



QUALIFICATION FILE

Manager (OSHE)

Short Term Training (STT) Long Term Training (LTT) Apprenticeship

Upskilling Dual/Flexi Qualification For ToT For ToA

General Multi-skill (MS) Cross Sectoral (CS) Future Skills OEM

NCrF/NSQF Level: 6.0

Submitted By:

SAFETY SKILL DEVELOPMENT FOUNDATION

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Section 1: Basic Details

1.	Qualification Name	Manager (OSHE)														
2.	Sector/s	Hydrocarbon, Iron & steel, Mining, Power, Automotive, Construction, Chemicals & Petrochemicals, and others.														
3.	Type of Qualification: <input checked="" type="checkbox"/> New <input type="checkbox"/> Revised <input type="checkbox"/> Has Electives/Options <input type="checkbox"/> OEM	NQR Code & version of existing/previous qualification: <i>(change to previous, once approved)</i>	Qualification Name of existing/previous version:													
4.	a. OEM Name b. Qualification Name <i>(Wherever applicable)</i>	Manager (OSHE)														
5.	National Qualification Register (NQR) Code & Version <i>(Will be issued after NSQC approval)</i>	QC-06-CO-02086-2024-V1-SSDF	6. NCrF/NSQF Level: 6.0													
7.	Award (Certificate/Diploma/Advance Diploma/ Any Other) <i>(Wherever applicable specify multiple entry/exits also & provide details in annexure)</i>	Certificate														
8.	Brief Description of the Qualification	Manager (OSHE) is responsible for the implementation of health & safety policy, ensure organization's health & safety compliance as per the local/national/global legislative requirements; identify and mitigate workplace hazards, suggest actionable controls, and advise the management for the steps to be taken in maintaining safe working conditions in the organization and promote positive safety culture.														
9.	Eligibility Criteria for Entry for Student/Trainee/Learner/Employee	a. Entry Qualification & Relevant Experience: <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 5%;">S. No.</th> <th style="width: 60%;">Academic/Skill Qualification (with Specialization - if applicable)</th> <th style="width: 35%;">Required Experience (with Specialization - if applicable)</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Completed 4-year UG degree program in a relevant field.</td> <td>3.5</td> </tr> <tr> <td>2</td> <td>Completed 3-year UG degree program in relevant field</td> <td>8</td> </tr> <tr> <td>3</td> <td>Previous qualification of NSQF level 5.5 in relevant field</td> <td>1.5</td> </tr> </tbody> </table>			S. No.	Academic/Skill Qualification (with Specialization - if applicable)	Required Experience (with Specialization - if applicable)	1	Completed 4-year UG degree program in a relevant field.	3.5	2	Completed 3-year UG degree program in relevant field	8	3	Previous qualification of NSQF level 5.5 in relevant field	1.5
S. No.	Academic/Skill Qualification (with Specialization - if applicable)	Required Experience (with Specialization - if applicable)														
1	Completed 4-year UG degree program in a relevant field.	3.5														
2	Completed 3-year UG degree program in relevant field	8														
3	Previous qualification of NSQF level 5.5 in relevant field	1.5														

		4	Previous qualification of NSQF level 5 in relevant field	3															
		b. Age- 18 Years																	
10.	Credits Assigned to this Qualification, Subject to Assessment (as per National Credit Framework (NCrF))	27	11. Common Cost Norm Category (I/II/III) (wherever applicable): I																
12.	Any Licensing requirements for Undertaking Training on This Qualification (wherever applicable)	No																	
13.	Training Duration by Modes of Training Delivery (Specify Total Duration as per selected training delivery modes and as per requirement of the qualification)	<input checked="" type="checkbox"/> Offline <input type="checkbox"/> Online <input type="checkbox"/> Blended <table border="1"> <thead> <tr> <th>Training Delivery Modes</th> <th>Theory (Hours)</th> <th>Practical (Hours)</th> <th>OJT Mandatory (Hours)</th> <th>Total (Hours)</th> </tr> </thead> <tbody> <tr> <td>Classroom (offline)</td> <td>486</td> <td>204</td> <td>120</td> <td>810</td> </tr> <tr> <td>Online</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> </tr> </tbody> </table> (Refer Blended Learning Annexure for details)			Training Delivery Modes	Theory (Hours)	Practical (Hours)	OJT Mandatory (Hours)	Total (Hours)	Classroom (offline)	486	204	120	810	Online	-	-	-	-
Training Delivery Modes	Theory (Hours)	Practical (Hours)	OJT Mandatory (Hours)	Total (Hours)															
Classroom (offline)	486	204	120	810															
Online	-	-	-	-															
14.	Aligned to NCO/ISCO Code/s (if no code is available mention the same)	NCO-2015/3257.0600 : Health, Safety & Environment Officer																	
15.	Progression path after attaining the qualification (Please show Professional and Academic progression)	VERTICAL PROGRESSION- Safety Consultant/Advisor- (Level 7) HORIZONTAL PROGRESSION- Industrial Incident Investigator (Level 6)																	
16.	Other Indian languages in which the Qualification & Model Curriculum are being submitted	English, Hindi																	
17.	Is similar Qualification(s) available on NQR-if yes, justification for this qualification	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No URLs of similar Qualifications:																	
18.	Is the Job Role Amenable to Persons with Disability	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If "Yes", specify applicable type of Disability:																	
19.	How Participation of Women will be Encouraged	Women will be encouraged to join.																	

20.	Are Greening/ Environment Sustainability Aspects Covered <i>(Specify the NOS/Module which covers it)</i>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
21.	Is Qualification Suitable to be Offered in Schools/Colleges	Schools <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Colleges <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
22.	Name and Contact Details of Submitting / Awarding Body SPOC <i>(In case of CS or MS, provide details of both Lead AB & Supporting ABs)</i>	Name: Anand Kumar Singh Email: aksingh@ssdfindia.org Contact No.: +91-8505955506 Website: www.ssdfindia.org	
23.	Final Approval Date by NSQC: 31-01-2024	24. Validity Duration: 3 Years	25. Next Review Date: 31-01-2027

NSQC Approved

Section 2: Module Summary

NOS/s of Qualifications

(In exceptional cases these could be described as components)

Mandatory NOS/s:

Specify the training duration and assessment criteria at NOS/ Module level. For further details refer to the curriculum document.

