

Qualification Pack



Technical Designer-Apparel

QP Code: AMH/Q1233

Version: 1.0

NSQF Level: 5

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AMH/Q1233: Technical Designer-Apparel

Brief Job Description

The Technical Designer- Apparel is a key link between the design and production teams. This professional is responsible for interpreting initial concepts and transforming them into technically viable products. The role involves creating and managing tech packs, supporting sampling processes, sourcing trims and fabrics, and ensuring that the final garment meets the design specifications. Unlike fashion designers, technical designers focus on product feasibility, accuracy, and communication with vendors and production teams.

Personal Attributes

A Technical Designer-Apparel should possess detail-oriented and analytical professional with the ability to translate design concepts into technically feasible apparel products. The individual must demonstrate strong precision in developing and managing tech packs, supporting sampling, and ensuring adherence to design specifications. He/she should be able to coordinate and communicate effectively to collaborate with design, vendors, and production teams and should be committed to product accuracy, feasibility, and quality throughout the development process.

Applicable National Occupational Standards (NOS)

Compulsory NOS:

1. [AMH/N1243: Analyze and Interpret Design Concepts and Market Needs](#)
2. [AMH/N1244: Create and Manage Tech Packs](#)
3. [AMH/N1245: Coordinate the Sample Development Processes](#)
4. [AMH/N1246: Evaluate and Refine Apparel Samples Using Product Benchmarks](#)
5. [AMH/N1247: Analyze and Refine Fit through Pattern Evaluation and Demographic Insights](#)
6. [AMH/N0620: Promote and sustain safety, health, and security in workplace, while fostering Gender and Persons with Disabilities \(PwD\) Sensitization](#)
7. [AMH/N0621: Adhere to industry, regulatory, and organizational standards and embrace environmentally sustainable practices](#)
8. [DGT/VSQ/N0102: Employability Skills \(60 Hours\)](#)

Qualification Pack (QP) Parameters

Qualification Pack

Sector	Apparel
Sub-Sector	Apparel, Made-Ups & Home Furnishing
Occupation	Designing
Country	India
NSQF Level	5
Credits	19
Aligned to NCO/ISCO/ISIC Code	NCO-2015/7532.0105
Minimum Educational Qualification & Experience	Completed 2nd year diploma after 12th with NA of experience OR 12th grade Pass with 3 Years of experience relevant experience in fashion designing OR Completed 3 year diploma after 10th with 1.5 years of experience relevant experience in fashion designing OR Previous relevant Qualification of NSQF Level (4) with 3 Years of experience relevant 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-05295-2026-V1-AMHSSC
NQR Version	1

Qualification Pack

AMH/N1243: Analyze and Interpret Design Concepts and Market Needs

Description

This NOS involves understanding buyer briefs and market trends to develop relevant design concepts. It focuses on interpreting design intent, fit expectations, and trend forecasts to create design directions aligned with commercial, brand, and merchandising objectives.

Scope

The scope covers the following :

- Recalling key elements from buyer briefs, analyzing trend insights, integrating buyer requirements with trend information, evaluating feasibility in terms of cost, material, and timelines, collaborating with designers for technical feasibility, and aligning design directions with merchandising strategies and brand identity.

Elements and Performance Criteria

Analyze and Interpret Design Concepts and Market Needs

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

- PC1.** Recall key elements from buyer briefs
- PC2.** Interpret design intent and fit expectations from buyer briefs.
- PC3.** Analyze current trend forecasts to extract relevant design themes.
- PC4.** Integrate buyer briefs and trend insights to develop design direction.
- PC5.** Evaluate feasibility of design ideas in terms of cost, material, and timeline.
- PC6.** Collaborate with designers to enhance garment construction feasibility.
- PC7.** Align product concepts with merchandising strategies and sales targets.
- PC8.** Create product category boards with innovative silhouettes and details.
- PC9.** Validate designs for consistency with brand identity and market positioning.

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** Knowledge of organizational design processes, workflow and approval structures.
- KU2.** Understanding of brand philosophy, target customer profiles and product positioning.
- KU3.** Familiarity with standard documentation procedures for presenting design concepts and market insights.
- KU4.** Knowledge of organizational quality standards and accuracy expectations for research and analysis.
- KU5.** Understanding of workplace communication protocols and collaboration guidelines across design, merchandising and marketing teams.
- KU6.** Knowledge of core design principles, aesthetics, elements of design and garment construction fundamentals.

