



सूक्ष्म, लघु एवं मध्यम उद्यम मंत्रालय
DEVELOPMENT COMMISSIONER
MINISTRY OF MICRO, SMALL & MEDIUM
ENTERPRISES

MSME TECHNOLOGY CENTRE



QUALIFICATION FILE

Jr. Technical Supervisor – Sports Shoe Manufacturing

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

Upskilling Dual/Flexi Qualification For ToT For ToA

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

NCrF/NSQF Level: 4.5

Submitted By:

MSME TECHNOLOGY CENTRE

O/o DC MSME, Ministry of Micro, Small and Medium Enterprises

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Section 1: Basic Details

1.	Qualification Name	Jr. Technical Supervisor – Sports Shoe Manufacturing	
2.	Sector/s	Leather	
3.	Type of Qualification: <input checked="" type="checkbox"/> New <input type="checkbox"/> Revised <input type="checkbox"/> Has Electives/Options <input type="checkbox"/> OEM	NQR Code & version of existing/previous qualification: <i>(change to previous, once approved)</i> NA	Qualification Name of existing/previous version: NA
4.	a. OEM Name b. Qualification Name <i>(Wherever applicable)</i>	NA Jr. Technical Supervisor – Sports Shoe Manufacturing	
5.	National Qualification Register (NQR) Code & Version <i>(Will be issued after NSQC approval)</i>		6. NCrF/NSQF Level: 4.5
7.	Award (Certificate/Diploma/Advance Diploma/Any Other) <i>(Wherever applicable specify multiple entry/exits also & provide details in annexure)</i>	Advanced Certificate	
8.	Brief Description of the Qualification	<ul style="list-style-type: none"> • Qualified learners who attain this qualification are capable in Shoe Design & Development, Materials Science, Manufacturing Techniques, Industrial Engineering, Quality Assurance & Control, Production Management, Retailing, Merchandising & Supply Chain, and Sustainability within the fields of Sports Footwear and Allied sectors. • Learner can get a job in Design & Development, Production, Quality, Productivity, Costing & Cost Control, Marketing, Retailing & Merchandising fields of Sports Footwear sector and also can able to become an entrepreneur. 	
9.	Eligibility Criteria for Entry for Student/Trainee/Learner/Employee	a. Entry Qualification & Relevant Experience: 12 th Grade Pass b. Age: 17 Years	
10.	Credits Assigned to this Qualification, Subject to Assessment <i>(as per National Credit Framework (NCrF))</i>	80-92	11. Common Cost Norm Category (I/II/III) <i>(wherever applicable): I</i>
12.	Any Licensing requirements for Undertaking Training on This Qualification <i>(wherever applicable)</i>	NA	

13. Training Duration by Modes of Training Delivery (Specify Total Duration as per selected training delivery modes and as per requirement of the qualification)	<input checked="" type="checkbox"/> Offline <input type="checkbox"/> Online <input type="checkbox"/> Blended					
	Training Delivery Modes	Theory (Hours)	Practical (Hours)	OJT Mandatory (Hours)	OJT Recommended (Hours)	Total (Hours)
	Classroom (offline)	390	600	120	-	1110
	Online	90	-	-	-	90
	Total	480	600	120	-	1200
(Refer Blended Learning Annexure for details)						
14. Aligned to NCO/ISCO Code/s (if no code is available mention the same)	7536.01 / Shoemaker					
15. Progression path after attaining the qualification (Please show Professional and Academic progression)	<p>Professional / Career Progress: Technical Supervisor – Sports Shoe Manufacturing</p> <p>Academic Progress: Diploma (Advanced) in Footwear Manufacture & Design (NSQF Level 5) →Post Graduate Diploma in Footwear Manufacture & Design (NSQF Level 6.5)</p>					
16. Other Indian languages in which the Qualification & Model Curriculum are being submitted	Hindi					
17. Is similar Qualification(s) available on NQR-if yes, justification for this qualification	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No URLs of similar Qualifications:					
18. Is the Job Role Amenable to Persons with Disability	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No If “Yes”, As per Govt. norms					
19. How Participation of Women will be Encouraged	Seats are reserved as per Government Norms.					
20. Are Greening/ Environment Sustainability Aspects Covered (Specify the NOS/Module which covers it)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No The said aspect is covered in the module name Employability Skills					
21. Is Qualification Suitable to be Offered in Schools/Colleges	Schools <input type="checkbox"/> Yes <input type="checkbox"/> No Colleges <input type="checkbox"/> Yes <input type="checkbox"/> No					
22. Name and Contact Details of Submitting / Awarding Body SPOC (In case of CS or MS, provide details of both Lead AB & Supporting ABs)	<p>Name: Sh. Vijay Mahipatrao Bankar</p> <p>Contact No. +0755 3501078</p> <p>Email-msmetcab@gmail.com</p>					
23. Final Approval Date by NSQC: 08-05-2025	24. Validity Duration: 3Yrs			25. Next Review Date: 08-05-2026		

Section 2: Module Summary

NOS/s of Qualifications

(In exceptional cases these could be described as components)

Mandatory NOS/s:

