



# Poultry Farm Worker

QP Code: AGR/Q4309

Version: 3.0

NSQF Level: 3

## Orientation and Soft Skill Details

Sr. No.	Module	Key Learning Outcomes	Equipment Required
A.	<b>Orientation , General Discipline, doubts/gaps in RPL Training and Health and Safety</b>		
1.	<b>Orientation , General Discipline, doubts/gaps in RPL Training and Health and Safety</b> <b>Theory Duration (hh:mm)</b> <b>06:00</b>  <b>Practical Duration (hh:mm)</b> <b>00:00</b>	<ul style="list-style-type: none"> <li>• RPL Training (clarifying any doubts/gaps regarding Job Role)</li> <li>• Understanding Qualification Packs, NOS</li> <li>• Understanding about NSQF framework and applied level descriptors</li> <li>• Understand skill development ecosystem, roles of various stakeholders</li> <li>• Recognize the importance of general discipline in the classroom (dos and don'ts)</li> <li>• List expectations from the program</li> <li>• Outline the objectives of the RPL and importance of skill and certification</li> <li>• Identify risks to health and safety at the workplace and measures to be taken to control them</li> </ul>	White Board, Marker, Laptop, projector,
B.	<b>Soft Skills and Entrepreneurship Tips specific to the Job Role</b>		
1.	<b>Entrepreneurship</b>  <b>Theory Duration (hh:mm)</b> <b>02:00</b>	<ul style="list-style-type: none"> <li>• Discuss the concept and significance of entrepreneurship and the characteristics of an entrepreneur</li> <li>• List the traits of an effective team and team dynamics</li> <li>• Resolve problems by identifying important problem-solving traits</li> <li>• Discuss how to identify new business opportunities within your business</li> <li>• Follow the entrepreneurial process and explain the entrepreneurship ecosystem</li> <li>• Identify key schemes of the govt. and banks to promote entrepreneurship</li> <li>• Define the relationship between entrepreneurship and risk appetite and entrepreneurship and resilience</li> <li>• Importance of book keeping and accounts management.</li> <li>• Understand market dynamics and value chain of Poultry products.</li> <li>• Understanding formation of cooperatives, FPO, FPC and enterprise creation</li> </ul>	Laptop, white board, marker and projector,  SWOT activity: pen and paper individual exercise, charts, coloured pens, Group Activity: poster making on entrepreneurship ecosystem.  Activity: SMART Goal writing

2	<b>Personal Strengths and Value Systems</b>  <b>Theory Duration (hh:mm)</b> <b>01:00</b> <b>Practical Duration (hh:mm)</b> <b>00:00</b>	<ul style="list-style-type: none"> <li>• Self-Improvement, inculcate leadership qualities.</li> <li>• Importance of Discipline in managing small business.</li> <li>• Discuss how to maintain a positive attitude</li> <li>• List your strengths and weaknesses</li> <li>• Describe the importance of honesty in entrepreneurs</li> <li>• Discuss the benefits of time management and applied techniques</li> <li>• Apply tips for anger management and stress management</li> <li>• Effective interpersonal skills, listening and speaking skills.</li> </ul>	Workbook exercises on health standards, Laptop, activity on strengths and weaknesses, white board, marker, projector
3	<b>Preparing for Employment and Self-Employment</b>  <b>Theory Duration (hh:mm)</b> <b>01:00</b> <b>Practical Duration (hh:mm)</b> <b>00:00</b>	<ul style="list-style-type: none"> <li>• Follow the steps to prepare for an interview</li> <li>• Create an effective Resume</li> <li>• Conduct mock interviews</li> <li>• Identify the most frequently asked interview questions and how to answer them</li> </ul>	Laptop, white board, marker, projector, sample CVs, Mock interviews, role plays, role play briefs, FAQs, quiz on basic workplace technologies.
C.	<b>Familiarization with Assessment Process and Terms</b>		
1	<b>Familiarization with Assessment Process and Terms</b>  <b>(hh:mm)</b> <b>02:00</b>	<ul style="list-style-type: none"> <li>• Familiarization about assessment process</li> <li>• Understanding the need of assessment</li> <li>• Preparation tips for assessment</li> <li>• Doubt clearance session</li> </ul>	
	<b>Total Duration:</b>  <b>Theory Duration (hh:mm)</b> <b>12:00</b>  <b>Practical Duration (hh:mm)</b> <b>00:00</b>	Laptop, white board, marker and projector,  SWOT activity: pen and paper individual exercise, charts, coloured pens, Group Activity: poster making on entrepreneurship ecosystem. Activity: SMART Goal writing	

## AGR/Q4309: Poultry Farm Worker

### Brief Job Description

The individual assists in daily operations on the poultry farm for raising birds for egg/meat production. This includes managing the birds by feeding, watering, litter management and collecting eggs. The individual also performs the routine maintenance of the poultry house, equipment and other heating and cooling system as and when needed. They also follow proper bio- security measures as recommended in the poultry farm.

