

QUALIFICATION FILE

Upcycling Scraps and E-waste Artisan

☒ 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

NCrF/NSQF Level: **NSQF Level 4**

Submitted By:

Handicrafts and Carpet Sector Skill Council-HCSSC

Tel number(s): 011-26139834

E-mail address: ceo@hcsc.in

Table of Contents

Section1: Basic Details	3
Section 2: Module Summary	6
NOS/s of Qualifications.....	6
Mandatory NOS/s:	6
Assessment - Minimum Qualifying Percentage	8
Section 3: Training Related	8
Section 4: Assessment Related.....	9
Section 5: Evidence of Need for the Qualification	10
Section 6: Annexure & Supporting Documents Check List	10
Annexure 1: Evidence of Level.....	12
Annexure 2: Tools and Equipment (Lab Set-Up).....	15
Annexure 3: Industry Validations Summary.....	18
Annexure 4: Training & Employment Details.....	23
Annexure 5: Blended Learning	24
Annexure 6: Detailed Assessment Criteria	26
Annexure 7: Assessment Strategy.....	36
Annexure 8: Acronym and Glossary	37

Section1: Basic Details

1.	Qualification Name	Upcycling Scraps and E-waste Artisan	
2.	Sector/s	Handicrafts and Carpet Sector Skill Council	
3.	Type of Qualification ☐ New ☒ Revised ☐ Has Electives/Options	NQR Code & version of the existing /previous qualification: <i>(change to previous, once approved)</i> NQR Code: 2022/HC/HCSSC/06749 Version of qualification: 2.0	Qualification Name of the existing version: <i>(previous, once approved)</i> Upcycling Scraps and E-waste Artisan
4.	National Qualification Register (NQR) Code & Version <i>(Will be issued after NSQC approval)</i>	NQR Code: QG-04-HC-03863-2025-V2-HCSSC Version of qualification: 3.0	5. NCrf/NSQF Level: <i>NSQF Level 4</i>
6.	Award (Certificate/Diploma/ Advanced Diploma/Any Other) <i>(Wherever applicable specify multiple entry/exits also & provide details in annexure)</i>	NA	
7.	Brief Description of the Qualification	Upcycling Scraps and E-waste Artisan prepares scraps and e-waste and perform assembling, molding, of prepared scraps and e-waste to make an end product	

8. Eligibility Criteria for Entry for Student/Trainee/Learner/Employee	a. Entry Qualification & Relevant Experience <table border="1" data-bbox="1048 240 2056 783"> <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</td><td></td></tr> <tr> <td>2</td><td>8th Grade pass</td><td>1.5 Year Relevant experience</td></tr> <tr> <td>3</td><td>5th grade pass</td><td>3 year relevant experience</td></tr> <tr> <td>4</td><td>Ability to read and write</td><td>5 year relevant experience</td></tr> <tr> <td>5</td><td>Previous relevant Qualification of NSQF Level 3.5</td><td>1.5 year relevant experience</td></tr> </tbody> </table> b. Age: 18 years						S. No.	Academic/Skill Qualification (with Specialization - if applicable)	Relevant Experience (with Specialization - if applicable)	1	12th Grade Pass		2	8th Grade pass	1.5 Year Relevant experience	3	5th grade pass	3 year relevant experience	4	Ability to read and write	5 year relevant experience	5	Previous relevant Qualification of NSQF Level 3.5	1.5 year relevant experience
S. No.	Academic/Skill Qualification (with Specialization - if applicable)	Relevant Experience (with Specialization - if applicable)																						
1	12th Grade Pass																							
2	8th Grade pass	1.5 Year Relevant experience																						
3	5th grade pass	3 year relevant experience																						
4	Ability to read and write	5 year relevant experience																						
5	Previous relevant Qualification of NSQF Level 3.5	1.5 year relevant experience																						
9. Credits Assigned to this Qualification (as per National Credit Framework (NCrF))	16			10. Common Cost Norm Category (I/II/III) (wherever applicable): II																				
11. Any Licensing Requirements for Undertaking Training on This Qualification (wherever applicable)	NA																							
12. Training Duration by Modes of Training Delivery (Specify <i>Total Duration</i> as per selected training delivery modes and as per requirement of the qualification)	☒ Offline Only ☐ Online Only ☐ Blended <table border="1" data-bbox="1010 1166 2101 1385"> <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>170 (Including 40</td><td>310 (Including 20 Hrs</td><td></td><td></td><td>480</td></tr> </tbody> </table>						Training Delivery Modes	Theory (Hours)	Practical (Hours)	OJT Mandatory (Hours)	OJT Recommended (Hours)	Total (Hours)	Classroom (offline)	170 (Including 40	310 (Including 20 Hrs			480						
Training Delivery Modes	Theory (Hours)	Practical (Hours)	OJT Mandatory (Hours)	OJT Recommended (Hours)	Total (Hours)																			
Classroom (offline)	170 (Including 40	310 (Including 20 Hrs			480																			

			hrs of ES module)	of ES module)			
		Online					
		(Refer Blended Learning Annexure for details)					
13.	Aligned to NCO/ISCO Code/s (if code is not available, then mention the same)	NCO-2015/9611					
14.	Progression Path After Attaining the Qualification (Please show Professional and Academic progression) (wherever applicable)	Vertical Progression Merchandiser (Level 4.5)					
15.	Other Indian Languages in which the Qualification & Model Curriculum are being Submitted	Hindi					
16.	Is similar Qualification(s) available on NQR-if yes, justification for this qualification	☐ Yes ☒ No URLs of similar Qualifications:					
17.	Is the Job Role Amenable to Persons with Disability	☒ Yes ☐ No If "Yes", specify applicable type of Disability: applicable to all types of disability except vision Impairment, mental health conditions, intellectual disability or (limited to physical disability where hands are used).					
18.	How participation of women will be encouraged?	Participants of women in the handicrafts and carpet sector can be encouraged by providing them skill development programs and creating accessible work opportunities for handicrafts products which is well known by the women of India.					
19.	Are Greening/ Environment Sustainability Aspects Covered (Specify the NOS/Module which covers it), wherever applicable	☒ Yes ☐ No					
20.	Is Qualification Suitable to be Offered in Schools/Colleges	Schools ☒ Yes ☐ No Colleges ☒ Yes ☐ No					

