

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

**Name and address of submitting body:**

Skill Council for Persons with Disability  
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**Name and contact details of individual dealing with the submission**

**Name:** Mr. Ravindra Singh

**Position in the organization:** Chief Executive Officer

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**List of documents submitted in support of the Qualification File**

1. Qualification Pack for Baking Technician and Model curriculum aligned for Persons with **Speech and Hearing Impairment.**
2. QRC approval (Joint observation sheet) on Baking Technician for Persons with **Speech and Hearing Impairment.**
3. Guidelines for Persons with **Speech and Hearing Impairment** for Assessors.
4. List of Assistive Tools, Trainer Pre-requisites and Break up of proposed extended hours.

## QUALIFICATION FILE SUMMARY FOR THE PwD

<b>Qualification Title</b>	Baking Technician-PwD SHI
<b>Qualification code, if any</b>	PWD/FIC/Q5005, v1.0
<b>Body/ Bodies which will assess candidates</b>	SCPwD affiliated Assessment Agency (AA)
<b>Body/ bodies which will award the certificate for the qualification</b>	Skill Council for Persons with Disability
<b>Body which will accredit providers to offer the qualification</b>	Skill Council for Persons with Disability
<b>Notional Learning Hours</b>	350
<b>Disability</b>	Speech and Hearing Impairment (SHI)
<b>Entry Requirement</b>	Class 10th Pass
<b>Formal Structure of the Qualification</b>	

## Speech and Hearing Impairment

Title of the unit or other component (Include any identification code used)	Mandatory/ Optional	Estimated size (learning hours)		Level
		Theory	Practical	
Communication and fluency in ISL (Bridge Module -PwD)	Mandatory	15	15	
Foundation Course in English (Bridge Module -PwD)	Mandatory	25	15	
Developing Keyboarding skills (Bridge Module -PwD)	Mandatory	0	20	
Understanding Self and Environment (Bridge Module -PwD)	Mandatory	10	0	
Work related training (Bridge Module -PwD)	Mandatory	10	0	
Introduction to the training program Overview of Food Processing Industry (Bridge Module)	Mandatory	3	0	4
Organizational Standards and Norms (FIC/N5019)	Mandatory	10	5	4
Prepare and maintain work area and machineries for baking products in the oven (FIC/N5017)	Mandatory	12	20	4
Prepare for baking products in the oven (FIC/N5018)	Mandatory	12	25	4
Bake bakery products in the oven (FIC/N5019)	Mandatory	20	40	4
Complete documentation and record keeping related to baking products in the oven (FIC/N5020)	Mandatory	8	5	4
Food Safety, Hygiene and Sanitation for Packaging Food Products (FIC/N9001)	Mandatory	15	30	4
Professional and Core Skills(Bridge Module)	Mandatory	4	10	4
IT orientation(FIC/N5020)	Mandatory	6	15	4
<b>Total</b>		<b>150</b>	<b>200</b>	

Recommend OJT Hours: 90 Hours, 0 Minutes

## ASSESSMENT

## Name of Assessment Agency (AA):

If there will be more than one Assessment Agency for this qualification, give details.

- Eduvantage Pvt Ltd
- Induslynk Training Services Pvt. Ltd. (Mercer - Mettl)
- Radiant Infonet Pvt Ltd
- Tag Assessors Guild Private Limited
- Integrated Learning Solution Private Limited (Wheebox)
- Aon Consulting Private Limited
- Skills Mantra Edutech Consulting India Pvt Ltd

- (IQAG) Independent Qualitative Assessors Gilde Private Limited

The list of Assessment Agencies is not limited to above and can extend basis their empanelment with SCPwD and having certified Assessor for the Job role from Domain SSC as well as SCPwD.

### ASSESSMENT PROCESS

**NOTE:** SCPwD adopts the Criteria of the Domain SSC and Assessment is conducted by the AA's which are approved by the Domain SSC as well as empaneled with SCPwD. SCPwD develops Assessment guidelines for Persons with Blindness, Low vision, **Speech and Hearing Impairment** and Locomotor Disability to assist the assessors during assessment of the candidate. SCPwD conducts Training of Assessors (ToA) and provide them Disability Orientation and Sensitization.

Process followed by SCPwD for assessments:

Being a Horizontal Council, the prerequisites to the assessment process shared by the Domain SSC is followed mandatorily by the Assessment Agencies. Additionally, they must also follow the guidelines of SCPwD. Below is the assessment process in brief:

#### Pre-Assessment Phase-

1. Batch allocated to the Assessment Agency by SCPwD through Portal/ Email.
2. Assessment Agency to connect with Training Provider and communicate/confirm the date of assessment through email.
3. Assessment Agency to share requisite lab infrastructure & checklist with TP and discuss about the availability through email.
4. Assessment Agency aligns the Assessor for the assessment (Assessor should be Dual Certified by the Domain SSC as well as SCPwD, and the certification should be valid).
5. Prepare the Assessment link, formats and share with the Assessor over an email.
6. Share the Assessment demo link with the Training Partner over an email.

