

## Qualification Pack



# Kalamkari Artisan

QP Code: TSC/Q7402

Version: 3.0

NSQF Level: 2

Textile Sector Skill Council || 14-H, 14th Floor, Hansalaya Building, 15, Barakhamba Road  
New Delhi - 110001

## Qualification Pack

### Contents

TSC/Q7402: Kalamkari Artisan .....	3
<i>Brief Job Description</i> .....	3
Applicable National Occupational Standards (NOS) .....	3
<i>Compulsory NOS</i> .....	3
<i>Qualification Pack (QP) Parameters</i> .....	3
TSC/N7402: Design and create a kalamkari painting .....	5
TSC/N9005: Maintain the work area, tools and machines .....	11
TSC/N9006: Working in a team in handloom sector .....	15
TSC/N9007: Maintain health, safety and security at work place in handloom sector .....	19
TSC/N9008: Comply with workplace requirements in handloom sector .....	25
DGT/VSQ/N0101: Employability Skills (30 Hours) .....	29
Assessment Guidelines and Weightage .....	34
<i>Assessment Guidelines</i> .....	34
<i>Assessment Weightage</i> .....	35
Acronyms .....	36
Glossary .....	37

## Qualification Pack

### TSC/Q7402: Kalamkari Artisan

#### Brief Job Description

The kalamkari artisan is responsible for designing and creating a kalamkari painting by maintaining tools, health, safety and security, and complying with the workplace requirements in the handloom sector. The person can either work as a freelancer or seek employment in an handloom cooperative/organization.

#### Personal Attributes

Needs to have basic knowledge of kalamkari designs, good aesthetic sense, patience, precision, an eye for detail, and an alert mind. The kalamkari artisan also needs to understand the art of painting.

#### Applicable National Occupational Standards (NOS)

##### Compulsory NOS:

1. [TSC/N7402: Design and create a kalamkari painting](#)
2. [TSC/N9005: Maintain the work area, tools and machines](#)
3. [TSC/N9006: Working in a team in handloom sector](#)
4. [TSC/N9007: Maintain health, safety and security at work place in handloom sector](#)
5. [TSC/N9008: Comply with workplace requirements in handloom sector](#)
6. [DGT/VSQ/N0101: Employability Skills \(30 Hours\)](#)

#### Qualification Pack (QP) Parameters

<b>Sector</b>	Textile
<b>Sub-Sector</b>	Handloom & Khadi
<b>Occupation</b>	Designer
<b>Country</b>	India
<b>NSQF Level</b>	2
<b>Credits</b>	11
<b>Aligned to NCO/ISCO/ISIC Code</b>	NCO-2015/7318.05

## Qualification Pack

<b>Minimum Educational Qualification &amp; Experience</b>	Ability to read and write
<b>Minimum Level of Education for Training in School</b>	
<b>Pre-Requisite License or Training</b>	NA
<b>Minimum Job Entry Age</b>	18 Years
<b>Last Reviewed On</b>	NA
<b>Next Review Date</b>	31/03/2025
<b>NSQC Approval Date</b>	17/11/2022
<b>Version</b>	3.0
<b>Reference code on NQR</b>	2022/TEXT/TSC/07025
<b>NQR Version</b>	1.0

## Qualification Pack

### TSC/N7402: Design and create a kalamkari painting

#### Description

The unit deals with necessary skills, knowledge and attributes required by a kalamkari artisan to select fabric, bleach, soften, design, dry, hand paint, and wash the fabric

#### Scope

The scope covers the following :

- Ensure proper treatment of fabric for kalamkari painting
- Undertake the process of kalamkari painting

#### Elements and Performance Criteria

##### *Ensure proper treatment of fabric for kalamkari painting*

To be competent, the user/individual on the job must be able to:

1. identify the different types of kalamkari paintings, Types: Hand printing/Srikalahasti style or block printing/ Machalipatnam style
2. select fabric as per different parameters for kalamkari paintings, Parameters: Thickness, colour, size, quality, material, etc.
3. carry out different processes for de-starching the fabric using water, Process: Washing, beating, etc
4. prepare a solution of buffalo/cow milk, water and astringents to stiffen the fabric before painting  
Astringent: Terminalia chebula (myrobalan) powder
5. soak the fabric overnight in the prepared astringent-milk solution to set the tone of the fabric at different levels of kalamkari painting
6. dry treated fabric under the sun to fix the dye/color of the kalamkari painting after each level of dyeing

##### *Undertake the process of kalamkari painting*

To be competent, the user/individual on the job must be able to:

7. make designing pen/design block and painting brush with different materials and specifications for kalamkari paintings, Materials: Charcoal, tamarind twigs, date palm sticks, bamboo, wooden block, chisel, hammer, etc. Specifications: Tapered point of stick with a ball of wool as an ink reservoir
8. prepare black dye by mixing fermented jaggery with iron fillings or iron acetate solution for designing
9. create different types of kalamkari designs as per the market trend for, different kalamkari products, Types: Mythological characters, temples, flowers, animals, nature, etc. Products: Borders, blouses, sarees, suits, shawls, decorative pieces, etc.
10. apply mordant and keep for a certain time to fix the natural dye on the material after each level of dyeing, Mordant: Alum solution, Time: 24-36 hours
11. wash the excess mordant on the fabric under flowing water and dry it under sun at different levels of kalamkari paintings

