

QUALIFICATION FILE

Shoe Maker

☒ 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:

Leather Sector Skill Council

#81, GCV House, Nungambakkam High Road

Nungambakkam, Chennai – 600034

Contact Person Name: Mr. Sanjay Kumar, Executive Director

Tel number(s): 044 49920006

E-mail address: lssc@leatherssc.org

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Section 1: Basic Details

1.	Qualification Name	Shoe Maker																									
2.	Sector/s	Leather																									
3.	Type of Qualification: ☒ New ☐ Revised ☐ Has Electives/Options ☐ OEM	NQR Code & version of existing/previous qualification: LSS/Q4101 & V1.0	Qualification Name of existing/previous version: Shoe Maker (Cobbler)																								
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-LT-046042025-V2-LSSC	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	The Shoe Maker makes entire footwear using hand tools and machine depending on the requirements from the end customers or as required by the footwear manufacturing units.																									
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 Grade or equivalent</td> <td>NA</td> </tr> <tr> <td>2</td> <td>9th grade pass</td> <td>1.5 year in relevant field</td> </tr> <tr> <td>3</td> <td>8th grade pass</td> <td>3.0 year in relevant field</td> </tr> <tr> <td>4</td> <td>5th grade pass.</td> <td>6 years in relevant field</td> </tr> <tr> <td>5</td> <td>Previous NSQF Levels Achieved 2.5</td> <td>1.5 year in relevant field</td> </tr> <tr> <td>6</td> <td>Previous NSQF Levels Achieved 2.0</td> <td>3.0 year in relevant field</td> </tr> <tr> <td></td> <td></td> <td></td> </tr> </tbody> </table>		S. No.	Academic/Skill Qualification (with Specialization - if applicable)	Required Experience (with Specialization - if applicable)	1	10th Grade or equivalent	NA	2	9th grade pass	1.5 year in relevant field	3	8th grade pass	3.0 year in relevant field	4	5th grade pass.	6 years in relevant field	5	Previous NSQF Levels Achieved 2.5	1.5 year in relevant field	6	Previous NSQF Levels Achieved 2.0	3.0 year in relevant field			
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5	Previous NSQF Levels Achieved 2.5	1.5 year in relevant field																									
6	Previous NSQF Levels Achieved 2.0	3.0 year in relevant field																									
10.	Credits Assigned to this Qualification, Subject to Assessment (as per National Credit Framework (NCrF))	15	11. Common Cost Norm Category (I/II/III) (wherever applicable): I																								
12.	Any Licensing requirements for Undertaking Training on This Qualification (wherever applicable)	NA																									