#### Assessment Phase-

1. The Assessor verifies the identity and disability through Aadhar Card and Disability Certificate and reports to SCPwD in-case of any discrepancy [*In case of J&K and NE Voter ID & Pan Card also allowed for Candidates Identification*].
2. The candidates are briefed on the assessment process (Prior to starting of the assessment).
3. The Assessor verifies the lab equipment's and reports to SCPwD in-case of any variance.
4. Post validation of photo Id proof for each candidate, attendance of candidate is captured according to the scheme's requirement. i.e., under PMKVY, attendance of the candidates is captured through Aadhar Enabled Assessor Application, however, under other schemes candidates sign the attendance sheet.
5. The candidates attempt the assessment on TAB/Computer System.
6. The Assessor takes the photos and videos of respective activities and complete the documentation formalities.

#### Post Assessment Phase-

1. The Assessment Agency prepares the result based on responses captured in server.

2. The Assessment Agency shares the result with SCPwD in the prescribed format.

## SECTION 2

### EVIDENCE OF NEED

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

The Job role has been shortlisted and mapped for Persons with **Speech and Hearing Impairment** based on demand from the Industry, Training Partners, Experts and views from the reverent Persons with Speech and Hearing Impairment themselves.

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

The Indian food industry is poised for huge growth, increasing its contribution to world food trade every year. In India, the food sector has emerged as a high-growth and high-profit sector due to its immense potential for value addition, particularly within the food processing industry namely agricultural, horticultural or animal products including processes like sorting, grading and packaging that enhances shelf life of food products.

About 80% of Persons with Disability (PwD) live in rural areas. Food Processing Industry (FPI) has the potential to enhance rural livelihood.

Food Processing Industry (FPI) is traditionally dominated by unorganized players while entry of multi-national companies is driving the growth of organized segment in the industry. Industry growth along with demand for quality standards and technology adoption in manufacturing are driving the need for fresh skilling and up-skilling in the sector. By 2022, the FPI is expected to generate about 4.40 million additional employment opportunities.

Private players have more resources in marketing function as compared to cooperative organizations. Large number of women as well as women with disability can be found employed in this sub-sector. They are employed in MSMEs or cooperative organizations manufacturing pickles, papad or jams.

PwD have been part of FPI, though the numbers are not very large. Some skilled and professionally trained PwD have taken up jobs directly with the companies. Some others, who have got trained in formal institutions, have sought the support of NGOs for training and livelihood opportunity and have got placement in a few private sector companies. Some NGOs have Production Centers (also called "sheltered workshops") which make variety of products, including food products.

Some examples of opportunities for Persons with Disability in FPI are Private Company Initiatives like Sakthi Masala, household name for masala powder, has employed about 200 Persons with Disability, almost 32% of their workforce. Production Units in NGOs: There are number of informal Food Processing Units existing in the disability sector which are primarily run by NGOs in different States.

The Indian food and grocery market are the world's sixth largest, with retail contributing 70 per cent of the sales. The Indian food processing industry accounts for 32 per cent of the country's total food market, one of the largest industries in India and is ranked fifth in terms of production, consumption, export and expected growth

The online food ordering business in India is in its nascent stage, but witnessing exponential growth. With online food delivery players like Food Panda, Zomato, TinyOwl and Swiggy building scale through partnerships, the organized food business has a huge potential and a promising future.

Keeping all in view, there is a strong need to skill PwD youth for the upcoming opportunities in the Sector.

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

Non duplication has been ensured by the Domain SSC.

**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?**

The Qualification Pack for Baking Technician was adopted based on the industry demand for Persons with Disability. SCPwD develops disability specific Expository which contains expounded information on tools/technology /assistive devise for specific disability. The QP is revised at frequent intervals by Domain SSC, to capture updates in the sector. Similarly, Expository is also reviewed and revised to capture updates on any further development /innovations in the specific disability for facilitating the trainers as well as the assessors in addition to the learners. It may be noted that as and when the Domain SSC revises the QP corresponding adoption and updating is done by SCPwD in the related Job Role.

### **Annexure 1: QRC Approval (Joint Observation Sheet)**

SCPWD / IS MCs + Expositories



Date: November 30, 2018.

### QRC Members Joint Declaration/Recommendations Sheet

QRC Members: Praveen Roy, J V Rao, Manik Sabharwal

SSC Representatives

Anup K Srivastava  
Nishu

Recommendations	old	now
Assessments on QPs that are being reviewed / revised / or nationalized will need to be discussed		
Discussion on the IT-systemic changes <del>as</del> <sup>is</sup> required if/as SCPWD candidates are not trained or assessed on specific NOS especially for the issuance of transcripts.		

Resolutions as Accepted by SSC

Submission Date

Approved.

