

**QUALIFICATION FILE – CONTACT DETAILS OF SUBMITTING BODY**

**Name and address of submitting body:**

**Construction Skill Development Council of India**

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

1. Career Map Fabrication - Annexure 1
2. QP CON/Q1205- Annexure 2
3. RPL Assessment Guideline/Policy-Annexure 3
4. Detail Assessment Plan- Annexure 4
5. Workshop Interaction – Annexure 5

## QUALIFICATION FILE SUMMARY

<b>Qualification Title</b>	Construction Fitter- QP CON/Q01205		
<b>Body/bodies which will assess candidates</b>	<ul style="list-style-type: none"> <li>• MCG</li> <li>• Star Projects</li> <li>• Stamp</li> <li>• India Skills</li> </ul>		
<b>Body/bodies which will award the certificate for the qualification.</b>	CSDCI		
<b>Body which will accredit providers to offer the qualification.</b>	CSDCI		
<b>Occupation(s) to which the qualification gives access</b>	Fabrication		
<b>Proposed level of the qualification in the NSQF.</b>	3		
<b>Anticipated volume of training/learning required to complete the qualification.</b>	400 hrs		
<b>Entry requirements / recommendations.</b>	Preferably 10 <sup>th</sup> standard		
<b>Progression from the qualification.</b>	Fabricator- L-4		
<b>Planned arrangements for RPL.</b>	Work is under progress		
<b>International Comparability</b>			
INDIAN NOS	Comparable UK/Australia NOS		
CON/N1208 Carry out marking on structural steel elements to complete the fit-up in accordance with shop drawings	Comparable UK SEMFWE2-21: Marking out components for fabrication Comparable Australia NOS MEM12007D - Mark off/out structural fabrications and shapes		
CON/N1209 Carry out fitup of assemblies in fabrication yard	Comparable UK ECIFSS02: Assemble components of steel fabrications to meet specification Comparable Australia NOS AUMGTM004 - Install and fit out components		
CON/ N 8001: Work effectively in a team to deliver desired results at the workplace	Comparable UK NOS COSVR642 :Conform to productive work practices		
CON/ N 9001: Work according to personal health, safety and environment protocol at construction site	Comparable UK NOS: COSVR641: Conform to general workplace health, safety and welfare		
<b>Formal structure of the qualification</b>			
<b>Title of unit or other component</b> (include any identification code used)	<b>Mandatory/ Optional</b>	<b>Estimated size (learning hours)</b>	<b>Level</b>
<b>CON/N1208: Carry out marking on structural steel elements to complete the fitup in accordance with shop drawing</b>	<b>Mandatory</b>	<b>104</b>	<b>3</b>
<b>CON/N1209: Carry out fitup of assemblies in fabrication</b>	<b>Mandatory</b>	<b>216</b>	<b>3</b>

yard			
<b>CON/N8001: Work effectively in a team to deliver results at a construction site</b>	<b>Mandatory</b>	<b>24</b>	<b>3</b>
<b>CON/ N9001: Work according to personal health, safety and environment protocol at construction site</b>	<b>Mandatory</b>	<b>48</b>	<b>3</b>

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

Give details of the document here:

1. QP CON/Q01205- Annexure 2

## SECTION 1

### ASSESSMENT

**Name of assessment body:**

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

- MCG
- Star Projects
- Stamp
- India Skills

**Will the assessment body be responsible for RPL assessment?**

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

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

Attached as Annexure-3

**Describe the overall assessment strategy and specific arrangements which have been put in place to ensure that assessment is always valid, consistent 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 CSDCI as Assessment Body. Assessors are trained & certified by CSDCI through training of assessors program. Assessments for the various job roles are conducted to gauge and assess the trainees' competencies and professional expertise as well as their skill and knowledge in the specified areas.

During the practical task, trainees are assessed on their workmanship, quality of finished product, time management, etc., based on the performance criteria (PC), knowledge and understanding and their professional and soft skills as specified in the qualification pack. They will be graded for all their assessments based on the approved assessment strategy which is signed off by CSDCI.

Assessors must ensure that assessment decisions involve collection and evaluation of sufficient evidence to enable a judgment to be made on the student's competency. An assessment should not place unnecessary demands on students which may prevent them from demonstrating competency.

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.  
Attached as Annexure-4

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

Give details of the document(s) here:

Give details of the document(s) here:

1. RPL Assessment Guideline/Policy-Annexure 3
2. Detail Assessment Plan- Annexure 4

## ASSESSMENT EVIDENCE

Complete the following grid for each grouping of NOS, assessment unit or other component as per the assessment criteria. Insert the required number of rows.

