



## QUALIFICATIONS PACK - OCCUPATIONAL STANDARDS FOR HANDICRAFTS AND CARPET SECTOR

### What are Occupational Standards(OS)?

- OS describe what individuals need to do, know and understand in order to carry out a particular job role or function
- OS are performance standards that individuals must achieve when carrying out functions in the workplace, together with specifications of the underpinning knowledge and understanding

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### Contents

1. Introduction and Contacts.....P.1
2. Qualifications Pack.....P.2
3. Glossary of Key Terms.....P.3
4. NOS Units.....P.5
5. Annexure: Nomenclature for QP & OS.....P.28
6. Assessment Criteria.....P.30

### Introduction

#### Qualifications Pack- Handmade Bamboo Stick Maker

**SECTOR:** HANDICRAFTS AND CARPET

**SUB-SECTOR:** Handicrafts (Bamboo Handicrafts)

**OCCUPATION:** Handmade Bamboo Stick Maker (for Woven Mats)

**REFERENCE ID:** HCS/Q 8703

**ALIGNED TO:** NCO-2004/7424.35

**Brief Job Description:** A Handmade Bamboo Stick Maker is the one who, manually using a tool, prepares sticks from raw bamboo pole; the bamboo sticks of specific quality & dimension are used to manufacture bamboo woven mats.

**Personal Attributes:** A Handmade Bamboo Stick Maker should have good eyesight, hand-eye coordination and vision (including near vision, distance vision, colour vision, peripheral vision, depth perception and ability to change focus).



Job Details	Qualifications Pack Code	HCS/Q 8703		
	Job Role	HANDMADE BAMBOO STICK MAKER		
	Credits (NSQF)	TBD	Version number	1.0
	Sector	Handicrafts & Carpet Sector	Drafted on	19/06/15
	Sub-sector	Handicrafts (Bamboo Handicrafts)	Last reviewed on	29/06/15
	Occupation	Handmade Bamboo Stick Maker (for Woven Mats)	Next review date	29/06/17

Job Role	Handmade Bamboo Stick Maker
Role Description	To make Bamboo Sticks of required specification manually using a tool used as a base for making woven bamboo mats.
NSQF level	3
Minimum Educational Qualifications	Preferably 5 <sup>th</sup> standard
Maximum Educational Qualifications	Not Applicable
Training (Suggested but not mandatory)	Training in stick making of required quality & specification from raw bamboo pole and quality appraisal.
Minimum Job Entry Age	15 years
Experience	Not Applicable
Applicable National Occupational Standards (NOS)	<p><b>Compulsory:</b></p> <ol style="list-style-type: none"> <li><a href="#">HCS/N 8708 ( Carry out Bamboo cutting and Splitting as per mat specifications provided)</a></li> <li><a href="#">HCS/N 8709 ( Make sticks from bamboo split as per mat specifications provided)</a></li> <li><a href="#">HCS/N 8710 (Contribute to achieve quality in bamboo stick making for woven mats)</a></li> <li><a href="#">HCS/N 9908 (Working in a team)</a></li> <li><a href="#">HCS/N 9912 (Maintain work area &amp; tools)</a></li> <li><a href="#">HCS/N 9913 (Maintain health, safety and security at workplace)</a></li> </ol> <p><b>Optional:</b> N/A</p>
Performance Criteria	As described in the relevant OS units



## Glossary of Key Terms

Keywords /Terms	Description
Sector	Sector is a conglomeration of different business operations having similar businesses and interests. It may also be defined as a distinct subset of the economy whose components share similar characteristics and interests.
Sub-sector	Sub-sector is derived from a further breakdown based on the characteristics and interests of its components.
Vertical	Vertical may exist within a sub-sector representing different domain areas or the client industries served by the industry.
Occupation	Occupation is a set of job roles, which perform similar/related set of functions in an industry.
Function	Function is an activity necessary for achieving the key purpose of the sector, occupation, or area of work, which can be carried out by a person or a group of persons. Functions are identified through functional analysis and form the basis of OS.
Sub-functions	Sub-functions are sub-activities essential to fulfill the achieving the objectives of the function.
Job role	Job role defines a unique set of functions that together form a unique employment opportunity in an organization.
Occupational Standards (OS)	OS specify the standards of performance an individual must achieve when carrying out a function in the workplace, together with the knowledge and understanding they need to meet that standard consistently. Occupational Standards are applicable both in the Indian and global contexts.
Performance Criteria	Performance Criteria are statements that together specify the standard of performance required when carrying out a task.
National Occupational Standards (NOS)	NOS are Occupational Standards which apply uniquely in the Indian context.
Qualifications Pack Code	Qualifications Pack Code is a unique reference code that identifies a qualifications pack.
Qualifications Pack(QP)	Qualifications Pack comprises the set of OS, together with the educational, training and other criteria required to perform a job role. A Qualifications Pack is assigned a unique qualification pack code.
Unit Code	Unit Code is a unique identifier for an OS unit, which can be denoted with either an 'O' or an 'N'.
Unit Title	Unit Title gives a clear overall statement about what the incumbent should be able to do.
Description	Description gives a short summary of the unit content. This would be

## Definitions



	helpful to anyone searching on a database to verify that this is the appropriate OS they are looking for.
Scope	Scope is the 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 the quality of performance required.
Knowledge and Understanding	Knowledge and Understanding are statements which together specify the technical, generic, professional and organizational specific knowledge that an individual needs in order to perform to the required standard.
Organizational Context	Organizational Context includes the way the organization is structured and how it operates, including the extent of operative knowledge managers have of their relevant areas of responsibility.
Technical Knowledge	Technical Knowledge is the specific knowledge needed to accomplish specific designated responsibilities.
Core Skills/Generic Skills	Core Skills or Generic Skills are a group of skills that are key to learning and working 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.
Helpdesk	Helpdesk is an entity to which the customers will report their IT problems. IT Service Helpdesk Attendant is responsible for managing the helpdesk.
<b>Keywords /Terms</b>	<b>Description</b>
SSC	Sector Skill Council
OS	Occupational Standard(s)
NOS	National Occupational Standard(s)
QP	Qualifications Pack
UGC	University Grants Commission
MHRD	Ministry of Human Resource Development
MoLE	Ministry of Labor and Employment
NVQF	National Vocational Qualifications Framework
HCSSC	Handicrafts and Carpet Sector Skill Council
TBD	To Be Determined
NSDC	National Skill Development Corporation
M/C	Machine

Acronyms

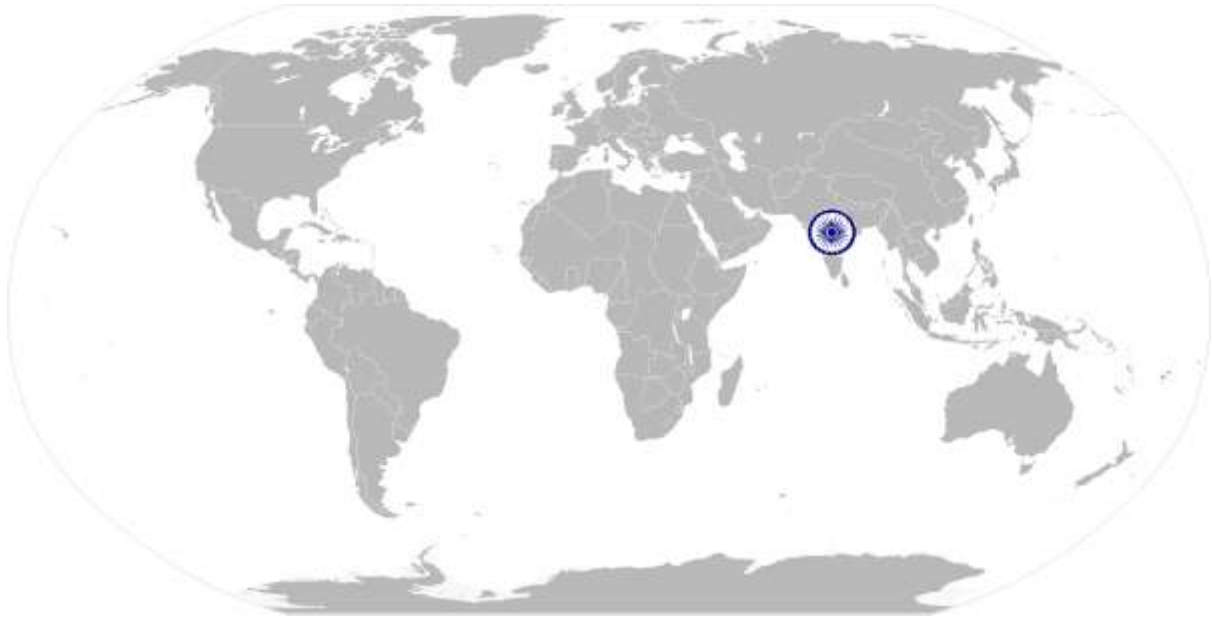


HCS/N 8708

Carry out bamboo cutting and splitting as per mat specifications provided

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# National Occupational Standard



## Overview

This unit is about carrying out bamboo pole cutting and making bamboo splits of required length.