*[Signature]*  
20/11

Signature of QRC Members and Presenting SSC's CEO

*[Signature]*

*[Signature]* Praveen Roy

## **Annexure 2: Guidelines for the assessment of Persons with Speech and Hearing Impairment**

### **Common guidelines for assessment of Trainees from all the categories of Disability**

- Validate the type of Disability of the candidate along with the original Disability Certificate (Please note: In PMKVY, the batch should not have the candidates with Multiple Disabilities and the Disability type should be same as provided in SDMS).
- Do ask questions openly. Do not assume anything. For example, ask your trainees with disability if they need any change in the kind of assessment setup provided.
- Be prepared to make your assessments person-specific including the practical part too without compromising on the criteria set up by the Domain SSC.
- Provide the candidate with the desired assistive devices which may vary from candidate to candidate.
- Do understand that every trainee with disability has a journey: he/she are likely to have identified solutions that best work for him/her. Do not expect your trainees with disability to go through the same processes with the same rigour as your trainees without disability.
- Remember that your trainees with disability are going to work with persons without disability. Pitying, belittling or lowering the standards would defeat the purpose.
- An extension of 20 minutes per hour is recommended. This can be further increased as per circumstances/ requirement of the candidate (for details please refer to the Examination Guideline developed by MSJE).
- Services of scribe/ writer/ reader/ lab assistant should be allowed to any person who has Disability of 40% or more if so desired by the person.
- General comfort of the candidate should be kept in view inside the assessment room.
- Follow the health/ safety guidelines if any issued by the authorities.

### **Specific Guidelines**

- Do not shout at a Person with Hearing Impairment unless they request you to. Just speak in a normal tone but make sure your lips are visible.
- Keep conversations clear and try minimizing unnecessary noise in the background.
- If you are asked to repeat yourself, answering “nothing, it’s not important” implies that the person is not worth repeating yourself. It is demeaning; be patient and comply.
- Show consideration by facing the light source and keeping things (such as your hands) away from your mouth while speaking.
- Look directly at and speak directly to the person rather than looking at the interpreter or any other person who may accompany the individual.
- Follow the person’s cues to find out if they prefer sign language, gesturing, writing or speaking.
- Make sure the room is well lit to allow the student to see your facial expression, signing and/or lip read.
- Question paper should have more visuals/pictures for better understanding.



## Annexure 3: Assistive Tools, Trainer Pre-requisites and Break up of proposed extended hours

### List of tools/equipment to conduct the training

Any of the following tools may be used during the training of Persons with Speech and Hearing Impairment

- Assistive Aid/Service
- Ai-Live
- Captions First
- Captions 2020
- Closed Capp
- Let's Talk
- LCD TV
- Visual curricula
- Computer

Please note that for the conduction of the training for Speech and Hearing Impairment SCPwD recommends Indian Sign Language Interpreter (ISL) as a mandatory human resource.

### Trainer Qualification

**Minimum Educational Qualifications:** Diploma in Food Tech or Food Engineering with 4 years of hand on experience in a bakery industry or B. Sc./B. Tech/BE in Food Technology or Food Engineering with 2-3 years of hand on experience in a bakery industry or M. Sc./M. Tech/ME in Food Technology or Food Engineering with 1-2 years of hand on experience in a bakery industry.

**Experience:** Diploma in Food Tech or Food Engineering with 4 years of hand on experience in a bakery industry or B. Sc./B. Tech/BE in Food Technology or Food Engineering with 2-3 years of hand on experience in a bakery industry or M. Sc./M. Tech/ME in Food Technology or Food Engineering with 1-2 years of hand on experience in a bakery industry.

**In addition to Domain SSC (as above) Disability specific additional requirement for the trainerare:**

**Disability specific Top Up module:** The Inclusive Trainer should be certified by SCPwD with minimum accepted score of 80% as per SCPwD guidelines in Disability Specific Top Up training / QP of Trainer-PwD.

The Indian Sign Language Interpreter should be mandatory during the training, counselling and placement of Persons with Speech and Hearing Impairment. A Certification by Indian Sign Language Research and Training Centre (ISLRTC) or Ali Yavar Jung National Institute of Speech and Hearing Disabilities (Divyangjan) (AYJNISHD(D)) will be desirable.

**Experience:** For Sign Language Interpreter 2/3 Years of experience in their own field of training will be desirable.

### Training Duration

**Break up of pre training/ foundation course:**

S.NO.	MODULE	THEORY (hours)	PRACTICAL (hours)	TOTAL (hours)
1	Communication and Fluency in Indian Sign Language	15	15	30
2	Developing Functional/English Vocabulary	25	15	40
3	Developing Keyboarding skills (Bridge Module)	0	20	20
4	Understanding Self and Environment	10	0	10
5	Work Related Training	10	0	10
GRAND TOTAL		<b>60</b>	<b>50</b>	<b>110</b>

- Point 3 in the table (Keyboarding skills), are applicable only for the job roles that have an IT Skills component.
- Since this course has the requirement of IT Skills hence, we are recommending 20 hours for Keyboarding skills, and the total **additional hours** recommended by SCPwD are 110.