



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

## MSME TECHNOLOGY CENTRE



**Skill India**  
कौशल भारत - कुशल भारत

### QUALIFICATION FILE

#### Technical Manager-Footwear Technology

- Short Term Training (STT)  Long Term Training (LTT)  Apprenticeship
- Up- skilling  Dual/Flexi Qualification  For ToT,  For ToA
- General  Multi-skill (MS)  Cross Sectoral (CS)  Future Skills  OEM

**NCrF/NSQF Level: 6**

#### Submitted By:

**Central Footwear Training Institute, Agra (MSME TECHNOLOGY CENTRE)**

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

**Govt. of India**

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## Section 1: Basic Details

1.	<b>Qualification Name</b>	<b>Technical Manager-Footwear Technology</b>							
2.	<b>Sector/s</b>	<b>LEATHER</b>							
3.	<b>Type of Qualification:</b> <input checked="" type="checkbox"/> <b>New</b> <input type="checkbox"/> <b>Revised</b> <input type="checkbox"/> <b>Has Electives/Options</b> <input type="checkbox"/> <b>OEM</b>	<b>NQR Code &amp; version of existing/previous qualification:</b> <i>(change to previous, once approved)</i>	<b>Qualification Name of existing/previous version:</b>  <b>Senior Technical Manager-Footwear Design and Development</b>						
4.	<b>a. OEM Name</b> <b>b. Qualification Name</b> <i>(Wherever applicable)</i>	<b>Senior Technical Manager-Footwear Design and Development</b>							
5.	<b>National Qualification Register (NQR) Code &amp; Version</b> <i>(Will be issued after NSQC approval)</i>	<b>QG-06-LT-04168-2025-V1-MSMETC</b>	<b>6. NCrF/NSQF Level: 6.0</b>						
7.	<b>Award (Certificate/Diploma/Advanced Diploma/Any Other)</b> <i>(Wherever applicable specify multiple entry/exits also &amp; provide details in annexure)</i>	<b>Senior Technical Manager-Footwear Design and Development</b>							
8.	<b>Brief Description of the Qualification</b>	This Programme is aimed to train candidates for the job of “Manager /Entrepreneur” (in Footwear Technology industry), in the “Leather” Sector/ industry							
9.	<b>Eligibility Criteria for Entry for Student/Trainee/Learner/ Employee</b>	<p><b>a. Entry Qualification &amp; Relevant Experience: Completed Any Undergraduate Program (3 Year Duration) OR Equivalent</b></p> <table border="1"> <thead> <tr> <th>S. No.</th> <th>Academic/Skill Qualification (with Specialization - if applicable)</th> <th>Required Experience (with Specialization - if applicable)</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>NA</td> <td>NA</td> </tr> </tbody> </table> <p><b>b. Age: Minimum 19 Years Completed</b></p>		S. No.	Academic/Skill Qualification (with Specialization - if applicable)	Required Experience (with Specialization - if applicable)	1	NA	NA
S. No.	Academic/Skill Qualification (with Specialization - if applicable)	Required Experience (with Specialization - if applicable)							
1	NA	NA							

10.	<b>Credits Assigned to this Qualification, Subject to Assessment</b> (as per National Credit Framework (NCrF))	60	<b>11.Common Cost Norm Category (I/II/III)</b> (wherever applicable): <b>I</b>																										
12.	<b>Any Licensing requirements for Undertaking Training on This Qualification</b> (wherever applicable)	NA																											
13.	<b>Training Duration by Modes of Training Delivery</b> (Specify <b>Total Duration</b> as per selected training delivery modes and as per requirement of the qualification)	<input type="checkbox"/> Offline <input type="checkbox"/> Online <input checked="" type="checkbox"/> Blended																											
		<table border="1"> <thead> <tr> <th data-bbox="1030 438 1321 566">Training Delivery Modes</th> <th data-bbox="1321 438 1478 566">Theory (Hours)</th> <th data-bbox="1478 438 1624 566">Practical (Hours)</th> <th data-bbox="1624 438 1792 566">OJT Mandatory (Hours)</th> <th data-bbox="1792 438 1960 566">OJT Recommended (Hours)</th> <th data-bbox="1960 438 2224 566">Total (Hours)</th> </tr> </thead> <tbody> <tr> <td data-bbox="1030 566 1321 622">Classroom (offline)</td> <td data-bbox="1321 566 1478 622">780</td> <td data-bbox="1478 566 1624 622">780</td> <td data-bbox="1624 566 1792 622">240</td> <td data-bbox="1792 566 1960 622">0</td> <td data-bbox="1960 566 2224 622">1800</td> </tr> <tr> <td data-bbox="1030 622 1321 678">Online</td> <td data-bbox="1321 622 1478 678">0</td> <td data-bbox="1478 622 1624 678">0</td> <td data-bbox="1624 622 1792 678">0</td> <td data-bbox="1792 622 1960 678">0</td> <td data-bbox="1960 622 2224 678">0</td> </tr> <tr> <td data-bbox="1030 678 1321 766">Total</td> <td data-bbox="1321 678 1478 766">780</td> <td data-bbox="1478 678 1624 766">780</td> <td data-bbox="1624 678 1792 766">240</td> <td data-bbox="1792 678 1960 766"></td> <td data-bbox="1960 678 2224 766">1800</td> </tr> </tbody> </table> <p data-bbox="1030 766 2224 766">(Refer Blended Learning Annexure for details)</p>				Training Delivery Modes	Theory (Hours)	Practical (Hours)	OJT Mandatory (Hours)	OJT Recommended (Hours)	Total (Hours)	Classroom (offline)	780	780	240	0	1800	Online	0	0	0	0	0	Total	780	780	240		1800
Training Delivery Modes	Theory (Hours)	Practical (Hours)	OJT Mandatory (Hours)	OJT Recommended (Hours)	Total (Hours)																								
Classroom (offline)	780	780	240	0	1800																								
Online	0	0	0	0	0																								
Total	780	780	240		1800																								
14.	<b>Aligned to NCO/ISCO Code/s</b> (if no code is available mention the same)	3122.3100																											
15.	<b>Progression path after attaining the qualification</b> (Please show Professional and Academic progression)	Senior Technical Manager																											
16.	<b>Other Indian languages in which the Qualification &amp; Model Curriculum are being submitted</b>	English and Hindi																											
17.	<b>Is similar Qualification(s) available on NQR-if yes, justification for this qualification</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No URLs of similar Qualifications The proposed qualification differs in learning outcomes in line with the MSME to meet the requirement of MSME / Manufacturing Industries.																											
18.	<b>Is the Job Role Amenable to Persons with Disability</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If "Yes", specify applicable type of Disability:																											
19.	<b>How Participation of Women will be Encouraged</b>	Providing placement opportunities to the women candidates to work in more sophisticated sections in footwear industries. Reservation for women aspirants to encourage women participation.																											