## Qualification Pack

12. bleach the fabric for overnight in cow/sheep dung solution and wash under flowing water
13. soak the fabric in buffalo milk to avoid smudging of dyes
14. identify and prepare different types of earthy colours/dyes for kalamkari, paintings from various natural sources, Sources: Various roots, leaves, plants, barks, mineral salts of iron, tin, copper, and alum
15. prepare or collect kalamkari colours from the market Colour preparation: Red colour from Indian madder or alginin bark/root, yellow from pomegranate peels and mango bark, indigo from leaves of Indigo feratinctoria, etc. combined with minerals like iron, and mordants like alum and boiled for 1-2 hours with water
16. wash the fabric with normal water and soak in alum water after application of every color/dye for fixation
17. dry the fabric and market/supply it for sale

### Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** policies and procedures followed in the handloom sector relevant to own employment and performance conditions
- KU2.** relevant health and safety requirements applicable in the work place
- KU3.** importance of following health, hygiene, safety and quality standards and the impact of non-compliance of the standards on consumers and the business
- KU4.** own job role and responsibilities and sources for information pertaining to employment terms, compensation, job role and responsibilities
- KU5.** relevant people and their responsibilities within the work area
- KU6.** various categories of people that one is required to communicate and coordinate within the organization
- KU7.** types of fabrics for kalamkari painting, Types: Cotton and silk
- KU8.** Various fabric processing methods before painting, Methods: Bleaching, softening, washing and sun drying
- KU9.** benefits of using astringents and mordants for processing the fabric
- KU10.** different kalamkari patterns and designs according to the market trends
- KU11.** methods for preparing natural colours
- KU12.** kalamkari painting techniques

### Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** write local or English language for recording production, quality related information, numbering, and maintenance of related information and materials, etc
- GS2.** read to differentiate the various materials used in the process
- GS3.** read and correctly interpret own notes written in local or English language
- GS4.** communicate with co-workers appropriately

## Qualification Pack

- GS5.** listen carefully
- GS6.** talk effectively to convey information succinctly and unequivocally
- GS7.** take decision with systematic course of actions and /or response
- GS8.** decide the material of the fabric for kalamkari designs
- GS9.** select the style of kalamkari painting
- GS10.** plan and organize own work in a way that all activities are completed in time and as per specifications
- GS11.** interpret work requirements and other designing related specifications correctly
- GS12.** deliver quality output and maintain long term business relationship with customers
- GS13.** determine timely correction of errors to prevent redoing of work
- GS14.** analyze the market needs and paint new and innovative designs

## Qualification Pack

### Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Ensure proper treatment of fabric for kalamkari painting</i>	<b>36</b>	<b>54</b>	-	-
1. identify the different types of kalamkari paintings, Types: Hand printing/Srikalahasti style or block printing/ Machalipatnam style	8	12	-	-
2. select fabric as per different parameters for kalamkari paintings, Parameters: Thickness, colour, size, quality, material, etc.	8	12	-	-
3. carry out different processes for de-starching the fabric using water, Process: Washing, beating, etc	8	12	-	-
4. prepare a solution of buffalo/cow milk, water and astringents to stiffen the fabric before painting Astringent: Terminalia chebula (myrobalan) powder	4	6	-	-
5. soak the fabric overnight in the prepared astringent-milk solution to set the tone of the fabric at different levels of kalamkari painting	4	6	-	-
6. dry treated fabric under the sun to fix the dye/color of the kalamkari painting after each level of dyeing	4	6	-	-
<i>Undertake the process of kalamkari painting</i>	<b>44</b>	<b>66</b>	-	-
7. make designing pen/design block and painting brush with different materials and specifications for kalamkari paintings, Materials: Charcoal, tamarind twigs, date palm sticks, bamboo, wooden block, chisel, hammer, etc. Specifications: Tapered point of stick with a ball of wool as an ink reservoir	4	6	-	-
8. prepare black dye by mixing fermented jaggery with iron fillings or iron acetate solution for designing	4	6	-	-
9. create different types of kalamkari designs as per the market trend for, different kalamkari products, Types: Mythological characters, temples, flowers, animals, nature, etc. Products: Borders, blouses, sarees, suits, shawls, decorative pieces, etc.	4	6	-	-



### Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
10. apply mordant and keep for a certain time to fix the natural dye on the, material after each level of dyeing, Mordant: Alum solution, Time: 24-36 hours	4	6	-	-
11. wash the excess mordant on the fabric under flowing water and dry it under sun at different levels of kalamkari paintings	4	6	-	-
12. bleach the fabric for overnight in cow/sheep dung solution and wash under flowing water	4	6	-	-
13. soak the fabric in buffalo milk to avoid smudging of dyes	4	6	-	-
14. identify and prepare different types of earthy colours/dyes for kalamkari, paintings from various natural sources, Sources: Various roots, leaves, plants, barks, mineral salts of iron, tin, copper, and alum	4	6	-	-
15. prepare or collect kalamkari colours from the market Colour preparation: Red colour from Indian madder or alginin bark/root, yellow from pomegranate peels and mango bark, indigo from leaves of Indigo feratinctoria, etc. combined with minerals like iron, and mordants like alum and boiled for 1-2 hours with water	4	6	-	-
16. wash the fabric with normal water and soak in alum water after application of every color/dye for fixation	4	6	-	-
17. dry the fabric and market/supply it for sale	4	6	-	-
<b>NOS Total</b>	<b>80</b>	<b>120</b>	-	-

