

QUALIFICATION FILE – Standalone NOS

Essentials of Tea sommelier

☐ 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

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Section 1: Basic Details

1.	NOS-Qualification Name	Essentials of Tea sommelier													
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-04420-2025-V1-ASCI	5. NCrF/NSQF Level: 4												
6.	Brief Description of the Standalone NOS	This OS unit covers the competencies required to manage and enhance the overall tea experience for customers. It involves selecting and sourcing premium teas, curating tea menus, and applying appropriate brewing techniques to achieve optimal flavour and quality. It also includes conducting tea tastings, educating customers and staff on tea varieties, origins, and food pairings, as well as recommending teas to complement different cuisines. Also maintaining tea quality standards, tea blending, and promoting tea culture through customer engagement ensuring a high quality and memorable tea service													
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>		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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3	Previous relevant Qualification of NSQF Level 3	with 3 years of relevant experience in Tea Tasting													

		b. Age: NA															
8.	Credits Assigned to this NOS-Qualification, Subject to Assessment <i>(as per National Credit Framework (NCrF))</i>	2	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>23</td><td>37</td><td>60</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)	23	37	60	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>50</td><td>10</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	50	10	10	100	70
Theory (Marks)	Practical (Marks)	Project (Marks)	Viva (Marks)	Total (Marks)	Passing %age												
30	50	10	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	Hindi	
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 <i>(In case of CS or MS, provide details of both Lead AB & Supporting ABs)</i>	Name: Ms Purnambica Email: standards@asci-india.com Contact No.: 0124-4670029 Website: www.asci-india.com	
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) <i>(as per NCVET guidelines)</i>	10 th pass or 12 th Grade Pass with 10 years of experience in Tea tasting OR Graduate with 10 years of experience in Tea tasting
2.	Master Trainer's Qualification and experience in the relevant sector (in years) <i>(as per NCVET guidelines)</i>	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)	10 th pass or 12 th Grade Pass with 10 years of experience in Tea tasting OR Graduate 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 (details to be provided in Annexure-if it is different for Assessment)

Section 4: Evidence of the Need for the Standalone NOS

Provide Annexure/Supporting documents name.

1.	Government /Industry initiatives/ requirement (Yes/No): Yes
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2.	Number of Industry validation provided: 19
3.	Estimated number of people to be trained: 1000
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)	Annexure-5
8.	Supporting Document: Model Curriculum <i>(Mandatory – Public view)</i>	Annexure-8

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 suitable teas for various occasions, and promote tea culture.	Uses language, numeracy, and digital skills to communicate, document tea profiles, and interpret customer preferences effectively.	Level 4
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	Absolute Tea	Jayant Jalan	Propertor	Mm Road, Fancy Bazar, Gawahati Assam	8822577708	absoluteteaindia@gmail.com	NA
2	Andrew Yule and Company Ltd	Mr Ronen Mookerjee	Assistant General Manager	Tea Division 8, Dr Rajendra Prasad Sarani Kolkata - 700001	6297517386	ronen. mookerjee@andrewyule.com	NA
3	Bogibeel Tea Industries Ltd	Kushal Agarwal	Commercial Manager	A.T.Road Khatkhathi P.O. Moran Dist- Dibrugarh-Asam-785669	8822352659	bogibeelteaindustries@gmail.com	NA
4	Aasmah Tea Pvt Ltd	Manas Pratim Das	Director	Sm Complex, Rg Barua Road, Ganeshguri, Guwahati 781006	9435064309	aasmahtea@gmail.com	NA
5	Eastern Tea Brokers Pvt Ltd	Prabahan Kaushik Baruah	Director	Maniram Dewan Road Guwahati 781003	9101046396	info@etbindia.in	NA

6	Vigneshwar Estate Tea Factory	Managing Partner	Managing Partner	4/406 Water Falls Road, Aravenu Post, The Nilgiris, Tamilnadu 643201	9443031373	vigneshwarestate@gmail.com	NA
7	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
8	Highcliff Tea Manufacturing	B Rajesh chander	Managing Director	3/334 Kengarai Post, Kotagiri The Nilgiris. Tamilnadu 643236	9787574500	hittakal@gmail. com	NA
9	Redraz International Pvt Ltd	Vaibhav Gupta	Founder Director	43, Kashi Nagar, Lakhimpur-Kheri (U.P) 262701.	8860056213	vaibhavguptaa@hotmail.com	NA
10	Sree Maa Tea Industries Llp	Kushal Agarwal	Commercial Manager	Bamunbari, Po - Bamunbari Dist- Dibrugarh- Asam- 786613	8822352659	bogibeelteaindustries@gmail.com	NA
11	Namhah Marketing	Ankit Baid	proprietor	House No:68, Gmch Road, Christian Basti, Guwahati	9836053075	baid.ankit@namhah. com	NA