HCS/N 8708

Carry out bamboo cutting and splitting as per mat specifications provided

National Occupational Standard	<b>Unit Code</b>	HCS/N 8708
	<b>Unit Title (Task)</b>	Carry out bamboo cutting and splitting as per mat specifications provided
	<b>Description</b>	This unit is about carrying out basic operations of Bamboo Cutting and Splitting.
	<b>Scope</b>	Basic operations to be undertaken by the handmade bamboo stick maker are follows: <ul style="list-style-type: none"> <li>• bamboo pole cutting- conversion of bamboo pole into cylinders of required lengths</li> <li>• peeling off the green outer surface</li> <li>• vertical splitting of bamboo cylinders</li> </ul>
	<b>Performance Criteria (PC) w.r.t. the Scope</b>	
	<b>Bamboo Pole cutting- Conversion of Bamboo Pole into cylinders of required lengths</b>	To be competent, you must be able to: <ul style="list-style-type: none"> <li>PC1. appropriately use of the hand saw</li> <li>PC2. analyze the bamboo pole for calculating the approximate quantity of cylinders of required lengths which is ideally 8 to 9 inches</li> <li>PC3. select the correct/appropriate internodes to maximize yield</li> <li>PC4. appropriately measure and mark for the proposed cut</li> <li>PC5. undertake cutting of bamboo pole at a right angle with the length</li> </ul>
	<b>Peeling off the green outer surface</b>	<ul style="list-style-type: none"> <li>PC6. correctly handle the tool for effective peeling</li> <li>PC7. carry out removal of green outer surface uniformly</li> <li>PC8. minimise and dispose the waste materials in the approved manner</li> <li>PC9. carry out maintainance of peeling tool for sharpness</li> <li>PC10. take safety precautions while peeling</li> </ul>
	<b>Vertical Splitting of Bamboo Cylinders</b>	<ul style="list-style-type: none"> <li>PC11. analyze the bamboo cylinder cross section for the approximate number of splits to be made of required width as per the quality requirement</li> <li>PC12. carry out splitting of the bamboo cylinder vertically</li> <li>PC13. minimize error in cutting to avoid wastage</li> <li>PC14. carry out maintainance of hand saw for sharpness</li> <li>PC15. take safety precautions while splitting</li> <li>PC16. conform to product quality standards</li> <li>PC17. minimise and dispose the waste materials in the approved manner</li> <li>PC18. carry out operations at a rate which maintains workflow</li> <li>PC19. respond appropriately in case of any errors or faults in the bamboo and tools</li> <li>PC20. leave work area safe and secure when work is complete</li> </ul>
	<b>Knowledge and Understanding (K)</b>	
	<b>A. Organizational Context</b> (Knowledge of the company/ organization and its processes)	You need to know and understand: <ul style="list-style-type: none"> <li>KA1. your organization’s policies, procedures, guidelines and standards for quality</li> <li>KA2. safe working practices and organisational procedures</li> <li>KA3. quality systems and other processes practiced in the organization</li> <li>KA4. types of problems with quality and how to report them to appropriate people</li> <li>KA5. the importance of complying with written instructions</li> <li>KA6. reporting procedure in case of faults in own/ other processes</li> <li>KA7. who to refer problems to when they are outside the limit of your authority</li> <li>KA8. your organization’s tools, templates and processes for related operations in production</li> </ul>



HCS/N 8708

**Carry out bamboo cutting and splitting as per mat specifications provided**

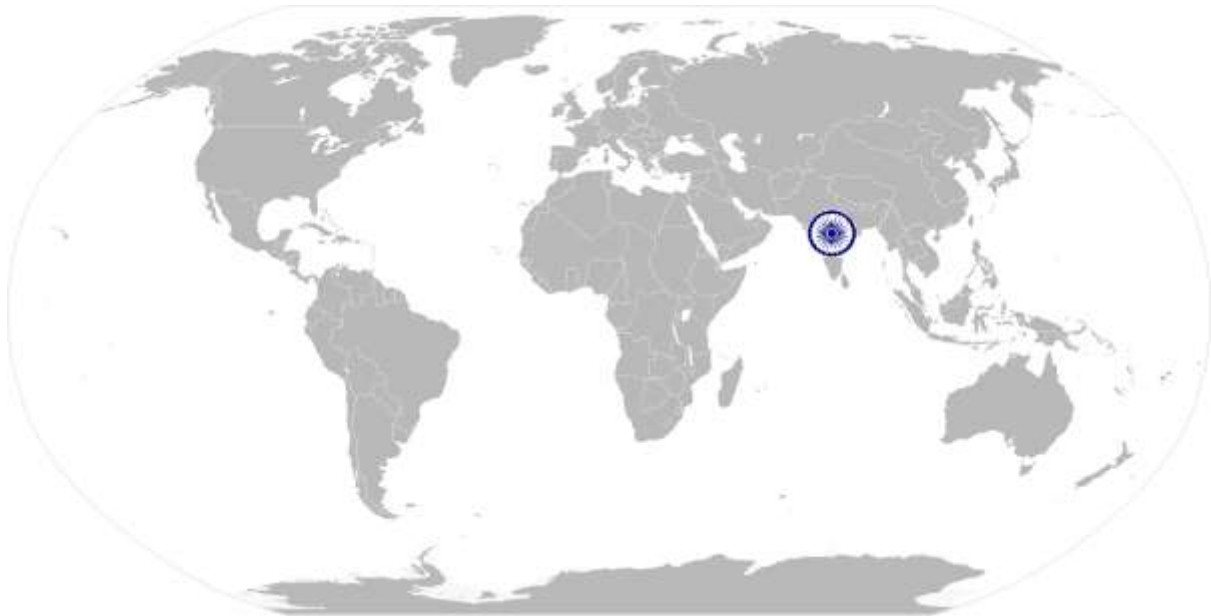
<p><b>B. Technical Knowledge</b></p>	<p>You need to know and understand:</p> <p>KB1. about the structure of bamboo pole.</p> <p>KB2. how to maintain the required length of the finished stick. the length of sticks used for mats generally ranges between 15 to 40 inches.</p> <p>KB3. different types of tools used.</p> <p>KB4. step-by-step process of bamboo split making.</p> <p>KB5. the need for removal of outer green surface.</p> <p>KB6. common mistakes in handling of tools affecting the quality.</p>
<p><b>Skills (S)</b></p>	
<p><b>A. Core Skills/ Generic Skills</b></p>	<p><b>Writing Skills</b></p> <p>The user/individual on the job needs to know and understand how to:</p> <p>SA1. write in local language</p> <p><b>Reading Skills</b></p> <p>The user/individual on the job needs to know and understand how to:</p> <p>SA2. read measurement instructions.</p> <p><b>Oral Communication (Listening and Speaking skills)</b></p> <p>The user/individual on the job needs to know and understand how to:</p> <p>SA3. listen effectively and orally communicate information accurately</p> <p>SA4. ask for clarification and advice from others</p>
<p><b>B. Professional Skills</b></p>	<p><b>Decision Making</b></p> <p>The user/individual on the job needs to know and understand how to:</p> <p>SB1. follow organization rule-based decision making process</p> <p>SB2. take decision with systematic course of actions and/or response</p> <p><b>Plan and Organize</b></p> <p>User/individual needs to know and understand how to:</p> <p>SB3. plan and organize your work to achieve targets and deadlines</p> <p><b>Customer Centricity</b></p> <p>The user/individual on the job needs to know and understand how to:</p> <p>SB4. manage relationships with customers</p> <p>SB5. build customer relationships and use customer centric approach</p> <p><b>Problem Solving</b></p> <p>User/individual needs to know and understand how to:</p> <p>SB6. think through the problem, evaluate the possible solution(s) and suggest an optimum /best possible solution(s)</p> <p>SB7. identify immediate or temporary solutions to resolve delays</p> <p><b>Analytical Thinking</b></p> <p>User/individual needs to know and understand how to:</p> <p>SB8. analyze data and activities</p> <p>SB9. pass on relevant information to others</p> <p><b>Critical Thinking</b></p> <p>User/individual need to know and understand how to:</p> <p>SB10. apply, analyze, and evaluate the information gathered from observation, experience, reasoning, or communication, as a guide to thought and action</p>



