

CONTACT DETAILS OF THE BODY SUBMITTING THE QUALIFICATION FILE

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List of documents submitted in support of the Qualifications File

1. Qualification document- Industrial Security Guard
2. Curriculum for Industrial Security Guard under Security Sector for Modular Employable Scheme (MES)
3. Human Resource and Skill Requirements in Private Security services Sector(2013-17, 2017-22), Volume 19 by NSDC

SUMMARY

1	Qualification Title	Industrial Security Guard
2	Qualification Code, if any	SEC102
3	NCO code and occupation	5414.0501:Gateman/Unarmed Security Guard
4	Nature and purpose of the qualification (Please specify whether qualification is short term or long term)	Nature of the Qualification is Certificate in job role of Industrial Security Guard The purpose of the qualification is to enable candidate to efficiently work in security firm and get acquainted with modern security techniques.
5	Body/bodies which will award the qualification	National Council for Vocational Training (NCVT)
6	Body which will accredit providers to offer courses leading to the qualification	GOI Ministries and State departments who have adopted MES qualifications, accredit training providers for their programs and schemes (only in case of SDIS schemes Training providers accredited by States on behalf of NCVT)
7	Whether accreditation/affiliation norms are already in place or not , if applicable (if yes, attach a copy)	-NA-
8	Occupation(s) to which the qualification gives access	After completion of the course the trainees shall be qualified for the job role of Industrial Security Guard
9	Job description of the occupation	Gateman; Darban; Security Guard checks entrance and exit of unauthorized persons and goods to and from residential and commercial buildings, industrial premises etc. Attends entrance or exit of premises at specified hours. Checks gate passes, where provided, for authorized entry or exit of persons and goods to and from premises. Ascertains purpose of visit from outside caller and guides bonafide visitor to appropriate persons or place or directs visitor to enquiry or other proper authority for grant of pass or permission where entry without pass is restricted. Searches persons, vehicles and checks goods at exit for contraband articles, where required. Collects passes or tokens issued to visitor

		and forwards them to concerned authority at end of his duty. Reports unauthorized entry and suspicious occurrences to superior officers. May detain unauthorized persons and inform his superior or police. May maintain visitors book at entrance and allow visitors to enter premises after recording relevant particulars.
10	Licensing requirements	-NA-
11	Statutory and Regulatory requirement of the relevant sector (documentary evidence to be provided)	-NA-
12	Level of the qualification in the NSQF	Level 3
13	Anticipated volume of training/learning required to complete the qualification	150 hours
14	Indicative list of training tools required to deliver this qualification	Mentioned in curriculum attached
15	Entry requirements and/or recommendations and minimum age	8th Pass from recognized board with atleast 18 years of age
16	Progression from the qualification (Please show Professional and academic progression)	An individual can progress in an organisation as Security Officer, Security Supervisor.
17	Arrangements for the Recognition of Prior learning (RPL)	RPL arrangements are not planned under this qualification.
18	International comparability where known (research evidence to be provided)	-NA-
19	Date of planned review of the qualification.	5 years after approval of the Qualification
20	Formal structure of the qualification Mandatory components	

	Title of component and identification code/NOSs/Learning outcomes	Estimated size (learning hours)	Level
(i)	DGT/MES/SEC/N01: Understands the Basic Security Skills	50	3
(ii)	DGT/MES/SEC/N02: Acquire the thorough knowledge of Industrial Processes & corresponding Security Measures	60	3
(iii)	DGT/MES/SEC/N03: To have knowledge of Handling Electronic Systems	40	3
	Sub Total (A)	150	
Optional components – NA-			
	Title of component and identification code/NOSs/ Learning outcomes	Estimated size (learning hours)	Level
	Sub Total (B)		
Total (A+B)		150	

