

# **NATIONAL SKILL QUALIFICATION FRAMEWORK QUALIFICATION FILE**

Version 6: Draft of 08 March 2016

## **CONTACT DETAILS OF THE BODY SUBMITTING THE QUALIFICATION FILE**

### **Name and address of submitting body:**

Beauty and Wellness Sector Skill Council  
Office No. 405-406, 4th Floor, DLF City Court,  
M.G. Road, Sikanderpur, Gurgaon-122002

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

**Name:** Ms. Annu Wadhwa

**Position in the organisation:** CEO

**Address if different from above:** Same as above

**Tel number(s):** 9810113991

**E-mail address:** annu.wadhwa@bwssc.in

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

1. Qualifications Pack
2. Industry Validations letters
3. Industry Endorsement tracker
4. Integrated Occupational Map
5. Summary Sheet

# NSQF QUALIFICATION FILE

Version 6: Draft of 08 March 2016

## SUMMARY

<b>Qualification Title</b>	Senior Beauty Therapist
<b>Qualification Code</b>	QP BWS/Q0104
<b>Nature and purpose of the qualification</b>	<p>Nature of the qualification</p> <ul style="list-style-type: none"><li>- Working independently without any supervision and leading a team of subordinates</li></ul> <p>The main purpose of the qualification</p> <ul style="list-style-type: none"><li>- This Qualification will enable the individual to specialize in the Skincare Services</li></ul>
<b>Body/bodies which will award the qualification</b>	Beauty & Wellness Sector Skill Council
<b>Body which will accredit providers to offer courses leading to the qualification</b>	Beauty & Wellness Sector Skill Council
<b>Body/bodies which will carry out assessment of learners</b>	Confederation of Indian Industry (CII) Mettl Aspiring Minds Iris Corp Eduworld Consultants Pvt Ltd CoCubes Technologies
<b>Occupation(s) to which the qualification gives access</b>	Senior Beauty Therapist (Skin care services) Senior Beauty Therapist (Makeup services)
<b>Licensing requirements</b>	N/A
<b>Level of the qualification in the NSQF</b>	Level 5
<b>Anticipated volume of training/learning required to complete the qualification</b>	290 Hours
<b>Entry requirements and/or recommendations</b>	Class X Preferable with training of level 4 Beauty Therapist or diploma in beauty therapy and 18- 24 months of experience as a beauty therapist in a professional salon
<b>Progression from the qualification</b>	Beauty Manager(Level 6), Aesthetician(Level 6), Skincare Trainer(Level 6),Senior Prosthetic and Media Makeup Artist (Level 6), Make Up Trainer (Level 6)
<b>Planned arrangements for the Recognition of Prior learning (RPL)</b>	Currently Beauty & Wellness Sector Skill Council (BWSSC) is doing the RPL assessments after covering learning Hours of 20 Hours and then followed by the assessments. The assessments are happening in online basis. There are three phases of assessments which is followed in all assessment process of different job roles-

# NSQF QUALIFICATION FILE

Version 6: Draft of 08 March 2016

	<p>1. Theory- weightage 70%</p> <p>2. Practical- Weightage 30% (Hands on assessment + Viva)</p> <p>The theory questions are objective type with multiple choice option, out of which we have some pictorial questions also. VIVA questions are also based on the job role and the practical questions are assessed on the hands on performance.(Please see attachment)</p>
<b>International comparability where known</b>	<p>This Level 5 qualification compares with UK NOS: Level 3</p> <p>NOS Mapping is attached</p>
<b>Date of planned review of the qualification.</b>	<p>Post 15th Oct 2016</p>

<b>Formal structure of the qualification</b>			
<b>Title and identification code of component.</b>	<b>Mandatory/ Optional</b>	<b>Estimated size (learning hours)</b>	<b>Level</b>
BWS/N9001 Prepare and maintain work area	<b>Mandatory</b>	<b>12</b>	<b>3</b>
BWS/N0104 Perform skin care services	<b>Mandatory</b>	<b>32</b>	<b>4</b>
BWS/N0107 Perform facial electrotherapy	<b>Mandatory</b>	<b>72</b>	<b>5</b>
BWS/N0108 Perform epilation services	<b>Mandatory</b>	<b>32</b>	<b>5</b>
BWS/N0106 Perform makeup services	<b>Mandatory</b>	<b>48</b>	<b>4</b>
BWS/N9005 Consult and advise clients	<b>Mandatory</b>	<b>24</b>	<b>5</b>
BWS/N9006 Promote and sell services and products	<b>Mandatory</b>	<b>24</b>	<b>5</b>
BWS/N9004 Manage and lead a team	<b>Mandatory</b>	<b>16</b>	<b>5</b>
BWS/N9002 Maintain health and safety at the workplace	<b>Mandatory</b>	<b>18</b>	<b>3</b>
BWS/N9003 Create a positive impression at the workplace	<b>Mandatory</b>	<b>12</b>	<b>3</b>

Please attach any document giving further detail about the structure of the qualification – e.g. 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.

