

QUALIFICATION FILE – Standalone NOS

Fundamentals of Tea Tasting

- ☐ Horizontal/Generic ☒ Vertical/Specialization
- ☒ Upskilling ☐ Dual/Flexi Qualification ☒ For ToT ☒ For ToA
- ☒ General ☐ Multi-skill (MS) ☐ Cross Sectoral (CS) ☐ Future Skills

NCrF/NSQF Level: 4

Submitted By:

Agriculture Skill Council of India

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

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Section 1: Basic Details

1.	NOS-Qualification Name	Fundamentals of Tea Tasting													
2.	Sector/s	Agriculture													
3.	Type of Qualification ☒ New ☐ Revised	NQR Code & version of the existing:	Qualification Name of the existing/previous version:) NA												
4.	National Qualification Register (NQR) Code & Version <i>(Will be issued after NSQC approval.)</i>	NG-04-AG-04421-2025-V1-ASCI	5. NCrF/NSQF Level: 4												
6.	Brief Description of the Standalone NOS	This OS unit describes the role and expertise of a tea taster, focusing on how a trained professional examines and evaluates the quality of tea. It outlines how trainees develop the ability to detect subtle variations in flavor, aroma, and appearance, and apply this knowledge to determine the tea market readiness or potential for blending.													
7.	Eligibility Criteria for Entry for a 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>Relevant Experience (with Specialization - if applicable)</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>12th grade pass or equivalent</td> <td></td> </tr> <tr> <td>2</td> <td>Previous NSQF Level 3.5</td> <td>with 1.5 years of relevant experience in Tea Tasting</td> </tr> <tr> <td>3</td> <td>Previous relevant Qualification of NSQF Level 3</td> <td>with 3 years of relevant experience in Tea Tasting</td> </tr> </tbody> </table> b. Age: NA		S. No.	Academic/Skill Qualification (with Specialization - if applicable)	Relevant Experience (with Specialization - if applicable)	1	12 th grade pass or equivalent		2	Previous NSQF Level 3.5	with 1.5 years of relevant experience in Tea Tasting	3	Previous relevant Qualification of NSQF Level 3	with 3 years of relevant experience in Tea Tasting
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2	Previous NSQF Level 3.5	with 1.5 years of relevant experience in Tea Tasting													
3	Previous relevant Qualification of NSQF Level 3	with 3 years of relevant experience in Tea Tasting													
8.	Credits Assigned to this NOS-Qualification, Subject to Assessment <i>(as per National Credit Framework (NCrF))</i>	7	9. Common Cost Norm Category (I/II/III) <i>(wherever applicable):</i> I												
10.	Any Licensing Requirements for Undertaking Training on This Qualification <i>(wherever applicable)</i>	NA													

11. 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>	<table border="1"> <thead> <tr> <th>Training Delivery Mode</th><th>Theory (Hours)</th><th>Practical (Hours)</th><th>Total (Hours)</th></tr> </thead> <tbody> <tr> <td>Classroom (offline)</td><td>35</td><td>175</td><td>210</td></tr> <tr> <td>Online</td><td></td><td></td><td></td></tr> </tbody> </table> ☒ Offline Only ☐ Online Only ☐ Blended <i>(Refer Blended Learning Annexure for details)</i>	Training Delivery Mode	Theory (Hours)	Practical (Hours)	Total (Hours)	Classroom (offline)	35	175	210	Online			
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Online													
12. Assessment Criteria	<table border="1"> <thead> <tr> <th>Theory (Marks)</th><th>Practical (Marks)</th><th>Project (Marks)</th><th>Viva (Marks)</th><th>Total (Marks)</th><th>Passing %age</th></tr> </thead> <tbody> <tr> <td>30</td><td>60</td><td></td><td>10</td><td>100</td><td>70</td></tr> </tbody> </table>	Theory (Marks)	Practical (Marks)	Project (Marks)	Viva (Marks)	Total (Marks)	Passing %age	30	60		10	100	70
Theory (Marks)	Practical (Marks)	Project (Marks)	Viva (Marks)	Total (Marks)	Passing %age								
30	60		10	100	70								
13. Is the NOS Amenable to Persons with Disability	☒ Yes ☐ No If “Yes”, specify applicable type of Disability: LD, SHI												
14. Progression Path After Attaining the Qualification, wherever applicable <i>(Please show Professional and Academic progression)</i>	NA												
15. How participation of women will be encouraged?	Batches specific to women will be formed												
16. Other Indian languages in which the Qualification & Model Curriculum are being submitted	<i>Hindi</i>												
17. Is similar NOS available on NQR-if yes, justification for this qualification	☐ Yes ☒ No URLs of similar Qualifications:												
18. Name and Contact Details Submitting / Awarding Body SPOC	Name: Ms Purnambica												

