

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
A-703/704, Sagar Tech Plaza,
7th floor, Andheri Kurla Road,
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

Address if different from above: Same as above

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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 Leader/Multi-outlet Retailer
2	Qualification Code, if any	RAS/Q0203
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 get unemployed people into work - to upgrade the skills of people already in work - to give people with vocational/professional skills access to higher education courses
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	Individuals in this position often run high profitability organisations that own their facilities and equipment
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	6
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	Registration copy; Shelves for Stacking Products; Shopping Basket; Signage Board Retail; 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 Almira; CC TV Camera; Projector; 1 Computer; LCD TV (optional); Demo Counter; Dummy Billing & Invoicing Software; Dummy Multi-store POS software, Dummy Multi-store software for Inventory Control, Stock management, Accounting, HRMIS, Reporting; 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
15	Entry requirements and/or recommendations and minimum age	Qualification: 10 th Standard Pass Experience: Certified across any NSQF level 5 role or 1 year experience in any NSQF level 5 role
16	Progression from the qualification (Please show Professional and academic progression)	Business Enhancer/Multichannel Retailer
17	Arrangements for the Recognition of Prior learning (RPL)	The RPL process will be aligned to RPL guidelines comprising of below steps: <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	NA

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	evidence to be provided)		
19	Date of planned review of the qualification.	1 st August 2019	
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	40	5
	2. RAS / N0215 Manage financial operations	40	6
	3. RAS / N0216 Manage business operations	40	6
	4. RAS / N0217 Update self and team on products/services being offered by the business	40	6
	5. RAS / N0211 Manage inventory and sales	40	5
	6. RAS / N0218 Drive operational excellence	40	6
	7. RAS / N0219 Drive marketing activities and plan promotion strategies	24	6
	8. RAS / N0207 Manage customer needs effectively through need identification and strong customer relationship	24	5
	9. RAS / N0205 Build relationship with vendors/dealers to ensure smooth business operations and increase sales	24	5
	10. RAS / N0220 Perform manpower planning activity and impart training to staff	24	6
	11. RAS / N0221 Manage team through demonstration of leadership skills	14	6
	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

<p>21</p>	<p>Body/Bodies which will carry out assessment: RASCI affiliated assessing agencies having NSQF certified assessors</p>
<p>22</p>	<p>How will RPL assessment be managed and who will carry it out? 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. 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. 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.</p>

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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 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 Leader/Multi-outlet Retailer

Outcomes to be assessed/NOSs to be assessed	Assessment criteria for the outcome
1. RAS/N0209 (Implement legal compliances, policies and procedures)	PC1. identify local corporations and government bodies that have a bearing on the particular business
	PC2. identify the contact persons of the particular corporations and government bodies
	PC3. interact 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 and follow relevant rules and policies
	PC5. compare various issues affecting different forms of contract and agreements within business operations
	PC6. ensure team conformance to the relevant rules and policies for smooth functioning of business
	PC7. describe the concept of minimizing losses and maximizing gains
	PC8. articulate legal aspects of financial transactions within business operations
	PC9. describe legal requirements for the sale of products and services
	PC10. describe various methods of regulating patents and trademarks in local business environment
	PC11. identify and adhere to 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 to prevent hazards and risks involved in the business process
	PC13. describe ways and means to handle emergencies and mitigate risks

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2. RAS/N0215
(Manage financial
operations)

PC14. record, store and transfer information according to legislative and business requirements
PC1. describe business policy and procedures in regard to preparation of budget or target figures
PC2. present proposed budgets or targets accurately and concisely to the concerned stakeholders
PC3. negotiate necessary changes to agreed budget allocations if necessary
PC4. monitor income and expenditure and maintain expenditure within budget targets according to business policy
PC5. take prompt corrective action where significant deviations from budget occur
PC6. enforce budget audit mechanisms and compliance requirements
PC7. ensure team ability to conduct basic accounting tasks and creating and maintaining reports
PC8. build team ability to analyse sources of profits and causes of losses as reflected in the reports
PC9. ensure implementation of checks to prevent monetary losses due to fraudulent activities
PC10. monitor and maintain business systems for recording sales figures, revenue, personnel and payroll information, and expenditure
PC11. implement cost reduction measures according to business policy and procedures
PC12. encourage team members to actively control costs in their areas of responsibility
PC13. implement recommendations for improving cost reduction or communicate to the team
PC14. describe the business cycle from accounting point of view
PC15. calculate credit amount, credit period, break-even point and payment schedules
PC16. define vendor credit cycle to ensure smooth borrowing process
PC17. negotiate to arrive at the most profitable vendor relationship for the organization and finalise credit cycle
PC18. identify credit sources for business expansion
PC19. describe the terms and conditions of sources offering credit
PC20. identify risks involved in each of sources be considered

