

# NSQF QUALIFICATION FILE GUIDANCE

Version 6: Draft of 08 March 2016

NSDA Reference

*To be added by NSDA*

## CONTACT DETAILS OF THE BODY SUBMITTING THE QUALIFICATION FILE

### Name and address of submitting body:

**Beauty and Wellness Sector Skill Council (BWSSC)**

**Address:** Office No. 405-406, 4<sup>th</sup> Floor, DLF City Court,

M.G. Road, Sikanderpur, Gurgaon-122002

Tel: 0124 – 4269030-33

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

**Name:** Ms. Annu Wadhwa

**Position in the organisation:** CEO

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**E-mail address:** [annu.wadhwa@bwssc.in](mailto:annu.wadhwa@bwssc.in)

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

1. Career Map of Assistant Spa Therapist- Annexure 1
2. QP BWS/Q1001- Annexure 2

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## SUMMARY

|   |   |
|---|---|
| <b>Qualification Title</b>  | Assistant Spa Therapist   |
| <b>Qualification Code</b>   | BWS/Q1001   |
| <b>Nature and purpose of the qualification</b>  | This is a Qualification Pack (QP) containing National Occupational Standards for the job role - Assistant Spa therapist<br>The main purpose of the qualification and the target learners is to get unemployed people into work and to upgrade the skills of people already in work. |
| <b>Body/bodies which will award the qualification</b>                                   | Beauty and Wellness Sector Skill Council (BWSSC)  |
| <b>Body which will accredit providers to offer courses leading to the qualification</b> | Beauty and Wellness Sector Skill Council (BWSSC)  |
| <b>Body/bodies which will carry out assessment of learners</b>                          | Confederation of Indian Industry (CII)  |
| <b>Occupation(s) to which the qualification gives access</b>                            | Spa Therapy   |
| <b>Licensing requirements</b>   | N/A   |
| <b>Level of the qualification in the NSQF</b>   | 3   |
| <b>Anticipated volume of training/learning required to complete the qualification</b>   | 345 hours   |
| <b>Entry requirements and/or recommendations</b>  | Minimum Educational Qualifications - Class VIII pass, commensurate level of reading, writing and communication<br>Experience - NA<br>Minimum Job Entry Age - 18 years   |
| <b>Progression from the qualification</b>   | This entry should refer to one or more of the following:<br>-access to other qualifications at the same NSQF level - Front Desk Executive<br>-access to related qualification(s) at the next NSQF level - Spa Therapist   |
| <b>Planned arrangements for the Recognition of Prior learning (RPL)</b>                 | Work is under progress  |
| <b>International comparability where known</b>  | Qualifications in these areas are available as VRQs (vocationally related qualifications) available by independent awarding bodies/organizations. UK national occupational standards commence at NVQ Level 3 (NSQF L5)  |
| <b>Date of planned review of the qualification.</b>                                     | 01/09/2018  |
| <b>Formal structure of the qualification</b>  |   |

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| <b>Title of component and identification code.</b>            | <b>Mandatory/<br/>Optional</b> | <b>Estimated<br/>size (learning<br/>hours)</b> | <b>Level</b> |
|---|--------------------------------|--|--------------|
| BWS/N9001: Prepare and maintain work area                     | Mandatory                      | 15   | 3            |
| BWS/N1001: Assist the Spa Therapist conduct the Spa Treatment | Mandatory                      | 300  | 3            |
| BWS/N9002: Maintain health and safety at the workplace        | Mandatory                      | 15   | 3            |
| BWS/N9003: Create a positive impression at the workplace      | Mandatory                      | 15   | 3            |

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

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

1. QP BWS/Q1001- Annexure 2

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## SECTION 1

### ASSESSMENT

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

If there will be more than one assessment body for this qualification, give details.

Confederation of Indian Industry (CII)

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

Give details of how RPL assessment for the qualification will be carried out and quality assured.

The RPL assessment will be carried out through pre assessment, identifying the skills gaps, provide bridge training to cover the competency gap and then conduct final assessment of the candidates.