	(In case of CS or MS, provide details of both Lead AB & Supporting ABs)	Email: standards@asci-india.com Contact No.: 0124-4670029 Website: www.asci-india.com
19.	Final Approval Date by NSQC: 29.09.2025	20. Validity Duration: 3 Years post NSQC Approval 21. Next Review Date: 29.09.2028

Section 2: Training Related

1.	Trainer's Qualification and experience in the relevant sector (in years) (as per NCVET guidelines)	10th/12th Pass with 10 years of experience in Tea tasting
2.	Master Trainer's Qualification and experience in the relevant sector (in years) (as per NCVET guidelines)	Graduate with more than 10 years of experience in Tea tasting with 6 years of training experience
3.	Tools and Equipment Required for the Training	☒ Yes ☐ No (If "Yes", details to be provided in Annexure)
4.	In Case of Revised NOS, details of Any Upskilling Required for Trainer	NA

Section 3: Assessment Related

1.	Assessor's Qualification and experience in relevant sector (in years) (as per NCVET guidelines)	10th/12th Pass with 10 years of experience in Tea tasting
2.	Proctor's Qualification and experience in relevant sector (in years) (as per NCVET guidelines), (wherever applicable)	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)	Graduate with more than 10 years of experience in Tea tasting
4.	Assessment Mode (Specify the assessment mode)	Both offline and online

5.	Tools and Equipment Required for Assessment	☒ Same as for training ☐ Yes ☐ No <i>(details to be provided in Annexure-if it is different for Assessment)</i>
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Section 4: Evidence of the Need for the Standalone NOS

Provide Annexure/Supporting documents name.

1.	Government /Industry initiatives/ requirement (Yes/No): Yes
2.	Number of Industry validation provided: 17
3.	Estimated number of people to be trained: 2000
4.	Evidence of Concurrence/Consultation with Line/State Departments (In case of regulated sectors): (Yes/No): Yes

Section 5: Annexure & Supporting Documents Check List

Specify Annexure Name / Supporting document file name

1.	Annexure: NCrf/NSQF level justification based on NCrf/NSQF descriptors <i>(Mandatory)</i>	Annexure-1
2.	Annexure: List of tools and equipment relevant for NOS <i>(Mandatory, except in case of online course)</i>	Annexure-2
3.	Annexure: Performance and Assessment Criteria <i>(Mandatory)</i>	Annexure-6
4.	Annexure: Assessment Strategy <i>(Mandatory)</i>	Annexure-7
5.	Annexure: Blended Learning <i>(Mandatory, in case selected Mode of delivery is Blended Learning)</i>	NA
6.	Annexure: Acronym and Glossary <i>(Optional)</i>	

7.	Annexure/Supporting Document: Standalone NOS- Performance Criteria Details Annexure/Document with PC-wise detailing as per NOS format (Mandatory- Public view)	<i>Annexure-5</i>
8.	Supporting Document: Model Curriculum (<i>Mandatory – Public view</i>)	<i>Annexure-8</i>