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

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

Sl. No.	NOS/Module Name	NOS/Module Code & Version (if applicable)	Core/ Non-Core	NCrF/ NSQF Level	Credits as per NCrF	Training Duration (Hours)					Assessment Marks					
						Th.	Pr.	OJT-Man.	OJT-Rec.	Total	Th.	Pr.	Proj.	Viva	Total	Weightage (%) (if applicable)
SEMESTER I																
1.	Footwear Design Principles	MSME/ ACSMM/01	Core	4.5	6	30	150	-	-	180	100	100	-	-	200	
2.	Materials and Components	MSME/ ACSMM/02	Core	4.5	1	30	0	-	-	30	100	-	-	-	100	
3.	Cutting and Closing Techniques	MSME/ ACSMM/03	Core	4.5	7	30	180	-	-	210	100	100	-	-	200	
4.	Materials Management	MSME/ ACSMM/04	Core	4.5	1	30	0	-	-	30	100	-	-	-	100	
5.	Quality Control and Testing	MSME/ ACSMM/05	Core	4.5	3	30	60	-	-	90	100	100	-	-	200	
6.	Employability Skills I	MSME/ES/04	Non-Core	4.5	2	60	0	-	-	60	100	-	-	-	100	
Duration (in Hours) / Total Marks					20	210	390	-	-	600	600	300	-	-	900	

Sl. No.	NOS/Module Name	NOS/Module Code & Version (if applicable)	Core/ Non-Core	NCrF/ NSQF Level	Credits as per NCrF	Training Duration (Hours)					Assessment Marks					
						Th.	Pr.	OJT-Man.	OJT-Rec.	Total	Th.	Pr.	Proj.	Viva	Total	Weightage (%) (if applicable)
SEMESTER II																
7.	Lasting and Making Techniques	MSME/ ACSMM/06	Core	4.5	4	30	90	-	-	120	100	100	-	-	200	
8.	Advanced Manufacturing Techniques	MSME/ ACSMM/07	Core	4.5	2	60	0	-	-	60	100	-	-	-	100	
9.	Industrial Engineering and Productivity	MSME/ ACSMM/08	Core	4.5	2	60	0	-	-	60	100	-	-	-	100	
10.	Cost Control in Sports Shoe Manufacture	MSME/ ACSMM/09	Non-Core	4.5	1	30	0	-	-	30	100	-	-	-	100	
11.	Merchandising and Supply Chain	MSME/ ACSMM/10	Non-Core	4.5	1	30	0	-	-	30	100	-	-	-	100	
12.	Employability Skills II	MSME/ES/04	Non-Core	4.5	2	60	0	-	-	60	100	-	-	-	100	
13.	Final Project	MSME/ ACSMM/11	Core	4.5	4	0	120	-	-	120	-	-	200	-	200	
14.	Inplant Training	MSME/ ACSMM/12	Core	4.5	4	0	-	120	-	120	-	100	-	-	100	
Duration (in Hours) / Total Marks					20	270	210	120	-	600	600	200	200	-	1000	



Elective NOS/s:

S. No	NOS/Module Name	NOS/Module Code & Version (if applicable)	Core/ Non-Core	NCrF/NSQF Level	Credits as per NCrF	Training Duration (Hours)					Assessment Marks					
						Th.	Pr.	OJT-Man.	OJT-Rec.	Total	Th.	Pr.	Proj.	Viva	Total	Weightage (%) (if applicable)
1.		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2.		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
				-	-	-	-	-	-	-	-	-	-	-	-	-

Optional NOS/s: NA

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

Assessment – Minimum Qualifying Percentage

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

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

Minimum Marks to pass Theory Exam: 40%

Minimum Marks to pass Practical Exam: 60%

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

Minimum Marks to pass Theory Exam: 40%

Minimum Marks to pass Practical Exam: 60%

Section 3: Training Related

1.	Trainer's Qualification and experience in the relevant sector (in years) <i>(as per NCVET guidelines)</i>	Diploma/ Degree in Footwear Technology or Equivalent with Practical skills and knowledge required in the relevant job role at least one level higher i.e level 5.5 and above in related field and minimum 2 years of Experience in Tool Room/ Technology Centre of MSME or any reputed industry will become a trainer, Or in accordance with the TOT guideline of NCVET.
2.	Master Trainer's Qualification and experience in the relevant sector (in years) <i>(as per NCVET guidelines)</i>	Degree in Footwear Technology or equivalent with 3 to 5 years of experience in Production/ Training/ Design Department from Tool Room/ Technology Centre of MSME or any reputed industry will become as a Master Trainer, Or in accordance with the TOT guideline of NCVET.
3.	Tools and Equipment Required for Training	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <i>(If "Yes", details to be provided in Annexure)</i>
4.	In Case of Revised Qualification, Details of Any Upskilling Required for Trainer	Yes

Section 4: Assessment Related

1.	Assessor's Qualification and experience in relevant sector (in years) <i>(as per NCVET guidelines)</i>	Diploma / Degree in Footwear Technology or equivalent with 3 years of experience in Production/ Training/ Design Department from Tool Room/ Technology Centre of MSME or any reputed industry. Only (TOA) certified assessors will be able to conduct the assessments.
2.	Proctor's Qualification and experience in relevant sector (in years) <i>(as per NCVET guidelines)</i>	Degree in Footwear Technology or equivalent with 5 years of experience in Production/ Training/ Design Department from Tool Room/ Technology Centre of MSME or any reputed industry.
3.	Lead Assessor's/Proctor's Qualification and experience in relevant sector (in years) <i>(as per NCVET guidelines)</i>	Post Graduate in the relevant discipline with minimum 5 years of experience in Production/ Training/ Design Department from Tool Room/ Technology Centre of MSME or any reputed industry.
4.	Assessment Mode <i>(Specify the assessment mode)</i>	Theory – Online or Offline Practical – Offline
5.	Tools and Equipment Required for Assessment	<input checked="" type="checkbox"/> Same as for training <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <i>(details to be provided in Annexure-if it is different for Assessment)</i>

Section 5: Evidence of the need for the Qualification

Provide Annexure/Supporting documents name.