**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.**

Assessment is done through third parties who are affiliated to B&WSSC as Assessment Body. Assessors are trained & certified by B&WSSC through Training of Assessors program. The assessment involves two processes. The first process is gathering the evidence of the competency of individuals. The second part of the assessment process is the judgement as to whether a person is competent or not. The assessment plan contains the following information:

- What will be assessed, i.e. the competency based on each NOS
- How assessment will occur i.e. methods of assessment
- When the assessment will occur
- Where the assessment will take place i.e. context of the assessment (workplace/simulation)
- The criteria for decision making i.e. those aspects that will guide judgements and

Where appropriate, any supplementary criteria used to make a judgement on the level of performance.

The assessment is conducted through theory, viva voce and practical.

Please attach any documents giving further information about assessment and/or RPL.

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

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## ASSESSMENT EVIDENCE

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

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

### CRITERIA FOR ASSESSMENT OF TRAINEES

|  |
|--|
| <b>Job Role: Assistant Spa Therapist</b><br><b>Qualification Pack: BWS/Q1001</b><br><b>Sector Skill Council: Beauty and Wellness</b>   |
| <b><u>Guidelines for Assessment:</u></b><br><br>1. Criteria for assessment for each Qualification Pack will be created by the Sector Skill Council. Each Performance Criteria (PC) will be assigned marks proportional to its importance in NOS. SSC will also lay down proportion of marks for Theory and Skills Practical for each PC.<br>2. The assessment for the theory part will be based on knowledge bank of questions created by the SSC.<br>3. Individual assessment agencies will create unique question papers for theory part for each candidate at each examination/training center (as per assessment criteria below).<br>4. Individual assessment agencies will create unique evaluations for skill practical for every student at each examination/training center based on this criteria.<br>5. To pass the Qualification Pack, every trainee should score a minimum of 50% in every NOS and overall 50% pass percentage in every QP.<br>6. . To pass the Qualification Pack, every trainee should score a minimum of 50% in Theory and 60% in Practical.<br>7. 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. |

#### Title of Component:

| Assessable Outcomes                         | Assessment Criteria  | Total Marks | Out of | Theory | Practical Skills |
|---|--|-------------|--------|--------|------------------|
| BWS/N9001<br>Prepare and maintain work area | PC1. ensure that ambient conditions are suitable for the client and the service procedures to be carried out in a hygiene and safe environment | 100         | 12     | 2      | 10               |
|   | PC2. identify and select suitable equipment and products required for the respective services  |             | 16     | 3      | 13               |
|   | PC3. set up the equipment and prepare the products for services in adherence to the salon procedures and product/ equipment guidelines         |             | 19     | 4      | 15               |
|   | PC4. place and organize the products in a trolley or area convenient and efficient for service delivery  |             | 10     | 1      | 9                |
|   | PC5. prepare sterilisation solution as per organisational standards using approved products and as per manufacturer's instructions             |             | 16     | 4      | 12               |
|   | PC6. sterilize, disinfect and place the tools on the tray as per organisational standards using recommended solutions and conditions           |             | 13     | 4      | 9                |
|   | PC7. dispose waste materials in adherence to the salon's and industry requirements   |             | 6      | 1      | 5                |

