

NSQF QUALIFICATION FILE

Approved in 22nd NSQC Meeting, 19th December 2018

CONTACT DETAILS OF THE BODY SUBMITTING THE QUALIFICATION FILE

Name and address of submitting body:

Infrastructure Equipment Skill Council
No 6, Avik Royale, 50 Feet Main Road,
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Name and contact details of individual dealing with the submission

Name: Col. Krishna Vijay

Position in the organisation: Director, Standards and QA

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List of documents submitted in support of the Qualifications File

1. Qualification Pack
2. Model Curriculum
3. Functional Analysis
4. Occupational Map
5. Approval from the Line Ministry
6. Industry Validations
7. NSQC Summary Sheet
8. NSQC Presentation

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- SUMMARY

1	Qualification Title	Skid Steer Loader Operator
2	Qualification Code, if any	IES/Q0126
3	NCO code and occupation	NCO-2015/ 8342.2101 Mobile Equipment Operator
4	Nature and purpose of the qualification (Please specify whether qualification is short term or long term)	<p>Nature of Qualification</p> <ul style="list-style-type: none"> - Qualification Pack <p>Purpose of Qualification</p> <ul style="list-style-type: none"> - To enable candidate to become a Skid Steer Loader Operator
5	Body/bodies which will award the qualification	Infrastructure Equipment Skill Council
6	Body which will accredit providers to offer courses leading to the qualification	Infrastructure Equipment Skill Council
7	Whether accreditation/affiliation norms are already in place or not , if applicable (if yes, attach a copy)	Yes, Copy Attached
8	Occupation(s) to which the qualification gives access	Equipment operations- Skid Steer Loader Operator
9	Job description of the occupation	A skid steer loader operator drives and controls skid steer equipment. He uses the controls in the machine to dig, lift and dump construction materials above the base level of the machine. He is required to drive safely, regulate the speed and move the load from one place to another in compact places
10	Licensing requirements	N/A
11	Statutory and Regulatory requirement of the relevant sector (documentary evidence to be provided)	N/A
12	Level of the qualification in the NSQF	4
13	Anticipated volume of training/learning required to complete the qualification	120 hours
14	Indicative list of training tools required to deliver this qualification	<ul style="list-style-type: none"> • Operational Skid Steer Loader • Other items as listed in the model curriculum
15	Entry requirements and/or recommendations and	Class VIII

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	minimum age		
16	Progression from the qualification (Please show Professional and academic progression)	Senior Skid Steer Loader Operator	
17	Arrangements for the Recognition of Prior learning (RPL)	Presently the industry has a large work force of operators and mechanics who are trained and experienced but not certified as per the NSQF norms. It is proposed to certify them under the RPL (Recognition of Prior Learning) program which will go a long way in facilitating their career progression	
18	International comparability where known (research evidence to be provided)	UK-NOS LANCU12 Prepare and operate a power vehicle The standard is about the preparation and operation of a power vehicle. The use of attachments is also included in this unit. Examples of power vehicles include ATV's, skid-steers, bob-cats and four wheel drives	
19	Date of planned review of the qualification.	26/12/20	
20	Formal structure of the qualification		
	Mandatory components		
	Title of component and identification code/NOSs/Learning outcomes	Estimated size (learning hours)	Level
(i)	IES/N0176 Carry out pre-operation checks on skid steer loader	24	4
(ii)	IES/N0177 Operate a skid steer loader	54	4
(iii)	IES/N0178 Perform routine maintenance and troubleshooting of a skid steer loader	24	4
(iv)	IES/N7601 Comply with worksite health and safety guidelines	18	4
	Sub Total (A)	120	
	Optional components		
	Title of component and identification code/NOSs/ Learning outcomes	Estimated size (learning hours)	Level

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	Sub Total (B)		

	Total (A+B)	120	
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SECTION 1
ASSESSMENT

