NCVET Code
2022/PWD/SCPWD/05867

NSQF Qualification File
Approved in 19th NSQC - 26th May, 2022

QUALIFICATION FILE – CONTACT DETAILS OF SUBMITTING BODY

Name and address of submitting body:

Skill Council for Persons with Disability
501, City Centre, Plot No 5, Sector -12
Dwarka, New Delhi-110076
011 2808 5058-59
info@scpwd.in

Name and contact details of individual dealing with the submission

Name: Mr. Ravindra Singh

Position in the organization: Chief Executive Officer
Address if different from above: same as above
Tel number(s): + 91-011-2808558-59

Email address: ravindra.singh@scpwd.in

List of documents submitted in support of the Qualification File

1. Guidelines for Persons with **Speech and Hearing Impairment** for Assessors.
2. List of Assistive Tools and Trainer Pre-requisites for Persons with **Speech and Hearing Impairment**

Model Curriculum attached including the following:

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

NSQC Approved

QUALIFICATION FILE SUMMARY

1	**Qualification Title**	Assistant Hair Dresser & Stylist-PwD SHI
2	**Qualification Code, if any**	PWD/BWS/Q0201, v3.0
3	**NCO code and occupation**	NCO-2015/5141.0201
4	**Nature and purpose of the qualification (Pleasespecify whether qualification is short term or long term)**	This Qualification Pack (QP) contains National Occupational Standards for Assistant Hair Dresser & Stylist job role. The purpose of this qualification is to skill and upskill people with the intent to employ them as Assistant Hair Dresser & Stylist.
5	**Body/bodies which will award the qualification**	Skill Council for Persons with Disability (SCPwD)
6	**Body which will accredit providers to offercourses leading to the qualification**	Skill Council for Persons with Disability (SCPwD)
7	**Whether accreditation/affiliation norms are already inplace or not, if applicable (if yes, attach acopy)**	Yes
8	**Occupation(s) to which the qualification givesaccess**	Hair Dressing & Styling Services under Beauty and Salons Sub-sector
9	**Job description of the occupation**	An Assistant Hair Dresser & Stylist shampoos and condition hair and scalp, blow dries hair, provides basic haircuts, colours hair, and provides Indian head massage to clients by maintaining health, safety and hygiene at workplace. They assist the hair dresser & stylist in providing other advanced hair dressing & styling services.
10	**Licensing requirements**	N/A
11	**Statutory and Regulatory requirement of therelevant sector (documentary evidence to be provided)**	As per domain
12	**Level of the qualification in the NSQF**	3
13	**Anticipated volume of training/learning required to complete the qualification**	450 hours
14	**Indicative list of training tools required to deliverthis qualification**	Assistive Aid/Service, Ai-Live, Captions First, Captions 2020, Closed Capp, Let's Talk, LCD TV, Visual curricula
15	**Entry requirements and/or recommendationsand minimum**	5th Class Pass with 3 years of Experience Or 8th class pass with 1 year Experience

NSQC Approved

	age	or 8th class Pass +ITI or 8th Class Pass pursuing continuous regular schooling or 10th Class Pass with no experience or Previous relevant Qualification of NSQF Level 2 with 1 year experience. * For 5th class with No experience- OJT/internship of 12 months * For 8th class pass with no experience – OJT/internship of 4 months Minimum Age: 16 years
16	**Progression from the qualification (Please showProfessional and academic progression)**	This entry should refer to one or more of the following: - access to other qualifications at the same NSQF level – Assistant Salon Therapist (Level-3) - access to related qualification(s) at the next NSQF level - Hair Dresser & Stylist; Salon Therapist (Level-4)
17	**Arrangements for the Recognition of Prior learning (RPL)**	RPL assessment will be as per defined SCPwD assessment process.
18	**International comparability where known(research evidence to be provided)**	To be established
19	**Date of planned review of the qualification**	Domain SSC - 08/04/2024 SCPwD - 08/04/2025 (one year beyond' the validity of the original qualifications of the domain SSCs)

20 Formal Structure of the Qualification

	Title of the unit or other component (Include any identification codeused)	**Mandatory /Optional**	**Estimated Size(Learning Hrs)**	**Level**
i)	Learn basic Indian Sign Language (ISL) (Bridge Module - PwD)	Mandatory	27	
ii)	Use basic English (Bridge Module -PwD)	Mandatory	39	
iii)	Personal and Social skills (Bridge Module - PwD)	Mandatory	12	
iii)	Professional & Ethical behaviour in the workplace (Bridge Module -PwD)	Mandatory	12	
iv)	BWS/N9001 Prepare and maintain work area	Mandatory	16	3
v)	BWS/N0201 Perform basic blow drying of hair	Mandatory	26	3
vi)	BWS/N0202 Shampoo, condition the hair and scalp	Mandatory	47	
vii)	BWS/N0203 Perform basic hair cut	Mandatory	57	3

