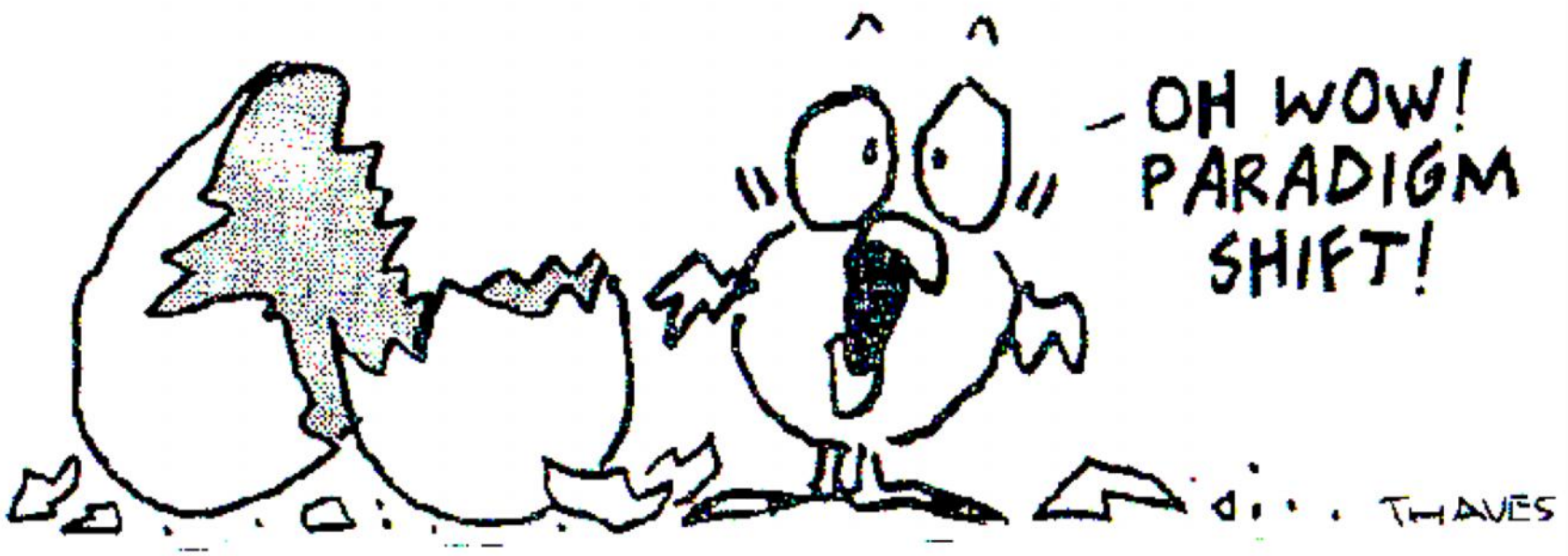
# A PARADIGM SHIFT IN SKILL TRAINING : UNDERSTANDING NATIONAL OCCUPATIONAL STANDARDS ( NOS )

Vet Helpline India Pvt Ltd.

Prepared for easy understanding of NOS linked skill training in A H and Veterinary Sector


OH WOW!
PARADIGM
SHIFT!
THAVES

“If content is KING, context is GOD.”
Gary Vaynerchuk

# We all know why skill development is important in current Indian context !

But various organizations in India are already doing this through numerous training programs.

