



QUALIFICATION FILE

Chick Sexer and Grader

☒ Short Term Training (STT) ☐ Long Term Training (LTT) ☒ Apprenticeship

☒ Upskilling ☐ Dual/Flexi Qualification ☒ For ToT ☒ For ToA

☒ General ☐ Multi-skill (MS) ☐ Cross Sectoral (CS) ☐ Future Skills ☐ OEM

NCrF/NSQF Level: 3

Submitted By:

Agriculture Skill Council of India

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

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Section 1: Basic Details

1.	Qualification Name	Chick Sexer and Grader																			
2.	Sector/s	Agriculture																			
3.	Type of Qualification: ☐ New ☒ Revised ☐ Has Electives/Options ☐ OEM	NQR Code & version of existing qualification: QG-04-AG-00417-2023-V1.1-ASCI	Qualification Name of existing/previous version: Chick Sexing and Grading Technician																		
4.	a. OEM Name b. Qualification Name (Wherever applicable)	NA																			
5.	National Qualification Register (NQR) Code &Version (Will be issued after NSQC approval)	QG-03-AG-03917-2025-V2-ASCI & version 2.0	6. NCrf/NSQF Level: 3																		
7.	Award (Certificate/Diploma/Advance Diploma/ Any Other (Wherever applicable specify multiple entry/exits also & provide details in annexure)	Certificate																			
8.	Brief Description of the Qualification	A Chick Sexer and Grader is responsible for assessing the chick's quality after hatching and separating the males from females as per the standards followed by the organization																			
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>10th or equivalent</td> <td></td> </tr> <tr> <td>2</td> <td>8th class pass</td> <td>With 3 years of relevant experience in Agriculture and allied sectors</td> </tr> <tr> <td>3</td> <td>5th class pass</td> <td>With 6 years of relevant experience in Agriculture and allied sectors</td> </tr> <tr> <td>4</td> <td>Previous NSQF Level 2.5</td> <td>With 1.5 years of relevant experience in Agriculture and allied sectors</td> </tr> <tr> <td>5</td> <td>Previous NSQF Level 2</td> <td>With 3 years of relevant experience in Agriculture 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	10th or equivalent		2	8 th class pass	With 3 years of relevant experience in Agriculture and allied sectors	3	5 th class pass	With 6 years of relevant experience in Agriculture and allied sectors	4	Previous NSQF Level 2.5	With 1.5 years of relevant experience in Agriculture and allied sectors	5	Previous NSQF Level 2	With 3 years of relevant experience in Agriculture and allied sectors
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10.	Credits Assigned to this Qualification, Subject to Assessment (as per National Credit Framework (NCrf))	9	11. Common Cost Norm Category (I/II/III) (wherever applicable): II																		

12.	Any Licensing requirements for Undertaking Training on This Qualification (wherever applicable)	NA																						
13.	Training Duration by Modes of Training Delivery (Specify Total Duration as per selected training delivery modes and as per requirement of the qualification)	☒ Offline ☐ Online ☐ Blended <table border="1"> <thead> <tr> <th>Training Delivery Modes</th> <th>Theory (Hours)</th> <th>Practical (Hours)</th> <th>OJT Mandatory (Hours)</th> <th>OJT Recommended (Hours)</th> <th>Total (Hours)</th> </tr> </thead> <tbody> <tr> <td>Classroom (offline)</td> <td>90</td> <td>120</td> <td>60</td> <td></td> <td>270</td> </tr> <tr> <td>Online</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table> (Refer Blended Learning Annexure for details)					Training Delivery Modes	Theory (Hours)	Practical (Hours)	OJT Mandatory (Hours)	OJT Recommended (Hours)	Total (Hours)	Classroom (offline)	90	120	60		270	Online					
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Online																								
14.	Aligned to NCO/ISCO Code/s (if no code is available mention the same)	NCO-2015/6122.9900																						
15.	Progression path after attaining the qualification (Please show Professional and Academic progression)	Chick Sexer and Grader(L3), Quality Control Technician (Hatchery)/Incubation Technician (L4)																						
16.	Other Indian languages in which the Qualification & Model Curriculum are being submitted	Hindi																						
17.	Is similar Qualification(s) available on NQR-if yes, justification for this qualification	☐ Yes ☒ No URLs of similar Qualifications:																						
18.	Is the Job Role Amenable to Persons with Disability	☒ Yes ☐ No If "Yes", specify applicable type of Disability: <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 (Specify the NOS/Module which covers it)	☒ Yes ☐ No DGT/VSQ/N0101 (v1.0)																						
21.	Is Qualification Suitable to be Offered in Schools/Colleges	Schools ☒ Yes ☐ No Colleges ☒ Yes ☐ No																						
22.	Name and Contact Details of Submitting / Awarding Body SPOC (In case of CS or MS, provide details of both Lead AB & Supporting ABs)	Name: Ms Purnambica Email: standards@asci-india.com Website: www.asci-india.com Contact No.: 0124-4670029																						
23.	Final Approval Date by NSQC: 08-05-2025	24. Validity Duration: 3 years post NSQC Approval			25. Next Review Date: 30-04-2028																			