Th.-Theory Pr.-Practical OJT-On the Job Man.-Mandatory Training Rec.-Recommended Proj.-Project

S. No	NOS/Module Name	NOS/Module Code & Version <i>(if applicable)</i>	Core/ Non-Core	NCrF/N SQF Level	Credits as per NCrF	Training Duration (Hours)					Assessment Marks					
						Th.	Pr.	OJT-Man.	OJT-Rec.	Total	Th.	Pr.	Proj.	Viva	Total	Weightage (%) <i>(if applicable)</i>
1.	Occupational Safety, Health, and Environment (OSHE) Management.	SSD/N0132 v1.0	Core	5.5	4	72	28	20	0	120	60	40	-	-	100	15%
2.	Hazard Identification & Risk Analysis	SSD/N0133 v1.0	Core	5.5	4	72	28	20	0	120	60	40	-	-	100	15%
3.	Fire Safety and Emergency Management plan	SSD/N0121 v1.0	Core	6	2	36	4	20	0	60	60	40	-	-	100	8%
4.	Hazards Mitigation Methodologies	SSD/N0122 v1.0	Core	6	2	36	14	10	0	60	60	40	-	-	100	7%
5.	Hazard and risk perception.	SSD/N0123 v1.0	Core	6	2	36	14	10	0	60	60	40	-	-	100	7%
6.	Statutes & Legislative requirements in Health & Safety.	SSD/N0134 v1.0	Core	4.5	3	54	36		0	90	60	40	-	-	100	11%
7.	Statutes and Legislative	SSD/N0124 v1.0	Core	6	2	36	24		0	60	60	40	-	-	100	8%

S. No	NOS/Module Name	NOS/Module Code & Version (if applicable)	Core/ Non-Core	NCrF/NSQF Level	Credits as per NCrF	Training Duration (Hours)					Assessment Marks					
						Th.	Pr.	OJT-Man.	OJT-Rec.	Total	Th.	Pr.	Proj.	Viva	Total	Weightage (%) (if applicable)
	requirements in OSHE (International)															
8.	Safety Auditing and Inspection	SSD/N0125 v1.0	Core	6	2	36	4	20	-	60	60	40	-	-	100	8%
9.	Pollution & Environment Management, Global warming and sustainability	SSD/N0112 v1.0	Core	5	2	36	14	10	-	60	50	50	-	-	100	7%
10.	Plan, Organize and Emergency protocols	SSD/N0104 v1.0	Non-Core	4.5	2	36	14	10	-	60	50	50	-	-	100	7%
11.	Employability Skills	DGT/VSQ/N0102	Non-Core	6	2	36	24		-	60	30	20	-	-	50	7%
Duration (in Hours) / Total Marks				-	27	486	204	120	-	810	610	440	-	-	1050	100%

Optional NOS/s: No

S. No	NOS/Module Name	NOS/Module Code & Version (if applicable)	Core/ non-core	NCrF/NSQF Level	Credits as per NCrF	Training Duration (Hours)					Assessment Marks					
						Th.	Pr.	OJT-Man.	OJT-Rec.	Total	Th.	Pr.	Proj.	Viva	Total	Weightage (%) (if applicable)
1.	N/A															
Duration (in Hours) / Total Marks																

Assessment - Minimum Qualifying Percentage

Please specify **any one** of the following:

Minimum Pass Percentage – Aggregate at qualification level: 50% (Every Trainee should score specified minimum aggregate passing percentage at qualification level to successfully clear the assessment.)

Minimum Pass Percentage – NOS/Module-wise: 35% (Every Trainee should score specified minimum passing percentage in each mandatory and selected elective NOS/Module to successfully clear the assessment.)

Section 3: Training Related

1.	Trainer's Qualification and experience in the relevant sector (in years) (as per NCVET guidelines)	Completed UG/PG in relevant field with 5 years' experience Completed UG in any discipline / Diploma in relevant field with 8 years' experience Completed ITI/12TH with 15 years' experience
2.	Master Trainer's Qualification and experience in the relevant sector (in years) (as per NCVET guidelines)	Completed UG/PG in relevant field with 5 years' experience Completed UG in any discipline / Diploma in relevant field with 8 years' experience
3.	Tools and Equipment Required for Training	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No (If "Yes," details to be provided in Annexure)
4.	In Case of Revised Qualification, Details of Any Upskilling Required for Trainer	

Section 4: Assessment Related

1.	Assessor's Qualification and experience in relevant sector (in years) (as per NCVET guidelines)	Completed UG/PG in relevant field with 5 years' experience Completed UG in any discipline / Diploma in relevant field with 8 years' experience Completed ITI/12TH with 15 years' experience
2.	Proctor's Qualification and experience in relevant sector (in years) (as per NCVET guidelines)	Completed UG/PG in relevant field with 2 years' experience Completed UG in any discipline / Diploma in relevant field with 3 years' experience Completed ITI/12 TH with 8 years' experience
3.	Lead Assessor's/Proctor's Qualification and experience in relevant sector (in years) (as per NCVET guidelines)	Completed UG/PG in relevant field with 5 years' experience Completed UG in any discipline / Diploma in relevant field with 8 years' experience
4.	Assessment Mode (Specify the assessment mode)	Offline / Online
5.	Tools and Equipment Required for Assessment	<input checked="" type="checkbox"/> Same as for training <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No (details to be provided in Annexure-if it is different for Assessment)

Section 5: Evidence of the need for the Qualification

Provide Annexure/Supporting documents name.