1.	Latest Skill Gap Study (not older than 2 years)(Yes/No): Yes
2.	Latest Market Research Reports or any other source (not older than 2years) (Yes/No): No
3.	Government /Industry initiatives/ requirement (Yes/No): Yes
4.	Number of Industry validation provided: 30
5.	Estimated nos. of persons to be trained and employed: 40 Per Annum
6.	Evidence of Concurrence/Consultation with Line Ministry/State Departments: Yes, If “No”, why:

Section 6: Annexure & Supporting Documents Check List

Specify Annexure Name / Supporting document file name

1.	Annexure: NCrf/NSQF level justification based on NCrf level/NSQF descriptors <i>(Mandatory)</i>	<i>Annexure I</i>
2.	Annexure: List of tools and equipment relevant for qualification <i>(Mandatory, except in case of online course)</i>	<i>Annexure II</i>
3.	Annexure: Industry Validations Summary	<i>Annexure III</i>
4.	Annexure: Training & Employment Details	<i>Annexure IV</i>
5.	Annexure: Blended Learning <i>(Mandatory, in case selected Mode of delivery is “Blended Learning”)</i>	<i>Annexure V</i>
6.	Annexure: Detailed Assessment Criteria <i>(Mandatory)</i>	<i>Annexure VI</i>
7.	Annexure: Assessment Strategy <i>(Mandatory)</i>	<i>Annexure VII</i>

8.	Annexure: Acronym and Glossary (<i>Optional</i>)	<i>Annexure VIII</i>
9.	Annexure: Multiple Entry-Exit Details (<i>Mandatory, in case qualification has multiple Entry-Exit</i>)	<i>NA</i>
10.	Supporting Document: Model Curriculum (<i>Mandatory – Public view</i>)	<i>Annexure IX</i>
11.	Supporting Document: Career Progression (<i>Mandatory – Public view</i>)	<i>This aspect mentioned in point no. 15</i>
12.	Supporting Document: Occupational Map (<i>Mandatory</i>)	<i>Annexure X</i>
13.	Supporting Document: Assessment SOP (<i>Mandatory</i>)	<i>Annexure XI</i>
14.	Any other document you wish to submit:	<i>NA</i>

NSQC APP

Annexure I: Evidence of Level

NCrF/NSQF Level Descriptors	Key requirements of the job role/ outcome of the qualification	How the job role/ outcomes relate to the NCrF/NSQF level descriptor	NCrF/NSQF Level
Professional Theoretical Knowledge/Process	<ul style="list-style-type: none"> Understand and explain basic product knowledge in the field of study of foot anatomy and structure of foot profile. Understand and explain the concept in productivity, quality tools, and apply such in day to day work to improve productivity & quality. 	<p>The candidate during his studies is well exposed with knowledge and skill of wide range of environmental issues pertaining to operate a business in Footwear sector. He/ She interacts with the faculties, fellow students, visiting experts, industrialists and professionals on various routine and non-routine activities in a shoe industry as well as legal and social requirements from time to time and enriches his competencies thereof. This matches well with the requirements of level 4.5 of NSQF.</p>	<p>4.5</p>
Professional and Technical Skills/ Expertise/ Professional Knowledge	<ul style="list-style-type: none"> To understand theoretical knowledge about various footwear manufacturing materials and constructions. To understand theoretical knowledge about SOP in manufacturing process. To understand theoretical knowledge about various machinery used in footwear manufacturing. To understand theoretical knowledge about marketing and factory planning techniques followed in footwear industry. 	<p>The candidate is well versed with the comprehensive theoretical knowledge of Footwear Designing and Manufacturing Technology while attending theory classes, reference in library, workshops/ Seminars, factory visits, visit to international and national Exhibitions/Trade Fairs, as well as interacting with different personalities in the line.</p> <p>Thus he/ she is able to acquire wide range of knowledge in the specific field of footwear and allied subject and fulfils the requirements of Level 4.5 to NSQF.</p>	<p>4.5</p>
Employment Readiness & Entrepreneurship Skills & Mind-set/Professional Skill	<ul style="list-style-type: none"> To possess practical knowledge about various footwear manufacturing materials and constructions. To possess practical knowledge about SOP in manufacturing process. To possess practical knowledge about various machinery used in footwear manufacturing. To possess practical knowledge about marketing and factory planning techniques followed in footwear industry. 	<p>The candidate through practical training and exposure develops the skill of designing and manufacturing variety of footwear during his studies. She/he is able to understand the work content in different stages of operations, analyze the various issues, find the alternative means and solutions for any identified problem, implement the suitable one and standardize the process accordingly. Thus he is capable to meet the requirement of level 4.5 of the NSQF.</p>	<p>4.5</p>