Section 2: Module Summary

NOS/s of Qualifications

(In exceptional cases these could be described as components)

Mandatory NOS/s:

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

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

S. No	NOS/Module Name	NOS/Module Code & Version (if applicable)	Core/Non-Core	NCrF/NS QF Level	Credits as per NCrF	Training Duration (Hours)					Assessment Marks					
						Th.	Pr.	OJT-Man.	OJT-Rec.	Total	Th.	Pr.	Proj.	Viva	Total	Weightage (%) (if applicable)
1	Prepare and maintain work area for sexing of chicks	AGR/N4411 (v4.0)	Core	3	1	15	15			30	15	20		15	50	15
2	Carry out the process of chicks sexing	AGR/N4412 (v4.0)	Core	3	2	15	45			60	15	25		10	50	40
3	Assess and grade the day old chicks	AGR/N4413 (v3.0)	Core	3	1	10	20			30	20	15		15	50	25
4	Maintain records related to sexing and grading of DOC	AGR/N4414 (v3.0)	Core	3	1	10	20			30	15	20		15	50	10
5	Maintain safety, hygiene and sanitation of hatchery	AGR/N4410 (v4.0)	Non-Core	3	1	10	20			30	20	15		15	50	5
11	Employability Skills (30 Hours)	DGT/VSQ/N 0101 (v1.0)	Non-Core	3	1	30				30	20	30			50	5
12	OJT (Mandatory)				2			60		60						
Duration (in Hours) / Total Marks					9	90	120	60		270	105	125		70	300	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) <i>(as per NCVET guidelines)</i>	Diploma (Regular Diploma more than 15 months in veterinary /Animal Husbandry / Poultry) with 3 years of relevant industry experience in Poultry Farming OR Graduate (Any stream (with 10+2 in Science) except Agriculture) with 3 years of relevant industry experience in Poultry Farming* *For the school Program minimum qualification of Trainer should be Graduate in Zoology with minimum 3 years Teaching experience (will be considered industry experience) OR Graduate (Agriculture) with 2 years of relevant industry experience in Poultry Farming OR B.V.Sc OR M.Sc (Animal science)
2.	Master Trainer's Qualification and experience in the relevant sector (in years) <i>(as per NCVET guidelines)</i>	5 years of relevant training experience in Poultry Farming after Graduation (Any stream (with 10+2 in Science) except Agriculture) with 3 years of relevant industry experience in Poultry Farming OR 5 years of relevant training experience in Poultry Farming after Graduation (Agriculture) with 2 years of relevant industry experience in Poultry Farming OR 5 years of relevant training experience in Poultry Farming after B.V.Sc
3.	Tools and Equipment Required for Training	☒ Yes ☐ No <i>(If "Yes", details to be provided in Annexure)</i>
4.	In Case of Revised Qualification, Details of Any Upskilling Required for Trainer	NA

