

Revised Application Documentation: Revision made by NSDA_22 May 2015

QUALIFICATION FILE – CONTACT DETAILS OF SUBMITTING BODY

Name and address of submitting body:

Gem & Jewellery Skill Council of India

**Business Facilitation Centre, 3rd Floor
Seepz Special Economic Zone.
Andheri (E). Mumbai 400 096.**

Name and contact details of individual dealing with the submission

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Position in the organisation: Chief Operating Officer

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List of documents submitted in support of the Qualifications File

1. Career Map of Gemstone Pre-shaper - Annexure 1
2. QP G&J/Q6602– Annexure 2
3. Format for EOI for AA Accreditation from GJSCI - Annexure 3
4. Protocol for Accreditation of Assessment Agencies and Assessment Framework –
Annexure 4
5. Skill gap report for Gem and Jewellery Sector_2008-2022– Annexure 5

QUALIFICATION FILE SECTION 1

SUMMARY

Qualification Title	G&J/Q 6602 - Gemstone Pre-shaper
Body/bodies which will assess candidates	<ul style="list-style-type: none"> • Five Elements Business Solutions Pvt Ltd. • CoCubes Technologies Pvt Ltd • Cindrel Infotech Private Limited • Skill Training Assessment Management Partners, Ltd. • AssessPeople Services (India) Pvt. Ltd. • Manipal City and Guilds • Induslynk Training Services Pvt Ltd (Mettl) • Navriti Technologies Pvt Ltd • The Assessors Guild (TAG) • Aspiring Minds Assessment private Limited • Edu World Consultants Pvt Ltd
Body/bodies which will award the certificate for the qualification:	Gem & Jewellery Skill Council of India
Body which will accredit providers to offer the qualification.	Gem & Jewellery Skill Council of India
Occupation(s) to which the qualification gives access	Gemstone Pre-shaper
Proposed level of the qualification in the NSQF.	Level – 3
Anticipated volume of training/learning required to complete the qualification.	60 hours
Entry requirements / recommendations.	Preferable Qualification shall be 10 th pass
Minimum age	14 Years
Progression from the qualification.	Final shaper and calibrator
Planned arrangements for RPL.	<p>Implementation Mechanism</p> <p>Facilitation</p> <p>The GJSCI has empowered the Training Partners to play the role of facilitation agency. The roles and responsibilities of the facilitation agency will be as follows:</p> <ol style="list-style-type: none"> 1. Survey the market and contact the persons who have acquired the skills of a particular trade in informal/non-formal settings and motivate them for getting their skills/competencies assessed, certified and recognized by a National Level Organization. 2. Alternatively, a person who has acquired skills/competencies in informal/non-formal settings and desires to get his/her skills assessed, certified and recognized by a National Level Organization approaches the Training Partner. 3. Training Partners will explain and assist interested candidates to register and submit the application form along with the required documents.

RPL Implementation Process:

In order to create an awareness about the RPL assessments, GJSCI will put in marketing efforts in targeted regions of the country to invite applications from the persons who desire to get their skills assessed, recognized and certified in relevant trade.

The set of documents along with the application form should be sent to the GJSCI office in the form of scanned copy and hard copy by post or in person by the Training Partner

Group A (Skill based evidence)	i) Proof of work experience/skills/competencies acquired in informal/non-formal settings (Self undertaking)
	ii) Work experience certificate from the employer if any
	iii) Work experience certificate from the local Jeweller's Manufacturer's association
Group B (Literacy based evidence)	iv) Copy of the Educational Qualification certificate, if any
	iv) Self undertaking by the candidate indicating the basic literacy level
The candidate should submit the evidence at least one each from Group A and Group B.	

1. The applications along with the evidence submitted by the candidates will be screened and reviewed by the Training Partner & GJSCI.

2. The eligible candidates will be informed accordingly.

3. The candidates who could not be eligible for RPL assessment, will be informed about the deficiency in the application form and evidence submitted by them to the Training Partner and will be asked to apply again after taking necessary remedial measures.

