Forestry/ Plantation/ Horticulture and related streams) with 1 year of relevant experience in Horticulture / plantation production practices and related experience; Remarks: Practical skills and knowledge required in Coconut Growing
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>	M. Sc (Agriculture/ Botany/ Forestry/ Plantation/ Horticulture and related streams) with 10 years of relevant experience in Horticulture / plantation production practices and related experience; Remarks: Practical skills and knowledge required in Coconut Growing
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>

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: 13
5.	Estimated nos. of persons to be trained and employed: 2000
6.	Evidence of Concurrence/Consultation with Line Ministry/State Departments:

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>	<i>Annexure-1</i>
----	--	-------------------

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)	Tea Plantation Worker(L2.5), Tea Grower (Small Entrepreneur) (L3)
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	- Prepare for tea cultivation - Prepare the planting material - Prepare the field and transplanting the saplings - Raise the saplings	A Tea Plantation Worker is responsible for assisting in carrying out tea cultivation. It includes assisting in nursery and field preparation, assisting in propagating saplings in the nursery, transplanting the saplings, and maintaining and harvesting the crop	2.5
Professional and Technical Skills/ Expertise/ Professional Knowledge	- Optimising resource utilisation - Waste management - Practice inclusion at work - Processing and storing tea - Administer appropriate emergency procedures	The job holder is expected to assist in regular sampling and testing of the soil, apply the recommended organic and inorganic fertilisers in the tea field as per the fertilisation schedule recommended, apply the recommended treatment as per the Integrated Pest Management (IPM) practices, water the tea crop with the appropriate quantity, assist in carrying out intercropping, apply the recommended herbicides and weedicides, prune the tea plants to remove dead and infested leaves, remove weeds from the field and carry out forking, check the tea plantation identify the growth of tea leaves in an adequate quantity, harvest tea leaves by	2.5

		plucking them, ensuring to harvest only mature leaves without causing damage, co-ordinate with the supervisor to organise the appropriate baskets for collecting tea leaves, follow the workplace sanitization norms, wash hands, legs and face with soap/alcohol-based sanitiser, ensure the face is covered with a mask or three layers of cloth-piece, carry out basic safety checks before operation of all tools, implements, and machinery and report identified hazards, follow the instructions mentioned on the labels of chemicals/pesticides /fumigants etc., assess risks prior to performing manual handling jobs, and work according, follow government/ workplace advisories in case of outbreak, wear appropriate personal protective equipment (PPE) while performing work in accordance, work in a manner that minimises environmental damage, ensuring all procedures and instructions being followed.	
Employment Readiness & Entrepreneurship Skills & Mind-set/Professional Skill	• Nutrient, pest and disease management • identify solutions to work-related issues • the process of transplanting tea saplings • Maintain a clean and safe workplace • Maintain personal hygiene	The Dairy Worker at this job manage the operations and functions of farms like forage conservation, hand or machine milking. The individual has to schedule daily activities and drawing up priorities; allocate start times, estimation of completion times and material (such as feed), equipment's and assistance required for completion. Procure feed and fodder in case of emergency.	2.5
Broad Learning Outcomes/Core Skill	• Prepare the nursery bed • nutrient management • Irrigation and drainage management • Perform basic calculations • Plan and prioritise tasks to ensure timely completion	The job holder is expected to assist in sampling the nursery soil and checking it through an authorised lab, follow the soil treatment recommended by the lab such as fumigation, solarisation or fertilisation to remove nematodes and improve soil-fertility, follow the recommended practices to prevent water-logging in the nursery bed, assist in preparing the nursery bed and soil according to the selected tea variety, transplant the saplings in the field as per the supervisor's instructions, maintain the recommended planting density to ensure the healthy growth of plants, apply mulch around the roots of the saplings to preserve the soil moisture and prevent weed growth, arrange to protect the saplings from	2.5

		strong winds, heavy rains and overexposure to heat, water the saplings with the recommended quantity and apply fertilisers, remove all the waste, debris, tree stumps and previous crop residues, apply the recommended organic or inorganic fertilisers to the soil to enhance the ratio of macro and micronutrients, create pits or trenches in the field according to pit planting or trench planting method, assist in installing an appropriate irrigation or fertigation system	
Responsibility	- Carrying out tea cultivation - Field preparation, planting of seeds - Harvesting tea leaves - Post-harvest processing and storing of tea - Maintaining and harvesting the crop	A Tea Plantation Worker is responsible for assisting in carrying out tea cultivation. It includes assisting in nursery and field preparation, assisting in propagating saplings in the nursery, transplanting the saplings, and maintaining and harvesting the crop.	2.5