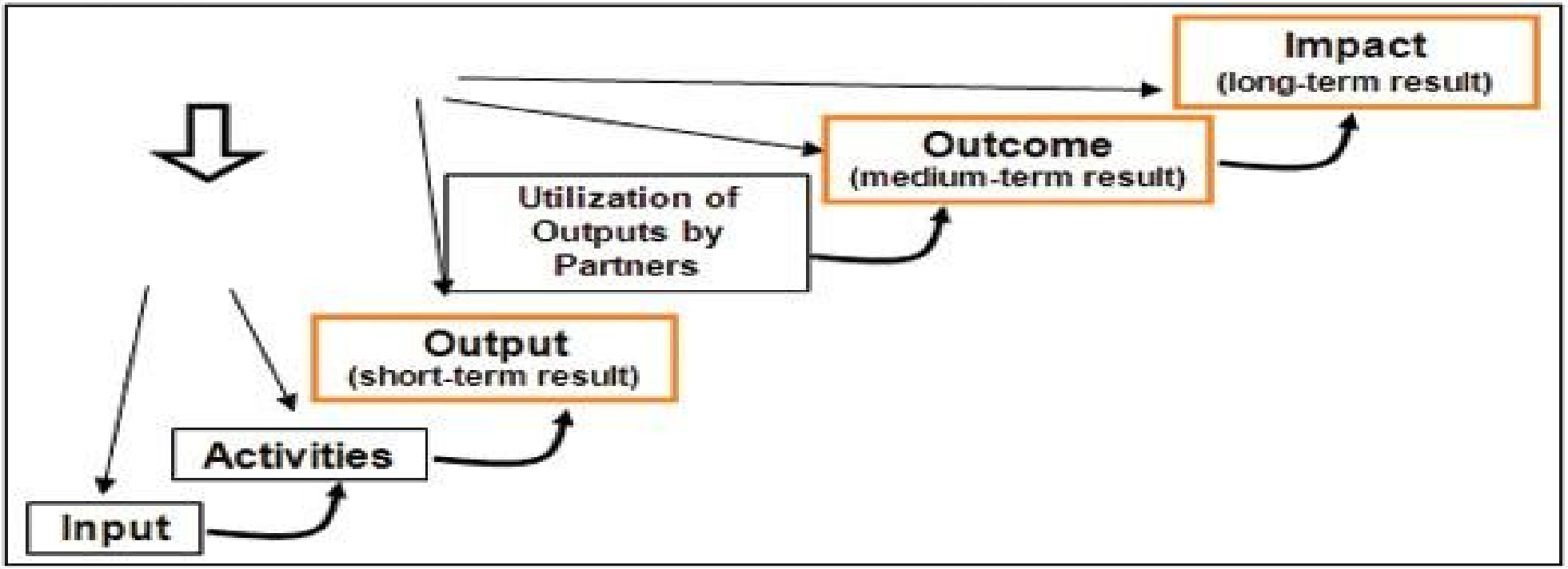
**What else should we do for skilling India?**

# NOS / QP is all about doing skill development work differently and in a uniform way.

This different way of doing skill development work is tested worldwide and in India we have mandated it by Law.

