

# Model Curriculum

## Assistant Nail Technician

**SECTOR:** BEAUTY AND WELLNESS  
**SUB-SECTOR:** BEAUTY AND SALONS  
**OCCUPATION:** NAILCARE SERVICES  
**REF ID:** PWD/BWS/Q0401, V2.0  
**NSQF LEVEL:** 3

**Model Curriculum Aligned**  
**for**  
**Persons with Speech and Hearing Impairment**  
**E004**



Skill India  
शिक्षण-सहायक-संस्थान



SCPwD  
Skill Council for Persons with Disability



N-S-D-C  
National  
Skill Development  
Corporation  
Transforming the skill landscape

## Certificate

**CURRICULUM COMPLIANCE TO  
QUALIFICATION PACK – NATIONAL OCCUPATIONAL  
STANDARDS**

is hereby issued by the

**SKILL COUNCIL FOR PERSONS WITH DISABILITY (SCPwD)**

for

**MODEL CURRICULUM – ALIGNED FOR PERSONS WITH DISABILITY**

Complying to National Occupational Standards of Job Role/ Qualification Pack:  
**'Assistant Nail Technician' QP No. 'PWD/BWS/Q0401 NSQF Level 3'**  
Expository and Code: **Speech and Hearing Impairment (E004, Version 1.0)**

Date of Issuance: October 17, 2019  
Valid up to\*: October 17, 2021

\*Valid up to the next review date of the Qualification Pack or the  
'Valid up to' date mentioned above, whichever is earlier



Authorized Signatory  
(Skill Council for Persons with Disability)

## Table of Content

<b>1. Curriculum</b>	<b>01</b>
<b>2. Trainer pre-requisites</b>	<b>10</b>
<b>3. Annexure: Assessment Criteria</b>	<b>11</b>
<b>4. Accommodation Guideline recommended for Inclusive Trainers</b>	<b>19</b>

# Assistant Nail Technician

## CURRICULUM / SYLLABUS

This program is aimed at training candidates for the job of a “Assistant Nail Technician”, in the “Beauty & Wellness” Sub-Sector/Industry and aims at building the following key competencies amongst the learner.

Program Name	Assistant Nail Technician		
Qualification Pack Name & Reference ID.	PWD/ BWS /Q0401, v2.0		
Version No.	2.0	Version Update Date	17-10-2019
Pre-requisites to Training	Preferably Class VIII		
Training Outcomes	<p><b>After completing this programme, participants will be able to:</b></p> <ul style="list-style-type: none"> <li>• <b>Prepare and maintain work area:</b> Prepare the equipment, products and work area ahead of service delivery to ensure the efficiency and effectiveness of conducting treatments considering the standards of operation of the salon.</li> <li>• <b>Perform manicure and pedicure services:</b> Clean and remove dead skin and callous from hands and feet and improve the appearance of nails.</li> <li>• <b>Provide nail enhancement services using UV gel nails and acrylic (liquid and powder) nails:</b> Perform foundational nail enhancement services using UV gel nails and acrylic nails.</li> <li>• <b>Perform refill:</b> Perform correct refilling technique to achieve desired length and shape.</li> <li>• <b>Provide simple and basic nail art services:</b> Perform nail art services using 2D designs image and simple transfer techniques.</li> <li>• <b>Maintain health and safety of work area:</b> Maintain safe and hygienic environment at the work area.</li> <li>• <b>Create a positive impression at the workplace:</b> Execute tasks as per the organization’s standards and communicate/record information in order to create a positive impression at the workplace.</li> </ul>		

This course encompasses 7 out of 7 National Occupational Standards (NOS) of “**Assistant Nail Technician**” Qualification Pack issued by “**Beauty and Wellness Sector Skill Council**”. The Curriculum is Aligned by “**Skill Council for Persons with Disability**” for Persons with Speech and Hearing Impairment.

Sr. No.	Module	Key Learning Outcomes	Equipment Required	Disability-wise Training Tools with reference to Expository for each NOS
1.	<p><b>Communication and fluency in ISL</b></p> <p><b>Theory Duration</b> (hh:mm) 15:00</p> <p><b>Practical Duration</b> (hh:mm) 15:00</p> <p><b>Corresponding NOS</b> Bridge Module (PwD)</p>	<ul style="list-style-type: none"> <li>Identify features of Indian Sign Language</li> <li>Use finger spelling</li> <li>Identify 100 signs in ISL essential for communication such as greetings and sharing information about self and others.</li> <li>Demonstrate numbers and currency in ISL</li> <li>Demonstrate using sign language:               <ul style="list-style-type: none"> <li>Objective of the training</li> <li>Tools and technology required for training.</li> </ul> </li> </ul>	LCD TV, Visual curricula, computer and White board	<p>Indian Sign Language (ISL) Interpreter is mandatory for both theory and practical sessions.</p> <p>Any of the following tools may be used:</p> <ul style="list-style-type: none"> <li>Assistive Aid/Service</li> <li>Ai-Live</li> <li>Captions First</li> <li>Captions 2020</li> <li>Closed Capp</li> <li>Let’s Talk</li> </ul>
2.	<p><b>Foundation Course in English</b></p> <p><b>Theory Duration</b> (hh:mm) 25:00</p> <p><b>Practical Duration</b> (hh:mm) 15:00</p> <p><b>Corresponding NOS</b> Bridge Module (PwD)</p>	<ul style="list-style-type: none"> <li>Identify different parts of a sentence</li> <li>Identify minimum 500 English words to build vocabulary</li> <li>Construct short English sentences (maximum 6 words per sentences).</li> <li>Use written communication to express feelings, concerns and queries.</li> <li>Describe themselves using 10 short sentences</li> </ul>	LCD TV, Visual curricula, computer and White board	<p>Indian Sign Language (ISL) Interpreter is mandatory for both theory and practical sessions.</p> <p>Any of the following tools may be used:</p> <ul style="list-style-type: none"> <li>Assistive Aid/Service</li> <li>Ai-Live</li> <li>Captions First</li> <li>Captions 2020</li> <li>Closed Capp</li> <li>Let’s Talk</li> </ul>
3.	<p><b>Understanding Self and Environment</b></p> <p><b>Theory Duration</b> (hh:mm) 10:00</p> <p><b>Practical Duration</b> (hh:mm) 00:00</p> <p><b>Corresponding NOS</b> Bridge Module (PwD)</p>	<ul style="list-style-type: none"> <li>Demonstrate social etiquette towards seniors &amp; colleagues</li> <li>Complete the task assigned in its designated time</li> <li>Identify the professional skills and weaknesses</li> <li>Identify ways to reduce stress.</li> <li>Distinguish sympathy from empathy</li> <li>Identify the characteristics of a good worker</li> <li>Identify and recommend ways to improve work</li> <li>Distinguish individual task from a group task.</li> </ul>	LCD TV, Visual curricula, computer and White board	<p>Indian Sign Language (ISL) Interpreter is mandatory for both theory and practical sessions.</p> <p>Any of the following tools may be used:</p> <ul style="list-style-type: none"> <li>Assistive Aid/Service</li> <li>Ai-Live</li> <li>Captions First</li> <li>Captions 2020</li> <li>Closed Capp</li> <li>Let’s Talk</li> </ul>