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	Budding Knife	Nos	1
2	Grafting Knife	Nos	1
3	Compost	kg	50
4	Face Masks	Nos	30
5	Tea Leaves collecting Bag/ Storage Bag	Nos	5
6	Aprons	Nos	30
7	Video Recording Equipment	Nos	1
8	Gumboots	Nos	5
9	Grafting Tape	Nos	1
10	Tea planting material	Kgs	1
11	Knapsack sprayer	Nos	1

12	Pesticide-Any	litre	1
13	Hand hoe	Nos	4
14	Polythene bags for soil sample	Nos	10
15	Fertilizers	kg	50
16	Spade	Nos	2
17	Rubber gloves	Nos	30

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	CAAFE	Sumit Srivastava	General Manager	New Delhi	9889990102	info@caafe.in	
2	Centre for Microfinance	Amit Kumar	Head	Jaipur		amit.kumar@cmfraj.org	
3	Post-Graduation Department of Agriculture	Dr. Randeep Kaur and Dr. Lavleen Kaur	Associate Professor and Assistant Professor	Amritsar	9915305271	lavleenkaur@khalsacollege.edu.in	
4	Cropicon Exim Private Limited	Jonna Gunadeep	Founder	Kurnool	6381498558	info@cropicon.co.in	
5	Indian Institute of Plantation Management	Dr. KC Prakash	Assistant Professor	Bengaluru	7619367720	kcp.iipmb@gmail.com	
6	Jagtap Horticulture Pvt Ltd	Shrinkhala Mahobla	HR Manager	Pune	9011032314	hr@jagtaphorticulture.com	
7	Pathik Agrihorti Solutions pvt. Ltd	Dr Nirmal Kant Sharma	Director	Karnal	7018436769	pagrihortisolutions@gmail.com	
8	Rai Farms and Nursery	Ram Rai	Proprietor	Damtal, Kangra	9888135135		
9	Sam Higginbottom University of Agriculture Technology & Sciences	Dr. Neelam Khore	Professor & Head	Prayagraj	9839588504	neelam.khare@shuats.edu.in	
10	Synergy Tecnofin Private Limited	Abhinav Sharma	HR	Delhi	9870568976	abhinav@synergytech.in	
11	Alpha Advantech LLP	Nitin Lalit	Inventor	Karnal	7015437037	alphaplanter@gmail.com	

12	Amar Singh College	Sanjay Kumar Gupta	Dean Department of Agriculture	Bulandshahr		ascollegelkt@gmail.com	
13	KVA DAV College for Women	Sri Sung	Officiating Principal	Kurukshetra	0184-2252429	kvkdavw@gmail.com	

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	500					
2026-27	500					
2027-28	1000					

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
3.0	2022-23	369	97	97	0	150	21	21	0	0	0	0	0
3.0	2023-24												
	2024-25												

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. PMKVY
2. NAPS

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:

AGR/N0508: Assist in preparing tea saplings in the nursery					
PC	Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Prepare the planting material</i>		10	12		12
PC1.	assist in extracting quality seeds or plant cuttings from a tea plantation, ensuring they are genetically heterogeneous and free from pests and disease	-	-	-	-
PC2.	treat the seeds or plant cuttings as per the supervisor's instructions	-	-	-	-
PC3.	prepare the cuttings for vegetative propagation as directed by the supervisor	-	-	-	-
PC4.	store the seeds or plant cuttings in hygienic conditions, ensuring the recommended temperature and humidity	-	-	-	-
<i>Prepare the nursery bed</i>		10	14		8
PC5.	assist in sampling the nursery soil and checking it through an authorised lab to detect the presence of nematodes	-	-	-	-
PC6.	follow the soil treatment recommended by the lab such as fumigation, solarisation or fertilisation to remove nematodes and improve soil-fertility	-	-	-	-
PC7.	mix the recommended quantity of sand in the soil and mulch the nursery bed as per the supervisor's instructions	-	-	-	-
PC8.	assist in preparing the nursery bed and soil according to the selected tea variety	-	-	-	-
PC9.	arrange for appropriate shading, and quality water to irrigate the nursery bed	-	-	-	-
PC10.	follow the recommended practices to prevent water-	-	-	-	-

