

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
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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

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List of documents submitted in support of the Qualification File

1. Qualification Pack for Assistant Hair Stylist and Model curriculum aligned for Persons with **Locomotor Disability.**
2. QRC approval (Joint observation sheet) on Assistant Hair Stylist for Persons with **Locomotor Disability.**
3. Guidelines for Persons with **Locomotor Disability** for Assessors.
4. List of Assistive Tools and Trainer Pre-requisites for Persons with **Locomotor Disability.**

QUALIFICATION FILE SUMMARY FOR THE PwD

Qualification Title	Assistant Hair Stylist-PwD LD
Qualification code, If any	PWD/ BWS/Q0201, v2.0
Body/ Bodies which will assess candidates	SCPwD affiliated Assessment Agency (AA)
Body/ bodies which will award the certificate for the qualification	Skill Council for Persons with Disability
Body which will accredit providers to offer the qualification	Skill Council for Persons with Disability
Notional Learning Hours	300
Disability	Locomotor Disability (LD)
Entry Requirement	Preferably Class VIII pass/ the ability to read / write and communicate effectively on the job role
Date of planned review of the qualification	31/03/2023

Formal Structure of the Qualification

Locomotor Disability				
Title of the unit or other component (Include any identification code used)	Mandatory / Optional	Estimated size (learning hours)		Level
		Theory	Practical	
Introduction (Bridge Module)	Mandatory	1	0	3
Prepare and maintain work area (BWS/N9001)	Mandatory	2	10	3
Perform basic blow drying of hair (BWS/N0201)	Mandatory	12	30	3
Shampoo, condition the hair and scalp (BWS/N0202)	Mandatory	3	30	3
Perform basic hair cut (BWS/N0203)	Mandatory	5	50	3
Apply color to hair (BWS/N0209)	Mandatory	10	50	3
Perform Indian head massage (BWS/N0230)	Mandatory	5	25	3
Perform tasks to assist the hair stylist performing advanced hair services (BWS/N0204)	Mandatory	6	35	3
Maintain health and safety at the workplace (BWS/N9002)	Mandatory	3	10	3
Create a positive impression at the workplace (BWS/N9003)	Mandatory	3	10	3
Total		50	250	

ASSESSMENT

Name of Assessment Agency (AA):

If there will be more than one Assessment Agency (AA) for this qualification, give details.

- Aspiring Minds Assessments Private Limited
- Cee Vision Technologies Pvt Ltd
- IRIS-Corporate Solutions Private Limited
- SP Institute of Workforce Development Pvt Ltd
- Induslynk Training Services Pvt. Ltd. (Mercer - Mettl)
- Trendsetters Skill Assessors Pvt. Ltd.
- Aon Consulting Private Limited
- Skills Mantra Edutech Consulting 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.

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:

Pre-Assessment Phase-

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 the Domain SSC 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's 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 complete the documentation formalities.

Post Assessment Phase-

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

SECTION 2

EVIDENCE OF NEED

What evidence is there that the qualification is needed?

The Job role has been shortlisted and mapped for Persons with **Locomotor Disability**, based on demand by the Industry, Training Partners, Experts and views from the reverent Persons with Locomotor Disability themselves.

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.

What steps were taken to ensure that the qualification(s) does/do not duplicate already existing or planned qualifications in the NSQF?

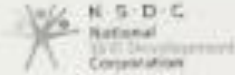
Non duplication has been ensured by the Domain SSC.

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?

The Qualification Pack for Assistant Hair 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.

Annexure 1: QRC approval (Joint observation sheet)

6 QPs /

 NSDC
National Skill Development Corporation

Date January 16, 2019

QRC Members Joint Declaration/Recommendations Sheet

QRC Members Praveen Roy, P. Saxena, Manik Sabharwal, J. V. Rao
Megha Mishra, NK Mohapatra, Vandana Bhatnagar

SSC Representatives
Anup K Srivastava, Niharika Nigam

Recommendations
<ul style="list-style-type: none">→ How Handloom Weavers (Carpet) has been adopted for Locomotive Disabilities (LD) and Low Vision (LV)?→ Justify the adaptation of a QP to a Disability/Expository in the:<ul style="list-style-type: none">1. Adoption of Job Role for PWD2. Mapped to Expository<ul style="list-style-type: none">2.1 - Minimum Entry Criteria→ Recommended that the SC PWD adopt the Textile SSC's "Handloom Weaving" QPs to the same Disabilities/Expositories as the Handicraft SSCs → Carpet Handloom Weaver
Resolutions as Accepted by SSC
→
Submission Date <u>January 18, 2019</u>
<u>Approved pending changes.</u>

Signature of QRC Members and Presenting SSC's CEO

Mohapatra *M.R.* *AS* *[Signature]* *[Signature]* *Praveen Roy*

Janus
16/1/19.

Annexure 2: Guidelines for the assessment of Persons with Locomotor Disability

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 hang onto or lean on a wheelchair. It is often considered to be part of the person's "body space."
- There may be a requirement of re-arrangement of equipment based on nature of Disability for ease of access like placing tools on left-hand-side or right-hand-side.
- May require process changes based on the nature of the assessment – for example, use of feet by an individual for different tasks having restricted mobility in upper limbs.
- There may be a requirement of modified/one-handed keyboard or mouse, computer configured with Sticky Keys for ease of using keyboard shortcuts, computer compatibility with speech recognition software or camera-mouse.
- Allow a scribe when requested by the candidate.
- In assessments, some trainees may prefer using a laptop over a desktop due to movement constraints.
- Many persons with spinal cord injury are unable to sit for extended periods of time. This should be taken into account, and extra time should be allocated to the person for completion of the assessment.

Annexure 3: Assistive Tools, Trainer Pre-requisites

List of tools/equipment to conduct the training

Any of the following tools may be used during the training of Persons with Locomotor Disability

- Computer
- Sticky Keys
- Foot Pedals
- Access Switches
- Wheel Chair
- Walker
- One-Handed Keyboard
- Pencil Gripper
- Automatic Page Turner
- Grab Bars
- Speech to Text software

Trainer Qualification

Minimum Educational Qualifications: Graduate with cosmetology/Beauty & Wellness certificate or Diploma in beauty or hair dressing/any international diploma in Hairdressing of 6 months duration with 1-year experience as a hair stylist. OR 10th pass with 5 years' experience in requisite domain OR 12th pass with 5 years' experience in requisite domain.

Experience: 1-year experience as a hair stylist. Work experience in Beauty & Wellness segment (at least 1 year). Good knowledge of sector related services/processes with prior experience in training/teaching.

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 qualifying score of 80% as per SCPwD guidelines in Disability Specific Top Up Training / QP of Trainer-PwD.

NSQC Approved