# NSQF QUALIFICATION FILE

Version 6: Draft of 08 March 2016

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

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

Confederation of Indian Industry (CII)

Mettl

Aspiring Minds

Iris Corp

Eduworld Consultants Pvt Ltd

CoCubes Technologies

### **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:

The assessments are happening in online basis. There are three phases of assessments which is followed in all assessment process of different job roles-

- Theory- weightage 70%
- Practical+ VIVA- Weightage 30% (Hands on assessment + Oral questioner)

The theory questions are objective type with multiple choice option, out of which we have some pictorial questions also. VIVA questions are also based on the job role and the practical questions are assessed on the hands on performance.

- Criteria on decision making & process manual is attached in the folder (Attachment name – Assessment Process)

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.

# NSQF QUALIFICATION FILE

Version 6: Draft of 08 March 2016

## 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.*

**Title of Component: Senior Beauty Therapist**

### CRITERIA FOR ASSESSMENT OF TRAINEES

**Job Role** Senior Beauty Therapist

**Qualification Pack** BWS/Q0104

**Sector Skill Council** Beauty and Wellness

#### 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 Theory and Skills Practical for each PC
2. The assessment for the theory part will be based on knowledge bank of questions created by the SSC
3. Individual assessment agencies will create unique question papers for theory part for each candidate at each examination/training centre (as per assessment criteria below)
4. Individual assessment agencies will create unique evaluations for skill practical for every student at each examination/training centre based on this criteria
5. To pass the Qualification Pack, every trainee should score a minimum of 70% in aggregate
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

# NSQF QUALIFICATION FILE

Version 6: Draft of 08 March 2016

Assessment outcomes	Assessment Criteria for outcomes	Total Marks	Marks Allocation		
			Out Of	Theory	Skills Practical
<b>1. BWS/N9001 (Prepare and maintain work area)</b>	PC1. ensure that environmental conditions are suitable for the client and the treatment to be carried out in a hygiene and safe environment	<b>100</b>	15	3	12
	PC2. select suitable equipment and products required for the treatment		19	5	14
	PC3. set up the equipment and prepare the products for treatments in adherence to the salon procedures and product/ equipment guidelines		20	4	16
	PC4. place the products in the trolley for the treatment		12	2	10
	PC5. sterilize, disinfect and place the tools on the tray		14	4	10
	PC6. dispose waste materials in adherence to the salon's and industry requirements		10	2	8
	PC7. store records, materials and equipment securely in line with the salon's policies		10	2	8
				<b>100</b>	<b>22</b>
<b>2. BWS/N0104 (Perform skin care services)</b>	PC1. adhere to the health and safety standards laid out by the manufacturer and salon	<b>100</b>	9	2	7
	PC2. position self and client throughout treatment		3	1	2

# NSQF QUALIFICATION FILE

Version 6: Draft of 08 March 2016

	to ensure privacy, comfort and wellbeing				
	PC3. perform and adapt the therapy using materials, equipment and techniques correctly and safely to meet the needs of the client		11	3	8
	PC4. carry out facial care/ clean-up process using the products and equipment as per service levels laid down by the salon		9	2	7
	PC5. clarify the client's expectation prior to commencement of treatment		6	2	4
	PC6. clean the skin and remove all traces of make-up by using suitable deep cleansing techniques		7	2	5
	PC7. use an exfoliation technique suitable for the client's skin type and skin condition		7	2	5
	PC8. use a suitable skin warming technique and carry out any necessary extraction relevant to the client's skin type and skin condition		7	2	5
	PC9. provide facial massage using a medium and techniques suitable for the client's skin type and condition		9	2	7
	PC10. apply mask treatments evenly and neatly, covering the area to be treated		8	2	6
	PC11. remove masks as per the recommended time frame		6	2	4