13	Nirav Patel Pioji Tea Limited	Nirav Patel	Director	House No 98 Kasturba Ashram Road , Kasturba Nagar Ulubari Guwahati - 781007	9435116946	nirav@piojitealt d.in	NA
14	Glysdale Farm Factory	K Ganeshan	Manager Accounts	Coonoor, The Nilgiris, Tamil Nadu	9486586546	kg16865@gmail .com	NA
15	Assam Tea Brokers Pvt Ltd	Almin Ben Ahmed	Director	House No.li, Byelane 1, Usha Nagar, Dispur, Guwahati - 781006.	9854028612	ben@assamteabr okers.com	NA
16	Sengajan Tea Company Pvt Ltd	Rajeev Shyam Barua	Executive Director	15b, Mc Road, Chenikuthi, Opposite St. Mary's Convent, Guwahati- 781003,	8751017798	rsbarua1969@re diffmail.com	NA
17	Megha Tea Company Pvt Ltd	Kushal Agarwal	Commercial Manager	A.T.Road, Khatkhathi, P.O. Moran Dist- Dibrugarh- Asam-785669	8822352659	ho@meghatea. com	NA
18	UPASI	R. Sanjith	Secretary General	Glenview, Coonoor, The Nilgiris, Tamil Nadu	0423 2230270	sanjithrnair@upasi.org	NA
19	Sai nagar Tea Estate	Uddhav Goenka	Partner	Village No. 1, Mohmari Gaon, P.O Jokai, Dibrugarh (Assam) 786003	97068234 15	uddhav@pureassamtea .com	NA

Annexure-4: Training Details

Training Projections:

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

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

Annexure-5: Standalone NOS- Performance Criteria details

1. Description:

This OS unit covers the competencies required to manage and enhance the overall tea experience for customers. It involves selecting and sourcing premium teas, curating tea menus, and applying appropriate brewing techniques to achieve optimal flavour and quality. It also includes conducting tea tastings, educating customers and staff on tea varieties, origins, and food pairings, as well as recommending teas to complement different cuisines. Also maintaining tea quality standards, tea blending, and promoting tea culture through customer engagement ensuring a highquality and memorable tea service.

2. Scope

The scope covers the following:

Manage tea appreciation services in fine dining establishments
Supervise tea sommelier operations in food and beverage establishments
Conduct customer engagement through tea appreciation sessions
Follow Tea tasting protocols and palate development techniques
Perform tea blending and innovation
Adopt artisanal and future-forward approaches in tea preparation and presentation

3. Performance Criteria

Manage tea appreciation services in fine dining establishments

To be competent, the user/individual on the job must be able to:

- PC1. identify and differentiate between authentic tea (*Camellia sinensis*) and other non-tea infusions
- PC2. state the parameters for sourcing and maintaining a curated collection of fine teas from various regions of India and across the world for sommelier services
- PC3. follow the principles of tea appreciation, including the evaluation of aroma, taste, and flavor profiles of different tea varieties
- PC4. demonstrate knowledge of global tea etiquettes and serving customs from various tea- drinking cultures
- PC5. apply flavor profiles to create suitable tea and food pairings
- PC6. deliver an engaging and holistic tea appreciation experience tailored to the audience

Supervise tea sommelier operations in food and beverage establishments

To be competent, the user/individual on the job must be able to:

- PC7. ensure use of high-quality tea leaves and maintain optimal water quality, temperature, brewing, and steeping techniques specific to each type of tea
- PC8. select and use appropriate accessories—such as cups, kettles, glasses, and bowls—required for professional tea sommelier

service

PC9. adhere to culturally appropriate tea service etiquette based on the origin and tradition of the tea being served

PC10. apply correct food pairing techniques, including complementary and contrasting flavour combinations, to enhance the tea experience.

PC11. maintain proper tea presentation aesthetics suitable for the specific type and style of tea

Conduct customer engagement through tea appreciation sessions

To be competent, the user/individual on the job must be able to:

PC12. provide a delightful customer experience by offering personalized tea suggestions, thoughtful recommendations, and engaging storytelling about tea origins and culture

PC13. apply tea mixology techniques to create innovative tea-based cocktails and mocktails

PC14. design and curate customized tea menus based on customer preferences, seasonality, and tea varieties

Follow Tea tasting protocols and palate development techniques

To be competent, the user/individual on the job must be able to:

PC15. follow and maintain standard operating procedures (SOPs) for procuring high-quality tea

PC16. apply SOPs for grading and classifying Indian teas based on established industry standards

PC17. use defined tea vocabulary to describe leaf appearance, infusion color, liquor taste and aroma finish as per SOPs

PC18. adhere to SOPs for conducting structured tea tasting processes

PC19. apply SOPs for evaluating tasting parameters such as body, strength, flavor, and briskness

