



QUALIFICATION FILE

Dairy 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..... 7

Section 5: Evidence of the need for the Qualification..... 8

Section 6: Annexure & Supporting Documents Check List..... 8

 Annexure 1: Evidence of Level..... 9

 Annexure 2: Tools and Equipment (Lab Set-Up) 10

 Annexure 3: Industry Validations Summary..... 11

 Annexure 4: Training & Employment Details 11

 Annexure 5: Detailed Assessment Criteria 12

 Annexure 6: Assessment Strategy..... 21

 Annexure: Acronym and Glossary 25

Section 1: Basic Details

1.	Qualification Name	Dairy 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 & Version 1.1	Qualification Name of existing/previous version: Dairy 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-03543-2025-V2-ASCI & Version 2.0	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 Dairy Worker has to perform the duties of caring, feeding and milking for the livestock on the dairy farm. The individual should take proper care of dairy animals which involves maintaining the animal areas, lots and barns clean and free from manure and extraneous objects.																			
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</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		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																				
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): I																		

12.	Any Licensing requirements for Undertaking Training on This Qualification <i>(wherever applicable)</i>	NA																						
13.	Training Duration by Modes of Training Delivery <i>(Specify Total Duration as per selected training delivery modes and as per requirement of the qualification)</i>	☒ 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>120</td> <td>120</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> <i>(Refer Blended Learning Annexure for details)</i>					Training Delivery Modes	Theory (Hours)	Practical (Hours)	OJT Mandatory (Hours)	OJT Recommended (Hours)	Total (Hours)	Classroom (offline)	120	120			240	Online					
Training Delivery Modes	Theory (Hours)	Practical (Hours)	OJT Mandatory (Hours)	OJT Recommended (Hours)	Total (Hours)																			
Classroom (offline)	120	120			240																			
Online																								
14.	Aligned to NCO/ISCO Code/s <i>(if no code is available mention the same)</i>	NCO-2015/6121.0601																						
15.	Progression path after attaining the qualification <i>(Please show Professional and Academic progression)</i>	Dairy Worker (L 2.5), Dairy Farm Assistant (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: <i>SHI</i>																						
19.	How Participation of Women will be Encouraged	Batches specific to women will be formed																						
20.	Are Greening/ Environment Sustainability Aspects Covered <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.K Email: standards@asci-india.com Contact No.: 0124-4670029 Website: www.asci-india.com																						
23.	Final Approval Date by NSQC: 18-02-2025	24. Validity Duration: 3 years post NSQC Approval		25. Next Review Date: 18-02-2028																				

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	Performing Hand and Machine Milking	AGR/N4105 (v3.0)	Core	4	1	15	15			30	24	54		22	100	15
2	Prepare and maintain accommodation for livestock	AGR/N4115 (v2.0)	Core	2.5	1	15	15			30	32	43		25	100	15
3	Carry out proper management of the herd	AGR/N4116 (v2.0)	Core	2.5	1	15	15			30	44	27		29	100	15
4	Prepare and provide recommended feed and water to the livestock	AGR/N4117 (v2.0)	Core	2.5	1	10	20			30	38	37		25	100	10
5	Maintain health and productivity of livestock	AGR/N4118 (v2.0)	Core	2.5	1	10	20			30	28	39		33	100	20
6	cultivate and prepare forage for livestock	AGR/N4119 (v2.0)	Core	2.5	1	10	20			30	33	34		33	100	10
7	Maintain safety and cleanliness at dairy farm	AGR/N4120 (v2.0)	Non-Core	2.5	1	15	15			30	31	34		35	100	10
8	Employability Skills	DGT/VSQ/N0101 (v1.0)	Non-Core	2.5	1	30				30	20	30		0	50	5
Duration (in Hours) / Total Marks					8	120	120			240	250	298		202	750	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 3 years of relevant industry experience in dairy management *Dairy farm supervisor with 4 Years' experience of working with registered Corporates or Not for Profit Organizations after 12th Pass OR Certificate- Regular VLDA (Veterinary livestock development assistant) with 3 years of relevant experience in dairy management OR Diploma in veterinary/Animal Husbandry / Dairying with 3 years of relevant experience in dairy management OR Diploma** in veterinary /Animal Husbandry / Dairying with 3 years of relevant experience in dairy management ** Regular Diploma more than 15 months in veterinary /Animal Husbandry / Dairying OR Graduate*** in Agriculture with 2 years of relevant experience in dairy management *** For the school Program minimum qualification of the Trainer should be Graduate (Agriculture/ Zoology/Dairy) with minimum 3 years Teaching experience (will be considered Industry experience) OR B. V. Sc. OR Graduate in Dairy Science/ Dairy Technology
2.	Master Trainer's Qualification and experience in the relevant sector (in years) (as per NCVET guidelines)	5 years of training experience in Dairy science/Management with Graduate*** in Agriculture with 2 years of relevant experience in dairy management OR 5 years of training experience in Dairy Sciences/Management with B. V. Sc OR 5 years of training experience in Dairy Sciences/Management with Graduate in Dairy Science/ Dairy Technology

