

NSQC QUALIFICATION FILE

Approved in 22th NSQC Meeting, 19th December 2018

CONTACT DETAILS OF THE BODY SUBMITTING THE QUALIFICATION FILE

Name and address of submitting body:

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List of documents submitted in support of the Qualifications File

1. Annexure 1: Qualification Pack
2. Annexure 2: RFP for development of Occupational Standards
3. Annexure 3 Selection process of the Consultants to develop Occupational Standards
 - 3a. Minutes of the meeting of GC meetings
 - 3b. Composition of the Technical Committee
4. Annexure 4: Approval of Occupational Standards by Technical Committee and Governing Council
5. Annexure 5: Occupational Map & Progression matrix
6. Annexure 6: List of companies and Industry associations participated in the development of these qualification packs
7. Annexure 7: List of QP/NOS validating companies
8. Annexure 8: NSDC QRC observation and feedback sheet
9. Annexure 9: Standard protocol for accreditation & assessments
10. Annexure 10: Sample RPL Question Paper
11. Annexure 11: Model Curriculum
12. Annexure 12: Recommendations from concerned Line ministry/Institutions attached.
13. Annexure 13: Demand forecast and estimated uptake of the Qualifications attached.

NSQC QUALIFICATION FILE

Approved in 22th NSQC Meeting, 19th December 2018

14. Annexure 14: Guidelines for Accreditation, Affiliation and continuous monitoring of training for the Skill Eco system attached.
15. Annexure 15: Approval of NOS Sub Committee and GC for extension of QP dates attached.

- **SUMMARY**

1	Qualification Title	Qualification Pack- Buffing Operator
2	Qualification Code, if any	LSS/QO801
3	NCO code and occupation	NCO-2015/8155.0801, Buffing Operations
4	Nature and purpose of the qualification (Please specify whether qualification is short term or long term)	Short Term Short Term. Purpose of the course is to impart Skill development training to the unemployed (layman) and convert them into skilled worker. To upgrade the skills of people already in work. To allow people in particular area to learn new Skills to deal with the technological change.
5	Body/bodies which will award the qualification	Leather Sector Skill Council
6	Body which will accredit providers to offer courses leading to the qualification	Leather Sector 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	Buffing Operations
9	Job description of the occupation	A Buffing Operator performs the process of removing the grain on the leather by abrasion. More particularly he/ she removes the flesh side of the leather by mechanical abrasion to produce a suede effect, or to reduce the substance. The process is also known as "snuffing", if removal is on the grain side of the leather. The aim of the buffing/ snuffing operation is to improve the uniformity of the grain appearance.
10	Licensing requirements	N/A
11	Statutory and Regulatory requirement of the relevant sector (documentary evidence to be provided)	As Attached
12	Level of the qualification in the NSQF	4
13	Anticipated volume of training/learning required to	200 Hours

NSQC QUALIFICATION FILE

Approved in 22th NSQC Meeting, 19th December 2018

	complete the qualification		
14	Indicative list of training tools required to deliver this qualification	<ul style="list-style-type: none"> • Buffing machine • Buffed leather • De-dusting machine 	
15	Entry requirements and/or recommendations and minimum age	Prior experience as helper in finished leather operations for a minimum of 2-3 years preferred	
16	Progression from the qualification (Please show Professional and academic progression)	Buffing Operator >> Supervisor Pre-tanning/ tanning/ post-tanning >> Leather technician	
17	Arrangements for the Recognition of Prior learning (RPL)	Candidates with relevant experience are identified and tested through a Recognition Prior learning (RPL) evaluation, which is designed by Technical experts and Subject Matter Experts.	
18	International comparability where known (research evidence to be provided)	UK NOS SKSLG6- Manufacture material to add value in leather production (mechanical processing) SKSL1- Manufacture material to add value in leather production (chemical processing)	
19	Date of planned review of the qualification.	01/04/20	
20	Formal structure of the qualification		
	Mandatory components		
	Title of component and identification code/NOSs/Learning outcomes	Estimated size (learning hours)	Level
(i)	Overview on Leather Industry and Generic Skills	22	N/A
(ii)	LSS/N0801 Carry out buffing and snuffing operations	43	4
(iii)	LSS/N0802 Carry out dusting operations	43	4
(iv)	LSS/N0803 Contribute to achieving product quality in buffing operations	32	4
(v)	LSS/N8501 Maintain the work area, tools and machines	23	4
(vi)	LSS/N8601 Maintain health, safety and security at workplace	34	4