### CRITERIA FOR ASSESSMENT OF TRAINEES

#### Construction Fitter

#### CON/Q 01205

#### Construction Skill Development Council Of India

##### 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 knowledge part will be based on knowledge bank of questions created by Assessment Bodies subject to approval by SSC
3. Individual assessment agencies will create unique question papers for knowledge/theory part for assessment of candidates as per assessment criteria given below
4. Individual assessment agencies will create unique evaluations for skill practical for every student at each examination/training center based on assessment criteria.
5. The passing percentage for each QP will be 50%. To pass the Qualification Pack, every trainee should score a minimum of 50% individually in each NOS
6. The Assessor shall check the final outcome of the practices while evaluating the steps performed to achieve the final outcome.
7. The trainee shall be provided with a chance to repeat the test to correct his procedures in case of

improper performance, with a deduction of marks for each iteration.

8. After the certain number of iteration as decided by SSC the trainee is marked as fail, scoring zero marks for the procedure for the practical activity.
9. 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 within the specified timeframe set by SSC.
10. Minimum duration of Assessment of each QP shall be of 4hrs/trainee.

		<b>Marks Allocation</b>			
<b>Assessable Outcome</b>	<b>Assessment criteria</b>	<b>Total Marks</b>	<b>Out Of</b>	<b>Theory</b>	<b>Practical Skills</b>
<b>CON/N1208: Carry out marking on structural steel elements to complete the fit-up in accordance with shop drawings</b>	PC1. identify the correct drawing and section therein as per requirement	<b>100</b>	5	1	4
	PC2. compute required dimensions as from the section using linear calculations		10	2	8
	PC3. note the orientation of the sections		5	1	4
	PC4. simplify and reproduce the drawing as a hand sketch for subordinates for explaining the work requirements		10	2	8
	PC5. refer the drawing for identifying the correct material based upon its dimensions		10	2	8
	PC6. measure the dimensions of the identified the material to check its compliance with job if the said is not marked		10	2	8
	PC7. check the work piece for its preparation such as beveling, scalloping etc.		5	1	4
	PC8. clean the surface of the section to remove any dust, paint, oil, rust etc.		5	1	4
	PC9. identify the start point for measuring and marking the dimensions on the section as per drawing		10	2	8
	PC10. use appropriate tools and instruments for measurement		10	2	8
	PC11. use correct tools and instruments for marking such as scribes etc.		10	2	8
	PC12. make accurate and distinguishable markings on the external surface of sections		10	2	8
			<b>Total</b>	<b>100</b>	<b>20</b>
<b>CON/N1209: Carry out fitup of assemblies in fabrication yard</b>	PC1. identify any potential hazard in the work area related to own work and report the same to appropriate authority	<b>100</b>	3	1	2
	PC2. avoid any unsafe act by self particularly while working at site		3	1	2
	PC3. avoid wearing any loose clothing and preferably wear the yard jumpsuit or any other uniform issued at site		3	1	2
	PC4. select and correctly use personnel protective equipment as per work requirement		2	1	1
	PC5. dispose of any unwanted material from the work area as per instructions		3	1	2

PC6. participate in safety drills organized at site
PC7. participate in prep talks and tool box talks organized at site
PC8. estimate the required number of fixtures such as clamps etc. for completing the assigned task
PC9. decide the locations and position for erecting temporary supports and anchors
PC10. erect temporary support and anchors at identified locations as per work requirement
PC11. check the working condition of fixtures
PC12. inspect the fabrication bed before commencing the fit-up
PC13. estimate the scope of grinders and gas cutters for completing the job.
PC14. identify the orientation of the components as shown in the drawings
PC15. assist in lowering of heavy sections at proper location as per work requirement
PC16. anchor the section at proper location to restrict its movement
PC17. place the sections as per markings
PC18. ensure that proper root gap is maintained throughout the assembly for welded connections
PC19. oversee the preparation of fabrication bed and other fitting activities such as placing and tightening the clamps, jacking and striking etc.
PC20. check the accuracy of positioning of sections as per requirement
PC21. identify any defects in positioning of components in reference to the markings
PC22. carry out operations such as striking, realignment etc. for accurate positioning of structural components
PC23. identify locations for tack welding such that root gap is maintained consistent and the joint is stable
PC24. check the requirements for preheating in consultation with superiors
PC25. supervise the finishing of the tack weld as carried out by grinder
PC26. oversee the finishing of the surface
PC27. check the tack weld visually to ensure no defects in welding
PC28. recheck the dimensions post tack welding to ensure that change due to shrinkage is within tolerance limit
PC29. submit the fitted assembly to superiors for inspection
PC30. rectify any repairs indicated by superior by following standard procedure
PC31. assist the foreman in preparation of fit-up report