Section 4: Assessment Related

1.	Assessor's Qualification and experience in relevant sector (in years) <i>(as per NCVET guidelines)</i>	B. V. Sc. with 4 years of relevant industry experience in Animal Science/Veterinary Science /Poultry Science and related streams OR B. Tech (Poultry Production Technology) with 4 years of relevant industry experience in Animal Science/Veterinary Science /Poultry Science and related streams OR B. Sc (Animal Husbandry & Dairying/Poultry Production and Business Management) with 5 years of relevant industry experience in Animal Science/Veterinary Science /Poultry Science and related streams
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		OR M. Sc (Animal Science/Poultry Production/Poultry Science/Applied Poultry Science) with 2 years of relevant industry experience in Animal Science/Veterinary Science /Poultry Science and related streams OR M. V. Sc with 2 years of relevant industry experience in Animal Science/Veterinary Science /Poultry Science and related streams OR Ph. D (Poultry Science/Animal Science/ Veterinary Science/Animal Genetics and Breeding) with 1 year of relevant industry experience in Animal Science/Veterinary Science /Poultry Science and related streams
2.	Proctor's Qualification and experience in relevant sector (in years) <i>(as per NCVET guidelines)</i>	Diploma/Graduate (It is mandatory for a proctor to have technical knowledge/IT knowledge Once a proctor has been on-boarded by any AA, they are oriented about skill ecosystem along with do's and don'ts .)
3.	Lead Assessor's/Proctor's Qualification and experience in relevant sector (in years) <i>(as per NCVET guidelines)</i>	M. Sc (Animal Science/Poultry Production/Poultry Science/Applied Poultry Science) with 10 years of relevant industry experience in Animal Science/Veterinary Science /Poultry Science and related streams OR M. V. Sc with 10 years of relevant industry experience in Animal Science/Veterinary Science /Poultry Science and related streams
4.	Assessment Mode <i>(Specify the assessment mode)</i>	Offline
5.	Tools and Equipment Required for Assessment	☒ Same as for training ☒ Yes ☐ No <i>(details to be provided in Annexure-if it is different for Assessment)</i>

Section 5: Evidence of the need for the Qualification

Provide Annexure/Supporting documents name.

1.	Latest Skill Gap Study (not older than 2 years) (Yes/No): Yes
2.	Latest Market Research Reports or any other source (not older than 2 years) (Yes/No): No
3.	Government /Industry initiatives/ requirement (Yes/No): No
4.	Number of Industry validation provided: 15
5.	Estimated nos. of persons to be trained and employed: 2000
6.	Evidence of Concurrence/Consultation with Line Ministry/State Departments:

Section 6: Annexure & Supporting Documents Checklist

Specify Annexure Name / Supporting document file name

1.	Annexure: NCrf/NSQF level justification based on NCrf level/NSQF descriptors <i>(Mandatory)</i>	<i>Annexure-1</i>
2.	Annexure: List of tools and equipment relevant for qualification <i>(Mandatory, except in case of online course)</i>	<i>Annexure-2</i>
3.	Annexure: Detailed Assessment Criteria <i>(Mandatory)</i>	<i>Annexure-5</i>
4.	Annexure: Assessment Strategy <i>(Mandatory)</i>	<i>Annexure-6</i>
5.	Annexure: Blended Learning <i>(Mandatory, in case selected Mode of delivery is “Blended Learning”)</i>	NA
6.	Annexure: Multiple Entry-Exit Details <i>(Mandatory, in case qualification has multiple Entry-Exit)</i>	NA
7.	Annexure: Acronym and Glossary <i>(Optional)</i>	
8.	Supporting Document: Model Curriculum <i>(Mandatory – Public view)</i>	<i>Annexure-7</i>
9.	Supporting Document: Career Progression <i>(Mandatory - Public view)</i>	Chick sexer and grader (L3), <i>Quality Control Technician (Hatchery)/Incubation Technician (L4)</i>
10.	Supporting Document: Occupational Map <i>(Mandatory)</i>	<i>Annexure-8</i>
11.	Supporting Document: Assessment SOP <i>(Mandatory)</i>	<i>Annexure-9</i>
12.	Any other document you wish to submit:	