21. Name and Contact Details of Submitting / Awarding Body SPOC (In case of CS or MS, provide details of both Lead AB & Supporting ABs)	Name: Mr. Krishan Kumar Email: ceo@hcssc.in Contact No.: 011-26139834 Website: www.hcssc.in		
22. Final Approval Date by NSQC: 18/02/2025	23. Validity Duration:	24. Next Review Date: 18/02/2028	

Section 2: Module Summary

NOS/s of Qualifications

(In exceptional cases these could be described as components)

Mandatory NOS/s:

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

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

S. No	NOS/Module Name	NOS/Module Code & Version (if applicable)	Core / Non-Core	NCrF/ NSQF Level	Credits as per NCrF	Training Duration (Hours)					Assessment Marks					
						Th.	Pr.	OJT- T- Ma n.	OJT- Rec.	Total	Th.	Pr.	Proj .	Viv a	Total	Weightage (%) (if applicable)
1.	Carry out the process of upcycling scraps and e-waste	HCS/N9015 NOS Version 1.0	Core	4	8	60:00	180:00	NA	00:00	240:00	32	68	-	-	100	
2.	Entrepreneurship skills in upcycling scraps and e-waste Sector	HCS/N8506 NOS Version 1.0	Core	4	2	20:00	40:00	NA	00:00	60:00	40	60	-	-	100	

S. No	NOS/Module Name	NOS/Module Code & Version (if applicable)	Core / Non-Core	NCrF/ NSQF Level	Credits as per NCrF	Training Duration (Hours)					Assessment Marks					
						Th.	Pr.	OJT-Ma n.	OJT-Rec.	Total	Th.	Pr.	Proj .	Viva	Total	Weightage (%) (if applicable)
3.	Coordinate with colleagues and work as a team	HCS/N9901 NOS Version 6.0	Non-core	4	1	10:00	20:00	NA	00:00	30:00	35	65	-	-	100	
4.	Maintain health, safety and security at workplace	HCS/N9913 NOS Version 1.0	Non-core	4	1	10:00	20:00	NA	00:00	30:00	30	70	-	-	100	
5.	Maintain Personal Hygiene	HCS/N9903 NOS Version 3.0	Non-core	4	1	10:00	20:00	NA	00:00	30:00	30	70	-	-	100	
6.	Basic Business management	HCS/N9904 NOS Version	Non-Core	4	1	10:00	20:00	NA	00:00	30:00	35	65			100	

S. No	NOS/Module Name	NOS/Module Code & Version (if applicable)	Core / Non-Core	NCrF/ NSQF 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)
		3.0														
7.	Employability & Entrepreneurship Skills	DGT/VSQ /N0102 NOS Version 1.0	Non-core	4	2	40:00	20:00	NA	00:00	60:00	20	30	-	-	50	
Duration (in Hours) / Total Marks					16	170:00	310:00	NA	00:00	480:00	222	428	-	-	650	

Assessment - Minimum Qualifying Percentage

Please specify any one of the following:

Minimum Pass Percentage – Aggregate at qualification level: 70 % (Every Trainee should score specified minimum aggregate passing percentage at qualification level to successfully clear the assessment.)

Minimum Pass Percentage – NOS/Module-wise: 50 % (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	12 th grade pass with 2 years' experience in the relevant sector and 1 year of teaching
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	in the relevant sector (in years) (as per NCVET guidelines)	experience
2.	Master Trainer's Qualification and experience in the relevant sector (in years) (as per NCVET guidelines)	Graduate with 3 years' experience in the relevant sector and 4 years of teaching experience
3.	Tools and Equipment Required for the Training	☒ Yes ☐ No (If "Yes", details to be provided in Annexure)
4.	In Case of Revised Qualification, Details of Any Upskilling Required for Trainer	NA

Section 4: Assessment Related

1.	Assessor's Qualification and experience in relevant sector (in years) (as per NCVET guidelines)	12 TH Grade pass/ Graduate with Basic IT skills in the experience of preparing scraps and e-waste and perform assembling, molding, of prepared scraps and e-waste to make an end product
2.	Proctor's Qualification and experience in relevant sector (in years) (as per NCVET guidelines) wherever applicable	12 TH Grade pass/ Graduate with Basic IT skills in the experience of preparing scraps and e-waste and perform assembling, molding, of prepared scraps and e-waste to make an end product
3.	Lead Assessor's/Proctor's Qualification and experience in relevant sector (in years) (as per NCVET guidelines) wherever applicable	12 TH Grade pass/ Graduate with Basic IT skills in the experience of preparing scraps and e-waste and perform assembling, molding, of prepared scraps and e-waste to make an end product
4.	Assessment Mode (Specify the assessment mode)	Blended
5.	Tools and Equipment Required for Assessment	☒ Same as for training ☒ Yes ☐ No (details to be provided in Annexure-if it is different for Assessment)

Section 5: Evidence of Need for the Qualification

Provide Annexure/Supporting documents name.