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- KU7.** Understanding of fashion trend cycles, forecasting sources and global market influences.
- KU8.** Knowledge of fabric types, material behaviour, silhouette variations and product categories relevant to market demand.
- KU9.** Understanding of consumer behaviour, pricing sensitivity and demographic-based market segmentation.
- KU10.** Ability to interpret trend reports, market data, sales insights and competitor analyses.
- KU11.** Knowledge of digital research tools such as WGSN, brand reports, retail analytics and social media insights.
- KU12.** Understanding of cost implications, feasibility parameters and production constraints while evaluating design concepts.

Generic Skills (GS)

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

- GS1.** Ability to interpret trend data, market research and design references with accuracy.
- GS2.** Skill in analysing design concepts for feasibility, cost, consumer relevance, and market potential.
- GS3.** Ability to evaluate competitor products and market gaps using structured analytical methods.
- GS4.** Skill in organizing, comparing and synthesizing large sets of design or market data.
- GS5.** Ability to present design insights, trend summaries and market analysis in clear visual and written formats.
- GS6.** Ability to use digital tools for research, data analysis, presentations and documentation.
- GS7.** Capability to collaborate effectively with cross-functional teams during design planning.
- GS8.** Ability to apply critical thinking for solving design-related and market-aligned problems.
- GS9.** Effective verbal communication for explaining market insights and concept evaluations.
- GS10.** Written communication skills for preparing reports, briefs and analysis documents.
- GS11.** Active listening to understand stakeholder expectations and customer insights.
- GS12.** Time-management skills for completing research and analysis tasks within deadlines.
- GS13.** Numerical ability to interpret sales figures, market statistics and price comparisons.
- GS14.** Creativity and ideation skills to support innovative design interpretations.
- GS15.** Ability to build professional relationships and maintain collaborative work environments.
- GS16.** Adaptability to emerging market trends, new technologies and changing organizational needs.

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Analyze and Interpret Design Concepts and Market Needs</i>	20	20	-	10
PC1. Recall key elements from buyer briefs	2	2	-	1
PC2. Interpret design intent and fit expectations from buyer briefs.	3	1	-	1
PC3. Analyze current trend forecasts to extract relevant design themes.	2	2	-	1
PC4. Integrate buyer briefs and trend insights to develop design direction.	2	3	-	1
PC5. Evaluate feasibility of design ideas in terms of cost, material, and timeline.	2	2	-	2
PC6. Collaborate with designers to enhance garment construction feasibility.	2	3	-	1
PC7. Align product concepts with merchandising strategies and sales targets.	3	2	-	1
PC8. Create product category boards with innovative silhouettes and details.	2	3	-	1
PC9. Validate designs for consistency with brand identity and market positioning.	2	2	-	1
NOS Total	20	20	-	10

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National Occupational Standards (NOS) Parameters

NOS Code	AMH/N1243
NOS Name	Analyze and Interpret Design Concepts and Market Needs
Sector	Apparel
Sub-Sector	
Occupation	Designing
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/N1244: Create and Manage Tech Packs

Description

This NOS involves preparing detailed tech packs to communicate design specifications to production teams. It emphasizes accuracy, completeness, and clarity in measurements, materials, trims, and construction instructions to ensure correct sample development.

Scope

The scope covers the following :

- Identification of tech pack components, use of industry-standard software, integrating feedback, version control, coordination with sourcing teams, preparation of consumption and marker plans, and ensuring compliance with industry regulations for smooth production execution.

Elements and Performance Criteria

Create and Manage Tech Packs

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

- PC1.** Identify and list all essential components of a tech pack (e.g., measurements, BOM, trims) with 95% accuracy.
- PC2.** Understand the purpose and importance of each element in a tech pack to team members.
- PC3.** Apply industry-standard software to create a complete tech pack within 2 hours with 90% accuracy.
- PC4.** Analyze and compare fabric and trim options for a design based on cost, quality, and feasibility.
- PC5.** Create a complete tech pack incorporating feedback from design and production teams.
- PC6.** Develop and implement a version control system for tech packs, ensuring compliance.
- PC7.** Conduct weekly meetings with design and production teams to discuss tech pack updates.
- PC8.** Prepare and submit consumption and marker plans for costing.
- PC9.** Detect and resolve discrepancies in tech pack specifications before sampling.
- PC10.** Coordinate with sourcing teams to finalize trims and fabrics for the tech pack.
- PC11.** Evaluate sample garments against tech pack specifications with 95% accuracy.
- PC12.** Apply production feedback into revised tech packs.
- PC13.** Follow timelines to complete each tech pack.
- PC14.** Record all tech pack versions and changes in documentation.
- PC15.** Understand current fashion trends and interpret how they influence tech pack design.
- PC16.** Design and deliver a training session on tech pack best practices
- PC17.** Evaluate and shortlist suppliers for trims and fabrics each quarter.
- PC18.** Ensure all tech packs comply with industry regulations during audit.