**HCS/N 8708** Carry out bamboo cutting and splitting as per mat specifications provided

**NOS Version Control**

<b>NOS Code</b>	<b>HCS/N 8708</b>		
<b>Credits (NSQF)</b>	<b>TBD</b>	<b>Version number</b>	<b>1.0</b>
<b>Industry</b>	<b>Handicrafts and Carpet Sector</b>	<b>Drafted on</b>	<b>19/06/15</b>
<b>Industry Sub-sector</b>	<b>Handicrafts (Bamboo Handicrafts)</b>	<b>Last reviewed on</b>	<b>29/06/15</b>
<b>Occupation</b>	<b>Handmade Bamboo Stick Maker (for Woven Mats)</b>	<b>Next review date</b>	<b>29/06/17</b>







HCS/N 8709

Make sticks from bamboo split as per mat specifications provided

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# National Occupational Standard



## Overview

This unit is about making bamboo sticks of required thickness & grade from the bamboo splits.



HCS/N 8709

Make sticks from bamboo split as per mat specifications provided

National Occupational Standard	<b>Unit Code</b>	HCS/N 8709
	<b>Unit Title (Task)</b>	Contribute to achieve quality in bamboo stick making for woven mats
	<b>Description</b>	This unit provides Performance Criteria, Knowledge & Understanding and Skills & Abilities required to make sticks from bamboo split.
	<b>Scope</b>	The stick making operations to be undertaken by the Handmade Bamboo Stick Maker are as follows: <ul style="list-style-type: none"> <li>• drawing out sticks from the bamboo split</li> <li>• sorting and drying of sticks</li> <li>• bundling into small bunches and storage of sticks</li> </ul>
	<b>Performance Criteria (PC) w.r.t. the Scope</b>	
	<b>Drawing out sticks from the Bamboo Split</b>	To be competent on the job, you must be able to: <ul style="list-style-type: none"> <li>PC1. use the appropriate tool for making sticks from the bamboo split</li> <li>PC2. handle the stick making tool properly for effective results</li> <li>PC3. judge the thickness of the stick to be made</li> <li>PC4. effectively draw thin bamboo sticks from the splits</li> <li>PC5. ensure uniformity in thickness and quality of the sticks</li> <li>PC6. ask questions to obtain more information on tasks when the instructions you have are unclear</li> <li>PC7. maintain the stick making tool</li> <li>PC8. check that the materials to be used are free from faults</li> <li>PC9. conform to organization's quality standards</li> <li>PC10. report any damaged work to the responsible person</li> <li>PC11. leave work area safe and secure when work is complete free from hazards</li> <li>PC12. take safety precautions while handling the tool</li> </ul>
	<b>Sorting and drying of sticks.</b>	<ul style="list-style-type: none"> <li>PC13. identify and segregate the usable and the disposable bamboo sticks</li> <li>PC14. identify &amp; sort the usable bamboo sticks based on thickness, colour etc</li> <li>PC15. ensure uniform and complete drying</li> <li>PC16. properly dispose unwanted sticks</li> </ul>
	<b>Bundling and storage of sticks.</b>	<ul style="list-style-type: none"> <li>PC17. prepare unit bunches of handmade bamboo stick by taking appropriate amount (weight/number of pieces as per market demand) of bamboo sticks from the sorted bulk lot</li> <li>PC18. undertake precautions while storage to avoid moisture</li> </ul>
	<b>Knowledge and Understanding (K)</b>	
	<b>A. Organizational Context</b> (Knowledge of the company/ organization and its processes)	You need to know and understand: <ul style="list-style-type: none"> <li>KA1. the organisation's policies and procedures</li> <li>KA2. responsibilities under health, safety and environmental legislation</li> <li>KA3. guidelines for storage and disposal of waste materials</li> <li>KA4. potential hazards associated with the machines and the safety precautions that must be taken</li> <li>KA5. protocol to obtain more information on work related tasks</li> <li>KA6. contact person in case of queries on procedure or products and for resolving issues related to defective machines, tools and/or equipment</li> <li>KA7. details of the job role and responsibilities</li> </ul>



HCS/N 8709

**Make sticks from bamboo split as per mat specifications provided**

	<p>KA8. work target and review mechanism with your supervisor</p> <p>KA9. protocol and format for reporting work related risks/ problems</p> <p>KA10. method of obtaining/ giving feedback related to performance</p> <p>KA11. importance of team work and harmonious working relationships</p> <p>KA12. process for offering/ obtaining work related assistance</p>
<b>B. Technical Knowledge</b>	<p>You need to know and understand:</p> <p>KB1. need for sorting of sticks</p> <p>KB2. need for drying of sticks</p> <p>KB3. proper storing methods</p> <p>KB4. knowledge of types of sticks based on quality and quantity measurements</p> <p>KB5. different types of defects/quality errors/issues</p> <p>KB6. common hazards in the work area and workplace procedures for dealing with them</p>
<b>Skills (S)</b>	
<b>A. Core Skills/ Generic Skills</b>	<b>Writing Skills</b>
	You need to know and understand how to:
	SA1. write the local language
	<b>Reading Skills</b>
	You need to know and understand how to:
SA2. read measurement instructions	
<b>B. Professional Skills</b>	<b>Oral Communication (Listening and Speaking skills)</b>
	You need to know and understand how to:
	SA3. communicate orally with colleagues
	<b>Decision Making</b>
	The user/individual on the job needs to know and understand how to:
SB1. follow organization rule-based decision making process	
SB2. take decision with systematic course of actions and/or response	
<b>Plan and Organize</b>	
User/individual needs to know and understand how to:	
SB3. plan and organize your work to achieve targets and deadlines	
<b>Customer Centricity</b>	
The user/individual on the job needs to know and understand how to:	
SB4. manage relationships with customers	
SB5. build customer relationships and use customer centric approach	
<b>Problem Solving</b>	
User/individual needs to know and understand how to:	
SB6. think through the problem, evaluate the possible solution(s) and suggest an optimum /best possible solution(s)	
SB7. identify immediate or temporary solutions to resolve delays	
<b>Analytical Thinking</b>	
User/individual needs to know and understand how to:	
SB8. analyze data and activities	
SB9. pass on relevant information to others	



HCS/N 8709

Make sticks from bamboo split as per mat specifications provided

	<b>Critical Thinking</b>
	User/individual need to know and understand how to: SB10. apply, analyze, and evaluate the information gathered from observation, experience, reasoning, or communication, as a guide to thought and action

**NOS Version Control**

<b>NOS Code</b>	<b>HCS/N 8709</b>		
<b>Credits (NSQF)</b>	<b>TBD</b>	<b>Version number</b>	<b>1.0</b>
<b>Industry</b>	<b>Handicrafts and Carpet Sector</b>	<b>Drafted on</b>	<b>19/06/15</b>
<b>Industry Sub-sector</b>	<b>Handicrafts (Bamboo Handicrafts)</b>	<b>Last reviewed on</b>	<b>29/06/15</b>
<b>Occupation</b>	<b>Handmade Bamboo Stick Maker (for Woven Mats)</b>	<b>Next review date</b>	<b>29/06/17</b>