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|  |   |              |            |           |           |
|--|---|--------------|------------|-----------|-----------|
|  | PC8. store records, materials and equipment securely in line with the salon's policies  |              | 8          | 2         | 6         |
|  |   | <b>Total</b> | <b>100</b> | <b>21</b> | <b>79</b> |
| BWS/N1001<br>Carry out simple spa services and assistive tasks for advanced spa services | PC1.check and prepare the service area is prepared as per Spa therapist's requirement for service and organisational standards  | 100          | 4          | 1         | 3         |
|  | PC2.ensure all equipment is safe for use, clean and prepared as per service requirement   |              | 3          | 0         | 3         |
|  | PC3.arrange tools, products and other materials that are safe and fit for the purpose based on the guidelines   |              | 3          | 0.5       | 2.5       |
|  | PC4.prepare massage oil or cream and other equipment for spa services as per manufacturer's guidelines  |              | 4          | 1         | 3         |
|  | PC5.prepare the post care product tray  |              | 4          | 1         | 3         |
|  | PC6.greet the client, and ensure the client is comfortable  |              | 3          | 0.5       | 2.5       |
|  | PC7.identify any contra indications on client, if any that may restrict services, act according to organisational standards to address these, verify with the supervisor where required |              | 3          | 1         | 2         |
|  | PC8.provide the client appropriate materials in preparation for service procedures  |              | 3          | 1         | 2         |
|  | PC9.guide the client to the service area safely and politely  |              | 4          | 1         | 3         |
|  | PC10.perform foot ritual including foot cleaning, disinfecting and wiping   |              | 5          | 1         | 4         |
|  | PC11.position self and client in a manner, to ensure privacy, comfort and wellbeing, throughout the service   |              | 3          | 0.5       | 2.5       |
|  | PC12.explain accurately the service procedure and provide information about products used (oils and creams) to the customer, prior to service   |              | 5          | 1.5       | 3.5       |
|  | PC13.provide correct products, tools, materials and other items to the spa therapist as required during the service   |              | 3          | 1         | 2         |
|  | PC14.take precautions and work in a manner to maintain guest privacy and modesty during the service   |              | 3          | 1         | 2         |
|  | PC15.prepare the service area for exfoliations services   |              | 3          | 0.5       | 2.5       |
|  | PC16.carry out exfoliation services under supervision of the massager (masseur) using various wrap materials  |              | 4          | 1         | 3         |
|  | PC17.carry out dry brushing   |              | 3          | 0.5       | 2.5       |
|  | PC18.apply mask and body wrap, remove without making the area messy   |              | 3          | 0.5       | 2.5       |
|  | PC19.ensure client is not left unattended at any stage  |              | 3          | 0.5       | 2.5       |
|  | PC20.identify contra-actions and necessary subsequent actions   |              | 3          | 1         | 2         |
|  | PC21.robe the client and guide for bathing and other services   |              | 3          | 0.5       | 2.5       |
|  | PC22.accurately record the therapy details and store information securely in line with the organization's policies  |              | 3          | 0.5       | 2.5       |
|  | PC23.shut down equipment safely, and as per manufacturer's instructions   |              | 3          | 1         | 2         |
|  | PC24.ensure work area is left clean, post service   |              | 3          | 0         | 3         |
|  | PC25.dispose waste materials safely and hygienically as per organisational standards  |              | 3          | 0         | 3         |