Knowledge and Understanding (KU)

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The individual on the job needs to know and understand:

- KU1.** Understanding of tech pack components, including sketches, measurements, construction details, BOM and quality standards.
- KU2.** Knowledge of garment construction techniques and how they impact tech pack accuracy.
- KU3.** Understanding of measurement charts, size specifications and tolerance levels.
- KU4.** Knowledge of fabrics, trims and accessories, including their technical properties and production implications.
- KU5.** Understanding of stitching types, seam allowances and finishing methods relevant to manufacturing instructions.
- KU6.** Knowledge of industry-standard formatting and documentation practices for tech packs.
- KU7.** Understanding of CAD and digital design tools commonly used for creating technical sketches.
- KU8.** Knowledge of pattern making and grading concepts to ensure accurate specification details.
- KU9.** Understanding of cost implications, including material consumption, trims usage and production feasibility.
- KU10.** Knowledge of quality standards, inspection requirements and compliance norms associated with garment production.
- KU11.** Understanding of workflow coordination between design, merchandising, production and sampling teams.
- KU12.** Knowledge of version control and documentation management for updating and revising tech packs.
- KU13.** Understanding of global manufacturing practices, vendor expectations and communication protocols.
- KU14.** Knowledge of sustainability and regulatory requirements influencing material selection and construction details.
- KU15.** Understanding of timelines, sampling cycles and production schedules required for delivering accurate tech packs on time.

Generic Skills (GS)

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

- GS1.** Ability to read and interpret design sketches, style references and technical diagrams.
- GS2.** Ability to communicate technical requirements clearly with designers, merchandisers and production teams.
- GS3.** Skill in preparing accurate documentation using digital tools, spreadsheets and design software.
- GS4.** Ability to check measurement sheets, specifications and material details for accuracy.
- GS5.** Skill in problem-solving to address discrepancies between design intent and production feasibility.
- GS6.** Ability to prioritize tasks, manage timelines and coordinate updates to the tech pack.
- GS7.** Skill in maintaining organized digital records and ensuring version control.
- GS8.** Ability to work collaboratively across departments and support smooth production workflows.

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- GS9.** Ability to follow quality assurance procedures and verify alignment with standards.
- GS10.** Skill in adapting technical information for different stakeholders (buyers, sampling teams, production units).
- GS11.** Capability to apply numerical accuracy while preparing measurements, consumption details and costing inputs.
- GS12.** Ability to practice workplace communication etiquette and maintain professional conduct.

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Create and Manage Tech Packs</i>	25	30	-	5
PC1. Identify and list all essential components of a tech pack (e.g., measurements, BOM, trims) with 95% accuracy.	2	2	-	1
PC2. Understand the purpose and importance of each element in a tech pack to team members.	2	1	-	-
PC3. Apply industry-standard software to create a complete tech pack within 2 hours with 90% accuracy.	2	2	-	-
PC4. Analyze and compare fabric and trim options for a design based on cost, quality, and feasibility.	2	2	-	-
PC5. Create a complete tech pack incorporating feedback from design and production teams.	2	2	-	-
PC6. Develop and implement a version control system for tech packs, ensuring compliance.	1	2	-	1
PC7. Conduct weekly meetings with design and production teams to discuss tech pack updates.	1	2	-	-
PC8. Prepare and submit consumption and marker plans for costing.	2	2	-	1
PC9. Detect and resolve discrepancies in tech pack specifications before sampling.	1	2	-	-
PC10. Coordinate with sourcing teams to finalize trims and fabrics for the tech pack.	1	1	-	-
PC11. Evaluate sample garments against tech pack specifications with 95% accuracy.	1	2	-	-
PC12. Apply production feedback into revised tech packs.	1	2	-	1
PC13. Follow timelines to complete each tech pack.	1	1	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC14. Record all tech pack versions and changes in documentation.	2	1	-	-
PC15. Understand current fashion trends and interpret how they influence tech pack design.	1	2	-	1
PC16. Design and deliver a training session on tech pack best practices	1	1	-	-
PC17. Evaluate and shortlist suppliers for trims and fabrics each quarter.	1	2	-	-
PC18. Ensure all tech packs comply with industry regulations during audit.	1	1	-	-
NOS Total	25	30	-	5

