# QUALIFICATION FILE – Standalone NOS

# Green Logistics Practices

**☐ 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:**

**Skill Council for Green Jobs**

**Chief Executive Officer**
**CBIP Building, Malcha Marg,**
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# Section 1: Basic Details

| | | | |
|---|---|---|---|
| **1.** | **NOS-Qualification Name** | **Green Logistics Practices** | |
| **2.** | **Sector/s** | **Environmental Science** | |
| **3.** | **Type of Qualification ☒ New ☐ Revised** | **NQR Code & version of the existing /previous qualification:** *(change to previous, once approved)* | **Qualification Name of the existing/previous version:** *(previous, once approved)* |
| **4.** | **National Qualification Register (NQR) Code & Version** *(Will be issued after NSQC approval.)* | NG-04-ES-02095-2024-V1-SCGJ | **5. NCrF/NSQF Level: 4** |
| **6.** | **Brief Description of the Standalone NOS** | This standalone NOS is designed to incorporate environmentally sustainable practices and principles into logistics education and training. This aims to train existing and future professionals in the field of logistics while emphasizing the importance of reducing environmental impacts, optimizing resources, and promoting sustainable operations within the supply chain.<br><br>Adopting green skills in logistics sector not only benefits the environment but can also lead to reduced operating costs, improved public perception, and compliance with evolving environmental regulations. It is essential for logistics operators to stay updated on the latest sustainable practices and technologies to remain competitive and environmentally responsible in the logistics and supply chain industry. In that context, the proposed NOS is to introduce generic green skills under logistics sector courses by dove-tailing green skill modules to the current and future logistics course curricula. | |

**7. Eligibility Criteria for Entry for a Student/Trainee/Learner/Employee**

**a. Entry Qualification & Relevant Experience:**

| S. No. | Academic/Skill Qualification (with Specialization - if applicable) | Required Experience (with Specialization - if applicable) |
|---|---|---|
| 1 | 12 or equivalent | |
| 2 | 10 | 2 |
| 3 | 8th grade pass plus 2-years NTC plus 1-Year NAC plus 1-Year CITS | 2 |

**b. Age**: 16

**8. Credits Assigned to this NOS-Qualification, Subject to Assessment** *(as per National Credit Framework (NCrF))*: 1

**9. Common Cost Norm Category (I/II/III)** *(wherever applicable)*: **II**

**10. Any Licensing Requirements for Undertaking Training on This Qualification** *(wherever applicable)*

**11. Training Duration by Modes of Training Delivery** *(Specify **Total Duration** as per selected training delivery modes and as per requirement of the qualification)*

☒ **Offline Only** ☐ **Online Only** ☐ **Blended**

| Training Delivery Mode | Theory (Hours) | Practical (Hours) | Total (Hours) |
|---|---|---|---|
| **Classroom (offline)** | 20:00 | 10:00 | 30:00 |
| **Online** | | | |

*(Refer Blended Learning Annexure for details)*

**12. Assessment Criteria**

| Theory (Marks) | Practical (Marks) | Project (Marks) | Viva (Marks) | Total (Marks) | Passing %age |
|---|---|---|---|---|---|
| 47 | 53 | | | 100 | 70 |

| | | | |
|---|---|---|---|
| **13.** | **Is the NOS Amenable to Persons with Disability** | **☒ Yes ☐ No If "Yes", specify applicable type of Disability:**<br>**☒ Deaf ☒ Hard of Hearing ☒ Acid Attack Victims ☒ Dwarfism** | |
| **14.** | **Progression Path After Attaining the Qualification, wherever applicable** *(Please show Professional and Academic progression)* | Not Applicable | |
| **15.** | **How participation of women will be encouraged?** | Participation of women will be encouraged from existing logistics sector industries | |
| **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** *(In case of CS or MS, provide details of both Lead AB & Supporting ABs)* | **Name:** Dr. Praveen Saxena<br>**Email:** ceogreenjobs@gmail.com **Contact No.:** 9871119101<br>**Website: https://sscgj.in/** | |
| **19.** | **Final Approval Date by NSQC: 31.01.2024** | **20. Validity Duration: 3 years** | **21. Next Review Date: 30.01.2027** |