4. Training Partner will inform the candidates about the assessment centre, date and time for assessment well in advance. Efforts will be made to ensure that the candidate is assessed in his/her work place only.

Eligibility criteria:

1. Any artisan above the age of 18 with a minimum work experience of 6 months can get assessed in the RPL programme.

2. To validate the work experience, we shall need a letter from the local jeweller's association or the employing company certifying his/her experience.

International comparability where known.	Not Done yet		
Formal structure of the qualification			
Title of unit or other component (include any identification code used)	Mandatory/	Estimated size	Level
	Optional	(learning hours)	

G&J/N6601 Dop the gemstone	Mandatory	60	3
G&J/N6602 Pre-shape or pre-form gemstone	Mandatory		3
G&J/N6603 Operate tumble shaping machine	Mandatory		3
G&J/N9920 Maintain IPR at work	Mandatory		3
G&J/N9921 Coordinate with colleagues	Mandatory		3
G&J/N9924 Maintain safety at work	Mandatory		3

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

Give details of the document here:

1. QP G&J/Q 6602– Annexure 2

SECTION 1

ASSESSMENT

Body or Bodies which will carry out assessment:

- a) Five Elements Business Solutions Pvt. Ltd.
- b) CoCubes Technologies Pvt. Ltd
- c) Cindrel Infotech Private Limited
- d) Skill Training Assessment Management Partners, Ltd.
- e) AssessPeople Services (India) Pvt. Ltd.
- f) Manipal City and Guilds
- g) Induslynk Training Services Pvt. Ltd (Mettl)
- h) Navriti Technologies Pvt. Ltd
- i) The Assessors Guild (TAG)
- j) Aspiring Minds Assessment private Limited
- k) Edu World Consultants Pvt. Ltd

These assessing agencies have been chosen after thorough scrutiny of the credentials presented in response to the RFP. A set was made of the documents received from the assessment agencies. To check the knowledge of the assessing agencies they were required to set a question bank and were also required to find assessors with minimum 5 years of experience for the specified job roles. The documents were then verified by the assessment manager and cross verified by CEO / COO. Then the set of documents were submitted to the Governing concern for review and approving the assessment agency for the affiliation. The Governing concern reviewed the entire set along with set of question bank and the assessors profile and approved or rejected the same by signing the covering page.

Will the assessment body be responsible for RPL assessment?

Yes the assessment body shall be responsible for RPL assessment.

In RPL, the candidate has acquired the skills and knowledge while working and requires assessment and certification only. RPL is the acknowledgement of skills and knowledge obtained through:

- formal training
- work experience
- life experiences

The focus of RPL is the competence gained from these experiences; not how, when or where the learning occurred.

Process or steps in RPL assessments

1. Offering RPL to potential candidates
2. Providing information to the candidate
3. Self-assessment
4. Evidence collation
5. Assessment and making the decision
6. Feedback to the candidate
7. Documentation of outcomes

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) The emphasis is on 'learning-by-doing' and practical demonstration of skills and knowledge based on the performance criteria.
- b) The assessment papers are developed by Subject Matter Experts (SME) available with the Assessment Agency as per the performance and assessment criteria mentioned in the Qualification Packs.
- c) The assessments papers are also checked for the various outcome based parameters such as quality, time taken, precision, tools & equipment requirement, etc.
- d) The assessments are designed so as to assess maximum parts during the practical hands on work. Duties and responsibility of a Gemstone Pre-shaper are also assessed. The technical limitations at the training centres are taken care in theory and viva.
- e) The assessment agencies are instructed to hire assessors with integrity, reliability and fairness. Each assessor shall sign a document with its assessment agency by which they commit themselves to comply with the rules of confidentiality and conflict of interest, independence from commercial and other interests that would compromise impartiality of the assessments.
- f) The assessment agencies are instructed to Ideally have assessor with right mix of industry experience, academia and these are detailed in Assessment Agency Protocol
- g) The assessors selected by Assessment Agencies are scrutinized and made to undergo training and introduction to Assessment Framework, competency based assessments, assessors guide etc.
- h) The assessors are provided with assessors guide developed by the Subject Matter Expert of the assessment agency or by Gem & jewellery SSC as per the assessment framework. The assessment guides are developed to ensure the maximum possible consistency / transparency in the assessment by different assessors and elaborate on the following
 1. Qualification Pack Structure
 2. Guidance for the assessor to conduct theory, practical and viva assessments
 3. Guidance for trainees to be given by assessor before the start of the assessments.
 4. Guidance on assessments process, practical brief with steps of operations practical observation checklist Attendance Sheet and mark sheet
 5. Viva guidance for uniformity and consistency across the batch.
 6. Guidance on assessment evidence collection

