

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

**Name and address of submitting body:**

Infrastructure Equipment Skill Council  
No 45, Jubilee Building, (2nd Floor) Museum Road,  
Bengaluru – 560025

**Name and contact details of individual dealing with the submission**

**Name:** R. SUBBAIYAN

**Position in the organisation:** HEAD, Standards & QA

**Address if different from above:** Same as above

**Tel number(s):** + 91 80 2675 4480

**E-mail address:** standards@iescindia.com

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

1. Qualification Pack
2. Occupational Map Tracker
3. List of QP/NOS validating companies
4. Recommendation from the concerned Line Ministry of the Government/Regulatory Body - Mailed to Department of Heavy Industries.
5. Model Curriculum

## NSQF QUALIFICATION FILE

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- SUMMARY

1	<b>Qualification Title</b>	Skid Steer Loader Operator
2	<b>Qualification Code, if any</b>	IES/Q0126
3	<b>NCO code and occupation</b>	NCO-2015/ 8342.2101 Mobile Equipment Operator
4	<b>Nature and purpose of the qualification (Please specify whether qualification is short term or long term)</b>	<p><b>Nature of Qualification</b></p> <ul style="list-style-type: none"> <li>- Qualification Pack</li> </ul> <p><b>Purpose of Qualification</b></p> <ul style="list-style-type: none"> <li>- To enable candidate to become a certified Skid Steer Loader Operator</li> </ul>
5	<b>Body/bodies which will award the qualification</b>	Infrastructure Equipment Skill Council
6	<b>Body which will accredit providers to offer courses leading to the qualification</b>	Infrastructure Equipment Skill Council
7	<b>Whether accreditation/affiliation norms are already in place or not, if applicable (if yes, attach a copy)</b>	N/A
8	<b>Occupation(s) to which the qualification gives access</b>	Equipment operations- Skid Steer Loader Operator
9	<b>Job description of the occupation</b>	Skid Steer Loader Operator is responsible to move material in a safe and secured manner depending on the requirement
10	<b>Licensing requirements</b>	N/A
11	<b>Statutory and Regulatory requirement of the relevant sector (documentary evidence to be provided)</b>	N/A
12	<b>Level of the qualification in the NSQF</b>	4
13	<b>Anticipated volume of training/learning required to complete the qualification</b>	390 hours
14	<b>Indicative list of training tools required to deliver this qualification</b>	<ul style="list-style-type: none"> <li>• Operational Skid Steer Loader</li> <li>• Other items as listed in the model curriculum</li> </ul>
15	<b>Entry requirements and/or recommendations and minimum age</b>	<ul style="list-style-type: none"> <li>• 8th Class Pass+ ITI (2years) OR 10th Class Pass with 2 years of relevant experience</li> <li>• OR</li> <li>• 10th Class Pass + ITI (1year after Class 10th) with 1 year of relevant experience</li> </ul>

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		<ul style="list-style-type: none"> <li>• OR</li> <li>• 10th Class Pass + ITI (2years after Class 10<sup>th</sup>)</li> <li>• OR</li> <li>• 10th Class Pass and pursuing continuous regular schooling</li> <li>• OR</li> <li>• 3 Year Diploma (After 10th)12th Class Pass with 6 months of relevant experience</li> <li>• OR</li> <li>• Previous relevant Qualification of NSQF Level 3 with 2 years of relevant experience</li> </ul> <p>Minimum entry age – 18 years</p>		
16	<b>Progression from the qualification (Please show Professional and academic progression)</b>	Senior Skid Steer Loader Operator		
17	<b>Arrangements for the Recognition of Prior learning (RPL)</b>	Presently the industry has a large work force of operators and mechanics who are trained and experienced but not certified as per the NSQF norms. It is proposed to certify them under the RPL (Recognition of Prior Learning) program which will go a long way in facilitating their career progression		
18	<b>International comparability where known (research evidence to be provided)</b>	UK-NOS LANCU12 Prepare and operate a power vehicle The standard is about the preparation and operation of a power vehicle. The use of attachments is also included in this unit. Examples of power vehicles include ATV's, skid-steers, bob-cats and four wheel drives		
19	<b>Date of planned review of the qualification.</b>	31/05/2025		
20	<b>Formal structure of the qualification</b>			
	<b>Mandatory components</b>			
	<b>Title of component and identification code/NOSs/Learning outcomes</b>	<b>Estimated size (learning hours)</b>	<b>Level</b>	
(i)	Bridge Module	4	4	

