

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

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

**Skill Council for Green Jobs  
3<sup>rd</sup> Floor, CBIP Building  
Malcha Marg, Chanakyapuri, New Delhi – 110021**

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

**Name: Dr. Praveen Saxena**

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

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

**Tel number(s): 9871119101**

**E-mail address: ceo@sscgj.in**

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

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

## SUMMARY

<b>Qualification Title</b>	Waste Picker
<b>Qualification Code</b>	SGJ/Q6103
<b>Nature and purpose of the qualification</b>	<p>Nature of Qualification:</p> <ul style="list-style-type: none"> <li>- Certificate course in Waste Picker</li> </ul> <p>Main purpose of the qualification is to skill people how to properly collect waste with proper health &amp; safety measures for self and for the society.</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 which the qualification gives access</b>	Collection of refuse
<b>Licensing requirements</b>	N/A
<b>Level of the qualification in the</b>	3

<b>NSQF</b>			
<b>Anticipated volume of training/learning required to complete the qualification</b>	160 hours		
<b>Entry requirements and/or recommendations</b>	Not required Minimum Job entry age: 16 years		
<b>Progression from the qualification</b>	At the same NSQF level – Safai Karamchari At the next NSQF level – Recyclable Waste Collector and Segregator		
<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 review of the qualification.</b>	17/03/2019		
<b>Formal structure of the qualification</b>			
<b>Title of component and identification code.</b>	<b>Mandatory/</b>	<b>Estimated size</b>	<b>Level</b>

	<b>Optional</b>	<b>(learning hours)</b>	
SGJ/N6109: Search and collect reusable and recyclable refuse	Mandatory	160	3
SGJ/N6110: Preparation and sale of reusable and recyclable refuse	Mandatory		3
SGJ/N6103: Maintain personal health and safety	Mandatory		4

## **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 examination of existing businesses through case study analysis 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 technical limitations at the training centres are taken care in theory and 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 identify assessors as per the Assessment Policy and Guidelines established by Skill Council for Green Jobs relevant for that Qualification.

The assessors selected by Assessment Agencies are scrutinized and made to undergo training and introduction to SCGJ Assessment Framework, competency based assessments, and assessors guides. The assessors are provided with assessors guide developed by the Subject Matter Expert of the assessment agency in collaboration with SCGJ 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 is completely based on the assessment criteria as mentioned in the Qualification Pack. Each NOS in the Qualification Pack (QP) is assigned a relative weightage for assessment based on the criticality of the NOS. Therein each Performance Criteria in the NOS is assigned marks for or practical based on relative importance, criticality of function and training infrastructure.

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

**Practical Assessment:** This will comprise of a test to evaluate the individual's grasp on domain skills imparted.

**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 or client.

**Written Test:** Under this test few key items which cannot be assessed practically will be assessed. The written assessment will comprise of:

- Multiple Choice Questions – Mostly picture based

## **ASSESSMENT EVIDENCE**

### **CRITERIA FOR ASSESSMENT OF TRAINEES**

**Job Role** Waste Picker

**Qualification Pack** SGJ/Q6103

**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)

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 50% 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

NOS	Performance Criteria	Marks Allocation			
		Total Mark	Out Of	Theory	Skills Practical
SGJ/N61 10 Search and collect reusable and recyclable refuse	PC1. Prepare the equipment used for waste collection	30	4	1	3
	PC2. Identify and carry the required Personal Protective Equipment for the activities		6	2	4
	PC3. Identify the area and time of operation for collection of refuse.		6	2	4
	PC4. Search and identify the types of reusable and recyclable waste that can be collected from bins, landfills, street, etc.		10	3	7
	PC5. Pick up relevant waste and carry or transport in a safe manner		4	1	3
		TOTAL	30	9	21
SGJ/N61 10 Preparation and sale of reusable	PC1. Spread the refuse/waste collected, at the designated place	30	3	1	2
	PC2. Sort out the refuse/waste as per type		7	2	5
	PC3. Modify waste item(s) for value addition, if possible		5	1	4
	PC4. Bundle the item(s) for transportation, if		4	1	3



and recyclable refuse	required				
	PC5. Clear the work area appropriately after completing the work		3	1	2
	PC6. Sell the items to the identified waste aggregator		4	1	3
	PC7. Ensure proper collection of cash and count		4	1	3
		TOT AL	30	8	22
SGJ/N61 03 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 and transportation of Recyclable waste.		15	5	10
		TOT AL	40	13	27

**SECTION 2**  
**EVIDENCE OF LEVEL**

**OPTION A**

Title/Name of qualification/component: <b>Waste Picker</b>			Level: 3
NSQF Domain	Outcomes of the Qualification/Component	How the job role relates to the NSQF level descriptors	NSQF Level
Process	The Waste Picker is responsible for the following activities: <ul style="list-style-type: none"> <li>• Search and collect reusable and recyclable refuse</li> <li>• Preparation and sale of reusable and recyclable refuse</li> <li>• Maintain personal health and safety while working with waste</li> </ul>	The individual carries out a limited range of activities which are routine and predictable in nature.	3
Professional knowledge	The Waste Picker is familiar with basic principles of trade and able to perform his task properly while maintaining personal health and safety	He knows identification of different types of waste, possible value addition and safely storing the waste for transportation	3
Professional skill	The Waste Picker can recall and demonstrates practical skill, following a routine in limited area of operation.	He does the narrow range of actives daily in a specific area of operation.	3
Core skill	The waste picker communicates with peers and aggregators with required clarity to estimate value of the collected waste, add value and sell it.	The individual is able to orally communicate, undertake basic arithmetic to maintain cash and count and has understanding of social environment	2
Responsibility	Mostly the waste picker works alone or in small groups, and takes some guidance from	Some responsibility for own work within defined limit.	3

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NSQF Domain	Outcomes of the Qualification/Component	How the job role relates to the NSQF level descriptors	NSQF Level
	waste aggregators / where he/she sells the collected items.		

### **SECTION 3**

#### **EVIDENCE OF NEED**

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

Recent initiatives in the Indian context, such as "Smart Cities Mission" and "Swachh Bharat Abhiyan", provide a good opportunity for improving hygiene, health and safety conditions in the domain of waste management

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

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 10 Waste Pickers, the estimated uptake of this Job Role is 8,26,090.

**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 these Qualification Packs with existing Qualification Packs.

The QP has been mapped to NCO/2015: 9612

**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 17<sup>th</sup> March 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.

## **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.