### Personal Attributes

The job requires the individual to have good eyesight and observation ability, attention to details, ability to work hard in a team, goal orientation, health safety and hazards orientation, and the stamina for long hours of work. The individual must possess a mechanical aptitude and trouble shooting skills

### Applicable National Occupational Standards (NOS)

#### Compulsory NOS:

1. [AGR/N4307: Prepare poultry shed for the placement of chicks/birds](#)
2. [AGR/N4308: Carry out brooding management](#)
3. [AGR/N4336: Carry out feeding, watering and litter management of chicks/birds](#)
4. [AGR/N4337: Carry out disease prevention and maintain poultry health](#)
5. [AGR/N4303: Maintain poultry farm equipment, building and environment](#)
6. [AGR/N4341: Collect, grade, store and pack the hatching eggs/table eggs](#)
7. [AGR/N9903: Maintain health and safety at the workplace](#)
8. [DGT/VSQ/N0101: Employability Skills \(30 Hours\)](#)

### Qualification Pack (QP) Parameters

<b>Sector</b>	Agriculture
<b>Sub-Sector</b>	Poultry
<b>Occupation</b>	Poultry Farming

<b>Country</b>	India
<b>NSQF Level</b>	3
<b>Credits</b>	9
<b>Aligned to NCO/ISCO/ISIC Code</b>	NCO-2015/6122.0301
<b>Minimum Educational Qualification &amp; Experience</b>	10th grade pass (or equivalent) OR 8th grade pass with 3 Years of experience relevant experience in agriculture and allied sectors OR 5th grade pass with 6 Years of experience relevant experience in agriculture and allied sectors OR Previous relevant Qualification of NSQF Level (2) with 3 Years of experience relevant experience in agriculture and allied sectors OR Previous relevant Qualification of NSQF Level (2.5) with 1.5 years of experience relevant experience in agriculture and allied sectors
<b>Minimum Level of Education for Training in School</b>	
<b>Pre-Requisite License or Training</b>	NA
<b>Minimum Job Entry Age</b>	18 Years
<b>Last Reviewed On</b>	NA
<b>Next Review Date</b>	26/11/2027
<b>NSQC Approval Date</b>	26/11/2024
<b>Version</b>	3.0
<b>Reference code on NQR</b>	QG-03-AG-03418-2024-V2-ASCI
<b>NQR Version</b>	2.0

## **AGR/N4307: Prepare poultry shed for the placement of chicks/birds (Theory Duration : 3 Hours; Practical Duration: 3 Hours)**

### **Description**

This OS is about preparing the poultry shed for the placement of chicks/birds.

### **Scope**

The scope covers the following :

- Clean and disinfect the shed  
Create conducive environment for chicks/birds

### **Elements and Performance Criteria**

#### *Clean and disinfect the shed*

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

- PC1.** clean the empty sheds and its surrounding area thoroughly between flocks after removing any visible manure and dirt
- PC2.** clean all the chick guards and feeding & watering equipment
- PC3.** clean all the ventilation openings and ensure they are unobstructed
- PC4.** clear moisture, dust and ammonia precipitate by using fans
- PC5.** disinfect water tanks and other equipment thoroughly
- PC6.** sanitize the incoming water through chlorination and filtration before distributing it to different working areas
- PC7.** apply pesticides, disinfectants & fumigants in correct dosage for the recommended time safely, as per the supervisor's instructions
- PC8.** dispose off waste disinfectants, pesticides, fumigants and plastic sheets in an eco-friendly manner
- PC9.** store pesticides, disinfectants & fumigants in separate store room away from the brooding area
- PC10.** follow sanitary dry out procedure as directed by the supervisor prior to chick placement

#### *Create conducive environment for chicks/birds*

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

- PC11.** arrange chick guards in a circular manner and fill them with litter material for Day Old Chicks (DOC)
- PC12.** ensure adequate light and heat in the area to make the place appropriately warm
- PC13.** ensure clean, soft, fibrous and moisture absorbing litter material for chicks/birds
- PC14.** ensure that chicks/birds are protected physically from predators
- PC15.** ensure that chicks/birds don't have access to poisons/chemicals like pesticides or unused medications located in the poultry farm
- PC16.** ensure that adequate clean water at room temperature is available for the chicks/birds
- PC17.** provide fresh & clean feed in flat pans, trays or paper sheets in the brooder area and ensure chicks have easy access to it

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- PC18.** ensure seasonal management of the internal environment by using proper insulation or opening the sides of the farm
  - PC19.** report problems related to conducive environment to the farm supervisor in a timely manner

### **Knowledge and Understanding (KU)**

The individual on the job needs to know and understand:

- KU1.** relevant legislation, standards, policies and procedures at work
- KU2.** relevant health and safety requirements applicable to the work environment
- KU3.** own job role & responsibilities and sources for information pertaining to one's work area
- KU4.** impact of not following the health, hygiene, safety and quality standards on chicks, consumers and the business
- KU5.** how to use chemical formulations with instructed dosage for disinfection of the area
- KU6.** how to use personal protective equipment while working with the chemicals
- KU7.** how to store chemicals safely in the poultry farm
- KU8.** the correct way of disposal of waste disinfectants, pesticides, fumigants and plastic sheets in an eco-friendly manner
- KU9.** the kind of preparedness required for DOC placement
- KU10.** specific environment and conditions for DOC
- KU11.** infrastructure requirements for protection of chicks/birds from predators
- KU12.** early chick management activities
- KU13.** how to maintain proper ventilation, light, water and feed requirements for raising chicks as per recommendation
- KU14.** proper handling of the chicks at different stages of growth
- KU15.** best practices of poultry farm management`
- KU16.** poultry farm's waste disposal methods

### **Generic Skills (GS)**

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

- GS1.** stay updated with the latest knowledge by reading brochures, pamphlets and information sheets
- GS2.** communicate clearly and effectively with co-workers and supervisor
- GS3.** listen carefully to the instructions given by the supervisor about the schedule & dosage of fumigants
- GS4.** maintain effective work relationship with other co-workers, seniors & customers
- GS5.** identify problems that may arise in carrying out tasks and take preventative action

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## **AGR/N4308: Carry out brooding management (Theory Duration : 2 Hours; Practical Duration: 4 Hours)**

### **Description**

This OS is about the activities involved in brooding management for chicks/birds.