# Section 2: Training Related

| | | |
|---|---|---|
| 1. | **Trainer's Qualification and experience in the relevant sector (in years)** *(as per NCVET guidelines)* | **12th Pass with two years of relevant experience in Logistics, Transportation, Distribution Management**<br>**Or**<br>**Certified under relevant Craft Instructor Training Scheme (CITS) course** |
| 2. | **Master Trainer's Qualification and experience in the relevant sector (in years)** *(as per NCVET guidelines)* | **12th Pass with four years of relevant experience in Logistics, Transportation, Distribution Management** |

| | | |
|---|---|---|
| 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** | Not Applicable |

# Section 3: Assessment Related

| | | |
|---|---|---|
| 1. | **Assessor's Qualification and experience in relevant sector (in years)** *(as per NCVET guidelines)* | **12th pass with four years of relevant experience in Logistics, Transportation, Distribution Management**<br>**Or**<br>**Certified under relevant Craft Instructor Training Scheme (CITS) course** |
| 2. | **Proctor's Qualification and experience in relevant sector (in years)** *(as per NCVET guidelines), (wherever applicable)* | **12th pass with six years of relevant experience in Logistics, Transportation, Distribution Management** |
| 3. | **Lead Assessor's/Proctor's Qualification and experience in relevant sector (in years)** *(as per NCVET guidelines)* | **12th pass with six years of relevant experience in Logistics, Transportation, Distribution Management** |
| 4. | **Assessment Mode** *(Specify the assessment mode)* | **Online and offline both** |
| 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<br><br>Government of India along with several states have been actively working on several initiatives to promote and implement green logistics practices across the country. These initiatives are primarily aimed at reducing emissions, improving efficiency, and fostering sustainability within the logistics sector.<br><br>Many industries have recognized the importance of sustainability and have initiated programs and collaborations to promote green logistics. Industry associations and organizations often develop guidelines, certifications, and best practices to help companies reduce their carbon footprint, optimize transportation routes, minimize packaging waste, and use eco-friendly materials. Periodical surveys should be carried out for evaluating policy effectiveness, green practices efficiency and benefits generated. Finally, green logistics requires support from consumers as well. Instead of focusing on costs and service level alone, consumers should look for overall benefits which green logistics brings across various stages of supply chain. Green logistics combines together company profits, human health and ecological well-being across various stages of the supply chain, with potential of building sustainable supply chains. It therefore is the way forward for logistics industry.<br><br>Skill Council for Green Jobs has mapped some selected NSQC approved qualification of logistics sector skill courses along with other E learning modules & training content developed by Tech Mahindra and accordingly identified the need to introduce green skills to logistics courses. With the integration of these generic green modules into Indian logistics courses, India can produce a skilled workforce capable of implementing and driving sustainable practices within the logistics industry, contributing significantly to environmental conservation and economic development. |
| 2. | Number of Industry validation provided: 5 (Validations attached)<br><br>Overall, the future of jobs in the shipping, logistics, and warehousing sectors in India seems promising, with a focus on embracing green technology, sustainability, and efficient supply chain practices. To remain competitive in this evolving job market, professionals may also need to upskill or reskill to adapt to changing industry demands. The move away from the more traditional roles within the logistics sector will mean new opportunities to attract and engage suitably skilled youth on a range of green practices along with upskill existing workforce on the greening strategies that can transform shipping, logistics, and warehousing industries. |
| 3. | Estimated number of people to be trained: Job related to Green Logistic serve a diverse set of industries ranging from traditional ones such as Renewable Energy, Warehouse management, logistics, supply chain to modern ones such as Renewables, Electric Vehicles, and AI, IOT, Robotics and Automation. A multiple number of new jobs and skilling opportunities will arise across the diverse logistics sector and suitably skilled workforce shall be required. All the candidates getting trained in Logistics Qualifications would also get trained on this National Occupation Standard. |

| | |
|---|---|
| 4. | Evidence of Concurrence/Consultation with Line/State Departments (In case of regulated sectors): (Yes/No):<br><br>Concurrence has been requested from the Ministry of Ports, Shipping and Waterways (MoPS&W) (Email attached) |