13.	Training Duration by Modes of Training Delivery (<i>Specify Total Duration as per selected training delivery modes and as per requirement of the qualification</i>)	☒ Offline ☐ Online ☐ Blended					
		Training Delivery Modes	Theory (Hours)	Practical (Hours)	OJT Mandatory (Hours)	OJT Recommended (Hours)	Total (Hours)
		Classroom (offline)	130	320	-	-	450
		Online	-	-	-	-	-
		(Refer Blended Learning Annexure for details)					
14.	Aligned to NCO/ISCO Code/s (<i>if no code is available mention the same</i>)	NCO-2015/ 7536.9900					
15.	Progression path after attaining the qualification (<i>Please show Professional and Academic progression</i>)	Shoe Maker >> Production/Quality Manager					
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: Speech and Hearing Impairment, Acid Attack Victims, Dwarfism and Mild ID.					
19.	How Participation of Women will be Encouraged	Participation of women will be encouraged through equal opportunities, skill development, safe workplaces, and supportive policies promoting inclusivity.					
20.	Are Greening/ Environment Sustainability Aspects Covered (<i>Specify the NOS/Module which covers it</i>)	☒ Yes ☐ No Nos Code - LSS/N8601, Modules name - Energy/electricity conservation practices & Effective waste management/recycling practice					
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 (<i>In case of CS or MS, provide details of both Lead AB & Supporting ABs</i>)	Name: Sanjay Kumar Email: lssc@leathersssc.org Contact No.: 044 49920006 Website: https://leathersssc.org/					
23.	Final Approval Date by NSQC: 7 th Oct 2025	24. Validity Duration: 36 Months				25. Next Review Date: 7 th Oct 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-Man.	OJT-Rec.	Total	Th.	Pr.	Proj.	Viva	Total	Weightage (%) (if applicable)
1.	Carry out complex repairs on the footwear and other goods.	LSS/N4101 & V3.0	Core	3	4	30:00	90:00	-	-	120	30	70	-	-	100	20%
2.	Carry out footwear making operation using hand tools, equipment and basic machines.	LSS/N4102 & V3.0	Core	3	4	30:00	90:00	-	-	120	30	70	-	-	100	20%
3.	Contribute to achieving Product Quality in Leather repair works and footwear making.	LSS/N4103 & V2.0	Core	3	2	15:00	45:00	-	-	60	10	40	-	-	50	10%
4.	Coordinate with vendors and footwear manufacturing unit for work orders.	LSS/N4104 & V2.0	Core	3	1	15:00	15:00	-	-	30	10	40	-	-	50	10%
5	Start and manage enterprise for footwear repair and assembling.	LSS/N4105 & V2.0	Core	3	1	08:00	22:00	-	-	30	10	40	-	-	50	10%
6.	Maintain health, safety & security, a clean work area & equipment, use optimized resources at the workplace and comply with industry & organizational Requirements.	LSS/N8601 & V3.0	Non-Core	3	1	12:00	18:00	-	-	30	40	60			100	10%
7.	Employability Skills.	DGT/VSQ/N01 01 & V1.0	Non-core	3	1	10:00	20:00	-	-	30	20	30	-	-	50	10%
8.	Carry Out Heel Making Operations	LSS/N4112 & V1.0	Core	3	1	10:00	20:00			30	10	40	-	-	50	10%
Duration (in Hours) / Total Marks					15	130	320	-	-	450	160	390			550	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: NA% (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) (as per NCVET guidelines)	<table><tr><th colspan="7">Trainer Prerequisites</th></tr><tr><th rowspan="2">Minimum Educational Qualification</th><th rowspan="2">Specialization</th><th colspan="2">Relevant Industry Experience</th><th colspan="2">Training Experience</th><th rowspan="2">Remarks</th></tr><tr><th>Years</th><th>Specialization</th><th>Years</th><th>Specialization</th></tr><tr><td>Graduate in any discipline.</td><td></td><td>4</td><td>Supervisory job role in footwear Industry</td><td>2</td><td></td><td>Supervisory job role in footwear Industry</td></tr><tr><td>Diploma in any discipline</td><td></td><td>6</td><td>Supervisory job role in footwear Industry</td><td>2</td><td></td><td>Supervisory job role in footwear Industry</td></tr><tr><td>12th Class</td><td></td><td>8</td><td>Supervisory job role in footwear Industry</td><td>2</td><td></td><td>Supervisory job role in footwear Industry</td></tr></table>							Trainer Prerequisites							Minimum Educational Qualification	Specialization	Relevant Industry Experience		Training Experience		Remarks	Years	Specialization	Years	Specialization	Graduate in any discipline.		4	Supervisory job role in footwear Industry	2		Supervisory job role in footwear Industry	Diploma in any discipline		6	Supervisory job role in footwear Industry	2		Supervisory job role in footwear Industry	12 th Class		8	Supervisory job role in footwear Industry	2		Supervisory job role in footwear Industry
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2.	Master Trainer's Qualification and experience in the relevant sector (in years) (as per NCVET guidelines)	<table><tr><th colspan="7">Trainer Prerequisites</th></tr><tr><th rowspan="2">Minimum Educational Qualification</th><th rowspan="2">Specialization</th><th colspan="2">Relevant Industry Experience</th><th colspan="2">Training Experience</th><th rowspan="2">Remarks</th></tr><tr><th>Years</th><th>Specialization</th><th>Years</th><th>Specialization</th></tr><tr><td>Graduate in any discipline.</td><td></td><td>8</td><td>Supervisory job role in footwear Industry</td><td>2</td><td></td><td>Supervisory job role in footwear Industry</td></tr></table>							Trainer Prerequisites							Minimum Educational Qualification	Specialization	Relevant Industry Experience		Training Experience		Remarks	Years	Specialization	Years	Specialization	Graduate in any discipline.		8	Supervisory job role in footwear Industry	2		Supervisory job role in footwear Industry														
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		Diploma in any discipline		10	Supervisory job role in footwear Industry	2		Supervisory job role in footwear Industry
		12 th Class		12	Supervisory job role in footwear Industry	2		Supervisory job role in footwear Industry
3.	Tools and Equipment Required for Training	☒ Yes ☐ No (If “Yes”, details to be provided in Annexure) Available in Annexure 1						
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)	Assessor Prerequisites						
		Minimum Educational Qualification	Specialization	Relevant Industry Experience		Training Experience		Remarks
				Years	Specialization	Years	Specialization	
		Graduate in any discipline.		4	Supervisory job role in footwear Industry	2		Supervisory job role in footwear Industry
		Diploma in any discipline		6	Supervisory job role in footwear Industry	2		Supervisory job role in footwear Industry
		12 th Class		8	Supervisory job role in footwear Industry	2		Supervisory job role in footwear Industry
2.	Proctor's Qualification and experience in relevant sector (in years) (as per NCVET guidelines)	Minimum Educational Qualification	Specialization	Relevant Industry Experience		Training Experience		Remarks
				Years	Specialization	Years	Special-ization	

