

**QUALIFICATION FILE – CONTACT DETAILS OF SUBMITTING BODY**

**Name and address of submitting body:**

Skill Council for Persons with Disability  
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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 Beauty Therapist and Model curriculum aligned for Persons with **Speech and Hearing Impairment**.
2. QRC approval (Joint observation sheet) on Assistant Beauty Therapist 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 6th NSQC Meeting – NCVET – 25th February 2021

### QUALIFICATION FILE SUMMARY FOR THE PwD

<b>Qualification Title</b>	Assistant Beauty Therapist-PwD SHI
<b>Qualification code, If any</b>	PWD/ BWS/Q0101, v2.0
<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>Notional Learning Hours</b>	440
<b>Disability</b>	Speech and Hearing Impairment (SHI)
<b>Entry Requirement</b>	Preferably Class VIII Th Pass
<b>Date of Plan review of the Qualification</b>	31/03/2023
<b>Formal Structure of the Qualification</b>	

<b>Speech and Hearing Impairment</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>
		<b>Theory</b>	<b>Practical</b>	
Communication and fluency in ISL (Bridge Module -PwD)	Mandatory	15	15	
Foundation Course in English (Bridge Module -PwD)	Mandatory	25	15	
Understanding Self and Environment (Bridge Module -PwD)	Mandatory	10	0	
Work related training (Bridge Module -PwD)	Mandatory	10	0	
Introduction (Bridge Module)	Mandatory	1	0	3
Prepare and maintain work area (BWS/N9001)	Mandatory	2	10	3
Provide basic skin care services (BWS/N0101)	Mandatory	12	52	3
Carry out basic depilation services (BWS/N0102)	Mandatory	8	52	3
Provide manicure and pedicure services (BWS/N0401)	Mandatory	8	52	3
Perform simple make-up services (BWS/N0125)	Mandatory	8	52	3
Provide simple hair dressing services to produce common hair dos (BWS/N0126)	Mandatory	7	42	3
Carry out application of simple mehendi/henna designs (BWS/N0127)	Mandatory	4	14	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
<b>Total</b>		<b>116</b>	<b>324</b>	

**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
- 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 **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 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 Beauty Therapist 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 /

 NSQF  
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"><li>→ How Handloom Weavers (Carpet) has been adopted for Locomotive Disabilities (LD) and Low Vision (LV)?</li><li>→ Justify the adoption of a QP to a Disability/Expository in the:<ul style="list-style-type: none"><li>1. Adoption of Job Role for PWD</li><li>2. Mapped to Expository criteria<ul style="list-style-type: none"><li>2.1 - Minimum Entry <sup>map/</sup> criteria</li></ul></li></ul></li><li>→ 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</li></ul>
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

Megha Mishra   M.K.   Manik   P. Saxena   Praveen Roy   Jan 16/19

**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:** Graduate with cosmetology/Beauty & Wellness certificate or Diploma in beauty /any international diploma of 6 months duration with 1 year of experience as a beautician; Or

10th pass with 5 years of experience in requisite domain; OR 12th pass with 5 years of experience in requisite domain.

Experience: Graduate or 12th pass with Advanced diploma in beauty therapy or equivalent certificates in Beauty Therapy. 3 years' work experience as Beauty Therapist/Senior beauty therapist.

**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



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Research and Training Centre (ISLRTC) or Ali Yavar Jung National Institute of Speech and Hearing Disabilities (Divyangjan) (AYJNISHD(D)) will be desirable.

**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	Communication and Fluency in Indian Sign Language	15	15	30
2	Developing Functional/English Vocabulary	25	15	40
3	Understanding Self and Environment	10	0	10
4	Work Related Training	10	0	10
GRAND TOTAL		<b>60</b>	<b>30</b>	<b>90</b>

Total **additional hours** recommended by SCPwD for Assistant Beauty Therapist are 90.