1.	Latest Skill Gap Study (not older than 2 years) (Yes/No): Yes
2.	Latest Market Research Reports or any other source (not older than 2 years) (Yes/No): Yes
3.	Government /Industry initiatives/ requirement (Yes/No): No
4.	Number of Industry validation provided: 30
5.	Estimated nos. of persons to be trained and employed: 15,000
6.	Evidence of Concurrence/Consultation with Line Ministry/State Departments: "No"

Section 6: Annexure & Supporting Documents Checklist

Specify Annexure Name / Supporting document file name

1.	Annexure: NCrf/NSQF level justification based on NCrf level/NSQF descriptors <i>(Mandatory)</i>	Yes
2.	Annexure: List of tools and equipment relevant for qualification <i>(Mandatory, except in case of online course)</i>	Yes
3.	Annexure: Detailed Assessment Criteria <i>(Mandatory)</i>	Yes
4.	Annexure: Assessment Strategy <i>(Mandatory)</i>	Yes
5.	Annexure: Blended Learning <i>(Mandatory, in case selected Mode of delivery is "Blended Learning")</i>	No
6.	Annexure: Multiple Entry-Exit Details <i>(Mandatory, in case qualification has multiple Entry-Exit)</i>	Yes
7.	Annexure: Acronym and Glossary <i>(Optional)</i>	Yes
8.	Supporting Document: Model Curriculum <i>(Mandatory – Public view)</i>	Yes
9.	Supporting Document: Career Progression <i>(Mandatory - Public view)</i>	Yes
10.	Supporting Document: Occupational Map <i>(Mandatory)</i>	Yes
11.	Supporting Document: Assessment SOP <i>(Mandatory)</i>	Yes
12.	Any other document you wish to submit:	No

Annexure: Evidence of Level

NCrF/NSQF Level Descriptors	Key requirements of the job role/ outcome of the qualification	How the job role/ outcomes relate to the NCrF/NSQF level descriptor	NCrF/NSQF Level
Professional Theoretical Knowledge/Process	The job holder requires a good understanding and theoretical & practical skills in hazard identification, risk assessments, safety requirements and statutory requirements national & international. The works have a large number of varying factors and situations & conditions may not be routine or repetitive.	The job requires a good understanding and theoretical & practical skills in wide-ranging subjects to perform the task of Senior Manager (OSHE). He also requires many regulations and context with a wide range of variables and may not be routine in nature.	6
Professional and Technical Skills/ Expertise/ Professional Knowledge	<p>Job holder is required to audit & ensure compliance for safety & health requirements as per required standards, procedures, regulations and details.</p> <p>The job holder should have very wide ranging factual & theoretical knowledge of hazards, risks, safety norms, various steps involved, the requirement of various elements to carry out audits for safety on followings.</p> <ul style="list-style-type: none"> ● Hazards & risk assessment and hazard identification and risk evaluation. ● Knowledge of various national & international Statutes & Legislative requirements in Health & Safety. ● Assessments of safety compliances provided, being followed and requirements . ● Analysis and Audit report preparation including recommendations for risk mitigations. 	<p>The job holder should have factual & theoretical knowledge on wide ranging aspects of safety requirements, rules and regulations to carry out audits and bring the deficiencies & recommendations.</p> <p>The managers need the broad knowledge of theory, processes, and deep concepts in following aspects:-</p> <ul style="list-style-type: none"> ● Hazards & risk assessment and hazard identification and risk evaluation. ● Statutes & Legislative requirements in Health & Safety like BOCW Act 1996, Factory Act 1948, OSH Code 2020 ● Statutes & Legislative requirements in Health & Safety of USA, UK, Gulf countries. ● Analysis and Audit report preparation including recommendations for risk mitigations. ● Communication to management. 	6

	Planning and organizing and communication with management of the organization.		
Employment Readiness & Entrepreneurship Skills & Mind-set/Professional Skill	<p>The job holder is expected to have cognitive & practical skills on wide ranging subjects to ensure safety audit, generate solutions to specific problems related to health & safety regulation.</p> <p>He should be able to bring safety gaps and methods to mitigate the risks & hazards under different conditions & varying parameters.</p>	<p>The outcomes expected from the job holder requires good cognitive & practical skills on wide ranging subjects to audit and generate solutions to specific problems related to health & safety.</p> <p>It also needs to exhibit proactive cooperation and collaboration with other members of the organization.</p> <ul style="list-style-type: none"> ● Effective communication, initiative, flexibility and an ability to induce collaboration. ● Exhibits integrity, interpersonal understanding and self-confidence. ● Utilizes a systematic approach to apply knowledge in proactive guidance and problem solving. ● Brings gaps in compliance of measures on wide ranging aspects related to health & safety. <p>Suggest & ensure practical solutions to specific problems being faced.</p>	6
Broad Learning Outcomes/Core Skill	<p>The job holder is expected to analyze the reasons using varying parameters, use mathematical tools to find gaps and other details to suggest solutions.</p> <p>He is also expected to have core skills to demonstrate team work, time management, effective guidance and communication to ensure audit as per set standard practices, rules and procedures.</p>	<p>The job holder is expected to have good knowledge of logical and mathematical understanding to analyze, prepare and present the audit report in the correct perspective.</p> <p>He also needs to have a very good understanding of social, political, statutory and general needs & requirements.</p>	6

		<p>He also needs good knowledge of followings:-</p> <ul style="list-style-type: none"> ● Effective guidance, communication and presentation. ● Compliance to standard practices & procedures. ● Ensure measures process compliance in time & before work starts. <p>Correct & Constructive suggestions for improvement to all stakeholders.</p>	
Responsibility	<p>The Job holder carries out an audit and is directly and fully responsible to carry out the safety audit, bring out gaps, non-compliance issues and suggest measures, actions, procedures to plug the safety & health gaps. He is also responsible for the subordinates under him for communication, report preparation and submission Responsibility for continual learning and development of self.</p>	<p>The Job holder is directly & fully responsible for his work in carrying out audits for safety & health, report preparation and suggestions/recommendations.</p>	6

Annexure: Tools and Equipment (Lab Set-Up)

List of Tools and Equipment
Batch Size: 30

No	Tools/Equipment Name	Specifications	Quantity for specified batch size
1	Safety goggles	Nos	15
2	Full face shield	Nos	10
3	Leather gloves	Nos	9

4	Puncture resistant gloves	Nos	9
5	Chemical resistant gloves	Nos	9
6	Electrically insulated latex gloves	Nos	9
7	Safety helmets/hard hats	Nos	15
8	Ear plugs	Nos	15
9	Ear muffs	Nos	15
10	Safety shoes	Nos	15
11	Safety gumboots	Nos	15
12	High visibility jackets	Nos	15
13	N95 masks	Nos	15
12	Double filter half face mask	Nos	5
13	Double filter full face mask	Nos	5
14	SCBA – Self-contained breathing apparatus	Nos	1
15	Safety harness	Nos	15
16	Lanyard	Nos	15
17	Fall arrestor	Nos	15
18	CO2 Fire extinguisher	Nos	25
19	Dry Chemical Powder Fire extinguisher	Nos	25
20	Fire hydrant system	Nos	1

Classroom Aids

The aids required to conduct sessions in the classroom are:

1. Blackboard/White board
2. Marker
3. Projector

4. Laptop with relevant software

Annexure: Industry Validations Summary

Provide the summary information of all the industry validations in table. This is not required for OEM qualifications.