	logging in the nursery bed				
	<i>Raise the saplings</i>	10	14		10
PC11.	prepare polybags containing fertilised soil for planting seeds	-	-	-	-
PC12.	sow the seeds and plant the cuttings at the recommended depth and density in the nursery bed and/ or polybags, to ensure the healthy growth of saplings	-	-	-	-
PC13.	carry out vegetative clonal propagation as per the supervisor's instructions, ensuring uniformity of saplings	-	-	-	-
PC14.	follow the recommended practices to protect the saplings from pests, disease and fluctuations in temperature	-	-	-	-
PC15.	harvest the saplings and acclimatise them at the recommended temperature for an appropriate duration	-	-	-	-
PC16.	discard the unhealthy or wilting saplings in an environment-friendly manner	-	-	-	-
PC17	store the harvested saplings at the recommended temperature and humidity				
NOS Total		30	40		30
AGR/N0509: Assist in preparing the field and transplanting the saplings					
	<i>Assist in preparing the field</i>	16	24		18
PC1.	remove all the waste materials, debris, tree stumps, weeds and previous crop residues from the field	-	-	-	-
PC2.	plough, harrow and level the field using the relevant farm machineries and implements, as per the supervisor's instructions	-	-	-	-
PC3.	apply the recommended FYM, organic or inorganic fertilisers to the soil to enhance the ratio of macro and micronutrients in it	-	-	-	-

PC4.	assist in installing an appropriate irrigation or fertigation system for effective irrigation in the field	-	-	-	-
PC5.	create drains in the field for effective water drainage and prevent waterlogging	-	-	-	-
PC6.	create pits or trenches in the field according to pit planting or trench planting method selected by the supervisor	-	-	-	-
	Assist in transplanting the saplings	14	16		12
PC7.	transplant the saplings in the field as per the supervisor's instructions, maintaining the recommended planting density to ensure the healthy growth of plants	-	-	-	-
PC8.	water the saplings with the recommended quantity and apply fertilisers as directed by the supervisor	-	-	-	-
PC9.	apply mulch around the roots of the saplings to preserve the soil moisture and prevent the growth of weeds	-	-	-	-
PC10.	arrange to protect the saplings from strong winds, heavy rains and overexposure to heat,damage by animals	-	-	-	-
	NOS TOTAL	30	40		30
AGR/N0510: Assist in maintaining the tea crop					
	Assist in nutrient management	6	6		4

PC1.	assist in regular sampling and testing of the soil to ensure the tea crop receives the required macro and micronutrients	-	-	-	-
PC2.	apply the recommended organic and inorganic fertilisers in the tea field using the foliar spray, as per the fertilisation schedule recommended for the tea variety and the supervisor's instructions	-	-	-	-
PC3.	assist in carrying out intercropping with suitable crops to promote the healthy growth of tea plants	-	-	-	-
	<i>Assist in pest and disease management</i>	6	8		4
PC4.	adopt natural enemies of the pests that affect the tea crop, as directed by the supervisor	-	-	-	-
PC5.	check the tea crop regularly to identify the signs of pest and disease infestation and determine the mode of transmission	-	-	-	-
PC6.	apply the recommended treatment as per the Integrated Pest and Disease Management (IPDM) practices and supervisor's instructions	-	-	-	-
PC7.	assist in maintaining the record of pesticides, insecticides and other relevant treatments used on tea crop	-	-	-	-
	<i>Assist in irrigation and drainage management</i>	4	6		4
PC8.	irrigate the tea crop with the appropriate quantity of water according to the soil type, the slope of the field and supervisor's instructions	-	-	-	-
PC9.	assist in carrying out regular repair and maintenance of the irrigation or fertigation system	-	-	-	-
PC10.	maintain the drainage system through regular cleaning to ensure no waterlogging in the field	-	-	-	-

	Assist in weeding	4	4		4
PC11.	apply the recommended herbicides and weedicides as per instructions	-	-	-	-
PC12.	remove weeds from the field following the recommended manual or mechanical method	-	-	-	-
PC13.	carry out forking as per the supervisor's instructions	-	-	-	-
	Assist in pruning and training	6	8		6
PC14.	prune the tea plants to remove dead and infested leaves and branches	-	-	-	-
PC15.	follow the recommended pruning cycle to keep the bushes continuously under the vegetative stage	-	-	-	-
PC16.	train the tea plants to ensure their desired growth	-	-	-	-
	Assist in resource optimisation	2	4		2
PC17.	use water and other resources optimally in various tasks and processes	-	-	-	-
PC18.	plug water leakages to prevent its wastage	-	-	-	-
	Assist in waste management	2	4		4
PC19.	segregate waste into appropriate categories as per the supervisor's instructions	-	-	-	-
PC20.	assist in recycling and disposing waste appropriately	-	-	-	-
	NOS Total	30	40		30