<p>Broad Learning Outcomes/Core Skill</p>	<ul style="list-style-type: none"> ● Recognize & comply safe working practices, environment regulation and housekeeping. ● Work in a team, understand and practice soft skills, technical English to communicate with required clarity. ● Functions and fundamentals of management. ● Knowledge in Entrepreneurship development and business plan. 	<p>The candidate after pursuing the course develops the ability to understand the socio- political and technical and managerial environment where a footwear industry functions and prepare himself to face the emerging challenges to run a modern footwear industry. During the course of his studies, he develops the good logical and mathematical skills understanding of social political and natural environment and organizing information, communication and presentation skill, analytical, interpreting and concluding and reporting skill which is very much required for a successful Techno- Manager in a shoe industry.</p>	<p>4.5</p>
<p>Responsibility</p>	<ul style="list-style-type: none"> ● Work independently and guide team members with full responsibility of output of group and development. 	<p>A Techno- Manager by virtue of his qualification, age and experience is enriched with required skill of leadership to produce quality products by a large group of people in a shoe industry. Being a Manager in middle line, he/ she are self-driven and a motivating & guiding force of for fellow colleagues to attain the organizational goal in an effective and efficient way.</p> <ul style="list-style-type: none"> ● To Plan the production activity ● To plan the manpower requirement for a given task. ● To plan the materials requirement with suitable specifications and sourcing. ● To define and organize the sequence of operations, arranging manpower and machines in proper sequencing ● To prepare the work plan and to fix the targets for each operation centers. ● To control and the monitor the progress of work in the line of set targets/ plans. ● To identify the problems/ bottle necks in the production process and suggest remedial measures suitably. ● To report the progress/ developments/ constraints to the higher management or responsible sections promptly. ● To train and re-train the workers and juniors for efficiency improvement. 	<p>4.5</p>



Annexure II: Tools and Equipment (Lab Set-Up)

List of Tools and Equipment for Batch Size: 40

S. No.	Tool / Equipment Name	Specification	Quantity for Specified Batch size	
1	Shoe Designer Tool Kit	Industry Standard	40 Set	
2	Slot Punch Set		40 Set	
3	Revolving punch		40 Nos	
4	Cutting pliers		40 Nos	
5	Set of Screw Drivers		40 Nos	
6	Clicking Knives		1 Set	
7	Divider		40 Nos	
8	Cutting Mat		40 Nos	
9	LAST		40 Nos	
10	Knife		40 Pair	
11	Carborandum Stone		40 Nos	
12	Leather Cutting Knife		40 Nos	
13	Marking Awl		40 Nos	
14	Trimmer		40 Nos	
15	Kadappa Stone		40 Nos	
16	Scissor		40 Nos	
17	Leather Thickness Measuring Gauge		2 Set	
18	Glue container and glue brushes		40 Nos	
19	Maintenance tool kit		5 Set	
20	Polypropylene board		10 Nos	
21	Hammer		40 Nos	
22	Lasting Jack with Table		10 Nos	
23	Machine Maintenance & Electricians Tool Kit		1 Set	
24	Clicking Pads, Spray Gun & Other Equip.		1 Set	
25	Testing Equipments, Thickness Gauge, Measuring Scales Etc...		1 Set	
26	Workshop Tables		20 Nos	
27	Racks		5 Nos	
	Machine's Name			
28	Shoe CAD Software		10 Licenses	
29	3D Shoe CAD Software		10 Licenses	
30	Cutting Plotter		1 Nos	
31	Hydraulic Swing Arm Clicking M/c		5 Nos	
32	Hydraulic Movable Head Type Cutting Machine		1 Nos	
33	Dieless Cutting Machine (Comelz NEZ & CZ Plus)	1 Nos		

34	Laser Cutting Machine	1 Nos
35	Dual Head Label Stamping M/c (Hydro-Pneumatic High Frequency M/c)	1 Nos
36	Stamping Machine	1 Nos
37	Embossing Machine	1 Nos
38	Edge Burning M/c	2 Nos
39	Roller Fusing Machine Lining/Ironing Machine	2 Nos
40	Upper Skiving Machine	5 Nos
41	Flat Bed Single Needle Sewing Machine	2 Nos
42	Seam Rubbing Machine	5 Nos
43	Eyeletting Machine	2 Nos
44	Toe Puff Attaching M/c	2 Nos
45	Zig-zag Sewing Machine	1 Nos
46	Digital Zig Zag sewing machine	1 Nos
47	Post Bed Single Needle Sewing M/c	15 Nos
48	Digital Post bed sewing machine (Single Needle) 1.15	2 Nos
49	Cylinder Bed Single Needle Binding Sewing M/c	3 Nos
50	Post Bed Double Needle Sewing M/c	3 Nos
51	Multifunctional Vamp Laminating Machine	1 Nos
52	Strobel Sewing M/c	1 Nos
53	Trimming Machine	1 Nos
54	Laser Cutting Machine	1 Nos
55	TPU Upper Fusing M/c	1 Nos
56	Hot & Cold Fusing M/c	1 Nos
57	Flyknit Vamp Knittng Machine	1 Nos
58	Counter Moulding M/c	1 Nos
59	Upper Mulling M/c	1 Nos
60	Stroble Machine	1 Nos
61	Hydraulic Seat Lasting M/c	1 Nos
62	Seat Pressing Machine	1 Nos
63	Hot Air Blower	1 Nos
64	Sring Coil Heat Setter	1 Nos
65	Spring Coil Chiller	1 Nos
66	Double Layer NIR Conveyor	1 Nos
67	Hydraulic Sole Pressing Machine	2 Nos
68	Sole Marking Machine	1 Nos
69	Roughing Machine	1 Nos