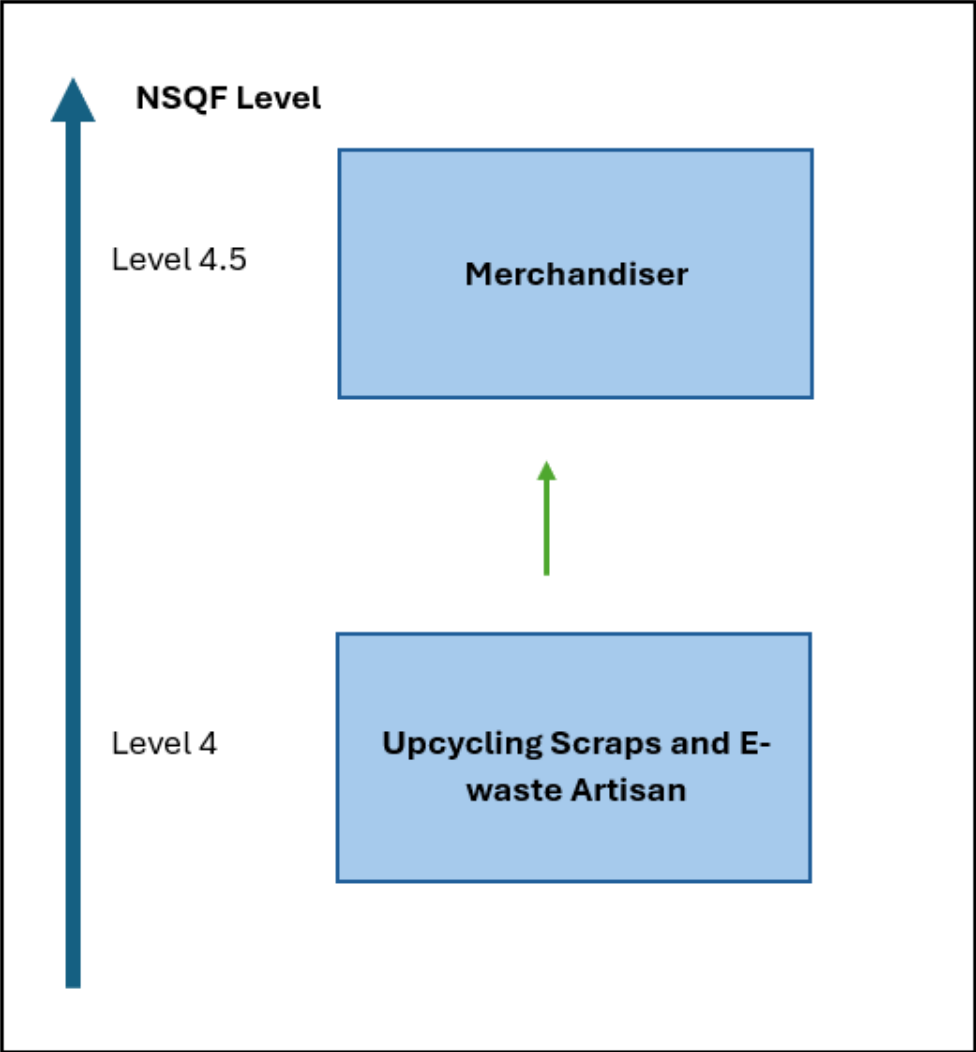
1.	Latest Skill Gap Study (not older than 2 years) (Yes/No): Yes
2.	Latest Market Research Reports or any other source (not older than 2 years) (Yes/No): Yes
3.	Government /Industry initiatives/ requirement (Yes/No): Yes
4.	Number of Industry validation provided: 30
5.	Estimated nos. of persons to be trained and employed: 750 approx.
6.	Evidence of Concurrence/Consultation with Line Ministry/State Departments If “No”, why: Yes

Section 6: Annexure & Supporting Documents Check List

Specify Annexure Name / Supporting document file name

1.	Annexure: NCrf/NSQF level justification based on NCrf level/NSQF descriptors (Mandatory)	Annexure 1
2.	Annexure: List of tools and equipment relevant for qualification (Mandatory, except in case of online course)	Annexure 2
3.	Annexure: Detailed Assessment Criteria (Mandatory)	Annexure 6

4.	Annexure: Assessment Strategy (<i>Not Mandatory</i>)	Annexure 7
5.	Annexure: Blended Learning (<i>Mandatory, in case selected Mode of delivery is Blended Learning</i>)	Blended learning called a “flipped classroom”, “hybrid learning” or “mixed learning,” is an approach that mixes instructor-led classroom training with online content, which could be in the form of on-demand videos that learners review outside of class. The live instruction can be face-to-face or online (via a live virtual classroom or even two-way video), or there might be no live lecture at all. Blended learning represents a learning model that combines both formal (traditional classroom) and non-formal (online) methodologies. (Annexure 5)
6.	Annexure: Multiple Entry-Exit Details (<i>Mandatory, in case qualification has multiple Entry-Exit</i>)	The Multiple entry and exit criteria would help in fragmenting an entire program into smaller units with due acknowledgement being given to each unit of learning. The credit transfer mechanism will also enable a student to enter, exit and re-enter the educational ecosystem both general and vocational at any point of time.
7.	Annexure: Acronym and Glossary (<i>Optional</i>)	(Annexure 8)
8.	Supporting Document: Model Curriculum (<i>Mandatory – Public view</i>)	Model Curriculum attached separately
9.	Supporting Document: Career Progression (<i>Optional - Public view</i>)	Career Progression/ Job Role Progression appended below
10.	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	The incumbent's role as a upcycling scraps and e-waste artisan is to upcycle scraps using various processes. Example: • prepare and upcycle wood scrap • prepare and upcycle metal scrap • prepare and upcycle glass scrap • prepare and upcycle rubber scrap • prepare and upcycle e-waste • prepare and upcycle plastic scrap • prepare and upcycle cloth scrap	This is at level 4 ,it requires clear choice of procedures, as here the procedure is standardised by the direction of the supervisor Example • check quality of the upcycled ewaste, rubber scrap, wood scrap, glass scrap, and metal scrap end product whether it is up to mark or needs any modification	4
Professional and Technical Skills/ Expertise/ Professional Knowledge	The incumbent has factual knowledge of field of knowledge or study Examples: • identify and plan the structure, artifacts and decoratives to be made and of which material • collect raw material • check and sort scraps and e-waste as per requirement of the structure, artifacts and	It is at level 4 as this level as outlined above requires factual knowledge of field of study and not mere basic facts, process and principle knowledge of trade of employment	4