## Qualification Pack

### National Occupational Standards (NOS) Parameters

<b>NOS Code</b>	TSC/N7402
<b>NOS Name</b>	Design and create a kalamkari painting
<b>Sector</b>	Textile
<b>Sub-Sector</b>	Handloom & Khadi
<b>Occupation</b>	Designer
<b>NSQF Level</b>	2
<b>Credits</b>	TBD
<b>Version</b>	2.0
<b>Last Reviewed Date</b>	NA
<b>Next Review Date</b>	31/03/2025
<b>NSQC Clearance Date</b>	17/11/2022

## Qualification Pack

### TSC/N9005: Maintain the work area, tools and machines

#### Description

This unit provides performance criteria, knowledge, understanding, skills and abilities required to organise/maintain work areas and activities to ensure tools used for warping are maintained as per norms

#### Scope

The scope covers the following :

- Maintain the work area, tools and machines

#### Elements and Performance Criteria

##### *Maintain the work area, tools and machines*

To be competent, the user/individual on the job must be able to:

1. Handle materials and tools safely and correctly
2. Use correct lifting and handling procedures
3. Use materials in a manner to minimize waste
4. Maintain a clean and hazard free working area
5. Maintain the tools and equipment used for warping
6. Carry out maintenance and/or cleaning within ones responsibility
7. Identify damaged tools and materials and take action according to the standards followed
8. Ensure that the correct tools and yarn required are in place
9. Work with the correct posture
10. Use cleaning equipment and methods appropriate for the work to be carried out
11. Dispose of waste safely in the designated location
12. Store cleaning equipment safely after use
13. Carry out cleaning according to schedule and limits of responsibility

#### Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** Personal hygiene
- KU2.** Safe working practices and Cooperative Society/NGO/SHG/cluster procedures
- KU3.** Limits of your own responsibility
- KU4.** Ways of resolving problems within the work area
- KU5.** The production process and the specific work activities that relate to the whole process
- KU6.** The importance of effective communication with colleagues
- KU7.** The lines of communication, authority and reporting procedures

## Qualification Pack

- KU8.** The Cooperative Society/NGO/SHG/cluster rules, codes and guidelines (including time keeping)
- KU9.** The company's quality standards
- KU10.** The importance of complying with written instructions
- KU11.** Work instructions and specifications and interpret them accurately
- KU12.** Method to make use of the information detailed in specifications and instructions
- KU13.** Relation between work role and the overall manufacturing process
- KU14.** The importance of taking action when problems are identified
- KU15.** Different ways of minimising waste
- KU16.** Effects of contamination on products
- KU17.** Common faults and the methods to rectify them
- KU18.** Tools maintenance procedures
- KU19.** Hazards likely to be encountered when conducting routine maintenance
- KU20.** Different types of cleaning substances and their use
- KU21.** Safe working practices for cleaning and the methods of carrying them out

## Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** Write in local language
- GS2.** Read and comprehend written instructions
- GS3.** Listen effectively and orally communicate information accurately
- GS4.** Ask for clarification and advice from others
- GS5.** Follow rule-based decision-making processes
- GS6.** Make decisions on a suitable course of action or response
- GS7.** Plan and organize your work to achieve targets and deadlines
- GS8.** Avoid absenteeism
- GS9.** Be punctual
- GS10.** Work in Discipline
- GS11.** Act objectively, rather than impulsively or emotionally when faced with difficult/stressful or emotional situations
- GS12.** Apply problem-solving approaches in different situations
- GS13.** Seek clarification on problems from others
- GS14.** Analyze data and activities
- GS15.** Pass on relevant information to others
- GS16.** Provide opinions on work in a detailed and constructive way
- GS17.** Apply balanced judgment to different situations

## Qualification Pack

### Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Maintain the work area, tools and machines</i>	<b>19</b>	<b>31</b>	-	-
1. Handle materials and tools safely and correctly	2	3	-	-
2. Use correct lifting and handling procedures	1	2	-	-
3. Use materials in a manner to minimize waste	1	2	-	-
4. Maintain a clean and hazard free working area	1	2	-	-
5. Maintain the tools and equipment used for warping	2	3	-	-
6. Carry out maintenance and/or cleaning within ones responsibility	2	3	-	-
7. Identify damaged tools and materials and take action according to the standards followed	2	3	-	-
8. Ensure that the correct tools and yarn required are in place	1	2	-	-
9. Work with the correct posture	1	2	-	-
10. Use cleaning equipment and methods appropriate for the work to be carried out	1	2	-	-
11. Dispose of waste safely in the designated location	2	2	-	-
12. Store cleaning equipment safely after use	1	2	-	-
13. Carry out cleaning according to schedule and limits of responsibility	2	3	-	-
<b>NOS Total</b>	<b>19</b>	<b>31</b>	-	-

## Qualification Pack

### National Occupational Standards (NOS) Parameters

<b>NOS Code</b>	TSC/N9005
<b>NOS Name</b>	Maintain the work area, tools and machines
<b>Sector</b>	Textile
<b>Sub-Sector</b>	Handloom & Khadi
<b>Occupation</b>	Textile Hand loom sector
<b>NSQF Level</b>	3
<b>Credits</b>	TBD
<b>Version</b>	2.0
<b>Last Reviewed Date</b>	25/11/2021
<b>Next Review Date</b>	25/11/2024
<b>NSQC Clearance Date</b>	17/11/2022