20.	<b>Are Greening/ Environment Sustainability Aspects Covered</b> (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 Workshop Technology.
21.	<b>Is Qualification Suitable to be Offered in Schools/Colleges</b>	<b>Schools</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <b>Colleges</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <b>Subject to availability of resources.</b>
22.	<b>Name and Contact Details of Submitting / Awarding Body SPOC</b> (In case of CS or MS, provide details of both Lead AB & Supporting ABs)	<b>Name: Sh. Vijay Mahipatrao Bankar</b> <b>Contact No. +0755 3501078</b> <b>Email:-msmetcab@gmail.com</b>
23.	<b>Final Approval Date by NSQC:8<sup>TH</sup> MaY 2025</b>	<b>24.Validity Duration:3</b> <b>25.Next Review Date:8<sup>TH</sup> May 2028</b>

## 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

Sr. 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 (%)
<b>1<sup>st</sup> Semester</b>																
1.	Art and Sketching	PGD-101	Core	6	1	10	20	0	0	30	100	100	0	0	200	N/A
2.	Designing and Pattern Cutting	PGD-102	Core	6	4	30	90	0	0	120	100	100	0	0	200	N/A
3.	Basic Cutting Technology	PGD-103	Core	6	4	30	90	0	0	120	100	100	0	0	200	N/A
4.	Basic Closing Technology	PGD-104	Core	6	4	20	100	0	0	120	100	100	0	0	200	N/A
5.	Lasting and Making Technology	PGD-105	Core	6	4	20	100	0	0	120	100	100	0	0	200	N/A

6.	Industrial Management and Safety	PGD-106	Core	6	3	90	0	0	0	90	100	0	0	0	100	N/A
<b>Total Hours &amp; Marks</b>					<b>20</b>	<b>200</b>	<b>400</b>	<b>0</b>	<b>0</b>	<b>600</b>	<b>600</b>	<b>500</b>	<b>0</b>	<b>0</b>	<b>1100</b>	<b>N/A</b>
<b>2<sup>nd</sup> Semester</b>																
1.	Patterns Cutting Engg. For Product Development	PGD-201	Core	6	2	10	50	0	0	60	100	100	0	0	200	N/A
2.	Computer Added Footwear Design (CAD)	PGD-202	Core	6	2	10	50	0	0	60	100	100	0	0	200	N/A
3.	Finance, Estimate and Costing	PGD-203	Core	6	2	60	0	0	0	60	100	0	0	0	100	N/A
4.	Clicking Technology	PGD-204	Core	6	2	10	50	0	0	60	100	100	0	0	200	N/A
5.	Advanced Closing Technology	PGD-205	Core	6	2	10	50	0	0	60	100	100	0	0	200	N/A
6.	Machine Lasting with Advanced Technology	PGD-206	Core	6	3	10	80	0	0	90	100	100	0	0	200	N/A
7.	Standardization and Quality Control	PGD-207	Core	6	3	60	30	0	0	90	100	100	0	0	200	N/A
8.	Marketing, Merchandising & Supply chain	PGD-208	Core	6	2	50	10	0	0	60	100	100	0	0	200	N/A
9.	Employability skills	PGD-209	Non-Core	6	2	60	0	0	0	60	100	0	0	0	100	N/A
<b>Duration (in Hours) / Total Marks</b>					<b>20</b>	<b>280</b>	<b>320</b>	<b>0</b>	<b>0</b>	<b>600</b>	<b>900</b>	<b>700</b>	<b>0</b>	<b>0</b>	<b>1600</b>	
<b>3<sup>rd</sup> Semester</b>																
1.	International Business and Communication	PGD-301	Core	6	2	60	0	0	0	60	100	0	0	0	100	N/A

2.	Material Science and Testing	PGD-302	Core	6	3	60	30	0	0	90	100	100	0	0	200	N/A
3.	Advance Technology	PGD-303	Core	6	3	60	30	0	0	90	100	100	0	0	200	N/A
4.	Entrepreneurship Development	PGD-304	Core	6	2	60	0	0	0	60	100	0	0	0	100	N/A
5	Final Project	PGD-305	Core	6	8	0	0	240	0	240	0	0	100	0	100	N/A
6	Employability Skills	PGD-306	Non-Core	6	2	60	0	0	0	60	100	0	0	0	100	N/A
<b>Duration (in Hours) / Total Marks</b>				<b>36</b>	<b>20</b>	<b>300</b>	<b>60</b>	<b>240</b>	<b>0</b>	<b>600</b>	<b>500</b>	<b>200</b>	<b>100</b>	<b>0</b>	<b>800</b>	<b>N/A</b>
<b>Total</b>					<b>60</b>	<b>780</b>	<b>780</b>	<b>240</b>	<b>0</b>	<b>1800</b>	<b>2000</b>	<b>1400</b>	<b>100</b>	<b>0</b>	<b>3500</b>	<b>N/A</b>

## Assessment - Minimum Qualifying Percentage:

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 a 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.	<b>Trainer's Qualification and experience in the relevant sector (in years) (as per NCVET guidelines)</b>	The entry requirement for a trainer has to be Diploma/ Degree or equivalent in relevant field with Practical skills or at least one level higher (preferably level 7 and above) and a minimum of 2 years of industry or training experience in the relevant domain (with at least 50% of such experience as industry experience). Or in accordance with the TOT guideline of NCVET.
2.	<b>Master Trainer's Qualification and experience in the relevant sector (in years) (as per NCVET guidelines)</b>	A master trainer is a person who has Diploma/Degree or equivalent in relevant field and with 3- 5 years of training experience (with preferably some industry experience) gets eligible to become a Master Trainer, Or in accordance with the TOT guideline of NCVET.
3.	<b>Tools and Equipment Required for Training</b>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No (If "Yes", details to be provided in Annexure)

4.	<b>In Case of Revised Qualification, Details of Any Up-Skilling Required for Trainer</b>	NA
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### Section 4: Assessment Related

1.	<b>Assessor’s Qualification and experience in relevant sector (in years) (as per NCVET guidelines)</b>	Diploma /Degree or equivalent in relevant field 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.	<b>Proctor’s Qualification and experience in relevant sector (in years) (as per NCVET guidelines)</b>	Only certified proctors are engaged in the invigilation of assessment.
3.	<b>Lead Assessor’s/Proctor’s Qualification and experience in relevant sector (in years) (as per NCVET guidelines)</b>	Degree/Post Graduate Diploma/Advanced Diploma / Diploma or equivalent 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.	<b>Assessment Mode (Specify the assessment mode)</b>	<b>Blended Type (Offline + Online)</b>
5.	<b>Tools and Equipment Required for Assessment</b>	<input checked="" type="checkbox"/> Same as for training <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No (details to be provided in Annexure-if it is different for Assessment)

### Section 5: Evidence of the need for the Qualification

Provide Annexure/Supporting documents name.

1.	<b>Latest Skill Gap Study (not older than 2 years) (Yes/No):</b> No
2.	<b>Latest Market Research Reports or any other source (not older than 2 years) (Yes/No):</b> No
3.	<b>Government /Industry initiatives/ requirement (Yes/No):</b> No
4.	<b>Number of Industry validation provided:</b> 32
5.	<b>Estimated nos. of persons to be trained and employed:</b> 25 in Year 23-24
6.	<b>Evidence of Concurrence/Consultation with Line Ministry/State Departments:</b> Yes If “No”, why:

### Section 6: Annexure & Supporting Documents Checklist

Specify Annexure Name / Supporting document file name

1.	<b>Annexure:</b> NCrF/NSQF level justification based on NCrF level/NSQF descriptors (Mandatory)	Post Graduate Program-Annexure-I
2.	<b>Annexure:</b> List of tools and equipment relevant for qualification (Mandatory, except in case of online course)	Annexure-II
3.	<b>Annexure:</b> Detailed Assessment Criteria (Mandatory)	Annexure-VI
4.	<b>Annexure:</b> Assessment Strategy (Mandatory)	Annexure-VII
5.	<b>Annexure:</b> Blended Learning (Mandatory, in case selected Mode of delivery is “Blended Learning”)	Annexure-V
6.	<b>Annexure:</b> Multiple Entry-Exit Details (Mandatory, in case qualification has multiple Entry-Exit)	NA
7.	<b>Annexure:</b> Acronym and Glossary (Optional)	Annexure-VIII
8.	<b>Supporting Document:</b> Model Curriculum (Mandatory – Public view)	Annexure IX
9.	<b>Supporting Document:</b> Career Progression (Mandatory - Public view)	It is given in the Section 1- Basic Details
10.	<b>Supporting Document:</b> Occupational Map (Mandatory)	
11.	<b>Supporting Document:</b> Assessment SOP (Mandatory)	
12.	<b>Any other document you wish to submit:</b> <ul style="list-style-type: none"> <li>● Industry Validation Summary</li> <li>● Training &amp; Placement Detail</li> </ul>	Annexure-III Annexure – IV