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National Occupational Standards (NOS) Parameters

NOS Code	AMH/N1244
NOS Name	Create and Manage Tech Packs
Sector	Apparel
Sub-Sector	
Occupation	Designing
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

Qualification Pack

AMH/N1245: Coordinate the Sample Development Processes

Description

This NOS focuses on coordinating the sample development process by collaborating with pattern makers, QA teams, and vendors. It emphasizes fabric consumption planning, vendor selection, sample evaluation, and maintaining accurate documentation for iterative improvements.

Scope

The scope covers the following :

- Understanding the sample development workflow, planning fabric consumption, evaluating vendors for quality and sustainability, collaborating for sample accuracy, maintaining digital repositories, communicating sample status updates, and negotiating MOQs and delivery schedules.

Elements and Performance Criteria

Coordinate the Sample Development Processes

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

- PC1.** Remember components of a standard tech pack (e.g., BOM, measurements, construction details).
- PC2.** Understand the workflow from design concept to sample development with all involved stakeholders.
- PC3.** Apply marker planning and consumption techniques to estimate fabric usage with minimal deviation from actuals.
- PC4.** Collaborate with pattern masters and QA teams to ensure sample specs are met
- PC5.** Analyze suitable vendors for trims and fabrics with proven sustainability certifications.
- PC6.** Analyze consumption data to identify material wastage trends across sample categories.
- PC7.** Evaluate vendor proposals based on lead time, MOQs, pricing, and compliance.
- PC8.** Create and submit a tech pack to the sampling unit with all mandatory fields completed.
- PC9.** Create a sample checklist incorporating QA, pattern, and spec inputs to ensure uniform fit approval process.
- PC10.** Demonstrate the ability to negotiate minimum order quantities (MOQs) and delivery schedules with vendors effectively.
- PC11.** Communicate daily sample status updates to designers and sampling teams via collaborative tools.
- PC12.** Evaluate sampling performance through defect analysis and timelines
- PC13.** Maintain a digital repository of sample iterations with accurate timestamps and stakeholder notes.
- PC14.** Source and document fabric and trim samples from sustainable vendors for each development cycle.
- PC15.** Conduct a vendor evaluation meeting and document findings in a comparative report submitted to the sourcing head.

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Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** Understand the end-to-end sample development workflow, from design receipt to final approval.
- KU2.** Knowledge of fabric types, trims, accessories, and their suitability for different sample styles.
- KU3.** Understand garment construction techniques required for accurate sample execution.
- KU4.** Knowledge of pattern development, grading basics, markers, and cutting requirements.
- KU5.** Understanding of technical specifications, design sheets, and Bill of Materials (BOM).
- KU6.** Knowledge of sampling machinery, tools, and their operating parameters.
- KU7.** Awareness of production lead-times, capacity constraints, and sampling timelines.
- KU8.** Understanding of cost elements involved in sample creation, including materials and labour.
- KU9.** Knowledge of quality parameters and inspection criteria applicable to pre-production samples.
- KU10.** Awareness of fit assessment procedures and methods for incorporating design corrections.
- KU11.** Understanding workflow coordination among design, sourcing, cutting, sampling, and QA teams.
- KU12.** Knowledge of documentation procedures for sample tracking, approvals, and version control.
- KU13.** Awareness of health, safety, and compliance requirements relevant to sample rooms.
- KU14.** Understanding customer expectations, brand guidelines, and market requirements influencing samples.
- KU15.** Knowledge of digital tools used for communication, sample monitoring, and technical documentation.

Generic Skills (GS)

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

- GS1.** Communicate clearly with design, production, and quality teams to ensure accuracy in sample execution.
- GS2.** Prepare concise reports and maintain sample documentation records.
- GS3.** Use digital tools, emails, and spreadsheets for tracking sample workflows.
- GS4.** Apply problem-solving skills to address delays, material shortages, and technical issues.
- GS5.** Plan and prioritize multiple sample requests within given timelines.
- GS6.** Collaborate effectively with cross-functional teams to support smooth sample movement.
- GS7.** Interpret technical specifications and translate them into actionable instructions for sample makers.
- GS8.** Apply basic numerical skills for material estimation and consumption tracking.
- GS9.** Follow organizational policies, safety procedures, and work protocols consistently.
- GS10.** Adapt to design changes, new sampling technologies, and dynamic customer requirements.