Sr. No.	Module	Key Learning Outcomes	Equipment Required	Disability-wise Training Tools with reference to Expository for each NOS
		<ul style="list-style-type: none"> <li>Identify the designated person to seek assistance from in case of an emergency</li> </ul>		
4.	<p><b>Work related training</b></p> <p><b>Theory Duration</b> (hh:mm) 10:00</p> <p><b>Practical Duration</b> (hh:mm) 00:00</p> <p><b>Corresponding NOS Code</b> Bridge Module (PwD)</p>	<ul style="list-style-type: none"> <li>List 40-50 words associated with the relevant sector.</li> <li>Comply to the HR policy and rules</li> <li>Identify different positions in the organizational structures.</li> <li>Identify the right attire suitable for the workplace</li> </ul>	LCD TV, Visual curricula, computer and White board	<p>Indian Sign Language (ISL) Interpreter is mandatory for both theory and practical sessions.</p> <p>Any of the following tools may be used:</p> <ul style="list-style-type: none"> <li>Assistive Aid/Service</li> <li>Ai-Live</li> <li>Captions First</li> <li>Captions 2020</li> <li>Closed Capp</li> <li>Let's Talk</li> </ul>
5.	<p><b>Introduction</b></p> <p><b>Theory Duration</b> (hh:mm) 01:00</p> <p><b>Practical Duration</b> (hh:mm) 00:00</p> <p><b>Corresponding NOS Code</b> Bridge Module</p>	<ul style="list-style-type: none"> <li>Identify the role of an Assistant Nail Technician in a salon or nail studio</li> <li>Identify the scope and career opportunities in nail services</li> </ul>	<ul style="list-style-type: none"> <li>Laptop</li> <li>Projector</li> </ul>	<p>Indian Sign Language (ISL) Interpreter is mandatory for both theory and practical sessions.</p> <p>Any of the following tools may be used:</p> <ul style="list-style-type: none"> <li>Assistive Aid/Service</li> <li>Ai-Live</li> <li>Captions First</li> <li>Captions 2020</li> <li>Closed Capp</li> <li>Let's Talk</li> </ul> <p>Requirement on the basis of mode of teaching:</p> <ul style="list-style-type: none"> <li>Oral: Indian Sign Language (ISL) Interpreter will be able to facilitate the communication.</li> <li>Written: Make sure that the language of the text is simple and easy to understand.</li> <li>Using a Projector: Make sure that the video is well captioned.</li> <li>On a White Board: The trainer should not write on the board while speaking else the Person with</li> </ul>

Sr. No.	Module	Key Learning Outcomes	Equipment Required	Disability-wise Training Tools with reference to Expository for each NOS
				<p>Hearing Impairment won't be able to lip read.</p> <ul style="list-style-type: none"> <li>Self-Learning Material: The Person with Hearing Impairment can also refer to the SLMs prepared in the form of videos by SCPwD for skill training such candidates.</li> </ul>
6.	<p><b>Work Area Preparation and Maintenance</b></p> <p><b>Theory Duration</b> (hh:mm) 02:00</p> <p><b>Practical Duration</b> (hh:mm) 10:00</p> <p><b>Corresponding NOS Code</b> BWS/N9001</p>	<ul style="list-style-type: none"> <li>Prepare client record cards accurately</li> <li>Prepare the clients for treatments as per salon policy</li> <li>Carry out the sterilization and disinfection processes as per industrial standards</li> <li>Identify ways to dispose of waste correctly according to industrial standards</li> </ul>	<ul style="list-style-type: none"> <li>Nail Table</li> <li>Beauty Trolley</li> <li>Manicure Table</li> <li>Pedicure Stations</li> <li>First Aid Kit</li> <li>Fire Extinguishers</li> <li>Sterilizers</li> <li>Record Book</li> <li>Bowls</li> <li>Bed</li> <li>Chair</li> <li>Cotton</li> </ul>	<p>Any of the following tools may be used:</p> <ul style="list-style-type: none"> <li>Assistive Aid/Service</li> <li>Ai-Live</li> <li>Captions First</li> <li>Captions 2020</li> <li>Closed Capp</li> <li>Let's Talk</li> </ul> <p>Indian Sign Language (ISL) Interpreter is mandatory for both theory and practical sessions.</p> <p>The requirements on the basis of teaching methodology have been stated in Module 5.</p> <p>The room should be well lit and the Person with Speech and Hearing Impairment should be given a front seat where they can view the Trainer and interpreter easily.</p>
7.	<p><b>Perform Manicure and Pedicure Services</b></p> <p><b>Theory Duration</b> (hh:mm) 05:00</p> <p><b>Practical Duration</b> (hh:mm) 35:00</p>	<ul style="list-style-type: none"> <li>Identify the structure and function of nails</li> <li>Explain the process of nail growth</li> <li>Explain the structure and functions of the lymphatic vessels of the lower leg, foot, hand and arm</li> <li>Identify the muscles of the lower leg, foot, hand and arms</li> <li>Identify the nail diseases and disorders</li> <li>Identify the contra-indications</li> </ul>	<ul style="list-style-type: none"> <li>Manicure Stool</li> <li>Sterilizer</li> <li>Bowls</li> <li>Manicure Brush</li> <li>Nail Cutter</li> <li>Cuticle Pusher</li> <li>Cuticle Nipper</li> <li>Orange Stick</li> <li>Nail Filer</li> <li>Pack Brush</li> </ul>	<p>Any of the following tools may be used:</p> <ul style="list-style-type: none"> <li>Assistive Aid/Service</li> <li>Ai-Live</li> <li>Captions First</li> <li>Captions 2020</li> <li>Closed Capp</li> <li>Let's Talk</li> </ul> <p>Indian Sign Language (ISL) Interpreter is mandatory for both theory and practical sessions.</p>