## 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
<b>Professional Theoretical Knowledge/Process</b>	<ul style="list-style-type: none"> <li>● To Supervise and manage the production activities.</li> <li>● To develop Advance Design and Technology support system based on the product requirements.</li> <li>● To plan the production schedule as per the customer requirement and resources at advanced level</li> </ul>	In the occupation of footwear technologist, each work is considered as new challenge, as the production sequence in each and construction is different. The new product advanced design and development and trail production is always a challenge as product which shall come for design and production are always unpredictable and new from the previous one. Even though the designer is working on different construction, but he/she has to face challenges of type of construction due to change in material specifications and customer survey. Production requirements shall change from customer to customer and job holder has to provide tangible solution with required quality and at optimum cost.	Level 6

	<ul style="list-style-type: none"> <li>● To advance understanding and follow the quality assurance manual to meet the customer specifications.</li> <li>● To analyze the raw materials using latest testing procedures to ensure the international standards and compliance.</li> </ul>	<p>In this qualification Job Holder, he has to carry out Quality Assurance of the production and material as per the quality compliance manual which includes receiving inquiry from customer, material testing reports internally and through outside agencies. The job holder many times should take decisions logically with substantiates support documents whether the production is within the tolerance level of the acceptable quality level. enough</p> <p>Job holder shall review and approve the design from inter departmental team and from customer. Job holder shall release bill of material (BOM). Job holder shall prepare mould base / die set /other jigs and fixtures and tools etc. Job holder shall be responsible for the verification and release of SOP made by the team members. Job holder shall be responsible for trial production and rectification and validation of the final product as per requirements.</p> <p>Job holder should know how the latest planners to be accessed to schedule the production planning as per the customer demand and the resources available foreseeing the bottle necks and untoward delays.</p>	
<p><b>Professional and Technical Skills/ Expertise/ Professional Knowledge</b></p>	<ul style="list-style-type: none"> <li>● Describe different Construction used in footwear production</li> <li>● Describe different material used in footwear production and its applications.</li> <li>● Define production planning and preparation of SOP for production.</li> <li>● List different international quality standards in practice.</li> <li>● Describe innovative Manufacturing Processes and process plan.</li> </ul>	<p>As job holder is dealing with design and development, production, planning, quality assurance, material testing in the footwear product manufacturing units, it is required that job holder should possess overall (Comprehensive) theoretical knowledge in the field of footwear production and development-like designing, planning, production, quality assurance, material testing, Management etc. Job Holder shall apply his/her comprehensive knowledge with clear context with a broad concept in general construction methodology like, types of footwear construction, different size systems, different types of raw materials, etc. Job Holder shall have detail knowledge of elements of tool, material and sequence also shall list elements used in press tool, Mould, Jigs and fixture and die, application of each part and importance, manufacturing operations of each element, accuracy criteria for production elements.</p> <p>Job holder should possess knowledge in pattern development using computer aided design software to meet utmost perfection. And he/she should know how to do the production costing of the particular product using scientific methodologies. Through Cognitive knowledge job holder shall judge the best production process with appropriate reasoning like best economy, quality requirement etc.</p>	<p>Level 6</p>
<p><b>Aptitude, mind-set, soft skills, employment readiness &amp;</b></p>	<ul style="list-style-type: none"> <li>● Define Excellent Leadership, Communication</li> </ul>	<p>Job holder shall carry out the design and development of footwear's through following professional skill: gather accurate information on the requirements of the customer, create conceptual design, confirm the customer's objectives for the products or processes, Using standard unit system as customer's requirement, plan for production process and Develop a schedule</p>	<p>Level 6</p>

<p><b>entrepreneurship skills:</b></p>	<ul style="list-style-type: none"> <li>● Process of People Management and Develop Time Management, Creative</li> <li>● Identify customer’s requirement and create conceptual design</li> <li>● Develop plan for footwear production process</li> <li>● Create and evaluate footwear production options</li> <li>● Develop proto types using CAD software</li> <li>● Develop creative solution to the predictable and unpredictable problems in production process.</li> <li>● Develop mathematical/Analytical skills</li> <li>● Develop quality consciousness concept</li> <li>● Prepare costing of product</li> <li>● Develop resource Management. Emotional Intelligence</li> </ul>	<p>for the production process e.g. works order date, plan date, actual completion date, Obtain and review existing information with reference to the specified design requirement light weight , eco-friendly products ,packing and shipping instruction , etc.</p> <p>Job Holder shall design and develop footwear proto types using various CAD software like Shoe master, Pro cam etc. Job Holder shall prepare concept and classify the appropriate procedure and shall also explain various theoretical and practical aspect footwear manufacturing.</p> <p>In the qualification job holder shall provide Creative solutions the abstract problems which arises during the design and development and production of footwear such as: clicking error, size marking errors, color mismatch, defects in the components, stitching error, attaching errors, skiving errors and sole attaching and bonding issues. job holder shall solve above problems by undertaking self-study and providing creative solution by using Engineering research methodology where job holder shall undertake experimentation on the problem and can generate feasible solution wherever applicable. Job holder may use Reverse Engineering and Rapid Prototyping technology to address the issue as per the demand</p> <p>Job holder shall develop effective commination for decision making and resource management</p>	
<p><b>Broad Learning Outcomes/Core Skill</b></p>	<ul style="list-style-type: none"> <li>● Use basic health and safety practices at the workplace</li> <li>● Apply logical skills and mathematical skills in Design &amp; production</li> <li>● Work on project</li> <li>● Develop entrepreneurship skills, Presentation skills</li> </ul>	<p>Job holder shall work on project where he/she shall gather accurate information on project concept and requirements, Confirm the project objectives, preparation of conceptual plan, selection of SOP based on capabilities , use Presentation skills, utilize CAD Software, communicate clearly about the project requirement to the group members through written /verbal/e mail etc. as per organizational standard, identify different design options which will meet requirements and specification, Develop logical solution among different options available using latest technology e.g. CAD software, pattern engineering , Prototyping, trail production ,tooling etc., Analyze project concepts to meet design requirements, identify problems with work planning, procedures, output and behavior and their implications e.g. unpredictable behavior of material like</p>	<p>Level 6</p>

