

# NSQF QUALIFICATION FILE GUIDANCE

Version 6: Draft of 26 May 2017

NSDA Reference

*To be added by NSDA*

## CONTACT DETAILS OF THE BODY SUBMITTING THE QUALIFICATION FILE

### Name and address of submitting body:

Directorate General of Training (DGT),  
Ministry of Skill Development & Entrepreneurship (MoSDE)  
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## List of documents submitted in support of the Qualifications File

1. Qualification document - **RETAIL SALES ASSOCIATES**
2. Curriculum for **RETAIL SALES ASSOCIATES** under Textile and Apparel Sector for Modular Employable Scheme (MES) ( Annexure -1)
3. Executive Summary of Human Resource and Skill Requirements in IT & ITes by NSDC(Annexure 2)
4. List of number of trainees of trained under MES in 2015-16 & 2016-17. (Annexure 3)
5. List of candidates' placed for this course in 2016-17.

## NSQF QUALIFICATION FILE GUIDANCE

Version 6: Draft of 26 May 2017

### SUMMARY

<b>Qualification Title</b>	<b>RETAIL SALES ASSOCIATES</b>
<b>Qualification Code</b>	<b>N A</b>
<b>Nature and purpose of the qualification</b>	Nature of the qualification is National Certificate in MES in job role in job role of Associate in Retail Sales Skilling individual in Retail Sales associate .Main Purpose of the Qualification is to get familiar with the main concept of retail marketing and merchandising
<b>Body/bodies which will award the qualification</b>	National Council for Vocational Training (NCVT)
<b>Body which will accredit providers to offer courses leading to the qualification</b>	GOI Ministries and State departments who have adopted MES qualifications accredit training providers for their programs and schemes (only in case of SDIS schemes Training providers accredited by States on behalf of NCVT)
<b>Body/bodies which will carry out assessment of learners</b>	Independent Agency as Assessing Bodies (ABs) empanelled by DGT
<b>Occupation(s) to which the qualification gives access</b>	After completion of the course the trainees shall be qualified for one or more of the following job roles: 1) RETAIL SALES ASSOCIATE 2) CASH OPERATOR 3) Assistant visual merchandiser 4) Assistant Retail merchandiser .
<b>Licensing requirements</b>	-NA-
<b>Level of the qualification in the NSQF</b>	Level 3
<b>Anticipated volume of training/learning required to complete the qualification</b>	520 Hours
<b>Entry requirements and/or recommendations</b>	Qualification :Passed 12th class examination & Age : 14 years of age & above <b>As per skill sets of the course and module 12 class qualification is required</b>
<b>Progression from the qualification</b>	An individual can progress in an organisation as an RETAIL sales officer, cash operator ,assist in displaying merchandise , go for expertise in retail merchandising and visual merchandising .
<b>Planned arrangements for the Recognition of Prior learning (RPL)</b>	<ul style="list-style-type: none"> <li>• RPL YET TO BE PLANNED</li> <li>• Testing centres are registered by States on the same line as for VTPs. Candidates desire to get the skills certified have to apply on line or through Testing Centres. Assessing Bodies/assessors will be allotted automatically by the IT application. This facility is being provided on the web-portal of SDI scheme. Until then</li> </ul>

## NSQF QUALIFICATION FILE GUIDANCE

Version 6: Draft of 26 May 2017

	<p>following procedure will be adopted for direct assessment:</p> <ul style="list-style-type: none"> <li>Assessing Bodies are responsible for registration of candidates for testing. It may do so directly or through its designated centres or VTPs.</li> <li>Candidates are allowed to get registered themselves either directly on the portal or through Testing Centre concerned.</li> <li>Assessing Bodies apply online list of candidates to be assessed to respective RDAT who, in turn, acknowledge the same by allotting ABN. RDAT make schedule of trade test, including date, time, list of candidates and location of designated Testing Centre under intimation to AB.</li> <li>AB inform in advance about the courses, candidates list, and requirement of raw material to Testing Centre in advance.</li> </ul> <p>ABs are responsible for preparation of question papers both for theory and practical test based on the approved criteria etc.</p>		
<b>International comparability where known</b>	Existence of any official document suggesting the comparability of the qualification with the qualifications in other countries is not known.		
<b>Date of planned review of the qualification.</b>	2 years after approval of the Qualification June 2017-June 2019(2 years after approval of the Qualification)		
<b>Formal structure of the qualification</b>			
<b>Title of component and identification code.</b>	<b>Mandatory/ Optional</b>	<b>Estimated size (learning hours)</b>	<b>Level</b>
<b>Syllabus contents for module of Block Printer</b>			
Identify basic principles of visual merchandising,	M	180	3
Categorize the retailer, under close supervision,	M	180	3
3List out the features of a organized store	M	40	3
billing Counter By RFID Application,	M	40	3
5 Identify The principles of MANAGEMENT	M	40	3
Carry out the market research,	M	40	3