S. No	Organization Name	Representative Name	Designation	Contact Address	Contact Phone No	E-mail ID	LinkedIn Profile (if available)
1	Irrigation Department Government of UP	Er. Manoj Kumar Arya	Junior Engineer	Aligarh, Uttar Pradesh	9412818118	-	-
2	Shaheed Bhagat Singh College, University of Delhi	Dr. Chandrakanta	Former Faculty	Delhi University, New Delhi	-	chandrakantajnu@gmail.com	-
3	Surya Contractors	Mr. Rajendra Kumar	Billing Engineer (Civil)	Amritsar, Punjab	8802661569	-	-
4	Accurate Institute of Management and Technology	Dr. S L Rajput	Associate Professor	Greater Noida, Uttar Pradesh	807626549	-	-
5	Pratham education foundation	Mr. Ashutosh Sharma Mr. Raman Singh	Program Associate (Civil)	Noida, Uttar Pradesh	7982315949 7827582148	-	-

6	CPWD, New Delhi	Mr. Bharat Singh Chauhan	Junior Engineer (Civil)	O/A Assistant Engineer, 4/N, CPWD Shahjahan road, New Delhi	-	-	-
7	UPPCL, Lucknow	Ms. Sandhya Mishra	Junior Engineer (Civil)	UPPCL, Left Bank Gomti Barrage, Gomti Nagar, Lucknow, UP	-	-	-
8	Deepam Contractors Pvt. Ltd.	Mr. R. B. Singh	Director	H-156 Beta 2, Greater Noida, UP- 203010	7503920973	deepamcontractor@gmail.com	-
9	IIT Guwahati	Dr. Sparsh Johari	Assistant Professor	Indian Institute of Technology, Guwahati	7827060976	sparshjohari@iitg.ac.in	-
10	Ciria India Limited	Mr. Akash Nirvan	Head EHSS	C-116, 2 ND & 3 RD Floor, Sector-2, Noida-201301, UP	8800377994	Akash.nirvan@morganplc.com	-
11	IIT Roorkee	Mr. Amarjeet	Research Scholar (Dept. of Civil Engg)	Indian Institute of Technology Roorkee, Uttarakhand	7839116059	-	-
12	N.R., Indian Railways	Bishun Verma Dayal	SSE	Carriage workshop, Alam Bagh, Lucknow- Uttar Pradesh	8707481190 9794830451	-	-

13	Larsen & Toubro Limited	Mr. Rahul Sinha	Assistant Construction Manager	NCRTC RRTS Project, Meerut, Uttar Pradesh	-	Rahul.sinha1@Intecc.com	-
14	Ask EHS engineering & consultants Pvt ltd	Mahesh S Lanjekar	Business Head	Surat, Gujarat	9227695202	Mahesh.lanjekar@askehspmc.com	-
15	Symplico	Ms. Lata Rawat	Manager	Surat, Gujarat	9484825000	-	-
16	Pooja Enterprises	Mr. Karan Aggarwal	General Manager	Surat, Gujarat	9725348874	-	-
17	Structural Specialties & Projects Pvt Ltd	Mr. Sawant	-	801, Odyssey, Road No. 9, Wagle Estate, Thane (West), Thane, Maharashtra 400604	022 2580 1080	-	-
18	Jobby Industrial Services Pvt Ltd	Mr. B Naik	-	UNIT NO. 25 & 26, NAHUR UDYOG CO-OP SOCIETY LTD. PANDIT M. M. MALVIYA MARG, MULUND (W), MUMBAI Mumbai City MH 400080 IN	02221675100	-	-
19	Enercore Power Builders	Mr. Paramasiram S	-	351 / 270, 1st Floor, MKN Road,	(949) 732-4400	-	-

				Alandur, Chennai, Tamil Nadu 600016			
20	Munn Engineers & Developers Pvt Ltd	-	-	Ward No. 3, House No: 26, Nadikhandisah i, Phulbani, IGndhamal, Odisha- 762001	-	-	-
21	Micron Electricals	Syed Akbar Ahmed Zaidi Mr. Mohan Rangala	Safety Head EHS Engineer	No.86/E-1,2nd Cross,3rd Main Road, Industrial Suburb,2nd Stage Yeshwanthpur , BANGALOR E – 560 022	9885092841 9515470663	qhseakbar@gmail.com rangalamohanrao@gmail.com	-
22	Tata Project	SK Mohammad Ali Akbar	Safety Officer	Mumbai, Maharashtra, India	9040597712	-	-
23	Reliance Industries Limited	Ravi Ballabh	GM, S&OR- Const. Safety		9725007688	Ravi.ballabh@ril.com	-
24	Signify Innovation India Limited	Pradeep Singh Parhar	Manager Health & Safety	9 th floor, Building 9B, DLF cyber city, Gurugram- Haryana	9814721820	Pradeep.parhar@signify.com	-

25	ASK EHS	Harshit Parikh	Business Development Overseas (HSE Recruitment & Projects)	Surat, Gujarat	6359922897	harshitparikh@askehspmc.com	-
26	JSW	Veerendra Kumar	Safety Consultant			Veerendra.kumar@jsw.in	-
27	Carrier India Limited	Md. Mukaram	Safety Head			md.mukaram@carrier.com	-
28	Kalpataru Group	Lalit Tiwari	President- EHS & Group chief sustainability officer			lalitkumar.tiwari@kalpataru.com	-
29	United Fire & Safety Services	Sandeep Mehta	Owner	GIDC, Industrial estate, makarpura, Vadodara-390010	6358827798	Usafe.fire@gmail.com	-