PC20. identify and use appropriate standard tools for tea tasting, such as tasting cups, kettles, and spittoons

PC21. follow SOPs for proper storage and labeling of tea samples to ensure traceability and quality control

PC22. conduct tea tasting sessions in accordance with the recommended protocols

PC23. ensure adherence to standard procedures during blind tasting to eliminate bias

PC24. maintain proper documentation of tasting results and perform flavor mapping to support quality analysis

Perform tea blending and innovation

To be competent, the user/individual on the job must be able to:

- PC25. identify and define the purpose and objective of the tea blend, such as flavor profile, health benefit, or seasonal appeal
- PC26. select suitable blending ingredients—including tea types, herbs, spices, and botanicals—based on the defined objective
- PC27. apply appropriate blending techniques (manual or mechanical) to ensure uniformity and desired flavor outcomes
- PC28. pair teas with compatible botanicals to enhance flavor, aroma, and functionality
- PC29. develop standardized blending formulations with clearly documented ratios and steps for replication by others
- PC30. differentiate between dominant and subtle flavors in herbal ingredients to achieve balanced blends
- PC31. identify and use appropriate tea types as a base for blending, depending on the desired taste and effect
- PC32. analyze how texture and cut size of ingredients influence the blending outcome and mouthfeel
- PC33. incorporate emerging trends in tea blending, such as wellness teas, floral blends, or functional infusions

Adopt artisanal and future-forward approaches in tea preparation and presentation

To be competent, the user/individual on the job must be able to:

- PC34. explain the concept of artisanal tea and its distinguishing characteristics
- PC35. differentiate between artisanal and handcrafted tea, and explain their relevance in the current tea market
- PC36. explain the concept of functional tea and its health or wellness-related benefits
- PC37. identify the key factors that contribute to making a tea sustainable
- PC38. follow sustainability practices beyond tea production, including packaging, sourcing, and community impact
- PC39. analyse customer profiles and preferences to understand diverse expectations in tea consumption.
- PC40. explain the importance of tea presentation in enhancing the overall customer experience
- PC41. identify Gen Z preferences and emerging trends influencing their tea choices
- PC42. participate in guest-led sessions on sustainability practices within the tea industry
- PC43. complete a capstone project showcasing the integration of artisanal, sustainable, and future- forward tea practices

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1. origin and history of Tea in India
- KU2. types of teas and its health benefits
- KU3. cultural contexts: Tea rituals across continents
- KU4. legal and cultural significance of geographical indications
- KU5. tea manufacturing methods
- KU6. correct brewing and steeping techniques
- KU7. aroma, mouthfeel and flavor profiles
- KU8. menu creation, food pairing
- KU9. and etiquette
- KU9. crafting stories for consumer engagement
- KU10. standard Operating Procedures of procuring quality tea
- KU11. standard Operating Procedures for grading and classification of Indian teas
- KU12. standard Operating Procedures of operation defining tea vocabulary: Leaf appearance, infusion colour, liquor taste and aroma finish
- KU13. standard Operating Procedures for tea tasting process & parameters
- KU14. standard Operating Procedures for evaluation of tea
- KU15. sop of tea tasting cups, kettle, spittoons, timer, strainer
- KU16. standard Operating Procedures for storage and labelling of tea samples
- KU17. tea Tasting process
- KU18. blind tasting process
- KU19. documentation and flavor mapping
- KU20. objective of creating a Tea blend
- KU21. understanding base teas, botanicals
- KU22. creating formulae with right ingredients
- KU23. the role of flavors in crafting tea blends
- KU24. selecting the right tea base is important in blending
- KU25. using texture for blending tea
- KU26. how to follow and create future focused tea blends
- KU27. understanding of existing tea blends globally
- KU28. artisanal tea & its value

- KU29. artisanal, handcrafted, sustainable and function tea
- KU30. sustainable tea drinking practices
- KU31. demography of customers and what they want
- KU32. presentation of tea
- KU33. tea and tea services for different customers
- KU34. integrating it in the tea sommelier services
- KU35. supporting small farmer's tea

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>Manage tea appreciation services in fine dining establishments</i>	5	10		3
PC1. identify and differentiate between authentic tea (<i>Camellia sinensis</i>) and other non-tea infusions.	1	3	0	0
PC2. state the parameters for sourcing and maintaining a curated collection of fine teas from various regions of India and across the world for sommelier services	1	0	0	1
PC3. follow the principles of tea appreciation, including the evaluation of aroma, taste, and flavor profiles of different tea varieties.	1	0	0	2
PC4. demonstrate knowledge of global tea etiquettes and serving customs from various tea-drinking cultures.	0.5	2	0	0
PC5. apply flavor profiles to create suitable tea and food pairings.	0.5	3	0	0
PC6. deliver an engaging and holistic tea appreciation experience tailored to the audience.	1	2	0	0

