

MINUTES OF THE 11th MEETING OF NATIONAL SKILLS QUALIFICATIONS

COMMITTEE (NSQC) OF NCVET HELD ON 31st AUGUST, 2021

1. The 11th meeting of the National Skills Qualifications Committee (NSQC) under National Council of Vocational Education and Training (NCVET) was held on 31st August, 2021, through Video-Conferencing, under the Chairmanship of Dr Nirmaljeet Singh Kalsi, Chairperson, NCVET. The list of participants is at **Annexure-I**.

2. The decisions taken, w.r.t agenda items, in the meeting are in succeeding paras.

AGENDA 1: CONFIRMATION OF MINUTES OF THE 10th MEETING OF NSQC

3. The Committee approved Minutes of the 10th meeting of NSQC held on 29th July, 2021 with the suggested changes/ corrections.

AGENDA 2: ACTION TAKEN REPORT ON MINUTES OF THE 10th MEETING OF NSQC

4. The Committee was given a detailed account of the action taken on Minutes of the 10th NSQC meeting. The status of conditionally approved files with respect to compliance is at **Annexure-II**.

5. The Committee took note of the action taken and following observations were made:-

(a) Tourism & Hospitality SSC: The matter regarding waiving off facilitation charge of Rs 15000/- per qualification by M/o Tourism was discussed. Dr Vinita Aggarwal, EM, NCVET mentioned that the process of concurrence by the line Ministry was introduced to ensure that efforts of SSC while formulating qualifications were in sync with those of the Ministry and adequately reflected the requirements of the market. Hence, charging a facilitation fee by the Ministry could not be agreed to. Chairman, NCVET requested MSDE representative to take up the matter with the Ministry of Tourism at the earliest and close it. As per procedure, NCVET is to wait for 21 days for comments from the Ministry concerned which is already over.

(b) Food Industry Capacity & Skill Initiative (FICSI) SSC: The committee was informed that compliance had been received from SSC for eleven (11)

revised and four (04) new conditionally approved Qualifications files. The same was under scrutiny and will be uploaded on NQR subject to their meeting of compliances.

AGENDA 3: SUBMISSION OF QUALIFICATIONS FOR NSQF ALIGNMENT

6. The Committee was apprised that a total of 169 Qualifications (65 new and 104 revised) were received till 30th June, 2021. Post desk scrutiny, out of 169 Qualifications, 85 qualifications were returned to the respective submitting bodies on account of being incomplete or not complying with observations made during desk scrutiny and 84 Qualifications(39 new and 45 revised) were considered for NSQF alignment. The decision of NSQC on these 84 Qualifications is in succeeding paras.

7. Automotive SSC. Twenty one (21) revised qualifications of Automotive Sector were presented before NSQC. Out of 21 qualifications, 15 files were **approved**. Remaining 06 qualification files were **conditionally approved** subject to fulfilment of following conditions:-

- (a) “Automotive Customer Relationship Manager”- “experience” to be replaced by “relevant experience”.
- (b) “Automotive Material Handling Operator” and “Automotive Spare Parts Operations Assistant”-OJT component to be added for the individuals who do not have one-year experience after 8th, in entry requirements.
- (c) “Automotive Service Advisor”-In the entry requirements, NSQF level 4(Two/Four Wheeler Lead Technician) has to be changed to NSQF Level-5(Two/Four Wheeler Lead Technician) with 2 Years of experience in Automotive Service.
- (d) “Automotive Service Supervisor”-In the entry requirements, NSQF Level 6 (Two/Four Wheeler Master Technician) has to be changed to NSQF Level 5(Two/four wheeler lead Technician) with 2 Years of experience in Automotive Service.
- (e) “Auto Rickshaw Driver” in the entry requirement the experience with NSQF Level 3 (Light Motor Vehicle Driver) has to be reduced to six (6) months from one (1) year.