# 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 *(Mandatory)* | Annexure: Evidence of Level |
| 2. | **Annexure:** List of tools and equipment relevant for NOS *(Mandatory, except in case of online course)* | Annexure: Tools and Equipment (Lab Set-Up) |
| 3. | **Annexure:** Performance and Assessment Criteria *(Mandatory)* | *Annexure: Standalone NOS- Performance Criteria details*<br><br>*Annexure: Assessment Criteria* |
| 4. | **Annexure:** Assessment Strategy *(Mandatory)* | *Annexure: Assessment Strategy* |
| 5. | **Annexure:** Blended Learning *(Mandatory, in case selected Mode of delivery is Blended Learning)* | *Not Applicable* |
| 6. | **Annexure:** Acronym and Glossary *(Optional)* | *Annexure: Acronym and Glossary* |
| 7. | **Annexure/Supporting Document:** Standalone NOS-Performance Criteria Details Annexure/Document with PC-wise detailing as per NOS format (Mandatory- Public view) | *Annexure: Assessment Criteria* |
| 8. | **Supporting Document:** Model Curriculum *(Mandatory – Public view)* | *Attached as (MC NOS_Green Logistics Practices)* |

# Annexure: 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** | Professionally trained individual is responsible for managing resources in the most efficient way possible.<br><br>The individual is the one who helps individuals/organizations to plan and allocate resources for achieving green logistics practice's goal in an organization. He/she determines an organization's demand for resources and ensures its capacity to meet supply chain.<br><br>He/She would be responsible for managing resources, time, people, money, technology and | A professionally trained individual who will be responsible for greening the logistics for their workplace. For example, Utilizing renewable energy, reduce fuel consumption, lower operational costs, minimize carbon footprint. Hence it can be placed at level 4.<br><br>He/she involves incorporating environmentally sustainable practices and principles into logistics education. This approach aims to train future professionals in the field of logistics while emphasizing the importance of reducing environmental impacts, optimizing resources, and promoting sustainable operations within the organization. The Green logistics Executive is expected to exhibit basic knowledge of supply chain, warehousing, green packaging and green purchasing. Since all the above-mentioned areas are related to basic | 4 |

| | | | |
|---|---|---|---|
| | processes for making cost effective decisions. | factual knowledge in Green Logistics, the role qualifies for Level 4.<br><br>He/she should have knowledge for Resource utilization, Energy Conservation, Waste Management as well. | |
| **Professional and Technical Skills/ Expertise/ Professional Knowledge** | He should be able to apply principles of professional practice at the workplace. | The Job Holder is expected to develop professional skills, must have excellent communication skills and talent in doing carbon foot printing while he must also be able to manage all operations and Overcoming resource shortages, coordinating logistics by means of resource management techniques and tracking employee outcomes.<br><br>Since all the above-mentioned professional skill are related to management skills to handle all the operations to achieve the business goals. So, the role qualifies for Level 4. | 4 |
| **Employment Readiness & Entrepreneurship Skills & Mind-set/Professional Skill** | The Individual is expected to check the quality of materials & measure the | He/she should be focusing on cultivating the top Optimizing skills and characteristics that can help to become | 4 |

| | | | |
|---|---|---|---|
| | emissions and manage the resources. Further, the job holder must be able to take the day-to-day decisions and solve problems in plant. | more successful in a business venture, eg., S/he is expected to know carbon foot printing, carbon neutrality, use of renewable energy, resource management, time management, Process Management and should be able to build good relation between management and employees Hence, the role can be placed at Level 4.<br><br>The Green logistics Executive is expected to represent and demonstrate practical skills with broad range of application such as evaluating carbon foot printing, calculating solar plant capacity and know the KPIs(Key Performance Indicators) parameters, know how to measure them and how to optimize them standard protocols.<br><br>Since all the above-mentioned professional skill are related to demonstrating practical skills, the role qualifies for Level 4. | |
| **Broad Learning Outcomes/Core Skill** | The Green logistics Executive is expected to have good practical | He/She is expected to exhibit basic knowledge of software and carbon calculators so he identifies processes | 4 |