NSQC QUALIFICATION FILEApproved in 22th NSQC Meeting, 19th December 2018

(vii)	LSS/N8701 Comply with industry, regulatory and organizational requirements	3	4
	Sub Total (A)	200	
	Optional components		
	Title of component and identification code/NOSs/ Learning outcomes	Estimated size (learning hours)	Level
	Sub Total (B)		
Total (A+B)		200	

SECTION 1
ASSESSMENT

21	<p>Body/Bodies which will carry out assessment:</p> <ul style="list-style-type: none"> • Navriti Technologies Pvt Ltd, Bangalore • CLRI, Chennai • Mike Mirams Training Services India (Pvt) Ltd, Kolkata
22	<p>How will RPL assessment be managed and who will carry it out?</p> <p>When the individual has relevant experience, he is assessed through a Recognition of Prior Learning (RPL) programme.</p> <p>The candidate is assessed through a combination of theory test, practical knowledge and verbal questioning or VIVA. The test is designed by SME or Subject Matter Expert who prepares the test material with total integrity and objectivity. The candidate is administered a written test of 45 minutes and a practical test of 1.5 to 2 hours duration.</p> <p>Upon successful completion of the test the candidate is declared competent for yet to be competent, depending upon which the training is advised.</p> <p>The assessment is conducted by trained and qualified assessors following the guidelines of the LSSC. The tests are administered under strict confidentiality and absolute lack of bias or prejudice.</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.</p> <p>The process of assessment followed ensures that the assessment is strictly in accordance to the qualification pack, the NOS and PCs mentioned.</p> <p>Validity depends upon how well the assessment actually measures the learning outcome. The test is prepared against the assessment criteria set by the council, which has in turn identified the core skills and the supplementary skills in terms of NOS and PC. That the test is designed according to the assessment criteria and is prepared by subject matter experts who are established in their fields ensures the validity of the test.</p> <p>Consistency of the test is dependent on the fact that the assessment generates consistent results in spite of change in evaluators, location etc.</p> <p>The MCQ pattern followed for the theory rules out any element of prejudice or subjectivity on the part of the evaluator. The practical is designed in such a manner that the core skills and supplementary skills are tested and evaluated. The trained assessors who are experts in the field ensure that the test is consistent.</p> <p>Fairness is ensured as the students are given equal opportunity irrespective of their religion, social back ground or gender. The roll numbers assigned to the candidates conceal their identity and making the evaluation impartial.</p> <p>Training Assessors</p> <p>The Assessors selected after the interview are given training by a team of Certified Senior Assessors on the process flow of assessment</p>

administration. The 2 day workshop addresses following key issues in assessment.

- Communication & Confidence Building
- Testing of Core Skills- Administering/ theory & practical test
- Testing of Supplementary Skills- Administering theory and practical
- Impartial and fair assessment
- Being respectful to local languages, customs and behavior patterns
- Giving instructions correctly ensuring proper compliance to norms
- Addressing unexpected challenges and problems

Training For Assessments Administration Process

Materials to be carried by the Assessor to Assessment Centre:

Relevant question papers for each candidate scheduled and one for the Assessor

Relevant response sheets for each candidate, plus one for the assessor

Attendance sheet (Theory and Practical)

Stationary like Pens, envelopes (for packing theory and practical response sheets, question papers), staplers, etc.

Administration

Assessments consists of two parts: Practical and Theory

Theory

1. The process of theory assessment is described below:
2. Assessor should reach the venue 45 minutes before the start of the test.
3. Make sure all the desks are cleared and see that each candidate has the required stationery for the test before entering the hall.
4. Check if candidates have the valid training ID card or else an ID card approved by the Government of India (PAN Card, Aadhar Card, DL, etc).
5. Candidates without any identification are not allowed to take the test. This has to be adhered to without any tolerance. Candidates without ID card should be asked to leave the test venue.
6. Gather all candidates in examination hall.
7. Cross check attendance of each candidate on the attendance sheet and ensure that only those candidates that are present on it are taking the test. Candidates' whose names are not available on the attendance sheet are informed to leave the test venue.
8. Assessor will read out the general instructions to candidates and ensures that the candidates are clear about the instructions of the assessments
9. General Instructions for candidates:
 - No usage of electronic devices (mobiles and calculators) during the test
 - No malpractice during the test hours
 - Talking is not allowed during the test
 - Do not mark anything on question papers
 - There are 35(Varies for different QPs) multiple choice

questions

- Each question has only one correct answer
- There is no negative marking
- The questions are spread across multiple pages. You need to attempt questions on all pages to complete the test.
- In the answer sheet, pencil is preferable but you can mark responses in black/blue pen.
- The duration of the test is for 60 minutes
- After completing the test, you must return all the question papers and response sheets.