8. Beauty and Wellness SSC. Eighteen (18) revised qualifications of Beauty and Wellness SSC were placed before NSQC. The committee **approved** six (6)

qualifications. The remaining 12 Qualification Files have been **conditionally approved** subject to modifications/changes in entry criteria as suggested by the Committee. Details of changes to be carried out are given below:-

a)	Beauty Therapist	Class X with 1 year of experience as an Assistant Beauty Therapist OR NSQF level- 3 course (Assistant Beauty Therapist) and 6 months of experience as an Assistant Beauty Therapist or Pedicurist and Manicurist Minimum Age: 16 years
b)	Senior Beauty Therapist	Class X pass with 2 years of experience as a beauty therapist at a salon/ parlour OR NSQF level-4 (Beauty Therapist) with 1 year of experience of working at a salon/ parlour OR Class X pass with one year certificate program in cosmetology (ITI) with 1 year of experience as Beauty Therapist Minimum Job Entry Age: 18 years
c)	Hair Dresser & Stylist	Class VIII with 2 years of experience as an Assistant Hair Dresser & Stylist OR NSQF level-3 course (Assistant Hair Dresser and Stylist) with 1 year of experience in hair care and styling Minimum Age: 16 years
d)	Senior Hair Dresser & Stylist	Class X with relevant certificate program in hair care with 2 years of experience in hair care/ hair dressing/ hair styling OR Certificate course of Level - 4 (Hair Dresser & Stylist) with 2 years of experience as a Hair Dresser/ Hair Stylist Minimum Age: 18 years
e)	Nail Technician	Class VIII with 2 years of experience in Nail care/ pedicurist and Manicurist OR NSQF level 3 course (Pedicurist & Manicurist or Assistant Nail Technician) with 2 years of experience in nail care services Minimum Age – 18 years



f)	Bridal Fashion and Portfolio Makeup Artist	<p>Class X with any course in Skincare Services/ Make-up Services with 2 years of experience as make-up artist OR Class X with course in Professional Make-Up Artist & Hair Stylist (DGT) with 2 years of experience as make-up artist OR NSQF Level 4 course (Beauty Therapist/ Hair Dresser & Stylist) with 2 years of experience as make-up artist</p> <p>Minimum Job Entry Age: 18 years</p>
g)	Spa Therapist	<p>Class X with 1 year of experience as an Assistant Spa Therapist in a Hot High-end Day Spa OR Class X with course in Advance Spa Therapy (DGT) with 6 months of experience in a Spa OR NSQF level 3 course (Assistant Spa Therapist) with 1 year of experience in a Spa</p> <p>Minimum Job Entry Age - 18 years</p>
h)	Senior Wellness Neurotherapist	<p>NSQF level-3 course (Wellness Neurotherapist) with 1 year of relevant experience OR Class XII with 2 years of relevant experience at Neurotherapy Centre</p> <p>Minimum Age - 18 years</p>
i)	Master Wellness Neurotherapist	<p>NSQF level 4 course (Senior Wellness Neurotherapist) with 2 years of relevant experience</p> <p>Minimum Age – 20 years</p>
j)	Gym Assistant (B&W)	<p>Class X with 6 months of relevant experience of working in a gym</p> <p>Minimum Age - 18 years</p>
k)	Personal Trainer (B&W)	<p>Class X with 2 years' experience as Gym Assistant OR NSQF level-3 course (Gym Assistant) with 12 months of experience as a Gym Assistant</p> <p>Minimum Age – 20 years</p>
l)	Assistant Beauty & Wellness Consultant	<p>Class X with 1 year program in ITI (Hair and Skin Care) OR NSQF Level-3 course (Assistant Beauty Therapist)</p> <p>Minimum Age – 18 years</p>

For the qualification 'Assistant Beauty & Wellness Consultant', the Committee also additionally suggested that a module on language be added as part of the content.

9. Handicraft and Carpet SSC (HSSC) SSC. Five (05) new Qualification files of Handicraft sector were submitted for NSQF alignment. Two Qualifications were **approved**. Remaining three Qualifications files namely "Ceramics and Terracotta Toy Maker- Master Craftsman", "Glass Toy Maker-Master Craftsman" and "Leather Toy Maker-Master Craftsman" were **conditionally approved** subject to replacing 'Master Craftsman' in the nomenclature by "Artisan". In addition, OJT component has to be mentioned in the notional hours for all the five (05) Qualifications. The Committee also advised the SSC to bring similar Qualifications in consultation with their stakeholders at the lower level (NSQF Level 3) for the candidates who are new and have no experience of the sector.
10. Healthcare SSC: The Qualification – "Dresser (Medical)" was presented before the NSQC and was approved.
11. Tourism & Hospitality SSC: A total of 18 new and 06 revised (with change) Qualifications were presented before NSQC for approval. Out of 18 new Qualifications, 06 qualifications were **approved**, remaining 07 new qualifications were **conditionally approved** and 05 Qualifications were **not approved**. The details are as follows:-
 - a) Conditionally Approved Qualifications
 - (i) "Assistant Rafting Guide" - In the entry requirement criteria "experience in monsoon season" to be included.
 - (ii) "Low Altitude Trekking Guide"-
 - aa) Nomenclature of the Qualification be changed to "Adventure Travel Guide"
 - ab) Adventure rock climbing experience be included in the entry requirement criteria.
 - ac) In the entry criteria, progression from level 4, to be included.
 - (iii) "Ground Crew Chief"- Nomenclature of the Qualification be changed to "Ground Crew Chief (Paragliding)".

