

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

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

**Skill Council for Green Jobs  
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### **Name and contact details of individual dealing with the submission**

**Name: Dr. Praveen Saxena**

**Position in the organisation: Chief Executive Officer**

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

1. Qualifications Pack
2. Industry Validations
3. Occupational Map
4. NSQC Summary Sheet
5. NSQC presentation
6. Functional Analysis
7. Model Curriculum

## NSQF QUALIFICATION FILE GUIDANCE

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### SUMMARY

<b>Qualification Title</b>	Recyclable Waste Collector & Segregator
<b>Qualification Code</b>	SGJ/Q6101
<b>Nature and purpose of the qualification</b>	<p>Nature of Qualification</p> <p>Certificate course in Recyclable Waste Collector &amp; Segregator</p> <p>The main purpose of the qualification Pack is</p> <p>To train the people working in waste management sector, so that they can understand the actual worth of the collected recyclable waste for better livelihood. This training will equip the candidates in health and safety while performing the task of collection and segregation of recyclable waste.</p>
<b>Body/bodies which will award the qualification</b>	Skill Council for Green Jobs
<b>Body which will accredit providers to offer courses leading to the qualification</b>	Skill Council for Green Jobs and National Skill Development Corporation
<b>Body/bodies which will carry out assessment of learners</b>	Third Party Assessment Agencies accredited by Skill Council for Green Jobs
<b>Occupation(s) to</b>	Collection and segregation of recyclable waste

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<b>which the qualification gives access</b>	
<b>Licensing requirements</b>	N/A
<b>Level of the qualification in the NSQF</b>	4
<b>Anticipated volume of training/learning required to complete the qualification</b>	200 hours
<b>Entry requirements and/or recommendations</b>	Preferably 5th pass Minimum Job entry age: 16 years
<b>Progression from the qualification</b>	Supervisor- Waste Collection
<b>Planned arrangements for the Recognition of Prior learning (RPL)</b>	Candidates with relevant experience are identified and tested through a Recognition Prior learning (RPL) test, which is designed by Subject Matter Experts of SCGJ
<b>International comparability where known</b>	N/A
<b>Date of planned</b>	01/06/2019

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<b>review of the qualification.</b>			
<b>Formal structure of the qualification</b>			
<b>Title of component and identification code.</b>	<b>Mandatory/Optional</b>	<b>Estimated size (learning hours)</b>	<b>Level</b>
SGJ/N6101: Collect Recyclable waste	Mandatory	200	4
SGJ/N6102: Segregate Recyclable waste	Mandatory		4
SGJ/N6103: Maintain health and work safety	Mandatory		4

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

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

CII, Co Cubes Technologies, ACE assessments, Skill training assessment management partners (STAMP), Mettl and any other assessment agency affiliated to Skill Council for Green Jobs

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

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

Affiliated Assessment Agency of SCGJ, as per RPL Policy and Guidelines

#### **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.**

The emphasis is on 'learning-by-doing' and practical demonstration of skills and knowledge based on the performance criteria.

The assessment papers are developed by Subject Matter Experts (SME) available with the Assessment Agency, in collaboration with Skill Council for Green Jobs, as per the performance and assessment criteria mentioned in the Qualification Pack. The assessments papers are also checked for the various outcome based parameters such as quality, time taken, precision, tools & equipment requirement etc. The assessment sets are then reviewed for consistency. The assessments are designed so as to assess maximum parts during the practical hands on work. The technical limitations at the training centres are taken care in theory and viva. Criteria such as use of lift to pick heavy objects or selection of fire extinguisher during a fire

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are also assessed under theory/viva.

The assessment agencies are instructed to hire assessors with integrity, reliability and fairness. Each assessor shall sign a document with its assessment agency by which they commit themselves to comply with the rules of confidentiality and conflict of interest, independence from commercial and other interests that would compromise impartiality of the assessments. The assessment agencies are instructed to ideally have assessor with minimum qualification as graduate engineer with 3 years' of relevant industry experience.

The assessors selected by Assessment Agencies are scrutinized and made to undergo training and introduction to SCGJ Assessment Framework, competency based assessments, and assessors guide etc.

The assessors are provided with assessors guide developed by the Subject Matter Expert of the assessment agency as per the assessment framework. The assessment guides are developed to ensure the maximum possible consistency in the assessment by different assessors and elaborate on the following

- Qualification Pack Structure
- Guidance for the assessor to conduct theory, practical and viva assessments
- Guidance for trainees to be given by assessor before the start of the assessments.
- Guidance on assessments process, practical brief with steps of operations practical observation checklist and mark sheet
- Viva guidance for uniformity and consistency across the batch.

The assessment by assessment agency will be completely based on the assessment criteria as mentioned in the Qualification Pack. Each NOS in the Qualification Pack (QP) will be assigned a relative weightage for assessment based on the criticality of the NOS. Therein each Performance Criteria in the NOS will be assigned marks for or practical based on relative importance, criticality of function and training infrastructure.

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**The following tools are proposed to be used for final assessment:**

**Practical Assessment:** This will comprise of a test hands on job to be prepared as per domain skills imparted.

Candidate's aptitude, safety consciousness, quality consciousness etc. will be ascertained by observation and will be marked in observation checklist.

**Viva/Structured Interview:** This tool will be used to assess the conceptual understanding and the behavioural aspects as regards the job role and the specific task at hand. It will also include questions to ascertain the soft skills of interacting with the customer, adherence to social norms and handling the materials with safety.

