



Model Curriculum

QP Name: Glass Toy Maker

QP Code: HCS/Q2206

QP Version: 2.0

NSQF Level: 3

Model Curriculum Version: 2.0

Handicrafts and Carpet Sector Skill Council, 3rd Floor, OCF, Plot No.2, Pocket-9, Sector-B Vasant
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Training Parameters

Sector	Handicrafts and Carpet
Sub-Sector	Glassware
Occupation	Blowing-Glassware
Country	India
NSQF Level	3
Aligned to NCO/ISCO/ISIC Code	NCO-2015/3122.0800
Minimum Educational Qualification and Experience	<p>Grade 10 pass OR 9th Grade pass with 1.5-year relevant experience OR 8th grade pass with 3-year relevant experience OR 5th grade pass with 6 year relevant experience OR Previous relevant Qualification of NSQF Level 2.5 with 1.5-year relevant experience</p>
Pre-Requisite License or Training	NA
Minimum Job Entry Age	18 Years
Last Reviewed On	22/10/2024
Next Review Date	22/10/2027
NSQC Approval Date	31/08/2021
QP Version	2.0
Model Curriculum Creation Date	22/10/2024

Model Curriculum Valid Up to Date	22/10/2027
Model Curriculum Version	2.0
Minimum Duration of the Course	390
Maximum Duration of the Course	390

Program Overview

This section summarizes the end objectives of the program along with its duration.

Training Outcomes

At the end of the program, the learner should have acquired the listed knowledge and skills.

- Introduction to Glassware Industry in India
- Prepare the raw materials for making the Glass Toy Products
- Carry out the processes for making the Glass toy products
- Carry out the process of making the glass toys with advanced techniques
- Entrepreneurship skills in glass toy sector
- coordinate with colleagues and work as a team
- maintain safe work environment
- maintain personal hygiene
- discuss employability skills

Compulsory Modules

The table lists the modules, their duration and mode of delivery.

NOS and Module Details	Theory Duration	Practical Duration	On-the-Job Training Duration (Mandatory)	On-the-Job Training Duration (Recommended)	Total Duration
HCS/N2215: Prepare the Raw materials for making the Glass Toy Products NOS Version No. 2.0 NSQF Level 3	20:00	40:00	NA	00:00	60:00
Module 1 Introduction to Glassware Industry in India	10:00	00:00	NA	NA	10:00
Module 2 Prepare the Raw materials for making the Glass Toy Products	10:00	40:00	NA	00:00	50:00

HCS/N2216: Carry out the processes for making the Glass Toy Products NOS Version No. 3.0 NSQF Level 3	20:00	40:00	NA	00:00	60:00
Module 3 Carry out the processes for making the Glass Toy Products	20:00	40:00	NA	00:00	60:00
HCS/N2409: Carry out the process of making the glass toys with advanced techniques NOS Version No. 1.0 NSQF Level 3	20:00	70:00	NA	00:00	90:00
Module 4 Carry out the process of making the glass toys with advanced techniques	20:00	70:00	NA	00:00	90:00
HCS/N9804: Entrepreneurship skills in glass toy sector NOS Version No. 1.0 NSQF Level 3	20:00	10:00	NA	00:00	30:00
Module 5: Entrepreneurship skills in glass toy sector	20:00	10:00	NA	00:00	30:00
HCS/N9908: Working in a team NOS Version No. 1.0 NSQF Level 3	10:00	20:00	NA	00:00	30:00
Module 6 Working in a team	10:00	20:00	NA	00:00	30:00
HCS/N9945: Maintaining workplace health and safety NOS Version No. 1.0 NSQF Level 3	05:00	25:00	NA	00:00	30:00
Module 7 Maintaining workplace health and safety	05:00	25:00	NA	00:00	30:00
HCS/N9935: Maintain Personal Cleanliness NOS Version No. 1.0 NSQF Level 3	05:00	25:00	NA	00:00	30:00