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	PC32. conduct straightening and bending operations on sections if required		3	1	2
	PC33. locate the distortions identified by superiors		3	1	2
	PC34. apply suitable method for correcting distortions like application of heat, application of force or a combination there off		3	1	2
	PC35. oversee or conduct heating of distorted material as per instruction		3	1	2
	PC36. use vice or jack efficiently to remove distortion		3	1	2
		<b>Total</b>	<b>100</b>	<b>20</b>	<b>80</b>
<b>CON/N8001: Work effectively in a team to deliver desired results at the workplace</b>	PC1. pass on work related information/ requirement clearly to the team members	<b>100</b>	10	2	8
	PC2. inform co-workers and superiors about any kind of deviations from work		5	1	4
	PC3. address the problems effectively and report if required to immediate supervisor appropriately		5	1	4
	PC4. receive instructions clearly from superiors and respond effectively on same		5	1	4
	PC5. communicate to team members/subordinates for appropriate work technique and method		5	1	4
	PC6. seek clarification and advice as per requirement and applicability		10	2	8
	PC7. hand over the required material, tools tackles, equipment and work fronts timely to interfacing teams		30	6	24
	PC8. work together with co-workers in a synchronized manner		30	6	24
			<b>Total</b>	<b>100</b>	<b>20</b>
<b>CON/N9001: Work according to personal health, safety and environment protocol at construction site</b>	PC1. identify and report any hazards, risks or breaches in site safety to the appropriate authorities	<b>100</b>	5	1	4
	PC2. follow emergency and evacuation procedures in case of accidents, fires, natural calamities		5	1	4
	PC3. follow recommended safe practices in handling construction materials, including chemical and hazardous material whenever applicable		10	2	8
	PC4. participate in safety awareness programs like Tool Box Talks, safety demonstrations, mock drills, conducted at site		5	1	4
	PC5. identify near miss , unsafe condition and unsafe act		5	1	4
	PC6. use appropriate Personal Protective Equipment (PPE) as per work requirements including: <ul style="list-style-type: none"> <li>• Head Protection (Helmets)</li> <li>• Ear protection</li> <li>• Fall Protection</li> <li>• Foot Protection</li> <li>• Face and Eye Protection</li> <li>• Hand and Body Protection</li> <li>• Respiratory Protection (if required)</li> </ul>		10	2	8
	PC7. handle all required tools, tackles , materials & equipment safely		5	1	4

PC8. follow safe disposal of waste, harmful and hazardous materials as per EHS guidelines		5	1	4
PC9. install and apply properly all safety equipment as instructed		15	3	12
PC10. follow safety protocol and practices as laid down by site EHS department		15	3	12
PC11. collect and deposit construction waste into identified containers before disposal, separate containers that may be needed for disposal of toxic or hazardous wastes		10	2	8
PC12. apply ergonomic principles wherever required		10	2	8
	<b>Total</b>	<b>100</b>	<b>20</b>	<b>80</b>

## SECTION 2

### EVIDENCE OF NEED

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

Please refer to the attached list of job roles and occupations identified in construction sector. These job roles have been derived through extensive industry interactions facilitated from 10 workshops and various site visits conducted and interaction with 500+ representatives from different construction sector organizations all over the country.

Attached as Annexure-5

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

As per survey the incremental Manpower Gap between 2008 and 2022 found out to be 459000 under Quality Assurance and Quality Control Occupation. The estimated uptake of this qualification is around 4,59,000.

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

QPs for Job Roles of various related SSC's were studied to ensure that there is no duplicity.

#### 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?

Standards department of CSDCI will do periodic review and monitor the industry feedbacks, Training Partners feedback on the qualification and will incorporate them appropriately at the designated revision time.

The revision of this qualification is scheduled after 1 year i.e. 14/08/2017

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

Give details of the document(s) here:

1. List of job roles
2. Workshop Interaction-Annexure 5

## SECTION 3



## SUMMARY EVIDENCE OF LEVEL

Summary of Direct Evidence:

Justify the NSQF level allocated to the QP by building upon the five descriptors of NSQF. Explain the reasons for allocating the level to the QP.