70	Hand Roughing Tool	1 Nos
71	Dryer & Reactivator	1 Nos
72	Pressure Feed	1 Nos
73	Gluing Machine	1 Nos
74	Edge Cleaning M/c	1 Nos
75	Delasting Machine	1 Nos
76	Needle Detecting Machine	1 Nos
77	UV Machine	1 Nos
78	Bench Grinding M/c	1 Nos
79	Pattern Sewing M/c	1 Nos
80	Gore-Tex Seam Sealing M/c	1 Nos
81	Air Dryer	1 Nos
82	Cutting Board Planning M/c	1 Nos
83	3D Customized EVA Footbed and 3D Mobile Scanner	1 Nos
84	PVC Belt Packing Conveyor	1 Nos
85	Lasting Conveyor	1 Nos
86	Automatic Full Shoe Conveyor	1 Nos
87	Multi-layer Oscillating Knife Cutting Machine	1 Nos
88	Assembly Line Conveyors per Meter	1 Nos
89	Upper Steaming M/c	1 Nos
90	Manual Hammering M/c	1 Nos
91	UV Curing machine (For sole activation)	1 Nos
92	EVA Footwear Injection Moulding Machine	1 Nos
	Classroom Aids	
93	Computer	20 Nos
94	Projector	1 No
65	Printer	1 No
96	Student Table/Desk	14 Nos
97	Staff Table	1 No
98	White Board/Smart TV	1 No
99	Marker	1 No
100	Duster	1 No

Annexure III: Industry Validations Summary

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

S. No	Organization Name	Representative Name	Designation	Contact Address	Contact Phone No	E-mail ID	LinkedIn Profile
							(if available)
1.	Premier Shoes, Ranipet	Sundaram	Manager - HR	153, SIDCO Industrial Estate, Ranipet	04172 - 247333	sundaramhr@ramleathers.com	
2.	TATA International, Ranipet	K. Mahadevan	Manager - HR	95/1, Poondi Road, Vaniyan Chathiram, Kaveripakkam	7358999242	Vijay.a@tatainternational.com	
3.	BBK Leathers (P) Ltd – Unit III, 42 B,Ranipet	Sundaram	Manager - HR	42-B, SIPCOT Industrial Complex, Ranipet	04172 - 244491	sundaramhr@ramleathers.com	
4.	BBK Leathers (P) Ltd – Unit III, 43,Ranipet	Sundaram	Manager - HR	43, SIPCOT Industrial Complex, Ranipet	04172 - 244492	basakaran@bbkshoes.com	
5.	Vivek Leathers, Ranipet	Sundaram	Manager - HR	92A, SIDCO Industrial Estate, Ranipet	04172 - 247222	sundaramhr@ramleathers.com	
6.	BBK Shoes, Ranipet	Sundaram	Manager - HR	40, SIPCOT Industrail Complex, Ranipet	04172 - 244953	basakaran@bbkshoes.com	
7.	BBK Leathers (P) Ltd, Ranipet	Sundaram	Manager - HR	41, SIPCOT Industrial Complex, Ranipet	04172 - 246027	basakaran@bbkshoes.com	
8.	Premier Shoes – Unit II, Ranipet	Sundaram	Manager - HR	153, SIDCO Industrial Estate, Ranipet	04172 - 282202	sundaramhr@ramleathers.com	
9.	BBK Leathers (P) Ltd, Ranipet	Sundaram	Manager - HR	43, SIPCOT Industrial Complex, Ranipet	848901233	sundaramhr@ramleathers.com	
10.	Skywalk Shoe Industries, Ranipet	Venkateswaran	Admin Manager	168, SIDCO Industrial Estate, SIPCOT, Ranipet	04172 - 290582	skywalkshoes@gmail.com	
11.	PA Footwear P Ltd – Unit I, Ranipet	Anbumalar	Managing Director	MIG 338, 8 th Main Road, Phase I, Nolambur, Mogappair West, Chennai	044 - 26536901	pafho@pafootwear.in	

