

Revised Application Documentation: Version 4 /25 May, 2015

## **QUALIFICATION FILE – CONTACT DETAILS OF SUBMITTING BODY**

### **Name and address of submitting body:**

#### **Agriculture Skill Council of India**

304-305 Bestech Chambers,  
Block B, Sushant Lok 1,  
Gurgaon-122002  
**P: 0124-4288322**

### **Name and contact details of individual dealing with the submission**

**Name:** Ms Priyanka Prakash

**Position in the organisation:** Manager

**Address if different from above**

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### **List of documents submitted in support of the Qualifications File**

1. Qualifications Pack
2. Industry Engagement Certificate
3. Occupational Map

### 3. QUALIFICATION FILE SUMMARY

<b>Qualification Title</b>	<b>Broiler Poultry Farm Supervisor</b>		
<b>Body/bodies which will assess candidates</b>	Agriculture Skill Council of India (ASCI)		
<b>Body/bodies which will award the certificate for the qualification.</b>	Agriculture Skill Council of India (ASCI)		
<b>Body which will accredit providers to offer the qualification.</b>	Agriculture Skill Council of India (ASCI)		
<b>Occupation(s) to which the qualification gives access</b>	Poultry Farming		
<b>Proposed level of the qualification in the NSQF.</b>	5		
<b>Anticipated volume of training/learning required to complete the qualification.</b>	150		
<b>Entry requirements / recommendations.</b>	12 <sup>th</sup> Standard Passed Preferable		
<b>Progression from the qualification.</b>	Poultry Farm Manager, Poultry Farm Owner		
<b>Planned arrangements for RPL.</b>	RPL assessment will be as per normal ASCI assessment process.		
<b>Formal structure of the qualification</b>			
<b>Title of unit or other component</b> (include any identification code used)	<b>Mandatory/Optional</b>	<b>Estimated size (learning hours)</b>	<b>Level</b>
1. AGR N4301 Estimate and procure required resources	Mandatory	35	5
2. AGR/ N4302 Supervise farm workers	Mandatory	26	
3. AGR/ N4303 Maintain farm equipments, building and environment	Mandatory	35	
4. AGR/ N4304 Health management of chicks	Mandatory	30	
5. AGR/N4305 Maintain Health & Safety of farm workers	Mandatory	24	

Please attach any document giving further detail about the structure of the qualification – eg a Curriculum or Qualification Pack.

Give details of the document here:

Qualification of Broiler Poultry Farm Supervisor **attached** as Annexure 1

## **SECTION 1**

### **ASSESSMENT**

**Name of assessment body:**

If there will be more than one assessment body for this qualification, give details.

ASCI affiliated assessment bodies.

1. Aspiring Minds Pvt Ltd
2. Anant Learning & Development Pvt Ltd
3. Assess People Services India Pvt Ltd
4. Trendsetters Skill Assessors Pvt Ltd

More Assessment Agencies are being empanelled to cover wider geographical area

**Will the assessment body be responsible for RPL assessment?**

**Yes**

Give details of how RPL assessment for the qualification will be carried out and quality assured.

RPL will be based on the same approved Qualification Pack and Assessment Criteria mentioned in the Qualification Pack and will be carried out as per normal ASCI assessment process.

**Describe the overall assessment strategy and specific arrangements which have been put in place to ensure that assessment is always valid, consistent and fair and show that these are in line with the requirements of the NSQF:**

A robust technology enabled assessment methodology has been designed keeping in mind the geographical/Physical constraints and target segment which assess a trainee's knowledge and skill set through three methods:

- a. An offline Tablet based test through the use of Multiple Choice Text and Picture based questions in vernacular languages
- b. Actual demonstration on the field
- c. Viva

**ASCI's assessment strategy:**

- Question sets are developed as per the weightage of each NOS of the Qualification Pack.
- Assessment criteria for each Qualification Pack developed, in which each Performance criteria (PC) assigned marks based on NOS
- Question Bank is developed to assess the theoretical and practical knowledge. To ensure the quality, each trainees get different set of question
- Empanelment of subject matter expert as assessor primarily from the Industry to assess trainee specifically on practical skills as per Industry demands
- Assessments are preferably conducted on tablets or pen or papers in regional languages according to the requirement.
- Questions are uploaded in the tablets only on the day of assessment
- It is ensured that TP/trainer are not present during assessment

Please attach any documents giving further information about assessment and/or RPL.