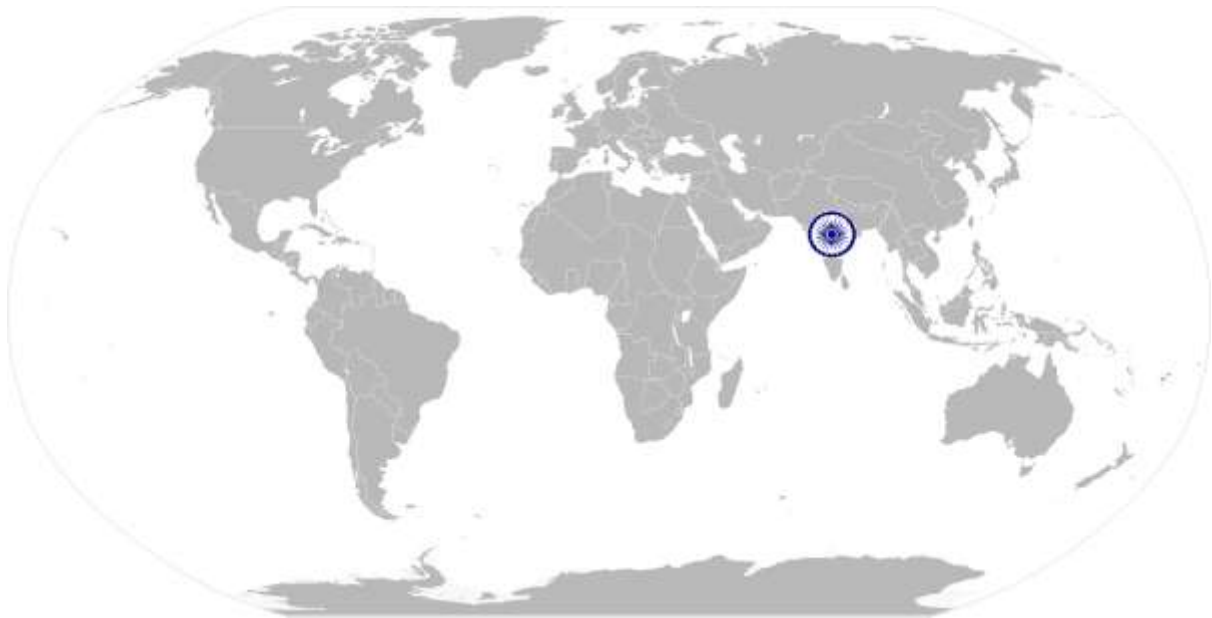




HCS/N 8710    Contribute to achieve quality in bamboo stick making for woven mats

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# National Occupational Standard



## Overview

This unit provides Performance Criteria, Knowledge & Understanding and Skills & abilities required to achieve quality in handmade bamboo stick making.



## HCS/N 8710 Contribute to achieve quality in bamboo stick making for woven mats

National Occupational Standard	<b>Unit Code</b>	HCS/N 8710
	<b>Unit Title (Task)</b>	Contribute to achieve quality in bamboo stick making for woven mats
	<b>Description</b>	This unit provides Performance Criteria, Knowledge & Understanding and Skills & Abilities required to monitor the quality while making handmade bamboo stick to ensure that the final product meets the desired specifications.
	<b>Scope</b>	This unit contains details of how to optimize quality in bamboo stick making for woven mats
	<b>Performance Criteria (PC) w.r.t the Scope</b>	
	<b>Elements</b>	<b>Performance Criteria</b>
	<b>Contribute to achieving optimum quality in bamboo stick making</b>	To be competent, the user/individual on the job must be able to: PC1. identify and use raw materials as per the specifications provided PC2. take the necessary action when materials do not conform to quality standards PC3. report and replace identified faulty materials and component parts which do not meet specification PC4. identify modifiable defects and rework on them PC5. carry out work safely and at a rate which maintains work flow PC6. report to the responsible person when the work flow of other production areas disrupts work PC7. carry out quality checks at specified intervals according to instructions PC8. apply the allowed tolerances PC9. identify faults and take appropriate action for rectification PC10. maintain the required productivity and quality levels
	<b>Knowledge and Understanding (K) w.r.t the Scope</b>	
	<b>Elements</b>	<b>Knowledge and Understanding</b>
	<b>A. Organisational Context</b> (Knowledge of the company / organisation and its processes)	The user/individual on the job needs to know and understand: KA1. safe working practices and organisational procedures KA2. the organisation's procedures and guidelines KA3. quality systems and machine embroidery processes practiced in the organization KA4. equipment operating procedures / manufacturer's instructions KA5. types of problems with quality and how to report them to appropriate people KA6. methods to present any ideas for improvement to supervisor KA7. the importance of complying with written instructions KA8. limits of personal responsibility KA9. reporting procedure in case of faults in own/ other processes



## HCS/N 8710 Contribute to achieve quality in bamboo stick making for woven mats

<b>B. Technical / Domain Knowledge</b>	<p>The user/individual on the job needs to know and understand:</p> <p>KB1. the quality requirements for bamboo sticks to be used as weft for woven bamboo mats.</p> <p>KB2. consequences of using incorrect tools</p> <p>KB3. consequences of incorrect handling of tools</p> <p>KB4. types of faults which may occur, how they are identified and methods to deal with it</p> <p>KB5. different types of defects</p> <p>KB6. the importance of segregating rejects</p> <p>KB7. appropriate inspection methods that can be used</p> <p>KB8. own responsibilities at work</p>
<b>Skills (S) w.r.t the Scope</b>	
<b>Elements</b>	<b>Skills</b>
<b>A. Core Skills / Generic Skills</b>	<p><b>Writing Skills</b></p> <p>The user/individual on the job needs to know and understand how to:</p> <p>SA1. write in local language</p> <p><b>Reading Skills</b></p> <p>The user/individual on the job needs to know and understand how to:</p> <p>SA2. read a design specifications sheet</p> <p><b>Oral Communication (Listening and Speaking skills)</b></p> <p>The user/individual on the job needs to know and understand how to:</p> <p>SA3. listen effectively and orally communicate information accurately</p> <p>SA4. ask for clarification and advice from others</p>
<b>B. Professional Skills</b>	<p><b>Decision Making</b></p> <p>The user/individual on the job needs to know and understand how to:</p> <p>SB1. follow organization rule-based decision making process</p> <p>SB2. take decision with systematic course of actions and/or response</p> <p><b>Plan and Organize</b></p> <p>User/individual needs to know and understand how to:</p> <p>SB3. plan and organize your work to achieve targets and deadlines</p> <p><b>Customer Centricity</b></p> <p>The user/individual on the job needs to know and understand how to:</p> <p>SB4. manage relationships with customers</p> <p>SB5. build customer relationships and use customer centric approach</p> <p><b>Problem Solving</b></p> <p>User/individual needs to know and understand how to:</p> <p>SB6. think through the problem, evaluate the possible solution(s) and suggest an optimum /best possible solution(s)</p> <p>SB7. identify immediate or temporary solutions to resolve delays</p> <p><b>Analytical Thinking</b></p> <p>User/individual needs to know and understand how to:</p> <p>SB8. analyze data and activities</p> <p>SB9. pass on relevant information to others</p>



HCS/N 8709

Make sticks from bamboo split as per mat specifications provided

	<b>Critical Thinking</b>
	User/individual need to know and understand how to: SB10. apply, analyze, and evaluate the information gathered from observation, experience, reasoning, or communication, as a guide to thought and action