12.	L.M.S. Gani Mohamed and Co., Vellore	Syed Mohseen	Admin Manager	45B, SIPCOT Industrial Estate, SIPCOT, Ranipet	04172 - 244560	lmsgho@lmsgani.com	
13.	Callidus Shoemakers Pvt. Ltd, Ambur	Udhaya Kumar	Manager	S.F.No. 2/2A, M.C.Road, Kulithigai Village, Madhanur – 635804.	9994483622	udhayakumar11@callidus.com	
14.	Denovo Shoes, Ambur	Parasuraman	HR	S.F.No. 8, Peshman nagar, Labbaimankuppam, Devalapuram (Po.), Ambur	9629409419	office@denovoshoes.in	
15.	Futurewell Shoes Pvt. Ltd. Gudiyattam	C. Magesh Kumar	Managing Director	SF. No: 250/4A-4C, Nellorepet Panchayat, Lingundram Village, Gudiyattam, Vellore	04171 - 225966	admin@futurewellshoes.in	
16.	Lloyd Shoes India Private Limited, Gudiyattam	C. Magesh Kumar	Managing Director	SF. No: 251/3, Nellorepettai Panchayat, Lingundram Village, Gudiyattam, Vellore	87545 09188	mageshkumar@lloyd.com	
17.	Sara Suole Private Limited, Vellore	Shiv Mady Ajagane	CEO	S.F. No: 33/3, N.H – 46, M.C.Road, Kulithigai Village, Vengali (Post), Vellore	8940982707	soleambur@saragroup.in	
18.	Shree Vaishnavi Leathers, Vaniyambadi	Bhaskar	Partner	#160-A, Alangayam Cross Road, Perumalpet, Vaniyambadi	99522 25940	rtnbhaskarsvl@gmail.com	
19.	Shams Shoes Private Limited, Chennai	Aadil Ahmed	General Manager	No. 65/6 (30/6) Maddox Street, Choolai, Chennai	98946 00687	admin@shamsshoes.in	
20.	Castle Shoes, Katpadi	Prabakaran	Managing Director	No. 36/2, Anna Nagar, Kilvadugankuttai, Karasamangalam Post, Katpadi, Vellore	9787937268	castleshoes19@yahoo.in	
21.	Baer Shoe (India) Pvt Ltd, Ambur	Ruchies	Director&Plant GM	SF No. 90-93, Somalapuram Village Road, Somalapuram Village, Ambur	04174 - 243801	baershoe@vsnl.com	
22.	S K B Shoes, Gudiyattam	Srinithivas Babu	Managing Director	Kallur Bus Stop, Palamaner Road, Gudiyattam, Vellore	04171 - 292955	skbshoes1@gmail.com	
23.	Alpine Shoes Private Limited, Haryana	Mr. Sanjay Leekha	Managing Director	76A & B, Industrial Estate, HPSIDC, Baddi, Solan, Himachal Pradesh	+91 129 4099 400	info@alpineshoes.net	

24.	Sara Leather Industries (Shoe Upper Division), Ranipet	Sasikumar	Manager - HR	No. 110, M.B.T. Road, Auto Nagar, Ranipet	04172 - 272891	sarab@ahindia.com	
25.	Kora Shoes, Ranipet	Baskaran	Admin Manager	659, M.B.T. Road, Poondi Village, Sumaithangi Post, Walajapet Taluk, Ranipet	8939801281	hr@korashoes.com	
26.	Modern Shoes, Ranipet	V. Jayabal	Managing Director		85240 22480	vjayapal78@gmail.com	
27.	Siva Sakthi Shoes, Gudiyattam	C. Parimala	Managing Director	No. 48/50-A, First Floor, Appu Subbaiya Street, Pichanoor, Gudiyattam	95664 44394	magi.ambur@gmail.com	

Annexure IV: Training & Employment Details

Training and Employment Projections:

Year	Total Candidates		Women		People with Disability	
	Estimated Training #	Estimated Employment Opportunities	Estimated Training #	Estimated Employment Opportunities	Estimated Training #	Estimated Employment Opportunities
2024-25	-	-	-	-	-	-
2025-26	-	-	-	-	-	-
2026-27	-	-	-	-	-	-

Data to be provided year-wise for next 3 years

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

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

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

List Schemes in which the previous version of Qualification was implemented: NA

Content availability for previous versions of qualifications:

Participant Handbook Facilitator Guide Digital Content Qualification Handbook Any Other:

Languages in which Content is available: English

Annexure V: Blended Learning

Blended Learning Estimated Ratio & Recommended Tools:

Refer NCVET “Guidelines for Blended Learning for Vocational Education, Training & Skilling” available

on: <https://ncvet.gov.in/sites/default/files/Guidelines%20for%20Blended%20Learning%20for%20Vocational%20Education,%20Training%20&%20Skilling.pdf>

S. No.	Select the Components of the Qualification	List Recommended Tools – for all Selected Components	Offline : Online Ratio
1	<input type="checkbox"/> Theory/ Lectures - Imparting theoretical and conceptual knowledge	Books/ e-books, Presentations, Reference Material , Audio / Video Modules with 2D and 3D animation Self-Learning Videos /Broadcasts /Mobile Learning /Curated Digital content	40:60
2	<input type="checkbox"/> Imparting Soft Skills, Life Skills, and Employability Skills /Mentorship to Learners	Self-Learning Videos , Broadcasts, Mobile Learning , Curated Digital content	40:60
3	<input type="checkbox"/> Showing Practical Demonstrations to the learners	Simulators/ CAD Software, Video Content , E-Resource library	100:0
4	<input type="checkbox"/> Imparting Practical Hands-on Skills/ Lab Work/ workshop/ shop floor training	CNC Simulators, CNC Lathe & Milling Machines, Grinding Machines, Measuring, instruments, Cutting Tools, Hand Tools / CAD Software	100:0
5	<input type="checkbox"/> Tutorials/ Assignments/ Practice	Online Question Bank, Mobile Quick test app, MCQ based tests, Practical Test on Machines	40:60
6	<input type="checkbox"/> Proctored Monitoring/ Assessment/ Evaluation/ Examinations	Assessment engine for Essays, Up-loadable file examinations, Mock test sessions	50:50
7	<input type="checkbox"/> On the Job Training (OJT)	Live Project on Machines, Measuring Instruments at concern Industry/ Institution	100:0