### **Scope**

The scope covers the following :

- Induct chicks/birds into the brooder  
Perform beak trimming of chicks/birds

### **Elements and Performance Criteria**

#### *Induct chicks/birds into the brooder*

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

- PC1.** ensure the brooding area is sanitized as per the regulatory standards
- PC2.** warm the brooder and shed adequately
- PC3.** ensure uniform temperature and humidity throughout the brooding area
- PC4.** count and sort the quality DOC and then release in brooder
- PC5.** provide fresh water and feed as per the supervisor's instruction
- PC6.** provide adequate care to the chicks/birds and monitor them frequently
- PC7.** ensure clean, soft, fibrous and moisture absorbing litter material for chicks
- PC8.** carry out regular stirring/raking of litter material
- PC9.** remove littered bedding material and alert chicks periodically

#### *Perform beak trimming of chicks/birds*

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

- PC10.** ensure that blade to be used for debeaking is clean, sterilized and adequately hot
- PC11.** trim the upper beak to the necessary extent, as directed by supervisor
- PC12.** ensure that no damage is caused to nostrils and other organs during this process
- PC13.** monitor the debeaked chicks for behavioral abnormalities

### **Knowledge and Understanding (KU)**

The individual on the job needs to know and understand:

- KU1.** relevant legislation, standards, policies and procedures at work
- KU2.** relevant health and safety requirements applicable to the work environment
- KU3.** own job role & responsibilities and sources for information pertaining to one's work area
- KU4.** impact of not following the health, hygiene, safety and quality standards on chicks/birds, consumers and the business
- KU5.** optimum beak trimming length

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- KU6.** thumb rules to monitor temperature, humidity and DOC comfort
  - KU7.** environmental conditions and requirements for DOC
  - KU8.** requirement of farm's environment control in different climatic conditions of the locality
  - KU9.** quality and quantity of brooding materials viz. tools, equipment, feeding material, litter, etc. required for DOC
  - KU10.** seasonal and day-night management practices of raising chicks during the brooding stage
  - KU11.** basic necessities and requirements for DOC placement
  - KU12.** quality and types of chicks to be released in brooder
  - KU13.** effect of temperature and humidity on growth rate and ammonia production
  - KU14.** good brooding and litter management practices
  - KU15.** age-wise feeding programs, water requirements for poultry birds
  - KU16.** proper handling of poultry birds at different stages of growth
  - KU17.** use of personal protective equipment ensuring safety of both self and chicks
  - KU18.** proper waste disposal methods

### **Generic Skills (GS)**

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

- GS1.** document necessary parameters of brooding management as per company's policy
- GS2.** stay updated with the latest knowledge by reading brochures, pamphlets, etc. about brooding management
- GS3.** communicate clearly and effectively to co-workers and supervisor
- GS4.** plan and schedule tasks & activities
- GS5.** maintain effective work relationship with other co-workers, seniors & customers
- GS6.** identify problems that may arise in carrying out tasks and take preventative action
- GS7.** analyze and learn from the observations and experiences

## **AGR/N4336: Carry out feeding, watering and litter management of chicks/birds (Theory Duration : 2 Hours; Practical Duration: 4 Hours)**

### **Description**

This OS unit is about provisioning feed, water and managing litter of chicks/birds.

### **Scope**

The scope covers the following :

- Provide feed and water to the chicks/birds
- Manage the litter
- Optimize resource utilization

### **Elements and Performance Criteria**

#### *Provide feed and water to the chicks/birds*

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

- PC1.** provide balanced feed to the chicks/birds as per their age growth stage, health requirement or as directed
- PC2.** distribute the feed in the feeder evenly as per the instructions
- PC3.** ensure the number of feeders and drinkers are in proportion to the number of chicks/birds in the shed
- PC4.** monitor feed and water levels to prevent shortages and replenish supplies when necessary
- PC5.** clean and sanitize feeders and drinkers periodically
- PC6.** adjust appropriately the feeding & watering equipment height as per the growth of chicks/birds
- PC7.** ensure the feed and water being provided to chicks/birds is sanitized
- PC8.** ensure there is no leakage or wear & tear in the feeding and watering equipment
- PC9.** document the feeding record as per the schedule for assessment purpose

#### *Manage the litter*

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

- PC10.** rake/stir the litter daily before sanitizing other equipment
- PC11.** assess the condition and quality of litter regularly
- PC12.** dispose of the used litter in a timely manner as per the instructions
- PC13.** manage poultry waste, such as manure and bedding, ensuring it is disposed of or composted in an environmentally responsible manner

#### *Optimize resource utilization*

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

- PC14.** optimize usage of material including water in various tasks/activities/processes
- PC15.** segregate waste into different categories
- PC16.** dispose non-recyclable waste appropriately