Sr. No.	Module	Key Learning Outcomes	Equipment Required	Disability-wise Training Tools with reference to Expository for each NOS
	<p><b>Corresponding NOS Code</b> BWS/N0401</p>	<p>and contraactions that affect or restrict manicure services</p> <ul style="list-style-type: none"> <li>• Explain the manicure techniques effectively</li> <li>• Select tools for carrying out the process of manicure</li> <li>• Conduct visual/manual examination to identify treatable conditions and contra indications restricting or preventing treatment</li> <li>• Consult and prepare an effective service plan for the clients</li> <li>• Use safe and effective methods of working when providing manicure services</li> <li>• Carry out manicure services as per the standards set by the salon</li> <li>• Provide aftercare advice to clients</li> </ul>		<p>The requirements on the basis of teaching methodology have been stated in Module 5.</p> <p>The orientation to the various types of equipment's should be practically demonstrated to the candidate.</p>
8.	<p><b>Provide Nail Enhancement Services</b></p> <p><b>Theory Duration</b> (hh:mm) 06:00</p> <p><b>Practical Duration</b> (hh:mm) 40:00</p> <p><b>Corresponding NOS Code</b> BWS/N0415</p>	<ul style="list-style-type: none"> <li>• Explain the anatomical structure and function of nails (Structure: Nail root-matrix, mantle, plate, wall, grooves, bed, lunula, free edge, hyponychium, cuticle) (Functions – protection characteristics of nail and the process of nail growth)</li> <li>• Identify nail diseases and disorders</li> <li>• Analyse nails by visual/manual examination to identify treatable conditions and contra indications restricting or preventing treatment</li> <li>• Identify products and tools suitable to carry out the procedure of UV gel nail enhancement</li> <li>• Use products and tools suitable to carry out the procedure of acrylic (liquid and powder) nail enhancement)</li> </ul>	<ul style="list-style-type: none"> <li>• Safety Glasses</li> <li>• Dust Mask</li> <li>• Apron</li> <li>• Metal Bin with Lid and Line</li> <li>• Towels</li> <li>• Disposable Paper Roll/ Wipes</li> <li>• Cuticle Pusher</li> <li>• Cuticle Nippers</li> <li>• Nail Scissors</li> <li>• Stiff-Bristled Nail Brush</li> <li>• Application Brush</li> <li>• Files</li> <li>• Block Buffers</li> <li>• Tip Cutters</li> <li>• Nail Forms</li> </ul>	<p>Any of the following tools may be used:</p> <ul style="list-style-type: none"> <li>• Assistive Aid/Service</li> <li>• Ai-Live</li> <li>• Captions First</li> <li>• Captions 2020</li> <li>• Closed Capp</li> <li>• Let's Talk</li> </ul> <p>Indian Sign Language (ISL) Interpreter is mandatory for both theory and practical sessions.</p> <p>The requirements on the basis of teaching methodology have been stated in Module 5.</p> <p>Few Persons with Speech and Hearing Impairment can lip read. For such candidates, the trainer should speak in a simple and clear language to ensure maximum</p>



Sr. No.	Module	Key Learning Outcomes	Equipment Required	Disability-wise Training Tools with reference to Expository for each NOS
		<ul style="list-style-type: none"> <li>• Explain the basic contraindications, contra actions, relevant subsequent plans</li> <li>• Perform manicure and pedicure services as per standard procedure set by the salon</li> <li>• Carry out nail shaping and filing techniques (Shaping techniques: Filing, buffing, application of cuticle cream, removal of cuticle, cuticle pushing, polishing, filing techniques: emery board, glass, buffing block, electrical files, beveling, etc.)</li> </ul>		<p>understanding of the Person with Hearing Impairment.</p>
9.	<p><b>Perform Refill</b></p> <p><b>Theory Duration</b> (hh:mm) 05:00</p> <p><b>Practical Duration</b> (hh:mm) 35:00</p> <p><b>Corresponding NOS Code</b> BWS/N0406</p>	<ul style="list-style-type: none"> <li>• Analyze nails (e.g. Cuticle conditions, Nail shape, Nail length) to carry out the treatment</li> <li>• Identify breaking and splitting of extension, discoloration of product, bacterial and fungal infection, and discoloration of natural nail</li> <li>• Choose techniques to suit client's service needs and nail conditions</li> <li>• Perform cleaning of nails to ensure they are free from bacteria.</li> <li>• Buff and remove the existing product using electric files/ buffer/ traditional filing methods as per refill guidelines</li> <li>• Perform correct filing technique to achieve desired length and shape</li> <li>• Follow the process of dehydrating the natural nail appropriately depending on acrylic/ gel service</li> <li>• Perform buffing techniques correctly and seal to create a high shine finish</li> </ul>	<ul style="list-style-type: none"> <li>• Laptop</li> <li>• Projector</li> </ul>	<p>Any of the following tools may be used:</p> <ul style="list-style-type: none"> <li>• Assistive Aid/Service</li> <li>• Ai-Live</li> <li>• Captions First</li> <li>• Captions 2020</li> <li>• Closed Capp</li> <li>• Let's Talk</li> </ul> <p>Indian Sign Language (ISL) Interpreter is mandatory for both theory and practical sessions.</p> <p>The requirements on the basis of teaching methodology have been stated in Module 5.</p> <p>The trainer should ensure that they maintain eye contact with the Person with Speech and Hearing Impairment and not the Interpreter</p>