- (iv) "Paragliding Tandem Pilot"- In the entry requirement criteria, experience mentioned to be supported by specifying the licences obtained.
- (v) "Parasailing Driver"- Nomenclature of the Qualification be changed to "Parasailing (equipment) Driver".
- (vi) "Parasailing Supervisor"- Nomenclature of the Qualification be changed to "Parasailing (equipment) Supervisor".
- (vii) "Eatery owner" – NSQF level be changed from level 7 to level 5.

b) Not Approved Qualifications .Following Qualifications were discussed w.r.t changes to be carried out in terms of nomenclature, NOSs, entry criteria etc. Since it involved a number of changes in the Qualifications, the THSSC was suggested to rework on the parameters and re-submit the qualifications in the next NSQC meeting. Details are as follows:-

- (i) "Instructor Rope Activities."
- (ii) "Rafting Guide/Safety Kayaker"- The Committee directed to revise the notional hours and the entry requirements.
- (iii) "Parasailing Launcher/ Receiver"- To increase the notional hours and to add parasailing description.
- (iv) "High Altitude Porter (Mountaineering Trekking)" –NSQF level to be changed from Level 5 to 4, Nomenclature to be changed and lifesaving NOSs to be included.
- (v) Ground Staff (Paratrike/Paramotoring/ Paragliding) – Change in entry criteria by removing the Basic First Aid/CPR and consultation with the Healthcare SSC.

c) Out of 06 revised Qualifications (with changes) of the THSSC, two (02) Qualifications were approved and four Qualifications were conditionally approved. Details of conditionally approved Qualifications are given below:-

- (i) Cleaner Roadside Eatery- NSQF Level be changed from level 1 to 2 and OJT component be removed from the notional hours as it would be used for RPL.
- (ii) Team Leader Travel- The NSQF level be reduced from level 6 to level 5.



(iii) Duty Manager- The NSQF level be reduced from level 7 to level 6 and in the entry requirement criteria progression pathway from level 5 to be included.

(iv) Meeting, Conference and Event Planner- In the entry requirement criteria progression pathway from level 3 and level 4 to be included.

d) It was brought out before the Committee that on above mentioned six revised Qualifications presented before NSQC either zero or minimum training had been conducted. SSC had provided a valid justification for zero/minimum training in the Govt funded programs. However, the Chairman NSQC advised the SSC not to only depend on Govt funded training rather should also include fee based training. THSSC assured the Committee that there was genuine demand from industries for these qualifications. The Committee took note of the input provided by the SSC and accorded approval for two above mentioned approved revised Qualifications for a period of six months only. Further, four above mentioned conditionally approved revised Qualifications shall be granted six months validity extension subject to fulfilment of compliance. The Committee also directed the THSSC to submit the evidence of training conducted before bringing these Qualifications for further extension.

12. Skill Council for Persons with Disabilities (SCPwD)- SCPwD had submitted 15 new Qualification Files before NSQC. Out of 15 qualifications, 14 were **approved**. Remaining, one new Qualification- "PWD Assistive Aids Repair Technician" was **not approved**. The SSC was suggested to rework the Qualifications w.r.t change in notional hours(by increasing the OJT component) , entry requirement criteria to 12th Pass (foundation training course) , by adding safety NOS and lowering the level from level 4 to Level 3 and resubmit the same for consideration in the next NSQC.

13. A consolidated statement of approval status of qualifications considered in the 11th meeting of NSQC is placed at **Annexure- III**. The detailed qualification wise status is at **Annexure-IV**.