# NSQF QUALIFICATION FILE

Version 6: Draft of 08 March 2016

	PC12. ensure the skin is left clean, toned and suitably moisturized		6	2	4
	PC13. complete the therapy to the satisfaction of the client in a commercially acceptable time		4	1	3
	PC14. record the therapy accurately and store information securely in line with the salon's policies		4	1	3
	PC15. provide specific after-procedure, homecare advice and recommendations for product use and further treatments to the client		4	1	3
			<b>100</b>	<b>27</b>	<b>73</b>
<b>2. BWS/N 0107 (Perform Facial Electrotherapy)</b>	PC1. adhere to the health and safety standards laid out by the manufacturer and organization	<b>100</b>	5	1	4
	PC2. position self and client throughout treatment to ensure privacy, comfort and wellbeing		5	1	4
	PC3. use suitable consultation techniques to identify treatment objectives. carry out skin analysis and relevant tests		5	1	4
	PC4. perform and adapt the therapy using materials, equipment and techniques correctly and safely to meet the needs of the client and follow manufacturers instructions.		5	1	4
	PC5. consult with clients on background with medical history etc with consent form		5	1	4
	PC6. carry out facial electrotherapy to improve facial and		9	1	8



# NSQF QUALIFICATION FILE

Version 6: Draft of 08 March 2016

	<p>skin condition using direct high frequency, galvanic, ems, microcurrent and lymphatic drainage equipment.</p>			
	<p>electro muscle stimulator (ems)</p> <p>PC7. use electro muscle stimulator (ems) on the motor points of the facial muscles .</p> <ul style="list-style-type: none"> <li>constantly monitoring the intensity of frequency , the time and comfort of the client through out the procedure</li> </ul>	9	1	8
	<p>PC8.lymphatic drainage equipment ventouse</p> <ul style="list-style-type: none"> <li>choose the appropriate size and type of ventouse</li> <li>choose and use the correct amount of suction in an upward stroke towards the lymph nodes</li> <li>to know the correct technique to release the ventose</li> </ul>	9	1	8
	<p>PC9.galvanic</p> <ul style="list-style-type: none"> <li>to perform application of desincrustation /iontophoresis gel/solution</li> <li>to know galvanic electrode preparation</li> <li>to know maintenance of galvanic electrodes</li> </ul>	7	1	6
	<p>pc 10.high-frequency</p> <ul style="list-style-type: none"> <li>to perform direct high-frequency method</li> <li>to perform indirect high-frequency method</li> </ul>	7	1	6

# NSQF QUALIFICATION FILE

Version 6: Draft of 08 March 2016

	<ul style="list-style-type: none"> <li>to know maintenance of high frequency electrodes</li> </ul>				
	PC 11.micro current <ul style="list-style-type: none"> <li>to perform application of micro current with appropriate lubricant intensity and frequency following manufacturer's instructions,</li> <li>maintenance of micro current electrodes</li> </ul>		7	1	6
	PC12.ultra sonic facial unit to perform application of ultrasonic for facial rejuvenation and improve skin conditions		9	1	8
	PC13.clarify the client's expectation prior to commencement of treatment		5	1	4
	PC14. complete the therapy to the satisfaction of the guest in a commercially acceptable time		5	1	4
	PC15. record the therapy accurately and store information securely in line with the organization's policies		4	1	3
	PC16. provide specific after-process advice to the client		4	1	3
			<b>100</b>	<b>16</b>	<b>84</b>
<b>3. BWS/N 0108 (Perform Epilation services)</b>	PC1. adhere to the health and safety standards laid out by the manufacturer and organization	<b>100</b>	8	1	7
	PC2. position self and client throughout treatment to ensure privacy, comfort and wellbeing		8	1	7
	PC3. use suitable consultation techniques to identify treatment		8	1	7

# NSQF QUALIFICATION FILE

Version 6: Draft of 08 March 2016

	objectives. carry out skin analysis and relevant tests				
	PC4. perform and adapt the therapy using materials, equipment and techniques correctly and safely to meet the needs of the client and follow manufacturers instructions.		8	1	7
	PC5. to perform electrical epilation using various techniques. <ul style="list-style-type: none"> <li>• short wave diathermy</li> <li>• galvanic epilation</li> <li>• blend method</li> </ul>		15	3	12
	PC6. insert the needle into the hair follicle with regard to depth and angle		15	3	12
	PC7. clarify the client's expectation prior to commencement of treatment		10	2	8
	PC8. complete the therapy to the satisfaction of the guest in a commercially acceptable time		10	2	8
	PC9. record the therapy accurately and store information securely in line with the organization's policies		8	1	7
	PC10. provide specific after-process advice to the client		10	2	8
			<b>100</b>	<b>17</b>	<b>83</b>
<b>4. BWS/N 0106 (Perform Makeup Services)</b>	PC1. adhere to the health and safety standards laid out by the manufacturer and organization		3	1	2
	PC2. consult the client by questioning to identify contra-indications to skin and make-up products		4	1	3
	PC3. sanitize the hands prior to treatment commencement		4	1	3