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)	12th Pass (Science) with 7 years of relevant industry experience in Dairy Science/Animal Science/Veterinary Science or related streams OR B. V. Sc. With 4 years of relevant industry experience in Dairy Science/Animal Science/Veterinary Science or related streams OR B.Sc in Animal Sciences/Dairy Science/Dairy Technology with 5 years of relevant industry experience in Dairy Science/Animal Science/Veterinary Science or related streams OR M. V. Sc with 2 years of relevant industry experience in Dairy Science/Animal Science/Veterinary Science or related streams OR M Sc in Animal Sciences/Dairy Science/Dairy Technology 2 years of relevant industry experience in Dairy Science/Animal Science/Veterinary Science or related streams OR PhD in Animal Science/Veterinary Science/Dairy Technology/Dairy Science with 1 year of relevant industry experience in Dairy Science/Animal Science/Veterinary Science or related streams
2.	Proctor's Qualification and experience in relevant sector (in years) (as per NCVET guidelines)	Diploma/Graduate (It is mandatory for a proctor to have technical knowledge/IT knowledge Once a proctor has been on-boarded by any AA, they are oriented about skill ecosystem along with do's and don'ts .)
3.	Lead Assessor's/Proctor's Qualification and experience in relevant sector (in years) (as per NCVET guidelines)	Post-Graduation (M.v.Sc/M.sc) in Animal Sciences/Dairy Science/Dairy Technology with 10 years of relevant industry experience in Dairy Science/Animal Science/Veterinary Science or related streams
4.	Assessment Mode (Specify the assessment mode)	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)

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: 6
5.	Estimated nos. of persons to be trained and employed: 10,000
6.	Evidence of Concurrence/Consultation with Line Ministry/State Departments: Awaited from Department of Animal Husbandry and Dairying, Ministry of Fisheries, Animal Husbandry & Dairying