Module 8 Maintaining personal Cleanliness	05:00	25:00	NA	00:00	30:00
Bridge Module DGT/VSQ/N0102: Employability & Entrepreneurship Skills NOS Version No. 1.0 NSQF Level 4	40:00	20:00	NA	00:00	60:00
Module 9: Employability & Entrepreneurship Skills	40:00	20:00	NA	00:00	60:00
Total Duration	140:00	250:00	NA	00:00	390:00

Module Details

Module Name 1: Introduction to Glassware Industry in India

Mapped to Bridge Module

Terminal Outcomes:

- outline the glassware industry in India
- discuss the types of tools and equipment used in the glassware industry
- identify the different physical properties of glassware

Duration: <10:00>	Duration: <00:00>
Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
<ul style="list-style-type: none"> • list different types of Glassware manufactured in India. • recall the states that are hub for Glassware in India • discuss the importance of using tools and equipment based on physical and operational properties of Glassware • explain the career opportunities available in the Glassware sector 	
Classroom Aids:	
Charts, Models, Video presentation, Flip Chart, White-Board/Smart Board, Marker, Duster	
Tools, Equipment and Other Requirements	

Module Name 2: Prepare the raw materials for making the glass toy products

Mapped to HCS/N2215, V2.0

Terminal Outcomes:

- arrange the tools and equipment required for blowing process
- processing the raw materials
- check quality and productivity standards

Duration: 10:00	Duration: 40:00
Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
<ul style="list-style-type: none"> • identify quantity of glass gob required to make glass toy • discuss SOP required to place the gas torch along with CO2 cylinder • discuss periodic production schedules • identify the hollow pipe required for blowing process • explain how to estimate the time required to form different kinds of toys • discuss blowing process with moulding helper to make the products as per job sheet • explain importance of ensuring quality and quantity of raw material and design specification of product • discuss importance of inspection processes and maintaining of records • discuss importance of following standards, policies and procedures of the company • list different types of glass toys manufactured by the company • explain joining and trimming techniques • explain basics of calculation • discuss safety measures to be taken while handling raw materials • explain heat efficiency and calorific value of fuel (gas) • list different types of furnaces and fuels for production of glass artefacts • discuss importance of gender sensitization at workplace 	<ul style="list-style-type: none"> • perform standard operating procedures required to place gas burners on an appropriate temperature and appropriate passage of air • demonstrate how to do sample testing of furnace to check temperature sensitivity of product during blowing • show how to place glass gob from furnace using a hollow pipe • demonstrate how to control temperature of glass on hollow pipe, outside the furnace • demonstrate how to place standard furnace insulation type to make glass toys of adequate size • perform the steps of blowing the pipe and place the vessels • demonstrate different kinds of blows like round blow, straight blow for different kinds of products
Classroom Aids:	
Charts, Models, Video presentation, Flip Chart, White-Board/Smart Board, Marker, Duster	
Tools, Equipment and Other Requirements	

Glass gob, gas torch, CO2 cylinder, gas burner, furnace, hollow pipe, furnace insulator, vessel, etc.

Module Name 3: Carry out the process required to make glass toy products

Mapped to HCS/N2216, V2.0

Terminal Outcomes:

- perform the steps of glass blowing
- demonstrate the steps required to provide shape to glass toy and cooling them

Duration: 20:00	Duration: 40:00
Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
<ul style="list-style-type: none"> • identify tools and equipment required for preparation of toy • discuss SOP required for blowing process • identify height measures for falling of gob into the mould • discuss importance of managing the outer and inner thickness of glass layers • discuss safety measures to be followed while handling the gob and removing the molten glass from the gob • explain the importance of sending final products for decoration • explain standard organizational and safety procedures to be followed while using sulphate oxides, synthetic colours, etc. • discuss relevant manufacturing standards and procedures • discuss company's policies on safety, quality norms, 5S safety norms practiced in the company • explain usage of various tools like Vernier calipers, micrometers, rulers, etc. • explain metallurgical and chemical properties of glass • explain basic arithmetic and calculation methods 	<ul style="list-style-type: none"> • demonstrate how to ensure that hot molten glass takes shape of the mould • show how to identify hot spots and flow of glass within the furnace during melting • demonstrate how to put glass stream in the moulds • show how to apply force on the mould to get desired shape and dimensions • show how to check number of glass layers being formed on the inner and outer surface to check appropriate thickness and rigidity of glass • demonstrate the trimming and shaping process by hand tools and hand cutters to get the desired shape and quality • demonstrate the process required to cool down the final product with sand or vacuum chamber • perform the steps required for annealing process on the final made product • demonstrate the process of decorating the jar with glass frill • show how to place decorative items on the glass toy such as eye, colours, crystals, etc. • demonstrate the SOP required to place finishing objects on the final prepared product • show how you will do visual inspection on the product made to check the joints, edges, surface finishing • explain how to operate machine in both automatic and manual mode
Classroom Aids:	
Charts, Models, Video presentation, Flip Chart, White-Board/Smart Board, Marker, Duster	

Tools, Equipment and Other Requirements

Hollow pipe, gob, mould, furnace, hand tools and hand cutters for trimming and shaping, glass frill, decorative items, etc.

Module Name 4: Carry out the process of making the glass toys with advanced techniques

Mapped to HCS/N2409, V1.0

Terminal Outcomes:

- perform the making process using advanced techniques
- demonstrate the steps required to provide shape to glass toy and cooling them

Duration: 20:00	Duration: 70:00
Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
<ul style="list-style-type: none"> different types of glass, including borosilicate glass (known for its durability and heat resistance), are used for more detailed and intricate designs discuss the functions of electric furnaces or gas cylinder furnace provide more precise temperature control identify the process of using the laser cutting tools for sharps precision cuts to shape glass toys without breaking or damaging the material discuss the gas-powered torch, glass rods are melted and shaped with more precision to create delicate toys with complex design explain the process of using advanced metallic oxide coatings (like gold or silver) enhances the appearance of glass toys with vibrant, reflective colours discuss the air brush techniques to the glass toy surface for allowing detailed and intricate patterns discuss the process of using the automated annealing ovens with temperature sensors to reduce the risk of cracking and improving durability explain the purpose of smooth glossy surface with the help of laser polishing or acid polishing ensure that all materials comply with safety standards discuss company's policies on safety, quality norms, 5S safety norms practiced in the company 	<ul style="list-style-type: none"> Demonstrate how to sketch the toy designs and selecting the colours and types of glass needed Show how to set the furnace temperature for the type of glass being used Demonstrate how to mix the raw materials in the correct proportions to achieve the desired glass composition Demonstrate how to laser cutting tools for sharps precision cuts to shape glass toys without breaking or damaging the material Show how to use a gas-powered torch, glass rods are melted and shaped with more precision to create delicate toys with complex design demonstrate the process of how to apply advanced metallic oxide coatings (like gold or silver) enhances the appearance of glass toys with vibrant, reflective colours discuss how to use air brush techniques to the glass surface for allowing detailed and intricate patterns perform the steps required for annealing process by using automated ovens on the final made product demonstrate how to create a smooth glossy surface with the help of laser polishing or acid polishing Conduct stress tests on a sample of toys to ensure durability and safety

Classroom Aids:

Charts, Models, Video presentation, Flip Chart, White-Board/Smart Board, Marker, Duster

Tools, Equipment and Other Requirements

Module 5: Entrepreneurship skills in glass toy sector

Mapped to HCS/N9804, V1.0

Terminal Outcomes:

- demonstrate the steps required in entrepreneurship skills in glass toy sector

Duration: 20:00	Duration: 10:00
Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
<ul style="list-style-type: none"> Explain the purpose and the importance of unique designs and ideas for glass toys that stand out in the market Discuss the modern techniques of glass melting, shaping, and decorating to create high-quality toys Discuss the current trends and customer preferences to make toys that people want to buy Explain the functions scope of entrepreneurship Elaborate the financial management keep track of costs, sales, and profits to ensure the business stays financially healthy Discuss the promotional strategies to promote the glass toys using social media, websites, or local markets to reach more customers Discuss the concept of communication and adaptability based on market trends or customer feedback Discuss the concept of eco-friendly practices in the production process to appeal the environmentally conscious consumers Discuss the financial principles, including budgeting, forecasting, and cash flow management Explain the concept of marketing including the marketing mix (product, price, place, promotion) 	<ul style="list-style-type: none"> Show the definition of entrepreneur in glass toy sector with an example Demonstrate the concept of modern techniques of glass melting, shaping, and decorating to create high-quality toys Demonstrate the functions of marketing to analyse the current trends and customer preferences to make toys that people want to buy Demonstrate how to promote the glass toys using social media, websites, or local markets to reach more customers Show how to build good relationships with suppliers, customers, and the team by clear and polite communication Conducting thorough market research to identify target demographics and consumer preferences Developing comprehensive business plans that outline vision, mission, goals, and operational strategies
Classroom Aids:	
Charts, Models, Video presentation, Flip Chart, White-Board/Smart Board, Marker, Duster	
Tools, Equipment and Other Requirements	

Basic stationary

Module Name 6: Working in a team

Mapped to HCS/N9908, V1.0

Terminal Outcomes:

- Commitment and trust
- Communication
- Adaptability
- Creative freedom

Duration: 10:00	Duration: 20:00
Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
<ul style="list-style-type: none"> • discuss the importance of being accountable for one's own role in the whole process. • discuss the importance of performing all roles assigned with full responsibility. • explain the ways of reporting the problems faced during the work completion process. • discuss why to talk politely with other team members and colleagues. • explain the importance of submitting daily reports of own performance. • discuss the benefits of adjusting in different work situations. • describe how to acknowledge and give due importance to other's point of view. • discuss why should an individual avoid conflicting situations. • explain the process of developing new ideas for work procedures • discuss the importance of improving upon the existing techniques to increase process efficiency 	<ul style="list-style-type: none"> • Divide the candidates into smaller groups or pairs and assign each group a specific task • Demonstrate the importance of working together • Demonstrate the process of avoiding conflict • Demonstrate the importance of talk politely with other team members
Classroom Aids:	
Charts, Models, Video presentation, Flip Chart, White-Board/Smart Board, Marker, Duster	
Tools, Equipment and Other Requirements	
NA	

Module Name 7: Maintaining Workplace health and safety

Mapped to HCS/N9945, V1.0

Terminal Outcomes:

- Maintain workplace safety and security standards
- Maintain effective waste management

Duration: 05:00	Duration: 25:00
Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
<ul style="list-style-type: none"> • explain the importance of carrying out work functions by organizational standards, greening solutions, procedures, policies, legislation, and regulations. • discuss the benefits of application and follow these policies and procedures within your work practices and inculcate sustainable consumption practices • discuss how one can actively get involved in improving the performance of the organization in line with their role and responsibilities and support adaptation to more environmentally friendly processes • describe how to comply with safety procedures while at work to prevent accidents • explain why it is necessary to wear appropriate personal protective gear such as gloves, protective goggles, masks, etc. while working • discuss the importance of ensuring zero accidents at the workplace • discuss the rules and regulations of using the gas cylinder and furnace • discuss the importance of adhering to safety standards and discuss the importance of ensuring no material damage • discussion on making conscious and sustainable decisions for achieving an effective and green workplace. • discuss company's policies on work safety and occupational hazard management • describe why it is important to know the company's hr policies and reporting structure • explain company emergency evacuation procedure • discuss standard operating procedure (sop) of processes • explain precautionary activities to be followed 	<ul style="list-style-type: none"> • demonstrate how to take adequate safety measures while handling materials, chemicals, and tools • demonstrate appropriate and recommended clothing as per the work environment • perform recommended material handling procedures to control material and personal damage. • perform all procedures as per the company's work instructions for controlling operational risk to be competent. • perform the duties in a manner that minimizes environmental damage • show disposal of waste safely and correctly in a designated area as per company's sop • role-play of reporting any accidents, incidents, or problems without delay to the supervisor and take necessary immediate action to reduce the further danger • demonstrate accidental risks to the worker • demonstrate how to maintain the work area safe and secure • demonstrate how to use gas cylinder and the furnace • show how to check conduct training sessions for employees on handling gas and operating furnaces safely • demonstrate how to perform the duties in a way to minimize accidental risks • demonstrate how to handle chemicals in a safe manner • demonstrate how to operate tools and electrical equipment • perform emergency procedures to be followed in case of a mishap such as fire accidents etc. • perform purpose and usage of protective gears such as gloves, protective goggles,

in the processes	<p>masks, etc. while working</p> <ul style="list-style-type: none"> perform safe and correct material handling procedure
Classroom Aids:	
Charts, Models, Video presentation, Flip Chart, White-Board/Smart Board, Marker, Duster	
Tools, Equipment and Other Requirements	
PPE, Fire extinguisher, etc.	

Module Name 8: Maintain Personal Cleanliness

Mapped to HCS/N9935, V1.0

Terminal Outcomes:

- adopt healthy work practices
- achieve work productivity while maintaining health

Duration: 05:00	Duration: 25:00
Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
<ul style="list-style-type: none"> explain importance of covering mouth and nose with a dust mask while working and wearing PPE while visiting different departments during production discuss importance of sanitizing hands after coming back from production unit explain why it is important to get preventive health check-ups discuss the SOPs to be followed while dealing with blisters, scratches, etc. discuss company's policies on personal health and occupational hazard management list health risks to workers at workplace discuss ways to minimise pollution at the workplace 	<ul style="list-style-type: none"> demonstrate company's evacuation procedure demonstrate safe methods of waste disposal demonstrate how to provide first-aid
Classroom Aids:	
Charts, Models, Video presentation, Flip Chart, White-Board/Smart Board, Marker, Duster	
Tools, Equipment and Other Requirements	
PPE and Basic Stationary	

Module Name 9: DGT/VSQ/N0102Employability Skills

Mapped to DGT/VSQ/N0102, V1.0

Terminal Outcomes:

- 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

Duration: 40:00	Duration: 20:00
Theory - Key Learning Outcomes	Practical - Key Learning Outcomes
<ul style="list-style-type: none"> • discuss employability skills required for jobs in various industries • explain ways to explore learning and employability portals • discuss 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. • explain the significance of 21st Century Skills for employment • explain how to read and understand routine information, notes, instructions, mails, letters etc. written in English • list the difference between job and career • communicate and behave appropriately with all genders and PwD • discuss how to escalate any issues related to sexual harassment at workplace according to POSH Act • list common components of salary and compute income, expenses, taxes, investments etc • discuss relevant rights and laws and use legal aids to fight against legal exploitation • identify and list different types of Entrepreneurship and Enterprises and 	<ul style="list-style-type: none"> • demonstrate how to follow environmentally sustainable practices • roleplay 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 • practice the use basic English for everyday conversation in different contexts, in person and over the telephone • write short messages, notes, letters, e-mails etc. in English • prepare a sample career development plan with short- and long-term goals, based on aptitude • practice following verbal and non-verbal communication etiquette and active listening techniques in various settings • roleplay how to work collaboratively with others in a team • roleplay how to escalate any issues related to sexual harassment at workplace according to POSH Act • show how to select financial institutions, products and services as per requirement • practice how to carry out offline and

<p>assess opportunities for potential business through research</p> <ul style="list-style-type: none"> • identify and list sources of funding, anticipate, and mitigate any financial/legal hurdles for the potential business opportunity • explain how to identify different types of customers • identify and list apprenticeship opportunities and register for it as per guidelines and requirements 	<p>online financial transactions, safely and securely</p> <ul style="list-style-type: none"> • operate digital devices and carry out basic internet operations securely and safely • demonstrate the use of e- mail and social media platforms and virtual collaboration tools to work effectively • practice the of use basic features of word processor, spreadsheets, and presentations • develop a sample business plan and a work model, considering the 4Ps of Marketing Product, Price, Place and Promotion • roleplay how to respond to customer requests and needs in a professional manner • show how to follow appropriate hygiene and grooming standards • create a sample professional Curriculum vitae (Résumé) • practice how to search for suitable jobs using reliable offline and online sources such as Employment exchange, recruitment agencies, newspapers etc. and job portals, respectively • show how to apply to identified job openings using offline /online methods as per requirement • demonstrate how to answer questions politely, with clarity and confidence, during recruitment and selection
Classroom Aids:	
Charts, Models, Video presentation, Flip Chart, White-Board/Smart Board, Marker, Duster	
Tools, Equipment and Other Requirements	
PPE, Basic Stationary, digital devices as per the requirement.	
Mandatory Duration: <00:00>	Recommended Duration: <00:00>
Module Name: On-the-Job Training	00:00
Location: On Site	
Terminal Outcomes	
After successful completion of OJT candidate will become well trained in Glass Toy Maker- Artisan	

Annexure

Trainer Requirements

Trainer Prerequisites

Minimum Educational Qualification	Specialization	Relevant Industry Experience		Training Experience		Remarks
		Years	Specialization	Years	Specialization	
12 TH Grade pass/ Graduate with Basic IT skills	Toy Making	1	Glass Toy making and Sector specific	0.5	Glass Toy making and Sector specific	NA

Trainer Certification

Domain Certification	Platform Certification
Certified to TOT for Job Role: "Glass Toy Maker- Artisan" mapped to QP: " <u>HCS/Q2206, v1.0</u> ". Minimum accepted score is 80%	Recommended that the Trainer is certified for the Job Role: "Trainer", mapped to the Qualification Pack: "Master Trainer (VET and Skills) <u>MEP/Q2601 v2.0</u> ". Minimum accepted score is 80%.

Assessor Requirements

Assessor Prerequisites						
Minimum Educational Qualification	Specialization <Specify the areas of specialization that are desirable.>	Relevant Industry Experience		Training/Assessment Experience		Remarks
		Years	Specialization	Years	Specialization	
12 TH Grade pass/ Graduate with Basic IT skills	Toy Making	1	Glass Toy making and Sector specific	0.5	Glass Toy making and Sector specific	NA

Assessor Certification	
Domain Certification	Platform Certification
Certified to TOA for Job Role: "Glass Toy Maker- Artisan" mapped to QP: "HCS/Q2206_v1.0". Minimum accepted score is 80%	Recommended that the Assessor is certified for the Job Role: "Assessor", mapped to the Qualification Pack: "Assessor (VET and Skills) MEP/Q2701 v2.0". Minimum accepted % as per respective SSC guidelines is 80%.

Assessment Strategy

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

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.
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.)

Minimum Passing % at NOS Level: 50

(Please note: A Trainee must score the minimum percentage for each NOS separately as well as on the QP as a whole.)

Glossary

Term	Description
Declarative Knowledge	Declarative knowledge refers to facts, concepts and principles that need to be known and/or understood in order to accomplish a task or to solve a problem.
Key Learning Outcome	Key learning outcome is the statement of what a learner needs to know, understand and be able to do in order to achieve the terminal outcomes. A set of key learning outcomes will make up the training outcomes. Training outcome is specified in terms of knowledge, understanding (theory) and skills (practical application).
OJT (M)	On-the-job training (Mandatory); trainees are mandated to complete specified hours of training on site
OJT (R)	On-the-job training (Recommended); trainees are recommended the specified hours of training on site
Procedural Knowledge	Procedural knowledge addresses how to do something, or how to perform a task. It is the ability to work, or produce a tangible work output by applying cognitive, affective or psychomotor skills.
Training Outcome	Training outcome is a statement of what a learner will know, understand and be able to do upon the completion of the training.
Terminal Outcome	Terminal outcome is a statement of what a learner will know, understand and be able to do upon the completion of a module. A set of terminal outcomes help to achieve the training outcome.

Acronyms and Abbreviations

Term	Description
QP	Qualification Pack
NSQF	National Skills Qualification Framework
NSQC	National Skills Qualification Committee
NOS	National Occupational Standards