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	Understanding tea types (black, green, oolong, white, herbal), processing methods, cultivation regions, sensory evaluation, and tea & food pairing techniques.	Applies theoretical understanding of tea varieties, cultivation practices, and processing to assess quality and make informed decisions in professional settings.	Level 4
Professional and Technical Skills / Expertise / Professional Knowledge	Ability to evaluate tea quality through tasting, grading, brewing techniques, creating tea menus, handling customer queries, and training others in tea service standards.	Demonstrates technical expertise in tea tasting and service, applies problem-solving for tea preparation/pairing, and ensures consistent service standards.	Level 4
Employment Readiness & Entrepreneurship Skills & Mind-set / Professional Skill	Prepares candidates for employment in tea lounges, luxury hotels, tea export houses, or to start their own tea-tasting business or boutique tea ventures.	Exhibits employability skills like communication, hygiene, teamwork, and entrepreneurial skills such as branding and product knowledge to manage ventures.	Level 4
Broad Learning Outcomes / Core Skill	Communicate effectively with customers and teams, maintain hygiene, record tasting notes, suggest	Uses language, numeracy, and digital skills to communicate, document tea profiles, and interpret customer preferences effectively.	Level 4

	suitable teas for various occasions, and promote tea culture.		
Responsibility	Responsible for conducting tea tasting sessions, ensuring high-quality service standards, guiding customers in tea selection, and possibly managing a small team or outlet.	Works independently with limited supervision; takes responsibility for quality and output, and may lead tea experiences and events.	Level 4

Annexure-2: Tools and Equipment (lab set-up)

List of Tools and Equipment

Batch Size: 30

S. No.	Tool / Equipment Name	Specification	Quantity for specified Batch size
1	Tea Tasting Cups (Ceramic/White)	Nos	30
2	Tea Brewing Kettles (Electric)	Nos	5
3	Tea Pots with Infusers	Nos	10
4	Digital Weighing Scale	Nos	2
5	Tea Storage Canisters (Airtight)	Nos	10
6	Timer / Stopwatches	Nos	2
7	Spittoons / Tasting Bowls	Nos	10
8	Sensory Evaluation Sheets / Forms	Nos	30
9	Cleaning & Hygiene Kit	Sets	2

Classroom Aids

The aids required to conduct sessions in the classroom are:

1. White board
2. Marker
3. Overhead projector
4. Laptop

5. Internet access

Annexure-3: Industry Validations Summary

S. No	Organization Name	Representative Name	Designation	Contact Address	Contact Phone No	E-mail ID	LinkedIn Profile (if available)
1	Glysdale Farm Factory	K Ganeshan	Manager Accounts	Coonoor, The Nilgiris, Tamil Nadu	9486586546	kg16865@gmail.com	NA
2	UPASI	R Sanjith	Secretary General	Glenview, Coonoor, The Nilgiris, Tamil Nadu	4232230270	sanjithrnair@upasi.org	NA
3	Highcliff Tea Manufacturing Co	B Rajesh chander	Managing Director	3/334 Kengarai Post, Kotagiri The Nilgiris. Tamilnadu 643236	9787574500	hittakal@gmail.com	NA
4	Hittakkal Estate Tea Factory	B Rajesh chander	Managing Partner	M/S. Hittakkal Estate Tea Factory 1/497, Hittakkalpost, Kotagiri The Nilgiris Tamilnadu 643236	9787574500	hittakal@gmail.com	NA
5	Kadamba Tea Company	Siddharth Thard	Partner	Dikom, Dibrugarh Assam-786101	9678002582	@kadambatea.com	NA
6	Shri Ganpati Industries	Gautam Beria	Managing Partner	Peoli Nagar, AT Road, Moranhat-785675,	9188120358	gautamberia2@gmail.com	NA

				Dibrugarh, Assam			
7	Shyam Kripaa Industries	Gautam Beria	Managing Partner	A.T.Road Khatkhathi P.O. Moran Dist- Dibrugarh-Asam-785669	8812035871	gautamberia2@gmail.com	NA
8	Bhansali and Co	Anish Bhansali	Partner	1/1/7 Benianandan Street, Kolkata 700025	9831038081	bhansalico09@gmail.com	NA
9	INDIAN TEA EXPORTES ASOCIATION	Anshuman Kanoria	Chairman ITEA	70A Shakespeare Sarani, Kolkata	9831027656	anshumankanoria@yahoo.com	NA
10	ALL INDIA MANUFACTURERS	M P AGARWAL	CHAIRMAN	ASSAM & N.E. STATES BOARD, Lions Seva Kendra, Makum Road, Tinsukia 786146 (Assam)	9435036598	aimoassam@gmail.com	NA
11	Barpathar Tea Company Pvt Ltd	HARSH SUTODIYA	DIRECTOR	785 602, Dist. Golaghat (Assam)	7002406263	harshsutodiya@gmail.com	NA
12	Indo Assam Tea Company Pvt Ltd	Nirmal Kumar Aggarwal	Director	Panichakua Tea Estate, P. O. Panichakua, District- Jorhat, 785006 (Assam)	7896058114	iatcpl@gmail.com	NA