Sr. No.	Module	Key Learning Outcomes	Equipment Required	Disability-wise Training Tools with reference to Expository for each NOS
		<ul style="list-style-type: none"> <li>Monitor UV/ LED curing time as per product manufacturer's instructions</li> <li>Remove surface residue at the right stage, if required</li> <li>Apply polish, if requested by client</li> <li>Finish the nail enhancements to the client's satisfaction and meet the agreed service plan</li> <li>Perform the correct application to refinish the nail with acrylic/ gel system</li> </ul>		
10.	<p><b>Provide Simple and Basic Nail Art Services</b></p> <p><b>Theory Duration</b> (hh:mm) 05:00</p> <p><b>Practical Duration</b> (hh:mm) 30:00</p> <p><b>Corresponding NOS Code</b> BWS/N0416</p>	<ul style="list-style-type: none"> <li>Identify the products and tools suitable to carry the nail art procedure</li> <li>Identify basic contraindications, contra actions of nail art services</li> <li>Identify nails feature and conditions relevant to nail art and impact on the same</li> <li>Apply basic techniques of nail art efficiently</li> </ul>	<ul style="list-style-type: none"> <li>Nail Art Paint</li> <li>Glitter</li> <li>Enamel Remover</li> <li>Adhesive</li> <li>Stencil or Needle</li> </ul>	<p>Any of the following tools may be used:</p> <ul style="list-style-type: none"> <li>Assistive Aid/Service</li> <li>Ai-Live</li> <li>Captions First</li> <li>Captions 2020</li> <li>Closed Capp</li> <li>Let's Talk</li> </ul> <p>Indian Sign Language (ISL) Interpreter is mandatory for both theory and practical sessions.</p> <p>The requirements on the basis of teaching methodology have been stated in Module 5.</p> <p>If some immediate information has to be communicated, the trainer may give the details to the Person with Hearing Impairment in written.</p>
11.	<p><b>Maintain Health and Safety of Work Area</b></p> <p><b>Theory Duration</b> (hh:mm) 03:00</p> <p><b>Practical Duration</b></p>	<ul style="list-style-type: none"> <li>Identify contra-indications related to beauty treatments</li> <li>Explain the process and products to sterilize and disinfect equipment/ tools</li> <li>Follow the manufacturer's instructions related to equipment and product use and cleaning</li> </ul>	<ul style="list-style-type: none"> <li>First Aid Kit</li> <li>Fire Extinguishers</li> <li>Sterilizers</li> <li>Hot Cabinets</li> </ul>	<p>Any of the following tools may be used:</p> <ul style="list-style-type: none"> <li>Assistive Aid/Service</li> <li>Ai-Live</li> <li>Captions First</li> <li>Captions 2020</li> <li>Closed Capp</li> <li>Let's Talk</li> </ul>

Sr. No.	Module	Key Learning Outcomes	Equipment Required	Disability-wise Training Tools with reference to Expository for each NOS
	(hh:mm) 10:00  <b>Corresponding NOS Code</b> BWS/N9002	<ul style="list-style-type: none"> <li>Adhere to the applicable legislation relating to the workplace (for example, health and safety, workplace regulations, use of work equipment, control of substances hazardous to health,</li> <li>Follow safety standards while handling and storing equipment</li> </ul>		Indian Sign Language (ISL) Interpreter is mandatory for both theory and practical sessions  The requirements on the basis of teaching methodology have been stated in Module 5.  Arrange the work station in such a way that the Person with Speech and Hearing impairment can readily see where everyone is seated around them.
12.	<b>Demonstrate Professional Behavior</b>  <b>Theory Duration</b> (hh:mm) 03:00  <b>Practical Duration</b> (hh:mm) 10:00  <b>Corresponding NOS Code</b> BWS/N9003	<ul style="list-style-type: none"> <li>Manage client expectations efficiently</li> <li>Demonstrate professional behaviour in the workplace</li> <li>Use effective communication techniques when dealing with clients</li> <li>Adapt methods of communication to suit different situations and client needs</li> <li>Use effective consultation techniques to identify treatment objectives</li> <li>Provide clear recommendations to the client</li> <li>Maintain client confidentiality as per the rules laid down by the salon</li> <li>Use retail sales techniques to meet client requirements</li> <li>Plan and organize service feedback files/documents</li> <li>Plan work routine based on salon procedure</li> <li>Identify the client scheduling and bookings and maintain the work area, equipment and product stocks to meet the schedule</li> <li>Maintain accurate records of clients, treatments and product stock levels</li> </ul>	<ul style="list-style-type: none"> <li>Laptop</li> <li>Projector</li> </ul>	Any of the following tools may be used: <ul style="list-style-type: none"> <li>Assistive Aid/Service</li> <li>Ai-Live</li> <li>Captions First</li> <li>Captions 2020</li> <li>Closed Capp</li> <li>Let's Talk</li> </ul> Indian Sign Language (ISL) Interpreter is mandatory for both theory and practical sessions.  The requirements on the basis of teaching methodology have been stated in Module 5.  All the ground rules, instructions and general guidelines should be strategically pasted or placed in the setup so that the candidate can read them anytime.