### NOS Version Control

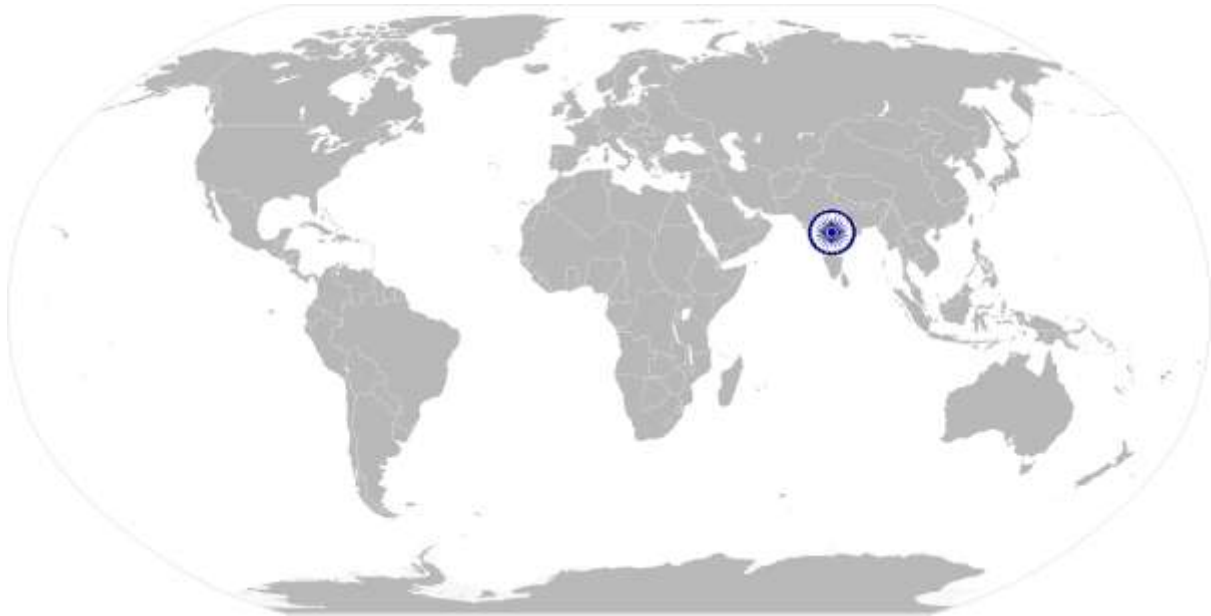
<b>NOS Code</b>	<b>HCS/N 8710</b>		
<b>Credits (NSQF)</b>	<b>TBD</b>	<b>Version number</b>	<b>1.0</b>
<b>Industry</b>	<b>Handicraft and Carpet Sector</b>	<b>Drafted on</b>	<b>19/06/15</b>
<b>Industry Sub-sector</b>	<b>Handicrafts (Bamboo Handicrafts)</b>	<b>Last reviewed on</b>	<b>29/06/15</b>
<b>Occupation</b>	<b>Handmade Bamboo Stick Maker (for Woven Mats)</b>	<b>Next review date</b>	<b>29/06/17</b>







# National Occupational Standard



## Overview

This unit is about working as part of a team within the organisation.



HCS/N 9908

Working in a team

National Occupational Standard	<b>Unit Code</b>	HCS/N9908
	<b>Unit Title (Task)</b>	Working in a team
	<b>Description</b>	This unit is about working as a team member within the organisation
	<b>Scope</b>	<ul style="list-style-type: none"> <li>▪ Commitment and trust</li> <li>▪ Communication</li> <li>▪ Adaptability</li> <li>▪ Creative freedom</li> </ul>
	<b>Performance Criteria (PC) w.r.t. the Scope</b>	
	<b>Elements</b>	<b>Performance Criteria</b>
	<b>Commitment and trust</b>	PC1. be accountable to one's own role in whole process of developing product PC2. perform all roles with full responsibility PC3. be effective and efficient at workplace
	<b>Communication</b>	PC4. properly communicate about organization policies PC5. talk politely with other team members and colleagues
	<b>Adaptability</b>	PC6. adjust in different work situations PC7. give due importance to others' point of view PC8. avoid conflicting situations
	<b>Creative freedom</b>	PC9. develop new ideas for work procedures PC10. improve upon the existing techniques to increase process efficiency
<b>Knowledge and Understanding (K)</b>		
<b>A. Organizational Context</b>	KA1. general rules and regulations in a paper mache sector KA2. procedure followed to get the final output KA3. safe working practices to be adopted KA4. reporting to the supervisor or higher authority about any grievances faced	
<b>B. Technical Knowledge</b>	KB1. understanding the importance of the previous and next step of the process KB2. process flow in a paper mache section KB3. material sequence of flow KB4. functions of different parts of product development KB5. tools and equipments used KB6. guidelines for operating the equipment KB7. safety procedures to be followed as applicable	
<b>Skills (S)</b>		
<b>A. Core Skills/ Generic Skills</b>	<b>Writing Skills</b>	
	The user/individual on the job needs to know and understand: SA1. write letters, memos, applications regarding team needs and performance in simple language SA2. write daily work report	
	<b>Reading Skills</b>	
	The user/individual on the job needs to know and understand: SA3. comprehend written instructions SA4. read any application sent by other colleagues and team members	
<b>Oral Communication (Listening and Speaking skills)</b>		



HCS/N 9908

Working in a team

	The user/individual on the job needs to know and understand: SA5. communicate with superior, colleagues and juniors appropriately SA6. talk to team members to convey information effectively
<b>B. Professional Skills</b>	<b>Decision Making</b>
	The user/individual on the job needs to know and understand how to: SB1. make decisions in relation to the concerned scope of work
	<b>Plan and Organize</b>
	The user/individual on the job needs to know and understand: SB2. plan and organize the work to achieve shared objectives of the team
	<b>Customer Centricity</b>
	The user/individual on the job needs to know and understand how to: SB3. manage relationships with customers who may be in need of supports to maintain productivity and performance SB4. build with customer a relationship of trust and cooperation in achieving team goal
	<b>Problem Solving</b>
	The user/individual on the job needs to know and understand: SB5. apply problem-solving approaches to resolve conflicts SB6. seek clarification to problems when in doubt
	<b>Analytical Thinking</b>
	The user/individual on the job needs to know and understand how to: SB7. identify root cause of problem split to utmost level of circumstances, personality etc
<b>Critical Thinking</b>	
The user/individual on the job needs to know and understand how to: SB8. critically evaluate various approaches of building team and sustaining team performance.	

NOS Version Control

NOS Code	HCS/N9908		
Credits (NSQF)	TBD	Version number	1.0
Industry	Handicrafts and Carpet	Drafted on	19/06/15
Industry Sub-sector	Handicrafts (Bamboo Handicrafts)	Last reviewed on	29/06/15
Occupation	Handmade Bamboo Stick Maker (for Woven Mats)	Next review date	29/06/17



HCS/N 9912

Maintain work area and tools

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# National Occupational Standard



## Overview

This unit provides Performance Criteria, Knowledge & Understanding and Skills & Abilities required to organise/maintain work areas and activities to ensure tools used for making handmade bamboo stick are maintained as per norms.



HCS/N 9912

Maintain work area and tools

National Occupational Standard

<b>Unit Code</b>	HCS/N 9912
<b>Unit Title (Task)</b>	Maintain work area and tools
<b>Description</b>	This unit provides Performance Criteria, Knowledge & Understanding and Skills & Abilities required to organise/ maintain work areas and activities to ensure tools used for handmade bamboo stick making are maintained as per norms.
<b>Scope</b>	<b>This unit/task covers the following:</b> <ul style="list-style-type: none"> <li>Maintain the work area and tools</li> </ul>
<b>Performance Criteria (PC) w.r.t the Scope</b>	
<b>Elements</b>	<b>Performance Criteria</b>
<b>Maintain the work area and tools</b>	To be competent, the user/individual on the job must be able to: PC1. handle materials and tools safely and correctly PC2. use materials to minimize waste PC3. maintain a clean and hazard free working area PC4. maintain the tools used for bamboo stick making PC5. carry out maintenance and/or cleaning within one's responsibility PC6. report damaged tools & materials PC7. work in a comfortable position with the correct posture PC8. dispose off waste safely in the designated location PC9. store tools safely after use PC10. carry out cleaning according to schedules and limits of responsibility
<b>Knowledge and Understanding (K) w.r.t. the Scope</b>	
<b>Elements</b>	<b>Knowledge and Understanding</b>
<b>A. Organisational Context</b> (Knowledge of the company / organisation and its processes)	The user/individual on the job needs to know and understand: KA1. personal hygiene and duty of care KA2. safe working practices and organisational procedures KA3. limits of your own responsibility KA4. ways of resolving problems within the work area KA5. the production process and the specific work activities that relate to the whole process KA6. the importance of effective communication with colleagues KA7. the lines of communication, authority and reporting procedures KA8. the organisation's rules, codes and guidelines (including timekeeping) KA9. the organisation's quality standards KA10. the importance of complying with written instructions
<b>B. Technical / Domain Knowledge</b>	The user/individual on the job needs to know and understand: KB1. work instructions and specifications accurately KB2. relation between work role and the overall manufacturing process KB3. the importance of taking action when problems are identified KB4. different ways of minimising waste KB5. effects of contamination on products KB6. common faults in bamboo sticks KB7. tools maintenance procedures