10. Assessor will answer candidate's questions if any

11. Distribute the question papers and response sheets to the candidates

12. Assessor to ensure that the candidates fill the appropriate information in the required fields

13. Once testing begins, assessor is required to help candidate with regards to marking, understanding the meaning of questions, but do not help them with responses

14. Assessor will distribute attendance sheet during the test and ensure all candidates sign on the attendance sheet

15. Assessor will collect response sheets, question papers and copy of candidate's ID proof from all candidates post completion of test

16. Ensure that there are signatures of Assessor and candidates filled in the appropriate boxes.

17. All response sheets and question papers should match the head count before candidates leave the hall

Practical

The following points describe the process of administering practical assessments

1. Cross check the candidate names with theory attendance sheet and ID cards of each candidate to see if the same candidates who have attended the theory test are attending practical too.
2. Before starting the assessment, assessor to build a rapport with the candidate so that he/she is comfortable during test.
3. Assessors to fill the mandatory information of candidate in the assessment checklist.
4. Assessor to ensure that candidate fills the details and signs in the attendance sheet.
5. Give an activity for candidates to perform. Observe him/her carefully while performing the task and assign scores against each PC provided in the assessment checklist. Each PC should not be asked separately instead evaluate against each PC based on the particular task given to the candidate
6. Ask viva questions to the candidate wherever applicable, and accordingly provide scores in the appropriate box.
7. Total the score obtained by the candidate for all the NOSs and

NSQC QUALIFICATION FILE

Approved in 22th NSQC Meeting, 19th December 2018

	<p>calculate the grand total score.</p> <ol style="list-style-type: none">8. Assessor should ensure that he has scored all the NOSs, if not remarks have to be provided.9. Signatures of candidate and assessors to be filled in the appropriate boxes10. The same procedure is followed for all candidates appearing for practical assessment.11. On completion of practical assessments, count the response sheets and match it with the head count of candidates attended the test.12. On completion of the test, attach ID card copy with assessment checklist of each candidate. These need to be carefully stapled. <p>All the practical response sheets are packed in an envelope</p>
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ASSESSMENT EVIDENCE

24. Assessment evidences

<u>CRITERIA FOR ASSESSMENT OF TRAINEES</u>	
<u>Job Role</u>	Buffing Operator(Finished Leather)
<u>Qualification Pack Code</u>	LSS/Q0801
<u>Sector Skill Council</u>	Leather
<u>Guidelines for Assessment:</u>	
<p>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</p> <p>2. The assessment for the theory part will be based on knowledge bank of questions created by the SSC</p> <p>3. Individual assessment agencies will create unique question papers for theory part for each candidate at each examination/training center (as per assessment criteria below)</p> <p>4. Individual assessment agencies will create unique evaluations for skill practical for every student at each examination/training center based on these criteria</p> <p>5. To pass the Qualification Pack, every trainee should score a minimum of 50% aggregate</p> <p>6. In case of successfully passing only certain number of NOS's, the trainee is eligible to take subsequent assessment on the balance NOS's to pass the Qualification Pack</p>	

Assessable Outcomes	Assessment criteria for the outcome	Total Mark	Out Of	Marks Allocation	
				Theory	Skills Practical
1. LSS/N0801- Carry out buffing and snuffing operations	PC1. Make sure the work area is free from hazards	100	3	0	3
	PC2. Obtain and check the data on the work ticket or job card		7	5	2
	PC3. Calculate the number of components needed for production		5	0	5
	PC4. Select and sort the materials for the work		5	0	5
	PC5. Set up the equipment		5	0	5
	PC6. Make sure that tools are safe, sharp enough and clean to use on the		5	0	5