21	<p>Body/Bodies which will carry out assessment: Confederation of Indian Industries (CII))</p>
22	<p>How will RPL assessment be managed and who will carry it out? RPL program is designed to assess and certify those personnel with the requisite qualifications and experience. In the first step, individuals are screened and assessed, both through theory and practical tests, based on the same Assessment Criteria of the approved Qualification Pack. The skill gaps are thus identified and individuals undergo 'bridge training' as applicable. Then at the end of the short course they are finally assessed and certified.</p>
23	<p>Describe the overall assessment strategy and specific arrangements which have been put in place to ensure that assessment is always valid, reliable and fair and show that these are in line with the requirements of the NSQF. The emphasis is on 'learning-by-doing' and practical demonstration of skills and knowledge based on the performance criteria. 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 Pack. The assessments papers are also checked for the various outcome based parameters such as quality, time taken, precision, tools & equipment requirement etc. The assessment sets are then reviewed by IESC official for consistency. The assessments are designed so as to assess maximum parts during the practical hands on work. The technical limitations at the training centres are taken care in theory and viva to assess the conceptual understanding, Criteria such as use of lift to pick heavy objects or selection of fire extinguisher during a fire are also assessed under theory/viva. 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. The assessment agencies are instructed to ideally have assessor with minimum 15 years industry experience as an ITI graduate / minimum 10 years' industry experience as diploma engineer and minimum 5 years' industry experience as graduate engineer. The assessors selected by Assessment Agencies are scrutinized and made to undergo training and introduction to IESC Assessment Framework, competency based assessments, assessors guide etc. The assessors are provided with assessor's guide developed by the Subject Matter Expert of the assessment agency as per the assessment framework. The assessment guides are developed to ensure the maximum</p>

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<p>possible consistency in the assessment by different assessors and elaborate on the following</p> <p>Qualification Pack Structure</p> <p>Guidance for the assessor to conduct theory, practical and viva assessments</p> <p>Guidance for trainees to be given by assessor before the start of the assessments.</p> <p>Guidance on assessments process, practical brief with steps of operations</p> <p>practical observation checklist and mark sheet</p> <p>Viva guidance for uniformity and consistency across the batch.</p> <p>The assessment by assessment agency will be completely based on the assessment criteria as mentioned in the Qualification Pack. Each NOS in the Qualification Pack (QP) will be assigned a relative weightage for assessment based on the criticality of the NOS- unique (functional)/ common NOS for job roles at the same levels. Therein each Performance Criteria in the NOS will be assigned marks for or practical based on relative importance, criticality of function and training infrastructure.</p> <p>The following tools are proposed to be used for final assessment:</p> <p>Each NOS in the QP will be assigned a relative weightage for assessment based on the functional importance of each. Further each Performance Criteria in the NOS will be assigned marks based on relative functional importance; which is in turn divided into theory and practical assessment. Overall practical constitutes 70% and written 30% of total marks.</p> <p><u>Viva/Structured Interview:</u> This tool will be used to assess select conceptual understandings related to practical handling of equipment and procedures with specific tasks at hand; and behavioural aspects of the job role. It will also include questions on tools & equipment; safety and environment</p> <p><u>Written Test:</u> This tool will be used to assess general conceptual knowledge / understanding and other aspects of the job role which are either not feasible or difficult to assess practically. The written assessment will comprise of</p> <p>True / False Statements</p> <p>Multiple Choice Questions</p> <p>Matching Type Questions.</p> <p>Optical Mark Recognition (OMR)/ Online System for this will be preferred.</p>
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Please attach most relevant and recent documents giving further information about assessment and/or RPL.

Give the titles and other relevant details of the document(s) here. Include page references showing where to find the relevant information.

ASSESSMENT EVIDENCE

Complete a grid for each component as listed in “Formal structure of the the qualification” in the Summary.

NOTE: this grid can be replaced by any part of the qualification documentation which shows the same information – ie Learning Outcomes to be assessed, assessment criteria and the means of assessment.

