

Qualification Pack



Traditional Hand Embroiderer

Electives: Phulkari Embroidery/ Chickankari Embroidery/ Zari-Zardosi Embroidery

QP Code: HCS/Q7301

Version: 3.0

NSQF Level: 4

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HCS/Q7301: Traditional Hand Embroiderer

Brief Job Description

A Traditional Hand Embroiderer embroiders various types of designs on fabric by hand, using different types of needle and thread. The Traditional Hand Embroiderer should have the skill to embroider stitches typical to the traditional repertoire on different types of fabrics as per specifications/ design details provided.

Personal Attributes

A Traditional Hand Embroiderer should have good eyesight, hand-eye coordination and vision (including near vision, distance vision, colour vision, peripheral vision, depth perception and ability to change focus).

Applicable National Occupational Standards (NOS)

Compulsory NOS:

1. [HCS/N9908: Working in a Team](#)
2. [HCS/N9912: Maintain Work Area and Tools](#)
3. [HCS/N9913: Maintain health, safety and security at workplace](#)
4. [HCS/N9914: Contribute to achieve quality in traditional hand embroidery work](#)
5. [DGT/VSQ/N0102: Employability Skills \(60 Hours\)](#)

Electives(*mandatory to select at least one*):

Elective 1: Phulkari Embroidery

This NOS deals with the various requisites for carrying out Phulkari Embroidery.

1. [HCS/N7301: Prepare and carry out Phulkari embroidery as per given specifications](#)

Elective 2: Chickankari Embroidery

This NOS focus on imparting the knowledge of the various aspects of Chikankari embroidery

1. [HCS/N7302: Prepare and carry out Chikankari embroidery as per given specifications](#)

Elective 3: Zari-Zardosi Embroidery

This NOS is about Zari-Zardosi embroidery technique and the different aspects related to it.

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1. [HCS/N7303: Prepare for carrying out Zari-Zardozi embroidery as per given specifications](#)

Qualification Pack (QP) Parameters

Sector	Handicrafts and Carpet
Sub-Sector	Hand Crafted Textiles
Occupation	Hand Embroidery, Designing and Finishing
Country	India
NSQF Level	4
Credits	20
Aligned to NCO/ISCO/ISIC Code	NCO-2015/7533.0300
Minimum Educational Qualification & Experience	10th Class (with 2 year relevant experience OR 10th grade pass and pursuing continuous schooling OR Previous relevant Qualification of NSQF Level 3.0 with minimum education as 5th Grade pass with 2 year relevant experience)
Minimum Level of Education for Training in School	
Pre-Requisite License or Training	NA
Minimum Job Entry Age	18 Years
Last Reviewed On	NA
Next Review Date	27/01/2025
NSQC Approval Date	27/01/2022
Version	3.0
Reference code on NQR	2022/HC/HCSSC/06751
NQR Version	1

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HCS/N9908: Working in a Team

Description

This unit is about working as part of a team in the process.

Scope

The scope covers the following :

- commitment and trust
- communication
- adaptability
- creative freedom

Elements and Performance Criteria

Commitment and trust

To be competent, the user/individual on the job must be able to:

- PC1.** be accountable to one's role in the whole process
- PC2.** perform all roles with full

Communication

To be competent, the user/individual on the job must be able to:

- PC3.** report problems faced during the process
- PC4.** talk politely with other team members and colleagues
- PC5.** submit a daily report of own performance

Adaptability

To be competent, the user/individual on the job must be able to:

- PC6.** adjust in different work situations
- PC7.** give due importance to other's point of view
- PC8.** avoid conflicting situations

Creative freedom

To be competent, the user/individual on the job must be able to:

- PC9.** develop new ideas for work procedures
- PC10.** improve upon the existing techniques to increase process efficiency

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** general rules and regulations in the sector
- KU2.** procedure followed to get the final output
- KU3.** safe working practices to be adopted
- KU4.** to report the supervisor or higher authority about any grievances faced

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- KU5.** understanding the importance of the previous and next step of the process
- KU6.** process flow in the handicraft section
- KU7.** material sequence of flow
- KU8.** functions of different parts of product development
- KU9.** tools and equipment used
- KU10.** guidelines for operating the equipment
- KU11.** safety procedures to be followed as applicable

Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** prepare status and progress reports
- GS2.** write memos and e-mail to co-workers, and vendors to provide them with work updates and to request appropriate information without english language errors regarding grammar or sentence construct
- GS3.** keep abreast with the latest knowledge by reading brochures, pamphlets, and product information sheets
- GS4.** discuss task lists, schedules, and work-loads with co-workers
- GS5.** keep co-workers and supervisors informed about progress
- GS6.** make decisions pertaining to the concerned area of work
- GS7.** plan and organize service feedback files/documents
- GS8.** manage relationships with customers
- GS9.** build customer relationships and use customer centric approach
- GS10.** think through the problem, evaluate the possible solution(s) and suggest an optimum /best possible solution(s)
- GS11.** identify immediate or temporary solutions to resolve delays
- GS12.** use the existing data to arrive at specific data points
- GS13.** apply, analyze, and evaluate the information gathered from observation, experience, reasoning, or communication, as a guide to thought and action

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Commitment and trust</i>	6	14	-	-
PC1. be accountable to one's role in the whole process	3	7	-	-
PC2. perform all roles with full	3	7	-	-
<i>Communication</i>	9	21	-	-
PC3. report problems faced during the process	3	7	-	-
PC4. talk politely with other team members and colleagues	3	7	-	-
PC5. submit a daily report of own performance	3	7	-	-
<i>Adaptability</i>	9	21	-	-
PC6. adjust in different work situations	3	7	-	-
PC7. give due importance to other's point of view	3	7	-	-
PC8. avoid conflicting situations	3	7	-	-
<i>Creative freedom</i>	6	14	-	-
PC9. develop new ideas for work procedures	3	7	-	-
PC10. improve upon the existing techniques to increase process efficiency	3	7	-	-
NOS Total	30	70	-	-

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National Occupational Standards (NOS) Parameters

NOS Code	HCS/N9908
NOS Name	Working in a Team
Sector	Handicrafts and Carpet
Sub-Sector	Handicrafts and Carpet
Occupation	Generic Handicrafts and Carpet
NSQF Level	5
Credits	TBD
Version	2.0
Last Reviewed Date	27/01/2022
Next Review Date	27/01/2025
NSQC Clearance Date	27/01/2022

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HCS/N9912: Maintain Work Area and Tools

Description

This unit provides Performance Criteria, Knowledge & Understanding and Skills & Abilities required to organize/maintain work areas and activities to ensure tools used are maintained as per norms

Scope

The scope covers the following :

- maintain the work area and tools

Elements and Performance Criteria

Maintain the work area, tools and machines

To be competent, the user/individual on the job must be able to:

- PC1.** carry out work functions in accordance with organizational standards, greening solutions, procedures, policies, legislation and regulations.
- PC2.** apply and follow these policies and procedures within your work practices and inculcate sustainable consumption practices
- PC3.** actively get involved in improving the performance of the organization in line with their own role and responsibilities and support adaptation to more environmentally friendly processes.
- PC4.** handle materials and tools safely and correctly
- PC5.** use materials to minimize waste
- PC6.** maintain a clean and hazard free working area
- PC7.** maintain the tools
- PC8.** carry out maintenance and/or cleaning within one's responsibility
- PC9.** report damaged tools & materials
- PC10.** work in a comfortable position with the correct posture
- PC11.** dispose of waste safely in the designated location
- PC12.** store cleaning equipment safely after use
- PC13.** carry out cleaning according to schedules and limits of responsibility

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** making conscious and sustainable decisions for achieving effective and green workplace.
- KU2.** personal hygiene and duty of care
- KU3.** safe working practices and organisational procedures
- KU4.** limits of one's own responsibility
- KU5.** ways of resolving problems within the work area
- KU6.** the production process and the specific work activities that relate to the whole process

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- KU7.** importance of effective communication with colleagues
- KU8.** the organisation's rules, codes and guidelines (including timekeeping) and organisation's quality standards
- KU9.** importance of complying with written instructions
- KU10.** work instructions and specifications, and their accurate interpretation
- KU11.** relation between work role and the overall manufacturing process
- KU12.** importance of taking action when problems are identified
- KU13.** different ways of minimising waste
- KU14.** effects of contamination on products
- KU15.** common faults that may occur while production and the methods to rectify
- KU16.** procedures of maintaining tools
- KU17.** hazards likely to be encountered when conducting routine maintenance
- KU18.** safe working practices for cleaning and the method of carrying them out

Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** make conscious and sustainable decisions that help reduce, rescue, and recycle the company resources
- GS2.** identify and replace processes that create unnecessary waste
- GS3.** write and communicate orally in local language
- GS4.** read measurement instructions
- GS5.** follow organization's rule-based decision-making process
- GS6.** take decision with systematic course of actions and/or response
- GS7.** plan and organize your work to achieve targets and deadlines
- GS8.** build customer relationships and use customer centric approach
- GS9.** think through a problem, evaluate the possible solutions and suggest an optimum /best possible solution
- GS10.** identify immediate or temporary solutions to resolve delays
- GS11.** analyze data and activities
- GS12.** pass on relevant information to others
- GS13.** apply, analyze, and evaluate the information gathered from observation, experience, reasoning, or communication, as a guide to thought and action

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Maintain the work area, tools and machines</i>	26	74	-	-
PC1. carry out work functions in accordance with organizational standards, greening solutions, procedures, policies, legislation and regulations.	2	4	-	-
PC2. apply and follow these policies and procedures within your work practices and inculcate sustainable consumption practices	2	4	-	-
PC3. actively get involved in improving the performance of the organization in line with their own role and responsibilities and support adaptation to more environmentally friendly processes.	2	6	-	-
PC4. handle materials and tools safely and correctly	2	6	-	-
PC5. use materials to minimize waste	2	6	-	-
PC6. maintain a clean and hazard free working area	2	6	-	-
PC7. maintain the tools	2	6	-	-
PC8. carry out maintenance and/or cleaning within one's responsibility	2	6	-	-
PC9. report damaged tools & materials	2	6	-	-
PC10. work in a comfortable position with the correct posture	2	6	-	-
PC11. dispose of waste safely in the designated location	2	6	-	-
PC12. store cleaning equipment safely after use	2	6	-	-
PC13. carry out cleaning according to schedules and limits of responsibility	2	6	-	-
NOS Total	26	74	-	-

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National Occupational Standards (NOS) Parameters

NOS Code	HCS/N9912
NOS Name	Maintain Work Area and Tools
Sector	Handicrafts and Carpet
Sub-Sector	Handicrafts and Carpet
Occupation	Generic Handicrafts and Carpet
NSQF Level	5
Credits	TBD
Version	2.0
Last Reviewed Date	30/12/2021
Next Review Date	30/12/2024
NSQC Clearance Date	30/12/2021

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HCS/N9913: Maintain health, safety and security at workplace

Description

This unit provides Performance Criteria, Knowledge & Understanding and Skills & Abilities required to comply with health, safety and security requirements at the workplace and covers procedures to prevent, control and minimise risk to self and others.

Scope

The scope covers the following :

- comply with health, safety and security requirements at work

Elements and Performance Criteria

Comply with health, safety and security requirements at work

To be competent, the user/individual on the job must be able to:

- PC1.** comply with health, safety gender and PwD (People with disability) related instructions applicable to the workplace.
- PC2.** actively participate in mock drills/ evacuation procedures; group discussions, training sensitization programs for gender and PwD awareness organized at the workplace
- PC3.** comply with health and safety related instructions applicable to the workplace
- PC4.** use and maintain personal protective equipment as per protocol
- PC5.** maintain a healthy lifestyle and guard against dependency on intoxicants
- PC6.** follow environment management system related procedures
- PC7.** store materials and tools in line with manufacturers and organisational requirements
- PC8.** safely handle and move waste and debris
- PC9.** minimize health and safety risks to self and others due to own actions
- PC10.** seek clarifications, from supervisors or other authorized personnel in case of perceived risks
- PC11.** carry out periodic walk-through to keep work area free from hazards and obstructions, if assigned
- PC12.** report hazards and potential risks/ threats to supervisors or other authorized personnel
- PC13.** take action based on instructions in the event of fire, emergencies or accidents
- PC14.** follow organisation procedures for evacuation when required

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** knowledge about the importance of gender equality being followed in the organization and policies for reporting any harassment or inappropriate behavior
- KU2.** knowledge about how to accommodate employees with disabilities, etiquette to adhere to and proper language and terminology

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- KU3.** knowledge about how to communicate, offer help, respecting space, parking etc. for people with disabilities or special needs
- KU4.** knowledge about promoting a safe, accessible and healthy workplace for disabled employees
- KU5.** health and safety related practices applicable at the workplace
- KU6.** potential hazards, risks and threats based on nature of operations
- KU7.** organizational procedures for safe handling of tools
- KU8.** environmental management system related procedures at the workplace
- KU9.** layout of the plant and details of emergency exits, escape routes, emergency equipment and assembly points
- KU10.** potential accidents and emergencies and response to these scenarios
- KU11.** details of personnel trained in first aid, fire-fighting and emergency response
- KU12.** actions to take in the event of a mock drills/ evacuation procedures or actual accident, emergency or fire
- KU13.** occupational health and safety risks and methods
- KU14.** personal protective equipment and method of use
- KU15.** identification, handling and storage of hazardous substances and proper disposal system for waste and by-products
- KU16.** importance of sound health, hygiene and good habits

Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** Write in local language.
- GS2.** Read measurement instructions.
- GS3.** Communicate orally with colleagues.
- GS4.** Follow organization rule-based decision making process.
- GS5.** Take decision with systematic course of actions and/or response.
- GS6.** Plan and organize your work to achieve targets and deadlines.
- GS7.** Manage relationships with customers.
- GS8.** Build customer relationships and use customer centric approach.
- GS9.** Think through the problem, evaluate the possible solution(s) and suggest an optimum /best possible solution(s).
- GS10.** Identify immediate or temporary solutions to resolve delays.
- GS11.** Analyze data and activities.
- GS12.** Pass on relevant information to others.
- GS13.** Apply, analyze, and evaluate the information gathered from observation, experience, reasoning, or communication, as a guide to thought and action.

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Comply with health, safety and security requirements at work</i>	28	72	-	-
PC1. comply with health, safety gender and PwD (People with disability) related instructions applicable to the workplace.	2	5	-	-
PC2. actively participate in mock drills/ evacuation procedures; group discussions, training sensitization programs for gender and PwD awareness organized at the workplace	2	5	-	-
PC3. comply with health and safety related instructions applicable to the workplace	2	5	-	-
PC4. use and maintain personal protective equipment as per protocol	2	5	-	-
PC5. maintain a healthy lifestyle and guard against dependency on intoxicants	2	5	-	-
PC6. follow environment management system related procedures	2	5	-	-
PC7. store materials and tools in line with manufacturers and organisational requirements	2	5	-	-
PC8. safely handle and move waste and debris	2	5	-	-
PC9. minimize health and safety risks to self and others due to own actions	2	5	-	-
PC10. seek clarifications, from supervisors or other authorized personnel in case of perceived risks	2	5	-	-
PC11. carry out periodic walk-through to keep work area free from hazards and obstructions, if assigned	2	5	-	-
PC12. report hazards and potential risks/ threats to supervisors or other authorized personnel	2	5	-	-
PC13. take action based on instructions in the event of fire, emergencies or accidents	2	6	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC14. follow organisation procedures for evacuation when required	2	6	-	-
NOS Total	28	72	-	-

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National Occupational Standards (NOS) Parameters

NOS Code	HCS/N9913
NOS Name	Maintain health, safety and security at workplace
Sector	Handicrafts and Carpet
Sub-Sector	Hand Crafted Textiles, Hand Crocheted Textiles, Handicrafts (Agarbatti), Handicrafts (Bamboo)
Occupation	Traditional Hand Embroiderer, Master Hand Embroiderer, Embroidery finishing, Design Tracer, Hand Block Printer, Block Print Supervisor, Hand Embroidery, Crochet Lace Maker, Master Crochet Lace Maker, Crochet Lace Tailor, Handmade Bamboo Agarbatti Stick Maker, Semi-Mechanized Bamboo Stick Maker, Automatic Stick Making M/C Operator, Hand Rolled Agarbatti Maker, Pedal Operated Machine Agarbatti Maker, Automatic Machine Rolled Agarbatti Maker, Agarbatti Perfume Applicator, Bamboo Processor and Dyer, Bamboo Mat Weaver, Handmade Bamboo Stick Maker (for Woven Mats), Bamboo Basket Maker, Bamboo Utility Handicraft Assembler, Bamboo Utility Product Tailor, Bamboo Artwork Maker.
NSQF Level	4
Credits	TBD
Version	3.0
Last Reviewed Date	30/12/2021
Next Review Date	30/12/2024
NSQC Clearance Date	30/12/2021

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HCS/N9914: Contribute to achieve quality in traditional hand embroidery work

Description

This unit is about achievement of quality excellence while carrying out traditional hand embroidery and related activities to ensure that the embroidered product meet specifications and quality.

Scope

The scope covers the following :

- contribute to achieving quality in hand embroidery work and related operations

Elements and Performance Criteria

Contribute to achieving quality in hand embroidery work and related operations

To be competent, the user/individual on the job must be able to:

- PC1.** identify and use materials required based on the specifications provided
- PC2.** ensure that the correct type of fabric is used
- PC3.** ensure that the correct quality of thread is used for the given embroidery technique
- PC4.** ensure that the shape/ size/ pattern/ design is not distorted while embroidering
- PC5.** avoid damage to fabric while embroidering and prevent defects such as needle holes, cuts, etc
- PC6.** ensure that the embroidery floats are of the appropriate size
- PC7.** ensure that the embroidered fabric backs are neat
- PC8.** ensure that there is no shade difference in the colours used
- PC9.** maintain the correct tension while embroidering to avoid puckering and uneven embroidery
- PC10.** avoid soiling of the fabric/ product while carrying out embroidery
- PC11.** store the embroidered fabric/ product appropriately
- PC12.** rip the embroidery appropriately to rework on repairable defects in embroidery
- PC13.** ensure uniformity in raw materials, design and techniquea. within a productb. between pair/ set of products
- PC14.** apply allowed tolerances
- PC15.** ensure that the extra yarns are clipped neatly
- PC16.** take the necessary actions when materials do not conform to quality standards
- PC17.** identify repairable defects and rework on them
- PC18.** maintain the required productivity and quality levels
- PC19.** report to the concerned authority when the workflow of other production areas disrupts work
- PC20.** carry out quality checks at specified intervals according to instructions

Knowledge and Understanding (KU)

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The individual on the job needs to know and understand:

- KU1.** safe working practices and organisational procedures
- KU2.** the organisation's procedures and guidelines
- KU3.** quality systems and processes practiced in the organization
- KU4.** equipment operating procedures / manufacturer's instructions
- KU5.** types of problems with quality and how to report them to appropriate people
- KU6.** methods to present any ideas for improvement to supervisor
- KU7.** the importance of complying with written instructions
- KU8.** limits of personal responsibility
- KU9.** reporting procedure in case of faults in own/ other processes
- KU10.** different types of stitches and their use
- KU11.** types of fabrics used for embroidery
- KU12.** types of threads used for embroidery
- KU13.** appropriate usage of the measuring tape
- KU14.** appropriate usage of tools used in embroidery
- KU15.** common embroidery defects

Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** write in local language
- GS2.** read measurements and instructions
- GS3.** listen effectively and orally communicate information accurately
- GS4.** ask for clarification and advice from others
- GS5.** follow organization's rule-based decision making process
- GS6.** take decision with systematic course of actions and/or response
- GS7.** plan and organize your work to achieve targets and deadlines
- GS8.** manage relationships with customers
- GS9.** build customer relationships and use customer centric approach
- GS10.**
 - think through a problem, evaluate the possible solution(s) and suggest an optimum /best
 - possible solution(s)
- GS11.** identify immediate or temporary solutions to resolve delays
- GS12.** analyze data and activities
- GS13.** pass on relevant information to others
- GS14.**
 - apply, analyze, and evaluate the information gathered from observation, experience,
 - reasoning, or communication, as a guide to thought and action

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Contribute to achieving quality in hand embroidery work and related operations</i>	20	80	-	-
PC1. identify and use materials required based on the specifications provided	1	4	-	-
PC2. ensure that the correct type of fabric is used	1	4	-	-
PC3. ensure that the correct quality of thread is used for the given embroidery technique	1	4	-	-
PC4. ensure that the shape/ size/ pattern/ design is not distorted while embroidering	1	4	-	-
PC5. avoid damage to fabric while embroidering and prevent defects such as needle holes, cuts, etc	1	4	-	-
PC6. ensure that the embroidery floats are of the appropriate size	1	4	-	-
PC7. ensure that the embroidered fabric backs are neat	1	4	-	-
PC8. ensure that there is no shade difference in the colours used	1	4	-	-
PC9. maintain the correct tension while embroidering to avoid puckering and uneven embroidery	1	4	-	-
PC10. avoid soiling of the fabric/ product while carrying out embroidery	1	4	-	-
PC11. store the embroidered fabric/ product appropriately	1	4	-	-
PC12. rip the embroidery appropriately to rework on repairable defects in embroidery	1	4	-	-
PC13. ensure uniformity in raw materials, design and techniquea. within a productb. between pair/ set of products	1	4	-	-
PC14. apply allowed tolerances	1	4	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC15. ensure that the extra yarns are clipped neatly	1	4	-	-
PC16. take the necessary actions when materials do not conform to quality standards	1	4	-	-
PC17. identify repairable defects and rework on them	1	4	-	-
PC18. maintain the required productivity and quality levels	1	4	-	-
PC19. report to the concerned authority when the workflow of other production areas disrupts work	1	4	-	-
PC20. carry out quality checks at specified intervals according to instructions	1	4	-	-
NOS Total	20	80	-	-

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National Occupational Standards (NOS) Parameters

NOS Code	HCS/N9914
NOS Name	Contribute to achieve quality in traditional hand embroidery work
Sector	Handicrafts and Carpet
Sub-Sector	Hand Crafted Textiles
Occupation	Hand Embroidery, Designing and Finishing
NSQF Level	5
Credits	TBD
Version	2.0
Last Reviewed Date	30/11/2023
Next Review Date	30/11/2026
NSQC Clearance Date	30/11/2023

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DGT/VSQ/N0102: Employability Skills (60 Hours)

Description

This unit is about employability skills, Constitutional values, becoming a professional in the 21st Century, digital, financial, and legal literacy, diversity and Inclusion, English and communication skills, customer service, entrepreneurship, and apprenticeship, getting ready for jobs and career development.

Scope

The scope covers the following :

- Introduction to Employability Skills
- Constitutional values - Citizenship
- Becoming a Professional in the 21st Century
- Basic English Skills
- Career Development & Goal Setting
- Communication Skills
- Diversity & Inclusion
- Financial and Legal Literacy
- Essential Digital Skills
- Entrepreneurship
- Customer Service
- Getting ready for Apprenticeship & Jobs

Elements and Performance Criteria

Introduction to Employability Skills

To be competent, the user/individual on the job must be able to:

- PC1.** identify employability skills required for jobs in various industries
- PC2.** identify and explore learning and employability portals

Constitutional values – Citizenship

To be competent, the user/individual on the job must be able to:

- PC3.** 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.
- PC4.** follow environmentally sustainable practices

Becoming a Professional in the 21st Century

To be competent, the user/individual on the job must be able to:

- PC5.** recognize the significance of 21st Century Skills for employment
- PC6.** practice the 21st Century Skills such as Self-Awareness, Behaviour 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

Basic English Skills

To be competent, the user/individual on the job must be able to:

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- PC7.** use basic English for everyday conversation in different contexts, in person and over the telephone
- PC8.** read and understand routine information, notes, instructions, mails, letters etc. written in English
- PC9.** write short messages, notes, letters, e-mails etc. in English

Career Development & Goal Setting

To be competent, the user/individual on the job must be able to:

- PC10.** understand the difference between job and career
- PC11.** prepare a career development plan with short- and long-term goals, based on aptitude

Communication Skills

To be competent, the user/individual on the job must be able to:

- PC12.** follow verbal and non-verbal communication etiquette and active listening techniques in various settings
- PC13.** work collaboratively with others in a team

Diversity & Inclusion

To be competent, the user/individual on the job must be able to:

- PC14.** communicate and behave appropriately with all genders and PwD
- PC15.** escalate any issues related to sexual harassment at workplace according to POSH Act

Financial and Legal Literacy

To be competent, the user/individual on the job must be able to:

- PC16.** select financial institutions, products and services as per requirement
- PC17.** carry out offline and online financial transactions, safely and securely
- PC18.** identify common components of salary and compute income, expenses, taxes, investments etc
- PC19.** identify relevant rights and laws and use legal aids to fight against legal exploitation

Essential Digital Skills

To be competent, the user/individual on the job must be able to:

- PC20.** operate digital devices and carry out basic internet operations securely and safely
- PC21.** use e- mail and social media platforms and virtual collaboration tools to work effectively
- PC22.** use basic features of word processor, spreadsheets, and presentations

Entrepreneurship

To be competent, the user/individual on the job must be able to:

- PC23.** identify different types of Entrepreneurship and Enterprises and assess opportunities for potential business through research
- PC24.** develop a business plan and a work model, considering the 4Ps of Marketing Product, Price, Place and Promotion
- PC25.** identify sources of funding, anticipate, and mitigate any financial/ legal hurdles for the potential business opportunity

Customer Service

To be competent, the user/individual on the job must be able to:

- PC26.** identify different types of customers
- PC27.** identify and respond to customer requests and needs in a professional manner.

Qualification Pack

PC28. follow appropriate hygiene and grooming standards

Getting ready for apprenticeship & Jobs

To be competent, the user/individual on the job must be able to:

PC29. create a professional Curriculum vitae (Résumé)

PC30. search for suitable jobs using reliable offline and online sources such as Employment exchange, recruitment agencies, newspapers etc. and job portals, respectively

PC31. apply to identified job openings using offline /online methods as per requirement

PC32. answer questions politely, with clarity and confidence, during recruitment and selection

PC33. identify apprenticeship opportunities and register for it as per guidelines and requirements

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

KU1. need for employability skills and different learning and employability related portals

KU2. various constitutional and personal values

KU3. different environmentally sustainable practices and their importance

KU4. Twenty first (21st) century skills and their importance

KU5. how to use English language for effective verbal (face to face and telephonic) and written communication in formal and informal set up

KU6. importance of career development and setting long- and short-term goals

KU7. about effective communication

KU8. POSH Act

KU9. Gender sensitivity and inclusivity

KU10. different types of financial institutes, products, and services

KU11. how to compute income and expenditure

KU12. importance of maintaining safety and security in offline and online financial transactions

KU13. different legal rights and laws

KU14. different types of digital devices and the procedure to operate them safely and securely

KU15. how to create and operate an e- mail account and use applications such as word processors, spreadsheets etc.

KU16. how to identify business opportunities

KU17. types and needs of customers

KU18. how to apply for a job and prepare for an interview

KU19. apprenticeship scheme and the process of registering on apprenticeship portal

Generic Skills (GS)

User/individual on the job needs to know how to:

GS1. read and write different types of documents/instructions/correspondence

GS2. communicate effectively using appropriate language in formal and informal settings

Qualification Pack

- GS3.** behave politely and appropriately with all
- GS4.** how to work in a virtual mode
- GS5.** perform calculations efficiently
- GS6.** solve problems effectively
- GS7.** pay attention to details
- GS8.** manage time efficiently
- GS9.** maintain hygiene and sanitization to avoid infection

Qualification Pack

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Introduction to Employability Skills</i>	1	1	-	-
PC1. identify employability skills required for jobs in various industries	-	-	-	-
PC2. identify and explore learning and employability portals	-	-	-	-
<i>Constitutional values – Citizenship</i>	1	1	-	-
PC3. 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.	-	-	-	-
PC4. follow environmentally sustainable practices	-	-	-	-
<i>Becoming a Professional in the 21st Century</i>	2	4	-	-
PC5. recognize the significance of 21st Century Skills for employment	-	-	-	-
PC6. practice the 21st Century Skills such as Self-Awareness, Behaviour 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	-	-	-	-
<i>Basic English Skills</i>	2	3	-	-
PC7. use basic English for everyday conversation in different contexts, in person and over the telephone	-	-	-	-
PC8. read and understand routine information, notes, instructions, mails, letters etc. written in English	-	-	-	-
PC9. write short messages, notes, letters, e-mails etc. in English	-	-	-	-
<i>Career Development & Goal Setting</i>	1	2	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC10. understand the difference between job and career	-	-	-	-
PC11. prepare a career development plan with short- and long-term goals, based on aptitude	-	-	-	-
<i>Communication Skills</i>	2	2	-	-
PC12. follow verbal and non-verbal communication etiquette and active listening techniques in various settings	-	-	-	-
PC13. work collaboratively with others in a team	-	-	-	-
<i>Diversity & Inclusion</i>	1	2	-	-
PC14. communicate and behave appropriately with all genders and PwD	-	-	-	-
PC15. escalate any issues related to sexual harassment at workplace according to POSH Act	-	-	-	-
<i>Financial and Legal Literacy</i>	2	3	-	-
PC16. select financial institutions, products and services as per requirement	-	-	-	-
PC17. carry out offline and online financial transactions, safely and securely	-	-	-	-
PC18. identify common components of salary and compute income, expenses, taxes, investments etc	-	-	-	-
PC19. identify relevant rights and laws and use legal aids to fight against legal exploitation	-	-	-	-
<i>Essential Digital Skills</i>	3	4	-	-
PC20. operate digital devices and carry out basic internet operations securely and safely	-	-	-	-
PC21. use e- mail and social media platforms and virtual collaboration tools to work effectively	-	-	-	-
PC22. use basic features of word processor, spreadsheets, and presentations	-	-	-	-

Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Entrepreneurship</i>	2	3	-	-
PC23. identify different types of Entrepreneurship and Enterprises and assess opportunities for potential business through research	-	-	-	-
PC24. develop a business plan and a work model, considering the 4Ps of Marketing Product, Price, Place and Promotion	-	-	-	-
PC25. identify sources of funding, anticipate, and mitigate any financial/ legal hurdles for the potential business opportunity	-	-	-	-
<i>Customer Service</i>	1	2	-	-
PC26. identify different types of customers	-	-	-	-
PC27. identify and respond to customer requests and needs in a professional manner.	-	-	-	-
PC28. follow appropriate hygiene and grooming standards	-	-	-	-
<i>Getting ready for apprenticeship & Jobs</i>	2	3	-	-
PC29. create a professional Curriculum vitae (Résumé)	-	-	-	-
PC30. search for suitable jobs using reliable offline and online sources such as Employment exchange, recruitment agencies, newspapers etc. and job portals, respectively	-	-	-	-
PC31. apply to identified job openings using offline /online methods as per requirement	-	-	-	-
PC32. answer questions politely, with clarity and confidence, during recruitment and selection	-	-	-	-
PC33. identify apprenticeship opportunities and register for it as per guidelines and requirements	-	-	-	-
NOS Total	20	30	-	-

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National Occupational Standards (NOS) Parameters

NOS Code	DGT/VSQ/N0102
NOS Name	Employability Skills (60 Hours)
Sector	Cross Sectoral
Sub-Sector	Professional Skills
Occupation	Employability
NSQF Level	4
Credits	2
Version	1.0
Last Reviewed Date	31/08/2023
Next Review Date	31/08/2028
NSQC Clearance Date	31/08/2023

Qualification Pack

HCS/N7301: Prepare and carry out Phulkari embroidery as per given specifications

Description

This unit is about preparing for carrying out Phulkari embroidery.

Scope

The scope covers the following :

- prepare for carrying out Phulkari embroidery
- carry out Phulkari embroidery as per the given specifications

Elements and Performance Criteria

Prepare for carrying out Phulkari embroidery

To be competent, the user/individual on the job must be able to:

- PC1.** analyse the given design specification or design artwork or design sample of the embroidered product
- PC2.** understand the embroidery stitches to be used
- PC3.** check with supervisor when in doubt about new product details
- PC4.** check the fabric and ensure that it meets the requirements provided
- PC5.** select the appropriate quality, colours, and quantity of the threads to be used for embroidery
- PC6.** select the appropriate needle as per the fabric and threads to be used
- PC7.** ensure that the tracing/ block printing of design on the fabric is appropriately done
- PC8.** attach the embroidery frame to the fabric appropriately
- PC9.** estimate the time required to complete the given embroidery work
- PC10.** report defective materials to the authority concerned
- PC11.** minimise wastage and dispose the waste materials in the approved manner
- PC12.** carry out operations at a rate which maintains workflow

Carry out Phulkari embroidery as per the given specifications

To be competent, the user/individual on the job must be able to:

- PC13.** ensure that the raw materials are prepared as per requirements
- PC14.** carry out long and short darning stitch (locally known as phulkari stitch)
- PC15.** carry out phulkari stitch to fill the given motif/ shape as per requirement
- PC16.** ensure that the phulkari stitch length is about cm or inch or as per requirement
- PC17.** carry out chain stitch
- PC18.** carry out herringbone stitch
- PC19.** carry out satin stitch
- PC20.** carry out stem stitch
- PC21.** carry out blanket stitch

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- PC22.** carry out cross stitch
- PC23.** embroider designs using phulkari stitch and other above mentioned stitches
- PC24.** ensure that the correct colour threads are used to embroider the design as per specifications
- PC25.** avoid damage to fabric/ product while carrying out embroidery
- PC26.** start and end the embroidery thread neatly
- PC27.** cut the extra threads appropriately while embroidering

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** the organization's policies, procedures, guidelines and standards for quality
- KU2.** safe working practices and organisational procedures
- KU3.** quality systems and other processes practiced in the organization
- KU4.** guidelines for storage and disposal of waste materials
- KU5.** different types of quality problems that can occur in an embroidered product and how to report them to concerned authority
- KU6.** the importance of complying with written instructions
- KU7.** who to refer problems to when they are outside the purview of one's authority
- KU8.** the organization's tools, templates and processes for Phulkari embroidery in production
- KU9.** protocol to seek more information on work related tasks
- KU10.** the concerned authority in case of queries related to procedure or products and for resolving issues related to own/ other processes, defective machines, tools and/or equipment
- KU11.** details of the job role and responsibilities
- KU12.** work target and review mechanism with your supervisor
- KU13.** method of obtaining/ giving feedback related to performance
- KU14.** process for offering/ obtaining work related assistance
- KU15.** process of doing Phulkari embroidery
- KU16.** types of threads used in Phulkari embroidery
- KU17.** different types of fabrics and their usage
- KU18.** about the embroidery frame and its usage
- KU19.** basics of colour and colour combinations
- KU20.** the embroidering of long and short darning stitch (also known as phulkari stitch) in different phulkari designs
- KU21.** the other stitches used in phulkari namely, chain stitch, herringbone, satin stitch, stem stitch and blanket stitch
- KU22.** the usage of the above embroidery stitches
- KU23.** different motifs and designs used in Phulkari
- KU24.** the uniqueness of Phulkari embroidery
- KU25.** appropriate use of tools like thread clipper, scissors, etc
- KU26.** the quality aspects of Phulkari embroidery

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Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** write in local language
- GS2.** read a instructions/specifications in local language
- GS3.** listen effectively and effectively communicate information orally
- GS4.** seek clarification and advice from team members, supervisors in case of any job-related query
- GS5.** follow organization's rule-based decision-making process
- GS6.** take decision in line with standard operating procedures of the organisation
- GS7.** plan and organize your work to achieve targets and meet deadlines
- GS8.** manage relationships with customers and team members
- GS9.** build customer and team relationships and use customer centric approach
- GS10.** think through the problem, evaluate the possible solution(s) and suggest an optimum /best possible solution(s)
- GS11.** pre-empt problems and identify immediate or temporary solutions to prevent delays
- GS12.** analyse data and activities
- GS13.** pass on work relevant information to others
- GS14.** apply, analyse, and evaluate the information gathered from observation, experience, reasoning, or communication, as a guide to thought and action

Qualification Pack

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Prepare for carrying out Phulkari embroidery</i>	12	36	-	-
PC1. analyse the given design specification or design artwork or design sample of the embroidered product	1	3	-	-
PC2. understand the embroidery stitches to be used	1	3	-	-
PC3. check with supervisor when in doubt about new product details	1	3	-	-
PC4. check the fabric and ensure that it meets the requirements provided	1	3	-	-
PC5. select the appropriate quality, colours, and quantity of the threads to be used for embroidery	1	3	-	-
PC6. select the appropriate needle as per the fabric and threads to be used	1	3	-	-
PC7. ensure that the tracing/ block printing of design on the fabric is appropriately done	1	3	-	-
PC8. attach the embroidery frame to the fabric appropriately	1	3	-	-
PC9. estimate the time required to complete the given embroidery work	1	3	-	-
PC10. report defective materials to the authority concerned	1	3	-	-
PC11. minimise wastage and dispose the waste materials in the approved manner	1	3	-	-
PC12. carry out operations at a rate which maintains workflow	1	3	-	-
<i>Carry out Phulkari embroidery as per the given specifications</i>	15	37	-	-
PC13. ensure that the raw materials are prepared as per requirements	1	3	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC14. carry out long and short darning stitch (locally known as phulkari stitch)	1	3	-	-
PC15. carry out phulkari stitch to fill the given motif/ shape as per requirement	1	3	-	-
PC16. ensure that the phulkari stitch length is about cm or inch or as per requirement	1	3	-	-
PC17. carry out chain stitch	1	3	-	-
PC18. carry out herringbone stitch	1	3	-	-
PC19. carry out satin stitch	1	3	-	-
PC20. carry out stem stitch	1	2	-	-
PC21. carry out blanket stitch	1	2	-	-
PC22. carry out cross stitch	1	2	-	-
PC23. embroider designs using phulkari stitch and other above mentioned stitches	1	2	-	-
PC24. ensure that the correct colour threads are used to embroider the design as per specifications	1	2	-	-
PC25. avoid damage to fabric/ product while carrying out embroidery	1	2	-	-
PC26. start and end the embroidery thread neatly	1	2	-	-
PC27. cut the extra threads appropriately while embroidering	1	2	-	-
NOS Total	27	73	-	-

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National Occupational Standards (NOS) Parameters

NOS Code	HCS/N7301
NOS Name	Prepare and carry out Phulkari embroidery as per given specifications
Sector	Handicrafts and Carpet
Sub-Sector	Hand Crafted Textiles
Occupation	Hand Embroidery, Designing and Finishing
NSQF Level	4
Credits	12
Version	2.0
Last Reviewed Date	27/01/2022
Next Review Date	27/01/2025
NSQC Clearance Date	27/01/2022

Qualification Pack

HCS/N7302: Prepare and carry out Chikankari embroidery as per given specifications

Description

This unit is about preparing for carrying out Chikankari embroidery.

Scope

The scope covers the following :

- prepare for carrying out Chikankari embroidery
- carry out Chikankari embroidery as per the given specifications

Elements and Performance Criteria

Prepare for carrying out Chikankari embroidery

To be competent, the user/individual on the job must be able to:

- PC1.** analyse the given design specification or design artwork or design sample of the embroidered product
- PC2.** understand the chikankari stitches to be used in the given design
- PC3.** check with supervisor when in doubt about new product details
- PC4.** check the fabric and ensure that it meets the requirements provided
- PC5.** select the appropriate quality, colours and quantity of the threads to be used for embroidery
- PC6.** select the appropriate needle as per the fabric and threads to be used
- PC7.** ensure that the tracing/ block printing of design on the fabric is appropriately done
- PC8.** attach the embroidery frame to the fabric appropriately
- PC9.** estimate the time required to complete the given embroidery work
- PC10.** report defective materials to the concerned authority
- PC11.** minimise wastage and dispose the waste materials in the approved manner
- PC12.** carry out operations at a rate which maintains workflow

Carry out Chikankari embroidery as per the given specifications

To be competent, the user/individual on the job must be able to:

- PC13.** ensure that the raw materials are prepared as per requirements
- PC14.** carry out tepchi or running stitch
- PC15.** carry out rahet or stem stitch
- PC16.** carry out zanjeera or chain stitch
- PC17.** carry out kaaj or buttonhole stitch
- PC18.** carry out pechni stitch
- PC19.** carry out ulta bakhiya stitch
- PC20.** carry out seedha bakhiya stitch
- PC21.** carry out kaudi stitch

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- PC22.** carry out ghas patti
- PC23.** carry out kangan
- PC24.** carry out keel
- PC25.** carry out bijli
- PC26.** carry out phanda
- PC27.** carry out murri
- PC28.** carry out hathkati
- PC29.** carry out hool
- PC30.** carry out the different types of jaalis used in Chikankari embroidery
- PC31.** carry out the making of embroidery designs using a combination of the above stitches
- PC32.** ensure that the embroidery stitches are even
- PC33.** avoid damage to fabric/ product while carrying out embroidery

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** the organization's policies, procedures, guidelines and standards for quality
- KU2.** safe working practices and organisational procedures
- KU3.** quality systems and other processes practiced in the organization
- KU4.** guidelines for storage and disposal of waste materials
- KU5.** different types of quality problems that can occur in an embroidered product and how to report them to concerned authority
- KU6.** the importance of complying with written instructions
- KU7.** who to refer problems to when they are outside the purview of one's authority
- KU8.** the organization's tools, templates and processes for Chikankari embroidery in production
- KU9.** protocol to seek more information on work related tasks
- KU10.** the concerned authority in case of queries related to on procedure or products and for resolving issues related to own/ other processes, defective machines, tools and/or equipment
- KU11.** details of the job role and responsibilities
- KU12.** work target and review mechanism with your supervisor
- KU13.** method of obtaining/ giving feedback related to performance
- KU14.** process for offering/ obtaining work related assistance
- KU15.** process of producing Chikankari embroidery
- KU16.** types of threads used in Chikankari embroidery
- KU17.** different types of fabrics and their usage
- KU18.** tools used for embroidery like needles, clippers, scissors, etc
- KU19.** about the embroidery frame and its usage
- KU20.** basics of colour and combinations

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- KU21.** the different stitches used in Chikankari, such as - tepchi or running stitch, rahet or stem stitch, zanjeera or chain stitch, kaaj or buttonhole stitch, pechni stitch, ulta bakhiya stitch, seedha bakhiya stitch, kaudi stitch, ghas patti, kangan, keel, bijli, phanda, murri, hathkati, hool
- KU22.** the usage of the above embroidery stitches in different designs
- KU23.** different motifs and designs embroidered in Chikankari
- KU24.** the uniqueness of Chikankari embroidery
- KU25.** the quality aspects of Chikankari embroidery

Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** write in local language
- GS2.** read instructions/specifications in local language
- GS3.** listen effectively and effectively communicate information orally
- GS4.** seek clarification and advice from team members, supervisors in case of any job-related query
- GS5.** follow organization's rule-based decision-making process
- GS6.** take decision in line with standard operating procedures of the organisation
- GS7.** plan and organize your work to achieve targets and meet deadlines
- GS8.** manage relationships with customers and team members
- GS9.** build customer and team relationships and use customer centric approach
- GS10.** think through the problem, evaluate the possible solution(s) and suggest an optimum /best possible solution(s)
- GS11.** pre-empt problems and identify immediate or temporary solutions to prevent delays
- GS12.** analyse data and activities
- GS13.** pass on relevant work information to others
- GS14.** apply, analyse, and evaluate the information gathered from observation, experience, reasoning, or communication, as a guide to thought and action

Qualification Pack

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Prepare for carrying out Chikankari embroidery</i>	12	24	-	-
PC1. analyse the given design specification or design artwork or design sample of the embroidered product	1	2	-	-
PC2. understand the chikankari stitches to be used in the given design	1	2	-	-
PC3. check with supervisor when in doubt about new product details	1	2	-	-
PC4. check the fabric and ensure that it meets the requirements provided	1	2	-	-
PC5. select the appropriate quality, colours and quantity of the threads to be used for embroidery	1	2	-	-
PC6. select the appropriate needle as per the fabric and threads to be used	1	2	-	-
PC7. ensure that the tracing/ block printing of design on the fabric is appropriately done	1	2	-	-
PC8. attach the embroidery frame to the fabric appropriately	1	2	-	-
PC9. estimate the time required to complete the given embroidery work	1	2	-	-
PC10. report defective materials to the concerned authority	1	2	-	-
PC11. minimise wastage and dispose the waste materials in the approved manner	1	2	-	-
PC12. carry out operations at a rate which maintains workflow	1	2	-	-
<i>Carry out Chikankari embroidery as per the given specifications</i>	21	43	-	-
PC13. ensure that the raw materials are prepared as per requirements	1	2	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC14. carry out tepchi or running stitch	1	2	-	-
PC15. carry out rahet or stem stitch	1	2	-	-
PC16. carry out zanjeera or chain stitch	1	2	-	-
PC17. carry out kaaj or buttonhole stitch	1	2	-	-
PC18. carry out pechni stitch	1	2	-	-
PC19. carry out ulta bakhiya stitch	1	2	-	-
PC20. carry out seedha bakhiya stitch	1	2	-	-
PC21. carry out kaudi stitch	1	2	-	-
PC22. carry out ghas patti	1	2	-	-
PC23. carry out kangan	1	2	-	-
PC24. carry out keel	1	2	-	-
PC25. carry out bijli	1	2	-	-
PC26. carry out phanda	1	2	-	-
PC27. carry out murri	1	2	-	-
PC28. carry out hathkati	1	2	-	-
PC29. carry out hool	1	2	-	-
PC30. carry out the different types of jaalis used in Chikankari embroidery	1	2	-	-
PC31. carry out the making of embroidery designs using a combination of the above stitches	1	2	-	-
PC32. ensure that the embroidery stitches are even	1	2	-	-
PC33. avoid damage to fabric/ product while carrying out embroidery	1	3	-	-
NOS Total	33	67	-	-

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	HCS/N7302
NOS Name	Prepare and carry out Chikankari embroidery as per given specifications
Sector	Handicrafts and Carpet
Sub-Sector	Hand Crafted Textiles
Occupation	Hand Embroidery, Designing and Finishing
NSQF Level	4
Credits	12
Version	2.0
Last Reviewed Date	27/01/2022
Next Review Date	27/01/2025
NSQC Clearance Date	27/01/2022

Qualification Pack

HCS/N7303: Prepare for carrying out Zari-Zardozi embroidery as per given specifications

Description

This unit is about preparing for carrying out Zari-Zardozi embroidery.

Scope

The scope covers the following :

- prepare the adda/wooden frame
- prepare the tools and raw materials
- carry out Zari-Zardozi embroidery as per the given specifications

Elements and Performance Criteria

Prepare the adda/wooden frame

To be competent, the user/individual on the job must be able to:

- PC1.** select the appropriate size of adda
- PC2.** attach the fabric to the wooden beams (farad) appropriately
- PC3.** maintain appropriate tension while rolling and attaching the fabric to the beam
- PC4.** fix all the four beams of the adda with opposite beams parallel to each other
- PC5.** ensure that the fabric is not damaged during the above process

Prepare the tools and raw materials

To be competent, the user/individual on the job must be able to:

- PC6.** analyse the given design specification or design artwork or design sample of the embroidered product
- PC7.** understand the embellishments and stitches to be used in the given design
- PC8.** check with supervisor when in doubt about new product details
- PC9.** check the fabric and ensure that it meets the requirements provided
- PC10.** select the appropriate quality, colours and quantity of the embellishments to be used for embroidery
- PC11.** select and prepare the appropriate needle/aari as per the technique to be used
- PC12.** prepare the different kinds of metallic wires like dabka, gizai as per design requirements
- PC13.** prepare the tilla/kasab and other threads
- PC14.** ensure that the tracing of design on the fabric is appropriately done
- PC15.** estimate the time required to complete the given embroidery work
- PC16.** identify and report defective materials to the concerned authority
- PC17.** minimise wastage and dispose the waste materials in the approved manner
- PC18.** carry out operations at a rate which maintains workflow

Carry out Zari-Zardozi embroidery as per the given specifications

To be competent, the user/individual on the job must be able to:

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- PC19.** ensure that the raw materials are prepared as per requirements
- PC20.** handle the aari appropriately to carry out chain stitch
- PC21.** ensure appropriate tension of threads and evenness while carrying out chain stitch using aari
- PC22.** carry out couching using aari/needle
- PC23.** carry out satin stitch using aari/needle
- PC24.** carry couching of different metallic springs like dabka, gizai, etc
- PC25.** carry out embroidery using different types of beads (moti, cutdan, etc)
- PC26.** carry out couching of metallic threads (tilla, kasab, etc)
- PC27.** carry out embroidery using different varieties and shapes of sequins
- PC28.** carry out embroidery using chain stitch with different threads to make decorative designs
- PC29.** carry out the use of different sizes of aari needles for attaching different beads & sequins
- PC30.** make decorative designs using a combination of different techniques and embellishments as per given specifications and design.
- PC31.** ensure that the correct colour of embellishments and threads are used to embroider the design as per specifications
- PC32.** avoid damage to fabric/ product while carrying out embroidery

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** the organization's policies, procedures, guidelines, and standards for quality
- KU2.** safe working practices and organisational procedures
- KU3.** quality systems and other processes practiced in the organization
- KU4.** guidelines for storage and disposal of waste materials
- KU5.** different types of quality problems that can occur in an embroidered product and how to report them to concerned authority
- KU6.** the importance of complying with written instructions
- KU7.** who to refer problems to when they are outside the purview of one's authority
- KU8.** the organization's tools, templates and processes for Zari-Zardozi embroidery in production
- KU9.** protocol to seek more information on work related tasks
- KU10.** the concerned authority in case of queries related to on procedure or products and for resolving issues related to own/ other processes, defective machines, tools and/or equipment
- KU11.** details of the job role and responsibilities
- KU12.** work target and review mechanism with your supervisor
- KU13.** method of obtaining/ giving feedback related to performance
- KU14.** process for offering/ obtaining work related assistance
- KU15.** process of producing Zari-Zardozi embroidery
- KU16.** about the adda, its type, parts, sizes and other details
- KU17.** step by step process of preparing the adda
- KU18.** about aari and its appropriate use

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- KU19.** different metallic wires used
- KU20.** different embellishments used like sequins, beads, etc.
- KU21.** different metallic springs like dabka, gizai and their varieties used
- KU22.** types of threads used in Zari-Zardozi embroidery
- KU23.** properties of different embellishments used like sequins, beads, etc.
- KU24.** different types of fabrics and their usage
- KU25.** different designs used in Zari-Zardozi embroidery
- KU26.** basics of colour and combinations
- KU27.** techniques and stitches used such as - chain stitch using aari, satin stitch using aari
- KU28.** design tracing process
- KU29.** the uniqueness of Zari-Zardozi embroidery

Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** write in local language
- GS2.** read instructions/specifications in local language
- GS3.** listen effectively and effectively communicate information orally
- GS4.** seek clarification and advice from team members, supervisors in case of any job-related query
- GS5.** follow organization's rule-based decision-making process
- GS6.** take decision in line with standard operating procedures of the organisation
- GS7.** plan and organize your work to achieve targets and meet deadlines
- GS8.** manage relationships with customers and team members
- GS9.** build customer and team relationships and use customer centric approach
- GS10.** think through the problem, evaluate the possible solution(s) and suggest an optimum /best possible solution(s)
- GS11.** pre-empt problems and identify immediate or temporary solutions to prevent delays
- GS12.** analyse data and activities
- GS13.** pass on relevant information to others
- GS14.** apply, analyse, and evaluate the information gathered from observation, experience, reasoning, or communication, as a guide to thought and action

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Prepare the adda/wooden frame</i>	5	10	-	-
PC1. select the appropriate size of adda	1	2	-	-
PC2. attach the fabric to the wooden beams (farad) appropriately	1	2	-	-
PC3. maintain appropriate tension while rolling and attaching the fabric to the beam	1	2	-	-
PC4. fix all the four beams of the adda with opposite beams parallel to each other	1	2	-	-
PC5. ensure that the fabric is not damaged during the above process	1	2	-	-
<i>Prepare the tools and raw materials</i>	13	26	-	-
PC6. analyse the given design specification or design artwork or design sample of the embroidered product	1	2	-	-
PC7. understand the embellishments and stitches to be used in the given design	1	2	-	-
PC8. check with supervisor when in doubt about new product details	1	2	-	-
PC9. check the fabric and ensure that it meets the requirements provided	1	2	-	-
PC10. select the appropriate quality, colours and quantity of the embellishments to be used for embroidery	1	2	-	-
PC11. select and prepare the appropriate needle/aari as per the technique to be used	1	2	-	-
PC12. prepare the different kinds of metallic wires like dabka, gizai as per design requirements	1	2	-	-
PC13. prepare the tilla/kasab and other threads	1	2	-	-
PC14. ensure that the tracing of design on the fabric is appropriately done	1	2	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC15. estimate the time required to complete the given embroidery work	1	2	-	-
PC16. identify and report defective materials to the concerned authority	1	2	-	-
PC17. minimise wastage and dispose the waste materials in the approved manner	1	2	-	-
PC18. carry out operations at a rate which maintains workflow	1	2	-	-
<i>Carry out Zari-Zardozi embroidery as per the given specifications</i>	14	33	-	-
PC19. ensure that the raw materials are prepared as per requirements	1	2	-	-
PC20. handle the aari appropriately to carry out chain stitch	1	2	-	-
PC21. ensure appropriate tension of threads and evenness while carrying out chain stitch using aari	1	2	-	-
PC22. carry out couching using aari/needle	1	2	-	-
PC23. carry out satin stitch using aari/needle	1	2	-	-
PC24. carry couching of different metallic springs like dabka, gizai, etc	1	2	-	-
PC25. carry out embroidery using different types of beads (moti, cutdan, etc)	1	2	-	-
PC26. carry out couching of metallic threads (tilla, kasab, etc)	1	2	-	-
PC27. carry out embroidery using different varieties and shapes of sequins	1	2	-	-
PC28. carry out embroidery using chain stitch with different threads to make decorative designs	1	3	-	-
PC29. carry out the use of different sizes of aari needles for attaching different beads & sequins	1	3	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC30. make decorative designs using a combination of different techniques and embellishments as per given specifications and design.	1	3	-	-
PC31. ensure that the correct colour of embellishments and threads are used to embroider the design as per specifications	1	3	-	-
PC32. avoid damage to fabric/ product while carrying out embroidery	1	3	-	-
NOS Total	32	69	-	-

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National Occupational Standards (NOS) Parameters

NOS Code	HCS/N7303
NOS Name	Prepare for carrying out Zari-Zardozi embroidery as per given specifications
Sector	Handicrafts and Carpet
Sub-Sector	Hand Crafted Textiles
Occupation	Traditional Hand Embroiderer
NSQF Level	4
Credits	12
Version	2.0
Last Reviewed Date	27/01/2022
Next Review Date	27/01/2025
NSQC Clearance Date	27/01/2022

Assessment Guidelines and Assessment Weightage

Assessment Guidelines

1. Criteria for assessment for each Qualification Pack will be created by the Sector Skill Council. Each Element/ 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 Element/ PC.
2. The assessment for the theory part will be based on knowledge bank of questions created by the SSC.
3. Assessment will be conducted for all compulsory NOS, and where applicable, on the selected elective/option NOS/set of NOS.
4. Individual assessment agencies will create unique question papers for theory part for each candidate at each examination/training center (as per assessment criteria below).
5. Individual assessment agencies will create unique evaluations for skill practical for every student at each examination/ training center based on these criteria.
6. To pass the Qualification Pack assessment, every trainee should score the Recommended Pass % aggregate for the QP.

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7. In case of unsuccessful completion, the trainee may seek reassessment on the Qualification Pack.

Minimum Aggregate Passing % at QP Level : 70

(Please note: Every Trainee should score a minimum aggregate passing percentage as specified above, to successfully clear the Qualification Pack assessment.)

Assessment Weightage

Compulsory NOS

National Occupational Standards	Theory Marks	Practical Marks	Project Marks	Viva Marks	Total Marks	Weightage
HCS/N9908.Working in a Team	30	70	-	-	100	10
HCS/N9912.Maintain Work Area and Tools	26	74	-	-	100	10
HCS/N9913.Maintain health, safety and security at workplace	28	72	-	-	100	10
HCS/N9914.Contribute to achieve quality in traditional hand embroidery work	20	80	-	-	100	10
DGT/VSQ/N0102.Employability Skills (60 Hours)	20	30	0	0	50	20
Total	124	326	0	0	450	60

Elective: 1 Phulkari Embroidery

National Occupational Standards	Theory Marks	Practical Marks	Project Marks	Viva Marks	Total Marks	Weightage
HCS/N7301.Prepare and carry out Phulkari embroidery as per given specifications	27	73	-	-	100	40
Total	27	73	-	-	100	40

Elective: 2 Chickankari Embroidery

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National Occupational Standards	Theory Marks	Practical Marks	Project Marks	Viva Marks	Total Marks	Weightage
HCS/N7302.Prepare and carry out Chikankari embroidery as per given specifications	33	67	-	-	100	40
Total	33	67	-	-	100	40

Elective: 3 Zari-Zardosi Embroidery

National Occupational Standards	Theory Marks	Practical Marks	Project Marks	Viva Marks	Total Marks	Weightage
HCS/N7303.Prepare for carrying out Zari-Zardozi embroidery as per given specifications	32	69	-	-	101	40
Total	32	69	-	-	101	40

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Acronyms

NOS	National Occupational Standard(s)
NSQF	National Skills Qualifications Framework
QP	Qualifications Pack
TVET	Technical and Vocational Education and Training

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Glossary

Sector	Sector is a conglomeration of different business operations having similar business and interests. It may also be defined as a distinct subset of the economy whose components share similar characteristics and interests.
Sub-sector	Sub-sector is derived from a further breakdown based on the characteristics and interests of its components.
Occupation	Occupation is a set of job roles, which perform similar/ related set of functions in an industry.
Job role	Job role defines a unique set of functions that together form a unique employment opportunity in an organisation.
Occupational Standards (OS)	OS specify the standards of performance an individual must achieve when carrying out a function in the workplace, together with the Knowledge and Understanding (KU) they need to meet that standard consistently. Occupational Standards are applicable both in the Indian and global contexts.
Performance Criteria (PC)	Performance Criteria (PC) are statements that together specify the standard of performance required when carrying out a task.
National Occupational Standards (NOS)	NOS are occupational standards which apply uniquely in the Indian context.
Qualifications Pack (QP)	QP comprises the set of OS, together with the educational, training and other criteria required to perform a job role. A QP is assigned a unique qualifications pack code.
Unit Code	Unit code is a unique identifier for an Occupational Standard, which is denoted by an 'N'
Unit Title	Unit title gives a clear overall statement about what the incumbent should be able to do.
Description	Description gives a short summary of the unit content. This would be helpful to anyone searching on a database to verify that this is the appropriate OS they are looking for.
Scope	Scope is a set of statements specifying the range of variables that an individual may have to deal with in carrying out the function which have a critical impact on quality of performance required.

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Knowledge and Understanding (KU)	Knowledge and Understanding (KU) are statements which together specify the technical, generic, professional and organisational specific knowledge that an individual needs in order to perform to the required standard.
Organisational Context	Organisational context includes the way the organisation is structured and how it operates, including the extent of operative knowledge managers have of their relevant areas of responsibility.
Technical Knowledge	Technical knowledge is the specific knowledge needed to accomplish specific designated responsibilities.
Core Skills/ Generic Skills (GS)	Core skills or Generic Skills (GS) are a group of skills that are the key to learning and working in today's world. These skills are typically needed in any work environment in today's world. These skills are typically needed in any work environment. In the context of the OS, these include communication related skills that are applicable to most job roles.
Electives	Electives are NOS/set of NOS that are identified by the sector as contributive to specialization in a job role. There may be multiple electives within a QP for each specialized job role. Trainees must select at least one elective for the successful completion of a QP with Electives.
Options	Options are NOS/set of NOS that are identified by the sector as additional skills. There may be multiple options within a QP. It is not mandatory to select any of the options to complete a QP with Options.