**PC17.** deposit recyclable and reusable material at identified location

## **Knowledge and Understanding (KU)**

The individual on the job needs to know and understand:

- KU1.** job responsibilities and duties as per the organization's policies
- KU2.** procedures of maintaining & sanitizing of feeders and drinkers as per the organizational standards
- KU3.** type and quantity of feed required for each grade of bird as per their age/growth stage
- KU4.** consequences of improper storage of feed
- KU5.** various types of pest infestation in feed and their remedial measures
- KU6.** normal feeding and drinking behavior of chicks/birds as per their growth stage
- KU7.** waste disposal techniques for litter & discarded feed as per the industry guidelines and policies
- KU8.** how to maintain record of feeding schedule and type of feed
- KU9.** benefits of resource optimization
- KU10.** ways of efficiently managing material and water in the process
- KU11.** waste management and methods of waste disposal

## **Generic Skills (GS)**

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

- GS1.** note the information communicated by the supervisor related to management of feed, water & litter
- GS2.** discuss task lists, schedules and activities with the supervisor
- GS3.** communicate clearly and effectively with co-workers and supervisor
- GS4.** attentively listen and comprehend the information given by the supervisor and question the supervisor to clarify queries/doubts if any
- GS5.** maintain effective work relationship with other co-workers, seniors & customers
- GS6.** plan and organize the work orders & activities received from the supervisor to utilize time and equipment effectively
- GS7.** support the supervisor in scheduling and assigning the tasks to helpers
- GS8.** identify problems that may arise in carrying out tasks and take preventative action
- GS9.** analyze the information gathered from the observations and experiences

## **AGR/N4337: Carry out disease prevention and maintain poultry health (Theory Duration : 3 Hours; Practical Duration: 3 Hours)**

### **Description**

This OS unit deals with activities involved in keeping the birds free from any infection or disease and the surroundings safe and hygienic.

### **Scope**

The scope covers the following :

- Carry out disease prevention activities
  - Carry out disease control activities
- Comply with the hygiene and bio-security measures

### **Elements and Performance Criteria**

#### *Carry out disease prevention activities*

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

- PC1.** ensure that the litter used in the farm is dry to prevent any infection or disease spread
- PC2.** dispose of the used & old litter regularly especially once a flock is sold or removed as per the instructions
- PC3.** ensure that the feed and water is properly sanitized to prevent any gut infection or disease
- PC4.** ensure there is no feather pecking or cannibalism among the chicks/birds due to either high stocking density or too little space for feeding, drinking, perching, etc.
- PC5.** ensure that the ventilation system is efficient in cleaning of any air-borne pathogen
- PC6.** assist in the implementation of the vaccination and medication schedule
- PC7.** ensure minimum mortality rate of chicks/birds

#### *Carry out disease control activities*

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

- PC8.** identify the early signs of infection in chicks/bird such as diarrhoea, cough, sneezing, lack of energy, loss of appetite, sudden death without any signs, etc.
- PC9.** report sick or injured birds to the farm supervisor or veterinarian
- PC10.** remove any dead bird immediately from the shed and send to laboratory for examination as per the supervisor's instructions adhering to farm health, safety and hygiene standard
- PC11.** ensure that the dead chicks/birds are buried/burnt away from the poultry sheds according to supervisor's instructions
- PC12.** cull the birds showing any advanced signs of disease/infection post diagnosis in the lab
- PC13.** monitor the remaining flock extensively once a chick(s) shows advanced signs of disease/infection

#### *Comply with the hygiene and bio-security measures*

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

- PC14.** follow strict biosecurity protocols to prevent disease introduction and spread within the farm
- PC15.** disinfect boots, tools, and equipment before and after entering poultry areas

- PC16.** ensure that there is restricted entry of visitors inside the poultry sheds
- PC17.** ensure that visitors comply with the farm's safety and hygiene norms viz. use of sanitizers, wearing PPE, etc.
- PC18.** ensure the chicks/birds do not come in contact with their droppings or any chemical being used in the premises
- PC19.** rake/stir the litter timely to prevent any infection or disease spread and keep the ammonia levels in check

## **Knowledge and Understanding (KU)**

The individual on the job needs to know and understand:

- KU1.** vaccination schedule and the recommended dosage as instructed by the supervisor
- KU2.** impact of not following safety guidelines
- KU3.** job responsibilities and duties as per the organization's policies
- KU4.** usage of PPE
- KU5.** waste disposal techniques for litter & discarded feed as per the industry guidelines and policies
- KU6.** common diseases of broiler, breeder and layer chicks, their causative organisms, symptoms, vaccination schedule, and their day-to-day management
- KU7.** management techniques of different pests and diseases which affect the chicks/birds
- KU8.** medication processes and care to be taken during vaccination or any other medication
- KU9.** precautions to be taken during debeaking
- KU10.** proper handling of vaccines and other medicines
- KU11.** transmission of diseases from bird to bird, from birds to humans and vice versa, and their control methods
- KU12.** advanced signs of common diseases prevalent among chicks/birds
- KU13.** different reportable diseases
- KU14.** industrial norms related to stock density, adequate space requirement for chicks/birds, etc.
- KU15.** methods of disposing of dead chicks/birds following instructions by the supervisor