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Coordinate the Sample Development Processes</i>	25	40	-	10
PC1. Remember components of a standard tech pack (e.g., BOM, measurements, construction details).	2	2	-	1
PC2. Understand the workflow from design concept to sample development with all involved stakeholders.	2	2	-	-
PC3. Apply marker planning and consumption techniques to estimate fabric usage with minimal deviation from actuals.	3	4	-	1
PC4. Collaborate with pattern masters and QA teams to ensure sample specs are met	2	4	-	1
PC5. Analyze suitable vendors for trims and fabrics with proven sustainability certifications.	1	3	-	1
PC6. Analyze consumption data to identify material wastage trends across sample categories.	1	2	-	-
PC7. Evaluate vendor proposals based on lead time, MOQs, pricing, and compliance.	2	3	-	1
PC8. Create and submit a tech pack to the sampling unit with all mandatory fields completed.	1	2	-	-
PC9. Create a sample checklist incorporating QA, pattern, and spec inputs to ensure uniform fit approval process.	2	3	-	1
PC10. Demonstrate the ability to negotiate minimum order quantities (MOQs) and delivery schedules with vendors effectively.	1	4	-	1
PC11. Communicate daily sample status updates to designers and sampling teams via collaborative tools.	1	3	-	-
PC12. Evaluate sampling performance through defect analysis and timelines	2	2	-	1

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC13. Maintain a digital repository of sample iterations with accurate timestamps and stakeholder notes.	2	2	-	-
PC14. Source and document fabric and trim samples from sustainable vendors for each development cycle.	2	2	-	1
PC15. Conduct a vendor evaluation meeting and document findings in a comparative report submitted to the sourcing head.	1	2	-	1
NOS Total	25	40	-	10

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National Occupational Standards (NOS) Parameters

NOS Code	AMH/N1245
NOS Name	Coordinate the Sample Development Processes
Sector	Apparel
Sub-Sector	
Occupation	Designing
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

Qualification Pack

AMH/N1246: Evaluate and Refine Apparel Samples Using Product Benchmarks

Description

It focuses on assessing apparel samples against established product benchmarks to ensure quality, fit, and alignment with market trends and brand positioning. It includes mystery shopping, competitor analysis, interpreting feedback, refining samples, and documenting iterations for traceability.

Scope

The scope covers the following :

- Structured competitor benchmarking, recording observational data, analyzing product gaps, proposing refinements, evaluating construction quality and tech pack adherence, communicating sample modifications, and optimizing sample timelines.

Elements and Performance Criteria

Evaluate and Refine Apparel Samples Using Product Benchmarks

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

- PC1.** Plan and conduct structured mystery shopping at competitor retail by identifying key benchmarking parameters
- PC2.** Record and organize observational findings from mystery shopping using standardized templates, and qualitative notes.
- PC3.** Analyze competitor product data gathered through mystery shopping to identify strengths and gaps
- PC4.** Propose sample modifications based on mystery shopping insights, recommending refinements to align with market trends.
- PC5.** Identify brand-specific benchmarks for garment specifications
- PC6.** Understand new samples against approved control samples and product benchmarks
- PC7.** Interpret buyer feedback to assess alignment with brand positioning
- PC8.** Evaluate construction quality, stitching, and finishing parameters.
- PC9.** Analyze mismatches in sample vs. tech pack and BOM.
- PC10.** Suggest refinements based on technical feasibility.
- PC11.** Create or revise details in the tech pack after sample feedback.
- PC12.** Document all sample iterations for traceability.
- PC13.** Evaluate refinement decisions to design and sourcing teams.
- PC14.** Conduct fit evaluations and record outcomes.
- PC15.** Analyze merchandising or brand feedback into sample iteration.
- PC16.** Facilitate alignment meetings for final sample approval.
- PC17.** Create alternative materials or constructions when benchmark fails.
- PC18.** Evaluate implementation of corrections before next sample round.