Give details of the document(s) here:

Assessment criteria is available at the end of the Qualification Pack (attachment sl.no.1)

## ASSESSMENT EVIDENCE

Complete the following grid for each grouping of NOS, assessment unit or other component as listed in the entry on the structure of the qualification on page 1.

### CRITERIA FOR ASSESSMENT OF TRAINEES

**Job Role: Broiler Poultry Farm Supervisor**

**Qualification Pack: AGR/Q4301**

**Sector Skill Council: Agriculture Skill Council of India**

#### **Guidelines for Assessment:**

1. Criteria for assessment for each Qualification Pack will be created by the Sector Skill Council. Each Performance Criteria (PC) will be assigned marks proportional to its importance in NOS. SSC will also lay down proportion of marks for Theory and Skills Practical for each PC.
2. The assessment for the theory part will be based on knowledge bank of questions created by the SSC.
3. Individual assessment agencies will create unique question papers for theory part for each candidate at each examination/training centre (as per assessment criteria below)
4. Individual assessment agencies will create unique evaluations for skill practical for every student at each examination/training centre based on this criteria
5. To pass the Qualification Pack, every trainee should score a minimum of 60% in aggregate and 40% in each NOS
6. The marks are allocated PC wise; however, every NOS will carry a weight age in the total marks allocated to the specific QP.

Assessable Outcome	Assessment Criteria	Total Marks	Out Of	Marks Allocation	
				Theory	Skills Practical
1.AGR/N4301 Estimate and procure required resources for raising broiler chicks	PC1. understand the quantity and quality of broilers to be raised in the poultry farm at one time	30	1	1	0
	PC2. understand the poultry farm's capacity to raise broiler chicks at one time		1	1	0
	PC3 assess the requirements of different resources like broiler chicks, feed, equipments, man power, water, litter material etc to meet company's broiler production targets		3	1	2
	PC4. estimate the quantity requirement of each resource to meet the given targets		4	1	3
	PC5. prepare the final list of resources required along with their quantity in consultation with poultry farm manager		4	1	3

	PC6. collect information about suppliers providing the required resources in the market		1	1	0
	PC7. select right supplier(s) for required materials in consultation with poultry farm manager as per company's policy		1	1	0
	PC8. negotiate with supplier(s) on prices and supply time of materials to get the best deal		3	1	2
	PC9. place order and procure the material from supplier(s) in time bound manner		2	1	1
	PC10. maintain the record of procurement as per company's policy		3	1	2
	PC11. estimate all the required resources				
	correctly for raising broiler chicks		2	1	1
	PC12. identify right supplier(s) to maintain uninterrupted material supply		1	1	0
	PC13. get the quality material in time at the lowest cost		2	2	0
	PC14. Ensure availability of quantity of material for achieving company's quality and quantity target of broiler production		2	1	1
	<b>Total</b>		<b>30</b>	<b>15</b>	<b>15</b>
2.AGR/N4302 Supervise farm workers	PC1. monitor health, hygiene, sanitation and welfare of broiler chicks in the poultry farm periodically	<b>60</b>	5	2	3
	PC2. observe and monitor the farm infrastructure periodically		4	2	2
	PC3. chalk out the work and activities to be done every day		4	2	2
	PC4. distribute the work among farm workers and casual workers to complete day's work		5	2	3
	PC5. distribute materials like feed, personal protective equipment and tools to workers as per the work requirements		5	2	3
	PC6. explain the work requirements to workers		4	2	2