The assessment results are backed by evidences collected by assessors.

1. The assessor needs to collect a copy of the attendance for the training done under the scheme. The attendance sheets are signed and stamped by the in charge /Head of the Training Centre.
2. The assessor needs to verify the authenticity of the candidate by checking the photo ID card issued by the institute as well as any one Photo ID card issued by the Central/Government. The same needs to be mentioned in the attendance sheet. In case of suspicion, the assessor should authenticate and cross verify trainee's credentials in the enrolment form.
3. The assessor needs to take a photograph of all the students along with the centre name/ banner at the back as evidence.
4. The assessor needs to carry a camera to click photograph of the trainees working on the job and giving theory exam as evidence.
5. The assessor also needs to carry a photo ID card.

6. The assessor also needs to take the photographs as evidence from appropriate angles/ sides of the final work piece/job submitted by the trainee.
7. The details on assessment framework are elaborated in Gem & jewellery SSC Protocol for Accreditation of Assessment Agencies and Assessment Framework.

All accredited Assessment Agency follow the “Gem & jewellery SSC Protocol for Accreditation of Assessment Agencies and Assessment Framework”. Each NOS in the Qualification Pack (QP) is assigned a relative weightage for assessment based on the criticality of the NOS. Therein each Performance Criteria in the NOS will be assigned marks for or practical based on relative importance, criticality of function and training infrastructure.

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

Give details of the document(s) here:

1. Format for EOI for AA Accreditation from GJSCI - Annexure 3
2. Protocol for Accreditation of Assessment Agencies and Assessment Framework – Annexure 4

ASSESSMENT EVIDENCE

Complete a 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 Pre-shaper					
Qualification Pack G&J/Q6602					
Sector Skill Council Gem & Jewellery					
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 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					
				Marks Allocation	
		Total Mark (100)	Out Of	Theory	Skills Practical
1. G&J/N6601 Dop the gemstone	PC1. accurately align the stone	30	5	1	4
	PC2. make correct selection of appropriate dop and material for fixing		5	1	4
	PC3. Maintain appropriate level of heating so that stone does not change colour		5	1	4
	PC4. achieve scratch-free doping		4	0	4
	PC5. achieve secure setting		5	1	4
	PC6. make timely delivery to facet maker or shaper		2	0	2
	PC7. achieve number of dops prepared per day as per target given		2	0	2
	PC8. deliver damage-free output with minimum hazards		2	0	2
		Total	30	4	26
2. G&J/N6602 Pre-shape or pre-form gemstone	PC1. pre-shape number of preforms generated with shape as planned	42	9	1	8
	PC2. accurately calibrate: size, dimensions and weight as per plan		9	1	8