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(ii)	IES/N0176 Carry out Pre-operation checks on Skid Steer Loader	56	4
(iii)	IES/N0177 Carry out Skid Steer Loader operations	90	4
(iv)	IES/N0178 Carry out maintenance and troubleshooting of the Skid Steer Loader	60	4
(v)	IES/N7601 Comply with worksite health and safety guidelines	60	4
	<b>Total</b>	<b>270</b>	
	<b>Title of component and identification code/NOSs/ Learning outcomes</b>	<b>Estimated size (learning hours)</b>	<b>Level</b>
(v)	On the Job Training - OJT	120	4
	<b>Sub Total (B)</b>	<b>120</b>	

<b>Total (A+B)</b>	<b>390</b>	
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### SECTION 1 ASSESSMENT

21	<b>Body/Bodies which will carry out assessment:</b> <ol style="list-style-type: none"><li>1. Confederation of Indian Industries (CII)</li><li>2. IRIS Corporate Solutions Pvt Ltd</li><li>3. Demorgia Consulting Services Pvt Ltd</li></ol>
22	<b>How will RPL assessment be managed and who will carry it out?</b> <p>RPL program is designed to assess and certify those personnel with the requisite qualifications and experience. In the first step, individuals are screened and assessed, both through theory and practical tests, based on the same Assessment Criteria of the approved Qualification Pack. The skill gaps are thus identified and individuals undergo 'bridge training' as applicable. Then at the end of the short course they are finally assessed and certified.</p>
23	<b>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.</b> <p>The emphasis is on 'learning-by-doing' and practical demonstration of skills and knowledge based on the performance criteria.</p> <p>The assessment papers are developed by Subject Matter Experts (SME) available with the Assessment Agency as per the performance and assessment criteria mentioned in the Qualification Pack. The assessments papers are also checked for the various outcome based parameters such as quality, time taken, precision, tools &amp; equipment requirement etc. The assessment sets are then reviewed by IESC official for consistency.</p> <p>The assessments are designed so as to assess maximum parts during the practical hands on work. The technical limitations at the training centres are taken care in theory and viva to assess the conceptual understanding, Criteria such as use of lift to pick heavy objects or selection of fire extinguisher during a fire are also assessed under theory/viva.</p> <p>The assessment agencies are instructed to hire assessors with integrity, reliability and fairness. Each assessor shall sign a document with its assessment agency by which they commit themselves to comply with the rules of confidentiality and conflict of interest, independence from commercial and other interests that would compromise impartiality of the assessments. The assessment agencies will empanel assessors with requisite industry/sectorial experience.</p> <p>The assessors selected by Assessment Agencies are scrutinized and made to undergo training and introduction to IESC Assessment Framework, competency based assessments, assessors guide etc.</p> <p>The assessors are provided with assessor's guide developed by the Subject Matter Expert of the assessment agency as per the assessment framework. The assessment guides are developed to ensure the maximum possible consistency in the assessment by different assessors and</p>

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elaborate on the following

Qualification Pack Structure

Guidance for the assessor to conduct theory, practical and viva assessments

Guidance for trainees to be given by assessor before the start of the assessments.

Guidance on assessments process, practical brief with steps of operations  
practical observation checklist and mark sheet

Viva guidance for uniformity and consistency across the batch.

The assessment by assessment agency will be completely based on the assessment criteria as mentioned in the Qualification Pack. Each NOS in the Qualification Pack (QP) will be assigned a relative weightage for assessment based on the criticality of the NOS- unique (functional)/ common NOS for job roles at the same levels. Therein each Performance Criteria in the NOS will be assigned marks for or practical based on relative importance, criticality of function and training infrastructure.