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|--|---|--------------|------------|-----------|-----------|
|  | PC26.adhere to the health and safety standards laid out by the manufacturer and organization  |              | 3          | 1         | 2         |
|  | PC27.record details of the procedure accurately as per organisational policy and approved practice  |              | 4          | 2         | 2         |
|  | PC28.store information securely in line with the salon's policies   |              | 3          | 1         | 2         |
|  | PC29.ask questions to check with the client their satisfaction with the finished result   |              | 3          | 1         | 2         |
|  | PC30.thank customer for feedback post-service, where customer is not satisfied with service take actions to resolve matter to customer satisfaction or apologise for the same and refer to supervisor |              | 3          | 1         | 2         |
|  |   | <b>Total</b> | <b>100</b> | <b>24</b> | <b>76</b> |
| BWS/N9002<br>Maintain health and safety at the workplace | PC1. set up and position the equipment, chemicals, products and tools in the work area to meet legal, hygiene and safety requirements   | 100          | 13         | 3         | 10        |
|  | PC2. clean and sterilize all tools and equipment before use   |              | 10         | 3         | 7         |
|  | PC3. maintain one's posture and position to minimize fatigue and the risk of injury   |              | 9          | 2         | 7         |
|  | PC4. dispose waste materials in accordance to the industry accepted standards   |              | 12         | 2         | 10        |
|  | PC5. maintain first aid kit and keep oneself updated on the first aid procedures  |              | 10         | 3         | 7         |
|  | PC6. identify and document potential risks and hazards in the workplace   |              | 10         | 3         | 7         |
|  | PC7. accurately maintain accident reports   |              | 13         | 5         | 8         |
|  | PC8. report health and safety risks/ hazards to concerned personnel   |              | 12         | 3         | 9         |
|  | PC9. use tools, equipment, chemicals and products in accordance with the salon's guidelines and manufacturers' instructions   |              | 11         | 3         | 8         |
|  |   | <b>Total</b> | <b>100</b> | <b>27</b> | <b>73</b> |
| BWS/N9003<br>Create a positive impression at work area   | PC1.maintain good health and personal hygiene   | 100          | 5          | 1         | 4         |
|  | PC2.comply with organisation's standards of grooming and personal behavior  |              | 5          | 1         | 4         |
|  | PC3.meet the organisation's standards of courtesy, behavior and efficiency  |              | 5          | 1         | 4         |
|  | PC4.stay free from intoxicants while on duty  |              | 4          | 0.5       | 3.5       |
|  | PC5.wear and carry organisation's uniform and accessories correctly and smartly   |              | 5          | 0.5       | 4.5       |
|  | PC6.take appropriate and approved actions in line with instructions and guidelines  |              | 5          | 1.5       | 3.5       |
|  | PC7.record details related to tasks, as per procedure   |              | 5          | 3         | 2         |
|  | PC8.participate in workplace activities as a part of the larger team  |              | 7          | 2         | 5         |
|  | PC9.report to supervisor immediately in case there are any work issues  |              | 5          | 1         | 4         |
|  | PC10.use appropriate language, tone and gestures while interacting with clients from different cultural and religious backgrounds, age, disabilities and gender                                       |              | 6          | 1.5       | 4.5       |
|  | PC11.communicate procedure related information to clients based on the sector's code of practices and organisation's procedures/ guidelines   |              | 6          | 1         | 5         |
|  | PC12.communicate role related information to stakeholders in a polite manner and resolve queries, if any  |              | 7          | 2         | 5         |

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|  |   |              |            |           |           |
|--|---|--------------|------------|-----------|-----------|
|  | PC13.assist and guide clients to services or products based on their needs            |              | 6          | 2         | 4         |
|  | PC14.report and record instances of aggressive/ unruly behavior and seek assistance   |              | 5          | 2         | 3         |
|  | PC15.use communication equipment (phone, email etc.) as mandated by your organization |              | 6          | 3         | 3         |
|  | PC16.carry out routine documentation legibly and accurately in the desired format     |              | 7          | 3         | 4         |
|  | PC17.file routine reports and feedback  |              | 5          | 2         | 3         |
|  | PC18.maintain confidentiality of information, as required in the role                 |              | 6          | 2         | 4         |
|  |   | <b>Total</b> | <b>100</b> | <b>30</b> | <b>70</b> |

### Means of assessment 1

The assessment for the theory part will be based on knowledge bank of questions created by the SSC.

Individual assessment agencies will create unique question papers for theory part for each candidate at each examination/training center (as per assessment criteria below).

Individual assessment agencies will create unique evaluations for skill practical for every student at each examination/training center based on this criteria.

### Means of assessment 2

Add boxes as required.

### Pass/Fail

To pass the Qualification Pack, every trainee should score a minimum of 50% in every NOS and overall 50% pass percentage in every QP.

To pass the Qualification Pack, every trainee should score a minimum of 50% in Theory and 60% in Practical.

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



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## **SECTION 2**

### **EVIDENCE OF LEVEL**

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### OPTION A

| Title/Name of qualification/component: |   | Level:   |            |
|--|---|--|------------|
| NSQF Domain                            | Outcomes of the Qualification/Component | How the job role relates to the NSQF level descriptors | NSQF Level |
| Process                                |   |  |            |
| Professional knowledge                 |   |  |            |
| Professional skill                     |   |  |            |
| Core skill                             |   |  |            |
| Responsibility                         |   |  |            |