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- PC19.** Summarize sample outcomes in post-review reports.
- PC20.** Optimize sample timelines by identifying feedback delays.
- PC21.** Review supplier performance in response to sample changes.
- PC22.** Track version history using digital tools.
- PC23.** Explain sample iteration rationale to cross-functional teams.
- PC24.** Maintain sample library for benchmarks and rejected styles.

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** Basic understanding of the organization product categories, quality standards, and sample evaluation protocols.
- KU2.** Knowledge of workflow, reporting hierarchy, and sample approval processes.
- KU3.** Familiarity with workplace health, safety, and compliance requirements related to handling samples, tools, and materials.
- KU4.** Awareness of documentation practices, MIS usage, and data confidentiality guidelines.
- KU5.** Knowledge of garment construction, stitching techniques, seam types, finishing methods, and functional components.
- KU6.** Understanding of product benchmarks such as fit, measurements, tolerances, fabric performance, trims quality, and workmanship standards.
- KU7.** Knowledge of sample development stages-proto, fit, size-set, pre-production-and their evaluation criteria.
- KU8.** Understanding of grading rules, pattern correction requirements, and sample refinement techniques.
- KU9.** Familiarity with relevant tools and equipment used for sample evaluation (measurement tools, forms, tech packs, and checklists).
- KU10.** Knowledge of defect identification, root cause analysis, and corrective action recommendations.
- KU11.** Understanding of cost implications of design changes, material substitution, or construction modifications.
- KU12.** Basic knowledge of fabric behaviour (shrinkage, drape, stretch, colourfastness) and its impact on sample performance.
- KU13.** Understanding of sustainability considerations in sample refinement-waste reduction, material efficiency, and eco-friendly practices.

Generic Skills (GS)

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

- GS1.** Ability to read and interpret tech packs, measurement charts, specifications, and product benchmark documents.
- GS2.** Effective verbal communication to discuss sample issues with designers, merchandisers, pattern masters, and production teams.

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- GS3.** Ability to draft clear evaluation notes, revisions, reports, and digital entries.
- GS4.** Ability to compare samples against benchmarks, identify deviations, and recommend suitable improvements.
- GS5.** Skills in analyzing sample fit, construction, and aesthetics to determine required refinements.
- GS6.** Competence in prioritizing issues based on severity, quality impact, and feasibility.
- GS7.** Ability to take accurate measurements using standard tools.
- GS8.** Competence in evaluating tolerances, size differences, grading accuracy, and shrinkage percentages.
- GS9.** Skills in recording and calculating dimensional deviations and their acceptable limits.
- GS10.** Ability to use digital tools for sample tracking, documentation, and reporting (Excel, MIS, ERP, or PLM systems).
- GS11.** Understanding of digital measurement templates, online communication tools, and file management.
- GS12.** Ability to manage multiple sample evaluations within timelines.
- GS13.** Skills in organizing sample sets, referencing benchmark documents, and maintaining updated records.
- GS14.** Ability to work effectively with cross-functional teams-design, technical, QC, and production.
- GS15.** Professional behaviour, punctuality, and adherence to quality and safety standards.

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Evaluate and Refine Apparel Samples Using Product Benchmarks</i>	38	58	-	14
PC1. Plan and conduct structured mystery shopping at competitor retail by identifying key benchmarking parameters	2	4	-	1
PC2. Record and organize observational findings from mystery shopping using standardized templates, and qualitative notes.	2	4	-	1
PC3. Analyze competitor product data gathered through mystery shopping to identify strengths and gaps	2	2	-	1
PC4. Propose sample modifications based on mystery shopping insights, recommending refinements to align with market trends.	1	2	-	1
PC5. Identify brand-specific benchmarks for garment specifications	2	2	-	-
PC6. Understand new samples against approved control samples and product benchmarks	2	2	-	1
PC7. Interpret buyer feedback to assess alignment with brand positioning	1	2	-	-
PC8. Evaluate construction quality, stitching, and finishing parameters.	2	3	-	1
PC9. Analyze mismatches in sample vs. tech pack and BOM.	1	2	-	-
PC10. Suggest refinements based on technical feasibility.	1	2	-	1
PC11. Create or revise details in the tech pack after sample feedback.	2	2	-	-
PC12. Document all sample iterations for traceability.	1	2	-	-
PC13. Evaluate refinement decisions to design and sourcing teams.	2	3	-	1