<i>Supervise tea sommelier operations in food and beverage establishments</i>	5	5		2
PC7. ensure use of high-quality tea leaves and maintain optimal water quality, temperature, brewing, and steeping techniques specific to each type of tea.	1	1	0	2
PC8. select and use appropriate accessories—such as cups, kettles, glasses, and bowls—required for professional tea sommelier service.	1	1	0	0
PC9. adhere to culturally appropriate tea service etiquette based on the origin and tradition of the tea being served.	1	0	0	0
PC10. apply correct food pairing techniques, including complementary and contrasting flavor combinations, to enhance the tea experience.	1	2	0	0
PC11. maintain proper tea presentation aesthetics suitable for the specific type and style of tea.	1	1	0	0
<i>Conduct customer engagement through tea appreciation sessions</i>	5	10		-
PC12. provide a delightful customer experience by offering personalized tea suggestions, thoughtful recommendations, and engaging storytelling about tea origins and culture.	3	3	0	0
PC13. apply tea mixology techniques to create innovative tea-based cocktails and mocktails.	1	4	0	0
PC14. design and curate customized tea menus based on customer preferences, seasonality, and tea varieties.	1	3	0	0
<i>Follow Tea tasting protocols and palate development techniques</i>	5	10		2

PC15. follow and maintain standard operating procedures (SOPs) for procuring high-quality tea.	0.5	1	0	0
PC16. apply SOPs for grading and classifying Indian teas based on established industry standards.	0.5	1	0	0
PC 17. use defined tea vocabulary to describe leaf appearance, infusion color, liquor taste, and aroma finish as per SOPs.	0.5	0	0	2
PC18. adhere to SOPs for conducting structured tea tasting processes.	0.5	1	0	0
PC19. apply SOPs for evaluating tasting parameters such as body, strength, flavor, and briskness.	0.5	1	0	0
PC20. identify and use appropriate standard tools for tea tasting, such as tasting cups, kettles, and spittoons.	0.5	1	0	0
PC 21. follow SOPs for proper storage and labeling of tea samples to ensure traceability and quality control.	0.5	1	0	0
PC 22. conduct tea tasting sessions in accordance with the recommended protocols.	0.5	2	0	0
PC23. ensure adherence to standard procedures during blind tasting to eliminate bias.	0.5	1	0	0
PC24. maintain proper documentation of tasting results and perform flavor mapping to support quality analysis.	0.5	1	0	0
<i>Perform tea blending and innovation</i>	5	10		3

PC25. identify and define the purpose and objective of the tea blend, such as flavor profile, health benefit, or seasonal appeal.	1	1	0	0
PC26. select suitable blending ingredients—including tea types, herbs, spices, and botanicals—based on the defined objective.	0.5	1	0	1
PC27. apply appropriate blending techniques (manual or mechanical) to ensure uniformity and desired flavor outcomes.	0.5	2	0	1
PC28. pair teas with compatible botanicals to enhance flavor, aroma, and functionality.	0.5	1	0	1
PC29. develop standardized blending formulations with clearly documented ratios and steps for replication by others.	0.5	1	0	0
PC30. differentiate between dominant and subtle flavors in herbal ingredients to achieve balanced blends.	0.5	1	0	0
PC31. identify and use appropriate tea types as a base for blending, depending on the desired taste and effect.	0.5	1	0	0
PC32. analyze how texture and cut size of ingredients influence the blending outcome and mouthfeel.	0.5	1	0	0
PC33. incorporate emerging trends in tea blending, such as wellness teas, floral blends, or functional infusions.	0.5	1	0	0
<i>Adopt artisanal and future-forward approaches in tea preparation and presentation</i>	5	5	10	-
PC34. explain the concept of artisanal tea and its distinguishing characteristics.	0.5	0	0	0

PC35. differentiate between artisanal and handcrafted tea, and explain their relevance in the current tea market.	0.5	0	0	0
PC36. explain the concept of functional tea and its health or wellness-related benefits.	0.5	0	0	0
PC37. identify the key factors that contribute to making a tea sustainable.	0.5	1	0	0
PC38. follow sustainability practices beyond tea production, including packaging, sourcing, and community impact.	0.5	1	0	0
PC39. analyse customer profiles and preferences to understand diverse expectations in tea consumption.	0.5	3	0	0
PC40. explain the importance of tea presentation in enhancing the overall customer experience.	0.5	0	0	0
PC41. identify Gen Z preferences and emerging trends influencing their tea choices.	0.5	0	0	0
PC42. participate in guest-led sessions on sustainability practices within the tea industry.	0.5	0	0	0
PC43. complete a capstone project showcasing the integration of artisanal, sustainable, and future-forward tea practices.	0.5	0	10	0
NOS TOTAL	30	50	10	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-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
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.
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