SECTION 1
ASSESSMENT

21	<p>Body/Bodies which will carry out assessment: DGT empaneled Assessing Bodies (ABs). Some of the ABs are:</p> <ul style="list-style-type: none"> • ICON • GISS India skills • FICCI • PHDC • HPDC
22	<p>How will RPL assessment be managed and who will carry it out? RPL arrangements are not planned under this qualification.</p>
23	<p>Describe the overall assessment strategy and specific arrangements which have been put in place to ensure that assessment is always valid, reliable and fair and show that these are in line with the requirements of the NSQF.</p> <p>Criteria for selection of Assessment body</p> <p>Minimum Eligibility Criteria</p> <ul style="list-style-type: none"> • The applicant shall be a legal entity, registered in India. • The applicant should have in last two years carried out competency / skill assessment for minimum 1000 persons or should have trained minimum 1000 persons and got tested by some agencies such as NCVT, Sector Skill Council, State, board/ council and reputed industry Association. Organizations having experience in testing of competencies would be preferred. • In case more number of applications is received, preference will be given to those organizations that have trained/assessed larger number of persons. • The applicant is not a Training Provider (TP) in the same sector and in same State, but it can be TP in other States, other Sectors or other scheme. • The applicant shall have access to technically qualified personnel of repute and integrity in different industrial trades and technology. • The applicant shall develop dedicated human resource for handling the processes in assessment process. • The applicant shall declare its linkages with other organization(s), if any to ensure independence and avoid any conflict of interest. • Institutions/ Firms blacklisted by any Government Department shall not be considered in this RFP. • The Applicant shall provide the information and supporting documents

towards their claims.

- Initially provisional empanelment will be awarded to the organizations based on the evaluation of eligibility of the Assessing Body based on the criteria.
- Based on the module and sector that will be handled by the assessor, the assessing body shall send its assessor for competency evaluation in the institutions which will be notified by DGT time to time. The assessor will be assessed to ascertain the competency to carry out competency based assessment.
- Final empanelment would be granted subject to the Assessing Body fulfilling the following conditions of getting the competencies of 2 assessors of each module per State evaluated in the institutes notified by the DGT. Testing charges for evaluating the competencies of the assessors will be borne by the Assessing Bodies.

(1) Assessment process:

The assessment process aims to test and certify the competency of the persons through Assessing Bodies who seek certification of their skills acquired informally or the persons who have been trained at the registered TPs. The competency assessment of the candidate is being done by the Assessor Competency Evaluation (ACE) qualified assessor of the independent Assessing Bodies (AB) which is not involved in training delivery, to ensure an impartial assessment. ACE is conducted to evaluate the competency of the assessor. In the assessment process, identification of competency, ways to measure the competency and deciding on the type of evidence that has to be collected are the responsibility of the Assessing bodies whereas administering the assessment and collecting the evidence and reporting the results are the responsibility of the assessors. The assessment process consists of following components:

Theory Test:

- It must assess the knowledge which is essential for a person to do the job. Without this knowledge, the person will not be able to do the job.
- The questions shall be of objective type involving selection of correct response.
- The question paper should contain sketches/ diagrams/ photographs/ drawing to overcome the problems of reading comprehension.
- The test shall be of short duration.

Practical Test:

It shall be able to test:

- Manipulative skills to handle tools and equipment.
- Speed in doing work.

- Accuracy maintained
- Quality in workmanship.
- Sequence of performance.
- Economical use of material.
- Neatness & housekeeping.
- All the competencies prescribed in the course curriculum.

The Assessment Parameters adopted during assessment:

- Knowledge of equipment, limitation of use of tools and equipment, and methods & procedure.
- Understanding of functioning of equipment & tool, criteria to be used in selecting tools for given job, and the process of measurement.
- Skill in finishing to required measurement, handling measurement & calculations, handling tools and equipment with ease, finishing neatly.
- Abilities to take corrective steps, use correct work habits, take measurements, complete the job within stipulated time, and adopt safe practices.
- Attitude towards the work, accurate & precise work and co-workers and supervisor.

(2) Duration of Test:

The duration of test vary according to the task. Theory test shall be of 1 hour duration and practical test for engineering trade shall be 6 to 8 hours minimum and non-engineering it shall be of 4 hours minimum. Assessing Bodies while preparing practical test shall ensure that candidate shall be tested on all the competencies prescribed in the course module.

The marking pattern and distribution of marks for the qualification are as under:

Terminal competency	Maximum marks
Application of knowledge	30
Care for tools & equipment	15
Economic use of materials	15
Safety consciousness	10
Speed	10
Accuracy	15
Quality of workmanship	20
Amount of work	15

No. of attempts	10
Attitude	10
Total maximum marks for Practical	150
Maximum marks for theory	50

(3) Minimum pass mark:

Minimum passing marks for Practical is 60%

Minimum pass marks for theory is 40%

(4) Testing and certifications process for the course:

Pre- Assessment

- Regional Directorate of Apprenticeship Training (RDAT) allot batches to the Assessing Bodies on rotational basis depending on the presence of assessing body in that region sector wise and the assessing body in coordination with Training Provider and assessor should confirm and schedule the assessment.
- The Assessing Body confirms the date of assessment in consultation with Training Provider and communicates to the RDAT/State.
- The Assessing Body forms a panel of ACE qualified assessors of high repute and integrity, sector wise and location wise.
- The assessment of the candidates is done by the Assessing Bodies in designated Testing Centre (TC). The Testing Centre where the assessment is carried out and Testing Centre can be Training Center also. The Assessing Body select the TC based on the location, accessibility and the infrastructure facilities available for conducting the test.
- The testing center is approved by the RDAT incase of courses run by DGT,MSDE. Incase where the courses are run by the Sate Govt., TC is approved by State Govt.. Training conducted by other dept. at their accredited Training Centre, same training centre is designated as Testing centre.
- The Assessing Body provide details of selected TC along with skill areas in which assessment can be done at the TC, to the RDAT and respective States/UTs.
- The Assessing Bodies depute ACE qualified assessors for assessments whose details are furnished by Assessing Bodies to DGT in advance.
- Assessing Body has to communicate to the Testing Centre following:
 - Details of the candidates to appear for assessment in various MES courses.
 - Details of Assessors selected with their contact details.
 - Requirement of infrastructure, raw material etc.
 - Testing charges to be reimbursed to Testing Centre

Preparation of assessment tools and prerequisites:

- The assessment tools contain components for testing the knowledge, application of knowledge and demonstration of skill. The knowledge test is objective paper based test or short structured questions based. The application of knowledge is verified based on questioning or seeking response for a case. Demonstration of skill is verified based on practical demonstration by the candidate.
- The type of assessment tools to be used for assessment are to be prepared in advance by the assessing body in accordance to the guidelines as prescribed below:
 - Define the performance objective – This is based on the course objectives and competency in workplace as prescribed by MES curriculum. The written tests and practical tests assess all the competencies mentioned in course curriculum.
 - In case of practical test, the operations which are to be observed in case of process test (how a particular task is being carried out) are clearly mentioned and the specifications of the final product in case of product test (the task in itself).
 - List of tools, infrastructure, and equipment to carry out the assessment are prepared based on the test instruments that are planned to be used.
 - Written directions are given to the candidates before the task is attempted.
 - Scoring system, observations and rating is prepared for each competency which is going to be assessed.

Pre-assessment activities for Assessor at the Testing Centre

- Verification of student credentials: The assessor check the application form submitted by the candidates and verify the photo pasted on the forms with candidates who are taking assessment in accordance with checklist
- Verification of testing centre for adequate infrastructure, tools and equipment: The assessor verifies the availability of infrastructure, tools and equipment for carrying out both theory and practical assessments. The minimum requirement prescribed under the MES modules is used as benchmark.
- Attendance verification: The assessor checks the attendance register of candidates and instructors until the time biometric attendance system is put in place. Once the biometric attendance system is in place, the biometric attendance of assessors along with that of trainees/candidates has to be captured during the assessment at the start as well as end of theory and practical test.
- Attendance during assessment: The assessor takes the attendance of all the students who appear for assessment after the successful verification of the student credentials and before the start of the

assessment. The assessor also provides his/her attendance during start and end of the practical and theory test.

- Verification of the documents related test carried out by Training Provider/ Testing Centre (TC) for candidates who were not able to produce document in support of having passed the qualification.

Assessment activities

- Before the start of assessment, read out the instructions to the students.
- The written test & practical test is for fixed duration as prescribed.
- It is ensured that individual attention is given to all the candidates during the practical test.
- The assessor takes photographs during the assessment process of all the students in the testing centre, the students during theory and practical tests, practical lab/workshop showing the equipment to be used for assessment, the assessor along with the students appearing for the assessment.

Post-assessment activities

- The assessor consolidates all the theory and practical test papers and ensures that all the mandatory information is filled. The total score for each student should be calculated and recorded in result sheet.
- The assessor send the attendance sheet, result sheet, answer papers by courier/post to the assessing body immediately after the completion of assessment
- Uploading outcome of the assessment and photos in portal by assessing body
- Assessing body upload the results within one week of the assessment date.
- Photos taken by the assessors during assessment are sent to respective RDATs through e-mail only. Non dispatch of photos of assessment to RDAT makes assessment void. Re-assessment of such batch is done by the Assessing Bodies on their own expenses.
- Details of assessors are emailed to RDAT at the time of uploading the outcome of the assessment. Outcome of the assessment is not accepted in case details of assessors are not emailed to respective RDAT.
- Maintaining assessment records
- Publishing of results and Certificate issue
- RDAT verifies the outcome of the assessment, details of assessors, photos and print and sign the certificates for successful candidates and send it to the respective candidates. In case of direct candidate's assessment, the Certificates are sent to the Assessing Body.
- Certificates which will be issued carry photograph of the trainee, name

	<p>of Training Provider, start date & end date of training and duration of training once the systems for the same are put in place.</p> <ul style="list-style-type: none"> The certificate is issued under the aegis of NCVT. All the communications are done through portal.
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Please attach most relevant and recent documents giving further information about assessment and/or RPL.