Section 6: Annexure & Supporting Documents Check List

Specify Annexure Name / Supporting document file name

1.	Annexure: NCrf/NSQF level justification based on NCrf level/NSQF descriptors (Mandatory)	Annexure-1
2.	Annexure: List of tools and equipment relevant for qualification (Mandatory, except in case of online course)	Annexure-2
3.	Annexure: Detailed Assessment Criteria (Mandatory)	Annexure-5
4.	Annexure: Assessment Strategy (Mandatory)	Annexure-6
5.	Annexure: Blended Learning (Mandatory, in case selected Mode of delivery is "Blended Learning")	NA
6.	Annexure: Multiple Entry-Exit Details (Mandatory, in case qualification has multiple Entry-Exit)	NA
7.	Annexure: Acronym and Glossary (Optional)	
8.	Supporting Document: Model Curriculum (Mandatory – Public view)	Annexure-7
9.	Supporting Document: Career Progression (Mandatory - Public view)	Dairy Worker (L 2.5), Dairy Farm Assistant (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	- Receive and store animal feed and water - Monitor livestock accommodation	The Dairy Worker at this job role is responsible to carry out processes that are repetitive, on a regular basis, with little application of understanding, more of practice like to monitor livestock in their accommodation, herd livestock from one location to the other, to receive & store animal feed, to prepare feed and water supplies for livestock, to have regular look on health and wellbeing of livestock, milking etc.	2.5
Professional and Technical Skills/ Expertise/ Professional Knowledge	- Perform Feed Preparation - Optimise resource utilisation i.e feed & forage - Perform waste management - Carry out farm operations	The Dairy Worker at this job need to know (in limited context) about equipment's and tools of feed preparation, milking etc to carry out farm operations smoothly. S/he also have understanding about context of work and quality. The individual must understand the importance and practices of forage conservation	2.5
Employment Readiness & Entrepreneurship Skills & Mind-set/Professional Skill	- Procure the produce from suppliers - Forage conservation techniques - Maintain clean and safe workplace - Perform Machine/Hand Milking	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	- Manage Record - Report incidents on real time basis - Understanding of tools & equipment's	The Dairy Worker Mention the data which are required for record keeping purpose, report problems to the appropriate personnel in a timely manner, write descriptions and details about incidents in reports, read instruction manuals for hand tools, equipment's, feeding manual, work order and procedures. The Individual must receive instructions and seek advice from supervisors and managers.	2.5
Responsibility	- Managing the dairy operations - Feeding, Milking, Cleaning	The Dairy worker does not have any responsibility (unlike level 3). The individual use to follow one time instructions on a regular basis until the changes in instructions are not made by supervisors, because most of the work of dairy worker are	2.5

		repetitive in nature which differentiate it from level 1 because individuals on level have to work under continuous instructions and close supervision	
--	--	--	--

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	Video recording equipment	Nos	1
2	Safety Shoes	Pair	1
3	Milk Container (For collecting milk while milching)	Nos	1
4	Cotton Gauge	Nos	1
5	Forceps	Nos	1
6	Iodine	ml	500
7	Chlorine solution	ml	500
8	Milching Machine	Nos	1
9	Grooming brush	Nos	1
10	Test Tube for Milk Sampling	Nos	1
11	Digging tools (Fawada/ Khurpi)	Nos	1
12	Test Tube Rack	Nos	1
13	Green fodder (Oats, Berseem etc)	Kg	1
14	Face Masks	Nos	30
15	Chaff cutter	Nos	1
16	Rubber gloves	Nos	30
17	Milk strainer	Nos	1
18	Strip cup	Nos	1

Classroom Aids

The aids required to conduct sessions in the classroom are:

1. Whiteboard
2. Markers

Annexure 3: Industry Validations Summary

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

S. No	Organization Name	Representative Name	Designation	Contact Address	Contact Phone No	E-mail ID	LinkedIn Profile (if available)
1	Centre for Microfinance	Amit Kumar	Head	Jaipur, Rajasthan		amit.kumar@cmfraj.org	
2	QBOID IOTECH Pvt Ltd	Mr. Utkarsh Kapoor	Chief Executive Officer	Gurugram	8130215577	utkarsh@quboid.io	
3	Jordbrukare India Pvt Ltd	Dr. Simrandeep Singh	Coordinator Research			simrandeep.singh@jordbrukare.com	
4	Amar Singh College	Sanjay Kumar Gupta	Dean Department of Agriculture	Bulandshahr		ascollegelkt@gmail.com	
5	Post-Graduation Department of Agriculture	Dr. Randeep Kaur and Dr. Lavleen Kaur	Associate Professor and Assistant Professor	Amritsar	9915305271	lavleenkaur@khalsacollege.edu.in	
6	Apollo College of Veterinary Medicine	Dr. Charan Singh Sharma	Dean Department of Agriculture	Jaipur		apollovetjaipur@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	3300	10	100	10		
2026-27	3300	10	100	10		
2027-28	3400	10	100	10		

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
2024-2025	3	185	181	162	0	42	42	42	0	0	0	0	0
2023-2024	3	75	75	75	0	38	38	38	0	0	0	0	0
2022-2023	3	7174	1042	744	247	4001	391	264	24	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 (ASDM PLSD)
2. Fee based