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24. Assessment evidences

CRITERIA FOR ASSESSMENT OF TRAINEES

Job Role Skid Steer Loader Operator

Qualification Pack Code IES/Q0126

Sector Skill Council IESC

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. Assessment will be conducted for all compulsory NOS, and where applicable, on the selected elective/option NOS/set of NOS.
4. Individual assessment agencies will create unique question papers for theory part for each candidate at each examination/training center (as per assessment criteria below)
5. Individual assessment agencies will create unique evaluations for skill practical for every student at each examination/training center based on this criterion
6. To pass the Qualification Pack , trainee should score a minimum of 70% of aggregate marks to successfully clear the assessment
7. In case of unsuccessful completion, the trainee may seek reassessment on the Qualification Pack

Compulsory NOS				Marks Allocation			
Total Marks: 100				Total Marks	Out Of	Theory	Skills Practical
Assessment outcomes	Assessment criteria for outcomes	Total Marks	Out Of	Theory	Skills Practical		
1. IES/N0155 Carry out pre-operation checks on skid steer loader	PC1. inspect the body components for cracks and bearing wear	30	1.5	0.5	1		
	PC2. check the inflation pressure of the tyres as per the prescribed norms/ the requirement of the ground		1.5	0.5	1		
	PC3. examine the machine for loose or missing nuts and bolts, loose guards, connectors and		1.5	0.5	1		

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	pivot pins				
	PC4. check conditions of parking brake, main horn, reverse horn, and head light		1.5	0.5	1
	PC5. ensure footplates, grab irons, hand holds and steps are clean and free from mud, dirt and oil to reduce skidding risks		2.5	0.5	2
	PC6. check electrical and hydraulic lines, hoses for damages and leaks		2.5	0.5	2
	PC7. ensure oil levels of engine transmission, radiator coolant, battery electrolyte level are as per the required levels		2.5	0.5	2
	PC8. drain water and sediment from the fuel tank if required		2.5	0.5	2
	PC9. check that all protection and safety devices such as controls locking lever, loading arm locking pin and operator post rotation locking pin are in the right position as per the equipment manual		2.5	0.5	2
	PC10. check the various controls, gauges, warning lamp, fan belt tension, terminal tightness and other safety devices		2.5	0.5	2
	PC11. inspect pins and keepers of bucket for any damages and connections for leakages		2.5	0.5	2
	PC12. check and if required, adjust the seat height, tilt and distance from pedals		2.5	0.5	2
	PC13. report defects precisely to the supervisor if beyond scope		2.5	0.5	2
	PC14. maintain a checking/maintenance logbook to record all activities performed before starting the skid steer loader		1.5	0.5	1
	Total		30	7	23
2. IES/N0156 Operate a skid steer loader	PC1. ensure the joystick controls are in neutral position before starting the skid steer loader	35	1.5	0.5	1

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	PC2. enter the cabin of the skid steer loader only with the engine off, lift arms down and attachments on the ground and by using steps and grab bars	1.5	0.5	1
	PC3. wear seat belt and adjust seat position as per one's comfort and safety	1.5	0.5	1
	PC4. lower the safety/restraining bar	1.5	0.5	1
	PC5. start the engine using the starting key and test all controls- steering, forward reverse, raise and lower lift arms, etc.	1.5	0.5	1
	PC6. start the machine by unlocking the controls using toggle switch near the instrument panel	1.5	0.5	1
	PC7. steer the loader by moving the left and right arm controls together	1.5	0.5	1
	PC8. check that skid steer loader load, operating speed and direction of machine are within limits	1.5	0.5	1
	PC9. lift and lower the bucket through foot control and pedals as per the loading/unloading requirement	1.5	0.5	1
	PC10. operate all the attachments in a skid steer loader as per the requirement and the operational manual	1.5	0.5	1
	PC11. drive forward to engage and collect load	1.5	0.5	1
	PC12. stop the machine just before you get to the pile of material, and lower the bucket to the ground with the front edge sitting level	1.5	0.5	1
	PC13. drive forward, pushing the bucket into the load until the tyres spin, then press the left pedal down with heel while still attempting to drive forward	1.5	0.5	1
	PC14. push the right pedal with heel to tilt the bucket back for driving, back up, and raise the bucket to a safe carrying height	1.5	0.5	1

