

**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 Helper –Finishing Operations (Finished Leather) curriculum aligned for Persons with **Locomotor Disability**.
2. QRC approval (Joint observation sheet) on Helper –Finishing Operations (Finished Leather) for **Locomotor Disability**.
3. Guidelines for Persons with **Locomotor Disability** for Assessors.
4. List of Assistive Tools and Trainer Pre-requisites for **Locomotor Disability**.

## QUALIFICATION FILE SUMMARY FOR THE PwD

<b>Qualification Title</b>	Helper –Finishing Operations (Finished Leather) - PwD LD
<b>Qualification Code, if any</b>	PWD/LSS/Q0804
<b>Body/ Bodies which will assess candidates</b>	SCPwD affiliated Assessment Agency (AA)
<b>Body/ bodies which will award the certificate for the qualification</b>	Skill Council for Persons with Disability
<b>Body which will accredit providers to offer the qualification</b>	Skill Council for Persons with Disability
<b>National Learning Hours</b>	200
<b>Disability</b>	Locomotor Disability (LD)
<b>Entry Requirement</b>	5th Class Pass

**Formal Structure of the Qualification**

<b>Locomotor Disability</b>				
<b>Title of the unit or other component (Include any identification code used)</b>	<b>Mandatory/ Optional</b>	<b>Estimated size (learning hours)</b>		<b>Level</b>
		Theory	Practical	
Overview on leather Industry and Generic Skills (Core skills/ Generic skills and Professional skills collated from all the NOS of the QP)	Mandatory	8	9	2
Assist in Finishing Operations in Finished Leather (LSS/N0812)	Mandatory	8	81	2
Support to Achieving Product Quality in Finishing Operations (LSS/N0813)	Mandatory	5	33	2
Maintain the Work Area, Tools and Machines (LSS/N8501)	Mandatory	6	26	2
Maintain health, safety and security at workplace (LSS/N8601)	Mandatory	5	11	2
Comply with Industry, Regulatory and Organizational Requirements (LSS/N8701)	Mandatory	3	5	2
<b>Total</b>		<b>35</b>	<b>165</b>	

**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
- Induslynk Training Services Pvt. Ltd. (Mercer - Mettl)
- SP Institute of Workforce Development Pvt Ltd
- Trendsetters Skill Assessors 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 with 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 Leather industry in India accounts for around 12.9% of the world's leather production of hides/skins and handles a robust annual production of about 3 bn sq. ft. of leather. The country accounts for 9% of the world's footwear production. The industry is known for its consistency in high export earnings and it is among the top ten foreign exchange earners for the country. India has an abundance of raw materials with access to 20% of world's cattle and buffalo and 11% of the world's goat and sheep population

India is the second largest producer of leather garments, next to China. Leather garments form a significant segment of the industry in India. Leather garments manufacturing capacity is estimated to be 16 million pieces per annum. India produces diverse types of leather garments i.e., jackets, long coats, waist coats/shirts, pant/shorts, motorbike jackets, industrial leather garments, leather aprons etc.

India's ranking as the third-largest global supplier of leather garments is only going to strengthen given the availability of quality raw material coupled with skilled craftsmanship. Major brands, such as Armani, Zenga, Abercrombie & Fitch, Marco Polo, Mango, Colehaan, Andrew Marc and Guess source leather garments from India.

The Leather industry is an employment intensive industry providing job to more than 4 million people, mostly from the weaker sections of the society. Women employment is predominant in Leather products industry with about 30% share. The Leather industry in India has one of the youngest workforces with 55% of the workforce below 35 years of age. Keeping this in view, there is scope for Persons with disability also to enter the market. The Job roles from this sector have been identified based on the recommendation from the Leather SSC.

The sector currently employs over 3.09 million employees and is slated to employ more than 6.8

million employees by 2022. This implies additional creation of ~3.7 million jobs in the nine-year period. The period 2017–22 will see a marginally higher growth in employment vis-a-vis 2013–17 with the industry not expected to witness significant changes in operations through automation resulting in consistent employment elasticity factors over the next nine-year period.

The repetitive nature of work, low entry criteria for skilling in a job role from the sector, a person with no formal education background may also be able to take up skilling. With the use of assistive devices, technology and simple adaptations Persons with Disability may be able to work at par with others and contribute to the growing economy of the nation.

**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 Helper-Finishing Operations (Finished Leather) was adopted based on the industry demand for Persons with Disability. SCPwD develops disability specific Expository which contains expounded information on tools/technology /assistive device 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)**

**Joint Observation Sheet**

Fourteenth and Fifteenth Meetings of the QRC | FY 2020-21  
March 18, 2021 and March 19, 2021

**QRC Members in Attendance | March 18, 2021**

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|--|---|
| <ul style="list-style-type: none"> <li>• <b>Dr. SS Arya</b></li> <li>• Dr Sandhya Chintala</li> <li>• Mr. Ravindra Singh</li> <li>• Col. Anil Pokhriyal</li> <li>• Dr J.V. Rao</li> <li>• Dr Praveen Saxena</li> </ul> | <p><b>QRC Chair   Agriculture Skill Council of India</b><br/>SSC-NASSCOM<br/>Skill Council for Persons with Disability<br/>Management, Entrepreneurship and Professional Skills Council<br/>Textile Sector Skill Council<br/>Skill Council for Green Jobs</p> |
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**QRC Members in Attendance | March 19, 2021**

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|---|--|
| <ul style="list-style-type: none"> <li>• <b>Dr S.S. Arya</b></li> <li>• Dr Sandhya Chintala</li> <li>• Dr Praveen Saxena</li> <li>• Mr. Rajesh Rathnam</li> <li>• Dr J.V. Rao</li> <li>• Col. Anil Pokhriyal</li> <li>• Mohit Soni</li> </ul> | <p><b>QRC Chair   Agriculture Skill Council of India</b><br/>SSC-NASSCOM<br/>Skill Council for Green Jobs<br/>Leather Sector Skill Council<br/>Textile Sector Skill Council<br/>Management, Entrepreneurship and Professional Skills Council<br/>Media &amp; Entertainment Skill Council</p> |
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4	<p><b>SCPwD</b></p> <p>15 QPs linked to 25 QPs</p> <p>Representatives Present:</p> <ul style="list-style-type: none"> <li>• Ravindra Singh</li> <li>• Niharika Nigam</li> <li>• Nishu Kaushik</li> </ul>	<p>SCPwD presented its case of 15 QPs linked to 25 expository</p> <p>The reason for choosing Leather QPs for the mapping exercise was highlighted SSC detailed out that the chosen expository were LD and SHI. They further explained that 10 QPs were linked to both LD and SHI whereas the remaining 5 QPs were only linked to SHI</p> <p>Discussion on the changes made in the domain QP was done and it was inferred that there were no amendments made to the QP or the duration with the modules linked to LD.</p> <p>It was clearly stated that an additional bridge module of 90 hours was added in most of the modules mapped to SHI except CAD CAM operator</p>	Approved
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**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. Reasonable accommodations will be recommended i.e. support of a scribe.

**Annexure 3: Assistive Tools, Trainer Pre-requisites**

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**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:** 10th Class Pass with 18 months certificate course in Finished Leather (any) and above.

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

**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.