

NSQC 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:

Retailers Association's Skill Council of India
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Sakinaka, Andheri (east), Mumbai – 400 072

Name and contact details of individual dealing with the submission

Name: Mr. James Raphael

Position in the organisation: Executive Head

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List of documents submitted in support of the Qualifications File

1. Qualifications Pack
2. Industry Validations letters
3. Industry Endorsement tracker
4. Integrated Occupational Map
5. Summary Sheet
6. Sector Profiling

Model Curriculum to be added which will include the following:

- **Indicative list of tools/equipment to conduct the training**
- **Trainers qualification**
- **Lesson Plan**
- **Distribution of training duration into theory/practical/OJT component**

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• SUMMARY

1	Qualification Title	Business Builder/Retailer
2	Qualification Code, if any	RAS/Q0202
3	NCO code and occupation	NCO-2015/ 1120.2000; Consumer Sales
4	Nature and purpose of the qualification (Please specify whether qualification is short term or long term)	<p>Nature of the qualification</p> <ul style="list-style-type: none"> - a Qualification Pack (QP) <p>The main purpose of the qualification</p> <ul style="list-style-type: none"> - to skill individuals on taking their business to the next higher level - to upgrade the skills of people already in work - to transition the informal sector to the formal sector - to create a balance between job generators and job seekers
5	Body/bodies which will award the qualification	Retailers Association's Skill Council of India (RASCI)
6	Body which will accredit providers to offer courses leading to the qualification	Retailers Association's Skill Council of India (RASCI)
7	Whether accreditation/affiliation norms are already in place or not , if applicable (if yes, attach a copy)	<p>As per the revised notification received from NSDC, the training partner affiliation process will now be centralised and routed via Skill Management and Accreditation of Training Centres (SMART) portal.</p> <p>For accreditation and affiliation of your training centre/centres, we request you to refer the below link:</p> <p>http://smartnsdc.org/</p>
8	Occupation(s) to which the qualification gives access	Consumer Sales
9	Job description of the occupation	Individual in this starts assuming the role of an employer and conducts profitable operations from trade or business
10	Licensing requirements	N/A
11	Statutory and Regulatory requirement of the relevant sector (documentary evidence to be provided)	No licencing or statutory approvals required for the training.
12	Level of the qualification in the NSQF	5
13	Anticipated volume of training/learning required to complete the qualification	350 hours

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14	Indicative list of training tools required to deliver this qualification	<p>Registration copy; Shelves for Stacking Products; Shopping Basket; Signage Board Retail;</p> <p>Offer Signages; Big Poster (POS) for offer related advertisement; Card Swapping Machine; Gondolas; Products for display (Dummy cameras & Mobiles); Dangers; Coupons & Vouchers; Credit notes; Currency notes of different Denominations; Carry Bags; Physical Bill Copy; Bar Code Machine; Tables & Stools; Stock Almirah; CC TV Camera; Projector; 1 Computer; LCD TV (optional); Demo Counter; Billing Dummy Software; Fake note detecting machine; Peghooks; Customer Feedback Forms; Lead Register; Offer/ Promo Pamphlets; Product Catalogue/Product detailer; Sample visiting cards; Company Brochure; Calculator; Pre-printed bill book; Dummy DSR; Daily Log book; Challan book with delivery challans</p>
15	Entry requirements and/or recommendations and minimum age	<p>Qualification: 10th Standard Pass</p> <p>Experience: Certified across any NSQF level 4 role or 1 year experience in any NSQF level 4 role</p>
16	Progression from the qualification (Please show Professional and academic progression)	Business Leader/Multi-outlet Retailer
17	Arrangements for the Recognition of Prior learning (RPL)	<p>The RPL process will be aligned to RPL guidelines comprising of below steps:</p> <ol style="list-style-type: none"> 1. Mobilization process to be undertaken by Agency identified by SSC as per scheme guidelines 2. Counselling & Pre-screening of candidates to be conducted as per SSC defined pre-screening criteria 3. Orientation of enrolled candidates by certified Trainers as per scheme guidelines 4. Final Assessment to be conducted by certified assessors of SSC affiliated Assessment Agency 5. Certification to be done as per scheme Guidelines by SSC
18	International comparability where known (research evidence to be provided)	NA
19	Date of planned review of the	1 st August 2019