# NSQF QUALIFICATION FILE

Version 6: Draft of 08 March 2016

	suits the occasion and client's needs.			
	PC17. select and apply an eyeliner/ eye pencil and mascara to enhance the eye shape to suit the client's needs		5	1 4
	PC18. select and apply a suitable lip liner, lipstick, lip gloss using corrective make-up techniques to enhance the lips to meet the client's needs and make up plan		5	1 4
	PC19. adapt the procedure using materials, equipment and techniques correctly and safely to meet the needs of the client		4	1 3
	PC20. adjust the client's position to meet the needs of the service without causing them discomfort		4	1 3
	PC21. check the client's wellbeing throughout the service and giving the necessary reassurance		4	1 3
	PC22. complete the procedure to the satisfaction of the guest in a commercially acceptable time		4	1 3
	PC23. record the procedure accurately and store information securely in line with the organization's policies		4	1 3
	PC24. provide specific after-procedure advice to the client		4	1 3
			<b>100</b>	<b>24 76</b>
<b>5. BWS/N9005 (Consult and Advice clients)</b>	PC1. adhere to the health and safety standards laid out by the organization	<b>100</b>	6	1 5
	PC2. identify the client needs for services and products taking		12	2 10

# NSQF QUALIFICATION FILE

Version 6: Draft of 08 March 2016

	into account factors that may limit or affect the choice				
	PC3. analyze the treatment area, visually and carry out necessary tests		10	2	8
	PC4. consult the client by questioning to identify contra-indications to products and provide recommendations for treatments that are suitable to the client		12	2	10
	PC5. define a suitable treatment plan to meet the client's needs		10	2	8
	PC6. confirm to the client the pricing and duration of service and products and address client queries		10	2	8
	PC7. communicate effectively with the client to maintain clients goodwill trust		10	2	8
	PC8. clarify the client's expectation prior to commencement of treatment		10	2	8
	PC9. provide after care advice and recommendations to the client		10	2	8
	PC10. record the client and treatment details accurately and store information securely in line with the organization's policies		10	2	8
			<b>100</b>	<b>19</b>	<b>81</b>
<b>7.BWS/N9006 (Promote and sell services and products)</b>	PC1. greet clients when they enter the retail outlet and direct them to the counter based on their needs	<b>100</b>	5	1	4
	PC2. identify the client needs for services and products taking into account factors that may limit or affect the choice		7	1	6
	PC3. analyse the treatment area,		5	1	4



# NSQF QUALIFICATION FILE

Version 6: Draft of 08 March 2016

	accurately in alignment to the required standards				
	PC15. provide after care advice and recommendations to the client		7	1	6
	PC16. record the client and treatment details accurately and store information securely in line with the organization's policies		7	1	6
			<b>100</b>	<b>16</b>	<b>84</b>
<b>8. BWS/N9004 (Manage &amp; lead a team)</b>	PC1. ensure the team is aware of the schedule and job expectations on a daily basis	<b>100</b>	10	2	8
	PC2. involve the team in regular meetings to communicate information intended for them		10	2	8
	PC3. ensure communication to the team on any changes in policies/ processes by the organization through required verbal/ written mechanisms		20	10	10
	PC4. ensure participation of the team in various engagement initiatives organized by the organization		10	8	2
	PC5. counsel and address issues among the team for any work related issues		10	2	8
	PC6. support the centre manager the deployment of the team as per clientschedule and		10	2	8



# NSQF QUALIFICATION FILE

Version 6: Draft of 08 March 2016

	the organizational norms and guidelines				
	PC7. ensure periodic training of the team and support the team by delivering trainings		10	2	8
	PC8. share knowledge of processes, techniques, therapies and products with the team to enhance their skill levels		10	1	9
	PC9. provide feedback to the centre manager pertaining to performance appraisals of the team		10	2	8
			<b>100</b>	<b>31</b>	<b>69</b>
<b>9.BWS/N9002 (Maintain health and safety at the workplace)</b>	PC1. set up and position the equipment, chemicals, products and tools in the work area to meet legal, hygiene and safety requirements	<b>100</b>	10	3	7
	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		10	3	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		15	3	12
	PC6. identify and document potential risks and hazards in the workplace		10	3	7
	PC7. accurately maintain accident reports		10	3	7
	PC8. report health and safety risks/ hazards		10	3	7