## **Generic Skills (GS)**

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

- GS1.** note the information communicated by the supervisor
- GS2.** maintain an inventory of raw materials/resources
- GS3.** stay updated with the latest knowledge by reading brochures, pamphlets, etc. about sanitation and bio-security measures in the poultry farm
- GS4.** discuss task lists, schedules and activities with the supervisor
- GS5.** communicate clearly and effectively with co-workers, supervisor, visitors and other stakeholders

- GS6.** practice appropriate verbal and non-verbal communication while interacting with Persons with Disabilities (PwD)
- GS7.** practice appropriate behavior and conduct with people across gender
- GS8.** maintain a conducive environment for all the genders at the workplace
- GS9.** analyze and learn from the information gathered from the observations and experiences
- GS10.** identify problems that may arise in carrying out tasks and take preventative action
- GS11.** plan and organize the work orders & activities received from the supervisor to utilize time and equipment effectively
- GS12.** organize all work related manuals, brochures, pamphlets, etc. to access information easily
- GS13.** support the supervisor in scheduling tasks for helpers

## **AGR/N4303: Maintain poultry farm equipment, building and environment (Theory Duration : 2 Hours; Practical Duration: 4 Hours)**

### **Description**

This OS is about maintaining poultry farm equipment, building and environment.

### **Scope**

The scope covers the following :

- Maintain farm equipment
- Maintain the physical infrastructure
- Maintain farm environment

### **Elements and Performance Criteria**

#### *Maintain farm equipment*

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

- PC1.** perform visual inspection of farm tools and equipment daily
- PC2.** check that all tools and equipment like brooder units, chick guards, oven, various kinds of feeders and drinkers etc are in working and usable condition
- PC3.** check that there are no liquid spillages, blockage or cracks in them
- PC4.** check that plastic / rubber water pipes are not kinked or blocked
- PC5.** clean all the tools and equipment daily after use
- PC6.** perform routine maintenance on equipment, such as cleaning, oiling, and replacing parts to ensure everything functions smoothly
- PC7.** report malfunctions or the need for repairs to the farm supervisor

#### *Maintain the physical infrastructure*

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

- PC8.** perform visual inspection of the physical infrastructure periodically as per standards
- PC9.** check that all the areas are well lit
- PC10.** ensure there is no bare or damaged electrical wire
- PC11.** ensure that screws of main plug are tight and there is no damage in electrical board
- PC12.** ensure all lights, oven and brooder rings are in working condition
- PC13.** ensure any water tap, connector or pipe is not leaking or blocked
- PC14.** check that there is no seepage in the walls
- PC15.** ensure that all the sewerage outlets / holes are unblocked
- PC16.** ensure poultry housing (e.g., barns, coops, or cages) is in good condition and provides a safe, comfortable environment for the birds
- PC17.** repair or report any damage to pens, fencing, or housing structures to maintain bird safety and prevent escapes

#### *Maintain farm environment*

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

- PC18.** clean the poultry farm and its surrounding area daily
- PC19.** clean the empty rooms thoroughly before introduction of any batch
- PC20.** remove any dead chick promptly and dispose them according to the company's SOP/ regional regulations
- PC21.** disinfect empty rooms thoroughly by fumigation / spray as per the company's SOP / veterinary doctor's advice
- PC22.** adjust environmental controls, such as ventilation, heating, or cooling systems, to maintain appropriate temperature and humidity levels in poultry houses
- PC23.** clean all feeding, watering and brooding equipment
- PC24.** carry out sanitary dry out procedure prior to bird placement as per the supervisor's instruction
- PC25.** clean and disinfect water tanks and equipment on a regular basis after use and before starting a new production cycle
- PC26.** clean and disinfect the incoming water through chlorination and filtration before being distributed to different working areas
- PC27.** adjust temperature of water as per the SOP before it enters production units
- PC28.** ensure all facilities receive water of the same quality
- PC29.** ensure that all the ventilation openings are clean and unobstructed
- PC30.** ensure maintenance of adequate air circulation to have consistent good air quality
- PC31.** ensure moisture, dust and ammonia levels are within permissible levels by using fans
- PC32.** ensure that chicks don't have access to poisons like insecticides, pesticides or unused medications located in the poultry farm
- PC33.** ensure that litter materials (wood shavings, chopped straw etc) are evenly spread throughout the brooding area to an appropriate depth
- PC34.** provide fresh, dust free feed in flat pans, trays or paper sheeting in the brooder area to ensure chicks have easy access to it
- PC35.** ensure adequate light and heat in the brooding area

## **Knowledge and Understanding (KU)**

The individual on the job needs to know and understand:

- KU1.** relevant legislation, standards, policies, and procedures at work
- KU2.** relevant health and safety requirements applicable to the work environment
- KU3.** own job role and responsibilities and sources of information pertaining to work
- KU4.** who to approach for support in order to obtain work related information, clarifications and support
- KU5.** impact of not following the health, hygiene, safety and quality standards on consumers and the business
- KU6.** different environmental, feed, water, light requirements to produce quality poultry products
- KU7.** stocking density for poultry birds
- KU8.** infrastructure requirements for protection of chicks/birds from predators
- KU9.** specific poultry production systems, such as broilers and breeders