13	J THOMAS COMPANY PRIVATE LTD	Gaurav Ghosh	Vice Chairman	'Nilhat House', 11, R. N. Mukherjee Road, Kolkata - 700 001	9831165657	gauravghosh@i thomas.in	NA
14	North Eastern Tea Association	Manisha Sharma	Secretary	G.F. Road, Begenakhowa, Golaghat -785621	9401081575	neta_assamtea @yahoo.com	NA
15	KANNAVARA I Tea Industry	Gauthaam Ananda	Managing Partner	BATALADA, KONAVAKOR AI POST, KOTAGIRI, THE NILGIRIS	9742756110	gauthaam@kan navarai.com	NA
16	Paramount Tea Marketing South	K K Raghu	Vice President	65/1-A, Club Road, Coonoor 643101	9442133037	raghu@paramo unt.com	NA
17	Rajeshwari Tea Industries	B L Anand	Managing Partner	No-1 KONAVAKOR AI, KOTAGIRI, THE NILGIRIS	9443022259	ananadkannavar ai@gmail.com	NA

Annexure-4: Training Details

Training Projections:

Year	Estimated Training # of Total Candidates	Estimated training # of Women	Estimated training # of People with Disability
2024 - 2025	0	0	0
2025 - 2026	1000	0	0
2026 - 2027	1000	0	0

Data to be provided year-wise for next 3 years.

Annexure-5: Standalone NOS- Performance Criteria details

1. Description:

This OS unit describes the role and expertise of a tea taster, focusing on how a trained professional examines and evaluates the quality of tea. It outlines how trainees develop the ability to detect subtle variations in flavor, aroma, and appearance, and apply this knowledge to determine the tea's market readiness or potential for blending.

2. Scope

The scope covers the following:

Conduct and Manage Tea Tasting Sessions
Apply SOPs in Tea Tasting Processes
Execute Tea Blending Based on Tasting Results
Ensure Adherence to Quality and Safety Standards

*Manage Operations in a Factory Environment
Incorporate Innovative and Sustainable Practices*

3. Performance Criteria

The individual on the job needs to know and understand:

Conduct and Manage Tea Tasting Sessions

PC1 Ensure that the tea tasting venue has a conducive environment for accurate evaluation

PC2 Collect tea samples from various regions of the world for tasting

PC3 Maintain records of tea samples in accordance with the company's documentation requirements

PC4 Confirm site accessibility and ensure the availability of quality water, labour, and other necessary inputs for tea tasting

PC5 Identify risks associated with the tea tasting process and implement appropriate preventive measures

PC6 Maintain cleanliness and hygiene standards in the tea tasting area

PC7 Ensure that correct water quality, temperature, and steeping times are maintained

PC8 Ensure proper brewing methods are followed for each tea type

PC9 Ensure appropriate steeping methods are applied based on tea variety and purpose

PC10 Maintain high standards of presentation aesthetics during tasting sessions

PC11 Apply the tea flavour wheel and sensory profiling techniques during evaluation

PC12 Evaluate teas based on aroma, body, finish, and texture parameters

PC13 Integrate tea and lifestyle concepts, including wellness, food pairing, and mindfulness, into tasting experiences

Apply SOPs in Tea Tasting Processes

PC14 Follow and maintain SOPs for procuring tea samples, including quality checking and proper handling of raw material

PC15 Follow and maintain SOPs for grading and classification of Indian teas

PC16 Follow and maintain SOPs for defining tea vocabulary, including leaf appearance, infusion colour, liquor taste, and aroma finish

PC17 Follow and maintain SOPs for the tea tasting process from preparation to evaluation