		<p>leather , and climate variation ,validation, prioritize and plan for problem solving, communicate problems appropriately to others.</p> <p>Identify sources of information and support for problem solving, seek assistance and support from other sources to solve problems, Identify effective resolution techniques e.g. advance machineries and production technologies ,research methodology etc., select and apply techniques, seek evidence for problem resolution, inspect quality of own or other’s work, analyze, information according to enterprise and work requirements, use diagnostic skills to identify and determine causes of ,faults, including interpretation of in-built fault indicators and error codes, take decisions within if within own jurisdiction or take approval for case outside own jurisdiction, Prepare cost estimate of the project, Prepare design &amp; development , production plan with timeline and responsibilities of self and team members, Carry out mathematical calculation required material testing e.g tensile test ,tear strength , sole adhesion etc . carry out mathematical calculation for selection of optimum machining parameters, time study etc.</p> <p>Involvement in Departmental procedural system for project , Responsibility of task completion, Validate the project outcomes with specified acceptance criteria, interpret specification CAD designs , Assign Process &amp; Work Planning, identify Individual job operations, prepare process plan, arrange sequence of operations in logical manner, identification of Priorities in the project for timely completion of the project, Monitor footwear manufacturing process with the help of manufacturing process plan, bar chart, and appropriate management information system available, Determine acceptance criteria for the required quality specified in the project, Select the required measuring methods/instruments to obtain desired quality, Carry out pre fitting, Assembly &amp; Try out, Inspect Quality of project, Keep record of rejection and rework and undertake self-study to eliminate the same in future project</p> <p>Job holder shall use protective equipment while working on computers and during working on shop floor, wear helmet, state the name and location of people responsible for health and safety in the workplace, state the names and location of documents that refer to health and safety in the workplace, identify job-site hazardous work and state possible causes of risk or accident in the workplace like slippery floor, carry out safe working practices while dealing with hazards to ensure the safety of self and others like disposal of oil, waste etc. state methods of accident prevention in the work environment of the job role, state location of general health and safety equipment in the workplace, inspect for faults, set up and safely use steps and ladders in general use, work safely in</p>	
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		<p>and around trenches, elevated places and confined areas, lift heavy objects safely using correct procedures, apply good housekeeping practices at all times, use the various appropriate fire extinguishers on different types of fires correctly, participate in emergency procedures</p> <p>Job holder shall develop entrepreneurship skill like Meaning and importance of entrepreneurship, Motivations and reasons to start business, Entrepreneurial process, Entrepreneurship framework, Role of information in opportunity recognition, Meaning and importance of start-up factors of entrepreneurship, Forms of ownership, Job design, financial planning, Entrepreneurship in small firms, Intellectual property rights, Innovation as an important tool for entrepreneurship.</p>	
<b>Responsibility</b>	<ul style="list-style-type: none"> <li>● Work independently as Manager, Technical Manager, Production Manager and guide team members with full responsibility of output of group and development</li> <li>● Can manage effectively and independent unit/ project or any business activity</li> <li>● He can plan effectively resources process people with in broad parameter with complete accountability</li> </ul>	<p>Job holder shall work independently and take full responsibility for out - put during analyzing requirements of the component, concept generation of footwear production and finalizing the requirements with the customer. After receiving confirm order from the customer job holder shall prepare the sequence of operations with time line and with job responsibilities of team members like preparation of bill of material, preparation of mould base/ die set, technical charts, specifications sheets, quality manuals, verification and release of article for trial production and rectification along with validation and will have full responsibility of output of group. Job holder shall encourage team members for continues learning and development by time to time discussing with them various issues of project suitability to specified machine, new development in machines, selection of material, new development in the materials and manufacturing processes.</p> <p>Job holder shall follow work standard, specific norms and procedures laid down by the organization. Job holder shall develop effectively resources process people with in broad parameter with complete accountability</p>	Level 6

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

List of Tools and Equipment  
**Batch Size:** 30

S. No.	Tool / Equipment Name	Specification	Quantity for specified Batch size
1	Travelling Head beam clicking press	25 tones/ 220V/ 5HP/ Two Switch	1
2	Hydraulic Swing arm Clicking Press	With Standard (Italian) (16-20 tons)/ 220V/ 1kW	2
3	Skiving Machine	220 V / 1HP (Normal)/ wall knife/ Max Sewing Speed: 2800 rpm	2
4	Skiving Machine (Heavy)	220 V / 1HP (Heavy Duty)/ 1200 RPM/ Well knife	

			1
5	Sank Riveting Machine	220 V / 1.5 HP/ Riveting Heigh, 800 mm. Eyelet Diameter, 15-25 mm. Eyelet Length, 3-8 mm. Throat, 200 mm. Power, 1/2 HP	1
6	Insole molding machine	440V / 3 HP/ Two station with standard molds	1
7	Insole beveling machine	440V / 3 HP	1
8	Stamping machine	220 V / 1 KW/ Pneumatic Type/ Heat coil	1
9	Strap Cutting machine	440 V/ 2 HP 150 MM Working width Complete with Head/ Table/ Motor/ Stand Spacers 2mm, 3mm, 5mm, 10mm, 15mm, 20mm, 25 mm each 10 nos. and spares	1
10	Flat Bed Sewing machine	220 V / 1 HP/ Single needle lock stitch drop feed sewing machine complete with head/table/motor/ stand/roller/ pressure foot/ roller feed	5
11	Post Bed Single Needle,	220 V / 1 HP Lock Stitch Sewing Machine Complete with Head/ Table/ Motor/ Stand / Roller Pressure Foot	5
12	Zig -Zeg machine	220 V / 1 HP, Single needle stitching m/c complete with head/ table/ motor/stand and working lamp	1
13	Eyelet machine	220 V / 1 HP/ 80 times / Min, Size of Machine: 680*450*1400mm Weight 120 Kgs	1
14	Seam Rubbing & Tapping machine	440 V/ 2 HP/ Pneumatic	1
15	Wrinkle Chaser	440 V/ 5 KW/ Steam Temperature 100-120 Degree Celsius/ Air Temperature 125-135 Degree Celsius/ Numeric Pressure	1
16	Heat Setting Machine	440 V/ 20 KW/ Numeric/ 3-6 Bar pressure/ 1.3 to 5 Minutes time/ Steam Temperature 100-120 Degree Celsius/ Air Temperature 125-135 Degree Celsius/ pneumatic Pressure.	1
17	Roughing Machine (With Dust Collector)	440 V/ 5 HP/ Emery Paper /GRIT/ 25/60/80/ Wire Brush	1
18	Heat Reactivator (IR) auto cut	220 V/ 4 KW/ 75-90 degree Celsius, Dwell time =2-6 SEC	1
19	Polishing Machine (With Dust Collector)	440 V/ 4 HP/ Cotton Brush with RPM 750-1000 rpm and woolen=500-750 RPM	1
20	Pneumatic Sole Press Machine	220 V / 1 HP/ Automatic and Vertical with 4-6 Bar Pressure	1
21	DIP Machine (PVC Vertical)	440 V/ 200 KW/ 10 Station, Extruder with temperature 150-180 Degree Celsius	1
22	Chiller Machine	440 V/ 10 KW/ 4-6 BAR/ Temperature -20 to -30 Degree Celsius, Time 1.5 to 3 Minutes	1

23	Stroble Stitching Machine	220 V / 1 HP/ Mechanical Paddle Operation	1
24	Air Compressor	440 V/ 20 HP/ Auto Cut at (60 BAR), Air Reservoir with air dryer	1
25	Post Bed Double Needle Lock Stitch Machine	220V/ 1HP220 V / 1 HP Lock Stitch Sewing Machine Complete with Head/ Table/ Motor/ Stand / Roller Pressure Foot	2
26	Leather Components Splitting Machine	Max Width of Split 420 mm Max Thickness of Split 3 mm Mini Thickness of Split 0.5 mm Power of Motor 3 kW/ 440V	1
27	Fusing Machine (Rotary Ironing machine)	Semi-Automatic, Pneumatic Max Fabric Width 0-5 mm Size 450 mm Power Consumption (kw) 4 kW	1
28	Moccasin pre forming Machines	Moccasin Steaming and Heating ironing forming molding machine Voltage 440V Power 5 KW Pneumatic, Machine Dimensions 1250*1000*1700MM, 6 stations	1
29	Toe Puff Attaching Machine	Double station, 220 V/ 5 KW with steam 100-120, Pneumatic	1
30	Counter Molding Machine	Double station, 440 V/ 5KW with wiper plate, Pneumatic, Temperature -20 and 130 degrees Celsius	1
31	Toe Lasting Machine	9 Pincers, Solid melt adhesive roll, 440V / 3KW Pneumatic, Manual Control	1
32	Sole stitching machine	220V/ 1 HP, Chain Stitch Sewing Machine Pneumatic	1
33	Pounding Machine	220 V/ 2HP/ With Heater	1
34	Seat and side lasting machine	440V/ 5HP/ self-adhesive mechanism, Pneumatic,	1
35	Mulling Machine	440V/ 5KW/ Stem with temperature 100-120 auto cut mechanism	1
36	Color Spray Cabinet	415 V / 2 HP/ 50 Hz with water flow mechanism at sides	1