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC14. Conduct fit evaluations and record outcomes.	2	3	-	-
PC15. Analyze merchandising or brand feedback into sample iteration.	1	2	-	1
PC16. Facilitate alignment meetings for final sample approval.	2	3	-	-
PC17. Create alternative materials or constructions when benchmark fails.	1	3	-	1
PC18. Evaluate implementation of corrections before next sample round.	1	2	-	-
PC19. Summarize sample outcomes in post-review reports.	2	2	-	-
PC20. Optimize sample timelines by identifying feedback delays.	2	2	-	1
PC21. Review supplier performance in response to sample changes.	1	2	-	1
PC22. Track version history using digital tools.	2	2	-	-
PC23. Explain sample iteration rationale to cross-functional teams.	2	3	-	1
PC24. Maintain sample library for benchmarks and rejected styles.	1	2	-	1
NOS Total	38	58	-	14

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National Occupational Standards (NOS) Parameters

NOS Code	AMH/N1246
NOS Name	Evaluate and Refine Apparel Samples Using Product Benchmarks
Sector	Apparel
Sub-Sector	
Occupation	Designing
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

Qualification Pack

AMH/N1247: Analyze and Refine Fit through Pattern Evaluation and Demographic Insights

Description

It is aimed at ensuring accurate garment fit through systematic evaluation of patterns and demographic body measurement data. It involves conducting fit sessions, analyzing deviations, suggesting modifications, creating patterns, and documenting feedback for continuous improvement.

Scope

The scope covers the following :

- It includes fit evaluation, mapping measurement specifications to patterns, conducting structured fit sessions with mannequins and live models, analyzing fit deviations, incorporating demographic insights to refine sizing, creating patterns, using digital tools for visualization, and maintaining comprehensive documentation of iterations.

Elements and Performance Criteria

Analyze and Refine Fit through Pattern Evaluation and Demographic Insights

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

- PC1.** Conduct fit evaluation and identify issues in fit, silhouette, and construction.
- PC2.** Map measurement specifications to garment patterns.
- PC3.** Conduct structured fit sessions with relevant stakeholders on mannequins and live models.
- PC4.** Analyze fit deviations and suggest technical modifications.
- PC5.** Create patterns based on feedback and garment fit observations.
- PC6.** Analyze body measurement trends by demographic segments.
- PC7.** Apply demographic analysis to improve sizing standards.
- PC8.** Compile and document design feedback during fit sessions.
- PC9.** Evaluate sample fit accuracy against original tech pack.
- PC10.** Communicate pattern adjustments clearly to pattern makers.
- PC11.** Coordinate revisions based on multi-departmental input.
- PC12.** Maintain documentation for all fit and adjustment iterations.
- PC13.** Use digital tools to visualize and simulate fit changes.

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** Policies, quality standards and fit guidelines followed by the organization.
- KU2.** Workflow for pattern evaluation, sample review, documentation and approvals.
- KU3.** Reporting structure and communication protocols with design, merchandising and production teams.

Qualification Pack

- KU4.** Data confidentiality norms and ethical handling of customer demographic information.
- KU5.** Fundamentals of pattern components, grading rules, seam allowances, ease allowances and garment construction.
- KU6.** Techniques for evaluating fit on mannequins, fit models and digital fit tools.
- KU7.** Knowledge of body measurements, size charts, anthropometry and demographic variations.
- KU8.** Common fit issues (tightness, looseness, drag lines, balance errors) and methods for correction.
- KU9.** Understanding of textile properties affecting fit-stretch, drape, weight and recovery.
- KU10.** Procedures for refining patterns and documenting revisions accurately.
- KU11.** Use of fit evaluation tools, measurement equipment and digital pattern software.
- KU12.** Basics of consumer segmentation and demographic insights influencing size and fit preferences.
- KU13.** Quality parameters and tolerance limits for fits across categories.

Generic Skills (GS)

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

- GS1.** Read and interpret size charts, tech packs, fit comments and pattern sheets.
- GS2.** Write clear fit reports, revision notes and documentation records.
- GS3.** Communicate effectively with designers, patternmakers and production teams.
- GS4.** Apply numeracy skills for accurate body measurement, grading calculations and tolerance checks.
- GS5.** Use digital tools, spreadsheets, pattern software and measurement devices confidently.
- GS6.** Identify problems in fit, analyze data and propose practical corrections.
- GS7.** Follow time management practices to complete evaluations within sampling timelines.
- GS8.** Use critical thinking to compare fit outcomes across demographics and recommend size adjustments.
- GS9.** Work collaboratively in fit sessions and contribute proactively during sample reviews.
- GS10.** Maintain safety, cleanliness and ergonomic practices in the workspace.