## NSQF QUALIFICATION FILE GUIDANCE

Version 6: Draft of 26 May 2017

<b>SOFT &amp; ENTREPRENURESHIP SKILLS</b>			
1 Recognize & comply safe working practices, environment regulation and housekeeping.	<b>M</b>	<b>25HRS</b>	<b>2</b>
2 Understand and practice soft skills, OSH&E, working with Computer and communicate with required clarity.	<b>M</b>	<b>25 HRS</b>	<b>2</b>
3.Demonstrate knowledge of concept and principles of basic arithmetic calculation and apply knowledge of specific area to perform practical operations	<b>M</b>	<b>25 HRS</b>	<b>2</b>
4 Explain time management, entrepreneurship and manage/organize related task in day to day work for personal & societal growth	<b>M</b>	<b>25 HRS</b>	<b>2</b>
<b>Total</b>		<b>620</b>	

Please attach any document giving further detail about the structure of the qualification – eg a Curriculum Document or a Qualification Pack.

Curriculum for **RETAIL SALES ASSOCIATES** under Textile and apparel sector for Modular Employable Scheme (MES) attached as annexure.1

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

# NSQF QUALIFICATION FILE GUIDANCE

Version 6: Draft of 26 May 2017

## **SECTION 1** **ASSESSMENT**

### **Criteria for selection of Assessment body**

**Body/Bodies which will carry out assessment:**

DGT empanelled Assessing Bodies (ABs)

**How will RPL assessment be managed and who will carry it out?**

RPL arrangements are not planned under this qualification.

**Describe the overall assessment strategy and specific arrangements which have been put in place to ensure that assessment is always valid, reliable and fair and show that these are in line with the requirements of the NSQF.**

### Minimum Eligibility Criteria

- The applicant shall be a legal entity, registered in India.
- The applicant should have in last two years carried out competency / skill assessment for minimum 1000 persons or should have trained minimum 1000 persons and got tested by some agencies such as NCVT, Sector Skill Council, State, board/ council and reputed industry Association. Organizations having experience in testing of competencies would be preferred.
- In case more number of applications is received, preference will be given to those organizations that have trained/assessed larger number of persons.
- The applicant is not a Training Provider (TP) in the same sector and in same State, but it can be TP in other States, other Sectors or other scheme.
- The applicant shall have access to technically qualified personnel of repute and integrity in different industrial trades and technology.
- The applicant shall develop dedicated human resource for handling the processes in assessment process.
- The applicant shall declare its linkages with other organization(s), if any to ensure independence and avoid any conflict of interest.
- Institutions/ Firms blacklisted by any Government Department shall not be considered in this RFP.
- The Applicant shall provide the information and supporting documents towards their claims.
- Initially provisional empanelment will be awarded to the organizations based on the evaluation of eligibility of the Assessing Body based on the criteria.
- Based on the module and sector that will be handled by the assessor, the assessing body shall send its assessor for competency evaluation in the institutions which will be notified by DGT time to time. The assessor will be assessed to ascertain the competency to carry out competency based assessment.
- Final empanelment would be granted subject to the Assessing Body fulfilling the following conditions of getting the competencies of 2 assessors of each module per State evaluated in the institutes notified by the DGT. Testing charges for evaluating the competencies of the assessors will be borne by the Assessing Bodies.

### **(1) Assessment process:**

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

#### Theory Test:

- It must assess the knowledge which is essential for a person to do the job. Without this knowledge, the person will not be able to do the job.
- The questions shall be of objective type involving selection of correct response.