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	qualification.		
20	Formal structure of the qualification		
	Mandatory components		
	Title of component and identification code/NOSs/Learning outcomes	Estimated size (learning hours)	Level
	1. RAS / N0209 Implement legal compliances, policies and procedures	50	5
	2. RAS / N0210 Plan and manage finances to accomplish business objectives	50	5
	3. RAS / N0211 Manage inventory and sales	50	5
	4. RAS / N0212 Manage marketing and sale of goods and services	50	5
	5. RAS / N0213 Implement business systems and processes	50	5
	6. RAS / N0206 Meet health and safety requirements at place of work	30	4
	7. RAS / N0205 Build relationship with vendors/dealers to ensure smooth business operations and increase sales	30	4
	8. RAS / N0207 Manage customer needs effectively through need identification and strong customer relationship	30	4
	9. RAS / N0214 Exhibit business acumen, self-discipline and demonstrate leadership skills	10	5
	Sub Total A	350	
	Optional components		
	Title of component and identification code/NOSs/Learning outcomes	Estimated size (learning hours)	Level
	Nil	Nil	Nil
	Sub Total B	0	
	Total (A + B)	350	

SECTION 1**ASSESSMENT**

21	Body/Bodies which will carry out assessment: RASCI affiliated assessing agencies having NSQF certified assessors
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<p>22</p>	<p>How will RPL assessment be managed and who will carry it out?</p> <p>The assessment will be carried out in line with the Assessment criteria defined by SSC and would be conducted by NSQF certified assessor of Assessment Agency empanelled with SSC.</p> <p>RPL assessments would either be conducted at worksite / RPL Camps / accredited Training Centres as per RPL Guidelines. The Assessment would have theory as well as practical components to assess the knowledge and existing skills / competence of candidates in an non – intrusive environment with comprehensive auditable trails.</p>
<p>23</p>	<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.</p> <p>Assessment will be done by RASCI-affiliated assessment agencies. The assessors will be trained & certified by SSC through Training of Assessors program. The emphasis will be on practical demonstration of skills and knowledge based on the performance criteria. The assessment papers are developed by Subject Matter Experts (SME) within SSC with regular enhancement on need basis, as per the performance and assessment criteria mentioned in the Qualification Pack. The assessment 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 SSC official for consistency.</p> <p>The assessment will be done based on the assessment plan which contains the following information:</p> <ul style="list-style-type: none"> • Written Test (Web proctoring/Paper pencil/Tab based): Written test will be Multiple Choice Questions (MCQ) based. In case of availability of internet connectivity, the test will be hosted on web (online) In case of absence of internet connectivity, the test will be administered in offline mode or via paper pencil • Viva voce: This will be an oral based examination where the learner will be required to answer to situational questions • Practical: This test will be administered in a simulated retail environment viz. Retail Lab. The learner will be required to perform appropriate working steps, using necessary tools and equipment. • When the assessment will be done: as per dates indicated by respective partner • Where the assessment will be done: at Training centres of the Training Partners or designated testing centres <p>The assessment results are backed by evidences collected by assessors.</p> <ol style="list-style-type: none"> 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 candidates 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

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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 punch the trainee's roll number on all the test pieces.

4. The assessor can take a photograph of all the students along with the assessor standing in the middle and with the centre name/banner at the back as evidence.

5. The assessor also needs to carry his/her photo ID card.

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.

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 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.