## Qualification Pack

### TSC/N9006: Working in a team in handloom sector

#### Description

This unit provides performance criteria, knowledge, understanding, skills and abilities required to working as part of team

#### Scope

The scope covers the following :

- Commitment and trust
- Communication
- Adaptability
- Creative freedom

#### Elements and Performance Criteria

##### *Commitment and trust*

To be competent, the user/individual on the job must be able to:

1. Be accountable to one's own role in the whole process
2. Perform all roles with full responsibility
3. Be effective and efficient at workplace

##### *Communication*

To be competent, the user/individual on the job must be able to:

4. Properly communicate about workplace policies
5. Talk politely with other team members and colleagues
6. Submit daily report of own performance

##### *Adaptability*

To be competent, the user/individual on the job must be able to:

7. Adjust in different work situations
8. Give due importance to others' point of view
9. Avoid conflicting situations

##### *Creative freedom*

To be competent, the user/individual on the job must be able to:

10. Improve upon the existing techniques to increase process efficiency

#### Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** Standard Operating Procedures (SOP) and regulations in the Cooperative Society/NGO/SHG
- KU2.** Procedure followed to get the final output in the Cooperative Society/NGO/SHG
- KU3.** Safe working practices to be adopted in the Cooperative Society/NGO/SHG

## Qualification Pack

- KU4.** Consulting the supervisor and taking relevant actions against any grievances faced
- KU5.** Importance of commitment and trust
- KU6.** Importance of proper communication
- KU7.** Importance of adaptability
- KU8.** Importance of creative freedom

### Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** Write in local language
- GS2.** Read and comprehend written instructions
- GS3.** Listen effectively and orally communicate information accurately
- GS4.** Ask for clarification and advice from others
- GS5.** Follow rule-based decision-making processes
- GS6.** Make decisions on a suitable course of action or response
- GS7.** Plan and organize your work to achieve targets and deadlines
- GS8.** Avoid absenteeism
- GS9.** Be punctual
- GS10.** Work in Discipline
- GS11.** Act objectively, rather than impulsively or emotionally when faced with difficult/stressful or emotional situations
- GS12.** Apply problem-solving approaches in different situations
- GS13.** Seek clarification on problems from others
- GS14.** Analyze data and activities
- GS15.** Pass on relevant information to others
- GS16.** Provide opinions on work in a detailed and constructive way
- GS17.** Apply balanced judgment to different situations



## Qualification Pack

### Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Commitment and trust</i>	<b>6</b>	<b>9</b>	-	-
1. Be accountable to one's own role in the whole process	2	4	-	-
2. Perform all roles with full responsibility	2	3	-	-
3. Be effective and efficient at workplace	2	2	-	-
<i>Communication</i>	<b>6</b>	<b>10</b>	-	-
4. Properly communicate about workplace policies	2	3	-	-
5. Talk politely with other team members and colleagues	2	3	-	-
6. Submit daily report of own performance	2	4	-	-
<i>Adaptability</i>	<b>6</b>	<b>9</b>	-	-
7. Adjust in different work situations	2	3	-	-
8. Give due importance to others' point of view	2	3	-	-
9. Avoid conflicting situations	2	3	-	-
<i>Creative freedom</i>	<b>2</b>	<b>2</b>	-	-
10. Improve upon the existing techniques to increase process efficiency	2	2	-	-
<b>NOS Total</b>	<b>20</b>	<b>30</b>	-	-

## Qualification Pack

### National Occupational Standards (NOS) Parameters

<b>NOS Code</b>	TSC/N9006
<b>NOS Name</b>	Working in a team in handloom sector
<b>Sector</b>	Textile
<b>Sub-Sector</b>	Handloom & Khadi
<b>Occupation</b>	Textile Hand loom sector
<b>NSQF Level</b>	3
<b>Credits</b>	TBD
<b>Version</b>	2.0
<b>Last Reviewed Date</b>	25/11/2021
<b>Next Review Date</b>	25/11/2024
<b>NSQF Clearance Date</b>	17/11/2022

## Qualification Pack

# TSC/N9007: Maintain health, safety and security at work place in handloom sector

## Description

This unit provides performance criteria, knowledge and understanding and skills and abilities required to comply with health, safety and security requirements at the workplace and covers procedures to prevent, control and minimize risk to self and others

## Scope

The scope covers the following :

- Comply with health, safety and security requirements at work
- Recognizing and addressing the hazards

## Elements and Performance Criteria

### *Comply with health, safety and security requirements at work*

To be competent, the user/individual on the job must be able to:

1. Comply with health and safety related instructions applicable to the workplace
2. Use and maintain personal protective equipment as per protocol
3. Carry out own activities in line with approved guidelines and procedures
4. Maintain a healthy lifestyle and guard against dependency on in toxicants
5. Follow environment management system related procedures
6. Store materials and tools in line with manufacturers and Cooperative Society/NGO/SHG requirements
7. Safely handle and move waste and debris
8. Minimize health and safety risks to self and others due to own actions
9. Monitor the work place and work processes for potential risks and threats
10. Carry out periodic walk-through to keep work area free from hazards and obstructions, if assigned
11. Participate in mock drills/ evacuation procedures organized at the workplace
12. Undertake first aid, fire-fighting and emergency response training, if asked to do so
13. Take action based on instructions in the event of fire, emergencies or accidents
14. Follow Cooperative ociety/NGO/SHG procedures for evacuation when required