Annexure 1: Evidence of Level

NCrf/NSQF Level Descriptors	Key requirements of the job role/ outcome of the qualification	How the job role/ outcomes relate to the NCrf/NSQF level descriptor	NCrf/NSQF Level
Professional Theoretical Knowledge/Process	- Prepare and maintain work area for sexing of chicks - Ensure sanitized environment and safety of the DOC	The job holder is responsible for handling Chicks and identifying and sexing Chicks in the hatchery. This involves working in familiar, predictable, routine, situation of clear choice such as prepare and maintain work area for sexing of Chicks , carry out process of	3

	- Carry out the process of chicks sexing - Carry out the process of feather sexing for DOC - Assess and grade the day-old chicks - Assess the DOC based on various parameters	sexing Chicks, complete documentation and record keeping related to sexing of Chicks , maintain safety, hygiene and sanitation of hatchery.	
Professional and Technical Skills/ Expertise/ Professional Knowledge	- organization's procedures for carrying out the chick sexing process - types of sexing techniques followed by the organization - infrastructure requirement for sexing of chicks - Carry out the process of vent and feather sexing - maintenance of proper ventilation, light, for carrying out the sexing process	The job holder is expected to have factual knowledge of field of knowledge or study. For example, the job holder is expected to have knowledge of types of Chick Sexing and Grading techniques, hatchery welfare regulations, materials and equipment required for grading, cleaning routines appropriate to bird species, types of sexing techniques followed by the organization, environmentally sound methods for managing bird waste.	3
Employment Readiness & Entrepreneurship Skills & Mind-set/Professional Skill	- note the information communicated by the supervisor - note down observations (if any) related to the process - read process documents for working effectively - discuss task lists, schedules and activities with the supervisor - communicate effectively with team members	The job holder has to keep work area in a safe and clean condition for the birds, replenish materials and equipment required for grading, as and when required, and visually examine chicks for sexing, repeat sexing process. Planning and Organising, Customer centricity, Problem solving, Analytical Thinking, Critical thinking.	3
Broad Learning Outcomes/Core Skill	- assess the standing ability of the chick when placed upright - observe the skin color near the naval - assess the appearance of chicks for clean and dry feathers	The job holder must have Core Skills which will include: Writing Skills, Reading Skills, Oral and Communication (Listening and Speaking). The job holder should be able to assess the ability of chick, should be clear about the appearance of the chicks, able to observe the	3

	- observe the behavioral response of chicks to stimuli such as light and other movements of human hands - observe the beaks of chicks for any deformity or spots	behavioural response of the chicks, should observe the beaks	
Responsibility	- plan and prioritize work based on instructions received from the supervisor - discuss the possible solutions with the supervisor for problem solving - use common sense and make judgments on day-to-day basis - use acquired knowledge of the process for identifying and handling issues	The job holder is responsible for only own work and learning. Skilled worker who carries out activities such as prepare and maintain work area for grading, ensure safety and hygiene of the birds, carry out the process of vent sexing for chicks, carry out the process of feather sexing for chicks, check quality of chicks based on various parameters. document and maintain records of Chicks in the hatchery, document and maintain records of cost analysis, ensure proper hatchery sanitary procedures are followed, ensure proper hatchery waste disposal	3

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

List of Tools and Equipment

Batch Size: 30

S. No.	Tool / Equipment Name	Specification	Quantity for specified Batch size
1	Chemicals	Litre	5
2	Sanitizer	Nos	1
3	Trays / Boxes	Nos	5
4	Chick sexing table and lamp	Nos	1
5	Weighing Machine	Nos	1
6	Masks	Nos	30
7	Cap	Nos	30
8	Rubber gloves	Nos	30
9	Safety Shoes	Nos	30
10	Pests repellents	Nos	1