24. Assessment evidences

Title of Component: Business Builder/Retailer

Outcomes to be assessed/NOSs to be assessed	Assessment criteria for the outcome
1. RAS/N0209 (Implement legal compliances, policies and procedures)	PC1. acquire knowledge of local corporations and government bodies that have a bearing on the particular business
	PC2. identify corporations and government bodies and the contact persons of the particular corporations and government bodies
	PC3. build and maintain relationships with the key persons to ensure smooth functioning of business
	PC4. determine key elements of major legal oversight systems affecting business operations follow relevant rules and policies
	PC5. compare various issues affecting different forms of contract and agreements within business operations update self with knowledge to minimise losses and maximise gains
	PC6. ensure team conformance to the relevant rules and policies for smooth functioning of business
	PC7. update self and team with knowledge to minimise losses and maximise gains
	PC8. examine legal aspects of financial transactions within business operations
	PC9. determine legal requirements for the sale of products and services
	PC10. analyse various methods of regulating patents and trademarks in local business environment
	PC11. identify and implement policies and procedures to ensure goods are handled, stored and transported safely and according to requirements for dangerous and hazardous materials
	PC12. ensure security checks and balances are conducted and balances to prevent hazards and risks involved in the business process

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2. RAS/N0210 (Plan and manage finances to accomplish business objectives)

PC13. acquire and impart knowledge to team of ways and means to handle emergencies and mitigate risks
PC14. record, store and transfer information according to legislative and business requirements
PC1. acquire and impart knowledge of elements of basic financial accounting to team
PC2. educate team on conducting basic accounting tasks
PC3. create and maintain accounting reports
PC4. analyse sources of profits and causes of losses as reflected in the reports
PC5. assess and interpret information on costs and resource allocation
PC6. encourage team members to actively control costs in their areas of responsibility
PC7. understand the business cycle from accounting point of view
PC8. calculate break-even point and payment schedules
PC9. calculate credit amount and credit period required in order to break even
PC10. define vendor credit cycle to ensure smooth borrowing process
PC11. negotiate with vendor and finalise credit cycle
PC12. identify credit sources for borrowing of funds
PC13. compare the terms and conditions of sources offering credit
PC14. assess risks involved in borrowing / raising of funds
PC15. select the suitable credit source after evaluation of creditors
PC16. raise additional funds for business expansion
PC18. promptly implement recommendations for improving cost reduction and communicate to team
PC19. maintain policy and procedures in regard to preparation of budget or target figures
PC20. compare, analyse, document and report budget and actual sales revenue and expenditure figures, according to budget targets
PC21. update self and team with knowledge of possible fraudulent activities in monetary and financial transactions

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	PC22. implement procedures and systems to prevent monetary losses due to fraudulent activities
	PC23. implement, monitor and maintain store systems for recording sales figures, revenue and expenditure
3. RAS/N0211 (Manage inventory and sales)	PC1. identify target audience/ consumer profile
	PC2. continuously observe and identify buying patterns and analyse sales data to define assortments and modify them as per trends observed
	PC3. be aware of competitors/other players/ substitute products
	PC4. determine means to forecast demands on inventory
	PC5. establish importance to the team for monitoring market trends and technology changes as part of managing inventory demands
	PC6. assess inventory/procuring capacity as per demand
	PC7. ensure required Inventory is on hand
	PC8. monitor stock levels and maintain at required levels
	PC9. coordinate stocktake or cyclical count
	PC10. assess operational costs
	PC11. define targets for self and team to achieve business gains
	PC12. match logistics of delivery to inventory supply requirements
	PC13. calculate profits and margins
	PC14. take steps to prevent inventory losses
	PC15. plan for contingencies in case of stockout
4. RAS/N0212 (Manage marketing and sale of goods and services)	PC1. research existing and potential customers to establish demand
	PC2. record customer requirements and preferences in relation to business products or services and factor into marketing strategy
	PC3. devise marketing strategy to optimise sales and profit, according to customer requirements, market position, logistical capacity and business resources and forecasts relating to demand
	PC4. accurately complete segmentation, targeting and positioning of a product
	PC5. determine resource requirements for implementation of marketing plans
	PC6. accurately set cost of promotional activities to