NSQC QUALIFICATION FILE

Approved in 22th NSQC Meeting, 19th December 2018

	material				
	PC7. Ensure that the materials to be used are free from faults		8	5	3
	PC8. Work as per legal requirements, standards and regulations, policies, procedures and professional codes		7	5	2
	PC9. Ask questions to obtain more information on tasks when the instructions you have are unclear		2	0	2
	PC10. Agree and review your agreed upon work targets with your supervisor		8	5	3
	PC11. Set up the emery paper in the buffing machine whenever required		5	0	5
	PC12. Feed hide/skin into the buffing machine without any folds		2	0	2
	PC13. Ensure no emery marks are left on the substance		7	5	2
	PC14. Repeat process as per requirement		5	0	5
	PC15. Leave work area safe and secure when work is complete		7	5	2
	PC16. Help the mechanic repairing faults in the machines		2	0	2
	PC17. Process component parts to the quality standard required		5	0	5
	PC18. Report any damaged work to the responsible person		2	0	2
	PC19. Follow company reporting procedures about defective tools and machines which affect work		2	0	2
	PC20. Comply with written instructions		2	0	2
	PC21. Complete forms, records and other documentation		2	0	2
	PC22. Sort and place work to assist the next stage of production and minimise the risk of damage		2	0	2
	PC23. Leave work area safe and secure when work is complete		2	0	2
	Total		100	30	70
2. LSS/N0802 Carry out	PC1. Confirm that the identity and quantity of the material received	100	15	5	10

NSQC QUALIFICATION FILE

Approved in 22th NSQC Meeting, 19th December 2018

dusting operations	matches the work ticket				
	PC2. Accurately follow the essential information contained on the work ticket	15	5	10	
	PC3. Handle and transport material, including hides, skins, leather, in the most effective manner and in the correct sequence	10	0	10	
	PC4. Ask questions to obtain more information on tasks when the instructions you have are unclear	10	0	10	
	PC5. Update and develop knowledge of the products	15	5	10	
	PC6. Agree and review your agreed upon work targets with your supervisor	10	5	5	
	PC7. Follow the start-up sequences and operate the equipment controls correctly	10	5	5	
	PC8. Complete the process to the specified standard required for the next operation	10	5	5	
	PC9. Report risks/ problems likely to affect services to the relevant person promptly and accurately	5	0	5	
	Total	100	30	70	
3. LSS/N0803- Contribute to achieving product quality in buffing operations	PC1. Carry out quality checks at specified intervals according to instructions	50	7	5	2
	PC2. Report faults outside personal responsibility to the appropriate person		7	5	2
	PC3. Identify faults in materials and products		7	5	2
	PC4. Identify causes of faults to maintain product quality		8	5	3
	PC5. Identify faults and take appropriate action		7	5	2
	PC6. Follow reporting procedures where the cause of faults cannot be		7	5	2

NSQC QUALIFICATION FILE

Approved in 22th NSQC Meeting, 19th December 2018

	identified				
	PC7. Identify and report potential solutions to rectify faults		7	5	2
	Total		50	35	15
4. LSS/N8501- Maintain the work area, tools and machines	PC1. Handle materials, machinery, equipment and tools safely and correctly		1	0	1
	PC2. Use correct lifting and handling procedures		2	0	2
	PC3. Use materials to minimize waste		2	0	2
	PC4. Prepare and organize work		7	5	2
	PC5. Maintain a clean and hazard free working area		2	0	2
	PC6. Deal with work interruptions		2	0	2
	PC7. Move around the workplace with care		2	0	2
	PC8. Maintain tools and equipment		2	0	2
	PC9. Carry out running maintenance within agreed schedules		2	0	2
	PC10. Carry out maintenance and/or cleaning outside responsibility		7	5	2
	PC11. Report unsafe equipment and other dangerous occurrences	50	7	5	2
	PC12. Ensure that the correct machine guards are in place		2	0	2
	PC13. Work in a comfortable position with the correct posture		1	0	1
	PC14. Use cleaning equipment and methods appropriate for the work to be carried out		1	0	1
	PC15. Dispose of waste safely in the designated location		2	0	2
	PC16. Store cleaning equipment safely after use		1	0	1
	PC17. Complete and store accurate records and documentation		2	0	2
	PC18. Maintain proper lighting, ventilation to make sure general comfort is there while working		1	0	1
	PC19. Give inputs and assist in completing documentation		1	0	1