Sr. No.	Module	Key Learning Outcomes	Equipment Required	Disability-wise Training Tools with reference to Expository for each NOS
		<ul style="list-style-type: none"> <li>Accept feedback in a positive manner and develop on the shortcomings.</li> </ul>		
	<p><b>Total Duration</b></p> <p><b>Theory Duration 30:00+ 60:00 hours (Additional hours for Persons with Speech and Hearing Impairment)</b></p> <p><b>Practical Duration 170:00+ 30:00 hours (Additional hours for Persons with Speech and Hearing Impairment)</b></p>	<p><b>Unique Equipment Required:</b> Manicure Chair, Manicure Stool, Sterilizer, Bowls, Manicure Brush, Nail Cutter, Cuticle Pusher, Cuticle Nipper, Orange Stick, Nail Filer, Pack Brush, Dustbin, Pedicure – Pedicure Chair, Pedicure Stool, Sterilizer, Bowls, Foot Scrapper, Emery Board, Pumice Stone, Nail Cutter, Cuticle Pusher, Cuticle Nipper, Orange Stick, Nail Filer, Toe Separator, Pedicure Brush, Pack Brush, Dustbin, Table lamp-nail Station, Client Chair, Technician Stool, Safety Glasses, Dust Mask- Apron- Metal bin with lid and lined, Towels, Disposable Paper Roll, Wipes-Cuticle Pusher-Cuticle Nippers-Nail Scissors-Stiff-bristled Nail Brush- Product Application Brush- Selection of files- Block Buffers- Tip Cutters- Nail Forms</p>		

Grand Total Course Duration: **290 Hours, 0 Minutes**

*(This syllabus/ curriculum has been approved by Beauty & Wellness Sector Skill Council)*

**Trainer Prerequisites for Job role: “Assistant Nail Technician” mapped to Qualification Pack: “PWD/BWS/Q0401” Version 2.0**

Sr. No.	Area	Details
1	<b>Job Description</b>	To deliver accredited training service, mapping to the curriculum detailed above in accordance with the Qualification Pack <u>PWD/BWS/Q0401</u> Version 2.0 <b>The Sign Language Interpreter for Persons with Speech and Hearing Impairment</b> should be fluent in ISL, have necessary knowledge, skill and competencies to teach using ISL to Deaf persons who have nil to varying educational qualifications. This could either be a Hearing resource or a Deaf Person
2	<b>Personal Attributes</b>	Aptitude for conducting training, and pre/ post work to ensure competent, employable candidates at the end of the training. Strong communication skills, interpersonal skills, ability to work as part of a team; a passion for quality and for developing others; well- organized and focused, eager to learn and keep oneself updated with the latest in the mentioned field. <b>Sign Language Interpreter</b> should have necessary patience, empathy and sensitivity towards Persons with Speech and Hearing Impairment and should also be proficient in ISL
3	<b>Minimum Educational Qualifications</b>	Preferably Class VIII
4a	<b>Domain Certification</b>	Certified for Job Role: “Assistant Nail Technician” mapped to QP: BWS/Q0401 V2.0 issued by <u>B&amp;WSSC</u> , Minimum accepted score is 70%
4b	<b>Platform Certification</b>	Recommended that the Trainer is certified for the Job Role: “Trainer”, mapped to the Qualification Pack: “ <u>MEP/Q2601</u> ”. Minimum accepted score is 80%.
4c	<b>Disability specific Top Up module (SHI)</b>	The Inclusive Trainer should be certified in Disability Orientation and Sensitization /Disability Specific Top Up training for Speech and Hearing Impairment conducted by SCPwD with minimum accepted score of 80% as per SCPwD guidelines.
4d	<b>Specific Requirement for persons with Speech and Hearing Impairment</b>	The Indian Sign Language Interpreter should be mandatory during the training, counselling and placement of Persons with Speech and Hearing Impairment. A Certification by Indian Sign Language Research and Training Centre (ISLRTC) or Ali Yavar Jung National Institute of Speech and Hearing Disabilities (Divyangjan) (AYJNISHD(D)) will be desirable.
5	<b>Experience</b>	No minimum experience required, through some experience (up to 12 months) in manicure and pedicure is desirable For Sign Language Interpreter 2/3 Years of experience in their own field of training will be desirable

## CRITERIA FOR ASSESSMENT OF TRAINEES

**Job Role:** Assistant Nail Technician

**Qualification Pack:** PWD/BWS/Q0401

**Expository:** Speech and Hearing Impairment (E004)

**Sector Skill Council:** Skill Council for Persons with Disability and Beauty & Wellness

### Guidelines for Assessment:

1. Criteria for assessment for each Qualification Pack will be created by the Sector Skill Council. Each Performance Criteria (PC) will be assigned marks proportional to its importance in NOS. SSC will also lay down proportion of marks for Theory and Skills Practical for each PC
2. The assessment for the theory part will be based on knowledge bank of questions created by the SSC
3. Assessment will be conducted for all compulsory NOS, and where applicable, on the selected elective/option NOS/set of NOS.
4. Individual assessment agencies will create unique question papers for theory part for each candidate at each examination/training center (as per assessment criteria below)
5. Individual assessment agencies will create unique evaluations for skill practical for every student at each examination/ training center based on this criteria
6. To pass the Qualification Pack, every trainee should score a minimum of 50% in aggregate
7. In case of unsuccessful completion, the trainee may seek reassessment on the Qualification Pack.