# NSQF QUALIFICATION FILE GUIDANCE

Version 6: Draft of 26 May 2017

- The question paper should contain sketches/ diagrams/ photographs/ drawing to overcome the problems of reading comprehension.
- The test shall be of short duration.

## Practical Test:

It shall be able to test:

- Manipulative skills to handle tools and equipment.
- Speed in doing work.
- Accuracy maintained
- Quality in workmanship.
- Sequence of performance.
- Economical use of material.
- Neatness & housekeeping.
- All the competencies prescribed in the course curriculum.

The Assessment Parameters adopted during assessment:

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

## (2) Duration of Test:

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

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

Terminal competency	Maximum marks
Application of knowledge	30
Care for tools & equipment	15
Economic use of materials	15
Safety consciousness	10
Speed	10
Accuracy	15
Quality of workmanship	20
Amount of work	15
No. of attempts	10
Attitude	10
Total maximum marks for Practical	150
Maximum marks for theory	50

## (3) **Minimum pass mark:**

Minimum passing marks for Practical is 60%

Minimum pass marks for theory is 40%

## (4) **Testing and certifications process for the course:**

### Pre- Assessment

- Regional Directorate of Apprenticeship Training (RDAT) allot batches to the Assessing Bodies on rotational basis depending on the presence of assessing body in that region sector wise and the assessing body in coordination with Training Provider and assessor should confirm and schedule the assessment.
- The Assessing Body confirms the date of assessment in consultation with Training Provider and communicate to the RDAT/State.
- The Assessing Body forms a panel of ACE qualified assessors of high repute and integrity, sector wise and

## NSQF QUALIFICATION FILE GUIDANCE

Version 6: Draft of 26 May 2017

location wise.

- The assessment of the candidates is done by the Assessing Bodies in designated Testing Centre (TC). The Testing Centre where the assessment is carried out and Testing Centre can be Training Center also. The Assessing Body select the TC based on the location, accessibility and the infrastructure facilities available for conducting the test.
- The testing center is approved by the RDAT incase of courses run by DGT,MSDE. Incase where the courses are run by the Sate Govt., TC is approved by State Govt.. Training conducted by other dept. at their accredited Training Centre, same training centre is designated as Testing centre.
- The Assessing Body provide details of selected TC along with skill areas in which assessment can be done at the TC, to the RDAT and respective States/UTs.
- The Assessing Bodies depute ACE qualified assessors for assessments whose details are furnished by Assessing Bodies to DGT in advance.
- Assessing Body has to communicate to the Testing Centre following:
  - Details of the candidates to appear for assessment in various MES courses.
  - Details of Assessors selected with their contact details.
  - Requirement of infrastructure, raw material etc.
  - Testing charges to be reimbursed to Testing Centre

### **Preparation of assessment tools and prerequisites:**

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

### **Pre-assessment activities for Assessor at the Testing Centre**

- Verification of student credentials: The assessor check the application form submitted by the candidates and verify the photo pasted on the forms with candidates who are taking assessment in accordance with checklist
- Verification of testing centre for adequate infrastructure, tools and equipment: The assessor verifies the availability of infrastructure, tools and equipment for carrying out both theory and practical assessments. The minimum requirement prescribed under the MES modules is used as benchmark.
- Attendance verification: The assessor checks the attendance register of candidates and instructors until the time biometric attendance system is put in place. Once the biometric attendance system is in place, the biometric attendance of assessors along with that of trainees/candidates has to be captured during the assessment at the start as well as end of theory and practical test.
- Attendance during assessment: The assessor takes the attendance of all the students who appear for assessment after the successful verification of the student credentials and before the start of the assessment. The assessor also provides his/her attendance during start and end of the practical and theory test.
- Verification of the documents related test carried out by Training Provider/ Testing Centre (TC) for candidates who were not able to produce document in support of having passed the qualification.

### **Assessment activities**

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

## NSQF QUALIFICATION FILE GUIDANCE

Version 6: Draft of 26 May 2017

assessment, the assessor along with the students appearing for the assessment.