| | | | |
|---|---|---|---|
| | knowledge of maximum utilization of all resources and robotics and automation technology. | where energy utilization can be optimized and safe operation of these equipment.<br>He should communicate effectively with employees, vendors and clients to develop a long-term relationship for achieving business goals. Hence, the Green logistic Executive can be placed at Level 4. | |
| **Responsibility** | The Job Holder is primarily responsible to manage all aspects of business activities such as warehousing, packaging, carbon foot printing, carbon neutrality and optimization of resources. S/he is also expected to update self with the Green Logistic. | The Job Holder is responsible for all activities to develop the business and complete targets within defined time limits.<br><br>S/he is expected to update self with the market trends to manage the demand and supply of resources. S/he is also expected to have significant role on the creating employment opportunity by Greening the Logistics. Thus s/he can be placed at level 4. | 4 |

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

List of Tools and Equipment

**Batch Size:** 30 candidates

| S. No. | Tool / Equipment Name | Specification | Quantity for specified Batch size |
|---|---|---|---|
| 1 | Eco-friendly packaging materials | Kg | 10 |
| 2 | Climate measurement tools | unit | 1 |
| 3 | PPE Kit Set(Rubber gloves, helmet and safety boots) | Set | 30 |
| 4 | Fire Extinguisher | Unit | 1 |
| 5 | Comparative chart of usages of green fuel in logistics | Unit | 3 |
| 6 | Videos of Renewable Energy Technologies and Waste Management/green logistics practices | Unit | 4 |
| 7 | List of Suppliers in the value chain | unit | 3 |

Classroom Aids

The aids required to conduct sessions in the classroom are:

1. Marker
2. chart and visual aid

# Annexure: Industry Validations Summary

| S. No | Organization Name | Representative Name | Designation | Contact Address | Contact Phone No | E-mail ID | LinkedIn Profile *(if available)* |
|---|---|---|---|---|---|---|---|
| 1 | Flyjac Logistics Pvt Ltd | Madhava Priyan M.P | VP- HR&OD | Chennai | 9841030131 | madhava.priyan@flyjaclogistics.com | |
| 2 | Vacen Engineering and Solution Private Ltd. | Vibhuti Nath Pandey | Director | New Delhi | 7532086255 | Vibhuti.vacen@gmail.com | |
| 3 | Danao Green Tech Pvt. Ltd. | Sanjay Danao | Director | Nagpur | 9545648496 | director@danao.in | |
| 4 | Solar Tech Saarthi Pvt. Ltd. | Lucky Aggarwal | MD | Delhi | 9711851306 | solarsaarthi@gmail.com | |
| 5 | Innodust Marketing Pvt. Ltd. | Gourab | CEO | Bhubaneswar | 7894412588 | Gourab.innodust@gmail.com | |

# Annexure: Training Details

**Training Projections:**

| Year | Estimated Training # of Total Candidates | Estimated training # of Women | Estimated training # of People with Disability |
|---|---|---|---|
| 2024-25 | 200 | 40 | 20 |
| 2025-26 | 400 | 80 | 40 |
| 2026-27 | 400 | 80 | 40 |