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### OPTION B

| Title/Name of qualification/component: <b>Assistant Spa Therapist</b> |   | Level: <b>3</b>  |            |
|---|---|--|------------|
| NSQF Domain   | Key requirements of the job role  | How the job role relates to the NSQF level descriptors   | NSQF Level |
| Process   | <p><b>Limited Range of activities:</b></p> <p>PC1. identify and select suitable equipment and products required for the respective services</p> <p>PC2. set up the equipment and prepare the products for services in adherence to the salon procedures and product/ equipment guidelines</p> <p>PC3. sterilize, disinfect and place the tools on the tray as per organisational standards using recommended solutions and conditions<br/>conditions: Time, temperature, etc.</p> <p>PC4. prepare massage oil or cream and other equipment for spa services as per manufacturer's guidelines</p> <p>PC5. perform foot ritual including foot cleaning, disinfecting and wiping</p> <p>PC6. position self and client in a manner, to ensure privacy, comfort and wellbeing, throughout the service</p> <p>PC7. carry out exfoliation services under supervision of the massager (masseuse) using various wrap materials<br/>Exfoliation services: apply exfoliation product using hands or brushes, wrap for constant heat, keep on for specified timing as per manufacturer's and supervisor instructions, remove with body sponges, steamed towels, etc.<br/>Wrap materials: Foil, plastic and fabric</p> <p>PC8. dispose waste materials safely and hygienically as per organisational standards</p> <p>PC9. maintain first aid kit and keep oneself updated on the first aid procedures</p> <p>PC10. accurately maintain accident reports</p> | <p>As mentioned in the various performance criteria mentioned in the previous cell, An Assistant Spa Therapist works in a limited range of activities, follows routine and works in a predictable manner.</p> <p>Hence NSQF Level is 3</p> | 3          |

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| Title/Name of qualification/component: <b>Assistant Spa Therapist</b> |  | Level: <b>3</b>   |            |
|---|--|---|------------|
| NSQF Domain   | Key requirements of the job role   | How the job role relates to the NSQF level descriptors  | NSQF Level |
|   | <p>PC11. use appropriate language, tone and gestures while interacting with clients from different cultural and religious backgrounds, age, disabilities and gender</p> <p>PC12. communicate role related information to stakeholders in a polite manner and resolve queries, if any</p> <p>PC13. file routine reports and feedback</p>  |   |            |
| Professional knowledge  | <p><b>Basic facts, processes and principles:</b></p> <p>KB1. types of products, materials and equipment required for the respective services</p> <p>KA2. hygiene, health and safety requirements in the organization</p> <p>KB3. process and products to sterilize and disinfect equipment/ tools</p> <p>KB4. customer service principles including privacy and protection to modesty of the customers</p> <p>KB5. structure of the skin and differences in the structure of the skin for different client groups</p> <p>Structure: The layers of the epidermis: the dermis, the subcutaneous layer; the hair follicle, the hair shaft, the sebaceous gland, arrector pili muscle, sweat gland, and sensory nerve endings</p> <p>KB6. functions of the skin</p> <p>Functions: Sensitivity, heat regulation, absorption, protection, excretion, secretion and vitamin D production</p> <p>KB7. purpose, components and layout of the cardio-vascular-circulatory, lymphatic and nervous system of the human body</p> <p>KB8. basic spa therapy techniques (range of body massages, wraps etc.)</p> <p>Wraps: foil, plastic, fabric</p> <p>Massages: Indian head massage, Lomi Lomi/ Hawaiian massage, lymphatic drainage massage, neuromuscular technique (NMT), Thai massage, etc.</p> | <p>As mentioned in the various knowledge and understanding criteria mentioned in the previous cell, An Assistant Spa Therapist needs to know Basic facts, processes and principles in trade of employment.</p> <p>Hence NSQF Level is 3</p> | 3          |