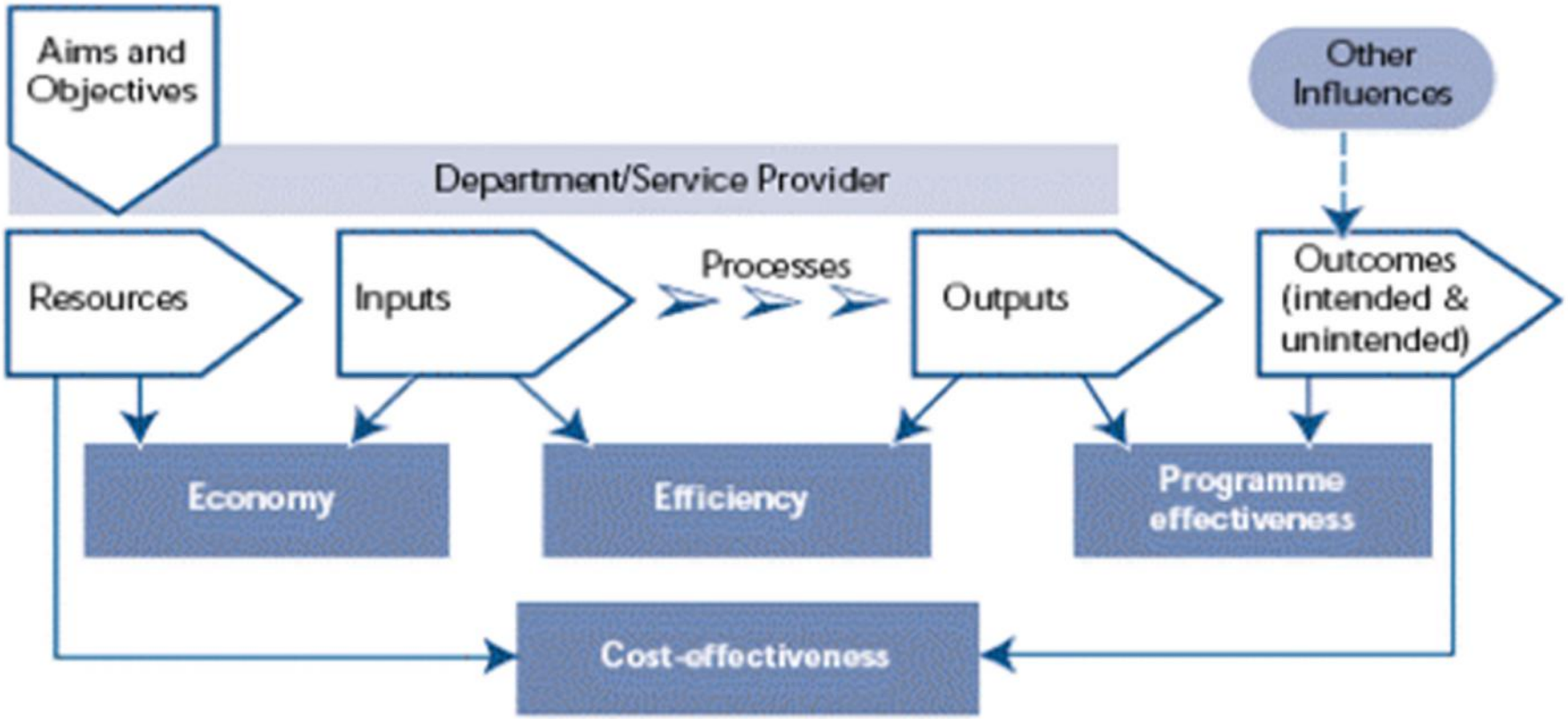
Being in profession mandated with training and skill development, you need to learn this different and tested  way of doing the skill development work differently.

# THE NEW WAY IS ALL ABOUT ENSURING OUTCOME.



## Relationship between Inputs, Outputs and Outcomes

*This figure shows the relationship between inputs, outputs and outcomes*

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Effectiveness is...
"Doing the right thing"
Efficiency is
"Doing the thing right"
Smart Insights

“Begin with the end in mind.”
Stephen Covey

# Conducting training program related to dairy farming.

# If you are to achieve desired outcome:

The person whom you will train should not only know things but also understand it and do it themselves.