Generic NOS is/are linked to the overall authority attached to the job role.

Construction Fitter QP CON/Q01205					
Process required	Professional Knowledge	Professional Skills	Core Skills	Responsibility	Level
<p>Job holder performs limited activities such as placing and fixing of components for marking, anchoring elements and components in proper place and orientation as per drawings etc. These activities are repeated for fitup of multiple components and are predictable in nature as the procedure for carrying out these activities is already laid out</p>	<p>Job holder is expected to have knowledge of capacity, operation and area of application of various tools and equipments like jacks, clamps, vices etc. required for fit-up work. The job holder is also expected to have basic understanding of the processes to be followed for fitup, repair and other activities like grinding, heating, measurement etc.</p>	<p>Job holder is expected to demonstrate skills that are essential for carrying out various activities of fit up like positioning, measurement, reading and understanding drawings and dimensions, anchoring and minor adjustments etc.</p> <p>The above mentioned skills are applicable for a very limited range of activities</p>	<p>Job holder is expected to have good reading and writing skills in at least one language to understand sketches/ routine working drawings/instructions provided for work. Job holder should apply basic principle of measurement, arithmetic calculation to carry out measurement and markings, understand the tolerance and dimensions of components etc.</p> <p>Job holder is also expected to read and understand sign boards, safety rules and shall be able to orally communicate clearly and effectively with team members in at least one language</p>	<p>Job holder has some responsibility for own work within defined limit and always work under close supervision of trade senior for performing assigned task within time and with quality following standard working procedures and safety. The job holder always needs to undergo quality checks for the assigned task by the superior</p>	3
<b>Level 3</b>	<b>Level 3</b>	<b>Level 3</b>	<b>Level 3</b>	<b>Level 3</b>	

**OTHER EVIDENCE OF LEVEL** [This need only be filled in where evidence other than primary outcomes was used to allocate a level] (**Optional**)

Summary of other evidence (if used): **Not applicable.**

## **SECTION 4**

### **EVIDENCE OF RECOGNITION OR 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?**

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

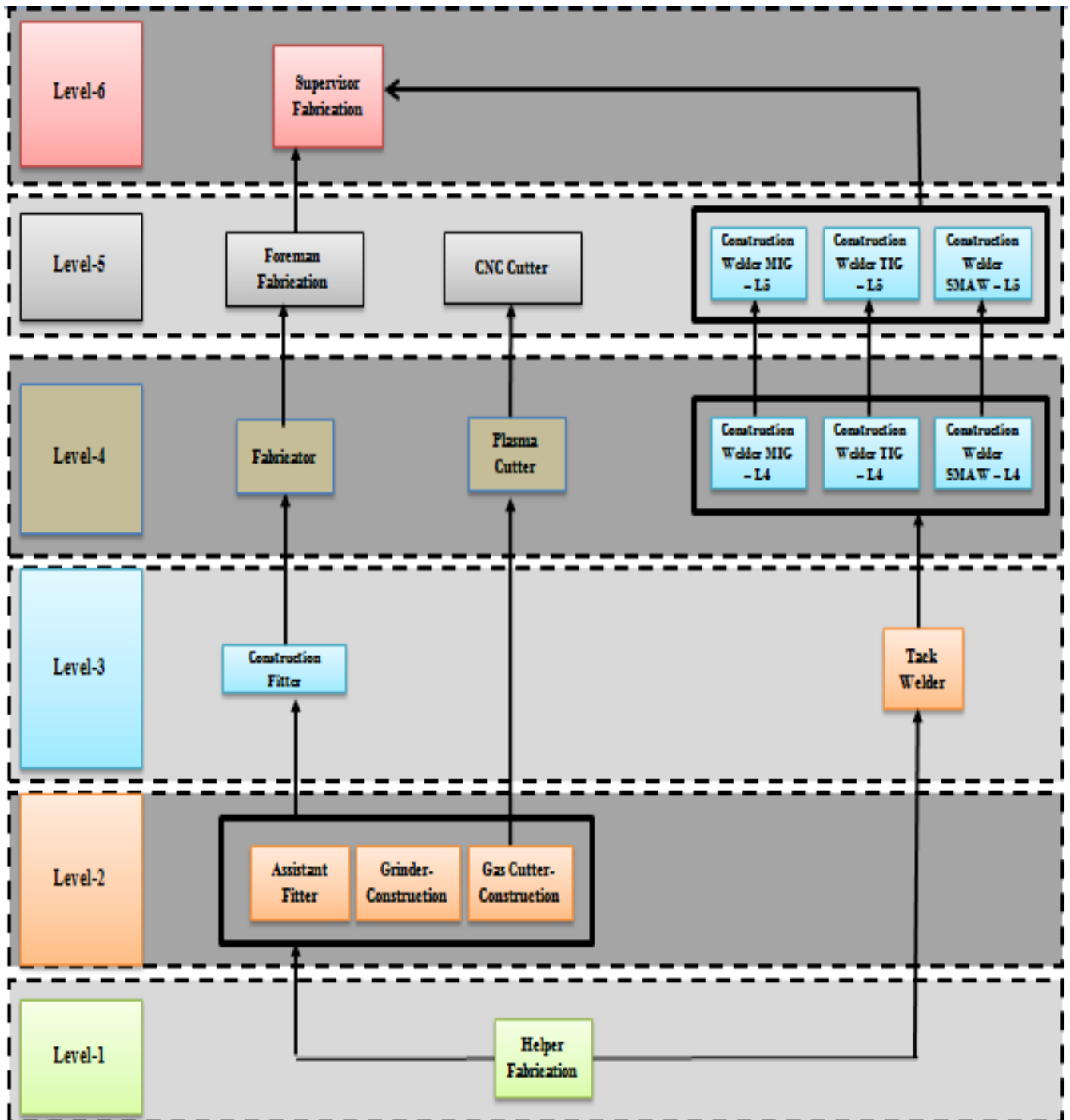
Please attach any documents giving further information about any of the topics above.