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| Title/Name of qualification/component: <b>Assistant Spa Therapist</b> |  | Level: <b>3</b>  |            |
|---|--|--|------------|
| NSQF Domain   | Key requirements of the job role   | How the job role relates to the NSQF level descriptors   | NSQF Level |
|   | <p>Massage techniques: Effleurage, petrissage, tapotement, friction, vibration</p> <p>KB9. contra indication and contra actions for various spa services</p> <p>KB10. manufacturer's instructions related to equipment and product use and cleaning</p> <p>KA11. salon's standards related to courtesy, behavior and efficiency</p> <p>KA12. kinds of work issues that may arise and reporting structure</p>   |  |            |
| Professional skill  | <p><b>Practical skill and routine work:</b></p> <p>PC1. identify and select suitable equipment and products required for the respective services</p> <p>SB1. decide on course of action by recalling organisational policy, procedures and service standards</p> <p>SB5. identify, plan and schedule tasks related to own work, to achieve standards of personal presentations expected in a professional set-up</p> <p>SB9. plan and manage work routine based on salon procedure</p> <p>SB12. plan own development in line with feedback given from supervisor, co-workers and clients</p> <p>SB32. explain the concept of assumptions and how they impact decisions, actions and consequences</p> <p>SB10. maintain the work area, equipment and product stocks to meet client schedules</p> <p>SB19. identify problems that hinder achievement or increase risks</p> <p>SB20. recall organizational policies, procedures, rules and guidelines applicable to the situation that may be used to decide course of action when faced with problems</p> <p>SB20. apply, analyze, and evaluate the information gathered from observation, experience, reasoning, or communication, as a guide to thought and action</p> <p>SB13. manage the storage/ disposal/ cautions of use of products,</p> | <p>As mentioned in the performance criteria &amp; Professional Skills Criteria mentioned in the previous cell, An Assistant Spa Therapist is able to Recall and demonstrate practical skill, routine and repetitive in narrow range of application.</p> <p>Hence NSQF Level is 3</p> | 3          |

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| Title/Name of qualification/component: <b>Assistant Spa Therapist</b> |  | Level: <b>3</b>  |            |
|---|--|--|------------|
| NSQF Domain   | Key requirements of the job role   | How the job role relates to the NSQF level descriptors   | NSQF Level |
|   | fire precautions, occurrences, hygiene practice, disposal of waste and environmental protection  |  |            |
| Core skill  | <p><b><u>Communication, written and oral ability:</u></b></p> <p>SA14. express clearly statements of fact and give short explanations, accounts and descriptions to customers, seniors and co-workers in English</p> <p>PC13. file routine reports and feedback</p> <p>KB1. ability to speak, read and write in the local vernacular language and English</p> <p>KB2. appropriate verbal and non-verbal cues while dealing with clients from different cultural, religious backgrounds, age, disabilities and gender</p> <p>KB1. environmental conditions required and expected for carrying out services and importance of maintaining these</p> <p>Conditions: Air, light, space, temperature, sound, cleanliness, etc.</p> <p>SA1. read policy and procedure documents, guidelines and memos in English to interpret the gist correctly</p> <p>SA3. read simple emails, instructions, advertisements, brochures, manufacturer's labels, forms, formats and other common documents accurately</p> <p>SA5. write appointments, names, addresses, simple emails, messages, and applications in English accurately</p> <p>SA7. write an accident or incident report accurately in English</p> <p>SA12. listen to and follow short, straightforward explanations and instructions in English</p> <p>SA13. introduce oneself and one's role to customers and visitors, in English and the local language</p> <p>SA17. speak or communicate with reasonable ease in structured situations and short conversations on familiar topics</p> <p>SA16. pronounce the sounds of English or use sign language sufficiently clearly to be generally understood</p> | <p>As mentioned in the various Performance Criteria &amp; Core Skills Criteria in some of the points of the previous cell, An Assistant Spa Therapist requires skill to basic arithmetic and algebraic principles and personal banking.</p> <p>As mentioned in the various Knowledge criteria &amp; Core Skills Criteria mentioned in the other points in the previous cell, An Assistant Spa Therapist is able to use language to communicate written and oral, with minimum required clarity, and requires a basic understanding of social and natural environment.</p> <p>Hence NSQF Level is 3</p> | 3          |

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| Title/Name of qualification/component: <b>Assistant Spa Therapist</b> |  |   | Level: <b>3</b> |
|---|--|---|-----------------|
| NSQF Domain   | Key requirements of the job role                                       | How the job role relates to the NSQF level descriptors  | NSQF Level      |
|   | SA25. listen and understand the local language in dealing with clients |   |                 |
| Responsibility  | All Performance criteria in the NOS.                                   | As mentioned in the various performance criteria mentioned in the previous cell, An Assistant Spa Therapist works under close supervision and demonstrates responsibility for own work within defined limit.<br><br>Hence NSQF Level is 3 | 3               |