### **Post-assessment activities**

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

## ASSESSMENT EVIDENCE

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

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



## NSQF QUALIFICATION FILE GUIDANCE

Version 6: Draft of 26 May 2017

**Title of Component:** Retail Sales Associates

Learning Outcome	Assessment criteria	
Outcomes to be assessed	Assessment criteria for the outcome	Means of assessment
1. Identify basic principles of visual merchandising,	A01-Visit to a Retail store	PRACTICAL
	A02- Identify the store design and collect the picture of store	THEORY
	A03- Identify the store lay out	THEORY
	A04- Enlist the merchandise of the store	THEORY
	A05-Enlist the Display techniques and take the photographs	THEORY
	A06-Utilise the Right Graphics and Point of sale material	PRACTICAL
	A07-Take the images of color blocking Display	PRACTICAL
	A08-Take the images of Symmetry and Balance Display	PRACTICAL
	A09-Take the images of Repetition Display	PRACTICAL
	A10-Take the images of Odd numbers Display	PRACTICAL
2 Categorize the retailer,	A01- Visit a retail shop nearby your locality	PRACTICAL
	A02- Prepare a Questionnaire to be filled by the shopkeeper	THEORY
	A03- Fill a Questionnaire on findings visiting the retail shop	THEORY
	A04 Categorize the shop of your locality into Organized and non organized retail shops	THEORY
	A05-Prepare a list according to the merchandise find in the organized and non organized retail shop	THEORY
3 List out the features of a organized store,		
	A01 Visit a retail shop nearby your locality	PRACTICAL
	A02- Enlist the profile of organized and non organized unit	PRACTICAL
	A03- Enlist the amenities provided by outlet to customers	PRACTICAL
	A04-Enlist the shortcomings of the organized and non organized retail shops	PRACTICAL
	A05-Record the size of the organized and non organized store	THEORY
	A06- Enlist the network of Retailer	PRACTICAL
A07- Compile the whole information collected and present it in a file	THEORY	

## NSQF QUALIFICATION FILE GUIDANCE

Version 6: Draft of 26 May 2017

4 Handle billing Counter By RFID Application,	A08-Analyse the working of RFID SYSTEM	PRACTICAL
	A09-Practices on reading the information encoded on tag	PRACTICAL
	AO10-Enlist the classification of RFID TAGS FROM Class 0-Class 5	THEORY
	AO11- Practise the RFID System for billing	PRACTICAL
5 Identify The principles of MANAGEMENT,	AO12-. Visit two Independent retailers of you locality	PRACTICAL
	AO13- Record their main strategies of business	PRACTICAL
	A014 Record their Principles of management	THEORY
	A015 Record their main features of Business	THEORY
6 Carry out the market research,	AO1 Prepare a check list of minimum facilities that should be set up Of a Branded store	PRACTICAL
	A02 Prepare a check list of minimum facilities that should be set up Of a Shopping mall	PRACTICAL
	A03 Prepare a check list of minimum facilities that should be set up Of a Speciality store	PRACTICAL
	A04-Prepare a check list of minimum facilities that should be set up Of a Discount store and Hyper markets	PRACTICAL
	A05-Prepare a check list of minimum facilities that should be set up Of a Convenient store	PRACTICAL
	A06 Compile the Information of check list and Submit the file	THEORY
<b>SOFT &amp; ENTREPRENEURSHIP SKILLS</b>		
Recognize & comply safe working practices, environment aspect and housekeeping	Ao1- Follow and maintain procedures to achieve a safe working environment in line with occupational health and safety regulations and requirements and according to site policy.	PRACTICAL TEST
	Ao2-Identify and take necessary precautions on fire and safety hazards and report according to site policy and procedures.	PRACTICAL TEST
	Ao3 Report supervisor/ Competent of authority in the event of accident or sickness of any staff and record accident details correctly according to site accident/injury procedures.	THEORY TEST
	Ao4- Identify Personal Productive Equipment (PPE) and use the same as	PRACTICAL TEST