Annexure VI: Detailed Assessment Criteria

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

SEMESTER I

NOS/Module Name	Assessment Criteria for Performance Criteria/Learning Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
Footwear Design Principles	Footwear Design Principles				
	Theory				
	PC 1: Describe foot structure and function, identify foot shapes and arch types, explain foot biomechanics	20	-	-	-
	PC 2: Define foot parameters and sizing systems, apply sports shoe size systems, utilize foot measuring devices	20	-	-	-
	PC 3: Biomechanics of Sports Shoes - Analyze biomechanical aspects of running, evaluate biomechanical design principles for sports shoes	20	-	-	-
	PC 4: Design for comfort and performance, address common foot issues, consider customization and fit.	20	-	-	-
	PC 5: Define lasts, apply proportional measurements, differentiate foot and last anatomy, identify last shapes and styles.	20	-	-	-
	Practical				
	PC 6: Generate design concepts, conduct market research, select materials, create prototypes, evaluate design elements, develop brand identity	-	100	-	-
Total Marks		100	100	NA	NA
Materials & Components	Materials & Components				
	PC 1: Understand materials used, appreciate material selection importance, learn basic properties.	10	-	-	-
	PC 2: Explore leather types, synthetic materials, textile types.	20	-	-	-
	PC 3: Study EVA, PU properties, foam technologies, and TPU benefits	20	-	-	-
	PC 4: Learn rubber types, TPE characteristics, and applications.	20	-	-	-
	PC 5: Understand purposes and roles of components like toe puffs, midsoles, eyelets.	20	-	-	-
	PC6: Explore graphene-infused rubber, eco-friendly materials	10			
	Total Marks		100	NA	NA
Cutting and Closing Techniques	Cutting and Closing Techniques				
	Theory				
	PC 1: Inspect and grade leathers, sort based on properties, cut leather/synthetics/textiles, operate cutting machines, apply manual/automated techniques, implement clicking costing, ensure quality control.	50	-	-	-
	PC 2: Apply clicking press, maintain/inspect dies/machines, understand factory demands, execute pre-closing operations, operate sewing machines, apply stitching techniques, use appropriate materials, follow design sequences.	50	-	-	-
	Practical				
	PC 3: Perform upper and lining clicking, engage in pre-training, execute tasks in sports shoe production.	-	50	-	-
PC 4: Execute upper closing tasks tailored to events/designs, participate in pre-training, perform sports shoe production tasks.		50			

	Total Marks	100	100	NA	NA
Materials Management	Materials Management				
	Theory				
	PC 1: Understand factors influencing materials selection, identify properties of shoe materials, determine performance requirements.	20	-	-	-
	PC 2: Analyze sourcing strategies, apply supplier evaluation criteria, maintain effective relationships.	20	-	-	-
	PC 3: Plan procurement, utilize negotiation tactics, manage contracts, measure supplier performance.	10	-	-	-
	PC 4: Classify inventory, implement control methods like ABC analysis and EOQ, optimize inventory.	20	-	-	-
	PC 5: Lean Manufacturing and Waste Reduction: Apply lean principles, implement waste reduction strategies, integrate lean practices.	20	-	-	-
	PC 6: Practice sustainable sourcing, consider environmental/social factors, implement waste management initiatives.	10	-	-	-
	Total Marks	100	NA	NA	NA
Quality Control and Testing	Quality Control and Testing				
	Theory				
	PC 1: Understand key concepts, importance, and historical perspectives in sports shoe manufacturing.	25	-	-	-
	PC 2: Explain ISO 9001, Six Sigma, TQM principles, and implement tailored quality processes.	25	-	-	-
	PC 3: Apply inspection methods, SPC, and CAPA processes for quality maintenance.	25	-	-	-
	PC 4: Implement checkpoints, conduct audits, and initiate process improvements in shoe manufacturing.	20	-	-	-
	Practical				
PC 5: Familiarize with industry testing standards, conduct component and performance tests.	-	100			
	Total Marks	100	100	NA	NA
Employability Skills I	Employability Skills I Theory				
	PC 1: Acquire computer basics and communication skills.	25	-	-	-
	PC 2: Teamwork: Understand team dynamics, formation, and conflict management.	25	-	-	-
	PC 3: Grasp human values, civic rights, and environmental ethics.	25	-	-	-
	PC 4: Develop confidence, positive attitude, self-awareness, and goal-setting abilities.	25	-	-	-
	Total Marks	100	NA	NA	NA
	Grand Total Marks	600	300	-	-