# NSQF QUALIFICATION FILE

Version 6: Draft of 08 March 2016

	to concerned personnel				
	PC9. use tools, equipment, chemicals and products in accordance with the salon's guidelines and manufacturers' instructions		13	3	10
			<b>100</b>	<b>26</b>	<b>74</b>
<b>10. BWS/N9003 (Create a positive impression at the work place)</b>	PC1. maintain good health and personal hygiene		8	2	6
	PC2. comply with organisation's standards of grooming and personal behaviour		9	3	6
	PC3. meet the organisation's standards of courtesy, behavior and efficiency		5	1	4
	PC4. stay free from intoxicants while on duty		6	1	5
	PC5. wear and carry organisation's uniform and accessories correctly and smartly		6	1	5
	PC6. take appropriate and approved actions in line with instructions and guidelines	<b>100</b>	6	2	4
	PC7. record details related to tasks, as per procedure		5	2	3
	PC8. participate in workplace activities as a part of the larger team		5	1	4
	PC9. report to supervisor immediately in case there are any work issues		3	1	2
	PC10. use appropriate language, tone and gestures while interacting with clients from different cultural and religious backgrounds, age, disabilities and gender		7	2	5

# NSQF QUALIFICATION FILE

Version 6: Draft of 08 March 2016

	PC11. communicate procedure related information to clients based on the sector's code of practices and organisation's procedures/ guidelines	7	2	5
	PC12. communicate role related information to stakeholders in a polite manner and resolve queries, if any	7	2	5
	PC13. assist and guide clients to services or products based on their needs	4	1	3
	PC14. report and record instances of aggressive/ unruly behavior and seek assistance	4	1	3
	PC15. use communication equipment (phone, email etc) as mandated by your organization	4	1	3
	PC16. carry out routine documentation legibly and accurately in the desired format	4	1	3
	PC17. file routine reports and feedback	4	1	3
	PC18. maintain confidentiality of information, as required, in the role	6	2	4
		<b>100</b>	<b>27</b>	<b>73</b>

# NSQF QUALIFICATION FILE

Version 6: Draft of 08 March 2016

<b>Means of assessment 1</b>
<b>Means of assessment 2</b>
<b>Pass/Fail</b>

# **NSQF QUALIFICATION FILE**

Version 6: Draft of 08 March 2016

## **SECTION 2**

### **EVIDENCE OF LEVEL**

**Awarding bodies will enter a proposed NSQF level for the qualification in the Qualification File Summary. This section asks for the evidence on which that proposal is based. The evidence must refer to the level descriptors of the NSQF.**

# NSQF QUALIFICATION FILE

Version 6: Draft of 08 March 2016

## OPTION A

Title/Name of qualification/component: Senior Beauty Therapist		Level: 5	
NSQF Domain	Key requirements of the job role	How the job role relates to the NSQF level descriptors	NSQF Level
Process	<p>The individual is expected to perform the preparation of the equipment/ products and work area ahead of service delivery, perform facial skin care treatment/facial electrotherapy, perform electrical needle epilation treatments to remove hair using alternating current and blend techniques, perform makeup services and etc.</p>	<p>The Job holder is expected to exhibit <b>well developed skills</b> with a <b>clear choice of procedures in familiar context</b> such as preparing the equipment, products and work area ahead of service delivery, improving facial skin condition using exfoliation/skin warming/come done extraction/facial massage/mask treatments and moisturizing, carrying out facial electrotherapy, carrying out electrical needle epilation treatments to remove hair, performing make-up for a variety of occasions, including day, evening and special occasions, consulting/ advising / promoting products and services to clients on the range of treatments and therapies and managing the team of professionals and helpers on day to day basis etc.</p> <p>Thus considering the scope of work the job holder can be placed at Level 5</p> <p>Since the individual's work is not limited to working in familiar, routine &amp; predictable environment but rather even encompasses job that requires well developed skill such as carrying out facial electrotherapy to improve facial and skin condition, carrying out electrical needle epilation treatments to remove hair using alternating current and blend techniques and managing the team of subordinates, therefore s/he can't be placed in Level 4.</p> <p>And as the job holder doesn't require to exhibit wide range of specialized technical skill like planning/ preparing/ delivering the training programmes for skincare/makeup or providing</p>	5