### *Recognizing and addressing the hazards*

To be competent, the user/individual on the job must be able to:

15. Identify different kinds of possible hazards ( environmental, personal, ergonomic and chemical) of the industry
16. Recognize other possible security issues existing in the workplace
17. Plan the safety techniques
18. Recognize different measures to curb the hazards

## Qualification Pack

19. Implement the programs
20. Communicate the safety plans to everyone
21. Attach disciplinary rules with the implementation

### Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** Health and safety related practices applicable at the workplace
- KU2.** Potential hazards, risks and threats based on nature of operations
- KU3.** Cooperative Society/NGO/SHG procedures for safe handling of tools
- KU4.** Potential risks due to own actions and methods to minimize these
- KU5.** Environmental management system related procedures at the workplace
- KU6.** Layout of the plant and details of emergency exits, escape routes, emergency equipment and assembly points
- KU7.** Potential accidents and emergencies and response to these scenarios
- KU8.** Documentation formats
- KU9.** Details of personnel trained in first aid, fire-fighting and emergency response
- KU10.** Occupational health and safety risks and methods
- KU11.** Personal protective equipment and method of use
- KU12.** Identification, handling and storage of hazardous substances
- KU13.** Proper disposal system for waste and by-products
- KU14.** Signage related to health and safety and their meaning
- KU15.** Importance of sound health, hygiene and good habits
- KU16.** Ill- effects of alcohol, tobacco and drugs

### Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** Write in local language
- GS2.** Read and comprehend written instructions
- GS3.** Listen effectively and orally communicate information accurately
- GS4.** Ask for clarification and advice from others
- GS5.** Follow rule-based decision-making processes
- GS6.** Make decisions on a suitable course of action or response
- GS7.** Plan and organize your work to achieve targets and deadlines
- GS8.** Avoid absenteeism
- GS9.** Be punctual
- GS10.** Work in Discipline
- GS11.** Act objectively, rather than impulsively or emotionally when faced with difficult/stressful or emotional situations

## Qualification Pack

- GS12.** Apply problem-solving approaches in different situations
- GS13.** Seek clarification on problems from others
- GS14.** Analyze data and activities
- GS15.** Pass on relevant information to others
- GS16.** Provide opinions on work in a detailed and constructive way
- GS17.** Apply balanced judgment to different situations

## Qualification Pack

### Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Comply with health, safety and security requirements at work</i>	<b>24</b>	<b>46</b>	-	-
1. Comply with health and safety related instructions applicable to the workplace	2	4	-	-
2. Use and maintain personal protective equipment as per protocol	2	4	-	-
3. Carry out own activities in line with approved guidelines and procedures	1	3	-	-
4. Maintain a healthy lifestyle and guard against dependency on in toxicants	1	3	-	-
5. Follow environment management system related procedures	1	3	-	-
6. Store materials and tools in line with manufacturers and Cooperative Society/NGO/SHG requirements	2	2	-	-
7. Safely handle and move waste and debris	2	2	-	-
8. Minimize health and safety risks to self and others due to own actions	2	4	-	-
9. Monitor the work place and work processes for potential risks and threats	2	4	-	-
10. Carry out periodic walk-through to keep work area free from hazards and obstructions, if assigned	2	4	-	-
11. Participate in mock drills/ evacuation procedures organized at the workplace	2	2	-	-
12. Undertake first aid, fire-fighting and emergency response training, if asked to do so	2	4	-	-
13. Take action based on instructions in the event of fire, emergencies or accidents	2	4	-	-
14. Follow Cooperative ociety/NGO/SHG procedures for evacuation when required	1	3	-	-

### Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Recognizing and addressing the hazards</i>	<b>9</b>	<b>21</b>	-	-
<b>15.</b> Identify different kinds of possible hazards ( environmental, personal, ergonomic and chemical) of the industry	1	3	-	-
<b>16.</b> Recognize other possible security issues existing in the workplace	1	3	-	-
<b>17.</b> Plan the safety techniques	2	3	-	-
<b>18.</b> Recognize different measures to curb the hazards	1	3	-	-
<b>19.</b> Implement the programs	2	3	-	-
<b>20.</b> Communicate the safety plans to everyone	1	3	-	-
<b>21.</b> Attach disciplinary rules with the implementation	1	3	-	-
<b>NOS Total</b>	<b>33</b>	<b>67</b>	-	-

## Qualification Pack

### National Occupational Standards (NOS) Parameters

<b>NOS Code</b>	TSC/N9007
<b>NOS Name</b>	Maintain health, safety and security at work place in handloom sector
<b>Sector</b>	Textile
<b>Sub-Sector</b>	Handloom & Khadi
<b>Occupation</b>	Textile Hand loom sector
<b>NSQF Level</b>	3
<b>Credits</b>	TBD
<b>Version</b>	2.0
<b>Last Reviewed Date</b>	25/11/2021
<b>Next Review Date</b>	25/11/2024
<b>NSQC Clearance Date</b>	17/11/2022



## Qualification Pack

### TSC/N9008: Comply with workplace requirements in handloom sector

#### Description

This unit provides performance criteria, knowledge and understanding and skills and abilities required to comply with the requirements of the workplace