HCS/N 9912

Maintain work area and tools

	KB8. hazards likely to be encountered when conducting routine maintenance KB9. safe working practices for cleaning and the method of carrying them out
<b>Skills (S) w.r.t the Scope</b>	
<b>Elements</b>	<b>Skills</b>
<b>A. Core Skills / Generic Skills</b>	<b>Writing Skills</b>
	You need to know and understand how to: SA1. write in local language
	<b>Reading Skills</b>
	You need to know and understand how to: SA2. read measurement instructions
	<b>Oral Communication (Listening and Speaking skills)</b>
You need to know and understand how to: SA3. communicate orally with colleagues	
<b>B. Professional Skills</b>	<b>Decision Making</b>
	The user/individual on the job needs to know and understand how to: SB1. follow organization rule-based decision making process SB2. take decision with systematic course of actions and/or response
	<b>Plan and Organize</b>
	User/individual needs to know and understand how to: SB3. plan and organize your work to achieve targets and deadlines
	<b>Customer Centricity</b>
	The user/individual on the job needs to know and understand how to: SB4. manage relationships with customers SB5. build customer relationships and use customer centric approach
	<b>Problem Solving</b>
	User/individual needs to know and understand how to: SB6. think through the problem, evaluate the possible solution(s) and suggest an optimum /best possible solution(s) SB7. identify immediate or temporary solutions to resolve delays
	<b>Analytical Thinking</b>
	User/individual needs to know and understand how to: SB8. analyze data and activities SB9. pass on relevant information to others
<b>Critical Thinking</b>	
User/individual need to know and understand how to: SB10. apply, analyze, and evaluate the information gathered from observation, experience, reasoning, or communication, as a guide to thought and action	

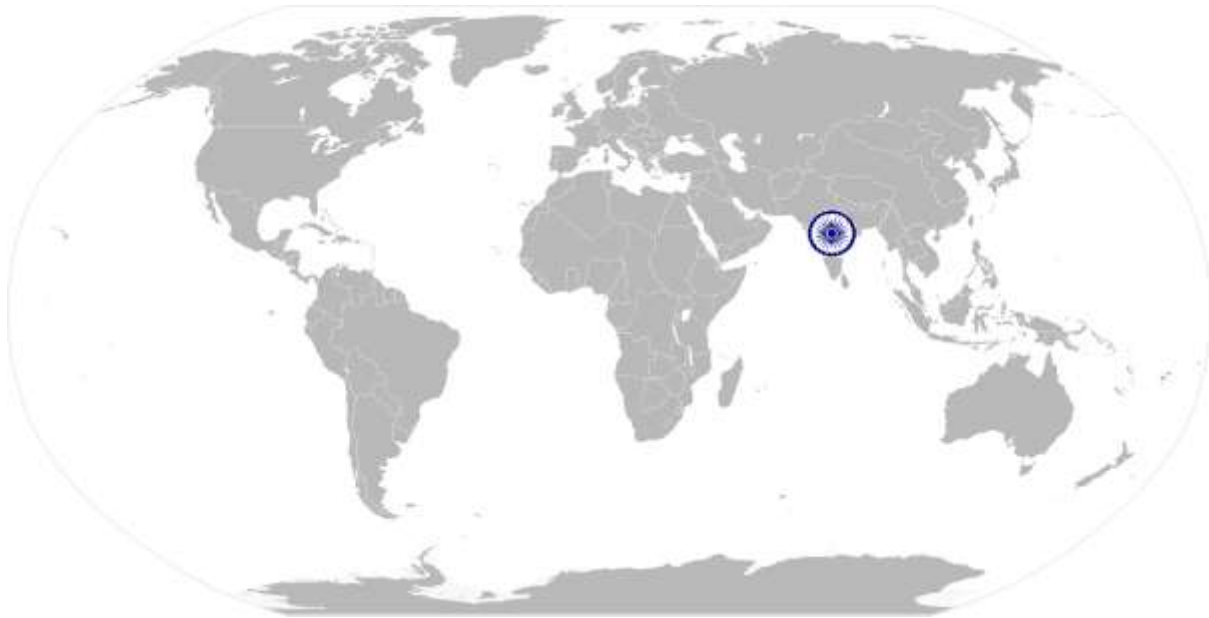


HCS/N 9912

Maintain work area and tools

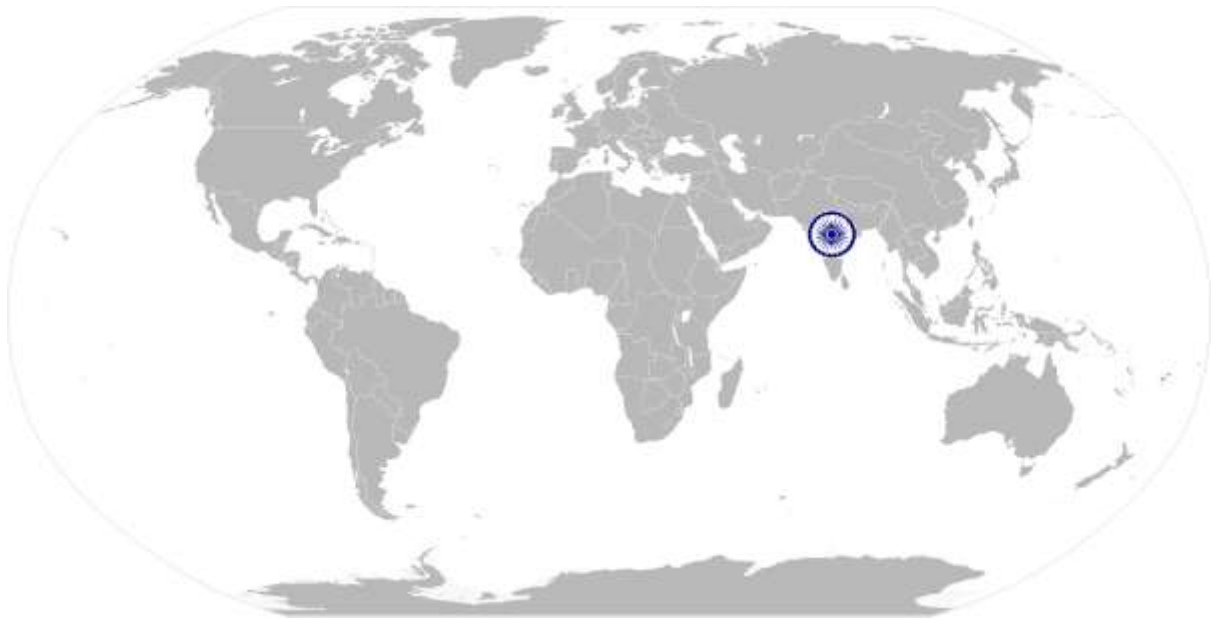
NOS Version Control

<b>NOS Code</b>	<b>HCS/N 9912</b>		
<b>Credits (NSQF)</b>	<b>TBD</b>	<b>Version number</b>	<b>1.0</b>
<b>Industry</b>	<b>Handicrafts and Carpet Sector</b>	<b>Drafted on</b>	<b>19/06/15</b>
<b>Industry Sub-sector</b>	<b>Handicrafts (Bamboo Handicrafts)</b>	<b>Last reviewed on</b>	<b>29/06/15</b>
<b>Occupation</b>	<b>Handmade Bamboo Stick Maker (for Woven Mats)</b>	<b>Next review date</b>	<b>29/06/17</b>





# National Occupational Standard



## Overview

This unit provides Performance Criteria, Knowledge & Understanding and Skills & Abilities required to comply with health, safety and security requirements at the workplace and covers procedures to prevent, control and minimise risk to self and others.