## NSQF QUALIFICATION FILE GUIDANCE

Version 6: Draft of 26 May 2017

	per related working environment.	
	Ao5-Identify basic first aid and use them under different circumstances.	PRACTICAL TEST
	Ao6- Take opportunities to use energy and materials in an environmentally friendly manner	PRACTICAL TEST
	Ao7- Avoid waste and dispose waste as per procedure	PRACTICAL TEST
	Ao8 Recognize different components of 5S and apply the same in the working environment.	THEORY TEST
Understand and practice soft skills, working with Computer and communicate with required clarity.	Ao1 Recognize & practice soft skills in day to day work.	THEORY TEST
	Ao2 Conduct appropriate discussions with within the team and report to higher authority.	PRACTICAL TEST
	Ao3 Present facts and circumstances and use appropriate terminology related to work.	PRACTICAL TEST
	Ao4 Conduct written communication.	THEORY TEST
	Ao5 Use computers and access internet for day to day activity	PRACTICAL TEST
3Demonstrate knowledge of concept and principles of basic arithmetic calculation, co-ordinate system and apply knowledge of specific area to perform practical operations.	Ao1 Apply basic arithmetic calculations for arriving dimensional parameters as per drawing.	THEORY TEST
	Ao2Use co-ordinate system for part programming.	THEORY TEST
4Explain time management, entrepreneurship and manage/organize related	Ao1Ascertain appropriate time for the assigned task.	PRACTICAL TEST
	Ao2- Execute the assigned task within time frame.	PRACTICAL TEST
	Ao3-Manage own work within specified time.	PRACTICAL TEST
	Ao4- Explain importance & factors affect the development Of entrepreneurship.	THEORY TEST
	Ao5-Identify service providers for developing Entrepreneur/business establishment.	PRACTICAL TEST
<b>Means of assessment 1</b> The assessment comprise of <ul style="list-style-type: none"> <li>● Theory Examination MCQ, VIVA Voce</li> <li>● Practical assessment Role plays, Demonstration</li> </ul>		

## NSQF QUALIFICATION FILE GUIDANCE

Version 6: Draft of 26 May 2017

### **Pass/Fail**

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

Minimum pass mark:

Minimum passing marks for Practical is 60%

Minimum pass marks for theory is 40%

# **NSQF QUALIFICATION FILE GUIDANCE**

Version 6: Draft of 26 May 2017

## **SECTION 2**

### **EVIDENCE OF LEVEL**

## NSQF QUALIFICATION FILE GUIDANCE

Version 6: Draft of 26 May 2017

### OPTION A

Title/Name of qualification/component: RETAIL SALES ASSOCIATE		Level: 3	
NSQF Domain	Outcomes of the Qualification/Component	How the job role relates to the NSQF level descriptors	NSQF Level
Process	<ul style="list-style-type: none"> <li>The trainee handles the work of the retail associate in a garment store, involving predictable situation along with the required housekeeping and safety measures.</li> </ul>	The job requires the limited range of handling the work of retail associate involving predictable situation like assisting in display of stores / Managing the line of garment store of an organisation in an established method. And maintain the records.	3
Professional knowledge	<ul style="list-style-type: none"> <li>The trainee understands different retail Formats and learns about the basic operations of Garment retail stores and supply chain and logistics management. The trainee knows the importance of customer Interactions, fashion forecasting &amp; trend analysis. The trainee also acquires the knowledge of safety gadgets, fire-fighting and first aid as well as the knowledge of cleanliness.</li> </ul>	The job holder understands the different formats of garment retail store , process and principles involved in supply chain and logistics management ,interaction with the customers forecasting and analyse the of trend applicable in his job role.	3
Professional skill	<p>The trainee applies the skill in identifying the basic principles of visual merchandising and management. The trainee categorizes the retailer, and handles the Billing Counter by RFID application.</p> <p>–</p>	The job role only includes identifying the basic princioles of visual merchandising ,retail categories,and handling the billing counter by RFID application	3
Core skill	<ul style="list-style-type: none"> <li>The trainee, in general, maintains hygiene, demonstrates the ability to receive and transmit written and oral messages with minimum required clarity, perform basic arithmetic and algebraic calculations, carry out personal banking, and understand social, and natural environment.</li> </ul>	The Assistant will able to maintain hygieneable to communicate ,perform basic arithmetic calculations ,carry out banking ,and understand social and natural environment	3
Responsibility	<p>. The trainee handles the work of the retail associate in a garment store, under close supervision with some</p>	The job holder works under the supervision of his superiors and is responsible for his own limited work	3

## NSQF QUALIFICATION FILE GUIDANCE

Version 6: Draft of 26 May 2017

Title/Name of qualification/component: RETAIL SALES ASSOCIATE		Level: 3	
NSQF Domain	Outcomes of the Qualification/Component	How the job role relates to the NSQF level descriptors	NSQF Level
	responsibility for own work within defined limit. The trainee has the responsibility for a limited range of activities.	assigned like to assist in display of store,line management ,and billing as directed by his superiors .	