#### Scope

The scope covers the following :

- Self-development
- Team work
- Organizational standards

#### Elements and Performance Criteria

##### *Self development*

To be competent, the user/individual on the job must be able to:

1. Perform own duties effectively
2. Take responsibility for own actions
3. Be accountable towards the job role and assigned duties
4. Take initiative and innovate the existing methods
5. Focus on self-learning and improvement

##### *Team Work*

To be competent, the user/individual on the job must be able to:

6. Co-ordinate with all team members and colleagues
7. Communicate politely
8. Avoid conflicts and miscommunication

##### *Organizational standards*

To be competent, the user/individual on the job must be able to:

9. Know the organizational standards
10. Implement them in your performance
11. Motivate others to follow them

#### Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** Standard Operating Procedures (SOP) and regulations in the Cooperative Society/NGO/SHG
- KU2.** Knowledge of workplace standards
- KU3.** Importance of self-development
- KU4.** Importance of team work

## Qualification Pack

**KU5.** Importance of understanding and complying with organizational standards

### Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** Write in local language
- GS2.** Read and comprehend written instructions
- GS3.** Listen effectively and orally communicate information accurately
- GS4.** Ask for clarification and advice from others
- GS5.** Follow rule-based decision-making processes
- GS6.** Make decisions on a suitable course of action or response
- GS7.** Plan and organize your work to achieve targets and deadlines
- GS8.** Avoid absenteeism
- GS9.** Be punctual
- GS10.** Work in Discipline
- GS11.** Act objectively, rather than impulsively or emotionally when faced with difficult/stressful or emotional situations
- GS12.** Apply problem-solving approaches in different situations
- GS13.** Seek clarification on problems from others
- GS14.** Analyze data and activities
- GS15.** Pass on relevant information to others
- GS16.** Provide opinions on work in a detailed and constructive way
- GS17.** Apply balanced judgment to different situations

## Qualification Pack

### Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Self development</i>	<b>9</b>	<b>14</b>	-	-
1. Perform own duties effectively	2	3	-	-
2. Take responsibility for own actions	2	3	-	-
3. Be accountable towards the job role and assigned duties	2	3	-	-
4. Take initiative and innovate the existing methods	1	2	-	-
5. Focus on self-learning and improvement	2	3	-	-
<i>Team Work</i>	<b>6</b>	<b>9</b>	-	-
6. Co-ordinate with all team members and colleagues	2	3	-	-
7. Communicate politely	2	3	-	-
8. Avoid conflicts and miscommunication	2	3	-	-
<i>Organizational standards</i>	<b>5</b>	<b>7</b>	-	-
9. Know the organizational standards	2	3	-	-
10. Implement them in your performance	2	3	-	-
11. Motivate others to follow them	1	1	-	-
<b>NOS Total</b>	<b>20</b>	<b>30</b>	-	-

## Qualification Pack

### National Occupational Standards (NOS) Parameters

<b>NOS Code</b>	TSC/N9008
<b>NOS Name</b>	Comply with workplace requirements in handloom sector
<b>Sector</b>	Textile
<b>Sub-Sector</b>	Handloom & Khadi
<b>Occupation</b>	Textile Hand loom sector
<b>NSQF Level</b>	3
<b>Credits</b>	TBD
<b>Version</b>	2.0
<b>Last Reviewed Date</b>	25/11/2021
<b>Next Review Date</b>	25/11/2024
<b>NSQC Clearance Date</b>	17/11/2022

## Qualification Pack

### DGT/VSQ/N0101: Employability Skills (30 Hours)

#### Description

This unit is about employability skills, Constitutional values, becoming a professional in the 21st Century, digital, financial, and legal literacy, diversity and Inclusion, English and communication skills, customer service, entrepreneurship, and apprenticeship, getting ready for jobs and career development.

#### Scope

The scope covers the following :

- Introduction to Employability Skills
- Constitutional values - Citizenship
- Becoming a Professional in the 21st Century
- Basic English Skills
- Communication Skills
- Diversity & Inclusion
- Financial and Legal Literacy
- Essential Digital Skills
- Entrepreneurship
- Customer Service
- Getting ready for Apprenticeship & Jobs

#### Elements and Performance Criteria

##### *Introduction to Employability Skills*

To be competent, the user/individual on the job must be able to:

**PC1.** understand the significance of employability skills in meeting the job requirements

##### *Constitutional values - Citizenship*

To be competent, the user/individual on the job must be able to:

**PC2.** identify constitutional values, civic rights, duties, personal values and ethics and environmentally sustainable practices

##### *Becoming a Professional in the 21st Century*

To be competent, the user/individual on the job must be able to:

**PC3.** explain 21st Century Skills such as Self-Awareness, Behavior Skills, Positive attitude, self-motivation, problem-solving, creative thinking, time management, social and cultural awareness, emotional awareness, continuous learning mindset etc.