30	L&T Limited	Manish Gupta	HSE Head	L&T Energy-Hydrocarbon (HSE), Hazira			
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Annexure: Training & Employment Details

Training and Employment Projections:

Year	Total Candidates		Women		People with Disability	
	Estimated Training #	Estimated Employment Opportunities	Estimated Training #	Estimated Employment Opportunities	Estimated Training #	Estimated Employment Opportunities
2024	100	100	20	20		
2025	300	300	50	50		
2026	500	500	100	100	-	-

Data to be provided year-wise for next 3 years

Training, Assessment, Certification, and Placement Data for previous versions of qualifications:

Qualification Version	Year	Total Candidates				Women				People with Disability			
		Trained	Assessed	Certified	Placed	Trained	Assessed	Certified	Placed	Trained	Assessed	Certified	Placed

Applicable for revised qualifications only, data to be provided year-wise for past 3 years.

List Schemes in which the previous version of Qualification was implemented: This is a new qualification.

Content availability for previous versions of qualifications: This is a new qualification.

Participant Handbook Facilitator Guide Digital Content Qualification Handbook Any Other:

Languages in which Content is available: Hindi and English

Annexure: Blended Learning

Blended Learning Estimated Ratio & Recommended Tools:

S. No.	Select the Components of the Qualification	List Recommended Tools – for all Selected Components	Offline : Online Ratio
1	<input type="checkbox"/> Theory/ Lectures - Imparting theoretical and conceptual knowledge	Presentations, Reference material, Audio/Video module, e-books, 2-way video platform, Case study.	0% : 100%
2	<input type="checkbox"/> Imparting Soft Skills, Life Skills, and Employability Skills /Mentorship to Learners	Presentations, Reference material, Audio/Video module, e-books, 2-way video platform.	0% : 100%
3	<input type="checkbox"/> Showing Practical Demonstrations to the learners	Presentations, Audio/Video module, e-books	50% : 50%
4	<input type="checkbox"/> Imparting Practical Hands-on Skills/ Lab Work/ workshop/ shop floor training	Simulation, Animation, Audio/Video module	80% : 20%
5	<input type="checkbox"/> Tutorials/ Assignments/ Drill/ Practice	Presentations, Reference material, Audio/Video module, e-books, MCQ based test.	50% : 50%
6	<input type="checkbox"/> Proctored Monitoring/ Assessment/ Evaluation/ Examinations	Presentations, Reference material, Audio/Video module, e-books, laptop/mobile	0% : 100%
7	<input type="checkbox"/> On the Job Training (OJT)/ Project Work Internship/ Apprenticeship Training	On the work site, simulation.	100% : 0%

[Annexure: Detailed Assessment Criteria](#)

Detailed assessment criteria for each NOS/Module are as follows:

NOS/Module Name	Assessment Criteria for Performance Criteria/Learning Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
SSD/N0132, v1.0 : Occupational Safety, Health, and Environment (OSHE) Management.	PC-1 Understand the concept of Health, Safety and Environment management at the workplace, its importance and the moral, financial and legal reasons for health and safety at the workplace.	5	3	-	-
	PC-2 Understand “Accident Cost- Iceberg” theory of direct and indirect cost incurred from an incident.	5	3	-	-
	PC-3 Understand the employer responsibilities in providing safe working conditions and the employee rights & responsibilities at a workplace, safety culture, its indicators and role of International Labor Organization in health & safety.	5	3	-	-

PC-4 Understand safety Policy, the general statement of intent in a safety policy, its aim, objectives and “SMART” concept of goal setting.	3	3	-	-
PC-5 Understand the requirement of Plan-Do-Check-Act (PDCA) Cycle in safety management system; understand and analyze “Plan” & “Do” stages and “Check” and “Act” stages of PDCA cycle.	5	3	-	-
PC-6 Understand the need of training, the contents of induction training & competent persons at the workplace, carry out “Toolbox talk” and “Induction training”.	4	2	-	-
PC-7 Learn gas testing using – LEL sensor, O2 sensor, H2S sensor, Co Sensor.	3	3	-	-
PC-8 Understand basic definitions- Flammable liquids, Combustible matter/liquids, Combustible gasses, combustion, oxygen percentage in air, exothermic and endothermic reactions, radiation, understand the Fire triangle and classification fire. Understand the common reason for fire accidents.	5	3	-	-
PC-9 Understand types of fire-fighting equipment, its principle of operation, components in different fire extinguishers, PASS technique & operation of fire hydrants.	4	2	-	-
PC-10 Understand the use of smoke detectors, fire alarm, emergency lighting, flashing light, sprinklers, and pressure requirements in fire hydrants, PPE’s, SCBA (Self-contained breathing apparatus) and use of SCBA.	3	3	-	-
PC-11 Understand the requirements of emergency evacuation – Escape route as per IS1644, emergency door, assembly point, evacuation, evacuation of differently abled, evacuation procedure, fire drills on emergency evacuation.	2	2	-	-
PC-12 Understand the role of management in an organization, role of safety supervisor, safety executive, safety officer, safety engineer, and safety manager.	3	2	-	-
PC-13 Understand fundamentals of process safety, OSHA standards. QRA, LOPA, SIL, FERA, EERA.	5	4	-	-
PC-14 Understand the role of occupier, controller of premise, role & need of contractors in the organization & work permit to contractors, role of safety committee.	4	2	-	-
PC-15 Understand the selection prerequisites of a contractor, management of contractors, review meetings, safety committee	4	2	-	-