				NA	NA	NA	Must have PMKVY or other govt. scheme or paid training Proctor experience.																				
		Graduate in any discipline.																									
3.	Lead Assessor's/Proctor's Qualification and experience in relevant sector (in years) (as per NCVET guidelines)	<table><tr><th rowspan="2">Minimum Educational Qualification</th><th rowspan="2">Specialization</th><th colspan="2">Relevant Industry Experience</th><th colspan="2">Training Experience</th><th rowspan="2">Remarks</th></tr><tr><th>Years</th><th>Specialization</th><th>Years</th><th>Specialization</th></tr><tr><td></td><td>Graduate in any discipline.</td><td></td><td>8</td><td></td><td>2</td><td>Supervisory job role in footwear Industry</td><td></td></tr></table>							Minimum Educational Qualification	Specialization	Relevant Industry Experience		Training Experience		Remarks	Years	Specialization	Years	Specialization		Graduate in any discipline.		8		2	Supervisory job role in footwear Industry	
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		Years	Specialization	Years	Specialization																						
	Graduate in any discipline.		8		2	Supervisory job role in footwear Industry																					
4.	Assessment Mode (Specify the assessment mode)	Theory – Online or Offline Practical - Offline																									
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 the need for the Qualification

Provide Annexure/Supporting documents name.

1.	Latest Skill Gap Study (not older than 2 years) (Yes/No): No
2.	Latest Market Research Reports or any other source (not older than 2 years) (Yes/No): Yes, The investment of Non Leather Footwear Industry in India is high.
3.	Government /Industry initiatives/ requirement (Yes/No): No
4.	Number of Industry validation provided: 21
5.	Estimated nos. of persons to be trained and employed: 7500
6.	Evidence of Concurrence/Consultation with Line Ministry/State Departments: yes If "No", why: Submitted to our Line ministry and awaiting for email.

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 <i>(Mandatory)</i>	Annexure – Evidence of Level
2.	Annexure: List of tools and equipment relevant for qualification <i>(Mandatory, except in case of online course)</i>	Annexure 1
3.	Annexure: Detailed Assessment Criteria <i>(Mandatory)</i>	Annexure Name - Detailed Assessment Criteria
4.	Annexure: Assessment Strategy <i>(Mandatory)</i>	Annexure 2
5.	Annexure: Blended Learning <i>(Mandatory, in case selected Mode of delivery is “Blended Learning”)</i>	Annexure – Blended Learning
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>	NA
8.	Supporting Document: Model Curriculum <i>(Mandatory – Public view)</i>	Annexure 3
9.	Supporting Document: Career Progression <i>(Mandatory - Public view)</i>	Annexure 4
10.	Supporting Document: Occupational Map <i>(Mandatory)</i>	Annexure 5
11.	Supporting Document: Assessment SOP <i>(Mandatory)</i>	Annexure 6
12.	Any other document you wish to submit:	NA

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	Shoe Maker is expected to repair the shoe/leather goods and create the shoe by hand the complete upper in shoe shape with help of a last as per the job card details. He/she has to carry out Counter Tightening, Toe Moulding, Forepart Lasting, Seat Lasting, Side Lasting, Roughing, Sole Pressing and De-lasting processes He/she has to maintain the required productivity and quality of the footwear lasting at the production line.	The activities identified are the familiar and routine activities for them as these activities are independent of job and the production unit he is deployed in. Considering the outcomes the job roles is pegged at level 03	3