NSQC QUALIFICATION FILE

Approved in 22th NSQC Meeting, 19th December 2018

	PC20. Report the need for maintenance and/or cleaning outside your area of responsibility		1	0	1
	PC21. Ensure safe and correct handling of materials, equipment and tools		1	0	1
	PC22. Maintain appropriate environment to protect stock from pilfering, theft, damage and deterioration		1	0	1
	Total		50	15	35
5. LSS/N8601- Maintain health, safety and security at workplace	PC8. Comply with health and safety related instructions applicable to the workplace	25	6	5	1
	PC9. Use and maintain personal protective equipment as per protocol		1	0	1
	PC10. Carry out own activities in line with approved guidelines and procedures		0.5	0	0.5
	PC11. Maintain a healthy lifestyle and guard against dependency on intoxicants		1	0	1
	PC12. Follow environment management system related procedures		5.5	5	0.5
	PC13. Identify and correct (if possible) malfunctions in machinery and equipment		1	0	1
	PC14. Report any service malfunctions that cannot be rectified		1	0	1
	PC15. Store materials and equipment in line with manufacturer's and organizational requirements		1	0	1
	PC16. Safely handle and move waste and debris		0.5	0	0.5
	PC17. Minimize health and safety risks to self and others due to own actions		1	0	1
	PC18. Seek clarifications, from supervisors or other authorized personnel in case of perceived risks	1	0	1	

NSQC QUALIFICATION FILE

Approved in 22th NSQC Meeting, 19th December 2018

	PC19. Monitor the workplace and work processes for potential risks and threats		0.5	0	0.5
	PC20. Carry out periodic walk-through to keep work area free from hazards and obstructions, if assigned		1	0	1
	PC21. Report hazards and potential risks/ threats to supervisors or other authorized personnel		0.5	0	0.5
	PC22. Participate in mock drills/ evacuation procedures organized at the workplace		1	0	1
	PC23. Undertake first aid, fire-fighting and emergency response training, if asked to do so		1	0	1
	PC24. Take action based on instructions in the event of fire, emergencies or accidents		0.5	0	0.5
	PC25. Follow organization procedures for shutdown and evacuation when required		1	0	1
	Total		25	10	15
6. LSS/N8701- Comply with industry, regulatory and organizational requirements	PC23. Carry out work functions in accordance with legislation and regulations, organizational guidelines and procedures	25	8	5	3
	PC24. Seek and obtain clarifications on policies and procedures, from the supervisor or other authorized personnel		8	5	3
	PC25. Apply and follow these policies and procedures within the work practices		3	0	3
	PC26. Provide support to the supervisor and team members in enforcing these considerations		3	0	3
	PC27. Identify and report any possible deviation to these requirements		3	0	3
	Total		25	10	15

NSQC Approved

NSQC QUALIFICATION FILE

Approved in 22th NSQC Meeting, 19th December 2018

SECTION 2

25. EVIDENCE OF LEVEL

Title/Name of qualification/component: Buffing Operator		Level: 4	
NSQF Domain	Outcomes of the Qualification/Component	How the outcomes relates to the NSQF level descriptors	NSQF Level
Process	Buffing Operator is expected to perform the process of removing the Grain on the leather by abrasion, prepare the work area for buffing operation and also perform the dusting operation. He/ she is expected to visually inspect the pre- finished leather for uniformity of grain appearance. He/ she is responsible for basic maintenance of the machine used in Buffing operation.	The activities identified are the familiar and routine activities for them as these activities are independent of job and the production unit he is deployed in. Considering the outcomes the job roles is pegged at level 04	4
Professional knowledge	Buffing Operator is expected to have knowledge of the functioning and operation of buffing machine, the sequential process of feeding the leather in the machine for buffing and snuffing, machine controls and the methods to remove dust from the leather after the buffing operation. He/she should have the knowledge of the Characteristics and varieties of different types of hides, leather and its properties, common faults in the materials, tools and	Considering the in-depth professional and factual knowledge , which a buffing operator has for buffing operation; this QP is pegged at Level 4.	4