## TOOLS

### CLICKING SECTION

37	Continental cutting knife	As per Standard	30
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### CLOSING SECTION

38	Closing Hammer	As per Standard	30
39	Scissors	As	30
39	Punches	As per Standard	30
40	Gimping Scissors	As per Standard	30
41	Closing Rampi	As per Standard	30

### LASTING SECTION

42	Hand Pincers	As per Standard	30
43	Hammer	As per Standard	30
44	Bottom Rampi	As per Standard	30
45	Nail Puller	As per Standard	30
46	Stitching Awl	As per Standard	30
47	Shoe Horn	As per Standard	30
<b>DESIGNING SECTION</b>			
48	Cutting Knife	As per Standard	30
49	Measuring Tape	As per Standard	30
50	Shoe Last	As per Standard	200 nos.
51	Designing Sheet	As per Standard	30
52	Cutting Matt	As per Standard	30

**Classroom Aids**

The aids required to conduct sessions in the classroom are:

1. Projector
2. White Board
3. Powerpoint Slides
4. Videos

### Annexure III: Industry Validations Summary

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

#### Annexure III: Industry Validations Summary

Sr. No.	Organization Name	Representative Name	Designation	Contact Address	Contact Phone No	E-mail ID	LinkedIn Profile (if available)
1	M/s Jatin Overseas	Mr. Tirath Singh	Managing Director	D-10, Site-C UPSIDC, Sikandra, Agra-282007	9837132207	<a href="mailto:jatinjk5@rediffmail.com">jatinjk5@rediffmail.com</a>	
2	M/s Carson Overseas	Mr. Mahipal Singh	Manager HR & Admin	B-9,10,11 EPIP, Shastripuram, Agra-282007	9897945496	<a href="mailto:info@carsonoverseas.in">info@carsonoverseas.in</a>	

3	M/s Maya Overseas	Mr. Ravi Kant Sharma	Proprietor	9, Shiv Vihar Colony, Kailash Road, Sikandra, Agra-282007	9259520515	<a href="mailto:infomayatrading@gmail.com">infomayatrading@gmail.com</a>	
4	M/s A.M. Style	Mr. Mayank Upadhyay	Manager	77-Vinay Nagar, Bodla Road, Agra	9997079784		
5	M/s S.S.P. Shoe Company	Mr. Hira Lal	Owner	Vilasganj, Awadhपुरi, Agra-282010	9358506068	<a href="mailto:sspshoescompany@gmail.com">sspshoescompany@gmail.com</a>	
6	M/s Sagar Footwear	Mr. Jagdish	Owner	Village- 90 Kalwari Shahganj, Agra-282010	9627485374	<a href="mailto:akashsagar1092@gmail.com">akashsagar1092@gmail.com</a>	
7	M/s Virola International	Mr. Atul Sharma	Manager Hr & Admin	17/4 A-6 Mathura Road, Runkuta Agra-282007	7088600123	<a href="mailto:info@virolaindia.com">info@virolaindia.com</a>	
8	M/s Akash Footwear	Mr. Akash	Proprietor	Vilasganj, Kalwari, Shahaganj, Agra-282010	9627569635		
9	M/s Rajbeer Shoes	Mr. Rajbeer	Proprietor	90, Kalwari, Shahaganj, Agra-282010	8445690409		
10	M/s Dawar Footwear Industries	Mr. Rajeev Mishra	Manager HR	Near Babu Asaram Ashram, Agra-Delhi Road, Sikandra, Agra-282007	0562-3502600	<a href="mailto:shipping@dawargroup.com">shipping@dawargroup.com</a>	
11	M/s Juta Dastkar Fedresion	Mr. Abhikam Singh		25/36 Budh Vihar, Chakkipart, Chipitola Road, Agra	8171105364		
12	M/s Tirupati Exports	Mr. Mahendra Singh	Proprietor	Plot No.-1, Ganesh Vihar Extension, UPSIDC Road, Infort of C-32, Agra	9927300515	<a href="mailto:tirupatiexportsagar@gmail.com">tirupatiexportsagar@gmail.com</a>	
13	M/s G.N. Industries	Mr. Gaurav Singh	Proprietor	Plot No.-32, Shri Ram Vatika Mauja Baipur, Agra- 282007	8006345789	<a href="mailto:Gnindustries24@gmail.com">Gnindustries24@gmail.com</a>	

14	M/s Guide Footwear Co.	Mr. Varun Ralli	M.D.	B-3 & B-4, Site-B, UPSIDC, Sikandra, Agra- 282007	9997197362	<a href="mailto:info@guidefootwear.com">info@guidefootwear.com</a>	
15	M/s UV Overseas	Mr. Lalit Kumar	HR	Khasra No. 1282, Behind Navin Sabji Mandi, Sikandra-Bainpur, Agra- 282007	7253893236	<a href="mailto:info@uvoverseas.in">info@uvoverseas.in</a>	
16	M/s Metro & Metro	Mr. Dipak Ray	HR Manager	5/170 Halwai ki Bagichi, Matura Road, Agra- 282002	8851190270	<a href="mailto:mmagra@metronmetroindia.com">mmagra@metronmetroindia.com</a>	
17	M/s Magnum Footwear Pvt. Ltd.	Mr. Rishabh Jain	HR (Sr. Executive)	C-47, Site-C, UPSIDC, Industrial Area, Sikandra, Agra- 282007	0562-2640272	<a href="mailto:info@magnumfootwear.in">info@magnumfootwear.in</a>	
18	M/s C.D. Internatinal	Mr. R.K. Sharma	G.M.	C-10, Site-A UPSIDC, Sikanda, Agra- 282007	9719107522	<a href="mailto:info@cdexports.com">info@cdexports.com</a>	
19	M/s Karam Udyog	Mr. Bipin Kumar Gupta	Factory Manager	9 Gailana Road, Agra- 282007	7055002369	<a href="mailto:info@karamshoes.com">info@karamshoes.com</a>	
20	M/s S.K.S. Global Pvt. Ltd.	Mr. Bhoopendra Singh Fauzdar Head HR	Head HR	289, Runakata Kirawali Road, Agra- 282007	7055108644	<a href="mailto:Sksglobal.info@gmail.com">Sksglobal.info@gmail.com</a>	
21	M/s Virat Footwear Industries	Mr. J.K. Mishra	Proprietor	Plot No. 9, Shiv Vihar, Kailash Mandir Road, Near Water Works, Sikandra, Agra	9897363543	<a href="mailto:viratfootwearindustrics@gmail.com">viratfootwearindustrics@gmail.com</a>	
22	M/s NR Enterprises	Mr. Rakhi	Proprietor	L2, 253, Shaheed Nagar, Agra	8979551449		
23	M/s Maya Trading Company	Mr. Ravi Kant Sharma	Proprietor	43/120 L/1 Krishna Colony, Kailash Road, Sikandra, Agra- 282007	9259520515	<a href="mailto:infomayatrading@gmail.com">infomayatrading@gmail.com</a>	