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:

Assessment Criteria for Outcomes			Theory Marks	Practical Marks	Project Marks	Viva Marks
AGR/N4105: Perform Hand and Machine Milking	<i>Pre-Milking Activities</i>		12	19		7
	PC1.	Maintain conducive milking environment	-	-	-	-
	PC2.	restrain livestock for milking	-	-	-	-
	PC3.	ensure personal hygiene of milker and prepare udder before milking	-	-	-	-
	PC4.	check for mastitis	-	-	-	-
	PC5.	check and adjust milking equipment, as required	-	-	-	-
	PC 6.	ensure correct livestock health treatments during drying off, as directed, with minimal stress and weight loss				
	PC7.	follow proper livestock treatments during drying off period	-	-	-	-
	<i>Milking Activities</i>		9	15		6
	PC8.	develop a calm regular milking routine in livestock	-	-	-	-
	PC9.	implement milking procedures with minimum stress to livestock and maximum yield within reasonable timeframes	-	-	-	-
	PC10.	Troubleshoot minor issues in milking equipment (e.g., pulsators, liners).	-	-	-	-

	PC11.	rectify minor malfunctions of equipment and milking systems under guidance of technical expert	-	-	-	-
	PC12.	implement prescribed handling practices so as to prevent cross-infection during milking operations				
	<i>Post-Milking Activities</i>		<i>9</i>	<i>15</i>		<i>8</i>
	PC13.	perform teat dipping to prevent mastitis	-	-	-	-
	PC14.	weigh and store the milk into milkcan	-	-	-	-
	PC15.	clean the milking pail and keep them in the designated place	-	-	-	-
	PC16.	clean the milking machine and store in a hygienic place	-	-	-	-
	NOS Total		30	49		21
AGR/N4115: Prepare and maintain accommodation for livestock	<i>Carry out preparation of the livestock accommodation</i>		21	25		15
	PC1.	prepare the shed in accordance with stage of animal growth and production				
	PC2.	take appropriate measures to protect the animals from climatic extremes				
	PC3.	take measures to avoid damage to the shed due to rains, storms, floods etc.				
	PC4.	prepare the equipment, tools, and materials required for livestock accommodation				
	PC5.	ensure safety of animals from wild animals, theft, infighting, wind				
	<i>Carry out maintenance of the livestock accommodation</i>		11	18		10
	PC6.	perform cleaning and sanitation according to the industry norms				
	PC7.	carry out disposal of the waste material according to the workplace procedures to minimize GHG emissions				
	PC8.	store the equipment safely and securely				
	PC9.	identify problems with the shed and take appropriate measures				
	NOS TOTAL		32	43		25

AGR/N4116: Carry out proper management of the herd	Manage livestock in the shed		20	14		12
	PC1.	identify and utilize suitable personal protective equipment required while working with livestock in the shed				
	PC2.	identify and use materials and shed which are suitable for reception of the livestock				
	PC3.	take precautions while moving the livestock into the shed				
	PC4.	ensure the livestock is not under stress while being accommodated				
	PC5.	identify animals with abnormal behaviour and make necessary arrangement for their care / treatment /isolation				
	Manage livestock at different stages		24	13		17
	PC6.	identify and isolate the livestock in late pregnancy to give special attention				
	PC7.	manage calving, pre and post- parturition periods as per the standard procedure				
	PC8.	carry out weaning and feeding the calf as per standard procedure				
	PC9.	monitor and assess the livestock carefully to ensure their good health and well-being				
	PC10.	ensure and manage the feed materials and supplies required by the livestock in different stages				
	PC11.	implement animal identification systems (ear tagging, branding) and dehorning of calves				
	PC 12	Identify animals in heat and arrange for insemination.				
	NOS TOTAL		44	27		29
AGR/N4117: Prepare and provide	Procure and store livestock feed and feed ingredients		14	15		10
		ensure the correct amount, type, and condition of feed material and ingredients free of any contamination have been procured				