AGENDA 4: CHANGE IN COMPOSITION OF NSQC

- a) Director, NCVET informed the NSQC that the NCVET Council has approved certain changes with respect to composition of NSQC to align with NSQF gazette notification. As per the NSQF notification, three (3) new States/UTs and two Industry Associations are nominated as members of NSQC, in rotation, for a period of one year. The existing three member States/UTs, namely, Andhra Pradesh, Haryana & Arunachal Pradesh and two Industry Associations namely, FICCI and CII had completed their term of one year. Hence, the approved changes in the composition by the Council are as under:-
- b) The Chairperson, NCVET is the Chairman, NSQC.
- c) The three States namely Uttar Pradesh, Goa and Jammu & Kashmir nominated as member states of NSQC from September 2021 to August 2022.
- d) The two industry associations namely The Associated Chambers of Commerce of India (ASSOCHAM) and Laghu Udyog Bharti have been nominated to be the member associations from September 2021 to August 2022.

14. The Committee took note of the matter. The Chairperson, NCVET welcomed the members of newly nominated States and Industry Associations.

The meeting ended with a vote of thanks to the Chair.

ANNEXURE-I

Annexure to MoM of 11th NSQC dated 31st August, 2021

List of Participants

National Skills Qualifications Committee (NSQC) Members

1. Dr Nirmaljeet Singh Kalsi, Chairperson, NCVET
2. Ms. Vinita Aggarwal, Executive Member, NCVET
3. Sh. Atul Kr. Tiwari , Addl. Secretary , MSDE
4. Sh Vinay Pandey, MoRD
5. Director , Skill Development , J&K
6. Director, SDE, Govt of Arunachal Pradesh
7. MD, UPSSDM
8. Sh. Neeraj Arora, ASSOCHAM
9. Mr. Rajesh Gupta, Niti Aayog
10. Dr. Neetu Bhagat, Director, AICTE
11. Dr. BK Ray , MSDE
12. Dr. Mriganka SekarSarma, UGC
13. Mr. Srikanth, APSSDC

Sectoral Representatives/Submitting Bodies

1. Mr. C S Murthy, Joint Director, CSTARI
2. Mr. Rahul , AD , DGT
3. Ms Nidhi Rawat, Head Assessment & Certification (DDUGKY), MoRD
4. Ms Deepti Saxena, Head Standards, NSDC
5. Mr Ashish Jain, CEO, Healthcare SSC
6. Mr Arindam Lahiri, ASDC
7. Mr Ravindra Singh, CEO, SCPwD
8. Mr Rajan Bahadur, CEO, THSC
9. Dr Sunita Badwar, Head Standards, THSC
10. Ms. Monica Bahl, CEO, B&W SSC
11. Mr. Arjun Singh , HCSSC
12. Ms. Priya Sharma , HCSSC
13. Ms. Guneet Puri
14. Dr. Megha , HSSC
15. Ms. Garima Jhamb, ASDC

16. Ms.Meenu, ASDC
17. Mr. Sanjay Singh , DGM , ALIMCO
18. Ms.Priyanka Pandey, THSC
19. Dr.Niharika Nigam ,SCPwD
20. Ms.Anusha
21. Mr.Shivam Bhardwaj
22. Dr.Aquib Javed
23. Mr.Kishan Kumar
24. Mr.Ishwar Singh
25. Ms.Rashmi Singh
26. Ms.Jaspriya Kaur
27. Ms.Vandana
28. Mr. Khalid Shekh
29. Mr. SS Kamble
30. Acharya Ram Gopal Dixit
31. Mr.Parvesh
32. Dr.Shafqat

NCVET Officials

1. Col Santosh Kumar, Director, NCVET
2. Lt. Col Gunjan Chowdhary, Director, NCVET
3. Sh Narendra Singh, Director, NCVET
4. Mr Sushil Agarwal, Director, NCVET
5. Mr Anuj Gupta, Consultant, NCVET
6. Ms Sarika Dixit, Consultant, NCVET
7. Mr Shourya Sangam , Consultant, NCVET
8. Ms Tanavi Singh, Consultant, NCVET
9. Mr Lav Bhardwaj, Consultant, NCVET
10. Mr Shuvadeep Ray, Consultant, NCVET