24	M/s Tej International Pvt. Ltd.	Mr. Devedra Chaoudhar	DGM	10th-11th Mile Stone, Agra-Mathura Road, Artoni, Agra-282007	7088682124	<a href="mailto:export@tejgroupindia.com">export@tejgroupindia.com</a>	
25	M/s VRD Export	Mr. Rajeev Gupta	HR	Khasra No. 2013/2 Village- Runkata, Agra	9536121233	<a href="mailto:info@vrexports.in">info@vrexports.in</a>	
26	M/s Super Bond Adhesives Pvt. Ltd.	Mr. Sameer Bhosekar	Sr. Man. HR	118/119, Vardhaman Industrial Complex, Gokul Nagar, L.B.S. Marg, Thane (W)-400601, Maharashtra	7045732977	<a href="mailto:sales@superbond.co.in">sales@superbond.co.in</a>	
27	M/s Footform	Suklayani Paul	Proprietor	30, Banerjee Para Road, Sarsuna, Kolkata- 700061	7596949946	<a href="mailto:footform@gmail.com">footform@gmail.com</a>	
28	M/s Strong Last	Mr. Tapan Panda	Managing Partner	111, Matheswar Tala Road, Kolkata-700046	8240056462	<a href="mailto:stronglasts2021@gmail.com">stronglasts2021@gmail.com</a>	
29	M/s KIN Enterprises	Md. Adil Khan	Proprietor	7E Sapgachi 1ss Lane Kolkata- 19	8017200726		
30	M/s R.N.Crafts	Mr. Nando Kisor Raj	Proprietor	Nibedita Nagar, J.R.R. Road, PO-Nona Chandanpukur, 24 Pdns, Kolkata-700122	7980062536	<a href="mailto:Mcrafts2018@gmail.com">Mcrafts2018@gmail.com</a>	
31	M/s Huma Enterprises	Mr. Malik Ansari	Partner	Plot No. Khasra No. 130, Opp. Life Line Public School, Site-C, Lakhapur, Sikandra, Agra-282007	9897036447	<a href="mailto:humamalik@rediffmail.com">humamalik@rediffmail.com</a>	
32	Amit Enterprises	Amit Kumar	Proprietor	F-19, Site-C, Industrial Area, Sikandra, Agra-282007	9813767138	<a href="mailto:Amitenterprises0074@gmail.com">Amitenterprises0074@gmail.com</a>	

## 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
23-24	25	25	4	4	0	0
24-25	30	30	5	5	0	0
25-26	30	30	3	2	0	0

Data to be provided year-wise for next 3 years

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

Qualification Version	Year	Total Candidates				Women				People with Disability			
		Trained	Assessed	Certified	Placed	Trained	Assessed	Certified	Placed	Trained	Assessed	Certified	Placed
1	2022-23	31	31	31	28	0	0	0	0	0	0	0	0
1	2021-22	16	16	16	12	0	0	0	0	0	0	0	0
1	2020-21	11	11	11	10	0	0	0	0	0	0	0	0

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

1. Fee based Training Program under the Ministry of MSME.
2. Schemes under the different state governments.

### Content availability for previous versions of qualifications:

Participant Handbook  Facilitator Guide  Digital Content  Qualification Handbook  Any Other:

Languages in which Content is available: English and Hindi Only

## 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 checked="" type="checkbox"/> Theory/ Lectures - Imparting theoretical and conceptual knowledge	Projector, PPTs, Online Study materials	40:60
2	<input checked="" type="checkbox"/> Imparting Soft Skills, Life Skills, and Employability Skills /Mentorship to Learners	Projector, PPTs, Online Study materials	100:0
3	<input checked="" type="checkbox"/> Showing Practical Demonstrations to the learners	Tools and Equipments (As per list)	100:0
4	<input checked="" type="checkbox"/> Imparting Practical Hands-on Skills/ Lab Work/ workshop/ shop floor training	Tools and Equipments (As per list)	100:0
5	<input checked="" type="checkbox"/> Tutorials/ Assignments/ Drill/ Practice	Classroom Tools	100:0
6	<input checked="" type="checkbox"/> Proctored Monitoring/ Assessment/ Evaluation/ Examinations	Weekly Class Test, Revision Test	100:0
7	<input checked="" type="checkbox"/> On the Job Training (OJT)/ Project Work Internship/ Apprenticeship Training	Tools and Equipments (As per list) /Industrial Visit /In plant Training	100:0

## Annexure VI: Detailed Assessment Criteria

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

<b>1<sup>st</sup> Semester</b>					
NOS/Module Name	Assessment Criteria for Performance Criteria/Learning Outcomes	Theory Marks	Practical Marks	OJT Marks	Viva Marks
<b>1. NOS/ Module</b>  <b>Art and Sketching</b> Develop knowledge and skills in footwear sketching/Art and Sketching	PC.1: Footwear Sketches: fashion style and shapes, various types of shoes, exploded view of popular shoes, various types of shoes and shoe last templates. PC.2: Relation between foot and last for gents, ladies and children, foot and last anatomy. PC.3: Elements of art and fashion, fashion cycle, fashion forecasting and fashion market trend PC.4: Elements of fashion esthetics viz. color, texture, retheme, proportion and balance etc.	100	100	0	0

	PC.5: Creation of new style, modification of basic styles.				
<p><b>2. NOS/ Module</b></p> <p><b>Designing and Pattern Cutting</b> Identify customer's requirement and create Conceptual footwear Design and cut the patterns accordingly</p>	<p>PC.1 Discuss Fashion Design Elements and their application in footwear design.</p> <p>PC.2 Concept of Graphic Presentation of foot and last Various views and measurements of foot and last</p> <p>PC.3 Various methods of pattern cutting</p> <p>PC.4 Discuss pattern cutting Techniques for bottom components and other specialized methods</p> <p>PC.5 Various steps of design of products for problem solving in technology.</p>	100	100	0	0
<p><b>3. NOS/ Module</b></p> <p><b>Basic Cutting Technology</b> Develop knowledge and skills for material cutting and costing to prepare components of footwear</p>	<p>PC.1 Various selection methods for upper materials, grading of materials and material identification for upper, lining, reinforcement and other footwear components.</p> <p>PC.2 Identification of recoverable and non-recoverable defects, material cuttability and selection of cutting tools.</p> <p>PC.4 Discuss Machines for cutting and related equipment and dies.</p> <p>PC.5 Illustrate various material wastes and its causes.</p> <p>PC.6 Define Pattern layout on plain materials, Pattern layout on patterned materials and Pattern layout on fabric materials.</p> <p>PC.7 Discuss Characteristics of leather for footwear upper components.</p> <p>PC.8 Brief leather material quality variations in relation to different parts of the skin/ hide (stretch - resistance - color - grain - texture).</p> <p>PC.9 List upper components { vamp - quarters – inside-outside etc. }</p>	100	100	0	0

<p><b>4. NOS/ Module</b></p> <p><b>Basic Closing Technology</b></p> <p>Develop knowledge and skills in assembling of footwear components by using advanced machinery</p>	<ul style="list-style-type: none"> <li>● <b>Closing Technology:</b></li> </ul> <p>PC.1 Discuss basic and special stitching machines.</p> <ul style="list-style-type: none"> <li>➤ Elaborate operational sequence for Skiving, backing, stitch marking, perforation, folding and ancillary machinery like for basic styles.</li> <li>➤ Different methods of upper reinforcements, edge and decorative treatments.</li> <li>➤ Various types of seams. Welding treatment for upper assembly, decoration and ornaments.</li> </ul> <p>PC.2 Classification of Needles and threads: Types, sizes, selection, classification, relationship, application to Work</p> <p>PC3 Discuss Jig assembly of upper components.</p> <ul style="list-style-type: none"> <li>➤ Identify Automatic and semi-automatic equipment for upper processing.</li> <li>➤ Discuss Upper shaping by forming equipment/blocking machine</li> </ul> <p>PC.4 Plan departmental management of workload like types and advantages of transporter systems, Random and final inspection.</p>	<p>100</p>	<p>100</p>	<p>0</p>	<p>0</p>
<p><b>5. NOS/ Module</b></p> <p><b>Lasting and Making Technology</b></p> <p>To supervise and plan the production process of different construction in the lasting/bottom department by using the latest technologies.</p>	<p><b>PC.1 Lasting:</b></p> <ul style="list-style-type: none"> <li>➤ Types and uses of toe-puffs and stiffeners and methods of attachments.</li> <li>➤ Methods of conditioning of uppers and components.</li> <li>➤ Plan Lasting and bottoming methods for different types of construction in general use.</li> <li>➤ Perform Healing processes, including heel building and heel finishing, covering Systems and methods of heel attachment.</li> </ul>	<p>100</p>	<p>100</p>	<p>0</p>	<p>0</p>