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	reach identified and potential customers
	PC7. allocate resources required to implement marketing strategy
	PC8. establish systems for regularly monitoring marketing activities and evaluating marketing strategies
	PC9. develop and impart product knowledge to the team
	PC10. identify target customer, initiate customer contact and approach the customer
	PC11. gather information from the customer by applying questioning technique, sound listening and interpretation of non-verbal cues
	PC12. direct the customer to the appropriate merchandise
	PC13. sell the product by demonstrating/communicating its features, benefits or any other additional offers/complementary products
	PC14. overcome customer objections related to price, quality, delivery or any other by applying a problem solving technique
	PC15. close sale by encouraging customer to make the purchase decision
5. RAS/N0213 (Implement business systems and processes)	PC1. gain and impart to the team in-depth knowledge of products/services involved in the business
	PC2. train staff on features of products/services, their advantages and benefits respect to comparative and complementary products in the market
	PC3. be aware as a team about market trends with respect to sales patterns as against comparative and complementary products in the market
	PC4. gain and impart knowledge of related products/services and possible opportunities with respect to up- selling, cross-selling, expansion of business to the team
	PC5. operate systems and equipment involved in running daily operations
	PC6. gain knowledge of precautions and maintenance required while operating systems and equipment
	PC7. be self updated on new technology that can improve efficiencies and reduce risks
	PC8. train staff on using of systems and equipment relevant to business
	PC9. train staff to handle emergencies that could occur while handling the systems or equipment

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6. RAS/N0206
(Meet health and safety requirements at place of work)

PC10. know and tap the best sources of materials
PC11. negotiate to arrive at the most profitable vendor relationship for the organization
PC12. train staff on packaging and marketing of products/services being sold
PC13. ensure quality check of products/services to maintain quality and conform to statutory quality requirements
PC14. solicit and incorporate feedback on products/services received from the customers
PC1. wash hands with clean water and soap in order to keep them clean at all times
PC2. wear clean and washed clothes every day
PC3. be presentable and well groomed to service customers of all types
PC4. use separate and clean handkerchief/cloth for wiping off perspiration or dust
PC5. keep the cleaning aids dry and clean
PC6. avoid sneezing or coughing around the area of work
PC7. sweep the surrounding area to create a tidy atmosphere
PC8. drain out or dry off any accumulation of stale water in the form of small pools, etc., which can be breeding ground for mosquitoes
PC9. use government approved disposal stations or appropriately large waste bins to store and dispose-off collected waste
PC10. advise customers to throw waste at designated bins or waste areas
PC11. actively prevent development of clean areas into unauthorised waste dump yards over time, in coordination with co-vendors
PC12. have knowledge of ways and means to handle emergency situations like fire, robbery, riots etc.
PC13. gain knowledge of ways and means to mitigate risks to people and property during emergencies
PC14. avoid locating the vending cart near heaps of dumped industrial or food waste with pests around
PC15. ensure that all waste is collected and disposed-off safely at the end of the day at the nearest waste disposal station
PC16. ensure that waste water is drained-off in closed drains or in a designated way

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7. RAS/N0205
(Build relationship with vendors/dealers to ensure smooth business operations and increase sales)

8. RAS/N0207
(Manage customer needs through need identification and strong customer relationship)

PC17. if necessary, educate others on the street, by example, not to litter and dump waste in an unauthorized manner area
PC18. assess the various work hazards
PC19. take necessary steps to eliminate or minimize hazards
PC20. analyse the causes of accidents at the workplace and identify measures to prevent such accidents from taking place
PC21. take preventive measures to avoid risk of burns and other injury
PC22. check and review the storage areas frequently
PC23. stack items in an organized way and use safe lifting techniques to reduce risk of injuries from handling procedures at the storage areas
PC24. use health and safety practices for storing, cleaning, and maintaining tools, equipment, and supplies
PC25. ensure to display safety signs at places where necessary for people to be cautious
PC26. adhere to safety standards and ensure no material damage
PC1. communicate clearly in the required local language
PC2. articulate clearly and coherently
PC3. respond appropriately
PC4. identify where to get help and information from
PC5. understand what is required from specific vendors
PC6. express need clearly and get into workable relationship with vendor/s
PC7. negotiate with vendors for better deal
PC8. ensure proper contracting with vendors
PC9. ensure minimization of possible risks and losses in vendor relationships
PC10. share and gather best practices and maintain cordial relationships
PC1. identify target customers
PC2. understand and assess target customer need and desire
PC3. update self to identify possible options to satisfy customer need
PC4. present options in an attractive manner that are mutually beneficial in nature
PC5. establish rapport with customers and express