STATUS OF CONDITIONALLY APPROVED FILES FROM 10TH NSQC

S. No	Submitting Body	No of Files	Name of the Qualification/ Job Role	Compliances
1.	Automotive SSC (ASDC)	11	Automotive Welding Machine Lead Technician	Compliance Fulfilled
2.			Automotive Welding Machine Master Technician	Compliance Fulfilled
3.			Automotive Machining Lead Technician	Compliance Fulfilled
4.			Automotive Machining Master Technician	Compliance Fulfilled
5.			Automotive Assembly Master Technician	Compliance Fulfilled
6.			Automotive Tool Room Technician	Compliance Fulfilled
7.			Automotive Quality Control Lead Inspector	Compliance Fulfilled
8.			Automotive Prototype Manufacturing Lead Technician	Compliance Fulfilled
9.			Automotive Production Equipment Design Engineer	Compliance Fulfilled
10.			Automotive Maintenance Lead Technician-Electrical	Compliance Fulfilled
11.			Automotive Maintenance Lead Technician-Mechanical	Compliance Fulfilled
12.	FICSI	15	Assistant Lab Tech	Compliance Received
13.			Jam, Jelly And Ketchup Technician	Compliance Received
14.			Pickle Making Technician	Compliance Received
15.			Butter And Ghee Processing Operator	Compliance Received
16.			Craft Baker	Compliance Received
17.			Dairy Processing Equipment Operator	Compliance Received
18.			Dairy Products Processor	Compliance Received
19.			Fish And Sea Food Processing Technician	Compliance Received
20.			Food Products Packaging Technician	Compliance Received

21.			Ice-cream Processing Technician	Compliance Received
22.			Baking Technician	Compliance Received
23.			Food Sales Promoter	Compliance Received
24.			Store Assistant	Compliance Received
25.			Artisanal Fruit Wine Maker	Compliance Received
26.			Refrigeration Technician	Compliance Received
27.	Healthcare SSC	01	Pradhan Mantri ArogyaMitra	Compliance Fulfilled
28.	Tourism SSC	04	Mountaineering Instructor	Compliance Fulfilled
29.			Ski Instructor	Compliance Fulfilled
30.			High Altitude Trekking Guide	Compliance Fulfilled
31.			Mountain Cuisine Chef	Compliance Fulfilled

Annexure-III

CONSOLIDATED STATEMENT OF APPROVAL STATUS OF QFs IN THE 11th NSQC

SECTOR SKILL COUNCILS					
S. N o	Name of the Submitting Body	New Files	Revised Files	Files for NSQC consideration	Approval Status
1	Automotive SSC	--	21	21	15 Approved and 6 Conditionally Approved
2	Beauty&Wellness SSC	--	18	18	6 Approved and 12Conditionally Approved
3	Handicraft SSC	05	--	05	2 Approved and 3 Conditionally Approved
4	Healthcare SSC	01	--	01	1 Approved
5	PwD SSC	15	--	15	14 Approved and 1 Not approved

6	Tourism SSC	18	06	24	08 Approved 11Conditionally Approved and 5 Not Approved
Grand Total		39	45	84	46Approved 32Conditionally Approved and 6 Not Approved.

Annexure-IV

STATUS OF QUALIFICATION FILES PLACED FOR APPROVAL IN 11TH NSQC

SECTOR SKILL COUNCILS

Submitting Body: Automotive SSC (21 Revised QFs)

S. No	Qualification Name	NSQF level	Approval Status
1	Automotive Quality Control Inspector	4	Approved
2	Automotive Assembly Lead Technician	5	Approved
3	Automotive Sales Consultant	5	Approved
4	Automotive Customer Relationship Manager	7	Conditionally approved
5	Automotive Body Repair Assistant	3	Approved
6	Automotive Spare Parts Operations Assistant	3	Conditionally approved
7	Automotive Service Advisor	6	Conditionally approved
8	Automotive Service Supervisor	6	Conditionally approved
9	Commercial Vehicle Driver	4	Approved
10	Taxi Driver	4	Approved
11	Chauffeur	5	Approved
12	Automotive Packing Assistant	2	Approved

13	Automotive Plastic Moulding Assistant	2	Approved
14	Automotive Press Shop Assistant	2	Approved
15	Automotive Material Handling Operator	3	Conditionally approved
16	Automotive Casting Operator	3	Approved
17	Automotive Casting Technician	4	Approved
18	Automotive Press Shop Technician	4	Approved
19	Driving Assistant	2	Approved
20	Two Wheeler Delivery Associate	3	Approved
21	Auto Rickshaw Driver	4	Conditionally approved

Submitting Body: Beauty & Wellness SSC (18Revised QFs)