Qualification Pack

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Analyze and Refine Fit through Pattern Evaluation and Demographic Insights</i>	30	40	-	5
PC1. Conduct fit evaluation and identify issues in fit, silhouette, and construction.	3	3	-	1
PC2. Map measurement specifications to garment patterns.	3	4	-	1
PC3. Conduct structured fit sessions with relevant stakeholders on mannequins and live models.	3	2	-	-
PC4. Analyze fit deviations and suggest technical modifications.	2	3	-	-
PC5. Create patterns based on feedback and garment fit observations.	2	3	-	-
PC6. Analyze body measurement trends by demographic segments.	3	4	-	1
PC7. Apply demographic analysis to improve sizing standards.	3	4	-	1
PC8. Compile and document design feedback during fit sessions.	1	3	-	-
PC9. Evaluate sample fit accuracy against original tech pack.	2	4	-	-
PC10. Communicate pattern adjustments clearly to pattern makers.	2	3	-	1
PC11. Coordinate revisions based on multi-departmental input.	2	3	-	-
PC12. Maintain documentation for all fit and adjustment iterations.	1	2	-	-
PC13. Use digital tools to visualize and simulate fit changes.	3	2	-	-
NOS Total	30	40	-	5

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	AMH/N1247
NOS Name	Analyze and Refine Fit through Pattern Evaluation and Demographic Insights
Sector	Apparel
Sub-Sector	
Occupation	Designing
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

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.

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- 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

Qualification Pack

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:

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

Career Development & Goal Setting

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

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

Communication Skills

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

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

Diversity & Inclusion

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

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

Financial and Legal Literacy

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

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

Essential Digital Skills

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

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

Entrepreneurship

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

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

Customer Service

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

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

Qualification Pack

PC28. follow appropriate hygiene and grooming standards

Getting ready for apprenticeship & Jobs

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

PC29. create a professional Curriculum vitae (Résumé)

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

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

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

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

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

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

KU2. various constitutional and personal values

KU3. different environmentally sustainable practices and their importance

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

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

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

KU7. about effective communication

KU8. POSH Act

KU9. Gender sensitivity and inclusivity

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

KU11. how to compute income and expenditure

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

KU13. different legal rights and laws

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

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

KU16. how to identify business opportunities

KU17. types and needs of customers

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

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

Generic Skills (GS)

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

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

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

Qualification Pack

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

Qualification Pack

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Introduction to Employability Skills</i>	1	1	-	-
PC1. identify employability skills required for jobs in various industries	-	-	-	-
PC2. identify and explore learning and employability portals	-	-	-	-
<i>Constitutional values – Citizenship</i>	1	1	-	-
PC3. recognize the significance of constitutional values, including civic rights and duties, citizenship, responsibility towards society etc. and personal values and ethics such as honesty, integrity, caring and respecting others, etc.	-	-	-	-
PC4. follow environmentally sustainable practices	-	-	-	-
<i>Becoming a Professional in the 21st Century</i>	2	4	-	-
PC5. recognize the significance of 21st Century Skills for employment	-	-	-	-
PC6. practice the 21st Century Skills such as Self-Awareness, Behaviour Skills, time management, critical and adaptive thinking, problem-solving, creative thinking, social and cultural awareness, emotional awareness, learning to learn for continuous learning etc. in personal and professional life	-	-	-	-
<i>Basic English Skills</i>	2	3	-	-
PC7. use basic English for everyday conversation in different contexts, in person and over the telephone	-	-	-	-
PC8. read and understand routine information, notes, instructions, mails, letters etc. written in English	-	-	-	-
PC9. write short messages, notes, letters, e-mails etc. in English	-	-	-	-
<i>Career Development & Goal Setting</i>	1	2	-	-

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 SIP 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

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- 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 (which covers the job profile of 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/N1243.Analyze and Interpret Design Concepts and Market Needs	20	20	0	10	50	10
AMH/N1244.Create and Manage Tech Packs	25	30	0	5	60	12
AMH/N1245.Coordinate the Sample Development Processes	25	40	0	10	75	15
AMH/N1246.Evaluate and Refine Apparel Samples Using Product Benchmarks	38	58	0	14	110	22
AMH/N1247.Analyze and Refine Fit through Pattern Evaluation and Demographic Insights	30	40	0	5	75	15
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.