##### *Basic English Skills*

To be competent, the user/individual on the job must be able to:

**PC4.** speak with others using some basic English phrases or sentences

##### *Communication Skills*

To be competent, the user/individual on the job must be able to:

**PC5.** follow good manners while communicating with others

**PC6.** work with others in a team

## Qualification Pack

### *Diversity & Inclusion*

To be competent, the user/individual on the job must be able to:

**PC7.** communicate and behave appropriately with all genders and PwD

**PC8.** report any issues related to sexual harassment

### *Financial and Legal Literacy*

To be competent, the user/individual on the job must be able to:

**PC9.** use various financial products and services safely and securely

**PC10.** calculate income, expenses, savings etc.

**PC11.** approach the concerned authorities for any exploitation as per legal rights and laws

### *Essential Digital Skills*

To be competent, the user/individual on the job must be able to:

**PC12.** operate digital devices and use its features and applications securely and safely

**PC13.** use internet and social media platforms securely and safely

### *Entrepreneurship*

To be competent, the user/individual on the job must be able to:

**PC14.** identify and assess opportunities for potential business

**PC15.** identify sources for arranging money and associated financial and legal challenges

### *Customer Service*

To be competent, the user/individual on the job must be able to:

**PC16.** identify different types of customers

**PC17.** identify customer needs and address them appropriately

**PC18.** follow appropriate hygiene and grooming standards

### *Getting ready for apprenticeship & Jobs*

To be competent, the user/individual on the job must be able to:

**PC19.** create a basic biodata

**PC20.** search for suitable jobs and apply

**PC21.** identify and register apprenticeship opportunities as per requirement

## Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

**KU1.** need for employability skills

**KU2.** various constitutional and personal values

**KU3.** different environmentally sustainable practices and their importance

**KU4.** Twenty first (21st) century skills and their importance

**KU5.** how to use basic spoken English language

**KU6.** Do and dont of effective communication

**KU7.** inclusivity and its importance

**KU8.** different types of disabilities and appropriate communication and behaviour towards PwD

**KU9.** different types of financial products and services

## Qualification Pack

- KU10.** how to compute income and expenses
- KU11.** importance of maintaining safety and security in financial transactions
- KU12.** different legal rights and laws
- KU13.** how to operate digital devices and applications safely and securely
- KU14.** ways to identify business opportunities
- KU15.** types of customers and their needs
- KU16.** how to apply for a job and prepare for an interview
- KU17.** apprenticeship scheme and the process of registering on apprenticeship portal

## Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** communicate effectively using appropriate language
- GS2.** behave politely and appropriately with all
- GS3.** perform basic calculations
- GS4.** solve problems effectively
- GS5.** be careful and attentive at work
- GS6.** use time effectively
- GS7.** maintain hygiene and sanitisation to avoid infection

## Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Introduction to Employability Skills</i>	<b>1</b>	<b>1</b>	-	-
<b>PC1.</b> understand the significance of employability skills in meeting the job requirements	-	-	-	-
<i>Constitutional values - Citizenship</i>	<b>1</b>	<b>1</b>	-	-
<b>PC2.</b> identify constitutional values, civic rights, duties, personal values and ethics and environmentally sustainable practices	-	-	-	-
<i>Becoming a Professional in the 21st Century</i>	<b>1</b>	<b>3</b>	-	-
<b>PC3.</b> explain 21st Century Skills such as Self-Awareness, Behavior Skills, Positive attitude, self-motivation, problem-solving, creative thinking, time management, social and cultural awareness, emotional awareness, continuous learning mindset etc.	-	-	-	-
<i>Basic English Skills</i>	<b>2</b>	<b>3</b>	-	-
<b>PC4.</b> speak with others using some basic English phrases or sentences	-	-	-	-
<i>Communication Skills</i>	<b>1</b>	<b>1</b>	-	-
<b>PC5.</b> follow good manners while communicating with others	-	-	-	-
<b>PC6.</b> work with others in a team	-	-	-	-
<i>Diversity &amp; Inclusion</i>	<b>1</b>	<b>1</b>	-	-
<b>PC7.</b> communicate and behave appropriately with all genders and PwD	-	-	-	-
<b>PC8.</b> report any issues related to sexual harassment	-	-	-	-
<i>Financial and Legal Literacy</i>	<b>3</b>	<b>4</b>	-	-
<b>PC9.</b> use various financial products and services safely and securely	-	-	-	-



### Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<b>PC10.</b> calculate income, expenses, savings etc.	-	-	-	-
<b>PC11.</b> approach the concerned authorities for any exploitation as per legal rights and laws	-	-	-	-
<i>Essential Digital Skills</i>	<b>4</b>	<b>6</b>	-	-
<b>PC12.</b> operate digital devices and use its features and applications securely and safely	-	-	-	-
<b>PC13.</b> use internet and social media platforms securely and safely	-	-	-	-
<i>Entrepreneurship</i>	<b>3</b>	<b>5</b>	-	-
<b>PC14.</b> identify and assess opportunities for potential business	-	-	-	-
<b>PC15.</b> identify sources for arranging money and associated financial and legal challenges	-	-	-	-
<i>Customer Service</i>	<b>2</b>	<b>2</b>	-	-
<b>PC16.</b> identify different types of customers	-	-	-	-
<b>PC17.</b> identify customer needs and address them appropriately	-	-	-	-
<b>PC18.</b> follow appropriate hygiene and grooming standards	-	-	-	-
<i>Getting ready for apprenticeship &amp; Jobs</i>	<b>1</b>	<b>3</b>	-	-
<b>PC19.</b> create a basic biodata	-	-	-	-
<b>PC20.</b> search for suitable jobs and apply	-	-	-	-
<b>PC21.</b> identify and register apprenticeship opportunities as per requirement	-	-	-	-
<b>NOS Total</b>	<b>20</b>	<b>30</b>	-	-