Professional and Technical Skills/ Expertise	Shoe maker organizes the appropriate tools and equipment used for shoe making operation identifies and reviews the defects in the completed upper of footwear components and takes appropriate actions for rectification	A range of cognitive and practical skills required to accomplish tasks and accept challenges by selecting and applying basic methods, tools, materials and information in Shoe Maker job role Hence NSQF Level is 3.	3
Employment Readiness & Entrepreneurship Skills & Mind-set	The Individual should have the Strong understanding of the leather and, Excellent customer service skills, Knowledge of fashion trends and current styles, Familiarity with retail sales techniques and strategies, Strong communication and interpersonal skills, Ability to work well in a team environment, Strong organizational and time management skills, Ability to multitask and handle multiple customer interactions at once, Knowledge of basic computer programs such as POS systems and Microsoft Office, Flexibility to work evenings, weekends and holidays as needed.	Shoe maker must have much broader Employability Skills including understanding of career planning, digital skills, financial and legal literacy, good communication skills, initiative and leadership abilities, good understanding of work environment, comfortably use most of the basic digital tools, has clear understanding of Financial and Digital literacy, Aadhaar and Mobile, uses digital payments etc. with proficiency to close the sale and achieve the target.	3
Broad Learning Outcomes/Core Skill	Shoe Maker is expected to understand production manuals and job cards. He/ she is has to prepare the work area and select the appropriate tools before starting the operation. He/she is required to check the quality of raw material and also of the produced upper. Has to ensure optimum utilization and minimum wastage. All of this requires application of problem solving, analytical principles.	Operator has to continuously give and receive instruction/ feedback from co-workers and supervisors on the lasting process hence they are expected to be good in communication skills. Jobholder is expected to conduct themselves in ways, which show a basic understanding of the social and professional environment of working in the production unit. Hence NSQF Level is 3.	3
Responsibility	The jobholder is mainly responsible for: - Carrying out repairs in shoe/Leather goods. - Visually inspect for defects in the produced upper of footwear - Maintaining the work area The process of lasting could vary from one production unit to another and also could depend on the type of footwear being produced So the jobholder based on his own learning and experience, identify appropriate process to maximize the productivity and increase one's efficiency. He/she is continuously engaged in the self-learning process and he/she has the responsibility for own work.	Jobholder is majorly responsible for his/her own job and self-learning process which justifies the pegging of the QP at level 3	3

Annexure: Tools and Equipment (Lab Set-Up)

List of Tools and Equipment: Available in Annexure 1

Batch Size: 30

S. No.	Tool / Equipment Name	Specification	Quantity for specified Batch
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		size
1	Stitching Machine – Flat Bed	10
2	Post Bed S/N Stitching Machine	2
3	Skiving Knife	5
4	Gimping Scissor	10
5	Teflon head hammer	5
6	Steel scale	5
7	Lasting Jack	10
8	Revolving punch	1
9	Measuring tape	10
10	Iron Box	1
11	Lasting Table	2
12	Rotating Ironing Machine	1
13	Plastic/Texon board marking Patterns	4
14	Marking jigs of standard size	2
15	Adhesives containers	10
16	Lasting Pincer	10
17	Tack Puller or Nail Remover	10
18	Counter tightening machine	1
19	Roughing m/c,	1
20	Sole pressing machine	1
21	Lasts – Plastic (Men or women or mixed of different size)	15
22	New set of pattern	5
23	Scissors	5
24	Divider	2
25	PPE's	10
26	Edge burning heat rod	1
27	Hand stitching thread	5
28	Marking Pencil	1
29	Basic Stationary	30
30	BIN Card, Job card, Break down report, Quality report	1

Classroom Aids

The aids required to conduct sessions in the classroom are:

1. Computer (PC) with latest configurations and Internet connection with standard operating system and standard word processor and worksheet software – 1 Nos
2. LCD Projector – 1 Nos
3. Projection Screen: 1 (minimum dimension 8/6) Ft – 1 Nos
4. White/Black Boards (4 Feet) - 1 Nos
5. UPS – 500VA – 1 Nos
6. Flip Charts – 1 Roll
7. First Aid Box – 1 Nos