	PC7. explain the effective ways to workers for completing their respective work		3	2	1
	PC8. monitor the workers performing their duties and point out if any discrepancy is observed		5	2	3
	PC9. train workers on how to handle chicks at different stages of growth		5	2	3
	PC10. report problems to farm manager in timely manner		2	2	0
	PC11. maintain the operational record as per company's policy		5	2	3
	PC12. assess health and welfare of broiler chicks correctly		4	2	2
	PC13. identify daily needs of broiler chicks and farm infrastructure correctly		3	1	2
	PC14. make good work plan on daily basis to ensure quality production of broilers		2	1	1
	PC15. ensure motivated and productive workers in the farm		4	4	0
	<b>Total</b>		<b>60</b>	<b>30</b>	<b>30</b>
3.AGR/N4303 Maintain farm equipments, building and environment	PC1. perform visual inspection of farm tools and equipments daily	<b>50</b>	2	2	0
	PC2. check that all tools and equipments like brooder units, chick guards, oven, various kinds of feeders and drinkers etc are in working and usable condition		4	2	2
	PC3. check that there are no liquid spillages, blockage or cracks in them		2	1	1
	PC4. check that plastic / rubber water pipes are not kinked or blocked		2	1	1
	PC5. get the tools and equipments cleaned by workers periodically		1	1	0
	PC6. get the tools and equipments repaired whenever they are not in working condition		1	1	0
	PC7. perform visual inspection of the physical infrastructure periodically as per standards		2	2	0

PC8. check that all the areas are well lit	1	0	1
PC9. ensure there is no bare or damaged electrical wire	1	0	1
PC10. ensure that screws of main plug are tight and there is no damage in electrical board	1	0	1
PC11. ensure all lights, oven and brooder rings are working	1	0	1
PC12. ensure any water tap, connector or pipe is not leaking or blocked	1	0	1
PC13. check that there is no seepage in the walls	1	0	1
PC14. ensure that all the sewerage outlets / holes are unblocked	1	0	1
PC15. get the poultry farm and its surrounding area cleaned	4	2	2
PC16. ensure that empty rooms are cleaned thoroughly between flocks after removing any visible manure and dirt	2	0	2
PC17. ensure that any dead chick is removed promptly and disposed of according to company's SOP / regional regulations	1	0	1
PC18. ensure that empty rooms are disinfected thoroughly by fumigation / spray as per company's SOP / veterinary doctor's advice	1	0	1
PC19. ensure that all feeding, watering and ventilation equipment are cleaned	1	0	1
PC20. ensure sanitary dry out procedure is done prior to bird placement	1	0	1
PC21. clean and disinfect water tanks and equipment on a regular basis after use and before starting a new production cycle	2	1	1
PC22. clean and disinfect the incoming water through chlorination and filtration before being distributed to different working areas	2	1	1
PC23. adjust temperature of water as per SOP before it enters production units	2	1	1
PC24. ensure all facilities receive water of the same quality	1	1	0

	PC25. ensure that all the ventilation openings are clean and unobstructed		1	1	0
	PC26. ensure maintenance of adequate air circulations to have consistent good air quality		1	1	0
	PC27. ensure moisture, dust and ammonia levels are within permissible levels by using fans and oven		1	1	0
	PC28. ensure that chicks don't have access to poisons like insecticides, pesticides or unused medications located in the poultry farm		1	0	1
	PC29. ensure that litter materials (wood shavings, chopped straw etc) are evenly spread throughout the brooding area to an appropriate depth		1	0	1
	PC30. provide fresh, dust free feed in flat pans, trays or paper sheeting in the brooder area to ensure chicks easy access to it		2	2	0
	PC31. ensure adequate light and heat in the brooding area		1	0	1
	PC32. ensure uniform temperature throughout the brooding area		1	1	0
	PC33. ensure clean and disinfected atmosphere in the poultry farm		1	1	0
	PC34. ensure minimum mortality rate of broiler chicks		2	2	0
	<b>Total</b>		<b>50</b>	<b>25</b>	<b>25</b>
4.AGR/N4304 Health management of chicks	PC1. provide correct nutritional diet to broiler chicks as per the company's standards	<b>40</b>	5	2	3
	PC2. follow the scientific feeding program as per the growth stages of chicks		3	1	2
	PC3. ensure that feed and water dispenser are placed at a level accessible to chicks		2	2	0
	PC4. document the feed record as per company's policy		4	2	2
	PC5. ensure that litter used in the farm house is dry to prevent disease spread		2	1	1