	meetings, method statements, accident reporting, training programs, statutory inspections, permit to work, gaps in contractor safety implementation of contractor safety.				
	Total Marks	60	40		
SSD/N0133, v1.0 : Hazard Identification & Risk Analysis.	PC-1 Understand hazards, unsafe conditions & acts, incidents & accidents; fatal, non-fatal, near miss incidents & accidents; lost time injury & first aid injury.	6	4	-	-
	PC-2 Understand hazard categories, controls, hierarchy of controls.	6	4	-	-
	PC-3 Understand hazards from electricity, fire, workplace hazard - work at height, confined space, working in an excavation, lone working, slips & trips, lifting and Rigging hazards	6	4	-	-
	PC-4 Understand different hazard categories & control: Hazardous substances, Musculoskeletal disorders, manual handling, and load handling equipment, noise, vibration, radiation, mental ill- health, violence at work, abuse at workplace.	6	4	-	-
	PC-5 Understand basic definitions- incident, accident, Injury, lost time injury, unsafe condition, unsafe Acts, dangerous occurrences, hazards, error, near miss.	4	2	-	-
	PC-6 Understand theories of accident causation- Heinrich's Domino theory", "Heinrich 300-29-1 model, "" Ferrell's Human Factor Model", "Petersen's Accident/Incident Model " and" Reason's Swiss Cheese Model".	4	2	-	-
	PC-7 Calculate "Frequency rate & Incident rate". Calculate "Lost time case rate"	2	2	-	-
	PC-8 Calculate "DART rate". Calculate "Severity rate"	2	2	-	-
	PC-9 Understand "Fault tree analysis" and "Event tree analysis", "HAZOP- Hazard, operability analysis" and "Job safety analysis".	6	4	-	-
	PC-10 Understand "Hazard Identification and risk assessment".	6	4	-	-
	PC-11 Learn the hierarchy of controls, Importance of hierarchy of control & steps in hierarchy of control	6	4	-	-
	PC-12 Understand Maslow's theory of Hierarchical Needs, Hertzberg's two-factor theory and McClelland's theory of needs, Vroom's Theory of Expectancy, McGregor's theory X and theory Y and Alderfer's ERG theory	6	4	-	-
	Total Marks	60	40	-	-

SSD/N0121, v1.0 : Fire Safety and Emergency Management plan.	PC-1 Understand basic definitions related to fire safety. Fire triangle and classification fire. Learn the science of instigation of fire. The stages of fire instigation.	6	4	-	-
	PC-2 Understand the science of fire spread and mitigation techniques.	6	4	-	-
	PC-3 Understand different types of extinguishing media used in fire fighting equipment.	6	4	-	-
	PC-4 Understand types of fire-fighting equipment and their principle of operation.	6	4	-	-
	PC-5 Perform firefighting equipment planning and placement as per NBC (National Building Code).	6	4	-	-
	PC-6 Identify new technological interventions in fire safety.	6	4	-	-
	PC-7 Demonstrate use of PPEs in fire safety –SCBA (Self-contained breathing apparatus)	6	4	-	-
	PC-8 Plan emergency evacuation route as per IS1644.	6	4	-	-
	PC-9 Understand Fire door, emergency directional signages, assembly point, evacuation, evacuation of differently abled, evacuation procedure, role of “Fire Marshals”. Carry out fire drills on emergency evacuation and fire fighting equipment.	6	4	-	-
	PC-10 Perform Fire Safety Risk assessment and control (HIRAC).	6	4	-	-
	Total Marks	60	40		
SSD/N0122, v1.0 : Hazards Mitigation Methodologies.	PC-1 Understand the terminologies/definitions in risk assessment. Identify hazard categories.	6	4	-	-
	PC-2 Understand the hierarchy of controls in safety. Importance of each hierarchy of control.	6	4	-	-
	PC-3 Understand different hazards & controls in electricity, use of tools & equipment, machinery, Work at height, confined space, working in an excavation.	6	4	-	-
	PC-4 Understand different hazard & control for lone working and slips & trips, Hazardous substances, Musculoskeletal disorders, manual handling, and load handling equipment.	6	4	-	-
	PC-5 Understand different hazard & control for Noise, vibration, radiation, mental ill- health, violence at work, substance abuse at workplace, Lifting and Rigging hazards and control.	12	8	-	-
	PC-6 Understand & perform Risk matrix in risk assessment.	12	8	-	-
	PC-7 Perform risk assessment in warehouse, construction site, manufacturing industry, process industry and oil and gas industry.	12	8	-	-

	Total Marks	60	40	-	-
SSD/N0123, v1.0 : Hazard and risk perception.	PC-1 Perform subjective evaluation of risk with the help of individuality context, risk tolerance, risk magnitude appraisal, risk acceptance and risk behavior.	12	8	-	-
	PC-2 Analyze real modeled risk; distinguish between perceived risk and modeled risk.	6	4	-	-
	PC-3 Understand risk perception & attitudes.	6	4	-	-
	PC-4 Identify different risk communication process framework	6	4	-	-
	PC-5 Understand risk perception and perceived risk management.	6	4	-	-
	PC-6 Identify the correlation in risk perception influencing hazard mitigation methodologies.	12	8	-	-
	PC-7 Underlying hazards at workplace due to poor risk perception.	6	4	-	-
	PC-8 Understand Behavior based safety and its limitations.	6	4	-	-
	Total Marks	60	40		
SSD/N0134, v1.0 : Statutes & Legislative requirements in Health & Safety.	PC-1 Apply regulatory obligations pertaining to safety, health, and environmental compliance in accordance with the BOCW Act of 1996.	4	3	-	-
	PC-2 Apply regulatory obligations pertaining to safety, health & environment compliance as per Factories Act, 1948.	4	3	-	-
	PC-3 Apply regulatory obligations pertaining to safety, health & environment compliance as per OSH Code 2020 & Occupational Safety & Health Administration (OSHA) compliance requirements.	4	3	-	-
	PC-4 Apply regulatory obligations pertaining to Environment Protection Act, 1986 & ILO Guidelines related to EHS.	4	2	-	-
	PC-5 Apply regulatory obligations pertaining to Oil Industry Safety Directorate (OSID) Guidelines	4	3	-	-
	PC-6 Apply regulatory obligations pertaining to Mines Vocational Training Rules – DGMS	4	3	-	-
	PC-7 Apply regulatory obligations pertaining to Electricity Act 2010 & 2003	4	2	-	-
	PC-8 Apply regulatory obligations pertaining to National Building Code (NBC) – 2016	4	2	-	-
	PC-9 Apply regulatory obligations pertaining to National Fire Protection Association regulations.	4	2	-	-
	PC-10 Apply regulatory obligations pertaining to Petroleum & Explosive Safety Organization (PESO)-Explosive Act 1884.	4	3	-	-
	PC-11 Apply regulatory obligations pertaining to Gas Cylinders Rule 2016	4	3	-	-

	PC-12 Apply regulatory obligations pertaining to The Boilers Act 1923	4	2	-	-
	PC-13 Apply regulatory obligations pertaining to Workmen Compensation Act 1923 & Employee State Insurance Act 1948 and related compliance.	4	3	-	-
	PC-14 Apply regulatory obligations pertaining to Motor vehicle Act 1988	4	3	-	-
	PC-15 Apply regulatory obligations pertaining to First Aid at workplaces and training on first aid.	4	3	-	-
	NOS Total Marks	60	40	-	-
SSD/N0124, v1.0 : Statutes and Legislative requirements in OSHE (International)	PC-1 Understand Occupational Safety and Health Act (USA), general duty clause & hazard communication standard,	6	4	-	-
	PC-2 Understand record keeping and use of PPE standards as per Occupational Safety and Health Act (USA),	6	4	-	-
	PC-3 Understand a safe and healthy working environment, including safe equipment and machinery, safe systems of work, and adequate welfare facilities. As per Health and Safety work Act 1974(UK):	6	4	-	-
	PC-4 Understand the European Union: Framework Directive 89/391/EEC: ,	6	4	-	-
	PC-5 The general principles of workplace health and safety that apply to all workplaces in the EU.	6	4	-	-
	PC-6 Understand the Gulf Countries Acts: Federal Law No. 8 of 1980 on Regulation of Labor Relations as in UAE.	6	4	-	-
	PC-7 Understand Royal Decree No. M/51 of 2003 as in Saudi Arabia.	6	4	-	-
	PC-8 Understand the Qatar Labor Law No. 14 of 2004 as in Qatar.	6	4	-	-
	PC-9 Understand the Labor Law No. 6 of 2010 as in Kuwait, The Labor Law No. 36 of 2012.	6	4	-	-
	PC-10 Work out the framework of implementation of ILO convention C155.	6	4	-	-
	NOS Total Marks	60	40	-	-
SSD/N0125, v1.0 : Safety Auditing and Inspection.	PC-1 Understand safety audit requirements as per IS14489.	6	4	-	-
	PC-2 Understand roles & responsibilities of parties involved in safety audit.	6	4	-	-
	PC-3 Formulate safety audit checklist as per IS14489.	6	4	-	-
	PC-4 Understand safety audit requirements as per ISO 45001.	6	4	-	-
	PC-5 Formulate safety audit checklist as per ISO 45001.	6	4	-	-
	PC-6 Prepare audit checklist for Construction, mining, oil & gas, manufacturing and chemical industries.	6	4	-	-
	PC-7 Perform inspection of scaffolding.	6	4	-	-
	PC-8 Perform inspection of PPEs.	6	4	-	-

	PC-9 Perform inspection of Electrical protective devices like MCB, RCCB, ELCB.	6	4	-	-
	PC-10 Preparation of Audit reports.	6	4	-	-
	NOS Total Marks	60	40	-	-
SSD/N0112, v1.0 : Pollution & Environment Management, Global warming, and sustainability.	PC-1 Understand environment & atmospheric pollution, water pollution, land pollution, noise pollution, air quality, ill effects and control.	10	10	-	-
	PC-2 Understand types of waste, its disposal techniques, and concepts of effluent treatment plants.	10	10	-	-
	PC-3 Hazardous waste management & 6R's (Rethink, Refuse, Reduce, Reuse, Recycle, Repair).	5	5	-	-
	PC-4 Understand the regulatory requirements of Central Pollution Control Board & State Pollution Control Board and Environment Protection Act, 1986" & KYOTO protocol.	5	5	-	-
	PC-5 Learn about remote sensing, air monitoring, biological monitoring, soil monitoring and water monitoring.	5	5	-	-
	PC-6 Understand EIA- Environmental impact assessment and LCI- Life cycle Impact assessment.	5	5	-	-
	PC-7 Understand global warming and climate change, greenhouse gasses & greenhouse effect, carbon cycle, carbon footprints, carbon neutrality & Carbon credits.	4	4	-	-
	PC-8 Understand ozone layer, ozone layer depletion, elements affecting ozone layer, acid rain, wet deposition, dry deposition, and its factors.	3	3	-	-
	PC-9 Understand the meaning of Eco-friendly, energy conservation methods using solar, hydro, wind, biomass, water and harvesting.	3	3	-	-
		NOS Total Marks	50	50	-
SSD/N0104, v1.0 : Plan, Organize and Emergency protocols.	PC-1 . Planning of safety resources, schedules, measures, and timelines for readiness as per overall work timelines.	5	5	-	-
	PC-2 Communication to other team members, coworkers, subordinates & superiors, and coordination with other team members.	5	5	-	-
	PC-3 Task identification and allotment to subordinates, supervision, and coordination among the team members for readiness in sync with overall task & timelines.	5	5	-	-
	PC-4 Resource collection, provisioning of resources to team members as per task & timelines	6	6	-	-