HCS/N 9913

Maintain health, safety and security at workplace

National Occupational Standard

<b>Unit Code</b>	<b>HCS/N 9913</b>
<b>Unit Title (Task)</b>	<b>Maintain health, safety and security at workplace</b>
<b>Description</b>	This unit provides Performance Criteria, Knowledge & Understanding and Skills & Abilities required to comply with health, safety and security requirements at the workplace and covers procedures to prevent, control and minimise risk to self and others.
<b>Scope</b>	<p><b>This unit/task covers the following:</b></p> <ul style="list-style-type: none"> <li>comply with health, safety and security requirements at work</li> </ul>
<b>Performance Criteria (PC) w.r.t the Scope</b>	
<b>Elements</b>	<b>Performance Criteria</b>
<b>Comply with health, safety and security requirements at work</b>	<p>To be competent, the user/individual on the job must be able to:</p> <p>PC1. comply with health and safety related instructions applicable to the workplace</p> <p>PC2. use and maintain personal protective equipment as per protocol</p> <p>PC3. carry out own activities in line with approved guidelines and procedures</p> <p>PC4. maintain a healthy lifestyle and guard against dependency on intoxicants</p> <p>PC5. follow environment management system related procedures</p> <p>PC6. store materials and tools in line with manufacturer's and organisational requirements</p> <p>PC7. safely handle and move waste and debris</p> <p>PC8. minimize health and safety risks to self and others due to own actions</p> <p>PC9. seek clarifications, from supervisors or other authorized personnel in case of perceived risks</p> <p>PC10. monitor the workplace and work processes for potential risks and threats</p> <p>PC11. carry out periodic walk-through to keep work area free from hazards and obstructions, if assigned</p> <p>PC12. report hazards and potential risks/threats to supervisors or other authorized personnel</p> <p>PC13. participate in mock drills/evacuation procedures organized at the workplace</p> <p>PC14. undertake first aid, fire-fighting and emergency response training, if asked to do so</p> <p>PC15. take action based on instructions in the event of fire, emergencies or accidents</p> <p>PC16. follow organisation procedures for evacuation when required</p>
<b>Knowledge and Understanding (K) w.r.t. the Scope</b>	
<b>Elements</b>	<b>Knowledge and Understanding</b>
<b>A. Organisational Context</b>	The user/individual on the job needs to know and understand:
<b>(Knowledge of the company / organisation and its processes)</b>	<p>KA1. health and safety related practices applicable at the workplace</p> <p>KA2. potential hazards, risks and threats based on nature of operations</p> <p>KA3. organizational procedures for safe handling of tools</p> <p>KA4. potential risks due to own actions and methods to minimize these</p> <p>KA5. environmental management system related procedures at the workplace</p> <p>KA6. layout of the plant and details of emergency exits, escape routes,</p>



HCS/N 9913

**Maintain health, safety and security at workplace**

	<p>emergency equipment and assembly points</p> <p>KA7. potential accidents and emergencies and response to these scenarios</p> <p>KA8. reporting protocol and documentation required</p> <p>KA9. details of personnel trained in first aid, fire-fighting and emergency response</p> <p>KA10. actions to take in the event of a mock drills/ evacuation procedures or actual accident, emergency or fire</p>
<b>B. Technical / Domain Knowledge</b>	<p>The user/individual on the job needs to know and understand:</p> <p>KB1. occupational health and safety risks and methods</p> <p>KB2. personal protective equipment and method of use</p> <p>KB3. identification, handling and storage of hazardous substances</p> <p>KB4. proper disposal system for waste and by-products</p> <p>KB5. signage related to health and safety and their meaning</p> <p>KB6. importance of sound health, hygiene and good habits</p> <p>KB7. ill-effects of alcohol, tobacco and drugs</p>
<b>Skills (S) w.r.t the Scope</b>	
<b>Elements</b>	<b>Skills</b>
<b>A. Core Skills / Generic Skills</b>	<b>Writing Skills</b>
	You need to know and understand how to: SA1. write in local language
	<b>Reading Skills</b>
	You need to know and understand how to: SA2. read measurement instructions
	<b>Oral Communication (Listening and Speaking skills)</b>
	You need to know and understand how to: SA3. communicate orally with colleagues
<b>B. Professional Skills</b>	<b>Decision Making</b>
	The user/individual on the job needs to know and understand how to: SB1. follow organization rule-based decision making process SB2. take decision with systematic course of actions and/or response
	<b>Plan and Organize</b>
	User/individual needs to know and understand how to: SB3. plan and organize your work to achieve targets and deadlines
	<b>Customer Centricity</b>
	The user/individual on the job needs to know and understand how to: SB4. manage relationships with customers SB5. build customer relationships and use customer centric approach
	<b>Problem Solving</b>
	User/individual needs to know and understand how to: SB6. think through the problem, evaluate the possible solution(s) and suggest an optimum /best possible solution(s) SB7. identify immediate or temporary solutions to resolve delays
	<b>Analytical Thinking</b>
	User/individual needs to know and understand how to:



## HCS/N 9913

## Maintain health, safety and security at workplace

	SB8. analyze data and activities
	SB9. pass on relevant information to others
	<b>Critical Thinking</b>
User/individual need to know and understand how to:	
	SB10. apply, analyze, and evaluate the information gathered from observation, experience, reasoning, or communication, as a guide to thought and action

### NOS Version Control

<b>NOS Code</b>	<b>HCS/N 9913</b>		
<b>Credits (NSQF)</b>	<b>TBD</b>	<b>Version number</b>	<b>1.0</b>
<b>Industry</b>	<b>Handicrafts and Carpet Sector</b>	<b>Drafted on</b>	<b>19/06/15</b>
<b>Industry Sub-sector</b>	<b>Handicrafts (Bamboo Handicrafts)</b>	<b>Last reviewed on</b>	<b>29/06/15</b>
<b>Occupation</b>	<b>Handmade Bamboo Stick Maker (for Woven Mats)</b>	<b>Next review date</b>	<b>29/06/17</b>

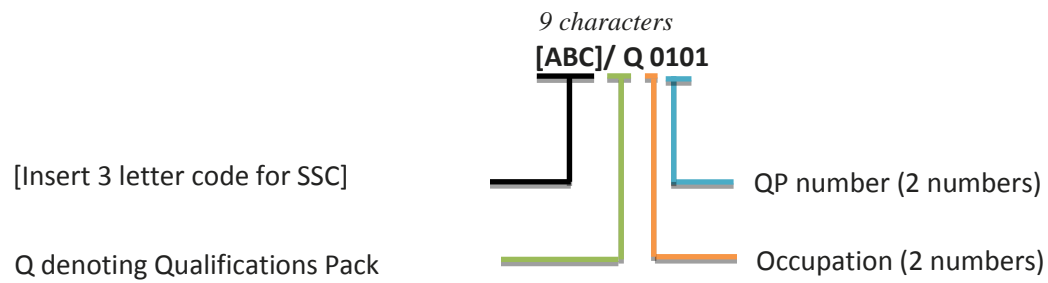




## Annexure

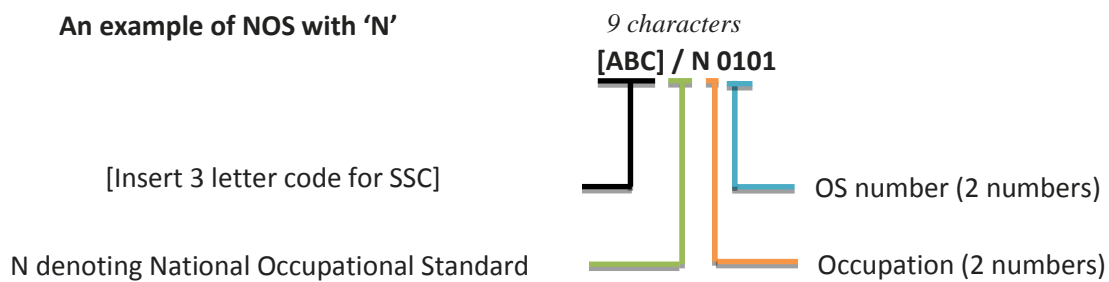
### Nomenclature for QP and NOS

#### Qualifications Pack



#### Occupational Standard

##### An example of NOS with 'N'





The following acronyms/codes have been used in the nomenclature above:

Sub-sector	Range of Occupation numbers
Ceramics	01 – 10
Fashion Jewellery	11 - 13
Stoneware	14 - 19
Glassware	20 - 27
Metalware crafts	28 - 37
Leather crafts	38 - 43
Paper Mache	44 - 49
Carpets & rugs	50 – 59
Horn bone & shell craft	60 – 65
Wood ware, dolls & toys	66 – 71
Hand printed, Embroidered / knitted & crocheted textiles	72 – 77
Agarbatti	78 – 82
Paper crafts	83 – 86
NER crafts	87 – 92
Miscellaneous crafts	93 - 95
Generic Occupation	96 – 99

Sequence	Description	Example
Three letters	Handicraft and Carper Sector Skill Council	HCS
Slash	/	/
Next letter	Whether QP or NOS	Q
Next two numbers	Occupation code	01
Next two numbers	OS number	01