	decoratives to be made		
Employment Readiness & Entrepreneurship Skills & Mind-set/Professional Skill	Most of the work involves recall and demonstration of practical skill, is routine and repetitive and in a narrow range of application. The incumbent also uses appropriate rule and tool and quality concepts to complete their work. This is evident through: • handle wood waste, metal waste, glass waste, rubber waste, e-waste safely and in a secure manner • cut rough knots/edges and perform sanding of cut wood pieces • cut rough big and small pieces of metal into required shape	This is at level 4 as it is missing required cognitive skills and range of methods for problem solving which is for level 5. Not level 3 as there is independent work and not mere assisting, at the same time there are variables involved	4
Broad Learning Outcomes/Core Skill	The incumbent needs language to communicate written or oral, with required clarity, to interact with customers, various departments, supervisors, personnel and teams, confirm requirements and communicate the same for shared understanding. Also prepare a range of routine documentation. Examples: • write preparing, cutting, assembling techniques	Written and oral communication is required with clarity so its level 4	4

	• read about various decoration related information • communicate the gaps in process, if any to supervisor		
Responsibility	The incumbent also needs skill pertaining to basic arithmetic and algebraic principles, for calculating various quantities and parameters, etc. For example: • prepare and upcycle wood scrap • prepare and upcycle metal scrap • prepare and upcycle glass scrap • prepare and upcycle rubber scrap • prepare and upcycle e-waste • prepare and upcycle plastic scrap • prepare and upcycle cloth scrap	Responsible for own work and learning therefore at level 4	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	Rubber waste such tyre, tubes	Old tires and tubes can be repurposed for various projects, providing flexibility and durability	5 Types
2	Metal waste such as car, dustbin, pole, etc.	Metal waste such as car parts, dustbins, and poles can be a valuable source of raw materials for crafting sturdy frames, decorative elements, or functional components in upcycled electronic products	5 Types
3	Glue	Glue is an essential adhesive for bonding different materials together during the upcycling process	2 Kg
4	Welding machine	A welding machine is used to join metal components together.	2 Eqpt Nos
5	Cutting tools	Various cutting tools, such as saws and shears, are essential for shaping and resizing materials like metal, wood, and rubber. Precision cutting is crucial for achieving the desired form and functionality in upcycled electronic products	8 Eqpt Nos
6	E-waste such as TV, computer monitors, printers, scanners, keyboards, mouse, cables, circuit boards, lamps, clocks, flashlight, calculators, phones, answering machines, digital/video camera	E-waste serves as the primary raw material for upcycling artisans. Old electronics provide components like circuit boards, cables, and other parts that can be creatively repurposed to build new gadgets, decorative items, or functional art pieces.	4 Types
7	Wood waste such as old furniture, wooden	Wood waste can be used for crafting frames, casings, or decorative elements in upcycled	6 Types

	tools, wood cartons, doors, boat, wood houses or hut, etc.	electronic products. It adds a natural and warm aesthetic to the final creations	
8	Glass waste such as glass doors, glass furniture, glass cutlery, glass interiors, etc.	Glass waste offers transparency and aesthetic appeal. It can be used for creating visually appealing surfaces, artistic elements, or protective layers in upcycled electronic items, adding a touch of elegance to the final products	5 Types
9	plastic waste such as plastic containers, bottle, food containers, food wrappers etc.	plastic waste can be upcycled into handcrafted products like jewelry and home decor	5 Types
10	cloth waste such as old fabric etc.	Cloth waste can be creatively upcycled into handcrafted products like patchwork quilts, bags, and cushions, turning discarded fabric into unique, sustainable items.	4 bundle

Classroom Aids

The aids required to conduct sessions in the classroom are:

1. White Board

2. Marker/Pen
3. Duster
4. First-aid
5. PPE Kit

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	Macrobian Technologies	Ms. Savita Rana	Director	Plot 11, Lane-2, Doon Hills Colony, Dehradun	8630083886	macrobiantec@gmail.com	
2	Centre for Cottage Industries	Mr. Imtiyaz Ahmed	Director	Banjara Hills, Hyderabad, Telangana	8341204120	cci.skill@gmail.com	
3	Ryon Agritech	Ms. Shilpi	Manager	Dehradun, Uttarakhand	881372470	shilpising0826@gmail.com	
4	Spectro Analytical India	Mr. Sushil Rana	MD	Doon hills, Uttarakhand	9411112694	sales@saidn.com	
5	Marque Impex Pvt. Ltd.	Sharib Irfan	Manager	Moradabad- UP	9760767526	Sharib@marqueimpex.com	
6	Bihar Handicrafts	Md. Wasim Haider	Proprietor	Bihar	9006031786	mdwasimhaider210@gmail.com	

7	SHRI GANPATI SALES	Arun Kumar Varma	Director	Varanasi	9305129549	arunverma175@gmail.com	
8	MSME	Devi Prasad	Artisan	Bhubaneswar	9040000128	NA	
9	MSME	Dralipta Mohan Das	Artisan	Bhubaneswar	8327702115	NA	
10	MSME	Manoj Kumar Sahoo	Artisan	Bhubaneswar	9937003130	NA	
11	MSME	Sasmita Math	Artisan	Bhubaneswar	7978541583	NA	
12	MSME	Deepak Gupta	Artisan	Bhubaneswar	7205431036	NA	
13	MSME	Pratap Singh	Artisan	Moradabad-UP	9675982603	NA	
14	MSME	Ahyer Zaher	Artisan	Moradabad-UP	7017522481	NA	
15	MSME	Jaideep sing Gulia	Artisan	Moradabad-UP	9999377986	NA	
16	MSME	Azhar Rizvi	Artisan	Moradabad-UP	7981354925	NA	
17	MSME	Uvais	Artisan	Moradabad-UP	8881222100	NA	
18	MSME	Md. Talib	Artisan	Moradabad-UP	8279769795	NA	
19	MSME	Kamil	Artisan	Moradabad-UP	9639513602	NA	
20	MSME	Syes Wajahat	Artisan	Moradabad-UP	6309876369	NA	
21	MSME	Syes Zaid Ahamed	Artisan	Moradabad-UP	6398763698	NA	
22	MSME	Sanjeev Kumar	Artisan	Moradabad-UP	8958380414	NA	
23	MSME	Vikram Singh Rawat	Artisan	Moradabad-UP	9927362971	NA	