11	Video Recording Equipment	Nos	1
12	Record book	Nos	3
13	Setters	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	KVK, Nuapada	Laba Soren	Senior Scientist & Head	Nuapada	9437170974	kvk.nuapada@ouat.ac.in	
2	KVK, Changlang	Dr. D. S. Chhonkar	Senior Scientist & Head	Jairampur	9548217151	kvkchanlang@gmail.com	
3	S and P Feeds Private Limited	Sadashiv B. Bhadane	Manager HR	Nashik	0253-2575404	sadashivbhadane@anandagro.com	
4	Avee Broilers Private Limited	Rajendra Krushna	Manager	Sogras	9552581975	aveebroiler@rediffmail.com	
5	Centre of Excellence for Animal Husbandry	Dr. P.S. Mahesh	Joint Commissioner	CEAH, Hessaraghat ta	080-28466239	ceah.bengaluri@gmail.com	
6	Instructional Livestock Farm Complex(ILFC)	Dr. R. Richard Churchil	Professor and Head	VCRI, Orathanadu	9545557760	drchurchilpoultry@gmail.com	
7	Sampoorna Feeds Private Limited	Savipan Rana	DGM-HR & ADMN	Phagwara	7719620961	hrdepartment@sampoornafeeds.com	
8	KVK, Datia	Dr. Awdhesh Singh	Senior Scientist & Head	Datia	9399935960	kvk.datia@rvskv.net	
9	KVK, Sundargarh	Dr. Jayanta Kumar Pati	Senior Scientist and Head	Rourkela	8249338822	kvksundargarh2.ouat@gmail.com	
10	KVK, Sonapur	Dr. Biswa Ranjan Pattnaik	Senior Scientist & Head	Sonapur	8249447374	kvksonapur.ouat@gmail.com	
11	Om Shree Agri Services	Manoj Kumar Mohanty	Proprietor	Teisipur	8763248218	manoj.76.osscc@gmail.com	
12	KVK, Puri	Dr. Surya Narayan Mishra	Senior Scientist & Head	Sakshigopal, Puri	9668509504	kvk.puri@ouat.ac.in	
13	KVK, Thoubal	Dr. S. Zeshmani	Senior Scientist and Head	Thoubal	8415902143	kvkthoubal@gmail.com	

14	KVK, Buldana	Dr. Vikas G Jadhao	Senior Scientist and Head	Jalgaon	9423338595	kvkbuldana@gmail.com	
15	KVK, Dhenkanal	Dr. Bimalendu Mohanty	Senior Scientist and Head	Dhenkanal	9861118241	kvk.dhenkanal@ouat.ac.in	

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	200	100	30	10		
2026-27	200	100	30	10		
2027-28	200	100	30	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
	2022-23	0	0	0	0	0	0	0	0	0	0	0	0
	2023-24	0	0	0	0	0	0	0	0	0	0	0	0
3.0	2024-25	120	120	120	0	45	45	45	0	0	0	0	0

Applicable for revised qualifications only, data to be provided year-wise for past 3 years.

List Schemes in which the previous version of Qualification was implemented:

1. FEE BASED- RPL

Content availability for previous versions of qualifications:

☒ Participant Handbook ☒ Facilitator Guide ☐ Digital Content ☐ Qualification Handbook ☐ Any Other:

Languages in which Content is available: Hindi and English

Annexure 5: Detailed Assessment Criteria

Detailed assessment criteria for each NOS/Module are as follows:

NOS/Module Name	Assessment Criteria for Performance Criteria/Learning Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
AGR/N4411: Prepare and maintain work area for sexing of chicks	<i>Prepare and maintain work area for sexing of DOC</i>	5	10	-	10
	PC1. maintain a sanitized work area by adopting hatchery sanitation practices, as per the industry norms				
	PC2. arrange all the equipment, tools and furniture required to facilitate sexing of DOC				
	PC3. prepare separate spaces for male and female chicks that will be kept post segregating them into males and females				
	<i>Ensure sanitized environment and safety of the DOC</i>	10	10		5
	PC4. maintain a conducive environment throughout the sexing and grading area				
	PC5. ensure the feed and water being provided is sanitized in accordance with industry standards				
	PC6. sanitize and maintain safely all the equipment, PPE, etc. being used to manage the DOC while sexing and grading				
	PC7. store safely the tools & equipment in their designated place after proper cleaning and maintenance				
	PC8. dispose the hatchery waste in an eco-friendly manner in accordance with industry standards				
	PC9. Avoid the stress on the chicks while doing sexing				
	Total Marks	15	20	-	15
AGR/N4412: Carry out the process of chicks sexing	<i>Carry out the process of vent sexing for DOC</i>	8	12	-	3
	PC1. hold the chick in one hand, with chick's rear facing towards individual, over an area, that can be cleaned easily	-	-	-	-
	PC2. press gently on the abdomen, then squeeze its vent	-	-	-	-
	PC3. clear the faeces of the vent	-	-	-	-
	PC4. spread the vent carefully so that the tissue just inside the vent is visible	-	-	-	-
	PC5. segregate the chicks with a small bump as male	-	-	-	-
	PC6. segregate the chicks with no visible bulge or just a slight indentation as female	-	-	-	

					-
	PC7. place males in one box and females in another box	-	-	-	-
	PC8. place chicks in a third box if uncertain and repeat the sexing process	-	-	-	-
	<i>Carry out the process of feather sexing forDOC</i>	5	10	-	5
	PC9. examine visually the chicks wing/feathers to determine its sex	-	-	-	-
	PC10. segregate the chick as female if it shows fast feathering	-	-	-	-
	PC11. segregate the chick as male if it shows slow feathering	-	-	-	-
	PC12. segregate the chick as male if in case, the covert feathers are longer than the primary feathers (super slow feathering)	-	-	-	-
	PC13. place males in one box and females in another box	-	-	-	-
	PC14. repeat the sexing process in case of any uncertainty	-	-	-	-
	<i>Perform waste management</i>	2	3	-	2
	PC15. segregate waste into different categories and dispose them accordingly	-	-	-	-
	PC16. deposit recyclable and reusable material at the identified location				
	Total Marks	15	25	-	10
AGR/N4413: Assess and grade the day old chicks	<i>Assess the DOC based on various parameters</i>	15	10	-	10
	PC1. prepare the chicks for assessment in a conducive environment	-	-	-	-
	PC2. lay down the chick on its back and observe the quickness of its turning back up	-	-	-	-
	PC3. observe the responsiveness of eyes of the DOC	-	-	-	-
	PC4. assess the standing ability of the chick when placed upright	-	-	-	-
	PC5. observe the skin colour near the naval	-	-	-	-

	PC6. assess the appearance of chicks for clean and dry feathers	-	-	-	-
	PC7. observe the behavioural response of chicks to stimuli such as light and other movements of human hands	-	-	-	-
	PC8. observe the beaks of chicks for any deformity or spots	-	-	-	-
	PC9. observe the posture of the chicks and discard the chicks with weakness in the legs				
	<i>Grade the DOC</i>	5	5	-	5
	PC9. grade the chick to be of good quality based on various parameters	-	-	-	-
	PC10. segregate the chicks with any deformity or red spots on the beak, as poor quality	-	-	-	-
	PC11. remove any chicks with injuries or any other deformities in whole body	-	-	-	-
	PC12. segregate waste into different categories and dispose them appropriately	-	-	-	-
	Total Marks	20	15	-	15
AGR/N4414: Maintain records related to sexing and grading of DOC	<i>Maintain records for sexing and grading of DOC</i>	10	10	-	10
	PC1. maintain records of number of eggs set in the month, incubator capacity utilization, chicks hatched per month, hatchability, percentage of culls, total saleable chicks, Sexing Mortality, Flock-wise Sexing Ratio etc.				
	PC 2 Maintain records of infertile eggs and hatchability on Total Egg set and Fertile egg set basis				
	PC3. document flock-wise grading details to analyse the productivity ratio				
	<i>Maintain records of the cost incurred during the process</i>	5	10	-	5
	PC4. maintain records of flock-wise cost for sexing and grading				
	PC5. maintain the cost of other expenses incurred during these process				
	Total Marks	15	20	-	15
AGR/N4410: Maintain safety, hygiene and sanitation of hatchery	<i>Maintain proper hatchery sanitation</i>	10	10	-	5
	PC1. ensure fumigation of eggs after collection	-	-	-	-
	PC2. carry out sorting of dirty and cracked eggs as soon as possible and dispose them immediately	-	-	-	-