**Written Test:** Under this test few key items which cannot be assessed practically will be assessed. The written assessment will comprise of primarily pictures and associated terminology, including:

- Identification
- True / False Statements
- Multiple Choice Questions
- Matching Type Questions

## ASSESSMENT EVIDENCE

### CRITERIA FOR ASSESSMENT OF TRAINEES

**Job Role** Recyclable Waste Collector & Segregator

**Qualification Pack** SGJ/Q6101

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### **Sector Skill Council** Green Jobs

#### **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 center (as per assessment criteria below)



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		Marks Allocation			
NOS	Performance Criteria	Total Mark	Out Of	Theory	Skills Practical
SGJ/N6101 Collection of Recyclable waste.	PC1. Ensure the right method for disposal of Waste by Waste generators.	<b>30</b>	12	5	7
	PC2. Ensure collection & carrying of waste properly.		12	3	9
	PC3. Ensure proper transportation of the collected waste to the nearest collection center.		6	2	4
		TOTAL	30	10	20
SGJ/N6102 Segregation of Recyclable Waste.	PC1. Visually inspect and identify different types of Recyclable waste.	<b>30</b>	6	4	2
	PC2. Carry-out proper segregation of Recyclable waste at source/ collection center.		12	4	8
	PC3. Perform segregation of recyclable and non-recyclable waste.		12	4	8
		TOTAL	30	12	18
SGJ/N6103 Maintain Personal Health and Safety	PC1. Demonstrate the use of personal protective equipment's required at work place.	<b>40</b>	15	5	10
	PC2. Ensure Personal Hygiene		10	3	7
	PC3. Demonstrate safety operating procedures for collection, segregation		15	5	10

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	and transportation of Recyclable waste.				
		TOTAL	40	13	27
SGJ/N6104 Entrepreneurship	PC1. Ascertain various prices of different kind of recyclable materials.	<b>50</b>	20	5	15
	PC2. Choose appropriate aggregators in a given situation of market Parameters		15	5	10
	PC3. Calculate the Trade margin.		15	5	10
		TOTAL	50	15	35
	<b>TOTAL</b>		<b>150</b>	<b>50</b>	<b>100</b>

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

5. To pass the Qualification Pack, every trainee should score a minimum of 70% in every NOS

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

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### SECTION 2 EVIDENCE OF LEVEL

#### OPTION A

Title/Name of qualification/component: Recyclable Waste Collector and Segregator			Level: 4
NSQF Domain	Outcomes of the Qualification/Component	How the job role relates to the NSQF level descriptors	NSQF Level
Process	<p>The Recyclable Waste Collector and Segregator is responsible for the following processes:</p> <ul style="list-style-type: none"> <li>• Collect Recyclable waste</li> <li>• Segregate Recyclable waste</li> <li>• Maintain health and work safety</li> </ul>	The individual's work consists of a limited range of responsibilities with a predictable, routine set of processes.	4
Professional knowledge	Recyclable Waste Collector and Segregator should be able to properly collect, identify different types of waste and segregate at source or at collection center as per recycling / reuse / disposal requirement.	Fundamental codes and knowledge pertaining to Recyclable waste is required by the individual.	4
Professional skill	This job requires the individual to concentrate and undertake the work regularly with punctuality. He must communicate courteously with clients and co-workers. He must be self-motivating and take pride in his job.	The activities of the individual are routine and follow similar pattern, having a limited range of application.	4
Core skill	Read vernacular language, understand various colour codes and symbols in waste management, communicate with clarity.	A basic knowledge of written/oral communication, basic arithmetic and understanding of social norms is expected from the individual.	4

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Title/Name of qualification/component: <b>Recyclable Waste Collector and Segregator</b>		Level: 4	
<b>NSQF Domain</b>	<b>Outcomes of the Qualification/Component</b>	<b>How the job role relates to the NSQF level descriptors</b>	<b>NSQF Level</b>
Responsibility	Collection, proper segregation and transportation of Recyclable waste to aggregator.	The individual's work is closely governed by Aggregator's supervision and specified requirement. Some responsibility for the initial process of collection and primary segregation lies with the individual.	4

### **SECTION 3** **EVIDENCE OF NEED**

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

Skill Council for Green Jobs has concluded the Occupational Mapping and Skill Gap Analysis in the Waste Management sub-sector. A major growth driver for Skill Development in this sector is waste collection and segregation which falls under the Swachh Bharat Abhiyan of Ministry of Urban Development, Government of India. The Qualification Pack "Recyclable Waste Collector and Segregator" has been developed to meet this requirement of the National Mission.

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

The Swachh Bharat Mission envisages 100% coverage of all the wards for door to door collection. Country has total number of 82,609 wards. Taking an assumption after talking to the waste management industry and experts that each ward would have about 5 Recyclable Waste Collectors & Segregators, the estimated uptake of this Job Role is 4,13,045. It may be mentioned that most of these jobs are expected to be in informal sector, and would empower existing Recyclable waste collectors & segregators to a better organized way of waste management, eventually moving towards entrepreneurship.

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

Currently, Skill Council for Green Jobs is the only Sector Skill Council set up which has the mandate of Certification and Assessment of candidates undergoing Skill Development courses in Waste Management sector. NSDC list of Approved QPs was checked prior to commissioning the work. There is no overlap of this Qualification Packs with existing Qualification Packs

#### **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?**

In the Qualification Pack, review date is scheduled for 1<sup>st</sup> June 2019, in consultation with Subject Matter Experts. The monitoring of evaluation of assessments and Employer feedback will be sought post-placement, for review of the effectiveness of the Qualification.

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### 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. Conducted workshops with industry professionals for defining and validating the career progression/ occupational map

Please refer to attached career path below which clearly defines the career path. The detailed occupational map shows the holistic picture.