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	PC15. drive to the spot, press the right pedal with toe to tilt the bucket down and dump the load		1.5	0.5	1
	PC16. ensure completion of work within defined time		1.5	0.5	1
	PC17. determine and keep a safe distance from other objects vehicles		1.5	0.5	1
	PC18. ensure that skid steer loader is always in a stationary position when parked with arms pulled and controls cut off		1.5	0.5	1
	PC19. set the parking brake and controls to relieve hydraulic pressure		1.5	0.5	1
	PC20. ensure the engine is turned off as per the manufacturer's instructions		1	0.5	0.5
	PC21. ensure the controls are locked and remove the ignition key		1.5	0.5	1
	PC22. unbuckle the safety belt, raise the safety bar and exit as per the manufacturer's instructions		1.5	0.5	1
	PC23. ensure the tyres are in static position to avoid the vehicle moving forward or backward		1.5	0.5	1
	PC24. report to the supervisor of any problems while operating the skid steer loader		1	0.5	0.5
	Total		35	12	23
3. IES/N0157 Carry out maintenance and troubleshooting of a skid steer loader	PC1. determine the right service schedule by tracking machine operating hours	20	1.5	0.5	1
	PC2. check if all plates are attached into the vehicle		1.5	0.5	1
	PC3. clean air filter dust bowls, footplates, pedals and steps free from mud, dirt, ice and snow at regular intervals and drain water and sediment/ fuel separators.		1	0	1

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	PC4. check and maintain the tire rims, air pressure, wheel nuts and treads as per manufacturer's indicators		1.5	0.5	1
	PC5. replenish coolants, lubricants and fluids as per the running of the machine or as per the schedule		1.5	0.5	1
	PC6. grease all greasing pins and pivot points regularly as per the usage of the machine		1	0	1
	PC7. check battery levels and condition of the terminals and carry out minor adjustments if required		1	0.5	0.5
	PC8. ensure all the tools are kept in the designated place after usage		1	0.5	0.5
	PC9. ensure the main power is turned off from panel completely before carrying out maintenance work		1	0.5	0.5
	PC10. ensure that bucket arm is lowered before any maintenance operations		1	0.5	0.5
	PC11. ensure that no maintenance task on the engine is performed when running or still hot		1	0.5	0.5
	PC12. ensure that appropriate tools are used while troubleshooting		1	0	1
	PC13. diagnose the problem and identify appropriate repair procedures		1.5	0.5	1
	PC14. report defects precisely to the supervisor if beyond scope of role		1	0.5	0.5
	PC15. dispose waste as per the guidelines of the site/ organisation		1.5	0.5	1
	PC16. follow reporting procedures as laid down by the employer		1	0.5	0.5
	PC17. complete all documentation in the prescribed standards in a timely manner		1	0.5	0.5
	Total		20	7	13
4. IES/N7601 Comply with worksite health and safety	PC1. comply with safety, health, security and environment related regulations/ guidelines at the work site	15	1.5	0.5	1

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guidelines				
	PC2. use Personal Protective Equipment (PPE) and other safety gear such as seat belt, body protection, respiratory protection, eye protection, ear protection and hand protection	2.5	0.5	2
	PC3. follow safety measures during operations to ensure that the health and safety of self or others (including members of the public) is not at risk	2	1	1
	PC4. carry out operations as per the manufacturer's and worksite related health and safety guidelines	1.5	0.5	1
	PC5. handle the transport, storage and disposal of hazardous materials and waste in compliance with worksite health, safety and environmental guidelines	1.5	0.5	1
	PC6. operate various grades of fire extinguishers, as applicable	1.5	0.5	1
	PC7. support in administering basic first aid and report to concerned team members, as required, in case of an accident	1.5	0.5	1
	PC8. respond promptly and appropriately to an accident/incident or emergency situation, within limits of role and responsibility	1.5	0.5	1
	PC9. record and report details related to operations, incidents or accidents, as applicable	1.5	0.5	1
	Total	15	5	10
	Grand Total	100	31	69

