

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 Dry Operations and Model curriculum aligned for Persons with **Speech and Hearing Impairment.**
2. QRC approval (Joint observation sheet) on Helper Dry Operations for Persons with **Speech and Hearing Impairment.**
3. Guidelines for Persons with **Speech and Hearing Impairment** for Assessors.
4. List of Assistive Tools, Trainer Pre-requisites and Break up of proposed extended hours.

NSQF QUALIFICATION FILE**Approved in 11th NCVET-NSQC dated: 31st August, 2021****QUALIFICATION FILE SUMMARY FOR THE PwD**

Qualification Title	Helper Dry Operations-PwD SHI
Qualification Code, if any	PWD/LSS/Q0902
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	290
Disability	Speech and Hearing Impairment (SHI)
Entry Requirement	5th Class Pass with 2-3 Years of experience as Helper in finished leather operations preferred
Formal Structure of the Qualification	

NSQF QUALIFICATION FILE

Approved in 11th NCVET-NSQC dated: 31st August, 2021

Speech and Hearing Impairment				
Title of the unit or other component (Include any identification code used)	Mandatory/ Optional	Estimated size (learning hours)		Level
		Theory	Practical	
Learn basic Indian Sign Language (ISL) (Bridge Module -PwD)	Mandatory	15	15	
Use basic English (Bridge Module -PwD)	Mandatory	25	15	
Personal and Social skills (Bridge Module -PwD)	Mandatory	8	2	
Professional & Ethical behaviour in the workplace (Bridge Module -PwD)	Mandatory	8	2	
Overview on leather Industry and Generic Skills (Code Core skills/ Generic skills and Professional skills collated from all the NOS of the QP)	Mandatory	8	9	2
Assist in Dry Operations in Finished Leather (LSS/N0903)	Mandatory	8	81	2
Support to Achieving Product Quality in Dry Operations (LSS/N0902)	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
Total		91	199	

ASSESSMENT

Name of Assessment Agency (AA):

If there will be more than one Assessment Agency 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 **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.

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 Maarc 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 Dry Operations 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: QRC Approval (Joint Observation Sheet)

Joint Observation Sheet

Sixteenth and Seventeenth Meetings of the QRC | FY 2021-22
April 20, 2021 and April 21, 2021

QRC Members in Attendance | April 20, 2021

- | | |
|---|---|
| <ul style="list-style-type: none"> • Dr S.S. Arya • Mr. Ravindra Singh • Mr. Mohit Soni • Col. Anil Pokhriyal • Dr Praveen Saxena • Dr J.V. Rao • Mr. Rajesh Rathnam | <p>QRC Chair Agriculture Skill Council of India</p> <p>Skill Council for Persons with Disability</p> <p>Media & Entertainment Skills Council</p> <p>Management, Entrepreneurship and Professional Skills Council</p> <p>Skill Council for Green Jobs</p> <p>Textile Sector Skill Council</p> <p>Leather Sector Skill Council</p> |
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QRC Members in Attendance | April 21, 2021

- | | |
|---|---|
| <ul style="list-style-type: none"> • Dr Sandhya Chintala • Mr. Ravindra Singh • Dr Praveen Saxena • Mr. Rajesh Rathnam • Dr J.V. Rao • Dr Roopak Vashistha • Col. Anil Pokhriyal • Mr. Mohit Soni | <p>SSC-NASSCOM</p> <p>Skill Council for Persons with Disability</p> <p>Skill Council for Green Jobs</p> <p>Leather Sector Skill Council</p> <p>Textile Sector Skill Council</p> <p>Apparel Made-Up and Home Furnishing Sector Skill Council</p> <p>Management, Entrepreneurship and Professional Skills Council</p> <p>Media & Entertainment Skills Council</p> |
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3	<p>SCPwD</p> <p>13 QPs and 21 MCs</p> <p>Representatives Present:</p> <ul style="list-style-type: none"> • Ravindra Singh • Nishu • Manisha 	<p>SCPwD presented its case for 13 QPs and 21 MCs</p> <ul style="list-style-type: none"> • SSC highlighted that they have taken up the Agarbatti Packer QP inspite of it being retired by the Handicrafts SSC due to its immense demand for PwD • It was highlighted that the expository being presented are of LD and SHI • SSC highlighted that 90 hours have been added to SHI and for LD they remain same. The entry criteria and 	<p>SSC to add the MC versions for the ones that are not mentioned in the QRC PPT</p>	Approved
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	<p>assessment criteria has not changed at all</p> <ul style="list-style-type: none"> • SSC informed that certain basic sessions related to ethical learning and ESL have been added to SHI related modules • There was a query related to the duration of Agarbatti Packer. SSC informed that it is same as given by SSC • SSC emphasised that all repetitive kinds of jobs are clubbed together and mapped accordingly 		
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Annexure 2: 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.

Annexure 3: 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: 10th 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 (SHI): 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.

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

Training Duration

Break up of pre training/ foundation course:

S.NO.	MODULE	THEORY (hours)	PRACTICAL (hours)	TOTAL (hours)
1	Learn basic Indian Sign Language (ISL) (Bridge Module - PwD)	15	15	30
2	Use basic English (Bridge Module -PwD)	25	15	40
3	Personal and Social skills (Bridge Module -PwD)	8	2	10
4	Professional & Ethical behaviour in the workplace (Bridge Module -PwD)	8	2	10

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GRAND TOTAL	56	34	90
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Total **additional hours** recommended by SCPwD for Helper Dry Operations are 90.

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