	<ul style="list-style-type: none"><li>➤ Various Systems of transportation and their management.</li><li>➤ Theory and practice of head setting - moist and dry head effects on. Materials and adhesive</li><li>➤ Use of hot-melt adhesive in lasting and bottoming.</li><li>➤ Lasting faults and effects upon subsequent operations.</li></ul> <p><b><u>PC.2 Bottoming:</u></b></p> <ul style="list-style-type: none"><li>➤ Various points of techniques and process for sole attachment.</li><li>➤ Elaborate Composition, characteristics and uses of insole and soling materials for different constructions.</li><li>➤ Discuss Machine cutting, direct/caster and planet and rounding operations.</li><li>➤ Assembly and storage of lasts and components.</li><li>➤ Standardization and stamping of components.</li><li>➤ Thicknesses adjustment for cutting of components</li><li>➤ Identify pre-molded shank, insole assemblies</li><li>➤ Departmental and work flow management.</li><li>➤ Control of components and raw materials flow, and ticket passing.</li></ul>				
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<p><b>6. NOS/ Module</b></p> <p><b>Industrial Management and Safety</b></p>	<p><b><u>PC.1 Industrial Management</u></b></p> <ul style="list-style-type: none"> <li>➤ Explain the meaning of Management</li> <li>➤ Explain the development of Management theory of F.W Taylor and Henery Fayol.</li> <li>➤ State and Explanation the functions of Management.</li> <li>➤ State the forms of business organization</li> <li>➤ Explain different types of ownership</li> <li>➤ Explain different types of organizational structure.</li> <li>➤ Define different types of wages.</li> <li>➤ Discuss Financial and Non-Financial Incentives.</li> <li>➤ Identify financial, non-financial and semi financial incentives. List different types of financial incentive plans</li> <li>➤ Define Productivity and Partial Productivity</li> <li>➤ Discuss Importance and Objectives of Productivity</li> <li>➤ Explain factors affecting Productivity.</li> <li>➤ Explain Work Study, Importance and Its Classification.</li> <li>➤ Discuss about Method Study and Work Measurement</li> <li>➤ Recording Techniques of Method Study</li> <li>➤ Calculation of Standard Time through Time study Method.</li> <li>➤ Explain Production Planning and Control.</li> </ul>	100	0	0	0
	<p><b><u>PC.2 Industrial Safety</u></b></p>				

	<ul style="list-style-type: none"> <li>➤ Explain the importance and need for safety measures in industries</li> <li>➤ Define the meaning of the terms - factory, accident, frequency rate, severity rate, incidence rate, performance index, accident proneness, unsafe acts, unsafe conditions, job safety analysis, plant safety inspections, industrial safety policy.</li> <li>➤ Identify the various accident factors, mechanical factors, environmental factors, and personal factors.</li> <li>➤ Introduction of Hazard, Types of Hazards and Risk.</li> <li>➤ Discuss First Aid Techniques – DRABC Techniques.</li> <li>➤ Discuss types of Fire and Fire Extinguishers</li> <li>➤ Discuss about Personal Protective Equipment’s.</li> </ul>				
<b>2nd Semester</b>					
<p><b>1NOS/ Module- Pattern Cutting Engg. For Product Development</b> To possess knowledge about designing and pattern cutting for product by using advanced techniques and machinery.</p>	<p><b>PC.1 Part of last, anatomy of last, last parameter and their measurement.</b> <b>PC.2 Measurement of foot parameters for foot survey.</b> <b>PC.3 Foot anatomy, last anatomy and size system.</b></p>	100	100	0	0
<p><b>2NOS/Module Computer added Footwear Design</b></p>	<p>PC.1 Define Pattern engineering (pattern cutting) and grading.</p>	100	100	0	0

<p>To possess knowledge and skills to work in SHOE CAD and pattern engineering.</p>	<p>PC.2 Illustrate smoothening, splitting and merging of lines; drawing parallel and perpendicular lines, measuring of lines and areas. Windowing, scaling, moving, rotating, reflection etc. Allowances, Pattern nesting, Pattern grading, Size systems, Cutting-out graded pattern etc.</p> <p>PC.3 Use Digitization - 2-D software, 3-D digitization, Scanning, Digitization, 3-D to 2-D to 3-D, Styling -2-D and 3-D design sketches, styling from photographs and video, Color selection and mixing in different styles and construction.</p> <p>PC.4 Prepare Graphics program functions- Windowing, clipping, copying, duplicating, cutting, pasting, trimming, Practice 2-D and 3-D solids modeling</p>				
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<p align="center"><b>3NOS/ Module Finance and Estimate &amp; Costing</b></p> <p>Describe Financial estimate and costing, budgetary control system, cost analysis, balance sheet, income and expenditure</p>	<p>PC.1 Explain the Concept of finance and finance management.</p> <p>PC.2 Describe the measures to be taken to optimize the costing of production and product</p> <p>PC.3 Explain different elements of costing</p> <p>PC.4 Estimate the Cost of Footwear</p> <p>PC.5 Calculate the optimum size of production for optimum cost</p> <p>PC.6 Apply the concept of budgetary control in business environment</p> <p>PC.7 Explain the role of policy formulation at different stages for financial management and budgetary control</p> <p>PC.8 • Analyze balance sheet and Prepare budget requirements monthly, weekly, yearly</p>	100	0	0	0
<p align="center"><b>4 NOS/ Module Clicking Technology</b></p>	<p><b>PC:1 Shorting, marking and preparation of cut components.</b></p> <p><b>PC:2 Various health and safety measures in clicking section, Preparation of cost sheet, personal protective equipment's.</b></p>	100	100	0	0
<p align="center"><b>5.NOS/ Module Advanced Closing Technology</b></p> <p>To supervise the production process in closing department and knowledge about different constructions and latest machines.</p>	<p><b>PC:1. Various quality control check points in closing section.</b></p> <p><b>PC:2. Measure and minor defects in upper their recovery and rejection</b></p> <p><b>PC: 3. Cost of recovery and rejection in closing section.</b></p>	100	100	0	0
<p align="center"><b>6.NOS/ Module Machin Lasting with Advanced Technology</b></p>	<p><b><u>PC.4 Shoe Room Techniques:</u></b></p> <p>➤ Analyze functions and processes of the shoe room, their importance to sales appeal. Shoe room operations and techniques - socking, cleaning,</p>	100	100	0	0