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	PC21. select the suitable credit source
	PC22. define processes for approving trading terms
	PC23. establish supplier trading terms
	PC24. define business customer/direct customer trading terms
	PC25. approve trading terms according to business policy and procedures
3. RAS/N0216 (Manage business operations)	PC1. describe awareness of similar businesses
	PC2. conduct SWOT (Strength, Weakness, Opportunities, Threats) as compared to external market
	PC3. identify do's and don'ts for the business
	PC4. identify, assess and prioritize risks
	PC5. make short-term and long-term business plans and express actions for the planned project
	PC6. define milestones and break them into achievable targets
	PC7. audit current performance of business to identify opportunities for increased performance
	PC8. analyse the location, market focus and performance of competitors
	PC9. identify, cost and budget the resources required to support the implementation of business strategy
	PC10. communicate the business strategy and individual performance requirements to team members
	PC11. establish and communicate to stores/business a schedule of visits to oversee and support operations
	PC12. establish and maintain effective communication and feedback mechanisms to manage performance and inform adjustments to strategy based on changing circumstances
	PC13. provide effective and actionable advice to staff to ensure high quality merchandising, stock management and selling
	PC14. provide direction, advice, resources and support to staff engaged in rolling out promotional and marketing strategies
	PC15. identify the staffing and skill requirements for the business
	PC16. perform staff selection in line with organisational and procedures
	PC17. conduct staff performance appraisals according to organisational policies and processes and using standardised instruments

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	PC18. foster staff skill development to lift their individual and team performance
	PC19. motivate and coach staff on improved sales, merchandising, planning and stock management processes
	PC20. identify and manage conflict between individuals according to organisational policies and procedures
4. RAS/N0217 (Update self and team on products/services being offered by the business)	PC1. describe the team products/services involved in the business within the team
	PC2. describe market trends with respect to sales patterns
	PC3. describe related products/services and possible
	PC4. identify opportunities with respect to up-selling, cross-selling, expansion of business etc.
	PC5. incorporate changes in critical processes that effect business
	PC6. describe the concept of improving performance with respect to market trends
	PC7. operate relevant equipment involved in business
	PC8. understand precautions and maintenance required
	PC9. understand new technologies that can improve efficiencies and reduce risks
5. RAS/N0211 (Manage inventory and sales)	PC1. identify target audience/ consumer profile
	PC2. identify buying patterns and analyse sales data to define assortments and modify them as per trends observed
	PC3. Understand competitors/other players/ substitute products
	PC4. determine means to forecast demands on inventory
	PC5. describe the importance for monitoring market trends and technology changes as part of managing inventory demands
	PC6. describe inventory/procuring capacity as per demand
	PC7. determine required inventory is on hand
	PC8. monitor stock levels and maintain at required levels
	PC9. coordinate stocktake or cyclical count
	PC10. understand operational costs
	PC11. define targets for self and team to achieve business gains

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6. RAS/N0218
(Drive operational excellence)

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

PC1. ensure optimum utilisation of resources in daily operations

PC2. ensure the required precautions are taken and timely maintenance is conducted

PC3. provide updates on new technologies that can improve efficiencies and reduce risks

PC4. ensure team competence on using of equipment/s relevant to business

PC5. ensure team competence in manufacturing/selling/servicing of products/services being sold

PC6. ensure insurance and safekeeping of all goods and properties involved in the business

7. RAS/N0219
(Drive Marketing activities and plan promotion strategies)

PC1. describe the elements that affect customer satisfaction and affinity

PC2. design formats that can be used to collect and study appropriate data

PC3. ensure training of team for collection of market information

PC4. ensure accurate data is collected and adequately analysed so that relevant data is obtained

PC5. identify business needs and design promotions that work for the same

PC6. ensure team is capable of designing promotions that are easily executable and are low on cost with high returns

PC7. identify and execute promotions and promotional events to augment sales and profitability

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

PC1. identify target customers

PC2. understand and assess target customer need and desire

PC3. 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 genuine interest to clarify customer requirements and enhance outcomes

PC6. maximise sales opportunities by use of add-on and complementary sales techniques

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9. RAS/N0205 (Build relationship with vendors/dealers to ensure smooth business operations and increase sales)	PC7. provide customer with detailed information about the product/service
	PC8. build relationships with customers to generate referrals
	PC9. collect 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. understand customer complaints and problems and support difficult customers to produce positive outcome
	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. understand best practices and maintain cordial relationships	
10. RAS/N0220 (Perform manpower planning activity and impart training to staff)	PC1. describe how to assess manpower requirement
	PC2. identify most effective and cost efficient options for sourcing resources
	PC3. ensure that business efficiencies are ensured with the help of appropriate resources at appropriate positions in the organisation
	PC4. ensure proper assessment of staff training needs as per business needs and also as suggested by managers and employees themselves
	PC5. ensure training as per legal obligations
	PC6. ensure benefits package that fits employees' needs
	PC7. ensure contests and incentives to help keep workers motivated and feeling rewarded
	PC8. ensure promotion from within whenever possible