Assessable Outcomes	Assessment Criteria	Total Marks	Out of	Theory	Practical Skills
BWS/N9001 Prepare and maintain work area	PC1. ensure that ambient conditions are suitable for the client and the service procedures to be carried out in a hygiene and safe environment	100	12	2	10
	PC2. identify and select suitable equipment and products required for the respective services		16	3	13
	PC3. set up the equipment and prepare the products for services in adherence to the salon procedures and product/ equipment guidelines		19	4	15
	PC4. place and organize the products in a trolley or area convenient and efficient for service delivery		10	1	9
	PC5. prepare sterilisation solution as per organisational standards using approved products and as per manufacturer's instructions		16	4	12
	PC6. sterilize, disinfect and place the tools on the tray as per organisational standards using recommended solutions and conditions		13	4	9
	PC7. dispose waste materials in adherence to the salon's and industry requirements		6	1	5
	PC8. store records, materials and equipment securely in line with the salon's policies		8	2	6
	<b>Total</b>		<b>100</b>	<b>21</b>	<b>79</b>
BWS/N0401 Provide manicure and pedicure services	PC1.adhere to the health and safety standards laid out by the manufacturer and organization	100	3	0.5	2.5
	PC2.sanitize the hands prior to procedure commencement as per organisational approved process		3	0.5	2.5
	PC3.prepare the client suitably for the respective service procedure and provide relevant required personal protective		5	1	4

equipment			
PC4.ask relevant and effective questions to check and establish the client's understanding, requirements and expectation prior to commencement and clarify doubts, if any	3	0.5	2.5
PC5.position self and client in a way to ensure privacy, comfort and wellbeing, throughout the procedure	4	0.5	3.5
PC6.adjust the client's position to meet the needs of the service without causing them discomfort	4	0.5	3.5
PC7.perform and adapt the manicure and pedicure procedures using materials, equipment and techniques correctly and safely to meet the needs of the client	5	1	4
PC8.remove any existing nail polish using approved products and procedures before proceeding further	4	1	3
PC9.enquire to establish the desired length and shape of nails (hands or toes) with the client	4	1	3
PC10.file the nails ensuring the nail's free edge is left smooth and shaped to required length according to the client's preference	5	1	4
PC11.remove dirt in the underside of the nails using nail pick, clippers, nail brush, soaking and washing to be dirt free	3	0.5	2.5
PC12.use suitable cuticle tools and products, safely and effectively, to remove excess cuticle, ensuring that the cuticle and nail plate are undamaged	5	0.5	4.5
PC13.use specialized procedures (hand and leg, finger and toe nails) to improve the appearance of the client's skin and nails	5	1	4
PC14.use smooth and even massage techniques for hands and lower arms, lower legs and feet and apply appropriate pressure to meet the client's needs	4	0.5	3.5
PC15.remove any excessive hard skin using a foot scrapper during the manicure service without discomfort to the client	3	0.5	2.5
PC16.leave the hands and lower arm, foot and lower leg free of any excess massage medium at the end of the pedicure or manicure process respectively, by clearing these using a towel or other suitable materials	3	0.5	2.5
PC17.check that the nail plate is dehydrated and the underside is clean and free of debris	3	0.5	2.5
PC18.apply sufficient base coat, polish coats and top coats as required to achieve the desired nail finish	4	0.5	3.5
PC19.check that the final nail finish is smooth, even textured and uniformly coloured, with the cuticle and nail wall free of enamel	3	0.5	2.5
PC20.check the client's comfort and wellbeing throughout the service and adapt procedures to ensure the same, reassure the client with necessary information and positive comments as required	4	1	3

	PC21.clean the treated area and use a suitable soothing product		3	0.5	2.5
	PC22.complete the therapy to the satisfaction of the guest in a commercially acceptable time		5	1	4
	PC23.record the therapy accurately and store information securely in line with the organization's policies		4	2	2
	PC24.provide specific after-procedure, homecare advice and recommendations for product use and further services to the client		4	1	3
	PC25.ask questions to check with the client their satisfaction with the finished result		3	1	2
	PC26.thank customer for feedback post-service, where customer is not satisfied with service take actions to resolve matter to customer satisfaction or apologise for the same and refer to supervisor		4	1	3
		<b>Total</b>	<b>100</b>	<b>20</b>	<b>80</b>
BWS/N0415 Provide nail enhancement services using UV gel nails and (liquid and powder) acrylic nails	PC1.adhere to the health and safety standards laid out by the manufacturer and organization	100	2	0.5	1.5
	PC2.position self and client throughout the procedure in a way to ensure privacy, comfort and wellbeing		2	0.5	1.5
	PC3.sanitize the hands prior to treatment commencement using a hand sanitiser		1	0	1
	PC4.prepare the client for the treatment and provide suitable protective apparel		2	0.5	1.5
	PC5.ask relevant and effective questions to check and establish the client's understanding, requirements and expectation prior to commencement and clarify doubts, if any		2	0.5	1.5
	PC6.clean the nails to ensure they are free from bacteria		1.5	0.5	1
	PC7.use a soak, hand wash, sanitizer, dis-incrustation wipes, anti-septic solutions		1.5	0.5	1
	PC8.set-up products, tools, equipment and techniques to efficiently and safely deliver services suiting client's needs		2	0.5	1.5
	PC9.prepare products for application, by mixing the ingredients in the correct proportions as per manufacturer instructions and organisation standards and place for ease of use by the nail technician		3	1	2
	PC10.promptly refer problems that cannot be solved to the relevant person/ nail technician for action		2.5	0.5	2
	PC11.remove any existing nail polish or nail enhancement to restore the nails to a natural condition, if required		2	0.5	1.5
	PC12.identify the condition of the nails and any corrective work to suit the client's natural nail shape and condition		1.5	0.5	1
	PC13.prepare the nail plate by removing debris, filing the free edge remove shine and dehydrate the natural nail		3	1	2
	PC14. identify and select the correct products and tools for the UV nail enhancement job		1.5	0.5	1
	PC15.use primers to remove oils safely, protecting the skin		1.5	0.5	1