# NSQF QUALIFICATION FILE

Version 6: Draft of 08 March 2016

Title/Name of qualification/component: Senior Beauty Therapist		Level: 5	
NSQF Domain	Key requirements of the job role	How the job role relates to the NSQF level descriptors	NSQF Level
Professional knowledge	<p>The individual is expected to exhibit the knowledge of the effect of the natural ageing process on the skin and muscle tone, knowledge of electrotherapy and object of the treatment, knowledge of causes of hair growth and its patterns, knowledge of effect of lighting has on the colour of make-up, knowledge of removal of eye make-up and skin make-up (cleanse, tone, and moisturize) and etc.</p>	<p>additional coaching to learners, therefore s/he can't be placed at Level 6</p> <p>The job holder is expected to illustrate <b>knowledge of facts such as</b> basic ailments/ contraindications/contra actions/ treatment plans, <b>knowledge of principles &amp;</b> practice of skin therapies, <b>knowledge of various processes like</b> checking and handling the equipment before and during the procedure/ the effect of the natural ageing process on the skin and muscle tone <b>and general concepts of in the field of Skincare/Makeup such as</b> knowledge of applicable legislation relating to the workplace, products/materials and equipments required for various treatments, anatomy/physiology and pathology for skin treatments. S/he should also know about various kinds of electrical current, how to carry out Skin sensitivity tests, structure/function/characteristics of skin &amp; range and use of product available for facial treatment suitable for different skin types, various products offered by the company its features/ benefits &amp; stock availability etc.</p> <p>Since all the above mentioned professional skill are related to facts, principles, processes and general concepts in the field of Skincare services the role qualifies for Level 5.</p> <p>The Job holder is expected to possess professional skills more than just factual knowledge about Skincare/makeup services but also knowledge of facts like treatment adaptations according to treatment plan and individual client suitability, knowledge of principles about skincare services/ makeup services and its outcomes, therefore s/he can't be placed at Level 4</p>	5

# NSQF QUALIFICATION FILE

Version 6: Draft of 08 March 2016

Title/Name of qualification/component: Senior Beauty Therapist		Level: 5	
NSQF Domain	Key requirements of the job role	How the job role relates to the NSQF level descriptors	NSQF Level
		Further since the job holder doesn't require to exhibit factual & theoretical knowledge in broad contexts within Skincare services such as the types of qualitative and quantitative information for analysis of skin types, facial treatments etc. and evolving related trends, hence the individual can't be placed at Level 6	
Professional skill	<p>The individual is expected to plan &amp; organize the schedule for all services &amp; bookings to be undertaken by self or by the team of subordinates &amp; ensure adherence to the same. Further s/he must be able to take decision on a regular basis &amp; solve problem being faced by self &amp; team. The individual should also be able to analyze the data pertinent to client /products/services &amp; evaluate future course of action for self or by the team of subordinates</p>	<p><b>The Job holder is expected to exhibit a range of practical and cognitive skills required to accomplish tasks and solve problems by selecting and applying basic methods like ensuring that environmental conditions are suitable for the client and the treatment to be carried out, basic tools like selecting suitable equipments and products required for the facial electrotherapy/ epilation or other skincare/makeup treatments in adherence to the organization procedures/guidelines. The individual is also expected to possess information about the materials and such as knowledge of the latest promotional schemes on various products/ their available stocks and their features &amp; benefits.</b></p> <p>Thus considering the professional skills the job holder can be placed at Level 5</p> <p>Since the Job holder is expected to exhibit cognitive skills along with practical skills required to accomplish the tasks by ensuring that the team of Beauty therapists are aware of the schedules and job expectations on a daily basis and the job holder is also expected to solve problems by counselling and addressing issues among the Beauty therapists for any work related issues, therefore s/he can't be placed at Level 4.</p>	5



# NSQF QUALIFICATION FILE

Version 6: Draft of 08 March 2016

Title/Name of qualification/component: Senior Beauty Therapist		Level: 5	
NSQF Domain	Key requirements of the job role	How the job role relates to the NSQF level descriptors	NSQF Level
		And as the job holder is not required to possess practical and cognitive skills required to generate solutions for specific problems such as response to the recurring skin problems due to certain products, long term impact of skin treatments on skin and body etc., hence s/he can't be placed at level 6	
Core skill	The individual is expected to exhibit business communications skills, networking skills & capable of handling client data in the prescribed way.	<p>The Job holder is expected to be possess desired <b>mathematical skills</b> to calculate ongoing promotional schemes on various skincare/makeup treatments, <b>understanding of social, political environment</b> so as to inform clients with the latest global beauty trends <b>and some skill of collecting and organizing information by taking verbal/written feedback on the</b> skincare/makeup treatments availed by the client or in general the whole experience of being in the salon, <b>and possess fair communication</b> skills so as the job holder can promote various skincare/makeup products and treatments to clients through consultation and advice on the range of treatments and products offered by the organization.</p> <p>Thus considering the core skills, s/he can be placed at Level 5</p> <p>The Job holder is expected to exhibit core skills more than just communication skills in written &amp; oral form with required clarity but also some skill of collecting &amp; organizing information such as addressing client's needs/enquiries through consultation and advise on the range of various skincare/makeup treatments and products available, hence s/he can't be placed at Level 4</p> <p>And since the job holder doesn't require to be good in mathematical calculations which helps during the assessment</p>	5