Annexure: Industry Validation Summary

SL No	Organization Name	Representative Name	Designation	Contact Address	Contact Phone No	Email ID	URL
1	D2 International Pvt. Ltd.	Rajkamal Mukherjee	HR & Admin	P-78, Kasba Industrial Estate Phase-II, Kolka, West Bengal, India - 700107.	9051366222	hr@d2international.com	https://www.d2international.com/
2	Crescent Export Syndicate	Ramzee Imtiaz	Compliance Head	Plot No. 1640, Bantala Leather Complex, Phase I, Zone- 9, West Bengal, Pin- 743502	9433268526	audit@crescentexp.com	https://crescentexp.com/
3	Ashdhir Creation LLP	Rishi Ashdhir	Designated Partner	138/M, Picnic Garden Road, Near quality Ice cream factory, near Kustia, Tiljala, Kolkata, West Bengal- 700039	7595959520	rishiashdhir@gmail.com	https://ashdhircreations.com/
4	Ayman Tanning Company Pvt. Ltd.	Sharib Ahmed	Director	36, Topsia Road, Uttar Panchannagram, Kolkata- 700039	9830080666	info@ayman.in	https://www.ayman.in/
5	Jisan Enterprise	Rejoyan Molla	Manager	Vill- B. S. College More, P.O- Tangrakhal, P.S- Canning, Dist- South 24 Parganas, Pin- 743329, West Bengal	8391961420	rejoyan2005@gmail.com	https://www.jishanenterprise.com/
6	Laskar Enterprise	Salauddin Laskar	Proprietor	Vill- Keyakona, P.S- Uttarkusum, P.S- Usthi, Dist- South 24 Parganas, Pin- 743375, West Bengal	9647345721	laskar.enterprise123@gmail.com	https://laskarenterprise.in/
7	Arman Hossain Sardar	Arman Hossain Sardar	Proprietor	Banamalipur, Bansra, Jibantala, South 24 Parganas, West Bengal, Pin- 743363	9064555877	armanhossainsardar13@gmail.com	https://armanhossainsardar.com/
8	Halim Leather Centre	Abdul Halim Molla	Proprietor	Vill+P.O- Barzipur, P.S- Usthi, Dist- South 24 Parganas, Pin- 743375, West Bengal	8016505376	abdulhalimmolla01@gmail.com	https://www.justdial.com/Ambur/Haleem-Leathers
9	A.V. Thomas Leather & Allied Products Private Limited	Zulfiqarali Kamal Basha	General Manager - Human Resources	12, Race Course Road, Guindy, Chennai - 600 032, Tamil Nadu	9790257222	zulfi@avtleather.com	https://www.avtgroup.in/Leather-Goods.html
10	India Shoes Exports Pvt.Ltd	K. Chandramohan	Head HR , Admin & Compliance	151/4, Mount Poonamallee Road, Ramapuram, Chennai - 600 089, Tamil Nadu	8939800466	hrm@indiashoesexports.in	https://farida.co.in/
11	Enco Shoes	A. Farook Basha	Admin	350/3-B, Ammoor Road, Samathuvapuram, Ranipet - 632	9025492700	group@encoshoes.com	http://www.encoshoes.com

			Manager	402		es.com	om/
12	Butler Leather Goods Factory India Pvt Ltd	AF Zafarul Islam	Director	No:74/1A2, 75/1A2, KVT Garden, Pullilune Village, Redhills, Chennai - 600 052	9952020278	zafar@butlerleather.com	https://www.butlerleather.com/
13	VRD Exports	Rajeev Gupta	Manager HR	Khasra No. 2013/2, Village Runakta, Agra	9536121233	hr@vrdexports.in	https://www.afmec.org/contact/194/vrd-exports
14	Carson Overseas	Zubair Khan	Accounts	B 9,10 & 11 EPIP, Shahtripuram Agra	9267257111	accounts@carsonoverseas.in	https://www.afmec.org/contact/174/carson-overseas
15	J M Footwear	Ganesh Yadav	HR Manager	C-39, site- C, UPSIDC Industrial Area Sikandra Agra	8410157427	hr@jmfootex.com	https://jmlooks.com/
16	Opel Footwear	Hirdesh Sisodiya	Partner	E-27, site-C, UPSIDC Sikandra Agra	9837619777	opelfootwearinfo@gmail.com	https://www.exportersindia.com/opel-footwear/
17	Milanya Footprints	Shivendra Kapoor	Director	UPSIDC Industrial Area Shastripuram Agra	8171716600	info@milanyafootprints.com	https://www.zaubacorp.com/MILANYA-FOOTPRINTS-PRIVATE-LIMITED-U19202UP2017PTC093805
18	Milano Shoe Impex	Aman Shivhare	Director	E-55, site-C, Industrial Area Sikandra Agra	9058880515	amanshivhare@gmail.com	https://www.exportersindia.com/milano-shoe-impex/
19	Tej Shoe Tech	Ravindra Dixit	Dy Gen. Manager HR	10th - 11th MILE STONE, Agra-Mathura Road, Artoni Agra - 282007	9837019640	tejshoetech@tejshoetech.in	https://www.tejshoetech.in/
20	Dawar Footwear	Rajeev Mishra	HR Manager	Near Babu Ashram, 12.5 km Agra Delhi Road Agra	9319206555	hrd@dawargroup.com	https://www.dawargroup.com/
21	Hampton Shoes	Mr. M. Faisal	HR Manager	Arazi No-971, Katri Peepar Kheda, Kanpur- Lucknow Highway, Unnao- 209861	9838504452	faisal@hamptonshoes.in	