Give details of the document(s) here:

1. Annexure 1
  - Overall Career map
  - Career map of Fabrication Occupation
2. QP CON/Q 01205- Annexure 2

Annexure 1

Career Map



Annexure 2- QP CON/Q01205

### Annexure 3: RPL Assessment Guideline/Policy

#### **1 Guidelines and Implementation Strategy**

Under RPL, the candidate can be certified in two ways:

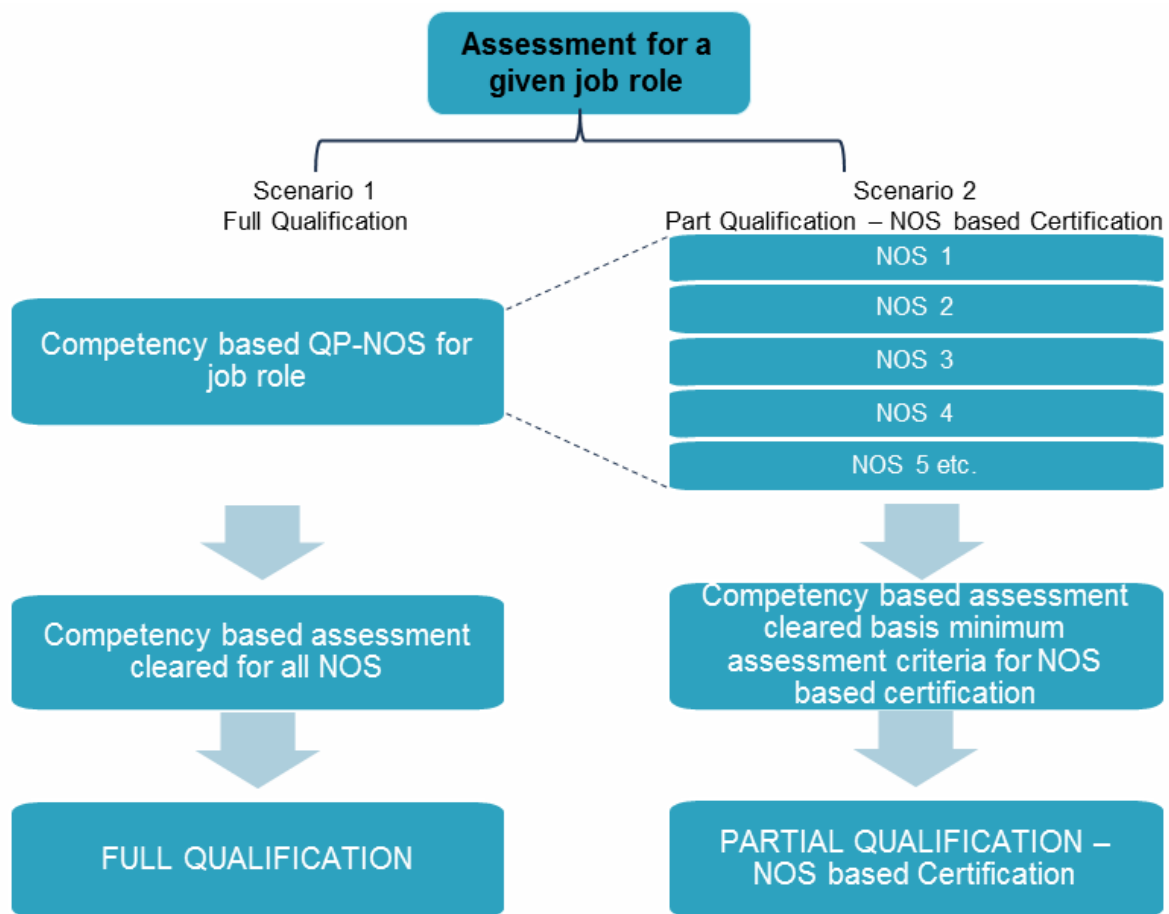
##### **1.1 Full Qualification**

In this scenario, a candidate enrolled under RPL is assessed as per the assessment criteria of the QP-NOS of the selected job role. If the candidate clears competency based assessment under the designated Job Role, candidate is awarded a “Full Qualification” Certificate.

##### **1.2 Partial Qualification –**

NOS Based Certification Under this scenario, a candidate enrolled under RPL is assessed as per the same QP-NOS. The SSCs have to define the minimum assessment criteria that the trainee has to attain for the QP-NOS in order to get NOS based certificate.

