

Revision made by NSDA_25 May 2015

QUALIFICATION FILE – CONTACT DETAILS OF SUBMITTING BODY

Name and address of submitting body:

HCSSC,
Handicrafts & Carpet Sector Skill Council,
EPCH House,
Pocket 6 & 7, Sector C,
Vasant Kunj,
New Delhi-110070

Name and contact details of individual dealing with the submission

Name: Rajesh Rawat

Position in the organisation: Chief Executive Officer

Address if different from above

Tel number(s): 011-26139834

E-mail address: ceo@hcssc.in

List of documents submitted in support of the Qualifications File

1. Qualification Pack
2. RFP for development of Occupational Standards
3. Selection process of the Consultants to develop Occupational Standards
4. Minutes of the meeting of GC meetings
 - i. Composition of the Technical Committee
 - ii. Approval of Occupational Standards by Technical Committee and Governing Council
5. NSDC Human Resource & Skills Requirement in Handicrafts & Carpet Sector
6. Occupational Map & Progression matrix
7. List of QP/NOS validating companies.

QUALIFICATION FILE SUMMARY

Qualification Title	Carving Artisan – Stonecraft HCS/Q1502		
Body/bodies which will assess candidates	Handicrafts & Carpet Sector Skill Council		
Body/bodies which will award the certificate for the qualification.	Handicrafts & Carpet Sector Skill Council		
Body which will accredit providers to offer the qualification.	Handicrafts & Carpet Sector Skill Council		
Occupation(s) to which the qualification gives access	Stone Crafting		
Proposed level of the qualification in the NSQF.	4		
Anticipated volume of training/learning required to complete the qualification.	300 hours		
Entry requirements / recommendations.	5th pass preferably		
Progression from the qualification.	Design Marker or Supervisor		
Planned arrangements for RPL.	RPL arrangements and policies are under development. The guidelines should be ready in 2-3 months.		
International Comparability	Not yet established		
Formal structure of the qualification			
Title of unit or other component (include any identification code used)	Mandatory/ Optional	Estimated size (learning hours)	Level
HCS/N1503 Carve stone to create stoneware products	Mandatory	160	4
HCS/N9901 Coordinate with colleagues and work as a team	Mandatory	20	Common across 1-5 levels
HCS/N9902 Maintain safe work environment	Mandatory	40	Common across 1-5 levels
HCS/N9903 Maintain personal health	Mandatory	40	Common across 1-5 levels
HCS/N9904 Basic business management	Mandatory	40	Common across 1-5 levels

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 Pack is 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.

Assessment bodies are in the process of affiliation.

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.

The process of RPL assessment is under development.

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:

The assessment strategy is under development.

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

Give details of the document(s) here:

ASSESSMENT EVIDENCE

Complete the following grid for each grouping of NOS, assessment unit or other component as per the assessment criteria. Insert the required number of rows.

CRITERIA FOR ASSESSMENT OF TRAINEES

Job Role : Carving Artisan - Stonecraft

Qualification Pack : HCS/Q1502

Sector Skill Council : Handicrafts & Carpet Sector Skill Council

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 center (as per assessment criteria below)
4. Individual assessment agencies will create unique evaluations for skill practical for every student at each examination/training center based on this criteria
5. To pass the Qualification Pack , every trainee should score a minimum of 70% in every NOS
6. In case of successfully passing only certain number of NOS's, the trainee is eligible to take subsequent assessment on the balance NOS's to pass the Qualification Pack.

Assessable Outcomes	Assessment Criteria	Total Marks	Out Of	Theory	Skills Practical
HCS/N1503: Carve stone to create stoneware products	PC1. receive / arrange raw material white marble, silver and gold foil, acrylic or oil paints, precious stones, wax polish, araldite and red soil from supervisor / other sources	100	1	0	1
	PC2. sit with the customer to understand the specific requirements related to stoneware product; variety and size		3	1	2
	PC3. capture customer's idea of colour scheme and product finish		4	1	3
	PC4. draw the sketch on the paper as per customer's requirements		2	0	2
	PC5. take the stone and put it on the ground in stable position		1	0	1
	PC6. use the sandbag to stabilize the stone before working on it		2	0	2
	PC7. draw the sketch, once finalized, on the stone with hand		2	0	2
	PC8. have the idea of the proportions and locations of the product after sketching the initial sketch on the stone		3	0	3
	PC9. carve out the product marking and outline with the help of hammer and chisel		3	0	3