PC16.use glue correctly to attach the acrylic nail tips to the natural nail accurately protecting the skin from the glue	1.5	0.5	1
PC17.shorten the nail tips to the desired length and blend the tips	2.5	0.5	2
PC18.apply UV gel layers in the correct sequence	2.5	0.5	2
PC19.perform the correct application of UV gel and filing technique to leave the nail balanced with the required shape and length with guidance from the supervisor, applying the tip to the natural nail accurately and in line with natural nail	4	1	3
PC20.apply the base and builder gel evenly to the nail without touching the cuticle, curing under UV/LED lamp after each application	2.5	0.5	2
PC21.repeat the builder gel application if necessary to achieve desired thickness of the gel	3	0.5	2.5
PC22.perform buffing techniques correctly on UV gel enhanced nail and seal to create a high shine finish, achieving the desired shape and thickness	4	1	3
PC23.monitor UV curing timing to ensure adherence to product manufacturer's instructions	2	0.5	1.5
PC24.use a coat of clear polish or paint them with coloured nail polish as required	1.5	0.5	1
PC25.apply the polish to the entire nail to create a smooth, even surface	2	0.5	1.5
PC26.repair UV gel enhancements to restore desired look with guidance from the supervisor	3	1	2
PC27. identify and select the correct products and tools for the acrylic nail enhancement job	1.5	0.5	1
PC28.follow in accordance with manufacturer's instructions to adapt and combine liquid and powder colours for application of acrylic nail enhancements	2	0.5	1.5
PC29.use primers to remove oils safely, protecting the skin	1	0.5	0.5
PC30.use glue correctly to attach the acrylic nail tips to the natural nail accurately protecting the skin from the glue	1.5	0.5	1
PC31.pour the liquid and powder in different bowls in a well ventilated area	1.5	0.5	1
PC32.apply the liquid and powder to the brush in the correct order, ratio and consistency	1.5	0.5	1
PC33.apply the acrylic evenly to the nail without touching the cuticle	1.5	0.5	1
PC34.ensure the acrylic is dried before moving on to the next step	1	0	1
PC35.use a buffer to buff the surface of the nails, with an increasing grit file to achieve the desired shine	2	0.5	1.5
PC36.use a coat of clear polish or paint them with coloured nail polish as required	2	0.5	1.5
PC37.identify and resolve any problems with the nail enhancements seeking help from supervisor as required	3	0.5	2.5
PC38.perform nail repair technique to restore the nail enhancement following guidance of the supervisor	3	1	2

	PC39.finish the nails evenly with a clear defined line ensure the work area is kept clean and tidy during the service		2	0.5	1.5
	PC40.use work methods to minimise wastage		2	0.5	1.5
	PC41.complete the service to the satisfaction of the client in a commercially acceptable time		2.5	0.5	2
	PC42.check the natural nail plate and surrounding skin is undamaged and free from product		1.5	0.5	1
	PC43.refer problems that cannot be solved to the relevant person or supervisor promptly		2	1	1
	PC44.clean up the work area post-service to maintain the health and safety standard		1	0	1
	PC45.provide after care advise for specific after-procedure, homecare advice and recommendations for protecting and maintaining the nail enhancement to the client		2	0.5	1.5
	PC46.dispose waste materials as per organisational standards in a safe and hygienic manner		1	0	1
	PC47.record details of the procedure accurately as per organisational policy and approved practice		2	1	1
	PC48.store information securely in line with the salon's policies		1	0.5	0.5
	PC49.ask questions to check with the client their satisfaction with the finished result		2	0.5	1.5
	PC50.thank customer for feedback post-service, where customer is not satisfied with service take actions to resolve matter to customer satisfaction or apologise for the same and refer to supervisor		2	0.5	1.5
		<b>Total</b>	<b>100</b>	<b>27</b>	<b>73</b>
BWS/N0406 Perform refill	PC1.adhere to the health and safety standards laid out by the manufacturer and organization	100	5	1	4
	PC2.position self and client throughout treatment to ensure comfort and wellbeing		4	1	3
	PC3.sanitize the hands prior to treatment commencement		4	1	3
	PC4.prepare the client and provide suitable protective apparel		5	1	4
	PC5.set-up products, tools, equipment and techniques to suit client's service needs, nail and skin conditions		6	1	5
	PC6.carry out client consultation technique to identify the treatment plan and client needs.		7	2	5
	PC7.ensure the client and you have understood the treatment objective and plan.		3	0	3
	PC8.perform cleaning of nails to ensure they are free from bacteria.		7	1	6
	PC9.buff and remove the existing product using electric files/ buffer/ traditional filing methods as per refill guidelines		6	1	5
	PC10.perform correct filing technique to achieve desired length and shape		7	2	5
	PC11.dehydrate the natural nail appropriately depending on acrylic/ gel service		8	2	6