##### **1.3 A pictorial representation of the process is below:**



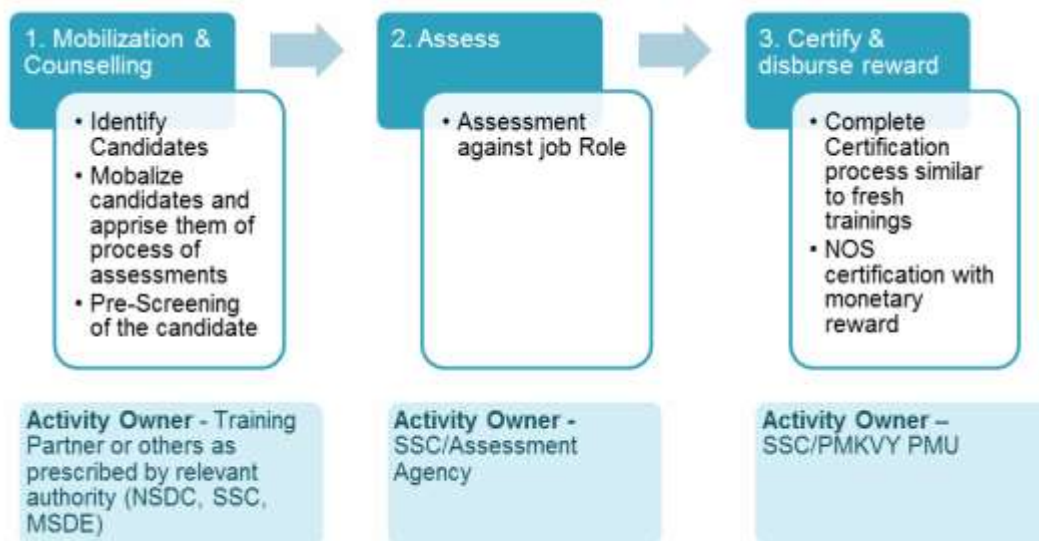
## 2 Detailed Strategy

2.1 RPL is a three step process

2.1.1 Mobilization & Counselling

2.1.2 Assessment

2.1.3 Certification & Reward Disbursement



### **3 Mobilization & Counselling**

- 3.1 The Training Partner (TP) or any other authority as prescribed by the Steering Committee will identify and counsel candidates eligible for RPL through mobilization camps & advertisements etc. The mobilized candidates can **be counselled, oriented about the standardized NSQF framework and basis their existing competency will be mapped against the suitable level of the concerned Job role for assessments.**
- 3.2 Candidates may be mobilized with the help of SSC's Industry (clusters) connect, associations and MSME connect. These will be in the form of Kaushal Melas, Registration camps in clusters and active marketing through local media such as Radio, Newspapers and hoardings.
- 3.3 TPs will also be required to provide orientation training to candidates covering the following aspects. This training will form as a part of pre-screening and bridge orientation of a candidate:
  - 3.3.1 What is PMKVY/NON PMKVY?
  - 3.3.2 Information about the Skill Mission and NSQF
  - 3.3.3 Benefits and process of PMKVY/NON PMKVY to the candidate
  - 3.3.4 Who/what is NSDC and a SSC?
  - 3.3.5 What is RPL and the need for it
  - 3.3.6 What is a QP?
  - 3.3.7 What is NOS?
  - 3.3.8 Orientation on Assessment Criteria
  - 3.3.9 What is the process of assessment and run through mock assessment questions
  - 3.3.10 Who is a Training Partner?

### **4 Pre-screening of candidates**

- 4.1 Pre-screening guidance, counseling and support will be provided to the candidates by the TP. SSCs will be required to establish a pre-screening criteria for their sector and make it available online. The Training Partners will be mandated to pre-screen the candidate basis of these criteria before the candidate undergoes assessment.

### **5 Assessment**

- 5.1 The candidates enrolled will be assessed by the Assessment Agency affiliated with the Sector Skill Council on the basis of assessment criteria decided by Sector Skill Council (SSC). The candidate will need to pass in the minimum assessment criteria of a particular QP decided by the SSC.
- 5.2 Assessment is very critical for the success of whole RPL process. There are possibly three ways through which a candidate can undergo the assessment process:
  - 5.2.1 Stand-alone assessment- Candidate approaches the assessment center on her/his own and gets her/himself assessed
  - 5.2.2 Worksite assessment- Assessment of the existing employees is carried out at the workshop/yard

- 5.2.3 Assessment at Training Centre- Assessment is carried out at the Training Centre.
- 5.3 Typically, SSC are required to give instructions to assess the candidates more through Practical Knowledge and demonstration e.g.