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## SECTION 3

### EVIDENCE OF NEED

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

Please refer to the attached list of job roles and occupations as per the attachment and their career paths as per Annexure 1, which have been derived through extensive industry interactions facilitated from four workshops, and site visits conducted and interaction with representatives from different organisations all over the country. Research was conducted in the Beauty & Wellness sector to capture revenue and manpower requirement estimates till 2022. The research provides the data that the discussed qualification is one of the critical roles in the sector. The details of statistics and research analysis are provided separately as a research analysis report.

**What is the estimated uptake of this qualification and what is the basis of this estimate?**

The increase in manpower requirements (as per projections) from 2013 to 2022 is approx. seven times for Spa and four times for Beauty & Salons. For rest of the subsectors it is approx. twice the current size. All the numbers are provided in research analysis study

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

The qualification discussed above is checked for any duplication across sectors and given the qualification niche to B&W sector, there is no duplication or already existing similar qualifications

**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?**

The comments, feedback and suggestions were collected through interaction with industry. The same will be compiled and justifiable changes will be incorporated in the next/updated version of the QP. This QP is set to be revised post 1<sup>st</sup> September 2018.

Please attach any documents giving further information about any of the topics above.

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 08 March 2016

## 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?**

1. Discussing the growth trajectory within each occupation after studying organisational charts of various industry players across small, medium and large scale organisations.
2. Exploring various lateral career opportunities for the discussed qualification
3. Ensuring that there is a clear role up in terms of performance criteria qualification experience and skill requirement from lower NSQF Level to higher levels in the hierarchy.

Please refer to attached career path as per annexure 1 which clearly defines the career path.

Please attach any documents giving further information about any of the topics above.