Give the titles and other relevant details of the document(s) here. Include page references showing where to find the relevant information.

ASSESSMENT EVIDENCE

Complete a grid for each component as listed in “Formal structure of the qualification” in the Summary.

NOTE: this grid can be replaced by any part of the qualification documentation which shows the same information – ie Learning Outcomes to be assessed, assessment criteria and the means of assessment.

Assessment evidences

Title of Component: Industrial Security Guard

Outcomes to be assessed	Assessable Outcome Description	Assessment criteria for the outcome
DGT/MES/SEC/N01: Understands the Basic Security Skills	Should able to: AO1. Proper method of Saluting/ Greeting Proper Body Movements and Basics of Marching Un-armed Combat	Practical Test
	AO2. Demonstrate Fundamentals of Security Skills/Practices: (Practical Field Demonstrations) i) Access Control/ Frisking ii) Anti-sabotage Checking iii) Cordoning and Sealing	Practical Test

	<p>iv) Surveillance</p> <p>v) Body Search, Premises Search and Area Search.</p> <p>vi) Handling and Operating Basic Fire-fighting Equipments.</p> <p>vii) Close quarter combat Techniques.</p> <p>viii) Cordoning and Providing Security Cover to a Threatened Person in Crowded Places.</p>	
DGT/MES/SEC/N02: Acquire the thorough knowledge of Industrial Processes & corresponding Security Measures	AO1. Describe the methods of Record keeping and Document Scrutiny. Handling Industrial Unrest. Pre-emptive Security from Hazardous Industrial Operations and Substances.	Theory Test
	AO2. Explain Preventive and Combative Standard Operating Procedures related to Industrial Security.	Theory Test
	AO3. Describe Periodic Operational Security Audit.	Theory Test
	AO4. Explain Duty Shift Management and Prioritization of Security Imperatives in accordance with Time Considerations.	Theory Test
	AO5. Demonstrate Special Anti-sabotage and Cargo checking operations related to Industrial Security and Contingency-management with special reference to Industrial Security.	Practical Test
	AO6. Demonstrate Liaison and Co-ordinative role of Industrial Security/ Guards.	Practical Test
DGT/MES/SEC/N03: To have knowledge of Handling Electronic Systems	AO1. Demonstrate Handling, Operation and Maintenance of Gadgetry and Surveillance Systems used for Industrial Security.	Practical Test
	AO2. Demonstrate Handling and Operation of Wireless Communication Equipments.	Practical Test
<p>Means of assessment 1</p> <p>The assessment (offline) comprise of</p> <ul style="list-style-type: none"> ● Theory Examination: Viva Voce, Written Examination ● Practical assessment: Role Plays, Demonstration etc. 		

Pass/Fail

The trainee is judged as pass in the qualification if minimum passing marks is obtained in each test i.e Theory and Practical.

Minimum pass mark:

Minimum passing marks for Practical is 60%

Minimum pass marks for theory is 40%

NSQC Approved

NSQF QUALIFICATION FILE

SECTION 2

24. EVIDENCE OF LEVEL

OPTION A

Title/Name of qualification/component: Industrial Security Guard			Level: 3
NSQF Domain	Outcomes of the Qualification/Component	How the job role relates to the NSQF level descriptors	NSQF Level
Process	<p>The job holder is expected to have the knowledge and display skills in the field of work like:</p> <ul style="list-style-type: none"> – Basic operation of Security Guard. – Basic Computer Operation/ Electronic Security Appliances like Hand held scanners – Fundamentals of Security Skills/Practices in General Public places. 	The job requires the limited range of activities routine and predictable like securing the campus/organisation, use Basic computer software used for security purposes.	3
Professional knowledge	<p>The job holder is required to have knowledge in the related field of work like:</p> <ul style="list-style-type: none"> – Security Skills/Practices – Basic Computer Operation/ Electronic Security Appliances 	The job holder understands the basic facts, process and principles involved in his job role like personal weapons safety measures, security skills.	3
Professional skill	<p>The job holder needs to understand and demonstrate:</p> <ul style="list-style-type: none"> – Security Skills/Practices – General Security Etiquettes – Basic Security Operations 	The job role only includes securing campus in a defined security framework which is routine and repetitive in narrow range of application.	3
Core skill	The job holder is expected to be possess	The guard will able to communicate/deal with	3