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- KU10.** farm's environment control mechanism in different climatic conditions of the locality
  - KU11.** seasonal and day-night management practices of raising poultry birds during the brooding stage
  - KU12.** importance of maintaining proper ventilation, light, water, temperature and humidity for raising poultry birds
  - KU13.** type of equipment required for poultry farm
  - KU14.** good brooding and litter management practices
  - KU15.** poultry shed design specifications, distance required between two sheds and between the poultry farm and residential houses for proper raising of poultry birds
  - KU16.** age-wise feeding programs, type of feed and water requirements for poultry birds
  - KU17.** proper handling of poultry birds at different stages of growth
  - KU18.** best practices of poultry farm management
  - KU19.** the indicators of bird's health and development and signs of ill health
  - KU20.** use of personal protective equipment
  - KU21.** poultry farm's waste disposal practices
  - KU22.** environmentally sound methods for raising poultry birds

### **Generic Skills (GS)**

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

- GS1.** read manuals on poultry farming
- GS2.** listen to supervisor to understand work instructions
- GS3.** communicate clearly and effectively with co-workers and supervisor
- GS4.** plan the maintenance of equipment, infrastructure and environment for raising poultry birds
- GS5.** identify problems and take up solutions quickly to resolve delays

## **AGR/N4341: Collect, grade, store and pack the hatching eggs/table eggs (Theory Duration : 2 Hours; Practical Duration: 4 Hours)**

### **Description**

This OS unit is about cleaning the nest box, collection, storage, packing and transportation of hatching eggs/table eggs.

### **Scope**

The scope covers the following :

- Clean the nest box
  - Collect hatching eggs/table eggs
  - Grade and store the eggs
- Pack and transport hatching eggs to the hatchery and table eggs to the market

### **Elements and Performance Criteria**

#### *Clean the nest box*

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

- PC1.** clean the nest box and disinfect it periodically to avoid bad odour
- PC2.** replace the nesting bedding material periodically

#### *Collect hatching eggs/table eggs*

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

- PC3.** ensure to wash hands properly before the collection of eggs
- PC4.** collect the eggs at the recommended intervals from the shed, handling them carefully to avoid damage
- PC5.** ensure the collected eggs are kept in correct position in disinfected egg trays
- PC6.** sort and inspect eggs for quality, removing cracked or abnormal eggs
- PC7.** discard the soiled and floored eggs as per SOP
- PC8.** clean the dirty eggs with emery paper as early as possible

#### *Grade and store the eggs*

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

- PC9.** grade the hatching eggs based on various physical parameters such as weight, size, shape, shell thickness, cleanliness on the egg shell, etc
- PC10.** fumigate the hatching eggs with the recommended chemical for the stipulated time
- PC11.** ensure to use the foot dip and hand wash before entering the cool room
- PC12.** store the eggs in the cool room at the recommended temperature and relative humidity percentage

#### *Pack and transport hatching eggs to the hatchery and table eggs to the market*

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

- PC13.** pack the hatching eggs as per the recommended capacity of the box
- PC14.** follow the FIFO (First In, First out) system

- PC15.** provide enough padding with the packing material to prevent shaking of the egg boxes in transportation
- PC16.** disinfect the vehicle by using hand spray
- PC17.** load the egg boxes into the vehicle by stacking in the recommended numbers

### **Knowledge and Understanding (KU)**

The individual on the job needs to know and understand:

- KU1.** job responsibilities/duties and standard operating procedures
- KU2.** relevant codes of practice with regard to egg collection and storage
- KU3.** how to ensure hygienic environment for egg collection
- KU4.** criteria for identifying the good layer and poor layer
- KU5.** factors affecting egg production and fertility
- KU6.** seasonal management to combat the climatic stress on egg production
- KU7.** safe handling of eggs
- KU8.** various parameters for grading eggs
- KU9.** packaging materials used for packing of eggs
- KU10.** method for disinfection of vehicle
- KU11.** benefits of FIFO method

### **Generic Skills (GS)**

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

- GS1.** note the information communicated by the supervisor
- GS2.** communicate effectively with co-workers and supervisor
- GS3.** plan and prioritize activities at the workplace

## **AGR/N9903: Maintain health and safety at the workplace (Theory Duration : 2 Hours; Practical Duration: 4 Hours)**

### **Description**

This OS is about maintaining health and safety of self and other co-workers at the workplace

### **Scope**

The scope covers the following :

- Maintain personal hygiene
- Maintain clean and safe workplace
- Administer appropriate emergency procedures

### **Elements and Performance Criteria**

#### *Maintain personal hygiene*

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

- PC1.** wash hands, legs and face with soap/alcohol based sanitizer at reasonable intervals
- PC2.** wash the worn clothes with soap and sun dry before use next time
- PC3.** ensure the face is covered with mask or three layers of cloth-piece
- PC4.** follow the workplace sanitization norms including distancing from sick people

#### *Maintain clean and safe workplace*

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

- PC5.** carry out basic safety checks before operation of all tools, implements, and machinery and report identified hazards to the supervisor
- PC6.** wear appropriate Personal Protective Equipment (PPE) while performing work in accordance with the workplace policy
- PC7.** follow the instructions mentioned on the labels of chemicals/pesticides/fumigants etc to avoid hazards
- PC8.** assess risks prior to performing manual handling jobs, and work according to currently recommended safe practices
- PC9.** sanitize equipment, tools and machinery before and after use
- PC10.** use equipment and materials safely and correctly and return the same to designated storage after use
- PC11.** dispose waste safely and correctly in the designated area
- PC12.** recognize risks to bystanders and take required action to reduce the risks
- PC13.** work in a manner which minimizes environmental damage, ensuring all procedures and instructions for controlling risks are followed
- PC14.** report any accidents, incidents or problems without delay to an appropriate person and take necessary immediate action to reduce further danger
- PC15.** follow government / workplace advisories incase of outbreak of any disease/disaster