PC10. remove the unwanted material from the stone with the help of hand tools and machines	4	1	3
PC11. scrap off the stone with the help of flat big chisels to get the get a rough shape of the desired figure	3	0	3
PC12. do the second level of sketching with marking the product details on the stone	4	1	3
PC13. again scrap off the stone with the help of chisels, hammer and other tools to refine the shape of the product	3	0	3
PC14. repeat the process of sketching details on the stone after each round of scrapping off the stone thus bringing out the object / product out of the stone	3	0	3
PC15. do the fine detailing and give final shape to the object / product using small fine chisel and drills	6	1	5
PC16. smoothen the rough parts of the sculpture / object / product using sandpapers of different numbers	4	0	4
PC17. carve out minute details after completing the whole sculpture / object / product	5	1	4
PC18. clean the sculpture / object / product either by brush or with the help of a blower	4	0	4
PC19. apply the mixture of 'Geru' and water on the marble sculpture basically to define the regions on which finishing is pending.	5	1	4
PC20. do the final finishing using buffing machine	5	1	4
PC21. perform the process of cladding as per customer's demand	4	1	3
PC22. select different materials to achieve the desired result	5	1	4
PC23. paste very fine foils of silver and gold on the places to be highlighted like jewelry and borders of the cloth, with the help of chemicals	4	0	4
PC24. capture all the requirements of the customer including product type, idea of colour scheme, product finish etc. accurately	4	1	3
PC25. sketch the product as per customer's requirements and put it on the stone	4	1	3
PC26. carve out the sculpture / object / product with all the minute details	4	1	3
PC27. decorate the sculpture / object / product as per customer's desires	4	1	3

	PC28 carve out without damaging the stone		4	1	3
		Total	100	15	85
HCS/N9901: Coordinate with colleagues and work as a team	PC1. receive job order and instructions from reporting supervisor	100	4	3	1
	PC2. understand the work output requirements, targets, performance indicators and incentives		5	4	1
	PC3. deliver quality work on time and report any anticipated reasons for delays		5	1	4
	PC4. report on any grievances, production defects and any potential hazards		4	2	2
	PC5. communicate on process flow improvements		4	2	2
	PC6. communicate maintenance and repair schedule proactively to the supervisor		4	1	3
	PC7. receive feedback on work standards		4	2	2
	PC8. interact and clarify doubts on design, usage of materials & tools, quality & standards compliance, etc		5	2	3
	PC9. report in time for shortage or need of raw materials		4	1	3
	PC10. handover completed work to supervisor		4	2	2
	PC11. communicate to the colleagues from within and other departments, clearly and effectively on all aspects to carry out the work among the team		5	2	3
	PC12. maintain the etiquettes, use polite language, demonstrate responsible and disciplined behaviours to the colleagues		5	2	3
	PC13. interact with colleagues from different functions and understand the nature of their work		4	2	2
	PC14. put team over individual goals and multi task or share work where necessary supporting the colleagues		4	2	2
	PC15. resolve conflicts and ensure smooth workflow		4	1	3
	PC16. interact and understand the production requirement for the day from the previous and successive processing department and work accordingly		4	1	3
	PC17. communicate and discuss work flow related difficulties in order to find solutions with mutual agreement		4	1	3
	PC18. receive feedback from Quality Control and rework in order to complete work on time		5	1	4