PC18 Follow and maintain SOPs for tasting parameters to ensure consistency and accuracy

PC19 Follow and maintain SOPs for evaluation of tea samples against set quality benchmarks

PC20 Identify and use appropriate standard tea tasting equipment such as cups, kettles, and spittoons

PC21 Follow and maintain SOPs for storage and labelling of tea samples to ensure traceability

PC22 Apply the recommended tea tasting process in line with industry standards

PC23 Ensure SOPs are followed for conducting blind tasting sessions

PC24 Maintain proper documentation and create accurate flavour mapping records

Execute Tea Blending Based on Tasting Results

PC25 Ensure tea blends are developed considering primary, secondary, and accent notes

PC26 Blend different grades of teas and prepare evaluation and scoring reports

PC27 Ensure blending is cost-effective without compromising quality

PC28 Prepare tea blends as per prescribed procedures

PC29 Develop tea blends based on key features such as appearance, aroma, flavour, and mouthfeel

PC30 Follow proper techniques for designing blends with a unique identity

PC31 Ensure accuracy and consistency in tea blends

Ensure Adherence to Quality and Safety Standards

PC32 Ensure proper packaging of tea blends to preserve quality

PC33 Adhere to FSSAI regulations and labelling norms

Manage Operations in a Factory Environment

PC34 Inspect and verify the quality of tea leaves received for manufacturing

PC35 Source tea from well-managed estates and fields

PC36 Maintain detailed records of the unique characteristics of teas produced across the world

PC37 Ensure that GI teas of India, such as Darjeeling, are available for testing and evaluation

PC38 Identify potential risks associated with the production and manufacturing of quality teas

PC39 Maintain cleanliness and hygiene in tea manufacturing and tasting areas

PC40 Ensure correct water quality, temperature, and steeping time are maintained during tasting

PC41 Oversee the sequencing of tea tasting sessions for accurate evaluation

PC42 Ensure accurate sampling, proper labelling, and systematic scoring of teas

PC43 Ensure adherence to best practices in tea tasting laboratories

PC44 Evaluate and identify the best tea blends for quality and market suitability

PC45 Promote the cultural and heritage aspects of tea in presentations and tastings

PC46 Ensure that only quality teas are showcased and served to maintain brand reputation

Incorporate Innovative and Sustainable Practices

PC47 Ensure the manufacturing of good-quality tea as per industry standards

PC48 Participate in tea leaf plucking sessions at the estate to understand raw material quality

PC49 Implement live quality control protocols in coordination with factory in-house teams

PC50 Adopt quality and safety manufacturing practices throughout the production process

PC51 Implement traceability systems in tea manufacturing to track origin and quality

PC52 Follow FSSAI principles and regulatory guidelines

PC53 Adopt automation in manufacturing to improve efficiency and consistency

PC54 Organise field, factory, and auction visits to enhance industry exposure

PC55 Organise guest sessions with industry expert

PC56 Carry out projects related to innovation and process improvement

PC57 Prepare a manufacturing plan for the factory in line with future industry trends

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

KU 1 origin and history of tea in India

KU 2 types of teas and their health benefits

KU 3 tea as a commodity and cultural product

KU 4 legal and cultural significance of geographical indications

KU 5 tea manufacturing methods

KU 6 grading of tea

KU 7 tea profiles

KU 8 origins and global journey of tea: China, Japan, India

KU 9 upcoming tea regions

KU 10 cultural contexts: tea rituals across continents

KU 11 legal and cultural significance of geographical indications

KU 12 tea manufacturing methods

KU 13 correct brewing techniques

KU 14 aroma, mouthfeel and flavor profiles

KU 15 menu creation

KU 16 crafting stories for consumer engagement

KU 17 standard operating procedures for procuring tea samples, including quality checking and handling of raw material

KU 18 standard operating procedures for grading and classification of Indian teas

KU 19 standard operating procedures for defining tea vocabulary: leaf appearance, infusion colour, liquor taste, and aroma finish