recommend ed feed and water to the livestock	PC1.		-	-	--	
	PC2.	report any shortfalls in delivered animal feed to the appropriate person	-	-	--	
	PC3.	Store feed material safely according to the supplier /manufacturers recommendations and workplace norms	-	-	--	
	PC4.	examine stored animal feed regularly for any signs of bacterial, fungal, and pest infestation	-	-	--	
	PC5.	assess stock levels against critical levels regularly	-	-	--	
	PC6.	carry out outsourcing of fodder or adopt silage based fodder system in case of scarcity	-	-	--	
	Prepare feed and water supplies for livestock		14	11		10
	PC7.	prepare tools & equipment effectively before undertaking any work related to processing	-	-	--	
	PC8.	prepare appropriate proportions of green and dry fodder, feed, and supplements depending on the type, growth stage and production of livestock	-	-	--	
	PC9.	carry out operation and maintenance and storage of equipment used in chaffing, conservation, and dispensing of fodder	-	-	--	-
	PC10.	minimize feed and water wastage	-	-	--	-
	PC11.	dispose of waste animal feed (leftover in mangers) safely in a designated place	-	-	--	-
	PC12.	clean and store all the tools and equipment in the designated place	-	-	--	-
	PC13.	clean the mangers, water troughs, and water reservoirs as per schedules and norms	--		-	-
	Deliver feed & water to livestock		10	11		5
		ensure suitable personal protective equipment is used while providing feed and water to livestock				

	PC14.					
	PC15.	ensure quality and quantity of feed, fodder and water being delivered to the livestock				
	PC16.	provide appropriate type and quantity of feed to calves, growing stock, dry animals, and milking animals				
	PC17.	change the feeding procedure in case of change in ingredients of feed				
	Pc18.	provide feed supplements to pregnant and lactating animals as suggested by the experts				
	NOS TOTAL		38	37		25
AGR/N4118: Maintain health and productivity of livestock	Monitor the health and well-being of livestock to ensure productivity		16	22	-	17
	PC1.	deal animals in a manner which complies with relevant legislation, minimize stress, injury and maintains their health and well-being	-	-	--	-
	PC2.	ensure that sufficient space & area is maintained for animal mobility and physical functioning	-	-	--	-
	PC3.	monitor the physical condition of the animals at suitable intervals and identify abnormal signs	-	-	--	-
	PC4.	perform inspection of the herd to identify parasites	-	-	--	-
	PC5.	provide assistance for any health related emergency and initiate appropriate action	-	-	--	-
	PC6.	manage waste in a safe & secure manner ensuring the health and well-being of herd and human	-	-	--	-
	Deliver recommended treatment to animal with minimum impact on production		12	17		16
	PC7.	follow disease prevention practices like vaccination, deworming, pest and parasite control	-	-	--	-
	PC8.	assist the veterinarian in administering drugs, medication, and other medical supplies in accordance with organizational policy	-	-	--	-

	PC9.	use the correct technique to administer the specified treatment in the absence of animal health worker	-	-	--	-
	PC10.	manage animals under treatment as instructed by veterinarian	-	-	--	-
	PC 11	follow ethnoveterinary practices under the supervision of veterinarian.				
	PC12.	report any difficulties encountered while administering treatments immediately to the concerned person	-	-	--	-
	PC13.	monitor animal's post-treatment health and report concerns immediately to the concerned person	-	-	--	-
	NOS Total		28	39		33
AGR/N4119: cultivate and prepare forage for livestock	cultivation of fodder crops		12	6		6
	PC1.	identify legume, non-legume and tree fodder crops suitable to local climatic conditions				
	PC2.	perform tillage operations for growing fodder crops				
	PC3.	identify risk factors for spoilage in fodder crop through rains, floods, storms and plan preventive measures accordingly				
	PC4.	identify fodder scarcity periods and prepare fodder production schedule				
	PC5.	identify insect/pests of fodder crops and take preventive measures, ask for control measures				
	PC6.	identify crops with abnormal symptoms and ask for causes and remedies				
	Harvesting and preparation of fodder		9	13		12
	PC7.	plan and schedule harvesting of fodder for optimum outcome				
	PC8.	perform harvesting of fodder in efficient manner				
		identify safety hazards and implement OHS (occupational health and				