	PC19. share information with colleagues to enable efficient delivery of work		6	3	3
	PC20. highlight any errors of colleagues, help to rectify and ensure quality output		4	2	2
	PC21. work with cooperation, coordination, communication and collaboration, with shared goals and supporting each other's performance		4	1	3
	PC22. document all the details accurately relating to one's role as required		4	1	3
	PC23. report on the work completed and keep it in records		4	1	3
		Total	100	40	60
HCS/N9902: Maintain safe work environment	PC1. comply with safety procedures while on work to prevent accidents	100	8	2	6
	PC2. take adequate safety measures while handling materials, chemicals and tools		8	2	6
	PC3. wear appropriate personal protective gears such as gloves, protective goggles, masks etc. while working		8	2	6
	PC4. undertake basic safety checks before operation of all tools and electrical equipments		9	2	7
	PC5. wear appropriate and recommended clothing as per the work environment (eg: working in a furnace area)		9	2	7
	PC6. follow recommended material handling procedure to control material and personal damage		8	2	6
	PC7. perform all procedures as per company's work instructions for controlling operational risk		8	4	4
	PC8. perform the duties in a manner which minimizes environmental damage		6	2	4
	PC9. dispose of waste safely and correctly in a designated area as per company's SOP		8	2	6
	PC10. report any accidents, incidents or problems without delay to the supervisor and take necessary immediate action to reduce further danger		8	4	4
	PC11. ensure zero accident at workplace		10	2	8
	PC12. adhere to safety standards and ensure no material damage		10	2	8
		Total	100	28	72
HCS/N9903: Maintain personal	PC1. always cover the mouth and nose with a dust mask while working and keep on changing when it gets blocked with dust	100	12	4	8

health	PC2. follow work instructions strictly to reduce the amount of pollution at the work place e.g. wet the rock / craft material before working on it		10	2	8
	PC3. wear protective goggles over eyes and replace them when scratches on it obscure the vision		10	2	8
	PC4. wear gloves as per the materials used for making handicraft to avoid blisters; scratches and cuts		10	2	8
	PC5. undergo preventive health checkups at regular intervals		10	2	8
	PC6. take prompt treatment from the doctor in case of illness		11	3	8
	PC7. follow SOPs for dealing with blisters; scratches; accidental fires or any other type of emergencies at work		11	4	7
	PC8. ensure no productivity loss or absenteeism from work due to illness		13	3	10
	PC9. ensure no long term ill effect on the personal health		13	3	10
		Total	100	25	75
HCS/N9904: Basic business management	PC1. allot work to the employees of the unit according to their skill and experience	100	3	1	2
	PC2. train the employees of his/her unit with the appropriate skills required to make market relevant and quality products		3	1	2
	PC3. motivate the employees		2	1	1
	PC4. handle the grievances/issues that are raised by the employees		2	1	1
	PC5. manage the employee expectations		2	1	1
	PC6. gather and analyse the cues from the market		2	1	1
	PC7. ascertain the customer preference		3	1	2
	PC8. create product lines based on current market preference		3	1	2
	PC9. create product lines that are unique and able to price high		3	1	2
	PC10. price the products according to market trends		3	1	2
	PC11. decide the best way to market the product lines		3	1	2
	PC12. make a list of raw materials required according to the product lines		2	0	2
	PC13. ascertain the quantity and right price to procure the materials		3	1	2

PC14. identify the right locations/agents from where the raw materials can be procured	3	1	2
PC15. negotiate to get the best price	3	0	3
PC16. ensure quality materials are procured	4	1	3
PC17. ensure the procured materials are stored in appropriate conditions	3	1	2
PC18. maintain the bills and record the prices of procurement for future reference	3	1	2
PC19. maintain healthy vendor relationships	3	1	2
PC20. identify the nearest market	3	1	2
PC21. analyze the prevalent price for product lines	3	2	1
PC22. decide on the most effective means to access the market	2	1	1
PC23. plan for cost effective transportation to the market	3	1	2
PC24. position the product according to market requirements	3	1	2
PC25. manage customer expectations	2	0	2
PC26. analyze and ascertain the cost of production	3	1	2
PC27. maintain the book of accounts related to the business	3	1	2
PC28. own and operate a bank account	4	2	2
PC29. identify cost effective means of running business	3	1	2
PC30. identify various aspects of business that require recording	3	2	1
PC31. create formats for recording	3	2	1
PC32. make various records pertaining to all aspects of business	3	2	1
PC33. maintain these records with periodic updation	3	2	1
PC34. maintain necessary documents as per local government and regulatory requirement	3	2	1
PC35. analyze the records and glean various trends from the same	3	2	1
Total	100	40	60

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, 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 HCSSC gave final approval and endorsement for the same.

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

Employed in the role: 4430; Estimate uptake 3800 based on requirements for existing and prospective workforce on the basis of Skills Gap analysis Reports and validation of skill gap study through feedback from industry for demand. An LMIS development initiative is being put in place to be more precise regarding the demand and supply

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

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?