<p>To supervise the finishing and shoe room practice in lasting/bottom department.</p>	<p>repairing, dressing, top spraying, trim attaching, quarter reforming, irons, inspection procedures, boxing etc., for leather and non - leather materials. Machine adjustments.</p> <p>➤ Discuss Fault identification, diagnoses of cause and defects in work. Applications of, decorative treatments, e.g. antique, shadow spray etc. final examination and inspection procedures - quality control packing and presentation techniques" storage of boxed footwear to prevent ageing. Recognize Statutory requirements: general, fire, mechanical and electrical safe working conditions in relation to the above</p>				
<p><b>7.NOS/ Module Standardization &amp; Quality Control</b> Describe acceptance quality level and parameters</p>	<p>PC.1 Describe the concept of quality in footwear technology PC2 -Explain the benefits of Quality assurance systems PC.3 Describe QA &amp; operating cost. Audits and audit trails to identify and eliminate non-conformances. PC4 Describe the role of policy at different levels in quality control and assurance PC.5 Able to explain Six Sigma Methodology and its benefits PC.7 Describe Lean Manufacturing and wastages in Manufacturing Process</p>	100	100	0	0
<p><b>8.NOS/ Module Marketing, Merchandising &amp; Supply Chain</b></p>	<p>PC.1 Describe the marketing and market research PC.2 Explain the different factors and techniques of marketing PC.3 Develop the market survey proposal</p>	100	100	0	0

<p>Describe Marketing merchandising, Trends and Supply chain practice in footwear markets.</p>	<p>PC.4Analyze FASHION MERCHANDISING- Global fashion markets and business fashion; PC5. Analyze the market trend and potential/demand in specific type of footwear business PC6. Prepare the market mix /product mix in simulated activity</p>				
<p><b>9.NOS/ Module</b> <b>Employability skills</b> Describe Employability Skills required for Job</p>	<p>PC.1 Describe Interpret &amp; use formal and technical communication. PC.2 Develop and Utilize Time Management Strategies PC.3Understand the Importance of Team PC.4Become Self Confident individuals by Mastering Interpersonal Skills, Team Management Skills and Leadership Skills. PC.5Understand Self-Management, Self Awareness and Self-Motivation PC.6 Improve Green Skills, values needed to live in a sustainable society and environment.</p>	100	0	0	0
<p><b>3<sup>rd</sup> Semester</b></p>					
<p><b>1. NOS/ Module</b> <b>International Business &amp; Communication</b> Describe international business communication, and export regulations and practices related to footwear markets</p>	<p>PC1 Understand Leather &amp; Footwear Exports Introduction – PC.2 Explain the trends in technology, fashion and market in the international business PC3 Describe the elements in enhancing the business share in the international market PC4Explain INCO Terms in International Business. Pc5Explain the export management procedure</p>	100	0	0	0

	<p>PC6 List the export documentation requirements</p> <p>PC7 Implement the export forms and procedure in simulated business activity</p> <p>PC8 Explain the role of exchange rates in international business</p>				
<p><b>2.NOS/ Module</b>  <b>Material Science &amp; Testing</b>                  Describe types of material used in footwear manufacturing and different testing procedures.</p>	<p>PC.1 List Out Components of the Footwear and their properties.</p> <p>PC.2 Describe Physical and Chemical Composition of Footwear Component materials.</p> <p>PC.3 Describe Identification of Different Footwear component Materials.</p> <p>PC.4 Describe Types of Testing and Quality</p> <p>PC.5 Classify Different Footwear Component Properties</p> <p>PC.6 Describe Various Tests for the particular Components with objective, ISO Name, Procedures, Calculation and results, Definition of The Properties, Testing Instruments, Sample and Sampling and Recommendation of Quality.</p> <p>PC7. Describe advantages and Disadvantages of various Footwear Components materials.</p>	100	100	0	0
<p><b>3. NOS/ Module</b>  <b>Advance Technology</b>                  Describe new technology and modern systems relates to footwear designing, product development and manufacturing.</p>	<p>PC1 Discuss modern cutting systems such as Tangential Knife, Laser Jet. Water Jet, rotating turret travelling head. Continuous cutting system. Concept of automatic sewing machines. Technical process of Molding and Vulcanizing.</p> <p>PC.2 Types of molding machines and the suitability for type of production. Modern lasting machinery. Automatic roughing and cementing machines and compare these to traditional methods.</p>	100	100	.0	0

	<p>PC3 Meaning of open &amp; closed cast methods of molding. Process of polyurethane molding. Pattern engineering and grading with respect to hand and machine method.</p> <p>PC.4 Analyze International and national standardization in footwear manufacturing. Automation in Footwear manufacturing industry, Reverse engineering and prototype models. 3-D printing. On-line footwear shops. Use of computers in footwear business.</p>				
<p><b>4. NOS/Module</b>  <b>Entrepreneurship Development &amp; Business Planning</b>                  To Development of Entrepreneurship Skills, Support of Entrepreneurship Assistance and Preparation of Project Report</p>	<p>PC.1 Describe Entrepreneurship – Meaning and Importance, Evolution of Term ‘Entrepreneurship’, Factors influencing entrepreneurship’, Types of Entrepreneurs.</p> <p>PC.2 Discuss about Entrepreneurial Motivation, Creativity, Steps in Creativity, Innovation, Skills of an Entrepreneur, Explanation about Decision making and problem solving</p> <p>PC.3 Introduction of Organization Assistance, Financial Assistance to MSME, Export Oriented Units</p> <p>PC.4 Introduction of KVIC, Industrial Estates</p> <p>PC.5 Preparation of Project Report, Selection of Best Business, Contents of Project Report</p> <p>PC.6 Discuss Women Entrepreneurship, Factors influencing Women Entrepreneur in India.</p>	100	0	0	0
<p><b>5. NOS/ Module</b>  <b>Final Project</b></p>	<p>PC1 identify problems with work planning, procedures, output and behavior and their implications</p>	0	0	100	0

<p>To understand, record and analyses the manufacturing practices followed by footwear manufacturing units (Implant Training)</p>	<p>PC2 prioritize and plan for problem solving PC3 communicate problems appropriately to others PC.4 Responsibility of task completion PC.5 Validate the in-plant training outcomes with specified acceptance criteria PC.6interpret production line Drawing &amp; detail drawing</p> <ul style="list-style-type: none"><li>➤ Assign Process &amp; production Planning</li><li>➤ identify Individual job operations</li><li>➤ prepare process plan</li><li>➤ arrange sequence of operations in logical manner</li><li>➤ identification of Priorities in the In plant training for timely completion of the project</li><li>➤ Monitor tool manufacturing process with the help of manufacturing process plan and appropriate management information system available.</li><li>➤ Determine acceptance criteria for the required quality specified in the production.</li><li>➤ Select the required measuring methods/instruments to obtain desired quality</li><li>➤ Carry out Tool fitting, Assembly &amp; Try out</li><li>➤ Inspect Quality of project</li><li>➤ Keep record of rejection and rework and undertake self-study to eliminate the same in future project</li></ul>				
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	<p>➤ To produce a minimum of five shoes, which should form the basis of</p> <p>PC7 different range of footwear for the forthcoming Autumn/Winter2016/2017 or Spring/Summer 2017 season. A clear design theme should be identifiable in all your shoes.</p>				
<p><b>6. NOS/ Module</b></p> <p><b>Employability skills</b></p> <p>To understand of basic Soft skills of Employability</p>	<p>PC1 Explain the major applications of MS Office</p> <p>PC2 Understand the Importance of English</p> <p>PC3 Explain team work, group work, team formation process</p> <p>PC4 Understand Customer Behavior and Communication with customers</p>	<p>100</p>	<p>0</p>	<p>0</p>	<p>0</p>

### 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 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
  - 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 & geo-tagged 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) 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.

**Annexure- VIII: Acronym and Glossary**

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
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<b>National Occupational Standards (NOS)</b>	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.
<b>Qualification</b>	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
<b>Qualification File</b>	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.
<b>Sector</b>	A grouping of professional activities on the basis of their main economic function, product, service or technology.
<b>Long Term Training</b>	Long-term skilling means any vocational training program undertaken for a year and above. <a href="https://ncvet.gov.in/sites/default/files/NCVET.pdf">https://ncvet.gov.in/sites/default/files/NCVET.pdf</a>

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NSQC APPROVAL