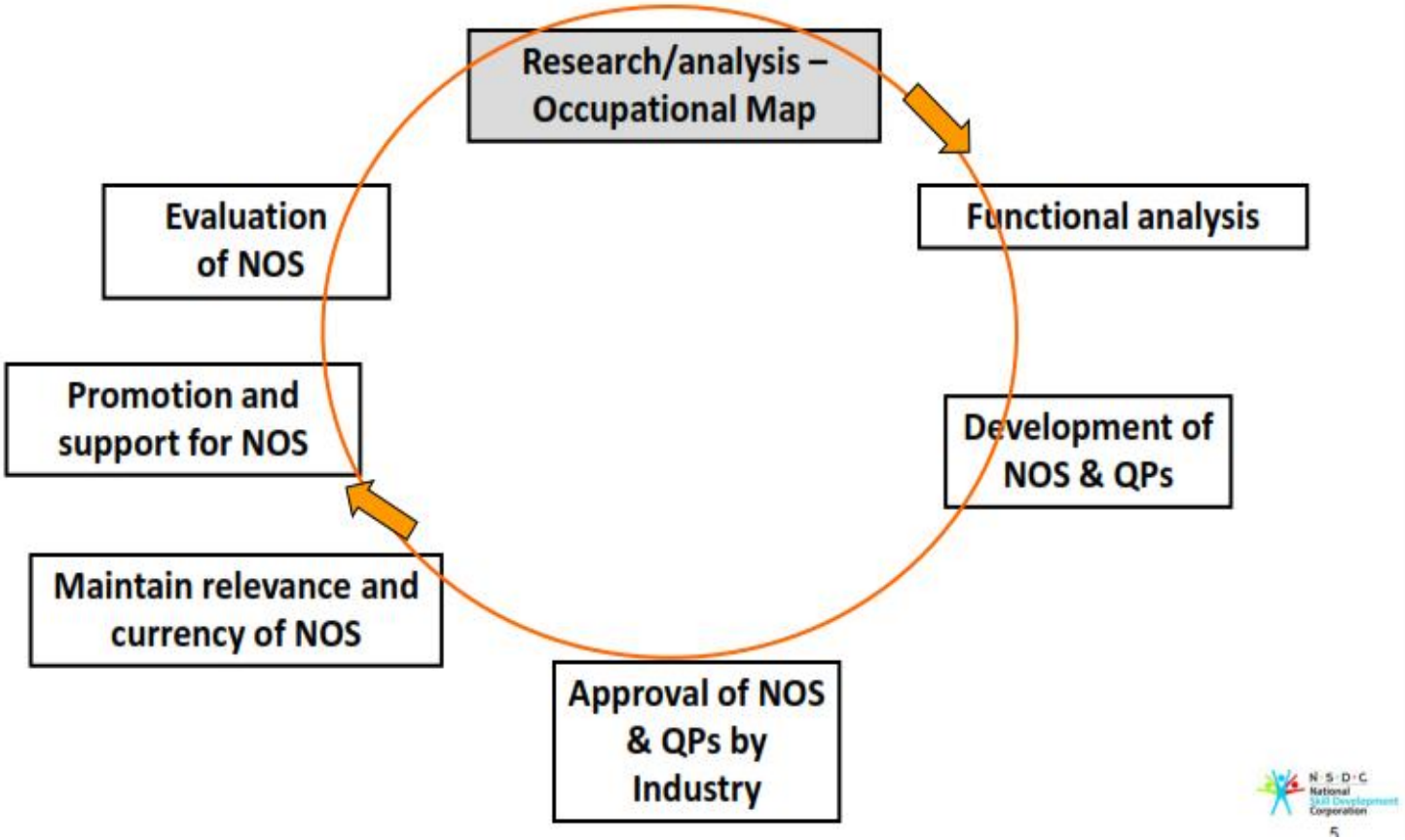
## What is Occupational Standard ( OS) and Qualification Pack ( QP )?

**Occupational Standard (OS) describes what individuals need to do, know and understand in order to carry out a particular job role or function.**

**A set of OS, aligned to a job role, is called Qualification Pack (QP).**

For any select occupation our focus is therefore on FUNCTIONS attached to any job role.

# KEY STAGES IN THE DEVELOPMENT OF NOS



# DISCUSSION

If Eating food is what you need to do, how will you do it?

## Here Eating is a job or function

# How can we better understand a problem?

$$\frac{d}{dx} f(x)$$

We divide the problem into small parts

Then what  will you to better understand a Job or a Function?

$$\frac{d}{dx} f(x)$$

I will divide my Job into various Task.

**In the NOS we divide a function in to elements or Task**

# DISCUSSION

If Milking is a function what will be its elements?

# Elements of Milking Function

- **Preparation for Milking**
- **Actual Milking**
- **Post Milking task**

How will you know that Milking was done properly?

**OR**

How can you assess the performance of the milkman?

*By observing or noting activities of the milkman as far as all the elements of milking function is concerned.*

But observation varies from person to person.

Will it be then good to give in writing to milkman that he/she need to do XYZ for his performance to be rated as good?

**What will you then call XYZ?**

# Performance Criteria (PC)

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**Select a occupation, identify any function of that occupation and write the 'Performance Criteria' for each of the element of that function.**

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