24	MSME	Sanjeev Kumar	Artisan	Moradabad-UP	8958380414	NA	
25	MSME	AMAN	Artisan	Faredi, Moradabad- 244001 (UP)	9634979222	NA	
26	MSME	ARVIND	Artisan	Kundarki Nagla Salar, Moradabad- 202413 (UP)	7417366254	NA	
27	MSME	DEVENDER KUMAR	Artisan	Nanpur, Husanpur, Hamir, Moradabad- 244001 (UP)	8941096581	NA	
28	MSME	JAFEER AHAMAD	Artisan	H.No.-154, Agapur -, Rampur-244901 (UP)	8868847403	NA	
29	MSME	MASRAF	Artisan	Masoori Colony, Jayanagar Road, Moradabad- 244001 (UP)	8168336797	NA	
30	MSME	MOH. MOHSIN	Artisan	Mandu yok, Mohalla Thathera Mazar, Moradabad- 244001 (UP)	9639088092	NA	

31	MSME	MOHIT	Artisan	Husainpur Hamir, Unshaken, Moradabad-244001 (UP)	7464989843	NA	
32	MSME	NANHE	Artisan	Faredi, Moradabad-244001 (UP)	7310846898	NA	
33	MSME	NASIR	Artisan	NASIR, H. No.-46 Moh. Narula Kundarki, Moradabad-202413 (UP)	9690942786	NA	
34	MSME	NIRPAL SINGH	Artisan	Mohammadpur Bastaur, Malik, Moradabad-244001 (UP)	8941096581	NA	
35	MSME	RAJA	Artisan	Faredi Rampur Maigan, Moradabad-202411 (UP)	6398308032	NA	
36	MSME	RAMESHWAR	Artisan	Chak Fazalpur, Kutubpur Aju, Moradabad-202413 (UP)	9761561195	NA	
37	MSME	ROHIT	Artisan	ROHIT, Uncha gaon,	6369495557	NA	

				Rustampur Bodhmar, Moradabad- 244001 (UP)			
38	MSME	SHAKEEL	Artisan	SHAKEEL, Kundarki Nagla Salar, Moradabad- 202413 (UP)	9917815926	NA	
39		SHARVAN KUMAR		SHARVAN KUMAR, Dewar Khera, Ashok Nagar-Sambal- 202412 (UP)	8168336797	NA	
40	MSME	SHEHZAD RAZA KHAN	Artisan	SHEHZAD RAZA KHAN, H. No.-10 Kisraul, Naya Kuan, Moradabad- 244001 (UP)	9760195859	NA	
41	MSME	SHIV KUMAR	Artisan	SHIV KUMAR, Faredi, Rampur Megan, Moradabad- 244001 (UP)	8191896586	NA	
42	MSME	SIRAJUDDIN	Artisan	SIRAJUDDIN, H. No.- 865, Shidi Sarai, Neer Alam	8279858543	NA	

				Biryani Moradabad- 244001 (UP)			
43	MSME	SUMIT SINGH	Artisan	SUMIT SINGH, Chandausi, Fatehpur Shamshir, Sambhal-202412 (UP)	7300674860	NA	
44	MSME	UDAL SINGH	Artisan	Noorpur, Mohammadpur Bastaur, Moradabad- 244001 (UP)	8941096581	NA	
45	MSME	VIKASH KUMAR	Artisan	Kundarki, Moradabad- 202413 (UP)	7668069986	NA	

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
2023-24	750	Self-employment	Approx. 60%	Self-employment	N/A	N/A
2024-25	1000	Self-employment	Approx. 60%	Self-employment	N/A	N/A

2025-26	1250	Self-employment	Approx. 60%	Self-employment	N/A	N/A
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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			
		Train ed	Assessed	Certified	Placed	Trained	Assessed	Certified	Placed	Trained	Assessed	Certified	Placed
2.0	2021-2022	0	0	0	NA	NA	NA	NA	NA	NA	NA	NA	NA
2.0	2022-2023	498	490	490	Self-employed	More than 60%	More than 60%	More than 60%	Self-employed	NA	NA	NA	NA
2.0	2023-2024	380	379	379	Self-employed	More than 60%	More than 60%	More than 60%	Self-employed	NA	NA	NA	NA

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

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

1. PMKVY 4.0
2. ODOP

Content availability for previous versions of qualifications:

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

Languages in which Content is available: English and Hindi

Annexure 5: Blended Learning

Blended Learning Estimated Ratio & Recommended Tools:

Refer NCVET “Guidelines for Blended Learning for Vocational Education, Training & Skilling” available on:

<https://ncvet.gov.in/sites/default/files/Guidelines%20for%20Blended%20Learning%20for%20Vocational%20Education,%20Training%20&%20Skilling.pdf>