NSQC QUALIFICATION FILE

Approved in 22th NSQC Meeting, 19th December 2018

Title/Name of qualification/component: Buffing Operator		Level: 4	
NSQF Domain	Outcomes of the Qualification/Component	How the outcomes relates to the NSQF level descriptors	NSQF Level
	machines and identification procedures.		
Professional skill	Buffing Operator organizes the appropriate materials and equipments used in buffing operation like emery paper, buffing machine, hides, etc. He/ she identifies and reviews the defects in hides and the leather before and after the buffing operation and takes appropriate actions for rectification.	He/ she diagnoses the basic problems with the machines based on visual inspection.	4
Core skill	Buffing Operator is expected to understand organizational manuals and job cards. He/ she has to prepare the work area and select the quantity of hides and emery paper to be fed into the machine before starting the operation All of this requires application of problem solving and analytical principles .	Operator has to continuously give and receive instruction/ feedback from co-workers and supervisors on buffing operation 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 in the production unit	4
Responsibility	The jobholder is mainly responsible for: <ul style="list-style-type: none"> • Preparing for buffing operations • Carrying out buffing, snuffing and dusting processes • Visually inspect for defects in the materials before and after the operation 	Jobholder is majorly responsible for his/her own job and self-learning process which justifies the pegging of the QP at level 4 and not directly involved in some learning of others (which is a requirement for Level 5). In his routine activity he is free from supervision (which is a requirement	4

NSQC QUALIFICATION FILE

Approved in 22th NSQC Meeting, 19th December 2018

Title/Name of qualification/component: Buffing Operator		Level: 4	
NSQF Domain	Outcomes of the Qualification/Component	How the outcomes relates to the NSQF level descriptors	NSQF Level
	<p>The processes involved in buffing operation of pre- finished leather could vary from one production unit to another and also could depend on the requirements of the finished leather</p> <p>So the jobholder based on his/her own learning and experience, identifies appropriate process to maximize the productivity and increase one's efficiency. He/she is continuously engaged in the self-learning process and he/she has the responsibility for own work.</p>	<p>of level 3).</p>	

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?		
	Basis	In case of SSC	Evidence
	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.	Skills Gap Analysis Reports for industry demand and secondary research data, though these do not lend to accurate demand projection. <i>Occupational map and industry projections attached</i>
	Industry Relevance	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>	<ul style="list-style-type: none"> • Feedback from industry for demand though sample size may not lend to accurate figures • Training duration, and current and potential training capacity envisaged • The Qualification Pack has been validated by the industry as well. A total of 30 companies have validated which comprises of small, medium and large entities <i>Industry Participation and Validations Attached</i>
Usage of the qualification	The SSC would submit details of the employment generated (wherever	The submitting body would submit the details of trained and	

NSQC QUALIFICATION FILE

Approved in 22th NSQC Meeting, 19th December 2018

		<p>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>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 , depending on length of qualification.</p>
	<p>Estimated uptake</p>	<p>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.</p>	<p>A growth of 16% in Finished Leather sub-segment is estimated. The manpower in this sub segment is estimated to grow 5% annually. Considering these figures along with the current employment, the estimated uptake is approximated to be around 2500 in the coming years</p>

<p>27</p>	<p>Recommendation from the concerned Line Ministry of the Government/Regulatory Body. To be supported by documentary evidences</p> <p>The two premium institutes in the Leather Sector- Ministry of Science and Technology- Central Leather Research Institute (CLRI) and Ministry of Micro, Small & Medium Enterprises(MSME) -Central Footwear Training Institute (CFTI) have analysed the QP and the process for its developed and have provided with their endorsements for approval from the concerned authority. <i>Endorsement attachment</i></p>
<p>28</p>	<p>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</p> <ul style="list-style-type: none"> • NSDC list of Approved and Under-Development QPs was checked prior to commissioning the work

NSQC QUALIFICATION FILE

Approved in 22th NSQC Meeting, 19th December 2018

	<ul style="list-style-type: none">• Consultations with Leather Sector Skill Council• NSDC QRC team also confirmed the same
29	<p>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</p> <ul style="list-style-type: none">• Agencies have been appointed by the SSC to assess the training delivery and implementation• Monitoring of evaluation of assessments• Employer feedback will be sought post-placement• Periodic review is scheduled after three years

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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?</p> <p><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>Buffing Operator >> Supervisor Pre-tanning/ tanning/ post-tanning >> Leather technician</p>
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NSQC Approved