SEMESTER II

NOS/Module Name	Assessment Criteria for Performance Criteria/Learning Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
Lasting and Making Techniques	Lasting and Making Techniques				
	Theory				
	PC 1: Understand lasting techniques, machines, midsole types, outsole materials, and bonding techniques.	40	-	-	-
	PC 2: Learn injection, compression, and co-molding techniques for midsole and outsole.	30	-	-	-
	PC 3: Master trimming, buffing, painting, printing, polishing, and packaging operations.	30	-	-	-
	Practical				
PC 4: Acquire hands-on knowledge of lasting, making, polishing, quality control, and packaging in sports shoe production.	-	100	-	-	
Total Marks		100	100	NA	NA
Advanced Manufacturing Technologies	Advanced Manufacturing Technologies Theory				
	PC 1: Understand sports footwear industry, importance of advanced manufacturing, and key challenges.	20	-	-	-
	PC 2: Learn principles, processes (FDM, SLS, SLA), and materials used in 3D printing for sports footwear.	20	-	-	-
	PC 3: Gain proficiency in CAD software, digital prototyping, and CAD/CAM integration.	20	-	-	-
	PC 4: Understand automation's role, implement automated processes, and evaluate cobots in footwear production.	20	-	-	-
	PC 5: Explore Industry 4.0 concepts, smart factories, IoT sensors, and predictive maintenance in footwear manufacturing.	20	-	-	-
Total Marks		100	NA	NA	NA
Industrial Engineering and Productivity	Industrial Engineering and Productivity Theory				
	PC1: Understand significance, factors, measurement methods, and benchmarking.	20	-	-	-
	PC 2: Introduce techniques like time study, motion study, and work sampling.	20	-	-	-
	PC 3: Learn process mapping, value stream mapping, Lean, Six Sigma, and optimization tools.	20	-	-	-
	PC 4: Overview PPC functions, demand forecasting, APP, and MRP.	20	-	-	-
	PC5: Understand ergonomic principles, risk assessment, and human-machine interface design.	20	-	-	-
Total Marks		100	NA	NA	NA
Cost Control in Sports Shoe Manufacture	Cost Control in Sports Shoe Manufacture Theory				
	PC 1: Understand cost control importance, overview management principles, and discuss the relationship with profitability.	30	-	-	-
	PC 2: Classify costs, analyze behavior, and conduct cost-volume-profit analysis.	35	-	-	-
	PC 3: Apply costing methods, develop budgets, and perform variance analysis.	35	-	-	-
Total Marks		100	NA	NA	NA
Merchandising and Supply Chain	Merchandising and Supply Chain Theory				
	PC 1: Identify formats, plan product ranges, layout, inventory, pricing, promotion, technology, brand policies, and visual merchandising.	35	-	-	-
	PC 2: Understand stages, plan frames, develop prototypes, execute, present, create samples, and prepare tooling..	30	-	-	-
	PC 3: Explain concepts, integrate, manage inventory, logistics, distribution, and implement order fulfillment practices.	35	-	-	-
Total Marks		100	NA	NA	NA

Employability Skills II	Employability Skills II Theory				
	PC 1: Understand business setup, project report preparation, bank loans, and government startup schemes.	100	-	-	-
	Total Marks	100	NA	NA	NA
Project Report Preparation	Project Report Preparation				
	PC 1: Develop sport shoe designs, select materials, estimate costs, analyze consumer behavior, conduct market survey, prepare storyboards, and create Techno-Economic Feasibility Report	-	-	200	-
	Total Marks	NA	NA	200	NA
In Plant Training	In Plant Training				
	PC 1: Gain practical knowledge in sports footwear manufacturing, including trends, production control, material assortment, cost-effective manufacturing, quality aspects, and retailing/merchandising activities in the footwear industry.	-	100	-	-
	Total Marks	-	100	NA	NA
Grand Total Marks		700	100	200	

Annexure VII: Assessment Strategy

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

Mention the detailed assessment strategy in the provided template.

1. Assessment System Overview:

- Batches are assigned to the MSME NSQF Assessment Agency via email for the assessment.
- MSME NSQF Assessment Agency sends the assessment confirmation to respective TC.
- MSME NSQF Assessment Agency deploys the certified Assessor for executing the assessment at respective TC via online / offline mode.
- MSME NSQF Assessment Agency & respective TC Internal Assessment cell monitors the assessment process & records.

2. Testing Environment:

- MSME NSQF Assessment Agency confirms the Assessment location, date and time
- For number of candidates more than 30 separate assessors are assigned for the assessment.
- MSME NSQF Assessment Agency & respective assessor confirms that the allotted time to the candidates to complete Theory & Practical Assessment is correct.

3. Assessment Quality Assurance levels/Framework:

- Each TC Submits the Question Bank for the individual subject Theory & Practice separately, submits to MSME NSQF Assessment Agency and it is verified by the MSME NSQF Assessment Agency Committee members.

- Questions are mapped to the specified assessment criteria
- All the assessors & Trainers are well qualified & trained to carry out the specified task.

4. Types of evidence or evidence-gathering protocol:

- Online Link is send by MSME NSQF Assessment Agency to respective TC & Assessor. Reporting of the assessor from assessment location is verified by the MSME NSQF Assessment Agency through the online Meeting Link. Students are also required to join for the online link for verification by the MSME NSQF Assessment Agency.
- Assessment Photographs are shared with the MSME NSQF Assessment Agency & are also with the respective TC.

5. Method of verification or validation:

- Online Link is send by MSME NSQF Assessment Agency to respective TC & Assessor. Reporting of the assessor from assessment location is verified by the MSME NSQF Assessment Agency through the online Meeting Link. Students are also required to join for the online link for verification by the MSME NSQF Assessment Agency.

6. Method for assessment documentation, archiving, and access:

- The Assessment records are shared with MSME NSQF Assessment Agency & also stored at respective TC.
- Assessor fills the assessment report and shares with the MSME NSQF Assessment Agency.

On the Job Training:

- Each module will be assessed separately.
- The candidate must score 60% marks to successfully complete the OJT.
- Learner will be assessed on the basis of OJT report followed by Viva
- Assessment will ensure that the Learner is able to:
 - ✓ Effective engagement with the customers / Subordinates and team
 - ✓ Understand the working of various tools and equipment
 - ✓ Understand the working environment of the industry

Annexure VIII: Acronym and Glossary

Acronym

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

Glossary

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