Annexure: Training & Employment Details

Training and Employment Projections: 7500

Year	Total Candidates		Women		People with Disability	
	Estimated Training #	Estimated Employment Opportunities	Estimated Training #	Estimated Employment Opportunities	Estimated Training #	Estimated Employment Opportunities
2024-25	1000	1000	200	200	100	100
2025-26	2500	2500	500	500	100	100
2026-27	4000	4000	500	500	100	100

Data to be provided year-wise for next 3 years

Training, Assessment, Certification, and Placement Data for previous versions of qualifications: Yes

Qualification Version	Year	Total Candidates				Women				People with Disability			
		Trained	Assessed	Certified	Placed	Trained	Assessed	Certified	Placed	Trained	Assessed	Certified	Placed
Shoe Maker & V1.0 & 2.0	2016-2022	60000	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

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: NA

1. PMKVY 1.0, 2.0 & 3.0
2. DDU – GKY
3. IFLADP – HRD Sub Scheme (Under DPIIT)

Content availability for previous versions of qualifications: Yes

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

Languages in which Content is available: English, Hindi, Tamil, Bengali, Marathi & Kannada

Annexure: Blended Learning

Blended Learning Estimated Ratio & Recommended Tools: NA

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
1	☐ Theory/ Lectures - Imparting theoretical and conceptual knowledge		
2	☐ Imparting Soft Skills, Life Skills, and Employability Skills /Mentorship to Learners		
3	☐ Showing Practical Demonstrations to the learners		
4	☐ Imparting Practical Hands-on Skills/ Lab Work/ workshop/ shop floor training		
5	☐ Tutorials/ Assignments/ Drill/ Practice		
6	☐ Proctored Monitoring/ Assessment/ Evaluation/ Examinations		
7	☐ On the Job Training (OJT)/ Project Work Internship/ Apprenticeship Training		

Annexure: 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
LSS/N4101 - Carry out complex repairs on the footwear and other goods	PC1. describe leather, artificial leather & materials	2	4		
	PC2. understand the materials used in making footwear or goods	2	6		
	PC3. describe hand tools for repairing of footwear	4	10		
	PC4. explain stitching and pasting methods	2	4		
	PC5. explain complex repairing procedures	10	26		
	PC6. identify different types of stitching	2	4		
	PC7. stitch the torn part using appropriate tools and materials	2	4		
	PC8. use hand tools and perform different types of stitching	2	4		
	PC9. perform heel attaching/ heel replacing/ heel trimming as per repair requirements	2	4		
	PC10. fix various types of accessories of the footwear	2	4		
	Total Marks	30	70	NA	NA
LSS/N4102 - Carry out footwear making operations using hand tools, equipment, and basic machines.	PC1 Select and use appropriate hand tools, equipment, and machines as per the type of footwear and materials to be used.	2	4		
	PC2 Check tools and equipment for proper functioning before beginning the operation to ensure safety and efficiency.	2	4		
	PC3 Measure, mark, and cut materials accurately following the job specifications or design.	4	20		
	PC4 Operate basic machines (e.g., skiving, stitching, trimming) safely and correctly according to manufacturer's guidelines.	4	4		
	PC5 Assemble footwear components (e.g., uppers, soles, linings) using appropriate techniques and materials.	2	10		
	PC6 Ensure components are joined accurately and securely with minimal defects or misalignment.	2	4		
	PC7 Maintain a clean and organized work area, ensuring all tools and materials are handled safely.	4	4		
	PC8 Inspect completed footwear parts for quality, checking for defects in stitching, fitting, or finishing	2	10		
	PC9 Perform basic maintenance on tools and machines, such as oiling, cleaning, or replacing worn-out parts.	4	4		
	PC10 Follow health and safety procedures at all times, including the use of PPE (Personal Protective Equipment).	4	6		
	Total	30	70	NA	NA