	PC3. ensure that setting and hatching trays are thoroughly washed and disinfected after every batch	-	-	-	-
	PC4. ensure that the incubator and hatcher rooms are thoroughly washed and disinfected after every batch	-	-	-	-
	PC5. disinfect the instruments and equipment used for the sexing operation, before and after use	-	-	-	-
	PC6. ensure that chicks are transported out of the hatchery in new containers of the disposable type	-	-	-	-
	<i>Follow proper hatchery waste disposal and compliance with bio-security protocols</i>	10	5	-	10
	PC7. segregate waste into different categories	-	-	-	-
	PC8. deposit recyclable and reusable material at identified location	-	-	-	-
	PC9. dispose waste such as infertile eggs, non- hatched eggs, membranes, eggshells, etc. as per organizational guidelines	-	-	-	-
	PC10. dispose waste by burning in specially constructed facilities(incinerators) or by burying them deep enough	-	-	-	-
	PC11. follow bio-security protocols in accordance with workplace standards	-	-	-	-
	Total Marks	20	15	-	15
	DGT/VSQ/N0101: Employability Skills (30 Hours)				
	<i>Introduction to Employability Skills</i>	1	1	-	-
	PC1. understand the significance of employability skills in meeting the job requirements	-	-	-	-
	<i>Constitutional values – Citizenship</i>	1	1	-	-
	PC2. identify constitutional values, civic rights, duties, personal values and ethics and environmentally sustainable practices	-	-	-	-
	<i>Becoming a Professional in the 21st Century</i>	1	3	-	-
	PC3. explain 21st Century Skills such as Self- Awareness, Behavior Skills, Positive attitude, self-motivation, problem-solving, creative thinking, time management, social and cultural awareness, emotional awareness, continuous learning mindset etc.	-	-	-	-

	<i>Basic English Skills</i>	2	3	-	-
	PC4. speak with others using some basic English phrases or sentences	-	-	-	-
	<i>Communication Skills</i>	1	1	-	-
	PC5. follow good manners while communicating with others				
	PC6. work with others in a team	-	-	-	-
	<i>Diversity & Inclusion</i>	1	1	-	-
	PC7. communicate and behave appropriately with all genders and PwD	-	-	-	-
	PC8. report any issues related to sexual harassment	-	-	-	-
	<i>Financial and Legal Literacy</i>	3	4	-	-
	PC9. use various financial products and services safely and securely	-	-	-	-
	PC10. calculate income, expenses, savings etc.	-	-	-	-
	PC11. monitor the Coefficient Variation (CV) of the breeder birds periodically	-	-	-	-
	<i>Essential Digital Skills</i>	4	6	-	-
	PC12. operate digital devices and use its features and applications securely and safely	-	-	-	-
	PC13. use internet and social media platforms securely and safely	-	-	-	-
	<i>Entrepreneurship</i>	3	5	-	-
	PC14. identify and assess opportunities for potential business	-	-	-	-

	PC15. identify sources for arranging money and associated financial and legal challenges	-	-	-	-
	<i>Customer Service</i>	2	2	-	-
	PC16. identify different types of customers	-	-	-	-
	PC17. identify customer needs and address them appropriately	-	-	-	-
	PC18. follow appropriate hygiene and grooming standards	-	-	-	-
	<i>Getting ready for apprenticeship & Jobs</i>	1	3	-	-
	PC19. create a basic biodata	-	-	-	-
	PC20. search for suitable jobs and apply	-	-	-	-
	PC21. identify and register apprenticeship opportunities as per requirement	-	-	-	-
	Total Marks	20	30	-	
Grand Total		105	125		70

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