NSQC Approved

viii)	BWS/N0214 Apply colour to hair	Mandatory	52	3
ix)	BWS/N0230 Perform Indian Head Massage	Mandatory	43	3
x)	BWS/N0204 Perform tasks to assist the hair stylist performing advanced hair services	Mandatory	46	3
xi)	BWS/N9002 Maintain health and safety of workplace	Mandatory	16	3
xii)	BWS/N9003 Create a positive impression at the workplace	Mandatory	57	3
	Total (A)		**450**	
	Instructor-Led Online Module – 40 Hours			

NSQC Approved

SECTION 1
ASSESSMENT

21	**Name of Assessment Agency (AA):** The Assessment agencies empaneled with SCPwD will carry out the assessments which includes: • Diversified Business Solutions Pvt. Ltd. • Eduvantage Pvt. Ltd. • Mercer Mettl • Radiant Infonet Pvt. Ltd. • Skills Mantra Edutech Consulting India Pvt Ltd • SP Institute of Workforce Development Pvt Ltd (SPIWD) • Trendsetters Skill Assessors Private Limited • Wheebox • IRIS Corporate Solutions Pvt. Ltd. • SHL India Pvt. Ltd. The list of Assessment Agencies is not limited to above and can extend basis their empanelment with SCPwD and having certified Assessor for the Job role from Domain SSC as well as SCPwD
22	**How will RPL assessment be managed and who will carry it out?** RPL will be based on the same approved Qualification Pack and Assessment Criteria mentioned in the Qualification Pack. RPL assessment is carried out in the same way as the assessment for fresh training.
23	**ASSESSMENT PROCESS** ASSESSMENT PROCESS NOTE: SCPwD adopts the Criteria of the Domain SSC and Assessment is conducted by the AA's which are approved by the Domain SSC as well as empaneled with SCPwD. SCPwD develops Assessment guidelines for Persons with Blindness, Low vision, **Speech and Hearing Impairment** and Locomotor Disability to assist the assessors during assessment of the candidate. SCPwD conducts Training of Assessors (ToA) and provide them Disability Orientation and Sensitization. Process followed by SCPwD for assessments: Being a Horizontal Council, the prerequisites to the assessment process shared by the Domain SSC is followed mandatorily by the Assessment Agencies. Additionally, they must also follow the guidelines of SCPwD. Below is the assessment process in brief: **Assessment Strategy of SCPwD** **Pre-Assessment Phase-**

NSQC Approved

1. Batch allocated to the Assessment Agency by SCPwD through Portal/ Email.
2. Assessment Agency to connect with Training Provider and communicate/confirm the date of assessment through email.
3. Assessment Agency to share requisite lab infrastructure & checklist with TP and discuss about the availability through email.
4. Assessment Agency aligns the Assessor for the assessment (Assessor should be Dual Certified by THSC as well as SCPwD, and the certification should be valid).
5. Prepare the Assessment link, formats and share with the Assessor over an email.
6. Share the Assessment demo link with the Training Partner over an email.

Assessment Phase-

1. The Assessor verifies the identity and disability through Aadhar Card and Disability Certificate and reports to SCPwD in-case of any discrepancy [*In case of J&K and NE Voter ID & Pan Card also allowed for Candidates Identification*].
2. The candidates are briefed on the assessment process (Prior to starting of the assessment).
3. The Assessor verifies the lab equipment and reports to SCPwD in-case of any variance.
4. Post validation of photo Id proof for each candidate, attendance of candidate is captured according to the scheme's requirement. i.e., under PMKVY, attendance of the candidates is captured through Aadhar Enabled Assessor Application, however, under other schemes candidates sign the attendance sheet.
5. The candidates attempt the assessment on TAB/Computer System.
6. The Assessor takes the photos and videos of respective activities and completes the documentation formalities.

Post Assessment Phase-

1. The Assessment Agency prepares the result based on responses captured in the server.
2. The Assessment Agency shares the result with SCPwD in the prescribed format.

NSQC Approved

SECTION 3- EVIDENCE OF NEED

24	**What evidence is there that the qualification is needed?** The Job role has been shortlisted and mapped for **Persons with Speech and Hearing Impairment** based on demand from the Industry, Training Partners, Experts and views from the reverent Persons with Speech and Hearing Impairment themselves.
25	**What is the estimated uptake of this qualification and what is the basis of this estimate?** The Beauty and Wellness sector is growing at a fast pace and is an important industry in India. It contributes a lot to the country's economic growth and is gradually becoming a leading employer —The reason for this exponential growth is rising consumerism, globalization and changing lifestyles of Indian consumers. The rapid growth of the Beauty and Wellness Industry, along with the entry of many small and large companies, has led to a huge demand for trained personnel or beauty therapists. Though the Beauty and Wellness Industry is new in India, there has been an increasing awareness about health and well-being. The industry is booming and it is mainly due to the growing desire among both men and women to look stylish and feel good about themselves. Though the training under various schemes has been around 2% so far, keeping in view the expansion of the Sector, employment opportunities for the PwD seem to be promising. Most of the job roles have the scope of self-employment as well as entrepreneurship, in addition to the mainstream opportunities. With appropriate guidance and training, PwD can have their own business enterprise. The success rate of the PwD working in the Spa's has been tremendous and more and more employers are coming forward to hire PwD owing to their learning potential and skills.
26	**Recommendation from the concerned Line Ministry of the Government/Regulatory Body. To be supported by documentary evidences** Attached in the folder
27	**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** Non duplication has been ensured by the SCPwD.