S. No.	Select the Components of the Qualification	List Recommended Tools – for all Selected Components	Offline : Online Ratio
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1	☒ Theory/ Lectures - Imparting theoretical and conceptual knowledge	• Qualification/ Syllabus • Books/ e-books • Presentations	• Without use of appropriate tech tools 80% Offline and only upto 20% online otherwise. • Online Instructor led teaching, can be one-to-one or one to many or many-to-many: up to 80% to 100% online
2	☒ Imparting Soft Skills, Life Skills, and Employability Skills /Mentorship to Learners	• Presentations • E-Content/ Curated digital content	• Without use of appropriate tech tools, 80% Offline and only upto 20% online otherwise. 100% virtual while working in virtual teams / virtual collaboration
3	☒ Showing Practical Demonstrations to the learners	• Projector, laptop various tools and equipment	• For all skills, where a physical product is created, at least 50% shall be on practical demonstrations and site visits
4	☒ Imparting Practical Hands-on Skills/ Lab Work/ workshop/ shop floor training	• Projector, laptop various tools and equipment	• 100% offline without the use of any technology tools.
5	☒ Tutorials/ Assignments/ Drill/ Practice	• Learning Management system	• 70% offline and upto 30% online where a physical product is created as part of skilling
6	☐ Proctored Monitoring/ Assessment/ Evaluation/ Examinations		
7	☐ On the Job Training (OJT)/ Project Work Internship/ Apprenticeship Training		

Annexure 6: 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
HCS/N9015: Carry out the process of upcycling scraps and e-waste\	Collect required raw materials and tools for making final product	12	28	-	-
	PC1. Identify and plan the structure, artifacts, and decorative to be made.	1	4	-	-
	PC2. Collect raw materials like wood, metal, glass, rubber, e-waste, plastic, and cloth waste.	1	4	-	-
	PC3. Check and sort scraps and e-waste as per requirements.	2	4	-	-
	PC4. Place raw materials at designated locations safely.	2	4	-	-
	PC5. Collect tools (marker, ruler, cutters, welding machine, etc.) required for upcycling.	2	4	-	-
	PC6. Place tools at designated locations safely.	2	4	-	-
	PC7. Deliver remaining raw materials to storage locations.	2	4	-	-
	Follow safety measures while handling waste	6	12	-	-
	PC8. Handle all waste materials safely and securely.	2	4	-	-
	PC9. Use PPE for tasks (e.g., goggles, gloves, face mask).	2	4	-	-
	PC10. Maintain proper posture while lifting or working.	2	4	-	-
	Perform the process of upcycling scraps and e-waste	14	28	-	-
	PC11. Prepare and upcycle wood scraps by marking, cutting, sanding, and engraving the pieces, then assembling them into the required structure or decorative item, while checking the quality for modifications if necessary.	2	4	-	-
	PC12. Prepare and upcycle metal scraps by marking, cutting, assembling, and welding the pieces into the required structure or decorative item, then checking the quality for modifications if necessary.	2	4	-	-
	PC13. Prepare and upcycle glass scraps by marking, cutting,	2	4	-	-

	assembling pieces into the required structure or decorative item, and checking the quality for modifications if necessary.				
	PC14. Prepare and upcycle rubber scraps by marking, cutting, assembling, and joining pieces with industrial glue, and checking the quality of the final product.	2	4	-	-
	PC15. Prepare and upcycle e-waste by marking, cutting, assembling pieces into structures, artifacts, or decorative, and checking the quality of the final product.	2	4	-	-
	PC 16. Prepare and upcycle plastic scraps by gathering, cleaning, shredding, and assembling pieces into structures, artifacts, or decorative using industrial glue.	2	4		
	PC 17. Prepare and upcycle cloth scraps by collecting, cleaning, cutting, patching, sewing, adding embellishments, and checking the quality of the final product.	2	4		
	Total Marks	32	68	-	-
HCS/N8506: Entrepreneurship skills in upcycling scraps and e-waste Sector	Understanding Waste Materials	7	11	-	-
	PC1. identify the different types of waste materials, such as metals, plastics, and electronic components, and know how they can be safely and effectively reused	3	5	-	-
	PC2. identify which parts of the waste have value and how to turn them into usable products	4	6	-	-
	Creative Thinking	9	13	-	-
	PC3. need to think creatively about how to transform old, discarded items into something new and useful	4	6	-	-
	PC4. use innovative design helps in creating appealing products from waste, which can attract more customers	5	7	-	-
	Sustainability Awareness	6	8	-	-
	PC5. knowing the positive impact of upcycling on reducing pollution, conserving resources, and promoting eco-friendly living	3	4	-	-

	PC6. use processes that are environmentally safe and energy-efficient, which is key to appealing to eco-conscious consumers	3	4	-	-
	Understanding Waste Processing Technology	6	11	-	-
	PC7. learn how to operate machines used in processing scrap, like shredders, compactors, or smelters	3	6	-	-
	PC8. know about safe methods to handle chemicals used in extracting metals from e-waste (like gold from circuit boards)	3	5	-	-
	Awareness of Regulations	12	17	-	-
	PC9. know the regulations around e-waste handling, disposal, and upcycling, including any certifications or permits they need	5	7	-	-
	PC10. aware of the recycling and waste management standards that apply to their business	4	6	-	-
	PC11. know local laws and regulations regarding the disposal and recycling of e-waste to stay compliant	3	4	-	-
	NOS Total	40	60	-	-
HCS/N9901: Coordinate with colleagues and work as a team	Interact with supervisor or superior	14	30	-	-
	PC1. comply with health, safety gender, and PwD (People with disability) related instructions applicable to the workplace	2	5	-	-
	PC2. actively participate in mock drills/ evacuation procedures; group discussions, training sensitization programs for gender, and PwD awareness organized at the workplace.	2	5	-	-
	PC3. receive job orders and instructions from reporting supervisor and receive feedback on work standards.	2	5	-	-
	PC4. understand the work output requirements, targets, performance indicators and incentives.	2	5	-	-
	PC5. deliver quality work on time and report any anticipated reasons for delays and handover completed work to supervisor	3	5	-	-
	PC6. report on any grievances, production defects and any potential hazards.	3	5	-	-
	Work as a team by coordinating with colleagues within and outside the department and include inputs on PwD &	6	10	-	-