	PC6. isolate young chicks from older chicks if more than one age groups are present on the farm		2	1	1
	PC7. ensure that any dead chick is removed and disposed off promptly according to regional regulations and company's SOP		2	2	0
	PC8. vaccinate chicks as per the vaccination schedule		5	2	3
	PC9. provide special vaccination for disease prevalent in the area after consultation with farm manager and / or veterinary doctor		3	1	2
	PC10. assess the medical requirements of chicks from their day-to-day activity and behavior		5	2	3
	PC11. document the preventive medication record as per company's policy		3	2	1
	PC12. ensure minimum mortality rate of broiler chicks		2	2	0
	PC13. ensure final weight, abdominal and carcass fat level and breast yield of farm's broiler chickens as per company's standards		2	0	2
	<b>Total</b>		<b>40</b>	<b>20</b>	<b>20</b>
5.AGR/N4305 Maintain Health & Safety of farm workers	PC1. identify accidental risks to farm workers and bystanders and actions to be taken to reduce these risks	<b>20</b>	1	0	1
	PC2. identify work for which protective clothing or equipment is required				
	PC3. ensure that farm workers wear appropriate protective clothing or use equipment while performing those duties		1	1	0
	PC4. ensure that all procedures and work instructions for controlling risk are followed closely		1	1	0
	PC5. read and understand the hazards of use and contamination mentioned on labels of vaccine / medication / pesticides / fumigants bottles		1	1	0
	PC6. ensure safety measures when handling chemicals used for disinfection		1	1	0
	PC7. undertake basic safety checks before operation of all tools and equipments		1	0	1
	PC8. dispose of waste safely and correctly in a designated area as per company's SOP		1	0	1

PC9. ensure that farm workers perform their duties in a manner which minimizes environmental damage	1	0	1
PC10. provide appropriate first aid to farm workers as per SOP in case of accidents and injuries	1	0	1
PC11. ensure that medical waste is disposed off in accordance with company's SOP and local regulations	1	1	0
PC12. report any accidents, incidents or problems without delay to farm manager and take necessary immediate action to reduce further danger	1	0	1
PC13. identify health risks to farm workers and bystanders and actions to be taken to reduce these risks	1	1	0
PC14. ensure that all procedures and work instructions for controlling health risk are followed closely	1	1	0
PC15. ensure clean and chlorinated water for daily use of workers	1	0	1
PC16. ensure regular preventive health check up of farm workers by doctor	1	0	1
PC17. ensure prompt treatment of farm workers in case of illness by the qualified doctor	1	0	1
PC18. follow SOPs for dealing with accidents, fires or any other type of emergencies to prevent human lives	1	1	0
PC19. ensure odourless and clean environment to farm workers	1	1	0
PC20. ensure no accidental injury to farm workers	1	0	1
PC21. ensure no productivity loss or absenteeism form work of farm workers due to illness	1	0	1
PC22. ensure no occupational health hazard to farm workers	1	0	1
	<b>20</b>	<b>10</b>	<b>10</b>
<b>TOTAL</b>	<b>200</b>	<b>100</b>	<b>100</b>

**SECTION 2**

## EVIDENCE OF NEED

### **What evidence is there that the qualification is needed?**

While collecting data from the companies for the occupational map, we also took feedback from industry, training institutions & farmer groups which was collected with respect to roles for which qualification packs development, was to be prioritized. This was largely based on volume of people required, quantitative and qualitative shortfall which the Industry feels they face. Governing council of ASCI and Occupational Standards Committee which comprises of experts & senior leaders gave final approval and endorsement for the same.