LSS/N4103 - Contribute to achieving Product Quality in leather repair works and footwear making	PC1. analyse the footwear/ leather goods to determine quality issues	1	4		
	PC2. identify faults in finished products and trace their causes	1	5		
	PC3. ensure the optimum condition of the hand tools used in footwear making	1	5		
	PC4. identify faults in materials and products	1	3		
	PC5. ensure that the stitching is done appropriately and neatly	1	4		
	PC6. check for any loose threads after the stitching is complete and trim if required	1	3		
	PC7. ensure that both the pair of the footwear look similar after completion of the process	1	4		
	PC8. ensure that there is no spillage of glue in any part of the footwear after pasting different parts	1	5		
	PC9. ensure that enough pressure is put by hand/ hammer after glue application to avoid opening of any part	2	7		
	Total	10	40		
LSS/N4104 - Coordinate with vendors and footwear manufacturing unit for work.	PC1. distribute and delegate work among vendors in the region	1	2		
	PC2. ensure the work is distributed based on parts of shoe to respective vendor	1	2		
	PC3. coordinate the workings of different vendors to ensure completion of work before the deadline	1	2		
	PC4. ensure the quality of their work and the footwear components are as per the standards	-	3		
	PC5. receive work orders from the existing clients	1	2		
	PC6. understand the client requirements and specifications	-	4		
	PC7. discuss work order deadlines and payment schedules	1	3		
	PC8. inspect the quality of the final product before the final delivery to the client	1	3		
	PC9. ensure work orders are delivered on time	1	3		
	PC10. identify potential clients in the nearby locations/ region to expand the clientele	1	3		
	PC11. ascertain the prices of various materials used for footwear making from the market	1	3		
	PC12. check the amount received from the customer/ client for the work order	-	3		
	PC13. receive the payment via different modes- cash, cheque, online transfers, etc.	1	2		
	PC14. calculate the inflow and outflow of cash to determine the profits	0	2		
	PC15. maintain record and documentation	-	3		

	Total	10	40		
LSS/N4105 - Start and manage enterprise for footwear repair and assembling.	PC1. ascertain the prices of various materials used for footwear making from the market	1	5		
	PC2. identify the material required for footwear making	1	4		
	PC3. ensure the availability of all the materials required for footwear making at all times	0	4		
	PC4. maintain record of purchase from the market/ dealers	1	4		
	PC5. identify customer requirement for the footwear	1	3		
	PC6. analyse the footwear design to determine the amount of efforts and material required	1	3		
	PC7. estimate the cost based on the requirements	1	3		
	PC8. communicate to the customer the charges for making the footwear	1	2		
	PC9. negotiate politely with the customers if required	1	4		
	PC10. check the amount received from the customer	-	2		
	PC11. return the balance amount to the customer if requirement	-	2		
	PC12. maintain record of money earned on a daily basis	1	2		
	PC13. calculate the inflow and outflow of cash to determine the profits	1	2		
	Total	10	40		
LSS/N8601: Maintain health, safety & security, a clean work area & equipment, use optimized resources at the workplace and comply with industry & organizational Requirements.	PC 1 Compliance with health, safety and security requirements at the workplace	6	8		
	PC 2 Carry out sales activity	4	6		
	PC 3 Maintain hygiene and sanitation at the workplace	4	6		
	PC 4 Maintain the work area	4	6		
	PC 5 Perform maintenance operations	6	8		
	PC 6 Compliance with industry, regulatory and organizational requirements	5	8		
	PC 7 Respect diversity	5	6		
	PC 8 Material conservation practices	0	0		
	PC 9 Energy/electricity conservation practices		4		
	PC 10 Effective waste management/recycling practices	6	8		
	Total Marks	40	60		
DGT/VSQ/N0101 & V1.0– Employability Skills	PC 1 Introduction to Employability Skills	1	1		
	PC 2 Constitutional values – Citizenship	1	1		
	PC 3 Becoming a Professional in the 21st Century	1	3		
	PC 4 Basic English Skills	2	3		
	PC 5 Communication Skills	1	1		
	PC 6 Diversity & Inclusion	1	1		
	PC 7 Financial and Legal Literacy	3	4		