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

# Annexure: Blended Learning

**Blended Learning Estimated Ratio & Recommended Tools: Not Applicable**

***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 NOS | List Recommended Tools – for all Selected Components | Offline: Online Ratio |
|---|---|---|---|
| 1 | ☐Theory/ Lectures - Imparting theoretical and conceptual knowledge | Not Applicable | Not Applicable |
| 2 | ☐Imparting Soft Skills, Life Skills and Employability Skills /Mentorship to Learners | Not Applicable | Not Applicable |
| 3 | ☐Showing Practical Demonstrations to the learners | Not Applicable | Not Applicable |
| 4 | ☐Imparting Practical Hands-on Skills/ Lab Work/ workshop/ shop floor training | Not Applicable | Not Applicable |
| 5 | ☐Tutorials/ Assignments/ Drill/ Practice | Not Applicable | Not Applicable |
| 6 | ☐Proctored Monitoring/ Assessment/ Evaluation/ Examinations | Not Applicable | Not Applicable |
| 7 | ☐On the Job Training (OJT)/ Project Work Internship/ Candidate Training | Not Applicable | Not Applicable |

# Annexure: Standalone NOS- Performance Criteria details

## 1. Description:

This standalone NOS is designed to incorporate environmentally sustainable practices and principles into logistics education and training. This aims to train existing and future professionals in the field of logistics while emphasizing the importance of reducing environmental impacts, optimizing resources, and promoting sustainable operations within the supply chain. Adopting green skills in logistics sector not only benefits the environment but can also lead to reduced operating costs, improved public perception, and compliance with evolving environmental regulations. It is essential for logistics operators to stay updated on the latest sustainable practices and technologies to remain competitive and environmentally responsible in the logistics and supply chain industry. In that context, the proposed NOS is to introduce generic green skills under logistics sector courses by dove-tailing green skill modules to the current and future logistics course curricula.

## 2. Scope:

The scope covers the following:

- promoting Sustainability through Green Logistics.

## 3. Elements and Performance Criteria

### Element 1: Basics of Climate Change, Environmental Concerns and Renewable Energy

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

| | |
|---|---|
| PC 1. | define Sustainable Development |
| PC 2. | explain UN Sustainable Development Goals (SDGs) with a focus on SDG 7 & 13 |
| PC 3. | explain Green House Gas emissions and illustrate through examples the sources of GHG emissions in Logistics sector |
| PC 4. | discuss briefly the environmental Impacts of Logistics and ways to address that |
| PC 5. | discuss the difference between the conventional and renewable energy sources |
| PC 6. | explain and illustrate the possible use of renewable energy in logistics sector |

| | |
|---|---|
| PC 7. | discuss how to estimate the electrical load of workplace and how to source the energy through renewable technologies |
| PC 8. | explain the concept of circular economy |
| PC 9. | illustrate a case study on circular economy in logistics sector |
| PC 10. | illustrate the importance of green skills in logistics sector |

### Element 2: Introduction to Green Logistics

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

| | |
|---|---|
| PC 11. | explain green logistics |
| PC 12. | explain and outline the difference between conventional logistics and green logistics |
| PC 13. | explain the drivers and key levers for green logistics in Indian context |
| PC 14. | discuss green logistics initiatives in India and illustrate a case study to list typical differences with conventional logistics |
| PC 15. | present and showcase key Supply Chain Management practices and their impact on environment |
| PC 16. | present and showcase various Warehouse Management practices and their impacts on environment |
| PC 17. | present and showcase transport / shipping practices and their impacts on environment |
| PC 18. | explain the components of Green Supply Chain Performance Metrics |
| PC 19. | outline the components of measuring Carbon footprint of a shipping / transport agency |
| PC 20. | list out examples of greener supply chain management |
| PC 21. | prepare a list of key measures which can be incorporated for greening the logistics sector |

### Element 3: Steps required for Greening the Logistics Sector

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

| | |
|---|---|
| PC 22. | explain the Green Practices and Strategies to Green the Supply Chain Management |
| PC 23. | explain what are Sustainable materials and low carbon material and processes |
| PC 24. | explain how to Streamline inventory management for a greener supply chain |

| | |
|---|---|
| PC 25. | explain Resource Conservation (e.g., material, energy, water usage) and show how to manage different types of waste effectively |
| PC 26. | discuss and demonstrate how to Implement Energy/ Electricity/material/water Conservation Practices |
| PC 27. | explain the use of Renewable Energy / solar energy in the sector |
| PC 28. | explain and show how to manage different types of Waste effectively |
| PC 29. | discuss how to examine logistics operations focusing on energy, material and waste management while exploring successful cases of companies undertaking initiatives to promote environmentally sustainable logistics practices |
| PC 30. | explain the areas where concept of Circular economy be introduced |
| PC 31. | how can efficient green logistics be implemented and list and suggest green practices at the work area |
| PC 32. | discuss on the importance of optimizing logistics operations to achieve sustainability goals |
| PC 33. | outline measures to make workplace operations/activities environment friendly |