## NSQF QUALIFICATION FILE GUIDANCE

Version 6: Draft of 26 May 2017

### SECTION 3

#### EVIDENCE OF NEED

##### **What evidence is there that the qualification is needed?**

The annual total investments in textiles and clothing sector increased from INR 59500 crores in 2001–02 to INR 2 lakh crores in 2011–12, growing at an average rate of 12.8 percent per annum. India is the second-largest producer and exporter of textiles and clothing in the world.

Textiles and clothing strategic plan 2011–16 to achieve manufacturing growth rate by 10 percent,

exports by 15 percent in 2016. Integrated Skill Development Scheme to spend INR 1900 crores to train 1.5 million workers in the textiles sub-sector

Changing lifestyles and consumption patterns are expected to drive the sector's supply of casual wear with an 11 percent growth, which would drive demand for workforce with specialised skills in western formals design, blended fabrics and increased application work on clothes. Skill gaps are prominent at the entry level — operators, designers, merchandisers. The current training curriculum for the entry-level roles is more theoretical and doesn't address practical issues sufficiently. The current training curriculum for the entry-level roles is more theoretical and doesn't address practical issues sufficiently

Constant growth of the sector and its contribution to the economy implies that the manpower has and would continue to play an important role in the sector. However, the changing structure of the sector with a shift in production across the value chain (i.e. increased focus on yarn and fabric to final products such as garments, home textiles and technical textiles), there would be a change in the skills and characteristics of potential candidates

(Human Resource and Skill Requirements in Textile and Clothing sector 2013-17,2017-22, Volume 22 by NSDC: **Annexure 2**)

Moreover as per DDU\_GKY\_LIST OF MES COURSES more than 9826 individuals have been trained under APPAREL SECTOR in different modules in this scheme in 2015-16 & 2016-17, which shows there is huge requirement of this skill in the Apparel Market

About **7045** candidates have been placed across country by getting trained under this SCHEME IN APPAREL SECTOR under MES in 2016 which indicates the demand of the above qualification..(**Annexure -3**)

As per data of RSLDC, approximate 132936 youth get trained in Rajasthan in this scheme in various sector ( **Annexure -4**)



## NSQF QUALIFICATION FILE GUIDANCE

Version 6: Draft of 26 May 2017

**What is the estimated uptake of this qualification and what is the basis of this estimate?** According to the NSDC report, the textiles and clothing sector plays a significant role in employment generation. The sector employs 15.23 million people, of which 2.3 million are factory workers. Currently, 15.23 million people are employed in the textile sub-sector across yarn and fabric, home textiles, technical textiles and readymade garments. Human resource requirement in the sector is expected to reach 21.54 million by 2022 translating into 6.31 million additional employment opportunities during the period 2013-22.

The Integrated Skill Development Scheme for the textiles and apparel sector, including jute and handicrafts, was initiated by the Ministry of Textiles, Government of India, in July 2013 to impart skills to 1.5 million workers in the next five years (2012-17).

**What steps were taken to ensure that the qualification(s) does (do) not duplicate already existing or planned qualifications in the NSQF?**

The Qualification has been mapped with the National Qualification Register, maintained by NSDA to ensure the qualification does not duplicate. Qualification like sampling Tailor (Sample) and self Employed Tailor is available in NQR with some similar outcomes. But the present qualification is more industry oriented as compared to other qualifications which are more inclined towards

**What arrangements are in place to monitor and review the qualification(s)? What data will be used and at what point will the qualification(s) be revised or updated?**

1) DGT interacts with training providers to gather feedback in implementation and updation of qualification. Time to time the performance of Training Partners and assessing bodies are reviewed by the concerned RDAT'S for various training methodology ,training aids,certification procedure,skill sets and examination procedure .

2) Monitoring of results of assessments

3) Employer feedback will be sought post-placement

4) In a recent initiative, a Mentor Council (MC) for the relevant sector has been formed to review the curriculum of this qualification under the sector.