### **What is the estimated uptake of this qualification and what is the basis of this estimate?**

It is difficult to estimate uptake of this qualification at this stage as the sector not only is highly unorganized but also no in-depth skill-gap study has been done. The QP has been developed taking feedback from industry for demand though again sample size may not lend to accurate figures. Working closely with NSDA would indicate precise requirements.

### **What steps were taken to ensure that the qualification(s) does/do not duplicate already existing or planned qualifications in the NSQF?**

NSDC list of Approved and Under-Development QPs was checked prior to commissioning the work and also our occupational map/QPs are put on ASCI & NSDC websites.

### **What arrangements are in place to monitor and review the qualification(s)? What data will be used and at what point will the qualification(s) be revised or updated?**

- Any institution / individual is welcome to send feedback, which is recorded and considered during next review cycle.
- Communication will be sent for any feedback to all the main stakeholders/users one month prior to the review of the qualifications pack.
- A formal review is scheduled in one year time

Please attach any documents giving further information about any of the topics above.

Give details of the document(s) here

## **SECTION 3**

### **SUMMARY EVIDENCE OF LEVEL**

Level of qualification: 5

Summary of Direct Evidence (from learning outcomes):

A Poultry Farm Supervisor has a range of cognitive & practical skills required to guide & direct the workers and accomplish the task. He is well aware of the facts, principles, processes and general concepts applicable in Poultry Farm Management and provides solution to any problem arising at the Poultry Farm and escalates any unsolved problem to the Farm Manager. He allocates the work among the workers and instructs them accordingly. He is responsible for own work & learning and some responsibility for the workers' works & learning.

<b>Broiler Farm Supervisor</b>					
<b>AGR/Q4301</b>					
<b>Process required</b>	<b>Professional Knowledge</b>	<b>Professional Skills</b>	<b>Core Skills</b>	<b>Responsibility</b>	<b>Level</b>
Individual at this job role is responsible for overseeing various activities involved in Broiler Poultry Farming, which includes well developed skill from procurement of inputs and resources to the sale of raised broiler chicks in the market. The individual is able to make decisions pertaining to their area of work, and work in situations of clear choice	The individual needs to have factual knowledge of Broiler Farm Management, and related procedures and principles such as Inputs requirement, Chicks procurement, handling of chicks, Beak trimming, Feeding, Watering, Medication, Diseases, market prices and so on.	The individual manage the operations and functions of farms, includes cognitive and practical skills such as estimating input requirement, monitoring, Maintaining proper environment, marketing farm produce etc. using appropriate methods & tool keeping in consideration the quality aspects	In order to perform monitoring and directing and assigning the farm workers to tasks related to farm management and to ensure health and safety, individual requires communication skills, desired mathematical skills to estimate inputs and basic understanding of social, political and natural environment.	The individual is responsible for own work and learning which includes supervising the all operations and functions of Broiler farm and some responsibility of others work and learning such as monitoring and directing the workers in various activities related to broiler farm. They are not only responsible for own work and learning (as required under Level 4), nor they do have full responsibility of his subordinates' work & learnings (required under Level 6).	5
Level : 5	Level : 5	Level : 5	Level : 5	Level : 5	

Summary of other evidence (if used):

## **SECTION 4**

### **EVIDENCE OF RECOGNITION OR PROGRESSION**

**What steps have been taken in the design of this or other qualifications to ensure that there is a clear path to other qualifications in this sector?**

Career path in agri sector is generally in terms of activities done & ownership of responsibility because they are primarily self-wage employment/entrepreneurship roles.

However, there are occupations in the organized segment (Agri Industries) in which career pathway has been identified as illustrated in the Occupational Map attached as Annexure sl.no. 3

Please attach any documents giving further information about any of the topics above.  
Give details of the document(s) here: