

Qualification Pack



Apparel Ecopreneur

QP Code: AMH/Q1949

Version: 1.0

NSQF Level: 5

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AMH/Q1949: Apparel Ecopreneur

Brief Job Description

The Apparel Ecopreneur is an entrepreneurial role in the apparel/textile sector focusing on the development of sustainable fashion products and eco-conscious ventures. The individual is skilled in producing, branding, and marketing sustainable apparel, while managing enterprise operations that emphasize waste reduction, circular economy, and social impact.

Personal Attributes

An Apparel Ecopreneur demonstrates strong entrepreneurial mindset combined with deep commitment to sustainability and ethical business practices in the apparel sector. The individual integrates knowledge of sustainable materials, circular economy principles, and responsible production with skills in product development, branding, and market positioning to build viable eco-conscious ventures. They exhibit leadership, innovation, and social responsibility to create environmentally and socially impactful apparel enterprises.

Applicable National Occupational Standards (NOS)

Compulsory NOS:

1. [AMH/N1955: Identify Sustainable Apparel Business Opportunities](#)
2. [AMH/N1956: Source and Select Sustainable Raw Materials](#)
3. [AMH/N1957: Design and Develop Sustainable Apparel Products](#)
4. [AMH/N1958: Manage Sustainable Apparel Production Process](#)
5. [AMH/N1959: Apply Waste Reduction and Circular Production Techniques](#)
6. [AMH/N1960: Conduct Quality Assurance and Compliance for Eco-Apparel](#)
7. [AMH/N0620: Promote and sustain safety, health, and security in workplace, while fostering Gender and Persons with Disabilities \(PwD\) Sensitization](#)
8. [AMH/N0621: Adhere to industry, regulatory, and organizational standards and embrace environmentally sustainable practices](#)
9. [DGT/VSQ/N0102: Employability Skills \(60 Hours\)](#)

Qualification Pack (QP) Parameters

Qualification Pack

Sector	Apparel
Sub-Sector	Apparel, Made-Ups & Home Furnishing
Occupation	Boutique Operations
Country	India
NSQF Level	5
Credits	17
Aligned to NCO/ISCO/ISIC Code	NCO-2015/NIL
Minimum Educational Qualification & Experience	Completed 2nd year diploma after 12th with NA of experience OR 12th grade Pass with 3 Years of experience in fashion designing OR Completed 3-year diploma (after 10th) with 1.5 years of experience in fashion designing OR Previous relevant Qualification of NSQF Level (4) with 3 Years of experience in fashion designing
Minimum Level of Education for Training in School	
Pre-Requisite License or Training	NA
Minimum Job Entry Age	20 Years
Last Reviewed On	NA
Next Review Date	22/07/2029
NSQF Approval Date	22/07/2026
Version	1.0
Reference code on NQR	QG-05-AP-05294-2026-V1-AMHSSC
NQR Version	1

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AMH/N1955: Identify Sustainable Apparel Business Opportunities

Description

This NOS covers the skills and knowledge required to assess sustainability trends, analyse consumer behaviour, study the competitive landscape, and identify emerging opportunities in eco-friendly apparel markets.

Scope

The scope covers the following :

- Conducting market scans, evaluating gaps in sustainable product offerings, identifying potential eco-apparel segments, mapping value-chain partners and stakeholders, and proposing viable sustainable business models aligned with organizational goals.

Elements and Performance Criteria

Identify Sustainable Apparel Business Opportunities

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

- PC1.** Recognize and list various sustainable apparel product categories.
- PC2.** Understand between conventional and eco-friendly production models in apparel manufacturing.
- PC3.** Investigate global and domestic eco-fashion trends, consumer demand, and market potential.
- PC4.** Assess feasibility of introducing sustainable products in terms of raw material availability, technology, and cost implications.
- PC5.** Analyze gaps in sustainable apparel manufacturing processes and potential areas of innovation.
- PC6.** Create opportunity maps/business ideas for eco-fashion ventures.
- PC7.** Document findings in a structured feasibility report highlighting eco-product opportunities.

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** Fundamentals of sustainable apparel and eco-friendly product categories.
- KU2.** Differences between conventional and green apparel production systems.
- KU3.** Global and domestic eco-fashion trends, consumer behaviour, and demand patterns.
- KU4.** Concepts of market scanning, competitive benchmarking, and trend forecasting.
- KU5.** Sustainability drivers influencing apparel businesses (regulation, consumer activism, ESG).
- KU6.** Feasibility assessment parameters-raw materials, technology, costing, and scalability.
- KU7.** Innovation areas in sustainable apparel: biomaterials, repair services, circular fashion.
- KU8.** Techniques for opportunity mapping, business model generation, and value proposition development.
- KU9.** Methods for preparing feasibility and sustainability opportunity reports.

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KU10. Knowledge of environmental certifications and compliance affecting market entry.

Generic Skills (GS)

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

- GS1.** Communication skills to present sustainability insights to stakeholders.
- GS2.** Analytical skills for interpreting market trends and sustainability indicators.
- GS3.** ICT skills to conduct digital market research and prepare reports.
- GS4.** Critical thinking to differentiate viable from non-viable opportunities.
- GS5.** Problem-solving to identify gaps in current manufacturing processes.
- GS6.** Documentation skills to structure feasibility reports and opportunity assessments.
- GS7.** Interpersonal skills for collaborating with sourcing, design, and production teams.
- GS8.** Decision-making skills for selecting viable sustainable business ideas.
- GS9.** Planning and organizational skills to manage research timelines.
- GS10.** Ethical awareness regarding sustainable production and responsible consumerism.

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Identify Sustainable Apparel Business Opportunities</i>	15	20	-	5
PC1. Recognize and list various sustainable apparel product categories.	2	2	-	0.5
PC2. Understand between conventional and eco-friendly production models in apparel manufacturing.	3	3	-	0.5
PC3. Investigate global and domestic eco-fashion trends, consumer demand, and market potential.	2	3	-	1
PC4. Assess feasibility of introducing sustainable products in terms of raw material availability, technology, and cost implications.	2	2	-	1
PC5. Analyze gaps in sustainable apparel manufacturing processes and potential areas of innovatio.	3	4	-	1
PC6. Create opportunity maps/business ideas for eco-fashion ventures.	2	4	-	1
PC7. Document findings in a structured feasibility report highlighting eco-product opportunities.	1	2	-	-
NOS Total	15	20	-	5

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National Occupational Standards (NOS) Parameters

NOS Code	AMH/N1955
NOS Name	Identify Sustainable Apparel Business Opportunities
Sector	Apparel
Sub-Sector	
Occupation	Boutique Operations
NSQF Level	5
Credits	2
Version	1.0
Last Reviewed Date	22/07/2026
Next Review Date	22/07/2029
NSQC Clearance Date	22/07/2026

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AMH/N1956: Source and Select Sustainable Raw Materials

Description

This NOS covers the ability to identify, evaluate, and procure sustainable fibres, fabrics, trims, and accessories based on environmental performance, ethical sourcing, and certification requirements.

Scope

The scope covers the following :

- Assessing material properties, comparing environmental footprints, verifying sustainability certifications, evaluating suppliers for compliance and traceability, preparing sourcing plans, and ensuring alignment with organizational sustainability standards.

Elements and Performance Criteria

Source and Select Sustainable Raw Materials

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

- PC1.** Identify eco-friendly textile categories by researching global sustainable material databases.
- PC2.** Differentiate between conventional and sustainable fibers by analyzing environmental footprint parameters.
- PC3.** Examine eco-inputs such as natural dyes, recycled trims, and compostable packaging to determine their suitability for apparel production.
- PC4.** Evaluate potential vendors against internationally recognized sustainability certifications.
- PC5.** Verify authenticity of vendor certifications and traceability documentation using audit reports, QR codes, and supply chain tracking tools.
- PC6.** Apply negotiation ethically compliant sourcing agreements ensuring fair wages, artisan empowerment, and gender-inclusive practices.
- PC7.** Assess lifecycle impacts of selected raw materials by applying Life Cycle Assessment (LCA) tools, covering carbon footprint, recyclability, and end-of-life disposal.
- PC8.** Evaluate vendors and suppliers based on comparative analysis of quality, lead times, costs, and sustainability ratings.
- PC9.** Inspect raw material samples through lab testing, fabric swatch evaluation, and defect identification methods before procurement.
- PC10.** Demonstrate eco-conscious handling, storage, and preservation techniques to prevent contamination and material wastage.
- PC11.** Document material sourcing processes, including supplier information, certifications, and sustainability metrics, for transparency and accountability.
- PC12.** Maintain digital and physical records of vendor contracts, certifications, and audit trails for compliance and traceability.
- PC13.** Create a supplier evaluation matrix covering strengths, risks, sustainability gaps, and corrective action plans.
- PC14.** Create sourcing strategy improvements by analyzing sustainability market trends, customer expectations, and upcoming eco-material innovations.

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PC15. Prepare periodic sustainability sourcing reports for stakeholders highlighting supplier performance, compliance level, and improvement areas.

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** Categories and characteristics of eco-friendly fibres, fabrics, and trims.
- KU2.** Environmental footprint comparison (water, energy, CO2, toxicity).
- KU3.** Knowledge of natural dyes, recycled trims, compostable packaging materials.
- KU4.** Knowledge about global certifications such as GOTS, OCS, RCS, Fair Trade, Bluesign, FSC, etc.
- KU5.** Understanding of traceability systems-QR codes, blockchain logs, audit reports, supply chain mapping.
- KU6.** Ethical sourcing principles: fair wages, women empowerment, artisan welfare.
- KU7.** Life Cycle Assessment (LCA) methodology and impact parameters.
- KU8.** Vendor evaluation criteria-quality, lead time, cost, compliance.
- KU9.** Raw material testing methods-GSM check, tear strength, colour fastness, defects.
- KU10.** Documentation standards for supplier contracts, audit trails, sourcing records.

Generic Skills (GS)

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

- GS1.** Communication skills for vendor interaction, negotiation, and reporting.
- GS2.** Analytical skills for comparing materials and supplier sustainability scores.
- GS3.** Digital literacy to use sourcing databases, LCA tools, and online certification portals.
- GS4.** Problem-solving skills for identifying alternatives when sustainable materials are unavailable.
- GS5.** Planning skills for procurement scheduling and supply chain coordination.
- GS6.** Ethical reasoning to ensure fair trade and non-exploitative sourcing.
- GS7.** Interpersonal skills for supplier relationship management.
- GS8.** Decision-making for selecting the most sustainable and cost-effective materials.
- GS9.** Documentation skills to maintain detailed procurement and sustainability records.
- GS10.** Quality awareness to ensure raw materials meet sustainability standards.

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Source and Select Sustainable Raw Materials</i>	32	40	-	8
PC1. Identify eco-friendly textile categories by researching global sustainable material databases.	2	2	-	1
PC2. Differentiate between conventional and sustainable fibers by analyzing environmental footprint parameters.	3	1	-	1
PC3. Examine eco-inputs such as natural dyes, recycled trims, and compostable packaging to determine their suitability for apparel production.	2	4	-	0.5
PC4. Evaluate potential vendors against internationally recognized sustainability certifications.	1	3	-	-
PC5. Verify authenticity of vendor certifications and traceability documentation using audit reports, QR codes, and supply chain tracking tools.	2	3	-	0.5
PC6. Apply negotiation ethically compliant sourcing agreements ensuring fair wages, artisan empowerment, and gender-inclusive practices.	2	3	-	1
PC7. Assess lifecycle impacts of selected raw materials by applying Life Cycle Assessment (LCA) tools, covering carbon footprint, recyclability, and end-of-life disposal.	3	4	-	2
PC8. Evaluate vendors and suppliers based on comparative analysis of quality, lead times, costs, and sustainability ratings.	2	2	-	-
PC9. Inspect raw material samples through lab testing, fabric swatch evaluation, and defect identification methods before procurement.	2	4	-	1
PC10. Demonstrate eco-conscious handling, storage, and preservation techniques to prevent contamination and material wastage.	2	3	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC11. Document material sourcing processes, including supplier information, certifications, and sustainability metrics, for transparency and accountability.	2	2	-	-
PC12. Maintain digital and physical records of vendor contracts, certifications, and audit trails for compliance and traceability.	2	3	-	-
PC13. Create a supplier evaluation matrix covering strengths, risks, sustainability gaps, and corrective action plans.	2	2	-	1
PC14. Create sourcing strategy improvements by analyzing sustainability market trends, customer expectations, and upcoming eco-material innovations.	3	2	-	-
PC15. Prepare periodic sustainability sourcing reports for stakeholders highlighting supplier performance, compliance level, and improvement areas.	2	2	-	-
NOS Total	32	40	-	8

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National Occupational Standards (NOS) Parameters

NOS Code	AMH/N1956
NOS Name	Source and Select Sustainable Raw Materials
Sector	Apparel
Sub-Sector	
Occupation	Boutique Operations
NSQF Level	5
Credits	1
Version	1.0
Last Reviewed Date	22/07/2026
Next Review Date	22/07/2029
NSQC Clearance Date	22/07/2026

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AMH/N1957: Design and Develop Sustainable Apparel Products

Description

This NOS focuses on the competencies required to conceptualize and design eco-friendly apparel products that integrate sustainable materials, circularity principles, and low-impact design strategies.

Scope

The scope covers the following :

- Developing sustainable design concepts, preparing eco-friendly tech packs, coordinating sample development, selecting suitable sustainable materials, evaluating product life-cycle impact, and ensuring the final product meets functional, aesthetic, and sustainability criteria.

Elements and Performance Criteria

Design and Develop Sustainable Apparel Products

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

- PC1.** Identify and list key sustainable design principles.
- PC2.** Demonstrate eco-design prototyping.
- PC3.** Incorporate upcycling/recycling in design concepts.
- PC4.** Select low-impact trims, fasteners, and dyes.
- PC5.** Integrate biodegradable/recycled materials in design specifications.
- PC6.** Develop sustainable design tech-packs.
- PC7.** Evaluate usability, aesthetics, durability of products.
- PC8.** Adapt circular economy principles (repairability, recyclability).
- PC9.** Illustrate sustainable sketches/digital boards.
- PC10.** Test eco-prototypes for quality, fit, and endurance.
- PC11.** Document design process (sourcing, sampling, sustainability features).
- PC12.** Recommend design/material improvements for eco-efficiency.

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** Principles of sustainable fashion design and circular economy.
- KU2.** Types of sustainable fibres, eco-friendly materials, and certified textiles.
- KU3.** Environmental impact of fabric production, dyeing, and finishing processes.
- KU4.** Global sustainability standards (GOTS, OEKO-TEX, Fair Trade, Higg Index).
- KU5.** Methods to evaluate material lifecycle, durability, and biodegradability.
- KU6.** Waste minimization strategies such as zero-waste pattern cutting and upcycling.
- KU7.** Basics of eco-friendly trims, accessories, closures, and packaging options.

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- KU8.** The concept of low-impact dyeing and printing technologies.
- KU9.** Pattern-making considerations for optimizing material usage.
- KU10.** Sustainable garment construction techniques for longevity and repairability.
- KU11.** Knowledge of cost implications and feasibility of sustainable materials.
- KU12.** Understanding of consumer preferences toward ethical and green products.
- KU13.** Techniques for prototyping, sampling, and iterative improvements.
- KU14.** Digital design tools used for 3D sampling, virtual prototyping, and simulation.
- KU15.** Basics of carbon footprint measurement and energy-efficient production.
- KU16.** Compliance requirements related to labour, environment, and supply chain ethics.
- KU17.** Vendor and supplier assessment for sustainability capabilities.
- KU18.** Documentation methods for sustainability claims and certifications.
- KU19.** Quality checkpoints relevant to sustainable garment performance.
- KU20.** Trends and innovations in sustainable textiles, biodegradable blends, and recycling technologies.

Generic Skills (GS)

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

- GS1.** Ability to communicate design concepts clearly with cross-functional teams.
- GS2.** Strong visual interpretation skills for reading sketches, tech packs, and material charts.
- GS3.** Problem-solving ability to address sustainability, sourcing, and design challenges.
- GS4.** Analytical thinking to evaluate product impact, material performance, and lifecycle data.
- GS5.** Collaboration skills for working with sourcing, production, and sustainability teams.
- GS6.** Digital proficiency in design tools, PLM systems, and sustainability assessment platforms.
- GS7.** Time-management skills to meet development timelines and sampling deadlines.
- GS8.** Documentation and record-keeping skills for design files, sustainability proofs, and reports.
- GS9.** Creativity and innovation to develop eco-friendly product concepts.
- GS10.** Decision-making ability based on performance requirements, cost, and sustainability goals.
- GS11.** Adaptability to new sustainable materials, technologies, and regulations.
- GS12.** Presentation skills to showcase sustainable design ideas to stakeholders.
- GS13.** Numeracy skills for cost calculations, material consumption, and product efficiency.
- GS14.** Ability to interpret customer and market feedback for design refinement.
- GS15.** Critical thinking to assess trade-offs between aesthetics, functionality, and sustainability.
- GS16.** Awareness of ethical sourcing, inclusivity, and responsible business practices.

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Design and Develop Sustainable Apparel Products</i>	22	30	-	8
PC1. Identify and list key sustainable design principles.	2	2	-	1
PC2. Demonstrate eco-design prototyping.	2	2	-	-
PC3. Incorporate upcycling/recycling in design concepts.	2	4	-	-
PC4. Select low-impact trims, fasteners, and dyes.	1	3	-	1
PC5. Integrate biodegradable/recycled materials in design specifications.	2	3	-	1
PC6. Develop sustainable design tech-packs.	2	4	-	-
PC7. Evaluate usability, aesthetics, durability of products.	1	2	-	1
PC8. Adapt circular economy principles (repairability, recyclability).	2	2	-	2
PC9. Illustrate sustainable sketches/digital boards.	2	2	-	-
PC10. Test eco-prototypes for quality, fit, and endurance.	2	2	-	1
PC11. Document design process (sourcing, sampling, sustainability features).	2	2	-	-
PC12. Recommend design/material improvements for eco-efficiency.	2	2	-	1
NOS Total	22	30	-	8

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National Occupational Standards (NOS) Parameters

NOS Code	AMH/N1957
NOS Name	Design and Develop Sustainable Apparel Products
Sector	Apparel
Sub-Sector	
Occupation	Boutique Operations
NSQF Level	5
Credits	4
Version	1.0
Last Reviewed Date	22/07/2026
Next Review Date	22/07/2029
NSQC Clearance Date	22/07/2026

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AMH/N1958: Manage Sustainable Apparel Production Process

Description

This NOS covers the skills needed to plan, execute, and oversee apparel production using green manufacturing practices that optimize resource use and minimize environmental impact.

Scope

The scope covers the following :

- Planning sustainable production workflows, implementing resource-efficient methods, monitoring energy and water usage, adopting cleaner technologies, ensuring ethical labour practices, and tracking sustainability KPIs throughout the production cycle.

Elements and Performance Criteria

Manage Sustainable Apparel Production Process

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

- PC1.** Develop sustainable production schedules to minimize energy and water usage.
- PC2.** Design cutting layouts to achieve maximum fabric utilization and ensure near-zero cutting waste.
- PC3.** Implement lean manufacturing practices to reduce bottlenecks and material wastage.
- PC4.** Supervise zero-waste cutting techniques, pattern placements, and reuse of fabric offcuts for secondary products or accessories.
- PC5.** Monitor sustainable dyeing processes to reduce chemical discharge.
- PC6.** Inspect finishing and washing techniques for minimizing water consumption and effluent load.
- PC7.** Verify production floor compliance with sustainability standards benchmarks.
- PC8.** Ensure worker well-being by applying ergonomic workstation and safety protocols.
- PC9.** Promote inclusive and ethical labour practices by supervising fair wages, equal opportunities, and gender-sensitive policies during production.
- PC10.** Assess opportunities for recycling production waste into usable inputs or alternate products.
- PC11.** Apply circular economy models such as within production systems.
- PC12.** Document daily production resource usage in digital monitoring systems for sustainability audits.
- PC13.** Analyze real-time production data tools to evaluate energy efficiency and productivity performance.
- PC14.** Develop corrective and preventive action plans (CAPA) for deviations in sustainability targets and solution implementation.
- PC15.** Recommend eco-efficient production methods to reduce lead times, improve product quality, and ensure compliance with sustainability KPIs.
- PC16.** Prepare sustainability performance reports highlighting resource optimization, and social compliance metrics for internal and external stakeholders.

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Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** Principles of sustainable production and circularity in apparel manufacturing.
- KU2.** Environmental impacts of traditional vs. sustainable production methods.
- KU3.** Types of eco-friendly raw materials, trims and chemical alternatives.
- KU4.** Resource-efficient cutting, sewing, finishing and washing processes.
- KU5.** Waste-reduction strategies including recycling, reuse and upcycling.
- KU6.** Energy-efficient machinery and low-impact production technologies.
- KU7.** Water-management practices such as reuse, treatment and conservation.
- KU8.** Understanding of standards and certifications (e.g., GOTS, OEKO-TEX, Fair Trade, ZDHC).
- KU9.** Methods for monitoring carbon footprint and environmental KPIs.
- KU10.** Sustainable supply chain management and vendor compliance requirements.
- KU11.** Social compliance norms including worker safety, wages and well-being.
- KU12.** Techniques to track material traceability and audit readiness.
- KU13.** Production planning concepts supporting sustainability targets.
- KU14.** Cost implications and financial feasibility of sustainable processes.
- KU15.** SOPs for implementing, reviewing and improving sustainable production workflows.

Generic Skills (GS)

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

- GS1.** Communication skills for coordinating with production teams.
- GS2.** Analytical skills to interpret sustainability performance data.
- GS3.** ICT skills to use digital monitoring and audit tools.
- GS4.** Problem-solving skills for production deviations.
- GS5.** Leadership skills to promote ethical and sustainable practices.
- GS6.** Decision-making on workflow and resource allocation.
- GS7.** Quality orientation to ensure sustainability targets are met.
- GS8.** Documentation skills for maintaining production sustainability logs.
- GS9.** Interpersonal skills for motivating workers in sustainability practices.
- GS10.** Planning skills to manage eco-efficient production schedules.

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Manage Sustainable Apparel Production Process</i>	35	45	-	10
PC1. Develop sustainable production schedules to minimize energy and water usage.	2	1	-	-
PC2. Design cutting layouts to achieve maximum fabric utilization and ensure near-zero cutting waste.	2	3	-	1
PC3. Implement lean manufacturing practices to reduce bottlenecks and material wastage.	3	2	-	2
PC4. Supervise zero-waste cutting techniques, pattern placements, and reuse of fabric offcuts for secondary products or accessories.	1	3	-	-
PC5. Monitor sustainable dyeing processes to reduce chemical discharge.	2	2	-	1
PC6. Inspect finishing and washing techniques for minimizing water consumption and effluent load.	2	3	-	0.5
PC7. Verify production floor compliance with sustainability standards benchmarks.	2	2	-	1
PC8. Ensure worker well-being by applying ergonomic workstation and safety protocols.	3	2	-	-
PC9. Promote inclusive and ethical labour practices by supervising fair wages, equal opportunities, and gender-sensitive policies during production.	2	4	-	-
PC10. Assess opportunities for recycling production waste into usable inputs or alternate products.	3	3	-	0.5
PC11. Apply circular economy models such within production systems.	2	2	-	1
PC12. Document daily production resource usage in digital monitoring systems for sustainability audits.	2	2	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC13. Analyze real-time production data tools to evaluate energy efficiency and productivity performance.	3	4	-	0.5
PC14. Develop corrective and preventive action plans (CAPA) for deviations in sustainability targets and solution implementation.	2	6	-	1
PC15. Recommend eco-efficient production methods to reduce lead times, improve product quality, and ensure compliance with sustainability KPIs.	2	3	-	0.5
PC16. Prepare sustainability performance reports highlighting resource optimization, and social compliance metrics for internal and external stakeholders.	2	3	-	1
NOS Total	35	45	-	10

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National Occupational Standards (NOS) Parameters

NOS Code	AMH/N1958
NOS Name	Manage Sustainable Apparel Production Process
Sector	Apparel
Sub-Sector	
Occupation	Boutique Operations
NSQF Level	5
Credits	3
Version	1.0
Last Reviewed Date	22/07/2026
Next Review Date	22/07/2029
NSQC Clearance Date	22/07/2026

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AMH/N1959: Apply Waste Reduction and Circular Production Techniques

Description

This NOS focuses on the ability to minimize waste and apply circular production principles across apparel design and manufacturing processes.

Scope

The scope covers the following :

- Conducting waste assessments, implementing zero-waste design methods, promoting reuse and recycling practices, adopting upcycling strategies, integrating circularity in production planning, and optimizing material utilization to reduce overall waste.

Elements and Performance Criteria

Apply Waste Reduction and Circular Production Techniques

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

- PC1.** Identify types of production waste across apparel processes.
- PC2.** Classify textile waste into categories for disposal/recycling.
- PC3.** Segregate pre-consumer vs post-consumer waste for recycling.
- PC4.** Apply upcycling techniques by transforming fabric offcuts, defective garments, and post-consumer apparel into new products.
- PC5.** Demonstrate reuse of scraps/trim in new product categories.
- PC6.** Develop product concepts using waste-to-fashion approaches.
- PC7.** Design, implement, and evaluate reverse logistics systems while documenting material flows to ensure transparency and alignment with circular economy principles.
- PC8.** Collaborate with recyclers, NGOs, waste firms for processing.
- PC9.** Verify compliance with recycling standards.
- PC10.** Implement closed-loop dyeing/washing systems.
- PC11.** Integrate biodegradable packaging alternatives.
- PC12.** Document circular economy practices and waste diversion.
- PC13.** Analyze waste reduction performance data using tools.
- PC14.** Develop training modules for workers on waste segregation.
- PC15.** Recommend innovations in circular fashion.

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** Types of production waste in apparel manufacturing.
- KU2.** Waste classification categories and disposal/recycling systems.
- KU3.** Pre-consumer vs post-consumer waste and recycling streams.

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- KU4.** Upcycling methodologies for offcuts and defective garments.
- KU5.** Waste-to-fashion product development concepts.
- KU6.** Reverse logistics and material flow documentation.
- KU7.** Recycling partner networks-NGOs, waste firms, circular startups.
- KU8.** Recycling compliance standards and certifications.
- KU9.** Knowledge of closed-loop dyeing/washing technologies.
- KU10.** Biodegradable packaging materials and alternatives.

Generic Skills (GS)

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

- GS1.** Communication skills to coordinate with waste partners.
- GS2.** Creativity to develop upcycling and waste-to-fashion ideas.
- GS3.** Analytical skills for waste performance data.
- GS4.** ICT skills for material tracking and documentation.
- GS5.** Problem-solving to reduce specific waste categories.
- GS6.** Teamwork to implement waste segregation protocols.
- GS7.** Decision-making regarding recycling options and partners.
- GS8.** Planning skills to develop circular production schedules.
- GS9.** Documentation skills for waste diversion and recycling reports.

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Apply Waste Reduction and Circular Production Techniques</i>	24	38	-	8
PC1. Identify types of production waste across apparel processes.	3	2	-	1
PC2. Classify textile waste into categories for disposal/recycling.	2	1	-	0.5
PC3. Segregate pre-consumer vs post-consumer waste for recycling.	2	2	-	0.5
PC4. Apply upcycling techniques by transforming fabric offcuts, defective garments, and post-consumer apparel into new products.	2	3	-	1
PC5. Demonstrate reuse of scraps/trims in new product categories.	1	4	-	-
PC6. Develop product concepts using waste-to-fashion approaches.	2	3	-	0.5
PC7. Design, implement, and evaluate reverse logistics systems while documenting material flows to ensure transparency and alignment with circular economy principles.	1	3	-	0.5
PC8. Collaborate with recyclers, NGOs, waste firms for processing.	1	3	-	-
PC9. Verify compliance with recycling standards.	2	4	-	0.5
PC10. Implement closed-loop dyeing/washing systems.	1	1	-	1
PC11. Integrate biodegradable packaging alternatives.	2	1	-	0.5
PC12. Document circular economy practices and waste diversion.	2	3	-	-
PC13. Analyze waste reduction performance data using tools.	1	1	-	0.5
PC14. Develop training modules for workers on waste segregation.	1	3	-	1

Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC15. Recommend innovations in circular fashion.	1	4	-	0.5
NOS Total	24	38	-	8

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	AMH/N1959
NOS Name	Apply Waste Reduction and Circular Production Techniques
Sector	Apparel
Sub-Sector	
Occupation	Boutique Operations
NSQF Level	5
Credits	2
Version	1.0
Last Reviewed Date	22/07/2026
Next Review Date	22/07/2029
NSQC Clearance Date	22/07/2026

Qualification Pack

AMH/N1960: Conduct Quality Assurance and Compliance for Eco-Apparel

Description

This NOS covers the knowledge and skills required to ensure sustainable apparel products meet quality, safety, and environmental compliance standards throughout the production cycle.

Scope

The scope covers the following :

- Performing quality checks on sustainable materials and products, ensuring adherence to eco-certifications and RSL requirements, documenting compliance processes, coordinating corrective actions, and ensuring that final products meet sustainability and performance benchmarks.

Elements and Performance Criteria

Conduct Quality Assurance and Compliance for Eco-Apparel

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

- PC1.** Identify and document eco-specific apparel quality standards aligned with sustainability goals.
- PC2.** Apply laboratory and field-based tests to ensure conformity with eco-apparel standards.
- PC3.** Verify eco-apparel products against sustainability certifications and ensure compliance with local environmental & labour regulations.
- PC4.** Conduct a comprehensive Life Cycle Assessment (LCA) of eco-apparel products by analyzing environmental indicators and apply the findings to redesign production processes for enhanced sustainability and reduced ecological impact.
- PC5.** Compile audit-ready documentation to obtain certifications and pass external audits.
- PC6.** Establish continuous improvement mechanisms by analyzing defects, consumer complaints, and audit findings.

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** Principles of eco-apparel quality standards and sustainability certifications.
- KU2.** Regulatory norms, Restricted Substances Lists (RSL), and chemical compliance requirements.
- KU3.** Processes for fabric, trims and garment eco-testing (e.g., colour fastness, toxicity, biodegradability).
- KU4.** Knowledge of global environmental regulations (REACH, GOTS, OEKO-TEX, ZDHC).
- KU5.** Methods for evaluating eco-friendly materials, dyes, finishes, and packaging.
- KU6.** Procedures for documentation, traceability and audit readiness in sustainable apparel.
- KU7.** Understanding of lifecycle impacts and circularity principles affecting garment quality.
- KU8.** Data interpretation techniques for lab test reports and compliance documentation.
- KU9.** Sampling, inspection, and defect-identification techniques for eco-compliant production.

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- KU10.** Corrective action procedures and risk mitigation in sustainability-focused QA.
- KU11.** Digital tools and MIS systems used for tracking compliance and quality status.
- KU12.** Workplace safety, environmental stewardship, and ethical practices related to eco-production.

Generic Skills (GS)

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

- GS1.** Ability to read, interpret, and summarize lab test reports and compliance data.
- GS2.** Effective communication for reporting non-conformities to teams and vendors.
- GS3.** Digital literacy for using QA dashboards, compliance systems and documentation tools.
- GS4.** Attention to detail in audits, inspections and sustainability checks.
- GS5.** Analytical thinking for identifying root causes in eco-compliance deviations.
- GS6.** Problem-solving skills for implementing corrective and preventive actions.
- GS7.** Ethical judgement in handling compliance-related decisions.
- GS8.** Time management for timely inspections, reporting and follow-ups.
- GS9.** Team coordination for cross-departmental compliance implementation.
- GS10.** Adaptability to evolving sustainability regulations, tools and standards.

Qualification Pack

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Conduct Quality Assurance and Compliance for Eco-Apparel</i>	10	15	-	5
PC1. Identify and document eco-specific apparel quality standards aligned with sustainability goals.	2	3	-	-
PC2. Apply laboratory and field-based tests to ensure conformity with eco-apparel standards.	2	3	-	1
PC3. Verify eco-apparel products against sustainability certifications and ensure compliance with local environmental & labour regulations.	1	3	-	1
PC4. Conduct a comprehensive Life Cycle Assessment (LCA) of eco-apparel products by analyzing environmental indicators and apply the findings to redesign production processes for enhanced sustainability and reduced ecological impact.	2	2	-	1
PC5. Compile audit-ready documentation to obtain certifications and pass external audits.	1	2	-	1
PC6. Establish continuous improvement mechanisms by analyzing defects, consumer complaints, and audit findings.	-4	2	-	1
NOS Total	10	15	-	5

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	AMH/N1960
NOS Name	Conduct Quality Assurance and Compliance for Eco-Apparel
Sector	Apparel
Sub-Sector	
Occupation	Boutique Operations
NSQF Level	5
Credits	1
Version	1.0
Last Reviewed Date	22/07/2026
Next Review Date	22/07/2029
NSQC Clearance Date	22/07/2026

Qualification Pack

AMH/N0620: Promote and sustain safety, health, and security in workplace, while fostering Gender and Persons with Disabilities (PwD) Sensitization

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 minimize risk to self and others

Scope

The scope covers the following :

- Potential risks associated with hazardous processes and guidelines for medical emergencies.

Elements and Performance Criteria

Identify process hazards, follow medical emergency and evacuation guidelines, and promote gender and PwD sensitivity.

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

- PC1.** Demonstrate strict adherence to health, safety, gender, and PwD (People with Disability) guidelines governing the workplace environment.
- PC2.** Engage actively in mock drills, evacuation exercises, and group discussions pertaining to workplace safety and security protocols.
- PC3.** Participate in advanced training and sensitization programs focused on gender equality and PwD awareness, facilitating a more inclusive workplace environment.
- PC4.** Execute proper handling and maintenance of materials and equipment in accordance with established protocols and standards.
- PC5.** Exhibit proficiency in performing first-aid, firefighting, and other emergency response procedures, promptly adhering to organizational shutdown and evacuation protocols when necessary.
- PC6.** Monitor workplace conditions, identify risks, report promptly, ensure safety, including for individuals with disabilities, and uphold gender equality principles.

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** The importance of gender equality being followed in the organization and policies for reporting any harassment or inappropriate behavior
- KU2.** How to accommodate employees with disabilities; etiquette to adhere to and proper language and terminology
- KU3.** How to communicate, offer help, respecting space, parking etc. for people with disabilities or special needs.

Qualification Pack

- KU4.** Promote 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; the ways to minimize these and response to these scenarios.
- KU7.** The code of conduct (COC) and Social Accountability standards followed by the organization/ industry
- KU8.** Layout of the plant and details of emergency exits, escape routes, emergency equipment and assembly points.
- KU9.** Reporting protocol and documentation required.
- KU10.** The occupational health and safety risks and methods; importance of personal protective equipment and method of use.
- KU11.** Identification, handling and storage of hazardous substances.
- KU12.** Proper disposal system for waste and by-products.
- KU13.** Signage related to health and safety and their meaning.
- KU14.** The importance of personal health and hygiene and the ill effects of usage of intoxicants such as alcohol, tobacco and drugs.

Generic Skills (GS)

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

- GS1.** Create a positive and inclusive workplace atmosphere without any kind of bias/discrimination towards any employee.
- GS2.** Actively take part in any discussion/workshop organized for gender sensitization training
- GS3.** Read and comprehend written instructions related to gender equality and Pwd awareness/issues in the organization
- GS4.** Identify and report any harassment or inappropriate behavior towards any employee
- GS5.** Identify and report any distinction, exclusion, harassment or inappropriate behavior towards any employee
- GS6.** Document and report any health and safety related incidents/ accidents to the authorized personnel.
- GS7.** Read all organizational and equipment related health and safety manuals and documents
- GS8.** Read instructions, guidelines/procedures/rules related to the worksite and machine operations
- GS9.** Keep abreast with the latest developments for innovative safety services and tools by reading brochures, pamphlets, magazines etc
- GS10.** Discuss the latest approach for safety and security with the team
- GS11.** Evaluate and use correct PPE kit and other safety gear while at the workplace
- GS12.** Work with supervisors/ team mates to carry out work related tasks as per schedule
- GS13.** Keep work area free from potential hazards
- GS14.** Follow organizational procedures pertaining to health and safety.
- GS15.** Take appropriate actions during emergencies, accidents or fire at the workplace
- GS16.** Resolve issues pertaining to malfunctions in machineries and report if required

Qualification Pack

- GS17.** Identify emergency situations; their cause & effect relationship and suggest probable solutions
- GS18.** Analyze, evaluate and apply the information gathered from observation, experience, reasoning, or communication to act efficiently
- GS19.** Create a positive and inclusive workplace atmosphere without any kind of bias/discrimination towards any employee
- GS20.** Actively take part in any discussion/workshop organized for gender sensitization training
- GS21.** Read and comprehend written instructions related to gender equality issues in the organization

Qualification Pack

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Identify process hazards, follow medical emergency and evacuation guidelines, and promote gender and PwD sensitivity.</i>	22	12	-	6
PC1. Demonstrate strict adherence to health, safety, gender, and PwD (People with Disability) guidelines governing the workplace environment.	4	2	-	1
PC2. Engage actively in mock drills, evacuation exercises, and group discussions pertaining to workplace safety and security protocols.	4	2	-	1
PC3. Participate in advanced training and sensitization programs focused on gender equality and PwD awareness, facilitating a more inclusive workplace environment.	4	2	-	1
PC4. Execute proper handling and maintenance of materials and equipment in accordance with established protocols and standards.	3	2	-	1
PC5. Exhibit proficiency in performing first-aid, firefighting, and other emergency response procedures, promptly adhering to organizational shutdown and evacuation protocols when necessary.	4	2	-	1
PC6. Monitor workplace conditions, identify risks, report promptly, ensure safety, including for individuals with disabilities, and uphold gender equality principles.	3	2	-	1
NOS Total	22	12	-	6

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	AMH/N0620
NOS Name	Promote and sustain safety, health, and security in workplace, while fostering Gender and Persons with Disabilities (PwD) Sensitization
Sector	Apparel
Sub-Sector	Apparel, Made-Ups & Home Furnishing
Occupation	Department Supervision, Sewing, Specialized Sewing, Sampling, Ironing, Hand Embroidery, Production Supervision, Computerized Embroidery, Laying, Quality Control
NSQF Level	5
Credits	1
Version	1.0
Last Reviewed Date	22/07/2026
Next Review Date	22/07/2029
NSQF Clearance Date	22/07/2026

Qualification Pack

AMH/N0621: Adhere to industry, regulatory, and organizational standards and embrace environmentally sustainable practices

Description

This unit provides Performance Criteria, Knowledge & Understanding and Skills & Abilities required for complying with legal, regulatory organizational requirements.

Scope

The scope covers the following :

- Observe organizational norms and follow green procedures at workplace.

Elements and Performance Criteria

Adhere to industry, regulatory, and organizational standards and embrace environmentally sustainable practices

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

- PC1.** Execute job responsibilities according to organizational standards, with a strong emphasis on eco-friendly solutions, while strictly adhering to established procedures, policies, and legal regulations.
- PC2.** Implement and uphold organizational policies and procedures, integrating sustainable consumption practices into daily operations.
- PC3.** Actively engage in enhancing organizational performance by driving the transition towards environmentally friendly processes and practices.
- PC4.** Safely handle materials, equipment, computers, and software to maintain a clean and hazard-free work environment, actively supporting the adoption of eco-friendly practices throughout the workplace.
- PC5.** Perform routine maintenance and cleaning tasks within assigned duties and agreed-upon schedules, effectively managing any interruptions to workflow.
- PC6.** Immediately report any instances of unsafe equipment or hazardous incidents to the appropriate personnel to ensure swift resolution and mitigate risks.
- PC7.** Utilize appropriate cleaning equipment and techniques tailored to specific tasks, promoting efficiency and sustainability in workplace maintenance.
- PC8.** Proactively request system or software upgrades as necessary to optimize work efficiency, while also maintaining backup files to ensure data integrity and security when using various design software.
- PC9.** Maintain digital copies of design work in organized files for future reference, ensuring accessibility and preservation of valuable project assets.

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

Qualification Pack

- KU1.** Conscious and sustainable decisions/information for achieving an effective and green workplace.
- KU2.** The importance of safe working practices and code of conduct (COC) and Social Accountability standards followed by the organization/ industry
- KU3.** The production procedures and the specific work activities relate to the whole process.
- KU4.** The organization's rules, codes, quality standards, reporting procedures and guidelines (including timekeeping)
- KU5.** The work instructions and specifications and interpret them accurately
- KU6.** To make use of the information detailed in specifications and instructions
- KU7.** The importance of taking action when problems are identified
- KU8.** The importance of running maintenance and regular cleaning and Maintenance procedures
- KU9.** Effects of contamination on products i.e., Machine oil, dirt and different ways of minimizing waste.
- KU10.** The common faults with equipment and the method to rectify.

Generic Skills (GS)

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

- GS1.** Make conscious and sustainable decisions that help reduce, reuse, and recycle the company resources.
- GS2.** Identify and replace processes that create unnecessary waste
- GS3.** Communicate with others in writing (wherever applicable)
- GS4.** Use the accurate terminology
- GS5.** Follow manuals/procedures/and compliance policies
- GS6.** Update actively with modifications through written print and mail communication (digital)
- GS7.** Listen effectively and orally communicate information accurately and Make decisions on a suitable course of action or response.
- GS8.** Communicate proactively on critical issues and Follow rule-based decision-making processes
- GS9.** Identify situation that need escalation on quality issues and seek intervention
- GS10.** Plan and organize your work to achieve targets and deadlines and consult/coordinate for effective delivery.
- GS11.** Apply problem-solving approaches in different situations
- GS12.** Refer anomalies to the particular personnel
- GS13.** Analyze needs, requirements and dependencies in order to meet your work requirements
- GS14.** Seek participation of members from Quality, Production, Audit or any other team for effective solutions
- GS15.** Provide opinions on work in a detailed and constructive way to the concerned personnel

Qualification Pack

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Adhere to industry, regulatory, and organizational standards and embrace environmentally sustainable practices</i>	20	10	-	10
PC1. Execute job responsibilities according to organizational standards, with a strong emphasis on eco-friendly solutions, while strictly adhering to established procedures, policies, and legal regulations.	2	1	-	1
PC2. Implement and uphold organizational policies and procedures, integrating sustainable consumption practices into daily operations.	2	1	-	1
PC3. Actively engage in enhancing organizational performance by driving the transition towards environmentally friendly processes and practices.	2	1	-	1
PC4. Safely handle materials, equipment, computers, and software to maintain a clean and hazard-free work environment, actively supporting the adoption of eco-friendly practices throughout the workplace.	3	2	-	2
PC5. Perform routine maintenance and cleaning tasks within assigned duties and agreed-upon schedules, effectively managing any interruptions to workflow.	3	1	-	1
PC6. Immediately report any instances of unsafe equipment or hazardous incidents to the appropriate personnel to ensure swift resolution and mitigate risks.	2	1	-	1
PC7. Utilize appropriate cleaning equipment and techniques tailored to specific tasks, promoting efficiency and sustainability in workplace maintenance.	2	1	-	1
PC8. Proactively request system or software upgrades as necessary to optimize work efficiency, while also maintaining backup files to ensure data integrity and security when using various design software.	2	1	-	1

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC9. Maintain digital copies of design work in organized files for future reference, ensuring accessibility and preservation of valuable project assets.	2	1	-	1
NOS Total	20	10	-	10

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	AMH/N0621
NOS Name	Adhere to industry, regulatory, and organizational standards and embrace environmentally sustainable practices
Sector	Apparel
Sub-Sector	Apparel, Made-Ups & Home Furnishing
Occupation	Department Supervision, Ironing, Export Operations, Designing, Boutique Operations, Quality Control, Sewing, Laying, Inventory Management, Hand Embroidery
NSQF Level	5
Credits	1
Version	1.0
Last Reviewed Date	22/07/2026
Next Review Date	22/07/2029
NSQF Clearance Date	22/07/2026

Qualification Pack

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:

Qualification Pack

- 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	-	-

Qualification Pack

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	-	-

Qualification Pack

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	22/07/2026
Next Review Date	22/07/2029
NSQC Clearance Date	22/07/2026

Assessment Guidelines and Assessment Weightage

Assessment Guidelines

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

Mention the detailed assessment strategy in the provided template.

1. Assessment System Overview:

- Batches assigned to the assessment agencies for conducting the assessment on SIDH or email
- Assessment agencies send the assessment confirmation to VTP/TC looping SSC
- Assessment agency deploys the ToA certified Assessor for executing the assessment
- SSC monitors the assessment process & records

2. Testing Environment:

- Check the Assessment location, date and time

Qualification Pack

- If the batch size is more than 30, then there should be 2 Assessors.
- Check that the allotted time to the candidates to complete Theory & Practical Assessment is correct.

3. Assessment Quality Assurance levels/Framework:

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

4. Types of evidence or evidence-gathering protocol:

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

5. Method of verification or validation:

- Surprise visit to the assessment location

6. Method for assessment documentation, archiving, and access

- Hard copies of the documents are stored

On the Job:

1. Each module will be assessed separately.
2. The candidate must score 60% in each module to successfully complete the OJT.
3. Tools of Assessment that will be used for assessing whether the candidate is having desired skills and etiquette of dealing with customers, understanding needs & requirements, assessing the customer and perform Soft Skills effectively:
 - Videos of Trainees during OJT
4. Assessment of each Module will ensure that the candidate is able to:
 - Effective engagement with the customers
 - Understand the working of various tools and equipment

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

Qualification Pack

Compulsory NOS

National Occupational Standards	Theory Marks	Practical Marks	Project Marks	Viva Marks	Total Marks	Weightage
AMH/N1955.Identify Sustainable Apparel Business Opportunities	15	20	-	5	40	8
AMH/N1956.Source and Select Sustainable Raw Materials	32	40	-	8	80	16
AMH/N1957.Design and Develop Sustainable Apparel Products	22	30	-	8	60	12
AMH/N1958.Manage Sustainable Apparel Production Process	35	45	-	10	90	18
AMH/N1959.Apply Waste Reduction and Circular Production Techniques	24	38	-	8	70	14
AMH/N1960.Conduct Quality Assurance and Compliance for Eco-Apparel	10	15	-	5	30	6
AMH/N0620.Promote and sustain safety, health, and security in workplace, while fostering Gender and Persons with Disabilities (PwD) Sensitization	22	12	-	6	40	8
AMH/N0621.Adhere to industry, regulatory, and organizational standards and embrace environmentally sustainable practices	20	10	-	10	40	8
DGT/VSQ/N0102.Employability Skills (60 Hours)	20	30	-	-	50	10
Total	200	240	-	60	500	100

Qualification Pack

Acronyms

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

Qualification Pack

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.

Qualification Pack

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.