The following tools are proposed to be used for final assessment:

Each NOS in the QP will be assigned a relative weightage for assessment based on the functional importance of each. Further each Performance Criteria in the NOS will be assigned marks based on relative functional importance; which is in turn divided into theory and practical assessment. Overall practical constitutes 70% and written 30% of total marks.

Viva/Structured Interview: This tool will be used to assess select conceptual understandings related to practical handling of equipment and procedures with specific tasks at hand; and behavioural aspects of the job role. It will also include questions on tools & equipment; safety and environment

Written Test: This tool will be used to assess general conceptual knowledge / understanding and other aspects of the job role which are either not feasible or difficult to assess practically. The written assessment will comprise of

True / False Statements

Multiple Choice Questions

Matching Type Questions.

Optical Mark Recognition (OMR)/ Online System for this will be preferred.

**ASSESSMENT EVIDENCE**

**24. Assessment evidences**

**CRITERIA FOR ASSESSMENT OF TRAINEES**

**Job Role: Skid Steer Loader Operator**

**Qualification Pack Code: IES/Q0126**

**Sector Skill Council: IESC**

**Guidelines for Assessment:**

1. Criteria for assessment for each Qualification Pack will be created by the Sector Skill Council. Each Performance Criteria (PC) will be assigned marks proportional to its importance in NOS. SSC will also lay down proportion of marks for Theory and Skills Practical for each PC
2. The assessment for the theory part will be based on knowledge bank of questions created by the SSC
3. Individual assessment agencies will create unique question papers for theory part for each candidate at each examination/training center (as per assessment criteria below)
4. Individual assessment agencies will create unique evaluations for skill practical for every student at each examination/training center based on these criteria
5. To pass the Qualification Pack, trainee should score a minimum of 70% marks to successfully clear the assessment
6. In case of successfully passing only certain number of NOS's, the trainee is eligible to take subsequent assessment on the balance NOS's to pass the Qualification Pack

<b>Compulsory NOS</b>				<b>Marks Allocation</b>	
<b>Total Marks: 100</b>					
<b>Assessment outcomes</b>	<b>Assessment criteria for outcomes</b>	<b>Total Marks</b>	<b>Out Of</b>	<b>Theory</b>	<b>Skills Practical</b>
1. IES/N0155 Carry out pre-operation checks on skid steer loader	PC1. inspect the body components for cracks and bearing wear	<b>30</b>	1.5	0.5	1
	PC2. check the inflation pressure of the tyres as per the prescribed norms/ the requirement of the ground		1.5	0.5	1

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	PC3. examine the machine for loose or missing nuts and bolts, loose guards, connectors and pivot pins		1.5	0.5	1
	PC4. check conditions of parking brake, main horn, reverse horn, and head light		1.5	0.5	1
	PC5. ensure footplates, grab irons, hand holds and steps are clean and free from mud, dirt and oil to reduce skidding risks		2.5	0.5	2
	PC6. check electrical and hydraulic lines, hoses for damages and leaks		2.5	0.5	2
	PC7. ensure oil levels of engine transmission, radiator coolant, battery electrolyte level is as per the required levels		2.5	0.5	2
	PC8. drain water and sediment from the fuel tank if required		2.5	0.5	2
	PC9. check that all protection and safety devices such as controls locking lever, loading arm locking pin and operator post rotation locking pin are in the right position as per the equipment manual		2.5	0.5	2
	PC10. check the various controls, gauges, warning lamp, fan belt tension, terminal tightness and other safety devices		2.5	0.5	2