- 5.4 The assessment could include a theory and practical component with varying weightages respectively. This will be the prerogative of the SSC basis the sector and participating QP.
- 5.4.1 Theory assessment will be a Multiple Choice Question paper consisting of at least 20 questions.
- 5.4.2 Practical assessment will include the assessee actually demonstrating skills on the basis of the QP as required in the job role.
- 5.5 **The guidelines for the assessor to conduct the assessments are:**
- 5.5.1 Assessments have to be conducted in local languages wherever possible.
- 5.5.2 The assessment should be carried out in accordance with the assessment criteria.
- 5.5.3 Language, communication and expression used in assessment should be understandable and appropriate, to the candidate.
- 5.5.4 Questions based on practical assessment of the skills should be simple, direct and comprehensible.
- 5.5.5 In order to assess the proficiency of the subject knowledge, the candidate will take test developed by Assessment Agency keeping in view the literacy level of the candidate.
- 5.5.6 While assessing, the assessment agency will also review the evidence submitted by the candidate i.e. confirm the identity of the candidate, physical verification of the documentation provided.

## **6 Certification & Reward Disbursement**

- 6.1 Successfully assessed candidates with a valid Aadhaar or alternate ID (as per process) will be eligible for either “Full Qualification” or “Partial Qualification – NOS based Certification” as described above under Overall Approach of RPL. The reward in both cases will be the same (as per Sector, QP and NSQF Level)
- 6.2 Certified candidates with valid bank details will be processed for reward money by NSDC.

## Annexure 4: Detailed Assessment Plan

### ASSESSMENT OF TRAINEES: PROCESS & PROCEDURE TO BE ADOPTED

The assessment has to comprise of two components, namely:

1. Knowledge assessment (theory/viva assessment)
2. Skill assessment (practical/hands-on skill assessment)

### MODE OF ASSESSMENT

1. Demonstration/Practical for Performance /Skill Assessment
  2. Synoptic multiple choice question test.
  3. Viva
- } For Knowledge Assessment

### COMPONENTS OF ASSESSMENT:

#### **1. Performance/Skill Assessments**

The performance/skill assessment will be conducted through demonstration/practical

#### **Demonstration /Practical Assessment**

There will be practical task for core NOS's which the trainee must attempt and demonstrate the occupational skills acquired to pass. Also the practical skill for generic NOS would be judged while carrying out practical task for core NOSs. Practical assessment is externally set and externally marked.

Trainees must attempt and pass the practical test which is assessed through a given task. The basis for practical task is the performance criteria provide in the NOS of the Qualification Pack.