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9. RAS/N0214 (Exhibit business acumen, self-discipline and demonstrate leadership skills)

genuine interest to clarify customer requirements and enhance outcomes
PC6. maximise sales opportunities by use of add-on and complementary sales techniques
PC7. provide customer with detailed information about the product/service
PC8. build relationships with customers to generate referrals
PC9. take feedback to improvise to increase business returns and reach
PC10. manage on time delivery service fulfilment
PC11. implement customer loyalty programs like vouchers, promotions
PC12. plan and implement Sales presentations
PC13. acknowledge customer complaints and problems and reassuringly support difficult customers to produce positive outcome
PC1. make a short term and long term plan with respect to returns from the business
PC2. define milestones and break them into achievable targets
PC3. assess efforts and resources required
PC4. get buy in from investors and other credit sources
PC5. understand entrepreneurial thinking and perspective
PC6. participate in workshops, seminars and engage with other successful business owners
PC7. aim for self-development through available mediums
PC8. get certifications in related line of business
PC9. explore opportunities and create solutions to face uncertainties
PC10. keep self-updated to be able to expand business in other fields/line of business as desired
PC11. improvise methods so as to improve efficiencies
PC12. Demonstrate high personal standards in alignment to business ethics
PC13. create an environment in which team members are motivated to achieve high standards of performance
PC14. use honest, open consultation to facilitate communication with team members
PC15. deal with difficult situations fairly, openly and promptly

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	PC16. develop clear, accurate and relevant team objectives, including expected performance standards, monitor and course correct performance
Means of assessment 1	
Means of assessment 2 Add boxes as required.	
Pass/Fail	

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SECTION 2

25. EVIDENCE OF LEVEL

OPTION B

Title/Name of qualification/component: Business Builder/Retailer			Level: 5
NSQF Domain	Key requirements of the job role	How the job role relates to the NSQF level descriptors	NSQF Level
Process	Business Builder/Retailer is responsible for selling of good & services to consumers away from the fixed retail outlet, generally in their homes or workplace.	<p>The Job holder is responsible for selling of good & services to consumers away from the fixed retail outlet, generally in their homes or workplace.</p> <p>For example, the individual in this position starts assuming the role of an employer and conducts profitable operations from trade or business.</p> <p>The above job requires well developed skill, with clear choice of procedures in familiar context.</p> <p>Considering the outcomes, the job role is pegged at level 5.</p>	5
Professional knowledge	The individual on the job needs to know and understand: Legal policies and procedures, accounting systems to manage finances, concepts of business operations, inventory and sales management, marketing basics, customer experience management, and people management.	<p>The job holder is expected to have knowledge of facts, principles, processes and general concepts, in a field of work or study.</p> <p>For example, the job holder is expected to have knowledge of legal policies and procedures, accounting systems to manage finances, marketing basics and health & safety</p>	5

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Title/Name of qualification/component: Business Builder/Retailer			Level: 5
NSQF Domain	Key requirements of the job role	How the job role relates to the NSQF level descriptors	NSQF Level
		<p>requirements at workplace. He/she should be proficient in how to conduct market analysis to ensure effective inventory and sales management. He/she is also expected to have knowledge of how to build relationships with vendors/dealers to ensure smooth business operations and increase sales. He/she should also have knowledge of quality norms with respect to selling of products & services, day-to-day business operations, and people management.</p> <p>Hence, considering the type of knowledge, the job role can be placed at level 5.</p>	
Professional skill	<p>To perform the job, the job holder is required to have professional skills such as decision making, planning and organising, customer centricity, analytical thinking, critical thinking and problem solving.</p> <p>For example, the job holder is expected to delegate tasks to team members to ensure completion of work efficiently and keep team motivated at the same time, analyse situations, data and reports, identify problems immediately and take up solutions quickly to resolve delays, think through the problem, evaluate the possible solution(s) and adopt an optimum/best possible solution(s).</p>	<p>The job holder is expected to exhibit a range of cognitive and practical skills required to accomplish tasks and solve problems by selecting and applying basic methods, tools, materials and information.</p> <p>For example, the individual is expected to assess efforts and resources required, train and develop staff as per the requirements, develop clear, accurate and relevant team objectives, including expected performance standards, monitor and course correct performance.</p> <p>Considering the type of skill, the role qualifies for level 5.</p>	5