- Agencies have been appointed by the SSC to interact with training providers to gather feedback in implementation.
- Monitoring of results of assessments
- Employer feedback will be sought post-placement
- A formal review is scheduled in two year time i.e. 2017

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

Give details of the document(s) here:

- NSDC Human Resource & Skills Requirement in handicrafts & Carpet Sector

SECTION 3

SUMMARY OF DIRECT EVIDENCE OF LEVEL

Justify the NSQF level allocated to the QP. Relate information about the job role and build upon the five descriptors for the level to justify.

Health and safety, Work effectively and a basic business management are common for all roles from NSQF levels 1-5 and cover the minimum in a workplace.

Level 4

Carving Artisan - Stonecraft					HCS/Q1502
Process required	Professional Knowledge	Professional Skills	Core Skills	Responsibility	Level
The incumbent works in familiar and predictable routine of	The incumbent has factual knowledge of field of knowledge or	Most of the work involves recall and demonstration of	The incumbent needs language to communicate	The incumbent works with	4

<p>using models or design to create stoneware products including sketches, carving and painting or polishing. The situation of clear choice (descriptor of level 4) is evident through the following examples</p> <ul style="list-style-type: none"> • draw the sketch on the paper as per customer's requirements • draw the sketch, once finalized, on the stone with hand • carve out the product marking and outline with the help of hammer and chisel • scrap off the stone with the help of flat big chisels to get the get a rough shape of the desired figure • carve out minute details after completing the whole sculpture / object / product • capture all the requirements of the customer including product type, idea of colour scheme, product finish etc. accurately <p>This is not of level 5 which requires clear choice of procedures, as here the procedure is standardised and limited to a specific range of practices.</p>	<p>study which is in this case includes sketching, carving and finishing of stone products. Examples:</p> <ul style="list-style-type: none"> • variety of stones; marbles; exquisite range of semi-precious stones used to create stoneware products • how to create fine details and do the final shaping of the stone during carving • how to use the sandpaper of various sizes to smoothen the rough parts of the stoneware • how to carve out minute details on the sculpture • how to clean the stoneware manually / using tools • how to do the final finishing using buffing machine • cladding process using variety of material <p>This is not level 5 as there is a requirement of principles and general concepts at level 5 which is not required here. Also not level 3 as this level as outlined above requires</p>	<p>practical skill, is routine and repetitive and in a narrow range of application. The incumbent also uses appropriate rule and tool and quality concepts to complete their work. This is evident through:</p> <ul style="list-style-type: none"> • usage of tools and equipment in stone carving such as Hammer; Chisels (flat and round headed); Drills; Planer (used for smoothening the rough edges), Files; Buffing Machine; Saw; Lathe Machine; Traditional geometric tools; Scale; Right Angle; Brush; Blower; Pencil or Markers; Sandpaper; Rubber Pipe etc. • capture all the requirements of the customer including product type, idea of colour scheme, product finish etc. accurately • remove the unwanted 	<p>written or oral, with required clarity, to interact with customers, various departments, supervisors, personnel and teams, confirm requirements and communicate the same for shared understanding.</p> <p>Examples:</p> <ul style="list-style-type: none"> • sit with the customer to understand the specific requirements related to stoneware product; variety and size • receive / arrange raw material white marble, silver and gold foil, acrylic or oil paints, precious stones, wax polish, araldite and red soil from supervisor / other sources • communicate maintenance and repair schedule proactively to the supervisor • receive feedback on work standards • interact and clarify doubts 	<p>responsibility for own work and learning, which is evident from the incumbent's deliverables and also there is no responsibility for the learning of others therefore this is not level 5.</p> <ul style="list-style-type: none"> • sit with the customer to understand the specific requirements related to stoneware product; variety and size • communicate and discuss work flow related difficulties in order to find solutions with mutual agreement • maintain the etiquettes, use polite language, demonstrate responsible and disciplined 	
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	<p>factual knowledge of field of study and not mere basic facts, process and principle knowledge of trade of employment.</p>	<p>material from the stone with the help of hand tools and machines</p> <ul style="list-style-type: none"> • scrap off the stone with the help of flat big chisels to get the get a rough shape of the desired figure • do the second level of sketching with marking the product details on the stone • again scrap off the stone with the help of chisels, hammer and other tools to refine the shape of the product • repeat the process of sketching details on the stone after each round of scrapping off the stone thus bringing out the object / product out of the stone <p>This is not level 5 as it is missing required cognitive skills and range of methods for problem solving.</p> <p>Not level 3 as there</p>	<p>on design, usage of materials & tools, quality & standards compliance, etc.</p> <p>The incumbent also needs skill pertaining to basic arithmetic and algebraic principles, for calculating various quantities and parameters, etc.</p> <p>For example:</p> <ul style="list-style-type: none"> • sit with the customer to understand the specific requirements related to stoneware product; variety and size • draw the sketch on the paper as per customer's requirements • have the idea of the proportions and locations of the product after sketching the initial sketch on the stone 	<p>behaviours to the colleagues</p>	
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		is independent work and not mere assisting, at the same time there are variables involved.			
4	4	4	4	4	