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	PC11. inspect pins and keepers of bucket for any damages and connections for leakages		2.5	0.5	2
	PC12. check and if required, adjust the seat height, tilt and distance from pedals		2.5	0.5	2
	PC13. report defects precisely to the supervisor if beyond scope		2.5	0.5	2
	PC14. Maintain a checking/maintenance logbook to record all activities performed before starting the skid steer loader		1.5	0.5	1
	<b>T o t a l</b>		<b>30</b>	<b>7</b>	<b>23</b>
2. IES/N0156 Operate a skid steer loader	PC1. ensure the joystick controls are in neutral position before starting the skid steer loader	<b>35</b>	1.5	0.5	1
	PC2. enter the cabin of the skid steer loader only with the engine off, lift arms down and attachments on the ground and by using steps and grab bars		1.5	0.5	1
	PC3. wear seat belt and adjust seat position as per one's comfort and safety		1.5	0.5	1
	PC4. lower the safety/restraining bar		1.5	0.5	1
	PC5. start the engine using the starting key and test all controls- steering, forward reverse, raise and		1.5	0.5	1

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	lower lift arms, etc.				
	PC6. start the machine by unlocking the controls using toggle switch near the instrument panel		1.5	0.5	1
	PC7. steer the loader by moving the left and right arm controls together		1.5	0.5	1
	PC8. check that skid steer loader load, operating speed and direction of machine are within limits		1.5	0.5	1
	PC9. lift and lower the bucket through foot control and pedals as per the loading/unloading requirement		1.5	0.5	1
	PC10. operate all the attachments in a skid steer loader as per the requirement and the operational manual		1.5	0.5	1
	PC11. drive forward to engage and collect load		1.5	0.5	1
	PC12. stop the machine just before you get to the pile of material, and lower the bucket to the ground with the front edge sitting level		1.5	0.5	1
	PC13. drive forward, pushing the bucket into the load until the tyres spin, then press the left pedal down with heel while still attempting to drive forward		1.5	0.5	1

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	PC14. push the right pedal with heel to tilt the bucket back for driving, back up, and raise the bucket to a safe carrying height		1.5	0.5	1
	PC15. drive to the spot, press the right pedal with toe to tilt the bucket down and dump the load		1.5	0.5	1
	PC16. Ensure completion of work within defined time		1.5	0.5	1
	PC17. determine and keep a safe distance from other objects vehicles		1.5	0.5	1
	PC18. ensure that skid steer loader is always in a stationary position when parked with arms pulled and controls cut off		1.5	0.5	1
	PC19. Set the parking brake and controls To relieve hydraulic pressure		1.5	0.5	1
	PC20. ensure the engine is turned off as per the manufacturer's instructions		1	0.5	0.5
	PC21. ensure the controls are locked and remove the ignition key		1.5	0.5	1
	PC22. unbuckle the safety belt, raise the safety bar and exit as per the manufacturer's instructions		1.5	0.5	1
	PC23. ensure the tyres are in static position to avoid the vehicle moving forward or backward		1.5	0.5	1

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	PC24. report to the supervisor of any problems while operating the skid steer loader		1	0.5	0.5
	<b>T o t a l</b>		<b>35</b>	<b>12</b>	<b>23</b>
3. IES/N0157 Carry out maintenance and troubleshooting of a skid steer loader	PC1. determine the right service schedule by tracking machine operating hours	<b>20</b>	1.5	0.5	1
	PC2. check if all plates are attached into the vehicle		1.5	0.5	1
	PC3. clean air filter dust bowls, footplates, pedals and steps free from mud, dirt, ice and snow at regular intervals and drain water and sediment/ fuel separators.		1	0	1
	PC4. check and maintain the tire rims, air pressure, wheel nuts and treads as per manufacturer's indicators		1.5	0.5	1
	PC5. replenish coolants, lubricants and fluids as per the running of the machine or as per the schedule		1.5	0.5	1
	PC6. grease all greasing pins and pivot points regularly as per the usage of the machine		1	0	1
	PC7. Check battery levels and condition of the terminals and carry out minor		1	0.5	0.5