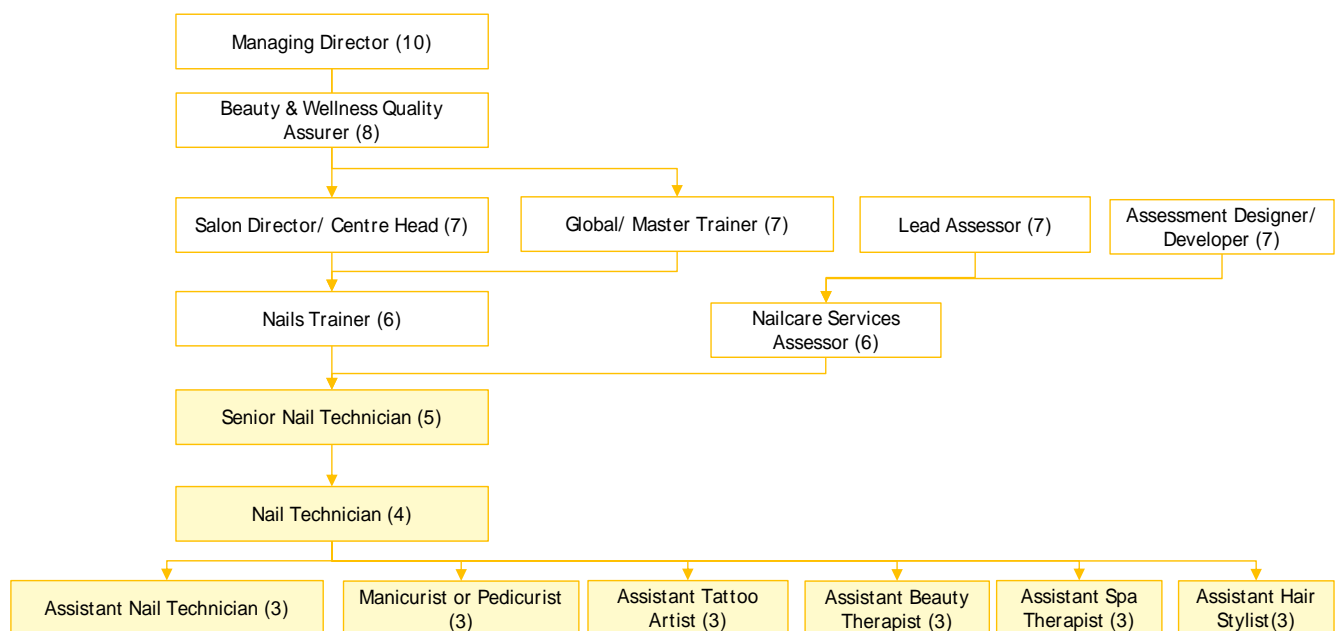
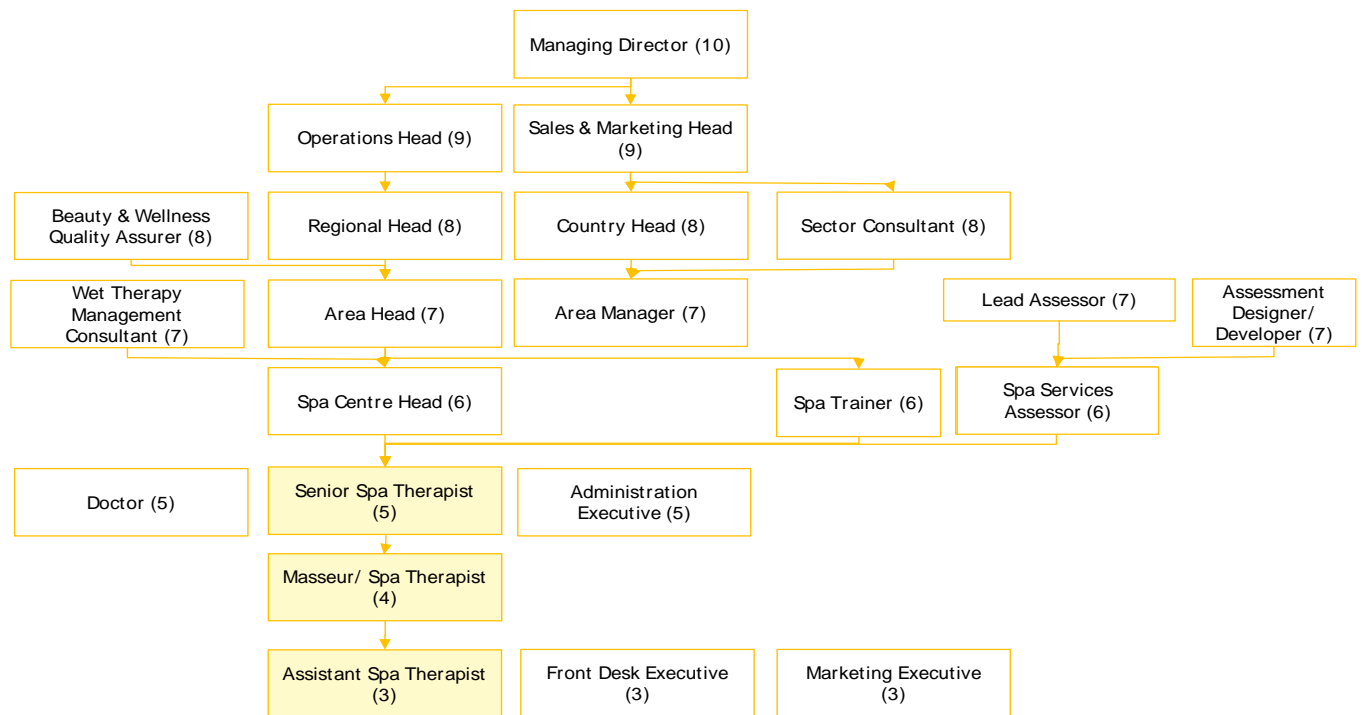
Give the titles and other relevant details of the document(s) here. Include page references showing where to find the relevant information.

1. Career Map of Assistant Spa Therapist - Annexure 1
2. QP BWS/Q1001- Annexure 2

# NSQF QUALIFICATION FILE GUIDANCE

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## Annexure 1: Career Map



## Annexure 2: QP BWS/Q1001

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