	PC-5 Communicate & brief to concerned coworkers, subordinates & superiors, provide guidance to subordinate & co-workers for timely and correct completion.	6	6	-	-
	PC-6 Supervision & monitoring progress of work, reporting the progress & completion, preparation of reports & documents.	6	5	-	-
	PC-7 Set up medical emergency measures, in case of accidents/incidents at the workplace.	6	6	-	-
	PC-8 Set up fire emergency measures as per plans in case of any fire accidents at the workplace.	6	6	-	-
	PC-9 Set up emergency assembly area, evacuation plan, sign boards and guidance.	5	6	-	-
	NOS Total Marks	50	50	-	-
DGT/VSQ/N0102 : Employability Skills	PC- 1 Identify employability skills required for jobs in various industries	0.5	0.5	-	-
	PC- 2 Identify and explore learning and employability portals	0.5	0.5	-	-
	PC- 3 Recognize the significance of constitutional values, including civic rights and duties, citizenship, responsibility towards society etc. and personal values and ethics such as honesty, integrity, caring and respecting others, etc.	0.5	0.5	-	-
	PC- 4 Follow environmentally sustainable practices	0.5	0.5	-	-
	PC- 5 Recognize the significance of 21st Century Skills for employment	3	-	-	-
	PC- 6 Practice the 21st Century Skills such as Self-Awareness, Behavior Skills, time management, critical and adaptive thinking, problem-solving, creative thinking, social and cultural awareness, emotional awareness, learning to learn for continuous learning etc. in personal and professional life	2	1	-	-
	PC- 7 Use basic English for everyday conversation in different contexts, in person and over the telephone	1	1	-	-
	PC- 8 Read and understand routine information, notes, instructions, mails, letters etc. written in English	1	1	-	-
	PC- 9 Write short messages, notes, letters, e-mails etc. in English	1	1	-	-
	PC- 10 Understand the difference between job and career	1	-	-	-
	PC- 11 Prepare a career development plan with short- and long-term goals, based on aptitude	1	1	-	-
	PC- 12 Follow verbal and non-verbal communication etiquette and active listening techniques in various settings	2	-	-	-
	PC- 13 Work collaboratively with others in a team	1	1	-	-

PC- 14 Communicate and behave appropriately with all genders and PwD	0.5	0.5	-	-
PC- 15 Escalate any issues related to sexual harassment at workplace according to POSH Act	0.5	0.5	-	-
PC- 16 Select financial institutions, products and services as per requirement	0.5	0.5	-	-
PC- 17 Carry out offline and online financial transactions, safely and securely	1	1	-	-
PC- 18 Identify common components of salary and compute income, expenses, taxes, investments etc.	0.5	0.5	-	-
PC- 19 Identify relevant rights and laws and use legal aids to fight against legal exploitation	0.5	0.5	-	-
PC- 20 Operate digital devices and carry out basic internet operations securely and safely	1	1	-	-
PC- 21 Use e- mail and social media platforms and virtual collaboration tools to work effectively	2	2	-	-
PC- 22 Use basic features of word processor, spreadsheets, and presentations	1	1	-	-
PC- 23 Identify different types of Entrepreneurship and Enterprises and assess opportunities for potential business through research	2	-	-	-
PC- 24 Develop a business plan and a work model, considering the 4Ps of Marketing Product, Price, Place and Promotion	1	1	-	-
PC- 25 Identify sources of funding, anticipate, and mitigate any financial/ legal hurdles for the potential business opportunity	1	1	-	-
PC- 26 Identify different types of customers	0.5	0.5	-	-
PC- 27 Identify and respond to customer requests and needs in a professional manner.	0.5	0.5	-	-
PC- 28 Follow appropriate hygiene and grooming standards		0.5	-	-
PC- 29 Create a professional Curriculum vitae (Résumé)	0.5	-	-	-
PC- 30 Search for suitable jobs using reliable offline and online sources such as Employment exchange, recruitment agencies, newspapers etc. and job portals, respectively	0.5	0.5	-	-
PC- 31 Apply to identified job openings using offline /online methods as per requirement	0.5	0.5	-	-
PC- 32 Answer questions politely, with clarity and confidence, during recruitment and selection	0.5	-	-	-

	PC- 33 Identify apprenticeship opportunities and register for it as per guidelines and requirement	0.5		-	-
	Total Marks	30	20	-	-
	Grand Total	630	420	-	

Annexure: Assessment Strategy

This section includes the processes involved in identifying, gathering, and interpreting information to evaluate the Candidate on the required competencies of the program.

Mention the detailed assessment strategy in the provided template.

<1. Assessment System Overview:

- Batches are assigned to the assessment agencies for conducting the assessment on SIP/Portal or email
- Assessment agencies send the assessment confirmation to VTP/TC looping Awarding Body(AB)
- Assessment agency deploys the ToA certified Assessor for executing the assessment
- AB ensures the assessment process & records

2. Testing Environment:

- Check the assessment location, date and time
- Check that the allotted time to the candidates to complete Theory & Practical Assessment is correct.

3. Assessment Quality Assurance levels/Framework:

- Question bank is created by the AA/Subject Matter Experts (SME) are verified by the other SME
- Questions are mapped to the specified assessment criteria
- Assessor will be ToA certified & trainer will be ToT Certified

4. Types of evidence or evidence-gathering protocol:

- Time-stamped & geotagged reporting of the assessor from assessment location
- Center photographs with signboards and scheme specific branding

5. Method of verification or validation:

- Surprise visit to the assessment location

- Method for assessment documentation, archiving, and access
- Soft/Hard copies of the documents are stored

On the Job:

1. The candidate works for all modules.
2. The candidate must score 50% in assessment to successfully complete the OJT.
3. Tools of Assessment that will be used for assessing whether the candidate is having desired skills, understanding needs & requirements.
 - Report prepared by trainees during OJT.
4. Assessment of task ensure that the candidate is able to perform all tasks of the job role required:
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Annexure: Acronym and Glossary

Acronym

Acronym	Description
AA	Assessment Agency
AB	Awarding Body
ISCO	International Standard Classification of Occupations
NCO	National Classification of Occupations
NCrF	National Credit Framework
NOS	National Occupational Standard(s)
NQR	National Qualification Register
NSQF	National Skills Qualifications Framework
OJT	On the Job Training

Glossary

Term	Description
National Occupational Standards (NOS)	NOS defines the measurable performance outcomes required from an individual engaged in a particular task. They list down what an individual performing that task should know and also do.
Qualification	A formal outcome of an assessment and validation process which is obtained when a competent body determines that an individual has achieved learning outcomes to given standards
Qualification File	A Qualification File is a template designed to capture necessary information of a Qualification from the perspective of NSQF compliance. The Qualification File will be normally submitted by the awarding body for the qualification.
Sector	A grouping of professional activities on the basis of their main economic function, product, service or technology.
Long Term Training	Long-term skilling means any vocational training program undertaken for a year and above. https://ncvet.gov.in/sites/default/files/NCVET.pdf