NSQF QUALIFICATION FILE

Title/Name of qualification/component: Industrial Security Guard			Level: 3
NSQF Domain	Outcomes of the Qualification/Component	How the job role relates to the NSQF level descriptors	NSQF Level
	knowledge and skills regarding: <ul style="list-style-type: none"> – Basic Computer Operation/ Electronic Security Appliances – Public dealing 	the general public/commuters.	
Responsibility	The job holder works under the supervision of his superior, as per his directions. He is responsible for his designated task as and when given by the superior.	The job holder works under the supervision of his superiors and is responsible for his own limited work assigned. He have to perform the duty assigned like guarding a particular location of an organisation.	3

NSQF QUALIFICATION FILE

SECTION 3

EVIDENCE OF NEED

26	<p>What evidence is there that the qualification is needed? What is the estimated uptake of this qualification and what is the basis of this estimate?</p> <p>Need of the Qualification: The private security services market is projected to grow to INR 1501 billion by 2022 from INR 360 billion in 2013. Some of the factors driving growth include Growing need for property, information, human security; High rates of urbanization and economic liberalization have generated an increase in crime rate. (Source: Human Resource and Skill Requirements in Private Security services Sector(2013-17, 2017-22), Volume 19 by NSDC)</p> <p>Industry Relevance: List of Trade Committee members is attached in curriculum</p> <p>Usage of the Qualification: Moreover about 1225 individuals have been assessed in this course under this scheme in FY 2015-16, 2016-17 & 2017-18.</p> <p>About 1015 candidates have been trained and among which 515 have been placed under the scheme of DDU-GKY till Dec 2016.</p> <p>About 14003 have been trained under ELSTP scheme of Rajasthan State till Feb 2017.</p> <p>About 52 candidates have been trained and among which 15 were placed under EST&P scheme of Uttar Pradesh State till March 2017.</p> <p>Estimated uptake: The sector currently employs over 7 million employees and is slated to employ more than 11.8 million employees by 2022. This implies additional creation of ~4.8 million jobs in the 9 year period.</p> <p>(Source: Human Resource and Skill Requirements in Private Security services Sector (2013-17, 2017-22), Volume 19 by NSDC)</p>
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27	<p>Recommendation from the concerned Line Ministry of the Government/Regulatory Body. To be supported by documentary evidences</p> <p>-NA-</p>
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NSQF QUALIFICATION FILE

28	<p>What steps were taken to ensure that the qualification(s) does (do) not duplicate already existing or planned qualifications in the NSQF? Give justification for presenting a duplicate qualification</p> <p>The Qualification has been mapped with the National Qualification Register, maintained by NSDA to ensure the qualification does not duplicate. Two courses viz Armed, Unarmed Security Guards and Security Guard(General) are available in NQR with similar outcomes but this qualification has an additional advantage on these available QPs in terms of additional module of knowledge of various functions of Computer and Electronic security arrangements which is required at most of the avenues now days and have exposure in many sectors thus making him suitable for job at any locations.</p> <p>.</p>
29	<p>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? Specify the review process here</p> <ol style="list-style-type: none">1) DGT interacts with training providers to gather feedback in implementation and updation of qualification.2) Monitoring of results of assessments3) Employer feedback will be sought post-placement4) In a recent initiative, a Mentor Council (MC) for the relevant sector has been formed to review the curriculum of this qualification under the sector.5) CSTARI, the research wing of DGT, reviews and updates the qualification, in consultation with industries and other stakeholders, on a regular basis. <p>The qualification is reviewed after every 5 years for updation according to latest Technologies and practices.</p>

Please attach most relevant and recent documents giving further information about any of the topics above.

Give the titles and other relevant details of the document(s) here. Include page references showing where to find the relevant information.

SECTION 4

EVIDENCE OF PROGRESSION

30	<p>What steps have been taken in the design of this or other qualifications to ensure that there is a clear path to other qualifications in this sector?</p> <p><i>Show the career map here to reflect the clear progression</i></p> <p>An Individual has vertical pathway to promote to higher designations in an</p>
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NSQF QUALIFICATION FILE

	<p>organisation. Can further undergo specialization course to excel to the higher post in jobs listed above or can start with up his/her own business.</p> <p>Progression chart: Industrial Security Guard > Security Supervisor (Level 4) > Security Officer (Level 5)</p>
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Please attach most relevant and recent documents giving further information about any of the topics above.

Give the titles and other relevant details of the document(s) here. Include page references showing where to find the relevant information.