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	adjustments if required				
	PC8. ensure all the tools are kept in the designated place after usage		1	0.5	0.5
	PC9. ensure the main power is turned off from panel completely before carrying out maintenance work		1	0.5	0.5
	PC10. ensure that bucket arm is lowered before any maintenance operations		1	0.5	0.5
	PC11. ensure that no maintenance task on the engine is performed when running or still hot		1	0.5	0.5
	PC12. ensure that appropriate tools are used while troubleshooting		1	0	1
	PC13. diagnose the problem and identify appropriate repair procedures		1.5	0.5	1
	PC14. report defects precisely to the supervisor if beyond scope of role		1	0.5	0.5
	PC15. dispose waste as per the guidelines of the site/organisation		1.5	0.5	1
	PC16. follow reporting procedures as laid down by the employer		1	0.5	0.5
	PC17. complete all documentation in the prescribed standards in a timely manner		1	0.5	0.5
	<b>T o t a</b>		<b>20</b>	<b>7</b>	<b>13</b>

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4. IES/N7601 Comply with worksite health and safety guidelines	PC1. comply with safety, health, security and environment related regulations/ guidelines at the work site	<b>15</b>	1.5	0.5	1
	PC2. use Personal Protective Equipment (PPE) and other safety gear such as seat belt, body protection, respiratory protection, eye protection, ear protection and hand protection		2.5	0.5	2
	PC3. follow safety measures during operations to ensure that the health and safety of self or others (including members of the public) is not at risk		2	1	1
	PC4. carry out operations as per the manufacturer's and worksite related health and safety guidelines		1.5	0.5	1
	PC5. handle the transport, storage and disposal of hazardous materials and waste in compliance with worksite health, environmental guidelines		1.5	0.5	1
	PC6. operate various grades of fire extinguishers, as applicable		1.5	0.5	1

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	PC7. support in administering basic first aid and report to concerned team members, as required, in case of an accident		1.5	0.5	1
	PC8. respond promptly and appropriately to an accident/ incident or emergency situation, within limits of role and responsibility		1.5	0.5	1
	PC9. Record and report details related to operations, incidents or accidents, as applicable		1.5	0.5	1
	<b>T o t a l</b>		<b>15</b>	<b>5</b>	<b>10</b>

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**SECTION 2**

**25. EVIDENCE OF LEVEL**

Title/Name of qualification/component: Skid Steer Loader Operator			Level: 4
NSQF Domain	Key requirements of the job role	How the job role relates to the NSQF level descriptors	NSQF Level
Process	Skid Steer Loader Operator is expected to conduct pre-operation checks on Skid Steer Loader, select the appropriate attachment for the job, run the equipment as per the job and do basic maintenance	The activities identified are the <b>familiar and routine activities</b> for him as these activities are independent of job and worksite he is deployed on. For e.g.: conducting pre-operational checks before starting the equipment, checks on hydraulic systems, bucket, etc. Considering the outcomes, the job role is pegged at level 04	4
Professional knowledge	Operator is expected to have <b>knowledge of the functioning and operation</b> of the Skid Steer Loader and <b>Feature/specifications</b> of the various attachment used and <b>knowledge of lifting components, pre-operation checklist and routine maintenance</b>	Considering the in-depth <b>professional and factual knowledge</b> , which a Skid Steer Loader Operator for Loading operation and maintenance such as basics of hydraulic systems, engine and motors, method of lubricating, etc. this QP is pegged at Level 4.	4
Professional skill	Skid Steer Loader Operator <b>identifies the appropriate attachment</b> for various job like Loading, determining the operating range. He <b>checks the equipment for operation readiness</b> using pre-operation checklist and <b>conducts the routine maintenance</b> covering lubrication, oil levels, coolant, air filters, motors, tyre, body structure and keep the	He is <b>practically engaged</b> in the Skid Steer Loader operation and maintenance. The major skills required of the operators are determining the operating range and manoeuvring, etc. Therefore, the QP is set at level 4	4