NSQC Approved

28	**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 Qualification Pack for **Assistant Hair Dresser & Stylist** was adopted based on the industry demand for Persons with Disability. SCPwD develops disability specific Expository which contains expounded information on tools/technology /assistive devise for specific disability. The QP is revised at frequent intervals by Domain SSC, to capture updates in the sector. Similarly, Expository is also reviewed and revised to capture updates on any further development /innovations in the specific disability for facilitating the trainers as well as the assessors in addition to the learners. It may be noted that as and when the Domain SSC revises the QP corresponding adoption and updating is done by SCPwD in the related Job Role.

NSQC Approved

Annexure 1: Guidelines for the assessment of Persons with Speech and Hearing Impairment

Common guidelines for assessment of Trainees from all the categories of Disability

- Validate the type of Disability of the candidate along with the original Disability Certificate (Please note: In PMKVY, the batch should not have the candidates with Multiple Disabilities and the Disability type should be same as provided in SDMS).
- Do ask questions openly. Do not assume anything. For example, ask your trainees with disability if they need any change in the kind of assessment setup provided.
- Be prepared to make your assessments person-specific including the practical part too without compromising on the criteria set up by the Domain SSC.
- Provide the candidate with the desired assistive devices which may vary from candidate to candidate.
- Do understand that every trainee with disability has a journey: he/she are likely to have identified solutions that best work for him/her. Do not expect your trainees with disability to go through the same processes with the same rigour as your trainees without disability.
- Remember that your trainees with disability are going to work with persons without disability. Pitying, belittling or lowering the standards would defeat the purpose.
- An extension of 20 minutes per hour is recommended. This can be further increased as per circumstances/ requirement of the candidate (for details please refer to the Examination Guideline developed by MSJE).
- Services of scribe/ writer/ reader/ lab assistant should be allowed to any person who has Disability of 40% or more if so desired by the person.
- General comfort of the candidate should be kept in view inside the assessment room.
- Follow the health/ safety guidelines if any issued by the authorities

Specific Guidelines

- Do not shout at a Person with Hearing Impairment unless they request you to. Just speak in a normal tone but make sure your lips are visible.
- Keep conversations clear and try minimizing unnecessary noise in the background.
- If you are asked to repeat yourself, answering “nothing, it’s not important” implies that the person is not worth repeating yourself. It is demeaning; be patient and comply.
- Show consideration by facing the light source and keeping things (such as your hands) away from your mouth while speaking.
- Look directly at and speak directly to the person rather than looking at the interpreter or any other person who may accompany the individual.
- Follow the person’s cues to find out if they prefer sign language, gesturing, writing or speaking.
- Make sure the room is well lit to allow the student to see your facial expression, signing and/or lip read.
- Question paper should have more visuals/pictures for better understanding

NSQC Approved

Annexure 2: Assistive Tools, Trainer Pre-requisites and Break up of proposed extended hours

List of tools/equipment to conduct the training

Any of the following tools may be used during the training of Persons with Speech and Hearing Impairment

Assistive Aid/Service

- Ai-Live
- Captions First
- Captions 2020
- Closed Capp
- Let's Talk
- LCD TV
- Visual curricula
- Computer

Please note that for the conduction of the training for Speech and Hearing Impairment SCPwD recommends Indian Sign Language Interpreter (ISL) as a mandatory human resource

Trainer Qualification:

Minimum Educational Qualifications: As per domain SSC. Qualification can be relaxed in case of extraordinary relevant field experience.

Experience: As per domain SSC.

In addition to Domain SSC (as above) Disability specific additional requirement for the trainer are:

Disability Specific Top Up module: The Inclusive Trainer should be certified by SCPwD with minimum accepted score of 80% as per SCPwD guidelines in Disability Specific Top Up training / QP of Trainer-PwD. 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.

Disability specific Experience: For Sign Language Interpreter 2/3 Years of experience in their own field of training will be desirable.

NSQC Approved

Training Duration

Break up of pre training/ foundation course:

S.NO.	MODULE	THEORY (hours)	PRACTICAL (hours)	TOTAL (hours)
	Learn basic Indian Sign Language (ISL)	15	12	27
	Use basic English	27	12	39
	Personal and Social skills	09	03	12
	Professional & Ethical behaviour in the workplace	09	03	12
GRAND TOTAL		60	30	90

Total additional hours recommended by SCPwD for Assistant Hair Dresser & Stylist are 90

NSQC Approved