

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

Name: Mr. Binit Bhatt

Position in the organisation: Chief Operating Officer

Address if different from above: Same as Above

Tel number(s) +91 22 28293940 & 41 & 43

E-mail address: coo@gjsoci.org

List of documents submitted in support of the Qualifications File

1. Career Map of Goldsmith – Kundan-Jadau - Annexure 1
2. QP G&J/Q 0901– 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 0901- Goldsmith – Kundan-Jadau
Body/bodies which will assess candidates	<ul style="list-style-type: none"> • Five Elements Business Solutions Pvt Ltd. • CoCubes Technologies Pvt Ltd • Cindrellinfotech 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	Goldsmith – Kundan-Jadau
Proposed level of the qualification in the NSQF.	Level – 4
Anticipated volume of training/learning required to complete the qualification.	240 hours
Entry requirements / recommendations.	Preferable Qualification shall be 10 th pass
Minimum age	14 Years
Progression from the qualification.	N/A
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/ Optional	Estimated size (learning hours)	Level
G&J/N0904 Make components, frame, Kundan (24K gold) and Silver foils	Mandatory	240	4
G&J/N0905 Engrave pattern and apply enamel	Mandatory		4
G&J/N0803 Set gemstones using Jadau technique and string	Mandatory		4
G&J/N9910 Maintain IPR and respect copyright	Mandatory		4
G&J/N9912 Coordinate with co-workers	Mandatory		4
G&J/N9914 Maintain safe work environment	Mandatory		4

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/Q0901– 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) Cindrellinfotech 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 a Goldsmith – Kundan-Jaduaare 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 Goldsmith – Kundan and Jadau					
Qualification Pack G&J/Q0901					
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/N0904 Make components, frame, Kundan (24K gold) and Silver foils	PC1.make components of required dimensions such as size and thickness	71	9	1	8
	PC2.make components of required finish and evenness		9	1	8
	PC3.draw or roll metal without overdrawing or splitting or cracking		7	0	7
	PC4.anneal the wire, strips and sheets for required malleability for the thickness required		8	1	7
	PC5.limit precious-metal loss of damaged metal rod or wire		8	1	7
	PC6.accurately link the ends to form even rings, collets or chains of required dimensions		8	1	7
	PC7.link, solder and file the components into frame of required finish and utility		5	0	5

	PC8.achieve required flexibility, utility and symmetry of frame as per design		5	1	4
	PC9.meet productivity target		5	1	4
	PC10.work with minimum hazards and accidents		5	1	4
	PC11.deliver complete frames in time by reporting well in advance, any problems faced or anticipated		2	0	2
		Total	71	8	63
2. G&J/N0905 Engrave pattern and apply enamel	PC1.achieve symmetry of design to be engraved or etched for applying enamel		2	0	2
	PC2.achieve smooth finish of enamel paint as per design		1	0	1
	PC3.ensure no overflow or excess enamel at the edges of the painted area		1	0	1
	PC4.ensure that enamel prepared with no impurities	11	1	0	1
	PC5.ensure no chipping or cracking enamel		1	1	0
	PC6.prepare surface of thickness and evenness for long term enamel adhesion		1	1	0
	PC7.fire at right temperature for the enamel to flow and set		1	1	0
	PC8.achieve colour, vibrancy and gloss as per design		1	1	0
	PC9.achieve hazard-free output after using acids and chemicals		1	0	1
	PC10.deliver enamelled frame on time by reporting problems faced or anticipated well in advance		1	0	1
		Total	11	4	7

3. G&J/N0803 Set gemstones using Jadau technique and string	PC1.achieve required shine for polki setting		1	1	0
	PC2.achieve flawless setting as per design requirement		1	1	0
	PC3.achieve even colour of stones set, i.e., no discolouration or breakage during setting		1	1	0
	PC4.set stones securely	6	1	1	0
	PC5.stringing is even and secure		1	1	0
	PC6.avoid damage to the rest of the frame during the process of setting		1	1	0
	PC7.achieve productivity as per target		0	0	0
	PC8.complete work with minimum hazards and accidents		0	0	0
	PC9.deliver stones set jewellery in time by reporting problems faced or anticipated well in advance		0	0	0
	Total		6	6	0
4. G&J/N9910 Maintain IPR and respect copyright	PC1.spot plagiarism and report		1	1	0
	PC2.understand rationale of patents and IPR		0	0	0
	PC3.avoid being involved in IPR violations	1	0	0	0
	Total		1	1	0
5. G&J/N9912 Coordinate with others	PC1. Understand the work output requirements		2	0	2
	PC2. Understand company policy and rule	7	2	0	2
	PC3. Deliver quality work on time as required by reporting any anticipated reasons for delays		2	1	1
	PC4. Put team over individual goals		1	0	1
	PC5. Conflicts resolution and multi-tasking		0	0	0
	Total		7	1	6
6. G&J/N9914 Maintain safe work environment	PC1. Spot and report potential hazards on time		2	0	2
	PC2. Follow company policy and rules regarding use of hazardous materials		1	0	1
	PC3. Deliver quality work on time as required by reporting any anticipated reasons for delays	4	1	0	1
	Total		4	0	4

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. 16 Large scale industries, 6 Medium Size industries and 13 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 – Kundan-Jadau Jewellery:

S No.	Large scale industries	Medium scale industries	Small scale industries
1.	N.M. Karel & Sons	A.V.M. Jewellery works	Bhagya Laxmi Jewellers
2.	Mars	Mahaa Laxmi Fine Arts	Metal Art Creation Pvt. Ltd
3.	Shree Raj Jewellers	Rams Jewels	A.B.Jewels
4.	Thottan Exports	A.V.M. Jewellery works	Abhilasha Jewellers Pvt. Ltd
5.	St. Antony's Jewellery Works	Mahaa Laxmi Fine Arts	V.S.V Jewel Tech Pvt Ltd
6.	Derewala	Rams Jewels	Mehta Gold
7.	Pink City Jewel House Pvt. Ltd.		Sri Vetrivel Links
8.	Valentine Jewellery India Pvt Ltd		Bhagya Laxmi Jewellers
9.	N.M. Karel & Sons		Metal Art Creation Pvt. Ltd
10.	Mars		A.B.Jewels
11.	Shree Raj Jewellers		V.S.V Jewel Tech Pvt Ltd
12.	Thottan Exports		Mehta Gold
13.	St. Antony's Jewellery Works		Sri Vetrivel Links
14.	Derewala		
15.	Pink City Jewel House Pvt. Ltd.		
16.	Valentine Jewellery India Pvt Ltd		

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

The incremental Manpower Gap between 2013 and 2022 is 26393 under Kundan-Jadau. JewelleryFor 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 during September'14 to March'15. 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
<p>This Goldsmith gets work allocated by his supervisor and does the routine task of getting material from his supervisor, preparing for the process and making the Kundan. This individual follows a predefined and predictable set of procedures for drawing wire, strip or sheet, making Kundan (24K gold) foil or Silver foil, annealing the wire or strip or sheet for malleability while drawing or rolling, making components, making the frame, filing the frame components for finishing and controlling precious metal loss. He also proactively identifies machine and material faults, help in rectification of the problems and ensure that quality and</p>	<p>The knowledge required are company's policies on: acceptable limits of precious metal loss per product type; delivery timelines; safety and hazards; security; and personnel management, work flow involved in company's jewellery manufacturing process, i.e., from one goldsmith to another, importance of the individual's role in the workflow, reporting structure, uses of different types of tools used in wire drawing and rolling such as ruler, draw plates, pliers, hammer, bench block, cup bur, cutter, roller machine, gold and silver foil packing, properties of gold and silver leaves, different types of wax or lac and their use, precious-metal or gold alloy properties such as strength and malleability, heat treatments and intensity effect with respect to different types of gold alloys, e.g., 18K gold requires less</p>	<p>This Goldsmith recalls and demonstrates repetitive skills like identifying and using material tools and equipments required and carrying out the Kundan making process. He uses roller machine for drawing wire or strip, uses tools for drawing wire such as: Gas torch or furnace for annealing wire or strip; drawing tongs and drawing plate for thinning diameter of wire and required shape; wax or oil for lubrication, uses tools such as files and pliers, uses the right hole in draw plate and at correct angle for achieving the finish as per design, maintains tools and machines used, uses technology such as computer for visual aid and efficient working.</p>	<p>The user/individual on the job needs to know and understand how: to read notes and put notes on design, to assess the material requirement for making wires of specified length and thickness, to use gauge check the thickness of wire, to check symmetry of component made. Also does effective and error free communication with seniors and colleagues, builds team coordination, writes grievance complaint application, discusses task, schedules, and work-loads with co-workers and supervisors and helps them as required. Also understands basic banking procedures like account opening, basic banking operations and savings.</p>	<p>This Goldsmith is responsible for preparing for making Kundan-Jadau jewellery, roll 24 karat gold metal into thin leaf by repeatedly using rolling machine and hammering, roll silver metal into thin leaf using rolling machine, heat treating, annealing, pickling, rinsing, making rolls of thin leaf of gold and silver, setting temperature according to the thickness of the wire or strip, removing the wire or strip from heat and quench in water to cool immediately and repeat the heating and cooling process after every drawing or rolling. He is also responsible for reporting problems related to machine faults and breakdowns and correctness</p>	4

productivity is maintained.	annealing than 10K or springs need different treatment than annealing, potential work hazards, particularly, when using hand and machine tools			and on time completion of the assigned tasks.	
Follows level 4	Follows level 4	Follows level 4	Follows level 4	Follows level 4	Follows level 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):

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:

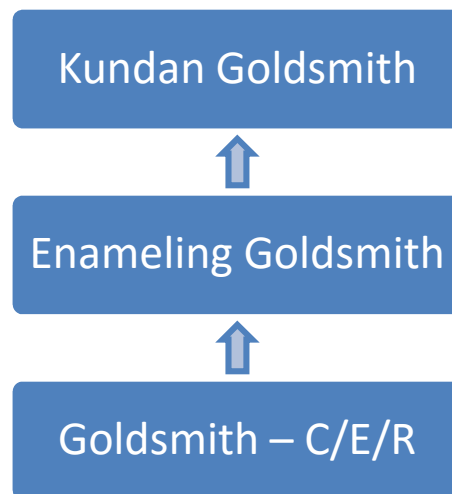
2. Career Path of Goldsmith – Kundan-Jadau- Annexure 1
3. QP G&J/Q 0901- Annexure 2

Annexure 1

OM & Career Path

The career progression would be as follows:

1. Goldsmith – C/E/R
2. Enameling Goldsmith
3. Kundan Goldsmith



Annexure 2- QP G&J/ Q 0901

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