AGR/N0514: Assist in carrying out harvesting and post-harvest management of tea crop					
	<i>Assist in harvesting tea leaves</i>	14	22		16
PC1.	check the tea plantation to determine the maturity of tea leaves and ensure their growth in adequate quantity for being harvested	-	-	-	-
PC2.	co-ordinate with the supervisor to organise the appropriate tools, equipment and accessories for harvesting and collecting tea leaves	-	-	-	-
PC3.	harvest tea leaves by plucking by hand/ shears/ machine, as appropriate, ensuring to harvest only tender leaves without causing damage to tea plants	-	-	-	-
PC4.	assist the supervisor in maintaining the record of the harvested crop	-	-	-	-
	<i>Assist in carrying out post-harvest management</i>	16	18		14
PC5.	carry out withering, rolling, fermentation and drying processes as per the supervisor's instructions, ensuring rolling is carried out within the recommended period to prevent microbial infections in the harvested tea leaves because of moisture	-	-	-	-
PC6.	sort and grade the processed tea as per the applicable parameters	-	-	-	-
PC7.	pack the processed tea in appropriate packing material maintaining the moisture level as recommended by the supervisor	-	-	-	-
	label the packaging with the required information as directed by the supervisor, to ensure compliance with the				

PC8.	applicable regulations	-	-	-	-
PC9.	prepare the storage area as per the supervisor's instructions to ensure it is dry and pest-free	-	-	-	-
PC10.	store the processed tea in the storage area following the best hygienic practices	-	-	-	-
PC11.	assist the supervisor in maintaining the manual and/ or electronic record of harvesting and post-harvest processing of tea crop using the physical registers and/ or the relevant computer application	-	-	-	-
	NOS Total	30	40		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 sun-dry before use next time	-	-	-	-
PC3.	ensure the face is covered with mask or three layers of cloth-piece	-	-	-	-
PC4.	follow the workplace sanitisation 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 sexualharassment	-	-	-	-
	<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	-	-	-	-

	Essential Digital Skills	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	-	-	-	-
	Entrepreneurship	3	5	-	-
PC14.	identify and assess opportunities for potential business	-	-	-	-
PC15.	identify sources for arranging money and associated financial and legal challenges	-	-	-	-
	Customer Service	2	2	-	-
PC16.	identify different types of customers	-	-	-	-
PC17.	identify customer needs and address them appropriately	-	-	-	-
PC18.	follow appropriate hygiene and grooming standards	-	-	-	-
	Getting ready for apprenticeship & Jobs	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 empanelled AAs, define the test structure for the given job roles to cover the required skills and competencies. Assessment strategy consists of the following:

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

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

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

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

Viva: 20%

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

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

2. Testing Environment

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

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

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

Assessment			
Assessment Type	Formative or Summative	Strategies	Examples
Theory	Summative	MCQ/Written exam	Knowledge of facts related to the job role and functions. Understanding of principles and concepts related to the job role and functions
Practical	Summative	Structured tasks/Demonstration	Practical application /Demonstration /Application tasks

Viva	Summative	Questioning and Probing	Mock interviews on usability of job roles/advantages /importance of adherence to procedures. Viva will be used to gauge trainee's confidence and correct knowledge in handling job situation
------	-----------	-------------------------	--

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

3. Assessment Quality Assurance framework

Assessment Framework and Design:

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

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

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

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

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

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

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

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

4. Type of Evidence and Evidence Gathering Protocol:

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

- Geo Tagging to track ongoing assessment
- AA's coordinator emails the list of documents and evidences (photos and videos) to the assessor one day prior to the assessment. List is mentioned below:
 - Signed Attendance sheet
 - Assessor feedback sheet
 - Candidate feedback sheet
 - Assessment checklist for assessor
 - Candidate Aadhar/ID card verification
 - Pictures of classroom, labs to check the availability of adequate equipment's and tool to conduct the training and assessment
 - Pictures and videos of Assessment, training feedback and infrastructure.
- Apart from the Assessor, Technical assistant popularly known as Proctor also ensures the proper documentation and they verify each other's tasks.
- To validate their work on the day of assessment, regular calls and video calls are done.
- On-boarding and training of assessor and proctor is done on timely basis to ensure that quality of the assessment should be maintained.
- Training covers the understanding of QP, NSQF level, NOS and assessment structure

5. *Methods of Validation*

- Morning Check (Pre-Assessment): Backend team of AA calls and confirms assessor/technical spoc event status. Assessor/Technical spoc are instructed to reach the centre on time by 9:30 AM / as decided with TC and delay should be highlighted to the Training Partner in advance.
- Video Calls: Random video calls are made to the technical spoc/assessor so as to keep check on assessment quality and ensure assessment is carried out in fair and transparent manner
- Aadhar verification of candidates
- Evening Check (Post Assessment): Calls are made to the ground team to ensure event is over by what time and the documentation is done in proper manner or not.
- TP Calling: To keep check on malpractice activity, independent audit team calls to TP on recorded line to take confirmation if there was any malpractice activity observed in assessment on part of AA/SSC team. If calls are not connected, email is 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