The assessment will be conducted in a simulated working environment. Due to this fact, the assessors must note that the naturally occurring evidence of competence is unavailable or infrequent. Simulation must be undertaken in a Realistic Working Environment which provides an environment that replicates the key characteristics of the workplace in which the skill to be assessed is normally employed.

Scheduling of the practical task assessments is flexible but to retain integrity of the assessment, they should be carried out as closely as possible to the written assessments.

#### **Introducing the practical assessment to trainees**

It will be beneficial to take trainees through what is required in the practical assessments and the way in which each part will be graded. Trainees should have an opportunity to familiarise themselves with the way the tasks are graded.

Trainees may refer to their faculty for guidance on parts of the practical assignments only, though they should be aware that, especially for the practical assessments, the amount of guidance and support they are given may be reflected in the feedback and performance.



## 2. Knowledge Assessment

The knowledge assessments are conducted through written test and viva.

### 2.1. Synoptic multiple choice question (MCQ) test

Synoptic test is an MCQ (Multiple Choice Question) test to assess the underpinning knowledge. The synoptic MCQ tests are externally set and externally marked. This test is to be taken by the trainee after completion of all the units under controlled and invigilated conditions as closed-book test under the supervision of an assessor. Trainees can only achieve whole marks; half marks for partially answered questions are not permitted. Selection of two or more options will be marked as wrong. The answers should be marked by pen only.

The test may be conducted by the assessor in the oral mode, if required, considering the lack of reading and comprehending acumen (skills) of trainees. In such cases, the assessor will mention it on top of the MCQ submitted.

### 2.1. Viva

Trainees are required to take the viva test **along with** their practical observation test which is an extended part of the practical observation and assessment. The viva assessments are externally set and externally marked.

### ASSESSMENT LOCATION

Assessment location can be one or a combination of following. Prior arrangements are to be ensured by the assessment agency in conjunction with all stakeholders

1. Training providers premise
2. Workshops, Labs
3. On-site assessment

### ASSESSMENT CONTEXT:

Assessment of trainees will be conducted at the end of the training. The assessing body is to liaise with the training provider and schedule assessments accordingly.

For assessments to be fair, the assessment bodies are to ensure that the assessment process is valid, reliable, flexible and fair. Assessments are to be planned in conjunction with the training timelines and periodicity, as defined for specific trainings based on National Occupational Standards (NOS).

### CRITERIA FOR DECISION

An assessment criteria framework is given to all Abs by CSDCI. The assessments will be carried out within this standard framework. Assessments for the various job roles are conducted to gauge and assess the trainees' competencies and professional expertise as well as their skill and knowledge in the specified areas.

During the practical task, trainees will be assessed on their workmanship, quality of finished product, time management, etc., based on the performance criteria (PC), knowledge and understanding and

their professional and soft skills as specified in the qualification pack. They will be graded for all their assessments based on the approved assessment strategy which is signed off by CSDCI.

Assessors must ensure that assessment decisions involve collection and evaluation of sufficient evidence to enable a judgment to be made on the student's competence. An assessment should not place unnecessary demands on students which may prevent them from demonstrating competence

### **KEY COMPONENTS OF THE ASSESSMENT PROCESS**

**1. Competence:** Individuals are considered competent when they are able to consistently apply their knowledge and skills to the standard of performance required in the workplace. Both workplace and off the job training and assessment shall aim to ensure that individuals participating in the training have the competence to undertake their work role to the standard expected in a range of employment situations.

**2. Competency based Assessment:** It is the process of collecting evidence and making judgments on whether competence has been achieved. This confirms that an individual can perform to the standard expected in the workplace as expressed in the National Occupational Standards.

**3. Collection of Evidence:** Evidence collected may be direct, such as observation of workplace performance/hands on exercises or indirect, such as formal testing. The evidence gathered is to be valid, sufficient, current and authentic.

**4. Judging Competence:** An individual is considered competent after he/she has completed an assessment that verifies that all aspects of the Occupational Standards can be applied in an industry context. Assessment may involve a variety of assessment methods. Evidence is to be used by an assessor to make a judgment about whether a student is competent.

**5. Methodology of Assessment:** Can vary from assessor to assessor. However, the process is to broadly comprise of Knowledge & Skill assessments, with the later involving practical's/on work assessment all under assessment criteria frame work issued by CSDCI

**6. Standards against which the students are to be assessed:** National Occupational Standards pertaining to the concerned job role.

**Annexure 5: Workshop Interaction**

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