	PC 8 Essential Digital Skills	4	6		
	PC 9 Entrepreneurship	3	5		
	PC 10 Customer Service	2	2		
	PC 11 Getting ready for apprenticeship & Jobs	1	3		
	Total Marks	20	30		
LSS/N 4112 - Carry out Heel making operations	PC1: Identify and collect required tools, materials, and components for heel making.	2			
	PC2: Check the heel components for quality, size, and design as per job specifications.		5		
	PC3: Clean and prepare the work area and equipment before starting operations	2			
	PC4: Align the heel accurately with the heel seat of the shoe as per design instructions.		5		
	PC5: Use the appropriate method (nailing, screwing, or adhesive bonding) to attach the heel securely.	2	5		
	PC6: Ensure heel height, shape, and angle meet product specifications.		5		
	PC7: Use hand tools or machines to fix and press the heel without damaging the shoe.	2	5		
	PC8: Perform grinding, trimming, and surface finishing of the heel edges to ensure smoothness and aesthetics.		5		
	PC9: Follow operational and safety procedures while handling adhesives, tools, or machines.	2	5		
	PC10: Dispose of waste materials as per organizational procedures.		5		
	Total	10	40	NA	NA

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.

Mention the detailed assessment strategy in the provided template.

Leather SSC has well defined assessment process wherein SSC directly executes & monitors the assessment through a pool of trained certified assessors. The assessors are available locally in all major clusters and Question banks are provided in the local language. Clear-cut Pre assessment, Assessment & Post Assessment strategies have been developed incorporating latest technology & real time monitoring of the entire assessment process. All the relevant stakeholders are educated on the Assessment & QA practices with well-defined role for each stakeholder

The assessment consists of majorly two-components

1. Cognitive (Knowledge-based)

- a. Summative assessment consisting of 20 theory questions with Multiple Choice, equally distributed to NOS present in the qualification pack.
 - b. This will test their knowledge & understanding of the theory concept covered in the training part.
2. Psychomotor (Skill based)
- a. Formative assessment consisting of practical demonstration & performance of the job role as per the NOS ,including VIVA
 - b. This will test their skill and application of the practical concepts in the QP.

Assessment Process:

- Training Partner (TP) shares the candidate details in the prescribed format with SSC and assessment is scheduled for a mutually agreed date.
- TP makes the necessary arrangements for assessment
- On the assessment date, the assigned assessor reaches the location (mostly Training Centre) and confirms the assessment arrangements.
- Assessor performs the Pre-assessment QA checks including the lab setup, training attendance, Logbook and candidate documents. It's mandatory to check and confirm the candidate identity with the support of the concerned batch trainer & candidate ID
- Assessment process is completely online using Mobile/ Tablet with live monitoring & recording.
- Theory assessment is completely online & scoring is done automatically. Practical assessment can be proctored in case of End Point Assessor method wherein the proctor uploads the practical video for which scoring is done by end point assessor or assessor based where in assessor gives the scoring for each question.
- Once the practical & viva scoring is completed, the scores are locked & results are generated instantaneously.

Quality Assurance in Assessment Process:

- Detailed SOP/checklist shared with TP & assessor on the assessment process
- Geotagging & Whats app Group –Periodic sharing of pics & videos - What's app group is maintained wherein the assessor shares his/her geotagged photo once they reach the TC. Then only the assessor is given access to the online assessment documents. The assessors are instructed to share the geotagged pics & short videos of assessment in the group as the assessment progress..

- MI Camera Monitoring - As the assessor reaches the TC, Mi camera has to be connected for Live monitoring & the whole assessment activity is recorded. Live monitoring of assessments keep a check on the assessor & TPs during the assessment. Any malpractices involved can be easily caught with evidence.

Best Practices:

1. Assessment:
 - a. Geo Tagging
 - b. Access to Online assessment documents for assessor only after reaching the Training Centre.
 - c. Randomization of questions
 - d. Question Paper set at Control
 - e. LIVE monitoring & recording of assessment
2. Assessor
 - a. Capacity building trainings given periodically
 - b. Distribution of centers
 - c. Travel arrangements
 - d. Performance of assessor Empaneled
 - e. SLA with emphasis on malpractice
3. Online Platform
 - a. User friendly
 - b. Capable of operating in poor internet connectivity
 - c. Randomization of papers
 - d. Photograph of candidate & ID card captured before theory & practical assessment

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