	PC3. identify correct lap and powder to use		6	1	5
	PC4. achieve maximum number of QC okayed stones		5	0	5
	PC5. deliver hazard-free output		4	0	4
	PC6. deliver the number and carats of stones preformed per day against target given		3	0	3
	PC7. maintain stone loss within prescribed limits, particularly, in precious stones		3	0	3
	PC8. deliver pre-shaped stone in time by reporting problems faced or anticipate dwell in advance		3	0	3
		Total	42	3	39
3. G&J/N6603 Operate tumble shaping machine	PC1. run target number of tumble cycles run	3	1	1	0
	PC2. maintain quality of stones using appropriate quantity and types of abrasives		1	1	0
	PC3. deliver pre-shaped stone in time by reporting problems faced or anticipated well in advance		1	1	0
			3	3	0
4. G&J/N9920 Maintain IPR at work	PC1. be aware of patents and IPR	3	2	2	0
	PC2. not be involved in IPR violations		1	1	0
		Total	3	3	0
5. G&J/N9921 Coordinate with colleagues	PC1. understand the work output requirements	10	4	0	4
	PC2. comply with company policy and rule		1	1	0
	PC3. deliver quality work on time as required by reporting any anticipated reasons for delays		3	0	3
	PC4. put team over individual goals		1	1	0
	PC5. resolve conflicts and multi-task		1	1	0
		Total	10	3	7
6. G&J/N9924 Maintain safety at work	PC1. spot and report potential hazards on time	12	1	1	0
	PC2. follow company policy and rules regarding use of hazardous materials		3	1	2
	PC3. deliver quality work on time as required by reporting any anticipated reasons for delays		1	1	0

	PC4. use or wear safety gear as per the rules of the company		3	1	2
	PC5. clean the work station		2	0	2
	PC6. organise tools and equipment in use		2	0	2
		Total	12	4	8

SECTION 2

EVIDENCE OF NEED

What evidence is there that the qualification is needed?

Please refer to the attached list of job roles and occupations as per the attachment and their career paths as per Annexure 1, which have been derived through extensive industry interactions. 10 Large scale industries, 10 Medium Size industries and 43 small industries were involved in the validation process to make the Qualification Packs viable to the current industry requirements.

List of industries involved in the Validation process for the- QP Gemstone Pre-shaper:

S No.	Large scale industries	Medium scale industries	Small scale industries
1.	Living colours	Meenal Gems	Gems Export Center
2.	Lunawat Gems Corporation	Swastik Gems	K.K.Gems Trading Co.
3.	Ayana Jewels	Bhansali Trading Corporation	Anshul International
4.	Bardiya Gems & Jewellery Co.	Kinu Baba Gems(India) Pvt. Ltd	Dhandia Exports
5.	P.D.International	Gupta Jewel Corporation	Dhandia Gems Corporation
6.	Sambhav Jewels	Dolphin Gems	V.P.Gems
7.	Akash Gems Pvt. Ltd.	GIE Gold Creation	A-One Jewellery
8.	Gem India Export	Vishal Gems International	Lotus Gem Impex
9.	RMC Gems India Ltd	K.L. Tambi & Co	Super Gems & Jewels
10.	Vaibhav Global Ltd.	Aashish Gems	Manoj Exports
11.			Hit & Fit Gems
12.			Ruby Source
13.			Rishabh Gems
14.			Lodha Intertrade
15.			Gem India Investments
16.			R.S.Gems
17.			Sara Jewels
18.			Fine Beads
19.			Colour River Gems
20.			G.R.Gems
21.			Paramount Gemexco

22.			Takat Gems India
23.			Singhi Impex
24.			Rahul Exports
25.			MKA'S Rubylite
26.			Fine Colour Gems
27.			Haji Nisar Ahmed & Sons
28.			Gem Star
29.			Sumangal Gems
30.			GIE Inter Trade
31.			Jainam Gems
32.			N.K.Impex
33.			Sumati Gems
34.			S.K.Enterprises
35.			S.V.enterprises
36.			Paras Gottam & Co.
37.			Sapphire Creations
38.			Gems Park
39.			National Facets
40.			Sumangal Emeralds
41.			Dhamani exports
42.			Lunawat Gems
43.			AG Gems Pvt. Ltd.

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

The Estimated uptake between 2013 and 2022 is 108952 under Gemstone Pre-shaper. For details of the calculations please Refer to Annexure-5.

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

QPs for Job Roles of various related SSC's were studied to ensure that there is no duplicity

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 comments, feedback and suggestions were collected through interaction with industry. The same will be compiled and justifiable changes will be incorporated in the next/updated version of the QP. This QP is set to be revised post 15th July 2015.