KU 20 standard operating procedures for tea tasting process

KU 21 standard operating procedures for tasting parameters

KU 22 standard operating procedures for evaluation of tea
KU 23 standard tea tasting cups, kettle, spittoons, timer, and strainer
KU 24 standard operating procedures for storage and labelling of tea samples
KU 25 tea tasting process
KU 26 blind tasting process
KU 27 documentation and flavor mapping
KU 28 parameters of tea blending
KU 29 understanding base teas, herbs, spices, and botanicals
KU 30 tea blending and unique identity
KU 31 understanding the role of fragrance, mouthfeel, and appearance in blend design
KU 32 packaging, shelf life, and market positioning
KU 33 understanding of FSSAI regulations and labelling norms
KU 34 sustainable sourcing
KU 35 climate-resilient blending
KU 36 process of manufacturing good teas
KU 37 procedures for tea leaf plucking sessions
KU 38 live Q&C protocols
KU 39 quality and safety practices in tea industries
KU 40 traceability systems
KU 41 process of digital brands
KU 42 procedure to organize exposure visits
KU 43 knowledge of experts in tasting and sommelier roles
KU 44 innovative machinery
KU 45 criteria for manufacturing and operations
KU 46 Safety and hygienic practices at work place

Generic Skills (GS)

User/individual on the job needs to know how to:

GS1. maintain work-related notes and records

- GS2.** communicate clearly and effectively with co-workers and clients
- GS3.** read and interpret the relevant manuals, guides, and literature on new developments in the field of Tea tasting and palate development
- GS4.** plan and prioritize tasks to ensure timely completion
- GS5.** take quick decisions to deal with workplace emergencies/ accidents
- GS6.** listen attentively to understand the information/ instructions being shared by the speaker
- GS7.** identify possible disruptions to work and take appropriate preventive measures
- GS8.** co-ordinate with co-workers to achieve work objectives
- GS9.** evaluate all possible solutions to a problem to select the best one
- GS10.** negotiate with supplier on pricing of material

Annexure-6: Assessment Criteria

Detailed PC-wise assessment criteria and assessment marks for the NOS are as follows:

Assessment Criteria for Outcomes	Theory	Practical	Project	Viva
<i>Conduct and Manage Tea Tasting Sessions</i>	5	10		2
PC1 Ensure that the tea tasting venue has a conducive environment for accurate evaluation	0.5	0	0	0
PC2 Collect tea samples from various regions of the world for tasting	0	1.5	0	0
PC3 Maintain records of tea samples in accordance with the company's documentation requirements	0	1	0	0

PC4 Confirm site accessibility and ensure the availability of quality water, labour, and other necessary inputs for tea tasting	0.5	0	0	0
PC5 Identify risks associated with the tea tasting process and implement appropriate preventive measures	1	0	0	0
PC6 Maintain cleanliness and hygiene standards in the tea tasting area	0.5	0	0	0
PC7 Ensure that correct water quality, temperature, and steeping times are maintained	0.5	1	0	0
PC8 Ensure proper brewing methods are followed for each tea type	0.5	1	0	2
PC9 Ensure appropriate steeping methods are applied based on tea variety and purpose	0.5	1	0	0
PC10 Maintain high standards of presentation aesthetics during tasting sessions	0.5	0.5	0	0
PC11 Apply the tea flavour wheel and sensory profiling techniques during evaluation	0	2	0	0
PC12 Evaluate teas based on aroma, body, finish, and texture parameters	0	1	0	0
PC13 Integrate tea and lifestyle concepts, including wellness, food pairing, and mindfulness, into tasting experiences	0.5	1	0	0
<i>Apply SOPs in Tea Tasting Processes</i>	5	10	-	2
PC14 Follow and maintain SOPs for procuring tea samples, including quality checking and proper handling of raw material	0.5	1	0	0
PC15 Follow and maintain SOPs for grading and classification of Indian teas	0.5	1	0	1