	Gender Sensitisation				
	PC7. communicate maintenance and repair schedule proactively to the supervisor	3	5	-	-
	PC8. interact and clarify doubts on design, usage of materials & tools, quality & standards compliance, etc.	3	5	-	-
	Report and Document	15	25	-	-
	PC9. report in time for shortage or need of raw materials	3	5	-	-
	PC10. communicate with colleagues from within and other departments, clearly and effectively on all aspects to carry out the work among the team	3	5	-	-
	PC11. maintain the etiquette, use polite language, demonstrate responsible and disciplined behavior towards colleagues.	3	5	-	-
	PC12. put team over individual goals and multitask or share work where necessary supporting the colleagues.	3	5	-	-
	PC13. document all the details accurately relating to ones role as required.	3	5	-	-
	Total Marks	35	65	-	-
HCS/N9913: Maintain health, safety and security at workplace	Comply with health, safety and security requirements at work	30	70	-	-
	PC1. Comply with health and safety related instructions applicable to the workplace.	2	6	-	-
	PC2. Use and maintain personal protective equipment as per protocol.	2	6	-	-
	PC3. Carry out your own activities in line with approved guidelines and procedures.	2	6	-	-
	PC4. Maintain a healthy lifestyle and guard against dependency on intoxicants.	2	6	-	-
	PC5. Follow environment management system related procedures.	2	4	-	-
	PC6. Store materials and tools in line with manufacturers and organisational requirements.	2	3	-	-

	PC7. Safely handle and move waste and debris.	1	3	-	-
	PC8. Minimize health and safety risks to self and others due to own actions.	2	4	-	-
	PC9. Seek clarifications, from supervisors or other authorized personnel in case of perceived risks.	1	3	-	-
	PC10. Monitor the workplace and work processes for potential risks and threats.	1	3	-	-
	PC11. Carry out periodic walk-through to keep work area free from hazards and obstructions, if assigned.	2	3	-	-
	PC12. Report hazards and potential risks/ threats to supervisors or other authorized personnel.	3	4	-	-
	PC13. Participate in mock drills/ evacuation procedures organized at the workplace.	2	3	-	-
	PC14. Undertake first aid, fire-fighting and emergency response training, if asked to do so.	2	4	-	-
	PC15. Take action based on instructions in the event of fire, emergencies or accidents.	2	6	-	-
	PC16. Follow organisation procedures for evacuation when required.	2	6	-	-
	Comply with health, safety and security requirements at work	30	70	-	-
	Total Marks	28	72	-	-
HCS/N9903: Maintain Personal Hygiene	Adopt healthy work practices	18	48	-	-
	PC1. always cover the mouth and nose with a dust mask while working and keep on changing when it gets blocked with dust	3	8	-	-
	PC2. wear safety shoes while visiting the production unit to avoid any damage	3	8	-	-
	PC3. wear personal protective equipment while visiting the different departments during production. orexample mask in the washing section, glasses and mask in an assembly line, and gloves in the printing section, etc.	3	8	-	-

	PC4. always wash sanitize your hands after a factory unit before touching any document, laptop, cell phone, etc.	3	8	-	-
	PC5. undergo preventive health checkups at regular intervals.	3	8	-	-
	PC6. take prompt treatment from the doctor in case of illness.	3	8	-	-
	Achieve work productivity while maintaining health	12	22	-	-
	PC7. follow SOPs for dealing with blisters; scratches; accidental fires or any other type of emergencies at work	4	7	-	-
	PC8. ensure no productivity loss or absenteeism from work due to illness	4	7	-	-
	PC9. ensure no long-term ill effect on personal health.	4	8	-	-
	Total Marks	30	70	-	-
HCS/N9904: Basic Business Management	People management	3	6	-	-
	PC1. arrange Interactive meetings of managers of sales and production teams and categorize the issues and feedbacks of both the teams	1	2	-	-
	PC2. train the employees of his/her unit with the appropriate skills required to make marketrelevant and quality products	1	2	-	-
	PC3. motivate the employees	1	2	-	-
	Product planning	8	16	-	-
	PC4. compile a report based on old production reports	1	2	-	-
	PC5. address the issues faced in previous productions and try to resolve them	1	2	-	-
	PC6. gather and analyze the cues from the market	1	2	-	-
	PC7. ascertain the customer preference	1	2	-	-
	PC8. develop product range lines based on current market preference	1	2	-	-
	PC9. develop product range lines that are unique and able to price high	1	2	-	-
	PC10. price the products according to market trends	1	2	-	-
	PC11. identify the competent marketing strategy for the product range	1	2	-	-

	Procurement of raw materials	7	14	-	-
	PC12. list of the raw materials and prepare a B.O.M according to the product lines	1	2	-	-
	PC13. ascertain the quantity and right price to procure the materials	1	2	-	-
	PC14. identify the right locations/agents from where the raw materials can be procured	1	2	-	-
	PC15. negotiate to get the best price	1	2	-	-
	PC16. ensure quality materials are procured	1	2	-	-
	PC17. ensure the procured materials are stored in appropriate conditions	1	2	-	-
	PC18. compile a record of price quotations, POs, and bills of procurement for future reference	1	2	-	-
	Market interfacing	7	14	-	-
	PC19. maintain a healthy and professional relationship with vendor	1	2	-	-
	PC20. the competitive market falls in order with the company policies of best price, quality, and delivery parameters	1	2	-	-
	PC21. analyze the prevalent price for product lines	1	2	-	-
	PC22. decide on the most effective means to access the market	1	2	-	-
	PC23. plan for cost-effective transportation to the market	1	2	-	-
	PC24. position the product according to market requirements	1	2	-	-
	PC25. identify and address the expectations of customer	1	2	-	-
	Financial management	4	8	-	-
	PC26. analyze and ascertain the cost of production	1	2	-	-
	PC27. maintain the book of accounts related to the business	1	2	-	-
	PC28. maintain export documents like a letter of credit, custom clearance	1	2	-	-
	PC29. identify cost-effective means of running the business	1	2	-	-
	Record keeping	6	7	-	-