OTHER EVIDENCE OF LEVEL [This need only be filled in where evidence other than primary outcomes was used to allocate a level] **(Optional)**

Summary of other evidence (if used):

nil

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?

- Horizontal and vertical mobility options have been articulated in occupational map
- Vertical mobility option is Design Marker or Supervisor

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

Give details of the document(s) here:

- Occupational Map and progression matrix

List of companies validated the QP

S. No	Name of the Organisation	Contact Person	Employee - Size
1	New Kashmir Arts and Crafts	Azad.M.Khan	Small
2	Shams Palace	Faroz	Small
3	Earth Arts Emporium	Wajim	Small
4	Shabnam Arts	Irfan	Small
5	SK Industries	Mr. Sunil	Small
6	Ahmad handicrafts industries	Mr. Afsar Ahmad	Small

7	Pushpanjali fair trade pvt ltd	anurag mittal	Small
8	CB Marble works	Naveen Bansal	Small
9	Infra International	Rajesh Agarwal	Small
10	Agra Handicraft Industries	O.N.Agarwal	Small
11	M/S Rama & Co	Anil Kumar	Small
12	B.L.Ceramic Industries	Sami Ahmad Khan	Small
13	Blue Art Flower Vases works	SP Dadoo	Small
14	Dadoo Industries	Naman Dadoo	Small
15	Krishna Ceramics	Khalid Ahmad	Small
16	Chhabra & Sons	Mohd. Yusuf Khan	Small
17	Gopal Grinding Mills	Hari Dadoo	Small
18	Gee Cee Minerals	Amit Agarwal	Small
19	GM Creation	rajeev Maheshwari	Small
20	Maheshwari Enterprise	Rajat Maheshwari	Small
21	Krafts Palace	Ajay jain	Small
22	Sharma India (P) Ltd	bhaskar Sharma	Small
23	World One Enterprises	Sudha Jain	Small
24	M/s Stone craft India	Ravi Verma	Small
25	M/s bansal handicrafts emporium	Arun Bansal	Small
26	M.A. Exports	Anil Kumar Gupta	Small
27	Lamparts	Shamsher Singh	Small
28	The ferry International	Rohit Goyal	Small
29	Creative Crafts of India	Dr. SK. Tyagi	Small
30	Tyagi Handicrafts	Rahul Tyagi	Medium
31	Indian Handicraft Industries	Mahendra Kumar Rajput	Medium
32	Creative hands	Satyendra sharma	Medium
33	Overseas trade linkers	S.C Aggarwal	Medium
34	Central glass & ceramic research institute	Dr. LK Sharma	Medium
35	Ancient Lighting Pvt Ltd	Rayal	Medium
36	Stonemen Crafts International	Rayal	Medium
37	Oswal arts pvt ltd	Yashwant Singh	Medium
38	1 Artifact Décor (India)	Kalpana Pachaurj	Medium
39	Arvind Handicrafts	Devendra Verma	Medium
40	Stonemen Crafts (I) Pvt Ltd	Rajat Asthana	Large
41	Sharma Artistic Stone Gallery	Mr. Bhaskar Sharma	Large
42	Sharma International	Ramesh Sharma	Large
43	Minhas Pottery	Rajesh Kumar Tomar	Large
44	Chhatwal Ceramics	Vineet Sharma	Large
45	Chhabra Industries	Mohd. Abdiul Raheem Khan	Large
46	Akbar International	Salim Uddin	Large
47	Amit Exports	Amit Mehra	Large

Further contact details and a copy of the validation are submitted both with NSDC and NSDA