# NSQF QUALIFICATION FILE

Version 6: Draft of 08 March 2016

Title/Name of qualification/component: Senior Beauty Therapist		Level: 5	
NSQF Domain	Key requirements of the job role	How the job role relates to the NSQF level descriptors	NSQF Level
		of training sessions learning of the participants or analysing customer feedback, therefore s/he can't be placed at Level 6	
Responsibility	The individual is responsible to perform various kinds of advanced beauty treatments & managing the team of subordinates	<p>The Senior Beauty Therapist is a professionally trained individual who specializes in beauty treatments of both the face and body. <b>S/he is responsible for his/ her work and learning as s/he</b> consults, advises, and performs various duties such as providing skincare treatments using facial electrotherapy, applying bridal makeup, removal of unwanted hair by electrical epilation services <b>and to an extent subordinate's works and learning since s/he has to</b> manage the team of beauty therapists on day to day basis by ensuring their deployment.</p> <p>Considering the responsibilities the individual can be placed at level 5</p> <p>Since the Job holders responsibility is not limited till his/her own work &amp; learning but also encompasses some responsibilities for others work &amp; learning as s/he is expected to manage &amp; lead a team of subordinates, therefore s/he can't be placed at 4.</p> <p>And as the responsibilities are not so broad enough to be fully responsible for others work &amp; learning as then s/he would also have to plan/prepare/ deliver skincare training ,monitor/evaluate the progress of the learners &amp; support the</p>	5

# NSQF QUALIFICATION FILE

Version 6: Draft of 08 March 2016

Title/Name of qualification/component: Senior Beauty Therapist			Level: 5
NSQF Domain	Key requirements of the job role	How the job role relates to the NSQF level descriptors	NSQF Level
		learners who needs additional coaching to achieving their desired results, therefore s/he can't even be placed at level 6	

## India-EU Skills Development project: Qualification File

### **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 organizations 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 Given the qualification is niche to B&W sector, there is no duplication or pre-existing similar qualifications. The nomenclature does not exist under NCVT

**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 during Jan'15 to Sep'15. 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 15th Oct 2016.

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

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 organizations.
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.