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Title/Name of qualification/component: Business Builder/Retailer			Level: 5
NSQF Domain	Key requirements of the job role	How the job role relates to the NSQF level descriptors	NSQF Level
Core skill	The individual is expected to have good communication skills (written and oral), knowledge of technology and equipment used in the business.	<p>The job holder is expected to exhibit good communication skills, mathematical skills; understanding of social, political and some skill of collecting and organising information.</p> <p>For example, the job holder is expected to complete documentation accurately. He/she should be able to collate product information and competitor data when required.</p> <p>Considering these outcomes, the job role can be placed at level 5.</p>	5
Responsibility	The individual is responsible for selling of good & services to consumers away from the fixed retail outlet, generally in their homes or workplace.	<p>The job holder is expected to be responsible for own work and learning and some responsibility for others' works and learning.</p> <p>For example, the job holder is expected to educate team on conducting basic accounting tasks and define targets for self and team to achieve business gains. He/she is expected to develop and impart product knowledge to the team.</p> <p>Considering these responsibilities, the job role can be placed at level 5.</p>	5

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SECTION 3

EVIDENCE OF NEED

26	<p>estimated upto of estimate? Basis</p> <p>Need of the qualification</p>	<p>here that the qualification the this qualification and this</p> <p>In case of SSC</p> <p>The Indian retail has an estimated size of USD 1.3 trillion by 2020. The retail sector is growing at a CAGR of 15% over the past five years. At the projected growth the retail industry would be worth INR 55 trillion (USD 948 billion) in 2018-19. Out of the total retail business 92 per cent penetration is from the unorganized sector. Unorganized retail is characterized by presence of small retail business start-ups, direct selling, street vending, kirana/mom-and pop stores.</p> <p>The Qualification is expected to skill individuals who have started their own retail business and are transitioning to take this business next higher level. Evidence of the qualification is also supported by validations.</p>	<p>In case of other Awarding Bodies (Institutes under Central Ministries and states departments)</p> <p>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</p>
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	<p>Industry Relevance</p>	<p>The SSC would undertake validation of the job roles with actual end-user industry where such employment are 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></p>	<p>The Submitting Body would submit the list of industry participation while preparation of the curriculum/ course content of the qualifications. These could include minutes of the meeting/ reports of these consultations</p>
	<p>Usage of the qualification</p>	<p>The SSC would submit details of the employment generated (wherever applicable) and realised</p>	<p>The submitting body would submit the details of trained and</p>

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	<p>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>proposed qualification (if an existing qualification is being proposed for NSQF alignment) 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 , depending on length of qualification.</p> <p>Estimated uptake Total retail employment in India from organized and unorganized is 3.3% of Indian labour work force out of which mostly related to the unorganised retail sector. With the projected growth of overall retail by 12% p.a. and unorganized retail by 10% p.a. Furthermore, direct selling market in India was at 33 billion and is expected to touch 645 billion by 2025. Employment is expected to rise from 1.8 million in FY09 to 18 million in FY2025 creating opportunities for skilling on this qualification.</p>
27	<p>Recommendation from the concerned Line Ministry of the</p>
	<p>Government/Regulatory Body. To be supported by documentary evidences</p>

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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 The qualification discussed above is checked for any duplication across sectors. Given the qualification is niche to retail sector, there is no duplication or pre-existing similar qualifications.
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 The comments, feedback and suggestions were collected through interaction with industry as the Industry would have first-hand information about the deliverables and competencies required for the job role. In a similar manner, 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 reviewed on 1 st August 2019.

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	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> <ol style="list-style-type: none">1. Discussing the growth trajectory within each occupation after studying organisational charts of various industry players across small, medium and large scale organizations.2. Exploring various lateral career opportunities for the discussed qualification3. Ensuring that there is a clear role up in terms of performance criteria, qualification, experience and skill requirement from lower NSQF Level to higher levels in the hierarchy.
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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.