	PC12.perform the correct application to refinish the nail with acrylic/ gel system		9	2	7
	PC13.perform buffing techniques correctly and seal to create a high shine finish		8	2	6
	PC14.monitor UV/ LED curing time as per product manufacturer's instructions		6	2	4
	PC15. remove surface residue at the right stage, if required		4	1	3
	PC16.apply polish, if requested by client		5	1	4
	PC17.finish the nail enhancements to the client's satisfaction and meet the agreed service plan		6	2	4
		<b>Total</b>	<b>100</b>	<b>23</b>	<b>77</b>
BWS/N0416 Provide simple and basic nail art services	PC1.adhere to the health and safety standards laid out by the manufacturer and organization	100	5	1	4
	PC2.sanitize the hands prior to procedure commencement as per organisational approved process		4	0.5	3.5
	PC3.prepare the client suitably for the respective service procedure and provide relevant required personal protective equipment		6	1	5
	PC4.ask relevant and effective questions to check and establish the client's understanding, requirements and expectation prior to commencement and clarify doubts, if any		5	2	3
	PC5.position self and client throughout the procedure in a way to ensure privacy, comfort and wellbeing		4	1	3
	PC6.identify contra indications that restrict service and act accordingly as per organisational standards		4	1	3
	PC7.set-up products, tools, equipment for relevant techniques to suit client's service needs, nail and skin conditions		6	2	4
	PC8.remove any existing nail polish or nail enhancement to restore the nails to a natural condition, if required, using removers, soaking and/or filing methods		5	1	4
	PC9.prepare the nail plate by removing debris, filing the free edge remove shine and dehydrate the natural nail as required by the service under instructions from the nail technician		8	3	5
	PC10.apply various techniques of nail art		6	2	4
	PC11.identify contra actions if any during the service and stop service and refer to the supervisor		5	1	4
	PC12.complete the service to the satisfaction of the client in a commercially acceptable time		6	2	4
	PC13.check the natural nail plate and surrounding skin is undamaged and free from product		5	1	4
	PC14.identify and resolve any problems with the nail art with guidance from the supervisor		5	1	4
	PC15.refer problems that cannot be solved to the relevant person or supervisor promptly		6	2	4
	PC16.clean up and dispose the waste in the work area post- service to maintain the health and safety standard		4	0.5	3.5

	PC17.update relevant client and inventory records accurately, neatly and timely as per organisational policy and procedures		5	2	3
	PC18.dispose waste as per organisational standards, ensuring hygiene, safety and environmental considerations are addressed positively		5	1	4
	PC19.provide after care advise. provide specific after-procedure, homecare advice and recommendations for protecting and maintaining the nail enhancement to the client		6	2	4
		<b>Total</b>	<b>100</b>	<b>27</b>	<b>73</b>
BWS/N9002 Maintain health and safety at the workplace	PC1. set up and position the equipment, chemicals, products and tools in the work area to meet legal, hygiene and safety requirements	100	13	3	10
	PC2. clean and sterilize all tools and equipment before use		10	3	7
	PC3. maintain one's posture and position to minimize fatigue and the risk of injury		9	2	7
	PC4. dispose waste materials in accordance to the industry accepted standards		12	2	10
	PC5. maintain first aid kit and keep oneself updated on the first aid procedures		10	3	7
	PC6. identify and document potential risks and hazards in the workplace		10	3	7
	PC7. accurately maintain accident reports		13	5	8
	PC8. report health and safety risks/ hazards to concerned personnel		12	3	9
	PC9. use tools, equipment, chemicals and products in accordance with the salon's guidelines and manufacturers' instructions		11	3	8
		<b>Total</b>	<b>100</b>	<b>27</b>	<b>73</b>
BWS/N9003 Create a positive impression at the workplace	PC1.maintain good health and personal hygiene	100	5	1	4
	PC2.comply with organisation's standards of grooming and personal behavior		5	1	4
	PC3.meet the organisation's standards of courtesy, behavior and efficiency		5	1	4
	PC4.stay free from intoxicants while on duty		4	0.5	3.5
	PC5.wear and carry organisation's uniform and accessories correctly and smartly		5	0.5	4.5
	PC6.take appropriate and approved actions in line with instructions and guidelines		5	1.5	3.5
	PC7.record details related to tasks, as per procedure		5	3	2
	PC8.participate in workplace activities as a part of the larger team		7	2	5
	PC9.report to supervisor immediately in case there are any work issues		5	1	4
	PC10.use appropriate language, tone and gestures while interacting with clients from different cultural and religious backgrounds, age, disabilities and gender		6	1.5	4.5

PC11.communicate procedure related information to clients based on the sector's code of practices and organization's procedures/ guidelines	6	1	5
PC12.communicate role related information to stakeholders in a polite manner and resolve queries, if any	7	2	5
PC13.assist and guide clients to services or products based on their needs	6	2	4
PC14.report and record instances of aggressive/ unruly behavior and seek assistance	5	2	3
PC15.use communication equipment (phone, email etc.) as mandated by your organization	6	3	3
PC16.carry out routine documentation legibly and accurately in the desired format	7	3	4
PC17.file routine reports and feedback	5	2	3
PC18.maintain confidentiality of information, as required in the role	6	2	4
<b>Total</b>	<b>100</b>	<b>30</b>	<b>70</b>

## **Accommodation Guideline recommended for Inclusive Trainers**

### **Persons with Speech and Hearing Impairment**

#### **Characteristics**

- Use other senses as mediums of learning. (Use gestures, body language, expressions, lip reading etc.)
- Use adapted material such as visual or sight vocabulary to provide first-hand experience.
- Use assistive devices such as hearing aid, loop system etc.
- Teach how to access sound-based information.

#### **Guidelines for Trainers**

- Make sure you are aware of the learners' language abilities and preferred learning style to ensure inclusion into the group.
- When you have a student with SHI in the group, reduce background noise or, request for a classroom that is away from noise. Make sure you have the whole group's attention before starting the session.
- Allow SHI students to sit where they wish. SHI students who can read the lip should sit near the front. (Optimum distance for lip-reading is considered to be about 6 feet.)
- Face the SHI student when speaking.
- Use clear speech.
- Make sure the room is well lit to allow the student with SHI to see your facial expression, signing and/or lip read.
- Use assistive device where available, to facilitate teaching-learning in the classroom.
- Arrange the classroom so that students can see each other, e.g., organizing the class in a circle or semicircle allows all students to see each other.
- Use shorter sentences, clearer speech.
- Associate words with real objects, pictures; for example, the colour concept
- Use pictures (flash cards), real objects, real experiences, dramatization, and activities.
- You can write key points on the board or chart.
- Encourage other people or staff to develop communication strategies so that they can get into the style of students with SHI