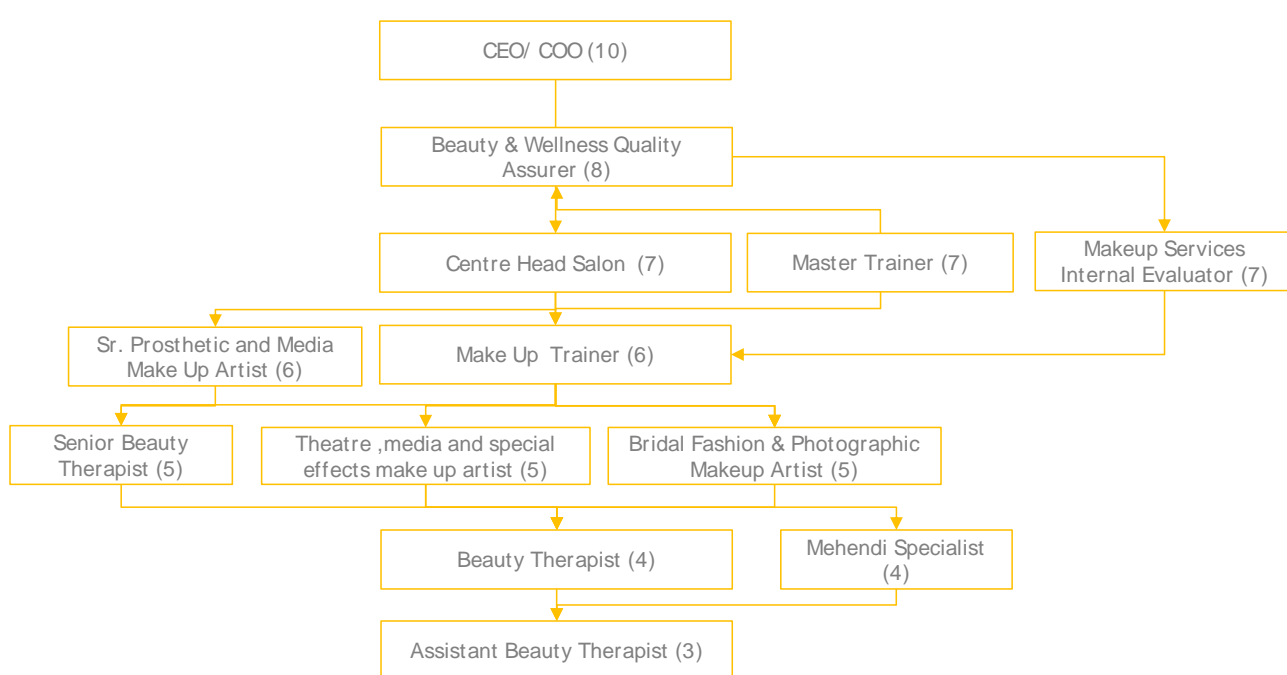
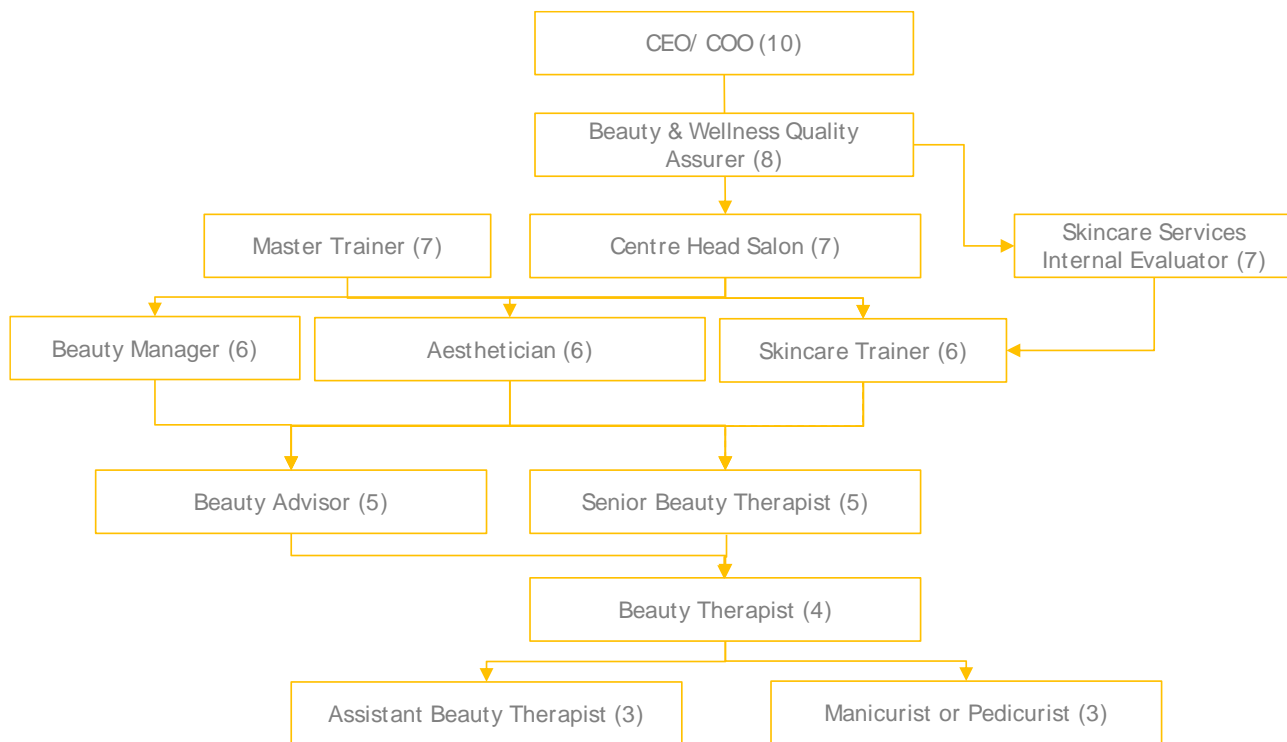
Give the titles and other relevant details of the document(s) here. Include page references showing where to find the relevant information.

1. Career Map of Senior Beauty Therapist - Annexure 1
2. QP BWS/Q0104 - Annexure 2

# NSQF QUALIFICATION FILE

Version 6: Draft of 08 March 2016

## Annexure 1: Career Map



# **NSQF QUALIFICATION FILE**

Version 6: Draft of 08 March 2016

Annexure 2: QP BWS/Q0104