	PC30. identify various aspects of business that require recording	1	2	-	-
	PC31. design formats for recording	1	1	-	-
	PC32. compile various records of all aspects of the business	1	1	-	-
	PC33. maintain these records with periodic updations	1	1	-	-
	PC34. maintain necessary documents as per local government and regulatory requirements	1	1	-	-
	PC35. reframe the procurement strategy according to local scenarios like weather conditions, transport strikes, affected prices, etc.	1	1	-	-
	Total Marks	35	65	-	-
DGT/VSQ/N0102: Employability Skills (60 Hours)	Introduction to Employability Skills	1	1	-	-
	PC1. identify employability skills required for jobs in various industries	-	-	-	-
	PC2. identify and explore learning and employability portals	-	-	-	-
	Constitutional values – Citizenship	1	1	-	-
	PC3. recognize the significance of constitutional values, including civic rights and duties, citizenship, responsibility towards society etc. and personal values and ethics such as honesty, integrity, caring and respecting others, etc.	-	-	-	-
	PC4. follow environmentally sustainable practices	-	-	-	-
	Becoming a Professional in the 21st Century	2	4	-	-
	PC5. recognize the significance of 21st Century Skills for employment	-	-	-	-
	PC6. practice the 21st Century Skills such as SelfAwareness, Behaviour Skills, time management, critical and adaptive thinking, problem-solving, creative thinking, social and cultural awareness, emotional awareness, learning to learn for continuous learning etc. in personal and professional life	-	-	-	-
	Basic English Skills	2	3	-	-
	PC7. use basic English for everyday conversation in different contexts, in person and over the telephone	-	-	-	-

	PC8. read and understand routine information, notes, instructions, mails, letters etc. written in English	-	-	-	-
	PC9. write short messages, notes, letters, e-mails etc. in English	-	-	-	-
	Career Development & Goal Setting	1	2	-	-
	PC10. understand the difference between job and career	-	-	-	-
	PC11. prepare a career development plan with short- and long-term goals, based on aptitude	-	-	-	-
	Communication Skills	2	2	-	-
	PC12. follow verbal and non-verbal communication etiquette and active listening techniques in various settings	-	-	-	-
	PC13. work collaboratively with others in a team	-	-	-	-
	Diversity & Inclusion	1	2	-	-
	PC14. communicate and behave appropriately with all genders and PwD	-	-	-	-
	PC15. escalate any issues related to sexual harassment at workplace according to POSH Act	-	-	-	-
	Financial and Legal Literacy	2	3	-	-
	PC16. select financial institutions, products and services as per requirement	-	-	-	-
	PC17. carry out offline and online financial transactions, safely and securely	-	-	-	-
	PC18. identify common components of salary and compute income, expenses, taxes, investments etc	-	-	-	-
	PC19. identify relevant rights and laws and use legal aids to fight against legal exploitation	-	-	-	-
	Essential Digital Skills	3	4	-	-
	PC20. operate digital devices and carry out basic internet operations securely and safely	-	-	-	-
	PC21. use e- mail and social media platforms and virtual collaboration tools to work effectively	-	-	-	-

	PC22. use basic features of word processor, spreadsheets, and presentations	-	-	-	-
	Entrepreneurship	2	3	-	-
	PC23. identify different types of Entrepreneurship and Enterprises and assess opportunities for potential business through research	-	-	-	-
	PC24. develop a business plan and a work model, considering the 4Ps of Marketing Product, Price, Place and Promotion	-	-	-	-
	PC25. identify sources of funding, anticipate, and mitigate any financial/ legal hurdles for the potential business opportunity	-	-	-	-
	Customer Service	1	2	-	-
	PC26. identify different types of customers	-	-	-	-
	PC27. identify and respond to customer requests and needs in a professional manner.	-	-	-	-
	PC28. follow appropriate hygiene and grooming standards	-	-	-	-
	Getting ready for apprenticeship & Jobs	2	3	-	-
	PC29. create a professional Curriculum vitae (Résumé)	-	-	-	-
	PC30. search for suitable jobs using reliable offline and online sources such as Employment exchange, recruitment agencies, newspapers etc. and job portals, respectively	-	-	-	-
	PC31. apply to identified job openings using offline /online methods as per requirement	-	-	-	-
	PC32. answer questions politely, with clarity and confidence, during recruitment and selection	-	-	-	-
	PC33. identify apprenticeship opportunities and register for it as per guidelines and requirements	-	-	-	-
	Total Marks	20	30	-	-
	Grand Total	222	428		

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:

- Batches assigned to the assessment agencies for conducting the assessment on SIP or email
- Assessment agencies send the assessment confirmation to VTP/TC looping SSC
- Assessment agency deploys the ToA certified Assessor for executing the assessment
- SSC monitors the assessment process & records

2. Testing Environment:

- Check the Assessment location, date and time
- If the batch size is more than 30, then there should be 2 Assessors.
- Check that the allotted time to the candidates to complete Theory & Practical Assessment is correct.
-

3. Assessment Quality Assurance levels/Framework:

- Question bank is created by the Subject Matter Experts (SME) are verified by the other SME
- Questions are mapped to the specified assessment criteria
- Assessor must be ToA certified & trainer must be ToT Certified
-

4. Types of evidence or evidence-gathering protocol:

- Time-stamped & geotagged reporting of the assessor from assessment location
- Centre photographs with signboards and scheme specific branding
-

5. Method of verification or validation:

- Surprise visit to the assessment location

- ...

6. Method for assessment documentation, archiving, and access

- Hard copies of the documents are stored
-

On the Job:

1. Each module (which covers the job profile of Upcycling Scraps and E-waste Artisan) will be assessed separately.
2. The candidate must score 60% in each module to successfully complete the OJT.
3. Tools of Assessment that will be used for assessing whether the candidate is having desired skills and etiquette of dealing with customers, understanding needs & requirements, assessing the customer and perform Soft Skills effectively:
 - Videos of Trainees during OJT
 -
4. Assessment of each Module will ensure that the candidate is able to:
 - Effective engagement with the customers
 - Understand the working of various tools and equipment.....>

Annexure 8: 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