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

Give details of the document(s) here:

1. Skill gap report for Gem & Jewellery sector_2008-2022– Annexure 5

SECTION 3

SUMMARY EVIDENCE OF LEVEL

Summary of Direct Evidence:

Justify the NSQF level allocated to the QP by building upon the five descriptors of NSQF. Explain the reasons for allocating the level to the QP.

Generic NOS is/are linked to the overall authority attached to the job role.

Process required	Professional Knowledge	Professional Skills	Core Skills	Responsibility	Level
The Pre-shaper works in a routine process with a speed rotating scaife machines with diamond or steel laps in order to give the rough cut gemstone the shape as per the determined shape, size and weight of the processed final stone. The work process of this Pre-shaper requires handling the tools in a predefined set of limited and repeated procedures, with very minimal technical and problem solving skills.	The Pre-shaper should know about work flow involved in company's diamond processing, basic Gemmology and properties of different types of stones and their properties, particularly, with respect to heat and pressure sensitivity, the families they belong to, different types of gemstones such as precious, semi-precious, synthetic, origin of the stone, i.e., which mine, particularly, precious stones to read the softness or hardness as developed from precedence of use, uses of different qualities of wax and lac for fixing, their merits and demerits. He also knows the use of correct type of dop, e.g., metal or wooden for the process involved, uses the heating lamp for secure fixing and without damaging the stone and does basic tool and equipment maintenance and follows the policies and standards maintained by the company.	The Pre-shaper demonstrates repetitive practical skills during shaping and calibrating process and converts shape on paper into Pre-shaped diamond and reads height, weight, dimensions of the stones to pre-shape as given on job sheets. Also understands the importance of accurately aligned doping for faceting or shaping, assess accuracy of alignment and measure symmetry, assess the angle for shaping and final dimensions achievable from processing the gemstone, identifies the problems with faulty equipment and takes appropriate action by reporting them to his seniors. He receives instructions and feedback from his supervisor and implements them accordingly. he also spots plagiarism and reports and alert authorities in time of any potential sources of violations	This operator writes clear and short sentences, reads job sheets and interprets technical details mentioned in the job sheet, reads notes and instructions in terms of process to be followed and performs basic calculations required in the shaping process. Also does effective and error free communication with seniors and colleagues, builds team coordination and writes grievance complaint application. Knows and understands basic banking procedures like account opening, basic banking operations and savings. Also discusses task, schedules, and work-loads with co-workers and supervisors and helps them as required.	This individual works under the supervision of his supervisor and is responsible for collecting the diamond packet, consumables and instructions from supervisor, fixing the stone on dop as per job sheet, giving shape to the gemstone, calibrating the Pre-shaped gemstone, returning prepared dop to supervisor, reporting technical problems with any part of the machine to supervisor and doing basic repair and maintenance in the polishing machine. He is also responsible for correctness and on time completion of the assigned tasks.	3
Follows level 3	Follows level 3	Follows level 3	Follows level 3	Follows level 3	Follows level 3

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):

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?

Please refer to attached career path as per annexure 1 which clearly defines the career path.

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

Give details of the document(s) here:

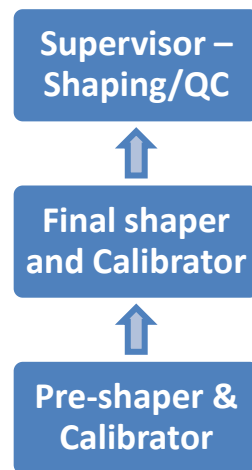
2. Career Path of Gemstone Pre-shaper - Annexure 1
3. QP G&J/Q 6602- Annexure 2

Annexure 1

OM & Career Path

The career progression would be as follows:

1. Pre-shaper & Calibrator
2. Final shaper and calibrator
3. Supervisor – Shaping/QC



Annexure 2- QP G&J/ Q 6602

Annexure 3 - Format for EOI for AA Accreditation from GJSCI

[Annexure 4- Protocol for Accreditation of Assessment Agencies and Assessment Framework](#)

Annexure 5_Manpower Requirement for Gems & Jewellery Sector for the period 2013-2022