PC16 Follow and maintain SOPs for defining tea vocabulary, including leaf appearance, infusion colour, liquor taste, and aroma finish	0.5	0.5	0	1
PC17 Follow and maintain SOPs for the tea tasting process from preparation to evaluation	0.5	0.5	0	0
PC18 Follow and maintain SOPs for tasting parameters to ensure consistency and accuracy	0.5	1	0	0
PC19 Follow and maintain SOPs for evaluation of tea samples against set quality benchmarks	1	0.5	0	0
PC20 Identify and use appropriate standard tea tasting equipment such as cups, kettles, and spittoons	0.5	1	0	0
PC21 Follow and maintain SOPs for storage and labelling of tea samples to ensure traceability	0.5	0.5	0	0
PC22 Apply the recommended tea tasting process in line with industry standards	0	2	0	0
PC23 Ensure SOPs are followed for conducting blind tasting sessions	0.5	1	0	0
PC24 Maintain proper documentation and create accurate flavour mapping records	0	1	0	0
<i>Execute Tea Blending Based on Tasting Results</i>	5	10		2
PC25 Ensure tea blends are developed considering primary, secondary, and accent notes	1	0	0	0
PC26 Blend different grades of teas and prepare evaluation and scoring reports	1	2	0	0
PC27 Ensure blending is cost-effective without compromising quality	0.5	0	0	0
PC28 Prepare tea blends as per prescribed procedures	0	4	0	0

PC29 Develop tea blends based on key features such as appearance, aroma, flavour, and mouthfeel	0.5	2	0	1
PC30 Follow proper techniques for designing blends with a unique identity	1	1	0	1
PC31 Ensure accuracy and consistency in tea blends	1	1	0	0
<i>Ensure Adherence to Quality and Safety Standards</i>	5	10		-
PC32 Ensure proper packaging of tea blends to preserve quality	2.5	5	0	0
PC33 Adhere to FSSAI regulations and labelling norms	2.5	5	0	0
<i>Manage Operations in a Factory Environment</i>	5	10	-	2
PC34 Inspect and verify the quality of tea leaves received for manufacturing	0	1	0	1
PC35 Source tea from well-managed estates and fields	0	0	0	0
PC36 Maintain detailed records of the unique characteristics of teas produced across the world	0.5	0	0	0
PC37 Ensure that GI teas of India, such as Darjeeling, are available for testing and evaluation	0	1	0	0
PC38 Identify potential risks associated with the production and manufacturing of quality teas	0.5	0	0	1
PC39 Maintain cleanliness and hygiene in tea manufacturing and tasting areas	1	0	0	0
PC40 Ensure correct water quality, temperature, and steeping time are maintained during tasting	0.5	0	0	0

PC41 Oversee the sequencing of tea tasting sessions for accurate evaluation	1	0	0	0
PC42 Ensure accurate sampling, proper labelling, and systematic scoring of teas	0	1	0	0
PC43 Ensure adherence to best practices in tea tasting laboratories	0	2	0	0
PC44 Evaluate and identify the best tea blends for quality and market suitability	0	2	0	0
PC45 Promote the cultural and heritage aspects of tea in presentations and tastings	1	2	0	0
PC46 Ensure that only quality teas are showcased and served to maintain brand reputation	0.5	1	0	0
<i>Incorporate Innovative and Sustainable Practices</i>	5	10	-	2
PC47 Ensure the manufacturing of good-quality tea as per industry standards	0.5	1	0	0
PC48 Participate in tea leaf plucking sessions at the estate to understand raw material quality	0	2	0	0
PC49 Implement live quality control protocols in coordination with factory in-house teams	0	1	0	0
PC50 Adopt quality and safety manufacturing practices throughout the production process	1	1	0	0
PC51 Implement traceability systems in tea manufacturing to track origin and quality	1	0	0	0
PC52 Follow FSSAI principles and regulatory guidelines	1	1	0	0
PC53 Adopt automation in manufacturing to improve efficiency and consistency	0.5	0	0	0
PC54 Organise field, factory, and auction visits to enhance industry exposure	1	2	0	0
PC55 Organise guest sessions with industry experts	0	0	0	0
PC56 Carry out projects related to innovation and process improvement	0	1	0	2

PC57 Prepare a manufacturing plan for the factory in line with future industry trends	0	1	0	0
NOS TOTAL	30	60		10

Annexure-7: 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
NCrF	National Credit Framework
NOS	National Occupational Standard(s)
NQR	National Qualification Register
NSQF	National Skills Qualifications Framework

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.