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SECTION 2

25. EVIDENCE OF LEVEL

Title/Name of qualification/component: Skid Steer Loader Operator			Level: 4
NSQF Domain	Key requirements of the job role	How the job role relates to the NSQF level descriptors	NSQF Level
Process	Skid Steer Loader Operator is expected to conduct pre-operation checks on Skid Steer Loader, select the appropriate attachment for the job, operate the skid steer loader as per the job and do basic maintenance	The activities identified are the familiar and routine activities for him as these activities are independent of job and worksite he is deployed on. For e.g.: conducting pre-operational checks before starting the skid steer loader, checking for driving readiness, joystick/ control arms, etc. Considering the outcomes the job roles is pegged at level 04	4
Professional knowledge	Operator is expected to have knowledge of the functioning and operation of Skid Steer Loader. Feature/specifications of the various attachment used and knowledge of skid steer loader components, pre-operation checklist and routine maintenance	Considering the in-depth professional and factual knowledge , which a Skid Steer Loader Operator has for loading operation and maintenance such as basics of engine and motors, vehicle maintenance, method of lubricating, etc. this QP is pegged at Level 4.	4
Professional skill	Skid Steer Loader Operator identifies the appropriate attachment for various jobs such as bucket, pins etc. He checks the skid steer loader equipment for operation and driving readiness using pre-operation checklist and conducts the routine maintenance covering lubrication, oil levels, coolant, air filters,	He is practically engaged in the loading operation and maintenance. The major skills required of the skid steer loader operator are recording of deviations, comprehension of sign symbols, communication, etc. Therefore the QP is set at level 4	4

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Title/Name of qualification/component: Skid Steer Loader Operator			Level: 4
NSQF Domain	Key requirements of the job role	How the job role relates to the NSQF level descriptors	NSQF Level
	motors, tyre, body structure and keep the records as per the operations manual & standard operating procedures.		
Core skill	Operator is expected to be read and understand the various instrument panel, fluid levels and other indicators for pre-operation checks and routine maintenance. He has to drive the skid steer loader and determine the speed and direction of movement, weight limits, etc. All of this requires application of basic arithmetic principles .	Operator has to continuously give and receive instruction and guidance from co-workers on-site for starting the skid steer loader, loading & unloading functions hence they are expected to be good in communication skills . Jobholder is expected to conduct themselves in ways, which show a basic understanding of the social and professional environment of working at construction, mining or other sites	4
Responsibility	The jobholder is responsible to: <ul style="list-style-type: none"> • Conduct pre-operation checks • Operate skid steer loader • Conduct routine maintenance • Comply with worksite health and safety For each work site there can be variations in usage and operation of the skid steer loader. So the jobholder based on his own learning and experience , identify appropriate	Jobholder is majorly responsible for his own job and self-learning process which justifies the pegging of the QP at level 4 and not directly responsible for learning and work of others (which is a requirement for Level 5). In his routine activity he is free from supervision (which is a requirement of level 3).	4

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Title/Name of qualification/component: Skid Steer Loader Operator		Level: 4	
NSQF Domain	Key requirements of the job role	How the job role relates to the NSQF level descriptors	NSQF Level
	attachment and operation process to maximize the productivity efficiently. He is continuously engaged in the <i>self-learning process</i> and he has the <i>responsibility for own</i> work.		

SECTION 3

EVIDENCE OF NEED

26

What evidence is there that the qualification is needed? What is the estimated uptake of this qualification and what is the basis of this estimate?

