NSDC-SSC Workshop on Standards

November, 2019
Agenda

• Competencies and Standards
• Processes and Instruments
• QP-NOS Template
• Assessment
• Model Curriculum
• Sustainability, Gender, and Behavioral Skills
Introductions

• Name
• SSC
• Functional Department at the SSC
• Professional Background
Concepts and Key Terms
A Competency or Skill is the ability to apply knowledge and use know-how to complete tasks and solve problems.

Skills in the NSQF are viewed as:

**Cognitive** – involving the use of logical, intuitive, and creative thinking,

**Practical** – involving manual dexterity and the use of methods, materials, tools, and instruments.
An industry-determined specification of performance, which sets out the skills, knowledge and attitudes required to operate effectively in employment.

In vocational education and training, competency standards are made up of units of competency, which are themselves made up of elements of competency, together with performance criteria, a range of variables, and an evidence guide.

Competency standards are an endorsed component of a training package.

National Occupational Standards (NOS) specify the standard of performance, knowledge and understanding when carrying out a particular activity in the workplace.
Qualifications and Qualification Packs

The National Skill Qualifications Framework (NSQF) defines **Qualifications** as:

A formal outcome of an assessment and validation process which is obtained when a competent body determines that an individual has achieved learning outcomes to given standards.

A **Qualification Pack** is an Industry-validated qualification comprised of **National Occupational Standards (NOS)**.

Each Qualification Pack (QP) is aligned to an **NSQF Level**. There are 10 NSQF Levels along 5 skill parameters as per the NSQF Gazette Notification.
The Standards Continuum - STAC

Standards

Training

Assessments

Credentials

Standards are the core quality framework in the skilling ecosystem. They are translated into:

- Training / Instructional Strategy from curricular design, content, to delivery scaffolds
- Assessment Strategy from assessment banks, support, labs, proctoring to validity
- Awards / Credentials from credits, certificates, diplomas, to micro-credentials/ badges
Institutions in the Skill Ecosystem

Ministry of Skill Development and Entrepreneurship (MSDE)

National Qualifications Register (NQR)

National Skill Qualifications Committee (NSQC)

Qualifications Review Committee (QRC)

National Skill Qualifications Framework (NSQF)

National Council for Vocational Education and Training (NCVET)

National Skill Development Corporation (NSDC)

Sector Skill Councils (SSCs)
National Skill Qualifications Framework (NSQF)
NSQF Levels and Descriptors

Standards, NSDC 2019
Learn more about the NSQF

- Gazette Notification on the NSQF – 2013
- NSQF Evolution and Training Modules
Developing a QP-NOS
Structure

Economic Activity creating Livelihoods

Set of Vocational and Professional Jobs

Training and Employment Mechanism

Competency Standards
What’s in a NOS

**Generic and Professional Skills (GS)**
Transversal, Meta-Cognitive, Affective/Behavioral, Interpersonal, and Intrapersonal Skills i.e. Soft Skills & Life Skills

**Knowledge & Understanding (KU)**
Cognitive, Conceptual/Factual, Logical-Mathematical, and Linguistic Skills

**Performance Criteria (PC)**
Technical, Performative, Active, Spatial, Body-Kinesthetic, Causal Skills
QP-NOS Lifecycle across Institutions

SSC
Studies Labor Market
Identifies Sectoral and Occupational Priorities

Submit QRC docket
Business Case/Rationale
Evidence of Stakeholder Engagement
Industry Validation

Develops QP-NOS
Occupational Mapping
Career/Mobility Pathways
Competency Standard
Training Mechanisms
Quality (Assessment) Instruments

Pre-QRC

Strategy & Review
• Peer-Leader review and validation
• Relevance to local and international markets
• Permeability/Learner Mobility
• Intersectoral Collaboration and Conflict Resolution
• NOS Repository Management
• Strategic Directions and New Initiatives

QRC

NCVET
(Regulatory Body)

NSDC
(Executive Body)
Types of QPs

QPs for Multiskilling
• QPs designed to broaden the scope of existing QPs by merging relevant QP-NOS

QPs with Electives
• QP-NOS designed to promote specialization within an occupation

QPs with Options
• QP-NOS designed to add skills to a job role for wider applicability

Borrowed QPs or Adopted NOS
• Facilitated to minimize duplication and improve inter-sectoral coordination by allowing one SSC to adapt existing QPs and NOS from another sector if and where required and applicable.
From QP-NOS to Model Curriculum

The NOS is an industry-determined specification of quality performance through

• Performance Criteria (Tasks and Duties)
• Knowledge and Understanding (Cognitive Skills)
• Generic and Professional Skills (Behavioral Skills)

The Model Curriculum translates the Occupational Standard into Learning Outcomes

• Training Outcome (Program Level)
• Terminal Outcomes (Module Level)
• Key Learning Outcomes (Detailed Topic Level, or Theory/Practical Topics)
QP Revision and Rationalization Plan

It is imperative that SSCs prioritize Revising and Rationalizing QPs. Core considerations will be:
- Rigor and robustness of NOS and their NSQF leveling
- Inclusion of sustainability, gender and behavioral skills
- Curricular design/development for broader utility across qualification types
- Nomenclature and QP/NOS coding, along with NCO codes
- Occupational Map and Career Progression

**Review**
- Extension of dates on QPs and NOS will be completely discontinued

**Retirement**
- QPs with little to no utilization, or obsolescence in the labor market
- QPs which are being rationalized or revised

**Rationalization**
- Multi-Skilled, Electives, or Options
- Based on increasing the rigor, robustness, and relevance of the NOS

**Revision**
- Reducing redundancies and overlaps at the NOS level
- Inclusion of competencies for gender mainstreaming, “greening” or sustainable development, and behavioral competencies
QRC Due Diligence Workbook

To ensure seamless processing of QP/NOS submissions especially for revision/rationalization, the Due Diligence checklist has been revised. The new workbook and its template will be discussed.

Further, the career progression will be separated from the occupational map to facilitate career awareness, counseling, and advocacy.

• Discussion on the Due Diligence Workbook
• Permeability
• Stakeholder Maps
• Implementation Strategy and QP-NOS past performance
• Function of the Functional Analyses
QP-NOS Template

Transitioning QP-NOS submissions to the QP-NOS template aligned with the Skill India Portal (SIP) and its implications on practice.

- Discussion on the QP-NOS template
- Cross Sectoral QP-NOS Development
Assessment

In keeping with changes made to the QP-NOS template on the SIP; assessment reform will be considered, especially details on strategy, types/variations, and weightage.

- Types and Variations of Assessment
- Weightages per NOS
- Assessment Strategies
- Resources for Assessment
As the key document translating occupational standards into a training plan, the Model Curriculum is being reframed for broad technical practice from the concept of vocation, and activity-oriented theories of learning

- Course Description
- Trainer Profile
- Assessor Profile
- Assessment Strategy
- Infrastructure, Tool or Equipment Lists
- NOS-Level Training Duration
In this session the Greening of Job Roles is being presented by the Skill Council for Green Jobs. The process and frameworks are recommended as integral updates in all present and future iterations of QP-NOS that will be revised.

Similar interventions are planned for

- Gender Mainstreaming and Inclusivity,
- Sensitization for Persons with Disability, and
- Behavioral Skills (using SEL/ESD frameworks and competencies)
Questions?
Write to us at standardsteam@nsdcindia.org
Thank You