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Title/Name of qualification/component: Skid Steer Loader Operator			Level: 4
NSQF Domain	Key requirements of the job role	How the job role relates to the NSQF level descriptors	NSQF Level
	records as per the operations manual & standard operating procedures.		
Core skill	Operator is expected to be read and understand the various instrument panel, fluid levels and other indicators for pre-operation checks and routine maintenance. He has to monitor pressure gauge, engine and determine the operating range. All of this requires <b>application of basic arithmetic principles</b> .	Operator has to continuously give and receive instruction and guidance from co-workers on-site hence they are expected to be good in <b>communication skills</b> . Jobholder is expected to conduct themselves in ways, which show a basic understanding of the <b>social and professional environment of working at construction, mining or other sites</b>	4
Responsibility	The jobholder is responsible to: <ul style="list-style-type: none"> <li>• Conduct pre-operation checks</li> <li>• Carry out Skid Steer Loader operations</li> <li>• Conduct routine maintenance</li> <li>• Comply with worksite health and safety</li> </ul> For each work site there can be variations in usage and operation of the Skid Steer Loader. So, the jobholder based on his <b>own learning and experience</b> has to identify appropriate attachment and operation process to maximize the productivity efficiently. He is continuously engaged in the <b>self-learning process</b> and he has the <b>responsibility for own</b> work.	Jobholder is majorly responsible for his own job and self-learning process which justifies the pegging of the QP at level 4 and not directly responsible for learning and work of others (which is a requirement for Level 5). In his routine activity he is free from supervision (which is a requirement of level 3).	4

**SECTION 3****EVIDENCE OF NEED**

26	<b>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?</b>		
	<b>Basis</b>	<b>In case of SSC</b>	<b>Evidence</b>
	Need of the qualification	The SSC would undertake market study and would enclose demand forecast for the proposed job role both on short-term and long-term basis to substantiate the requirement of the Qualification proposed. The SSC can produce the data from primary or authorized secondary sources as well.	The job roles have been formulated based on 'occupational mapping and functional analysis' involving manufacturers and customers/ end users of the infrastructure equipment sector products. Further these have been validated by all segments of the industry i.e. small, medium and large customers. The methodology/questionnaire and certificates in support for all have been enclosed.
	Industry Relevance	The SSC would undertake validation of the job roles with actual end-user industry where such employment is going to be generated and absorbed instead of generic validation of industry. The SSC would submit the endorsements from users/intended users of the qualification clearly supporting or otherwise the need for trained people against specific job role. ( <i>The industry validation format to be used</i> )	The Occupational Analysis Report in support of these job roles has considered the industry growth and expected demand over the coming years. These statistics and other details have been covered in depth under the relevant sections of the same.  Validations have been received from various stakeholders including end- user companies, associations and dealers of the equipment.
Usage of the	The SSC would submit	Covered in Occupational	

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	<p>qualification</p> <p>details of the employment generated (wherever applicable) and realised by virtue of training in the Qualifications of the sector earlier submitted for NSQF alignment.</p> <p>In case of unorganized sector, case studies or evidence may be given</p>	<p>Mapping</p>
	<p>Estimated uptake</p> <p>The SSC would submit the estimated uptake of the qualification and What steps were carried out to test the likely uptake of the qualification? The basis of this estimate should include data about the number of jobs or places in courses of learning which will be available to people who are awarded the qualification.</p>	<p>Covered in Occupational Mapping</p>
27	<p><b>Recommendation from the concerned Line Ministry of the Government/Regulatory Body. To be supported by documentary evidences</b></p> <p>Mail sent to Ministry of Heavy Industries</p>	
28	<p><b>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</b></p> <ul style="list-style-type: none"> <li>• NSDC list of Approved and Under-Development QPs was checked prior to commissioning the work</li> <li>• Consultations with Skill Councils for Construction and Mining Sector</li> </ul>	
29	<p><b>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</b></p> <ul style="list-style-type: none"> <li>• Employer feedback will be sought post-placement</li> <li>• A formal review is scheduled in three years' time</li> </ul>	

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### SECTION 4

#### EVIDENCE OF PROGRESSION

30	<p><b>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?</b> <b><i>Show the career map here to reflect the clear progression</i></b></p> <p>While designing the national occupational standards, occupational mapping was done on a large sample size and validated across the country. The career progression for roles in each occupation was also analysed and decided, based on industry validation across the country. The current challenges faced by the industry, at large, was also kept in mind.</p> <p><b>Skid Steer Loader Operator (Level 4) &gt; Supervisor (Level 5)</b> <i>*Level= NSQF level</i></p>
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