## Element 4: Identifying Green Supply and Demand networks

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

| | |
|---|---|
| PC 34. | explain Green Purchasing and its Importance |
| PC 35. | explain the ways for Green Purchasing in Supply Chain Management |
| PC 36. | discuss and identify the best Practices for Green Purchasing |
| PC 37. | explain and outline the criteria for selecting a supplier with green attributes |
| PC 38. | discuss the supplier evaluation and selection based on green approach in Supply Chain Management and explain how to choose a green logistics partner |
| PC 39. | illustrate how to enable the transporter to adopt green practices |
| PC 40. | prepare the Map of entire supply chain, identifying suppliers, transportation routes, manufacturing processes and end consumers and outline on reducing the environmental impact at each stage |
| PC 41. | prepare an assessment criterion to evaluate suppliers based on their sustainability practices, covering aspects like energy efficiency, waste management, and ethical sourcing |
| PC 42. | illustrate the case studies of logistics companies using upgraded technologies/green practices and how it benefitted the organisation |
| PC 43. | demonstrates the implementation of smart logistics solutions, through pictures or videos |

| | |
|---|---|
| PC 44. | show emerging technologies like autonomous vehicles and their potential applications in green logistics through case studies, pictures or videos |

### Element 5: Health and Safety in Green Logistics

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

| | |
|---|---|
| PC 45. | explain Occupational Health & Safety Standards and Regulations and requirements for safe work area in Green Logistics |
| PC 46. | discuss about Emergency Situations in Green Logistics |
| PC 47. | explain and show the process of Administering first aid |
| PC 48. | explain Work Safety Procedures and Instructions in Green Logistics |
| PC 49. | discuss about Fire Protection in Green Logistics and demonstrate the use of fire extinguisher |
| PC 50. | explain and demonstrate about use of PPEs used in Green Logistics |
| PC 51. | discuss and demonstrate about Housekeeping and Infection Control guidelines |
| PC 52. | Illustrate a Case Study of managing safety in Green Logistics sector |

## 4. Knowledge and Understanding (KU):

The individual on the job needs to know and understand:

KU1. organizational procedures and policy on procurement

KU2. company's reporting structure to support and expedite project activities

KU3. company's policy and work instructions on quality standards

KU4. policy on return of goods

KU5. importance of the individual's role in the workflow

KU6. occupational health and safety standards and security procedures to be followed

KU7. procedures for dealing with loss or damaged goods

KU8. risk and impact of not following defined work, safety and security procedures

KU9. Enterprise Resource Planning (ERP) system of the organization

KU10. ability to understand the engineering drawings and product specifications

KU11. use of computer and data handling devices

KU12. technical specification of products handled

KU13. packaging for different types of products handled

KU14. various escalations regarding resolving and catering to the customer query

KU15. overall procurement process

KU16. handling of quality issues and rejects

**5. Generic Skills (GS):**

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

GS1. read order requirement

GS2. read invoices

GS3. write damage reports and daily output reports

GS4. write Material Return Note (MRN)

GS5. decide if a problem can be resolved quickly internally or needs to be escalated

GS6. identify activities or orders that need to be prioritised as per instructions

GS7. decide as per the organisation guiding policies and criteria regarding procurement

GS8. plan and estimate the time for each activity

GS9. respond to the supervisor in a timely manner

GS10. prioritize and execute tasks based on instructions

GS11. manage timelines

GS12. inform the supervisor regarding delays, issue in doing an activity, etc.