The job roles have been formulated based on ‘occupational mapping and functional analysis’ involving manufacturers and customers/ end users of the infrastructure equipment sector products. Further these have been validated by all segments of the industry i.e. small, medium and large customers. The methodology / questionnaire and certificates in support for all have been enclosed.

The Occupational Analysis Report in support of these job roles has taken into account the industry growth and expected demand over the coming years. These statistics and other details have been covered in depth under the relevant sections of the same.

Validations have been received from 37 stakeholders including end- user companies, associations and dealers of the equipment.

Basis	In case of SSC	In case of other Awarding Bodies (Institutes under Central Ministries and states departments)
Need of the qualification	The SSC would undertake market study and would enclosed demand forecast for the proposed job role both on short-term and long-term basis to substantiate the requirement of the Qualification proposed. The SSC can produce the data from primary or authorized secondary sources as well.	The Submitting Body would produce any reputable and reliable research reports, such as labour market information reports; occupational mapping or similar research carried out by Ministry/State/Any other authentic source forecasting the demand for the proposed qualification
Industry Relevance	The SSC would undertake validation of the job roles with actual end-user industry where such employment are	The Submitting Body would submit the list of industry participation while preparation of the curriculum/ course

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		going to be generated and absorbed instead of generic validation of industry. The SSC would submit the endorsements from users/intended users of the qualification clearly supporting or otherwise the need for trained people against specific job role. <i>(The industry validation format to be used)</i>	content of the qualifications. These could include minutes of the meeting/ reports of these consultations
	Usage of the qualification	<p>The SSC would submit details of the employment generated (wherever applicable) and realised by virtue of training in the Qualifications of the sector earlier submitted for NSQF alignment.</p> <p>In case of unorganized sector, case studies or evidences may be given</p>	<p>The submitting body would submit the details of trained and placed data in the proposed qualification (if an existing qualification is being proposed for NSQF alignment)</p> <p>Information about the success of the qualification should be given (eg. uptake figures, examples of use in recruitment and placement rates (if known) should be given. However, many of the bodies that do not have placement tracking mechanism established in place would provide necessary endorsements by the state/ ministry stating that a tracking mechanism would be institutionalized and placement records shall be provided annually or later ,</p>

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			depending on length of qualification.
	Estimated uptake	The SSC would submit the estimated uptake of the qualification and What steps were carried out to test the likely uptake of the qualification? The basis of this estimate should include data about the number of jobs or places in courses of learning which will be available to people who are awarded the qualification.	The Submitting Body should submit the estimated uptake by reflecting the number of the takers for this qualification for at least two years from submission of the qualification
27	Recommendation from the concerned Line Ministry of the Government/Regulatory Body. To be supported by documentary evidences Letter Attached		
28	What steps were taken to ensure that the qualification(s) does (do) not duplicate already existing or planned qualifications in the NSQF? Give justification for presenting a duplicate qualification <ul style="list-style-type: none"> • NSDC list of Approved and Under-Development QPs was checked prior to commissioning the work • Consultations with Skill Councils for Construction and Mining Sector • NSDC QRC team also confirmed the same 		
29	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? Specify the review process here <ul style="list-style-type: none"> • Employer feedback will be sought post-placement • A formal review is scheduled in three years time 		

Please attach most relevant and recent documents giving further information about any of the topics above.

Give the titles and other relevant details of the document(s) here. Include page references showing where to find the relevant information.

SECTION 4

EVIDENCE OF PROGRESSION

30	<p>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? <i>Show the career map here to reflect the clear progression</i></p> <p>While designing the national occupational standards, occupational mapping was done on a large sample size and validated across the country. The career progression for roles in each occupation was also analysed and decided, based on industry validation across the country. The current challenges faced by the industry, at large, was also kept in mind.</p> <p>Skid Steer Loader Operator (Level 4) > Senior Skid Steer Loader Operator (Level 5) > Master Operator/Trainer Operator (Level 6) > Supervisor (Level 7)</p> <p><i>*Level= NSQF level</i></p>
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