	PC9.	safety) procedures for forage harvesting, transport and chaffing				
	PC10.	practice appropriate mix of dry- green, and legume-non legume fodders for better productivity				
	PC11.	check equipment during harvesting operations regularly				
	conservation of fodder		8	11		9
	PC12.	identify various forage conservation techniques to ensure year round availability of feed and fodder				
	PC13.	ensure favorable conditionssuitable for forage conservation				
	PC14.	prepare forage conservation machinery and equipment in accordance with manufacturer's specifications, Occupational Health and Safety (OHS) requirements.				
	PC15.	prepare storage facility for selected forage conservation type				
	PC16.	monitor weather conditions to determine optimum time for harvest and to ensure quality				
	PC17.	prepare silage, hay and treat straw chemically				
	PC18.	bale, wrap, compact, seal or store forage in accordance with storage plan				
	PC19.	load, transport, and store/compact forage in accordance with OHS and quality requirements	-	-	--	-
	PC20.	store forage so as to minimize risk of spoilage and combustion	-	-	--	
	Closing Operations		4	4		6
	PC21.	dispose off all waste and debris to minimize environmental impacts	-	-	--	-

	PC22.	perform cleaning and service of machinery and ancillary equipment in accordance with manufacturer's specifications, OHS requirements and industry practice				
	PC23.	collect representative sample for testing of stored forage for quality				
	NOS Total		33	34		33
AGR/N4120: Maintain safety and cleanliness at dairy farm	Maintain clean and efficient dairy farm					
	PC1.	perform basic cleanliness and sanitary checks before operations in sheds, parlours, and premises in general and report any major deviations the appropriate supervisor				
	PC2.	use appropriate protective clothing or equipment in performing various jobs in accordance with workplace policy				
	PC3.	adopt prescribed procedure for cleaning				
	PC4.	clear clogged gullies, and drains				
	PC5.	ensure sanitary measures like foot dips, hand sanitisers, at entry points to sheds				
	PC6.	identify and isolate the animals suffering from diseases to isolation sheds as per policy				
	PC7.	perform cleaning and washing of animals as per schedules				
	PC8.	segregate and dispose waste at a designated place				
	Render appropriate safety and emergency procedures		15	17		15
	PC9.	assess risks prior to performing manual handling, and work according to currently recommended safety practice				
	PC10.	use equipment and materials safely and correctly and return the same to designated store when not in use				

	PC11.	dispose waste safely and correctly in a designated area				
	PC12.	follow preventive measures while using equipment and machinery				
	PC13.	follow procedures for dealing with accidents, floods, heatwaves, zoonotic outbreaks, storms, fires and emergencies				
	PC14.	follow evacuation and other emergency procedures as per company standard / workplace requirements				
	PC15.	report details of first aid administered in accordance with workplace procedures				
	NOS Total		31	34		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>	2	4	-	-
	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>Financial and Legal Literacy</i>	3	4	-	-
PC7. use various financial products and services safely and securely				
PC8. calculate income, expenses, savings etc.				
PC9. approach the concerned authorities for any exploitation as per legal rights and laws				
<i>Essential Digital Skills</i>	4	6	-	-
PC10. operate digital devices and use its features and applications securely and safely				
PC11. use internet and social media platforms securely and safely				
<i>Entrepreneurship</i>	3	5	-	-
PC12. identify and assess opportunities for potential business				
PC13. identify sources for arranging money and associated financial and legal challenges				
<i>Customer Service</i>	2	2	-	-
PC14. identify different types of customers				
PC15. identify customer needs and address them appropriately				
PC16. follow appropriate hygiene and grooming standards				
<i>Getting ready for apprenticeship & Jobs</i>	1	3	-	-
PC17. create a basic biodata				
PC18. search for suitable jobs and apply				
PC19. identify and register apprenticeship opportunities as per requirement				
Total Marks	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-Stamps 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