## Qualification Pack

### National Occupational Standards (NOS) Parameters

<b>NOS Code</b>	DGT/VSQ/N0101
<b>NOS Name</b>	Employability Skills (30 Hours)
<b>Sector</b>	Cross Sectoral
<b>Sub-Sector</b>	Professional Skills
<b>Occupation</b>	Employability
<b>NSQF Level</b>	2
<b>Credits</b>	1
<b>Version</b>	1.0
<b>Last Reviewed Date</b>	NA
<b>Next Review Date</b>	17/11/2025
<b>NSQC Clearance Date</b>	17/11/2022

## Assessment Guidelines and Assessment Weightage

### Assessment Guidelines

1. Criteria for assessment for each Qualification Pack will be created by the Sector Skill Council. Each Performance Criteria (PC) (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. In case of successfully passing only certain number of NOSs, the trainee is eligible to take subsequent assessment on the balance NOS's to pass the Qualification Pack.
6. In case of unsuccessful completion, the trainee may seek reassessment on the Qualification Pack.

**Minimum Aggregate Passing % at QP Level : 50**

## Qualification Pack

(Please note: Every Trainee should score a minimum aggregate passing percentage as specified above, to successfully clear the Qualification Pack assessment.)

### Assessment Weightage

Compulsory NOS

National Occupational Standards	Theory Marks	Practical Marks	Project Marks	Viva Marks	Total Marks	Weightage
TSC/N7402.Design and create a kalamkari painting	80	120	-	-	200	40
TSC/N9005.Maintain the work area, tools and machines	19	31	-	-	50	10
TSC/N9006.Working in a team in handloom sector	20	30	-	-	50	10
TSC/N9007.Maintain health, safety and security at work place in handloom sector	33	67	-	-	100	20
TSC/N9008.Comply with workplace requirements in handloom sector	20	30	-	-	50	10
DGT/VSQ/N0101.Employability Skills (30 Hours)	20	30	0	0	50	10
<b>Total</b>	<b>192</b>	<b>308</b>	<b>0</b>	<b>0</b>	<b>500</b>	<b>100</b>

## Acronyms

<b>NOS</b>	National Occupational Standard(s)
<b>NSQF</b>	National Skills Qualifications Framework
<b>QP</b>	Qualifications Pack
<b>TVET</b>	Technical and Vocational Education and Training

## Qualification Pack

### Glossary

<b>Sector</b>	Sector is a conglomeration of different business operations having similar business and interests. It may also be defined as a distinct subset of the economy whose components share similar characteristics and interests.
<b>Sub-sector</b>	Sub-sector is derived from a further breakdown based on the characteristics and interests of its components.
<b>Occupation</b>	Occupation is a set of job roles, which perform similar/ related set of functions in an industry.
<b>Job role</b>	Job role defines a unique set of functions that together form a unique employment opportunity in an organisation.
<b>Occupational Standards (OS)</b>	OS specify the standards of performance an individual must achieve when carrying out a function in the workplace, together with the Knowledge and Understanding (KU) they need to meet that standard consistently. Occupational Standards are applicable both in the Indian and global contexts.
<b>Performance Criteria (PC)</b>	Performance Criteria (PC) are statements that together specify the standard of performance required when carrying out a task.
<b>National Occupational Standards (NOS)</b>	NOS are occupational standards which apply uniquely in the Indian context.
<b>Qualifications Pack (QP)</b>	QP comprises the set of OS, together with the educational, training and other criteria required to perform a job role. A QP is assigned a unique qualifications pack code.
<b>Unit Code</b>	Unit code is a unique identifier for an Occupational Standard, which is denoted by an 'N'
<b>Unit Title</b>	Unit title gives a clear overall statement about what the incumbent should be able to do.
<b>Description</b>	Description gives a short summary of the unit content. This would be helpful to anyone searching on a database to verify that this is the appropriate OS they are looking for.
<b>Scope</b>	Scope is a set of statements specifying the range of variables that an individual may have to deal with in carrying out the function which have a critical impact on quality of performance required.

## Qualification Pack

<b>Knowledge and Understanding (KU)</b>	Knowledge and Understanding (KU) are statements which together specify the technical, generic, professional and organisational specific knowledge that an individual needs in order to perform to the required standard.
<b>Organisational Context</b>	Organisational context includes the way the organisation is structured and how it operates, including the extent of operative knowledge managers have of their relevant areas of responsibility.
<b>Technical Knowledge</b>	Technical knowledge is the specific knowledge needed to accomplish specific designated responsibilities.
<b>Core Skills/ Generic Skills (GS)</b>	Core skills or Generic Skills (GS) are a group of skills that are the key to learning and working in today's world. These skills are typically needed in any work environment in today's world. These skills are typically needed in any work environment. In the context of the OS, these include communication related skills that are applicable to most job roles.
<b>Electives</b>	Electives are NOS/set of NOS that are identified by the sector as contributive to specialization in a job role. There may be multiple electives within a QP for each specialized job role. Trainees must select at least one elective for the successful completion of a QP with Electives.
<b>Options</b>	Options are NOS/set of NOS that are identified by the sector as additional skills. There may be multiple options within a QP. It is not mandatory to select any of the options to complete a QP with Options.