S. No	Qualification Name	NSQF level	Approval Status
1	Assistant Beauty Therapist	3	Approved
2	Beauty Therapist	4	Conditionally Approved
3	Senior Beauty Therapist	5	Conditionally Approved
4	Assistant Hair Dresser & Stylist	3	Approved
5	Hair Dresser & Stylist	4	Conditionally Approved
6	Senior Hair Dresser & Stylist	5	Conditionally Approved
7	Assistant Nail Technician	3	Approved
8	Nail Technician	4	Conditionally Approved
9	Pedicurist and Manicurist	3	Approved
10	Bridal Fashion and Portfolio Make-up Artist	5	Conditionally Approved
11	Assistant Spa Therapist	3	Approved
12	Spa Therapist	4	Conditionally Approved
13	Wellness Neurotherapist	3	Approved
14	Senior Wellness Neurotherapist	4	Conditionally Approved
15	Master Wellness Neurotherapist	5	Conditionally Approved
16	Gym Assistant (B&W)	3	Conditionally Approved
17	Personal Trainer (B&W)	4	Conditionally Approved
18	Assistant Beauty & Wellness Consultant	3	Conditionally Approved

Submitting Body: Handicraft SSC (05 New QFs)

S. No	Qualification Name	NSQF level	Approval Status
1	Wooden Toy Maker-Artisan	4	Approved
2	Ceramics and Teracotta Toy Maker-Artisan	4	Conditionally Approved
3	Puppet Maker-Artisan	4	Approved
4	Glass Toy Maker- Artisan	4	Conditionally Approved
5	Leather Toy Maker-Artisan	4	Conditionally Approved

Submitting Body: Healthcare SSC (1 New QF)

S. No	Qualification Name	NSQF level	Approval Status
1	Dresser (Medical)	3	Approved

Submitting Body: Tourism SSC (18 New and 06 Revised QFs)

S. No	Qualification Name	NSQF level	Approval Status
1	Food Server- Roadside Eateries	3	Approved
2	Guest Service Associate (Housekeeping)	4	Approved
3	Laundry Supervisor	5	Approved
4	Restaurant Captain	5	Approved
5	Travel Advisor	4	Approved
6	Eatery Owner	5	Conditionally Approved

7	High Altitude Porter (Mountaineering, Trekking)	5	Not approved
8	Assistant Instructor - Rope Activities	3	Approved
9	Assistant Rafting Guide	4	Conditionally Approved
10	Ground Staff (Paratrike/ Paramotoring/ Paragliding)	2	Not approved.
11	Parasailing Launcher/ Receiver	3	Not approved.
12	Low Altitude Trekking Guide	5	Conditionally Approved
13	Instructor - Rope Activities	5	Not approved.
14	Rafting Guide/Safety Kayaker	6	Not approved.
15	Ground Crew Chief	4	Conditionally Approved
16	Paragliding Tandem Pilot	6	Conditionally Approved
17	Parasailing Driver	4	Conditionally Approved
18	Parasailing Supervisor	5	Conditionally Approved
19	Kitchen Helper	2	Approved
20	Cleaner- Roadside Eatery	2	Conditionally Approved
21	Team Leader - Travel	5	Conditionally Approved
22	Duty Manager	6	Conditionally Approved
23	Meeting, Conference and Event Planner	5	Conditionally Approved
24	Transport Coordinator - Tourism and Hospitality	4	Approved

Submitting Body: PwD SSC (1 New QF)

S. No	Qualification Name	NSQF level	Approval Status
1	PwD Assistive Aids Repair Technician	4	Not approved.

Submitting Body: PwD SSC (14 New QFs)

S. No	Originating Sector	Job Role	NSQF level	Mapped to	Approval Status
1	Leather	Drum Operator (Finished Leather)	4	SHI	Approved
2	Leather	Helper Dry Operations	2	LD	Approved
3		Helper Dry Operations	2	SHI	Approved
4	Leather	Pre-Assembly Operator	4	LD	Approved
5		Pre-Assembly Operator	4	SHI	Approved
6	Leather	Product Developer (Footwear)	4	LD	Approved
7		Product Developer (Footwear)	4	SHI	Approved
8	Leather	Sample Maker (Footwear)	4	LD	Approved
9		Sample Maker (Footwear)	4	SHI	Approved
10	Leather	Shaving Operator (Finished Leather)	4	SHI	Approved
11	Leather	Skiving Operator (By hand)	4	SHI	Approved
12	Leather	Skiving Operator (Machine)	4	SHI	Approved
13	Leather	Helper-Wet Operations (Multiskilled)	2	SHI	Approved
14	Management	Office Operations Executive	4	LD	Approved