GS13. focus on task at hand and complete it without errors and delays

# Annexure: Assessment Criteria

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

| S. No. | Assessment Criteria for Performance Criteria | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|---|---|---|---|---|---|
| PC 1. | define Sustainable Development | 01 | | | |
| PC 2. | explain UN Sustainable Development Goals (SDGs) with a focus on SDG 7 & 13 | 01 | | | |
| PC 3. | explain Green House Gas emissions and illustrate through examples the sources of GHG emissions in Logistics sector | 01 | 02 | | |
| PC 4. | discuss briefly the environmental Impacts of Logistics and ways to address that | 01 | | | |
| PC 5. | discuss the difference between the conventional and renewable energy sources | 01 | | | |
| PC 6. | explain and illustrate the possible use of renewable energy in logistics sector | 01 | | | |
| PC 7. | discuss how to estimate the electrical load of workplace and how to source the energy through renewable technologies | 02 | | | |
| PC 8. | explain the concept of circular economy | 01 | | | |
| PC 9. | illustrate a case study on circular economy in logistics sector | | 02 | | |
| PC 10. | illustrate the importance of green skills in logistics sector | | 02 | | |
| PC 11. | explain green logistics | 01 | | | |
| PC 12. | explain and outline the difference between conventional logistics and green logistics | 01 | 02 | | |
| PC 13. | explain the drivers and key levers for green logistics in Indian context | 01 | | | |
| PC 14. | discuss green logistics initiatives in India and illustrate a case study to list typical differences with conventional logistics | 01 | 02 | | |
| PC 15. | present and showcase key Supply Chain Management practices and their impact on environment | 01 | 02 | | |
| PC 16. | present and showcase various Warehouse Management practices and their impacts on environment | 01 | 02 | | |
| PC 17. | present and showcase transport / shipping practices and their impacts on environment | 01 | 02 | | |
| PC 18. | explain the components of Green Supply Chain Performance Metrics | 01 | | | |
| PC 19. | outline the components of measuring Carbon footprint of a shipping / transport agency | 01 | | | |
| PC 20. | list out examples of greener supply chain management | | 02 | | |
| PC 21. | prepare a list of key measures which can be incorporated for greening the logistics sector | | 04 | | |
| PC 22. | explain the Green Practices and Strategies to Green the Supply Chain Management | 01 | | | |

| | | | | | |
|---|---|---|---|---|---|
| PC 23. | explain what are Sustainable materials and low carbon material and processes | 01 | | | |
| PC 24. | explain how to Streamline inventory management for a greener supply chain | 01 | | | |
| PC 25. | explain Resource Conservation (e.g., material, energy, water usage) and show how to manage different types of waste effectively | 01 | 03 | | |
| PC 26. | discuss and demonstrate how to Implement Energy/ Electricity/material/water Conservation Practices | 01 | 03 | | |
| PC 27. | explain the use of Renewable Energy / solar energy in the sector | 01 | | | |
| PC 28. | explain and show how to manage different types of Waste effectively | 01 | 03 | | |
| PC 29. | discuss how to examine logistics operations focusing on energy, material and waste management while exploring successful cases of companies undertaking initiatives to promote environmentally sustainable logistics practices | 02 | 03 | | |
| PC 30. | explain the areas where concept of Circular economy be introduced | 02 | | | |
| PC 31. | how can efficient green logistics be implemented and list and suggest green practices at the work area | 02 | 03 | | |
| PC 32. | discuss on the importance of optimizing logistics operations to achieve sustainability goals | 02 | 03 | | |
| PC 33. | outline measures to make workplace operations/activities environment friendly | | 02 | | |
| PC 34. | explain Green Purchasing and its Importance | 01 | | | |
| PC 35. | explain the ways for Green Purchasing in Supply Chain Management | 01 | | | |
| PC 36. | discuss and identify the best Practices for Green Purchasing | 01 | | | |
| PC 37. | explain and outline the criteria for selecting a supplier with green attributes | 01 | | | |
| PC 38. | discuss the supplier evaluation and selection based on green approach in Supply Chain Management and explain how to choose a green logistics partner | 01 | | | |
| PC 39. | illustrate how to enable the transporter to adopt green practices | 01 | | | |
| PC 40. | prepare the Map of entire supply chain, identifying suppliers, transportation routes, manufacturing processes and end consumers and outline on reducing the environmental impact at each stage | 01 | | | |
| PC 41. | prepare an assessment criterion to evaluate suppliers based on their sustainability practices, covering aspects like energy efficiency, waste management, and ethical sourcing | | 02 | | |
| PC 42. | illustrate the case studies of logistics companies using upgraded technologies/green practices and how it benefitted the organisation | | 02 | | |
| PC 43. | demonstrates the implementation of smart logistics solutions, through pictures or videos | | 02 | | |
| PC 44. | show emerging technologies like autonomous vehicles and their potential applications in green logistics through case studies, pictures or videos | | 02 | | |
| PC 45. | explain Occupational Health & Safety Standards and Regulations and requirements for safe work area in Green Logistics | 01 | | | |