#### *Administer appropriate emergency procedures*

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

- 
- PC16.** follow procedures for dealing with accidents, fires and emergencies, including communicating location and directions to the location of emergency, as per the workplace requirements
  - PC17.** use emergency equipment in accordance with manufacturer's specifications and workplace requirements
  - PC18.** provide treatment appropriate to the patient's injuries in accordance with recognized first aid techniques
  - PC19.** recover (if practical), clean, inspect/test, refurbish, replace and store the first aid equipment as appropriate
  - PC20.** report details of first aid administered in accordance with workplace procedures

### **Knowledge and Understanding (KU)**

The individual on the job needs to know and understand:

- KU1.** relevant legislation, standards, policies, and procedures at work
- KU2.** relevant health and safety requirements applicable to the work environment
- KU3.** own job role and responsibilities and sources of information pertaining to work
- KU4.** who to approach for support in order to obtain work related information, clarifications and support
- KU5.** importance of following health, hygiene, safety and quality standards and the impact of not following the standards on consumers and the business
- KU6.** personal hygiene and fitness requirement
- KU7.** importance of sanitization of the workplace
- KU8.** types of Personal Protective Equipment (PPE) required at the workplace and their importance
- KU9.** the correct and safe way to use materials and equipment required for the work
- KU10.** the importance of good housekeeping at the workplace
- KU11.** safe waste disposal methods
- KU12.** methods for minimizing environmental damage during work
- KU13.** the risks to health and safety including contagious diseases and the measures to be taken to control those risks in the area of work
- KU14.** workplace procedures and requirements for the prevention and treatment of workplace injuries/illnesses.
- KU15.** basic emergency first aid procedure
- KU16.** local emergency services
- KU17.** why accidents, incidents and problems should be reported and the appropriate actions to be taken

### **Generic Skills (GS)**

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

- GS1.** record the data as per the requirement
- GS2.** report problems to the appropriate personnel in a timely manner

- GS3.** read instruction manual for hand tool and equipments
- GS4.** communicate clearly and effectively with co-workers, and other stakeholders
- GS5.** comprehend information shared by senior people and experts
- GS6.** make decisions pertaining to personal hygiene and safety
- GS7.** schedule daily activities and draw up priorities
- GS8.** manage relationships with co-workers, manager and other stakeholders
- GS9.** assess situation and identify appropriate control measures

## DGT/VSQ/N0101: Employability Skills (6 Hours)

### Description

This unit is about employability skills, Constitutional values, becoming a professional in the 21st Century, digital, financial, and legal literacy, diversity and Inclusion, English and communication skills, customer service, entrepreneurship, and apprenticeship, getting ready for jobs and career development.

### Scope

The scope covers the following :

- Introduction to Employability Skills
- Constitutional values - Citizenship
- Becoming a Professional in the 21st Century
- Basic English Skills
- Communication Skills
- Diversity & Inclusion
- Financial and Legal Literacy
- Essential Digital Skills
- Entrepreneurship
- Customer Service
- Getting ready for Apprenticeship & Jobs

### Elements and Performance Criteria

#### *Introduction to Employability Skills*

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

**PC1.** understand the significance of employability skills in meeting the job requirements

#### *Constitutional values - Citizenship*

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

**PC2.** identify constitutional values, civic rights, duties, personal values and ethics and environmentally sustainable practices

#### *Becoming a Professional in the 21st Century*

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

**PC3.** explain 21st Century Skills such as Self-Awareness, Behavior Skills, Positive attitude, self-motivation, problem-solving, creative thinking, time management, social and cultural awareness, emotional awareness, continuous learning mindset etc.

#### *Basic English Skills*

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

**PC4.** speak with others using some basic English phrases or sentences

#### *Communication Skills*

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

**PC5.** follow good manners while communicating with others

**PC6.** work with others in a team

### *Diversity & Inclusion*

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

**PC7.** communicate and behave appropriately with all genders and PwD

**PC8.** report any issues related to sexual harassment

### *Financial and Legal Literacy*

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

**PC9.** use various financial products and services safely and securely

**PC10.** calculate income, expenses, savings etc.

**PC11.** approach the concerned authorities for any exploitation as per legal rights and laws

### *Essential Digital Skills*

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

**PC12.** operate digital devices and use its features and applications securely and safely

**PC13.** use internet and social media platforms securely and safely

### *Entrepreneurship*

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

**PC14.** identify and assess opportunities for potential business

**PC15.** identify sources for arranging money and associated financial and legal challenges

### *Customer Service*

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

**PC16.** identify different types of customers

**PC17.** identify customer needs and address them appropriately

**PC18.** follow appropriate hygiene and grooming standards

### *Getting ready for apprenticeship & Jobs*

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

**PC19.** create a basic biodata

**PC20.** search for suitable jobs and apply

**PC21.** identify and register apprenticeship opportunities as per requirement

## **Knowledge and Understanding (KU)**

The individual on the job needs to know and understand:

**KU1.** need for employability skills

**KU2.** various constitutional and personal values

**KU3.** different environmentally sustainable practices and their importance

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

**KU5.** how to use basic spoken English language

**KU6.** Do and dont of effective communication

**KU7.** inclusivity and its importance

**KU8.** different types of disabilities and appropriate communication and behaviour towards PwD

**KU9.** different types of financial products and services

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- KU10.** how to compute income and expenses
  - KU11.** importance of maintaining safety and security in financial transactions
  - KU12.** different legal rights and laws
  - KU13.** how to operate digital devices and applications safely and securely
  - KU14.** ways to identify business opportunities
  - KU15.** types of customers and their needs
  - KU16.** how to apply for a job and prepare for an interview
  - KU17.** apprenticeship scheme and the process of registering on apprenticeship portal

### **Generic Skills (GS)**

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

- GS1.** communicate effectively using appropriate language
- GS2.** behave politely and appropriately with all
- GS3.** perform basic calculations
- GS4.** solve problems effectively
- GS5.** be careful and attentive at work
- GS6.** use time effectively
- GS7.** maintain hygiene and sanitisation to avoid infection

## Acronyms

<b>NOS</b>	National Occupational Standard(s)
<b>NSQF</b>	National Skills Qualifications Framework
<b>QP</b>	Qualifications Pack
<b>TVET</b>	Technical and Vocational Education and Training
<b>DOC</b>	Day Old Chick
<b>FIFO</b>	First In, First Out
<b>PPE</b>	Personal Protective Equipment

## Glossary

<b>Sector</b>	Sector is a conglomeration of different business operations having similar business and interests. It may also be defined as a distinct subset of the economy whose components share similar characteristics and interests.
<b>Sub-sector</b>	Sub-sector is derived from a further breakdown based on the characteristics and interests of its components.
<b>Occupation</b>	Occupation is a set of job roles, which perform similar/ related set of functions in an industry.
<b>Job role</b>	Job role defines a unique set of functions that together form a unique employment opportunity in an organisation.
<b>Occupational Standards (OS)</b>	OS specify the standards of performance an individual must achieve when carrying out a function in the workplace, together with the Knowledge and Understanding (KU) they need to meet that standard consistently. Occupational Standards are applicable both in the Indian and global contexts.
<b>Performance Criteria (PC)</b>	Performance Criteria (PC) are statements that together specify the standard of performance required when carrying out a task.
<b>National Occupational Standards (NOS)</b>	NOS are occupational standards which apply uniquely in the Indian context.
<b>Qualifications Pack (QP)</b>	QP comprises the set of OS, together with the educational, training and other criteria required to perform a job role. A QP is assigned a unique qualifications pack code.
<b>Unit Code</b>	Unit code is a unique identifier for an Occupational Standard, which is denoted by an 'N'
<b>Unit Title</b>	Unit title gives a clear overall statement about what the incumbent should be able to do.
<b>Description</b>	Description gives a short summary of the unit content. This would be helpful to anyone searching on a database to verify that this is the appropriate OS they are looking for.
<b>Scope</b>	Scope is a set of statements specifying the range of variables that an individual may have to deal with in carrying out the function which have a critical impact on quality of performance required.

<b>Knowledge and Understanding (KU)</b>	Knowledge and Understanding (KU) are statements which together specify the technical, generic, professional and organisational specific knowledge that an individual needs in order to perform to the required standard.
<b>Organisational Context</b>	Organisational context includes the way the organisation is structured and how it operates, including the extent of operative knowledge managers have of their relevant areas of responsibility.
<b>Technical Knowledge</b>	Technical knowledge is the specific knowledge needed to accomplish specific designated responsibilities.
<b>Core Skills/ Generic Skills (GS)</b>	Core skills or Generic Skills (GS) are a group of skills that are the key to learning and working in today's world. These skills are typically needed in any work environment in today's world. These skills are typically needed in any work environment. In the context of the OS, these include communication related skills that are applicable to most job roles.
<b>Electives</b>	Electives are NOS/set of NOS that are identified by the sector as contributive to specialization in a job role. There may be multiple electives within a QP for each specialized job role. Trainees must select at least one elective for the successful completion of a QP with Electives.
<b>Options</b>	Options are NOS/set of NOS that are identified by the sector as additional skills. There may be multiple options within a QP. It is not mandatory to select any of the options to complete a QP with Options.

# Annexure

## Trainer Requirements

Trainer Prerequisites						
Minimum Educational Qualification	Specialization	Relevant Industry Experience		Training Experience		Remarks
		Years	Specialization	Years	Specialization	
12th Class		3	Poultry Farming	0		Poultry Farm Supervisor with 3 Years' experience of working with registered Corporates or Not for Profit Organizations after 12th Pass
Diploma	Veterinary /Animal Husbandry / Poultry	3	Poultry Farming	0		Regular Diploma more than 15 months
Graduate	Graduate in any stream except Agriculture	3	Poultry Farming	0		For school Program minimum qualification of Trainer should be Graduate. Their Teaching experience will be considered industry experience
Graduate	Agriculture	2	Poultry Farming	0		
B. V. Sc.		0		0		
Post Graduate	Animal science	0		0		
Trainer Certification						
Domain Certification			Platform Certification			
Certified for Job Role: "Poultry Farm Worker" mapped to QP: "AGR/Q4302, v3.0". Minimum accepted score is 80%			Certified for the Job Role: "Trainer (Vet and Skills)", mapped to the Qualification Pack: "MEP/Q2601 v2.0". Minimum accepted score is 80%			