**CRITERIA FOR ASSESSMENT OF TRAINEES**

**Job Role: Handmade Bamboo Stick Maker-(for woven mats)**

**Qualification Pack: HCS/Q 8703**

**Sector Skill Council : Handicrafts & Carpets**

**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 each PC.
2. Each NOS will be assessed both for theoretical knowledge and practical
3. The assessment will be based on knowledge bank of questions created by the SSC.
4. Individual assessment agencies will create unique question papers for theory and skill practical part for each candidate at each examination/training center
5. To pass the Qualification Pack, every trainee should score a minimum of 70% in every NOS
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

**ASSESSMENT CRITERIA**

		<b>Total Marks (600)</b>	<b>Out of</b>	<b>Marks Allocation</b>	
				<b>Theory</b>	<b>Skills Practical</b>
1. HCS/N 8708 (Carry out bamboo cutting and splitting as per mat specifications provided)	PC1. Appropriately use of the Hand Saw	<b>100</b>	5	2	3
	PC2. Analyze the Bamboo Pole for calculating the approximate quantity of cylinders of required lengths which is ideally 8 to 9 inches		5	2	3
	PC3. Select the correct/appropriate internodes to maximize yield		5	2	3
	PC4. Appropriately measure and mark for the proposed cut		5	2	3
	PC5. Undertake cutting of bamboo pole at a right angle with the length		5	2	3
	PC6. Correctly handle the tool for effective peeling		5	2	3
	PC7. Carry out removal of green outer surface uniformly		5	2	3
	PC8. Minimise and dispose the waste materials in the approved manner		5	2	3
	PC9. Carry out maintenance of peeling tool for		5	2	3



	sharpness			
	PC10. Take safety precautions while peeling	5	2	3
	PC11. Analyze the bamboo cylinder cross section for the approximate number of splits to be made of required width as per the quality requirement	5	2	3
	PC12. Carry out splitting of the Bamboo Cylinder vertically	5	2	3
	PC13. Minimize error in cutting to avoid wastage	5	2	3
	PC14. Carry out maintenance of Hand Saw for sharpness	5	2	3
	PC15. Take safety precautions while splitting	5	2	3
	PC16. Conform to product quality standards	5	2	3
	PC17. Minimise and dispose the waste materials in the approved manner	5	2	3
	PC18. Carry out operations at a rate which maintains workflow	5	2	3
	PC19. Respond appropriately in case of any errors or faults in the bamboo and Tools	5	2	3
	PC20. Leave work area safe and secure when work is complete	5	2	3
	<b>TOTAL</b>	<b>100</b>	<b>40</b>	<b>60</b>
2. HCS/N 8709 (Make sticks from bamboo split as per mat specifications provided)	PC1. Use the appropriate tool for making sticks from the bamboo split	6	2	4
	PC2. Handle the stick making tool properly for effective results	6	2	4
	PC3. Judge the thickness of the stick to be made	6	2	4
	PC4. Effectively draw thin bamboo sticks from the splits	6	2	4
	PC5. Ensure uniformity in thickness and quality of the sticks	6	2	4
	PC6. Ask questions to obtain more information on tasks when the instructions you have are unclear	6	2	4
	PC7. Maintain the stick making tool	6	2	4
	PC8. Check that the materials to be used are free from faults	5	2	3
	PC9. Conform to organisation's quality standards	5	2	3
	PC10. Report any damaged work to the responsible person	5	2	3
	PC11. Leave work area safe and secure when work is complete free from hazards	5	2	3
	PC12. Take safety precautions while handling	5	2	3
	<b>100</b>			



	the tool				
	PC13. Identify and segregate the usable and the disposable bamboo sticks		6	2	4
	PC14. Identify & sort the usable bamboo sticks based on thickness, colour etc		6	2	4
	PC15. Ensure uniform and complete drying		6	2	4
	PC16. Properly dispose unwanted sticks		5	2	3
	PC17. Prepare unit bunches of handmade bamboo stick by taking appropriate amount (weight/number of pieces as per market demand) of bamboo sticks from the sorted bulk lot		5	2	3
	PC18. Undertake precautions while storage to avoid moisture		5	2	3
		<b>TOTAL</b>	<b>100</b>	<b>36</b>	<b>64</b>
3. HCS/N 8710 (Contribute to achieve quality in bamboo stick making for woven mats)	PC1. Identify and use raw materials as per the specifications provided	<b>100</b>	10	4	6
	PC2. Take the necessary action when materials do not conform to quality standards		10	4	6
	PC3. Report and replace identified faulty materials and component parts which do not meet specification		10	4	6
	PC4. Identify modifiable defects and rework on them		10	4	6
	PC5. Carry out work safely and at a rate which maintains work flow		10	4	6
	PC6. Report to the responsible person when the work flow of other production areas disrupts work		10	4	6
	PC7. Carry out quality checks at specified intervals according to instructions		10	4	6
	PC8. Apply the allowed tolerances		10	4	6
	PC9. Identify faults and take appropriate action for rectification		10	4	6
	PC10. Maintain the required productivity and quality levels		10	4	6
	<b>TOTAL</b>	<b>100</b>	<b>40</b>	<b>60</b>	
4. HCS/N9908 (Working in a team)	PC1. Be accountable to one's own role in whole process of developing product	<b>100</b>	12	4	8
	PC2. Perform all roles with full responsibility		10	3	7
	PC3. Be effective and efficient at workplace		10	3	7
	PC4. Properly communicate about organisation's policies		8	4	4
	PC5. Talk politely with other team members and colleagues		10	3	7





	PC6. Adjust in different work situations		10	3	7
	PC7. Give due importance to others' point of view		10	3	7
	PC8. Avoid conflicting situations		10	2	8
	PC9. Develop new ideas for work procedures		8	2	6
	PC10. Improve upon the existing techniques to increase process efficiency		12	2	10
		<b>TOTAL</b>	<b>100</b>	<b>29</b>	<b>71</b>
5. HCS/N 9912 (Maintain work area and tools)	PC1. Handle materials and tools safely and correctly	<b>100</b>	8	2	6
	PC2. Use materials to minimize waste		10	3	7
	PC3. Maintain a clean and hazard free working area		10	3	7
	PC4. Maintain the tools used for stick making		8	2	6
	PC5. Carry out maintenance and/or cleaning within one's responsibility		10	3	7
	PC6. Report damaged tools and materials		12	4	8
	PC7. Work in a comfortable position with correct posture		10	3	7
	PC8. Dispose of waste safely in designated location		12	4	8
	PC9. Store tools safely after use		10	3	7
	PC10. Carry out cleaning according to schedules and limits of responsibility		10	3	7
		<b>TOTAL</b>	<b>100</b>	<b>30</b>	<b>70</b>
6. HCS/N 9913 (Maintain health, safety and security at workplace)	PC1. Comply with health and safety related instructions applicable to the workplace	<b>100</b>	8	2	6
	PC2. Use and maintain personal protective equipment as per protocol		8	2	6
	PC3. Carry out own activities in line with approved guidelines and procedures		8	2	6
	PC4. Maintain a healthy lifestyle and guard against dependency on intoxicants		8	2	6
	PC5. Follow environment management system related procedures		6	2	4
	PC6. Store materials and tools in line with manufacturer's and organisational requirements		5	2	3
	PC7. Safely handle and move waste and debris		4	1	3
	PC8. Minimize health and safety risks to self and others due to own actions		6	2	4
	PC9. Seek clarifications from supervisors or other authorized personnel in case of perceived risks		4	1	3
	PC10. Monitor the workplace and work		4	1	3



	processes for potential risks and threats				
	PC11. Carry out periodic walk-through to keep work area free from hazards and obstructions, if assigned		5	2	3
	PC12. Report hazards and potential risks/ threats to supervisors or other authorized personnel		7	3	4
	PC13. Participate in mock drills/ evacuation procedures organised at the workplace		5	2	3
	PC14. Undertake first aid, fire fighting and emergency response training, if asked		6	2	4
	PC15. Take action based on instructions in the event of fire, emergencies or accidents		8	2	6
	PC16. Follow organisation evacuation procedures		8	2	6
		<b>TOTAL</b>	<b>100</b>	<b>30</b>	<b>70</b>