| | | | | | |
|---|---|---|---|---|---|
| PC 46. | discuss about Emergency Situations in Green Logistics | 01 | | | |
| PC 47. | explain and show the process of Administering first aid | 01 | 01 | | |
| PC 48. | explain Work Safety Procedures and Instructions in Green Logistics | 01 | | | |
| PC 49. | discuss about Fire Protection in Green Logistics and demonstrate the use of fire extinguisher | 01 | | | |
| PC 50. | explain and demonstrate about use of PPEs used in Green Logistics | 01 | 01 | | |
| PC 51. | discuss and demonstrate about Housekeeping and Infection Control guidelines | 01 | 01 | | |
| PC 52. | Illustrate a Case Study of managing safety in Green Logistics sector | | 01 | | |
| **Total Marks** | | **47** | **53** | | |

# Annexure: 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 SDSM/SID or email
    - Assessment agencies send the assessment confirmation to VTP/TC looping SCGJ
    - Assessment agency deploys the ToA certified Assessor for executing the assessment
    - SCGJ monitors the assessment process & records

2. Testing Environment:

    - Confirm that the centre is available at the same address as mentioned on SDMS or SID
    - Check the duration of the training.
    - Check the Assessment Start and End time to be as 10 a.m. and 5 p.m.
    - Check that the allotted time to the candidates to complete Theory & Practical Assessment is correct.
    - Check the mode of assessment—Online (TAB/Computer) or Offline (OMR/PP).
    - Confirm the number of TABs on the ground are correct to execute the Assessment smoothly.
    - Check the availability of the Lab Equipment for the particular Job Role.

3. Assessment Quality Assurance levels / Framework:

    - Question papers created by the Subject Matter Experts (SME)
    - Question papers created by the SME verified by the other subject Matter Experts
    - Questions are mapped with NOS and PC

- Question papers are prepared considering that level 1 to 3 are for the unskilled & semi-skilled individuals, and level 4 and above are for the skilled, supervisor & higher management
- Assessor must be ToA certified & trainer must be ToT Certified
- Assessment agency must follow the assessment guidelines to conduct the assessment

4. Types of evidence or evidence-gathering protocol:
    - Time-stamped & geotagged reporting of the assessor from assessment location
    - Center photographs with signboards and scheme specific branding
    - Biometric or manual attendance sheet (stamped by TP) of the trainees during the training period
    - Time-stamped & geotagged assessment (Theory + Viva + Practical) photographs & videos

5. Method of verification or validation:
    - Surprise visit to the assessment location
    - Random audit of the batch
    - Random audit of any candidate

6. Method for assessment documentation, archiving, and access
    - Hard copies of the documents are stored
    - Soft copies of the documents & photographs of the assessment are uploaded / accessed from Cloud Storage
    - Soft copies of the documents & photographs of the assessment are stored in the Hard Drives

# 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. |