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<p>11. RAS/N0221 (Manage team through demonstration of leadership skills)</p>	<p>PC1. assess performance of staff in correlation with needs of both the individual and the organization</p> <p>PC2. assess performance as well as potential for development</p> <p>PC3. analyse data so as to ensure appropriate person-task matching</p> <p>PC4. provide objective feedback to help improve team performance</p> <p>PC5. ensure fair and unbiased feedback so that deserving employees profit from the system</p> <p>PC6. define the core values of your organization</p> <p>PC7. define what the team will aspire to become or achieve as long-term goals</p> <p>PC8. communicate the organization's vision clearly and repeatedly such that all employees understand what work needs to be done and why is it critical in the overall effort</p> <p>PC9. identify opportunities and create solutions to face uncertainties</p> <p>PC10. keep self-updated to be able to expand business in other fields/line of business as desired</p> <p>PC11. improvise methods so as to improve efficiencies</p>
Means of assessment 1	
Means of assessment 2 Add boxes as required.	
Pass/Fail	

NSQF QUALIFICATION FILE

SECTION 2

25. EVIDENCE OF LEVEL

OPTION B

Title/Name of qualification/component: Business Leader/Multi-outlet Retailer			Level: 6
NSQF Domain	Key requirements of the job role	How the job role relates to the NSQF level descriptors	NSQF Level
Process	Business Leader/Multi-outlet Retailer the individual is responsible for selling of goods & services to consumers away from the fixed retail outlet, generally in their homes or workplaces.	<p>The Job holder is responsible for selling of goods & services to consumers away from the fixed retail outlet, generally in their homes or workplaces.</p> <p>For example, the individual is responsible for running high profitability organisations that often own their facilities and equipment.</p> <p>The above job requires command of wide range of specialized technical skill, clarity of knowledge and practice in broad range of activity involving standard/non-standard practices. Considering the outcomes, the job role is pegged at level 06.</p>	6
Professional knowledge	The individual on the job needs to know and understand: Legal policies and procedures, accounting systems to manage financial operations, concepts of business operations, inventory and sales management, marketing and promotion strategies, customer experience management, and people management.	<p>The job holder is expected to have factual and theoretical knowledge in broad contexts within 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 financial operations, marketing and promotion strategies. He/she should be proficient in how to conduct</p>	6

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Title/Name of qualification/component: Business Leader/Multi-outlet Retailer			Level: 6
NSQF Domain	Key requirements of the job role	How the job role relates to the NSQF level descriptors	NSQF Level
		<p>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.</p> <p>Considering the type of knowledge, the job role can be placed at level 06</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 perform manpower planning and manage the team. He/she is required to take business and people decisions, 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 generate solutions to specific problems in a field of work or study.</p> <p>For example, the individual is expected to perform manpower planning, identify most effective and cost efficient options for sourcing resources, train and develop staff as per legal obligations, motivate team members and promote them whenever possible.</p> <p>Considering the type of skill, the role qualifies for level 06.</p>	6
Core skill	The individual is expected to have good communication skills (written and oral), knowledge of technology and equipment used	The job holder is expected to exhibit good mathematical skills, understanding of social and political requirements. He/she should be able to	6

NSQF QUALIFICATION FILE

Title/Name of qualification/component: Business Leader/Multi-outlet Retailer			Level: 6
NSQF Domain	Key requirements of the job role	How the job role relates to the NSQF level descriptors	NSQF Level
	in the business.	<p>collect relevant data, organise information, and communicate logically.</p> <p>For example, the job holder is expected to read legal documents and data sheets. He/she should be able to compute profit and loss; collect, document and present information accurately.</p> <p>Considering these outcomes, the job role can be placed at level 06</p>	
Responsibility	The individual is responsible for selling of goods & services to consumers away from the fixed retail outlet, generally in their homes or workplaces.	<p>The job holder is expected to be responsible for own work and learning and for others' works and learning.</p> <p>For example, the job holder is expected to describe to the team products/services involved in the business, related products/services and market trends with respect to sales patterns. He/she is expected to understand new technologies that can improve efficiencies and reduce risks.</p> <p>Considering these responsibilities, the job role can be placed at level 06.</p>	6

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SECTION 3

EVIDENCE OF NEED

26	<p>estimated uptal of estimate? Basis</p> <p>Need of the qualification</p>	<p>ere 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>Usage of the qualification</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 SSC would submit details of the employment generated (wherever applicable) and realised</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>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)</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 , 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.