5) CSTARI, the research wing of DGE&T, reviews and updates the qualification, in consultation with industries and other stakeholders, on a regular basis.

The qualification is reviewed after every 2 years for updation according to latest Technologies and practices.

## SECTION 4

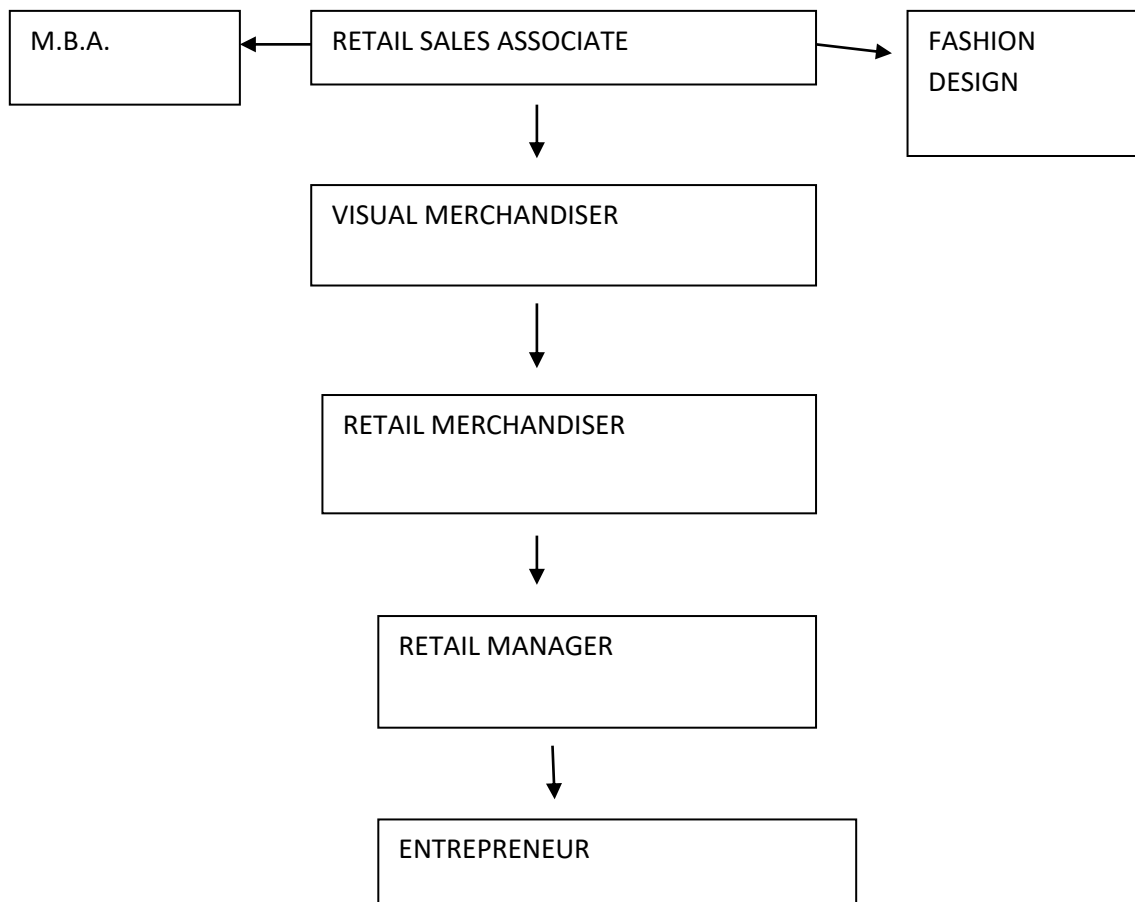
### EVIDENCE OF PROGRESSION

**What steps have been taken in the design of this or other qualifications to ensure that there is a clear path to other qualifications in this sector?**

## NSQF QUALIFICATION FILE GUIDANCE

Version 6: Draft of 26 May 2017

An Individual has vertical pathway to promote to higher designations in an organisation in garment sector. Can further undergo specialization course to excel to the higher post in jobs listed above. Progression chart:



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# **NSQF QUALIFICATION FILE GUIDANCE**

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