

**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

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**List of documents submitted in support of the Qualification File**

1. Qualification Pack for Assistant Spa Therapist and Model curriculum aligned for Persons with **Low Vision (Visual Impairment)**.
2. QRC approval (Joint observation sheet) on Assistant Spa Therapist for Persons with **Low Vision (Visual Impairment)**.
3. Guidelines for Persons with **Low Vision (Visual Impairment)** for Assessors.
4. List of Assistive Tools, Trainer Pre-requisites and Break up of proposed extended hours.

## QUALIFICATION FILE SUMMARY FOR THE PwD

<b>Qualification Title</b>	Assistant Spa Therapist-PwD LV
<b>Qualification code, If any</b>	PWD/ BWS/Q1001, 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>	401
<b>Disability</b>	Low Vision (Visual Impairment)
<b>Entry Requirement</b>	Class VIII Pass
<b>Date of planned review of the qualification</b>	31/03/2023

**Formal Structure of the Qualification**

<b>Low Vision (Visual 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>	
Handling touch screen user interface (Bridge Module-PwD)	Mandatory	0	4	
Calling and Messaging (Bridge Module-PwD)	Mandatory	0	3	
Reading books and documents (Bridge Module-PwD)	Mandatory	0	4	
Web browsing and E-mail (Bridge Module-PwD)	Mandatory	0	3	
Other daily use applications (Bridge Module-PwD)	Mandatory	0	4	
Introduction (Bridge Module)	Mandatory	2	0	3
Prepare and maintain work area (BWS/N9001)	Mandatory	1	13	3
Carry Out Simple Spa Services and Assistive Tasks for Advanced Spa Services (BWS/N1001)	Mandatory	41	294	3
Maintain health and safety of work area (BWS/N9002)	Mandatory	3	13	3
Create a positive impression at work area (BWS/N9003)	Mandatory	3	13	3
<b>Total</b>		<b>50</b>	<b>351</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
- 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 (Visual Impairment)**, 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 **Low Vision (Visual Impairment)**, based on demand from the Industry, Training Partners, Experts and views from the reverent Persons with Low Vision (Visual 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 Spa 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)**

SCPWD/24MC8/85000



Date - 11th March, 2019

QRC Members Joint Declaration/Recommendations Sheet

QRC Members: Roopak Vaidya, Manik Sahrawat, Meghna Mishra, Praveen Roy, Praveen Saxena, Vinodhapatra, JV Rao, Anup Srivastava  
SSC Representatives: Niharika Nigam, Nishu, Anup Srivastava

*in the MCs of Punjab*

*Need for giving extra training was emphasized*

**Recommendations**

- LRT team said doubling the duration will have financial implications.
- SCPWD has come with a formula that has been arrived at for padding up of hours.
- CEs giving computer skills have an additional route for blindness.
- Detailed explanation of the mechanism of padding of hours was done.
- Speech hearing, <sup>and</sup> blindness and LV are the only disabilities involved in the change.
- QRC members said since these are addity value and ~~placements not to be~~ <sup>SSC is the best judge for the requirement financial in</sup> ~~discuss~~

**Resolutions as Accepted by SSC**

- SSC to submit the industrial validation document <sup>supporting the duration enhancement</sup> (minimum 5) to LRT.
- Validations from experts/industries and trainers to be provided & as it needs to be furnished to the CFO as an evidence.
- All MCs approved.

**Submission Date**

Validations to be submitted by ~~11/3/19~~ <sup>within by</sup> March end.

Signature of QRC Members and Presenting SSC's CEO:

*[Signatures and dates: 11/3/19, 11/3/19, 11/3/19]*

**Annexure 2: Guidelines for the assessment of Persons with Low Vision (Visual 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:**

- When greeting a Person with Low Vision (Visual Impairment), always identify yourself and others who may be with you e.g., “My name is Rohit and on my right is Sushma.”
- When conversing in a group, give a vocal cue by announcing the name of the person to whom you are speaking e.g., “Mary, what do you think about the process.”
- Speak in a normal tone of voice, indicate in advance when you will be moving from one place to another and let it be known when the conversation is at an end.
- Offer a Person with Low Vision (Visual Impairment) the opportunity to take your arm or the elbow, this enables you to guide them rather than propel or lead them.
- Provide detailed, clear and descriptive information.
- Minimize unnecessary noise in the background so that students can hear you speak.
- For computer assessment, the computer must have screen reader software installed for ease of access, and assessment software should be compatible with screen reader and magnifier.
- Visual elements in assessment paper needs to be given with alternate question or description.
- For Persons with Low Vision (Visual Impairment), assessment papers in hard copy should be printed in large font based on the person’s convenience of reading.
- Labels and signs should be clearly lettered in contrasting colors. It is easiest for most people with Low Vision (Visual Impairment) to read bold white letters on black background.

- For Persons with Low Vision (Visual Impairment), try displaying important information in bold and in larger print; avoid underlining and use of italics and hyphenation.
- Good lighting is important for Persons with Low Vision (Visual Impairment), but it shouldn't be too bright.

**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 Low Vision (Visual Impairment)

- Clear View+ Speech
- ZoomEx,
- Kurzweil,
- ABBY Fine Reader,
- Tesseract
- Non-Visual Desktop Access (NVDA),
- Job Access with Speech (JAWS),
- System Access to Go (SATAGO),
- Voiceover and Talkback

**Trainer Qualification:**

**Minimum Educational Qualifications:** Class VIII pass

**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. A Diploma in Computer Education (Visual Impairment)-D.C.E. (VI) offered by Rehabilitation Council of India, Ministry of Social Justice and Empowerment is preferred.

**Disability specific Experience:** For smart phone training one-year experience of training IT skills to persons with Low Vision (Visual Impairment) is recommended.

**Training Duration**

**Break up of pre training/ foundation course:**

S.NO.	MODULE	THEORY (hours)	PRACTICAL (hours)	TOTAL (hours)
1	<b>SMART PHONE TRAINING (18 hours)</b>			
	Handling Touch Screen User Interface	0	4	<b>4</b>
	Calling and Messaging	0	3	<b>3</b>
	Reading Books and Documents	0	4	<b>4</b>



## NSQF QUALIFICATION FILE

Approved in 6th NSQC Meeting – NCVET – 25th February 2021

	Web Browsing and E-mail	0	3	<b>3</b>
	Other Daily Use Applications	0	4	<b>4</b>
<b>GRAND TOTAL</b>		0	18	<b>18</b>

- In addition to the above Pre-Training Modules, for each job role, increase of 1/3rd of the total Domain wise practical duration in the training hours has been recommended for Persons with Low Vision (Visual Impairment).
- The total **additional hours** recommended by SCPwD for Assistant Spa Therapist are 101 hours.