

Model Curriculum

General Worker – Rubber Plantation

SECTOR: Rubber

SUB-SECTOR: Rubber Plantation (Natural Rubber Production)

OCCUPATION: Production – Natural Rubber

REF ID: RSC/ Q 6107, V1.0

NSQF LEVEL: 1



Certificate

CURRICULUM COMPLIANCE TO QUALIFICATION PACK – NATIONAL OCCUPATIONAL STANDARDS

is hereby issued by
the

Rubber Skill Development Council
for the

MODEL CURRICULUM

Complying to National Occupational Standards

of
Job Role/ Qualification Pack: **General Worker Rubber Plantation** QP No.
'RSC/ Q 6107 NSQF Level 1'

Date of Issuance: **December 15, 2015**
Valid Upto: **December 15, 2016**
* Valid up to the next review date of the Qualification Pack



Authorised Signatory

Rubber Skill Development Council

TABLE OF CONTENTS

| | |
|---|-----------|
| 1. Curriculum | 01 |
| 2. Trainer Prerequisites | 05 |
| 3. Annexure: Assessment Criteria | 06 |

General Worker – Rubber Plantation

CURRICULUM/SYLLABUS

This program is aimed at training candidates for the job of an “General Worker – Rubber Plantation”, in the “Rubber” Sector/Industry and aims at building the following key competencies amongst the learner

| | | | |
|---|--|----------------------------|--|
| Program Name | General Worker – Rubber Plantation | | |
| Qualification Pack Name & Reference ID. ID | RSC/ Q 6107 | | |
| Version No. | 1.0 | Version Update Date | |
| Pre-requisites to Training | Class 10 th (High School Education) | | |
| Training Outcomes | After completing this programme, participants will be able to: <ul style="list-style-type: none"> • Rubber Plantation Development (preparing plantation area, plantation, disease prevention, maintenance and intercropping) • Natural Resources Management • Feedback to Higher Authorities | | |

This course encompasses three out of three National Occupational Standards (NOS) of “RSC/ Q 6107” Qualification Pack issued by “Rubber Skill Development Council”.

| S. No | Module | Key Learning Outcomes | Equipments |
|-------|---|--|--|
| 1 | Introduction and Orientation Theory 2 hours Practical 0 hours Corresponding NOS Bridge Module | <ul style="list-style-type: none"> • Importance of Rubber Sector • Role and responsibility of Rubber Plantation Worker | Laptop, white board, marker, projector |
| 2 | Rubber Plantation Development and Maintenance Theory 38 hours Practical 70 hours Corresponding NOS RSC/ N6108 | <ul style="list-style-type: none"> • Maintaining cleanliness in the plantation • Construction and maintenance of the estate road • Lining, peg marking and pitting (either mechanical/manual) • Refilling with top soil, making of silt pit and soil / stone bunds. • Maintenance of terraces and drainage facility • Loading, unloading of planting materials/other inputs and shifting to planting site carefully. • Planting in pits as per the instructions • Treatment of seeds as per the instructions • Using recommended fungicides/pesticides/insecticide to control leaf/stem/root diseases. • Operation of different types of sprayer, dusters and weed cutting machines for weed control • Manuring weaker plants as per the instructions. • Treatment for nutritional deficiency diseases. • Fertilizer application as per the instructions. • Cleaning and maintenance of tools required for maintenance of plants • Pruning of lower branches and mulching plant bases using dried leaves/ providing shade baskets. • White washing the brown portion of the plants using lime/clay to reduce heat absorption. • Replacement of vacant planting points using healthy advanced planting materials as per the instructions. • Repair and maintenance of terrace/soil/stone bunds • Confining cover crops growth within inter rows. • Raising of wind belt in wind prone areas. • Making fire belt during summer season. • Raising of intercrop (if any) during the initial 3 years. | Power point presentation, LCD projector, Computer, LCD screen, white board, marker, pointer. Road tracer, pegs, rope for lining (50 meters), crowbar, paid, felling knife, Sample planting materials (Nursery Plant) in poly bag/root trainer, crowbar, trowel, spade, felling knife, bucket, water, Samples of diseases affected portions, Hand saw, knife, lime, plastic bucket, Spade , felling knife |

| | | | |
|---|---|--|---|
| | | <ul style="list-style-type: none"> Maintaining intercrops as per instructions | |
| 3 | Natural Resource Management Theory 20 hours Practical 45 hours Corresponding NOS RSC/ N5005 | <ul style="list-style-type: none"> Identify the possibilities and causes of soil erosion. Undertake precautions to minimize soil erosion. Follow correct method and direction of terrace preparation. Know and implement correct method of providing proper drainage. Maintain Hedges efficiently. Protect water source from pollution. Understand and undertake rain water harvesting. Judiciously use water during irrigation. Know and implement mulching for soil and moisture. Conservation. Avoid excess dosage of fertilisers and chemicals to minimise damage to soil micro flora and micro fauna. | Laptop, white board, marker, projector, Spade, felling knife, crowbar, rain shades, Cleaning equipment like dust picker, hand mop, dry mop, brush etc., Samples of fertilizers pesticides, herbicide and fungicide, Straight fertilizers, Mask, gloves, Growth hormones |
| 4 | Feedback to Higher Authorities Theory 10 hours Practical 0 hours Corresponding NOS RSC / N 5006 | <ul style="list-style-type: none"> Generate innovations through expertise. Report to the higher authorities for trial, modifications and evaluation. Implement/adopt the approved innovations. Identify the issues requiring troubleshooting. Report to the higher authorities for diagnosing and remedial action. Carry out protection measures. Report on the effectiveness of the control measures. Report on the effect of climatic factors on the functioning of the factory. Identify appropriate location specific indigenous knowledge. Report it to higher authorities for trial, evaluation and adoption with modifications, if any. Report on the results of such trials. Identify the socio-economic issues. Report it to higher authorities for investigation and solution. Generate awareness of the conflict existing and its possible causes. Report it to the higher authority for resolving the issues. Extend possible help for solving the conflict. | Power point presentation, LCD projector, Computer, LCD screen, white board, marker, pointer |
| 5 | Health and Safety Theory 10 Hours Practical 05 hours | <ul style="list-style-type: none"> Identify different methods of first aid. Perform first aid. Understand CPR. Perform CPR in case of emergency. | Power point presentation, LCD projector, Computer, LCD screen, white board, marker, pointer, CPR Mannequin, First Aid Kit |

| | | | |
|---|--|--|--|
| | Corresponding NOS Bridge Module | | |
| 6 | Soft Skills Theory 05 Hours Practical 05 hours Corresponding NOS Bridge Module | <ul style="list-style-type: none"> • Understand Art of Effective Communication. • Able to handle effective Communication with co-workers and their Family. • Able to handle effective Communication with Peers/ colleagues using medical terminology in communication. • Learn basic reading and writing skills. • Follow basics of grooming and personal health • Effectively work in a team • Manage time effectively • Prepare for interviews | Power point presentation, LCD projector, Computer, LCD screen, white board, marker, pointer |
| 7 | IT Skills Theory 15 hours Practical 25 hours Corresponding NOS Bridge Module | <ul style="list-style-type: none"> • Understand parts of a computer • Understand basics of computer and concept of motherboard • Use Microsoft Word • Use Microsoft PowerPoint • Use Microsoft Excel • Understand Internet and its uses | Power point presentation, LCD projector, Computer, LCD screen, white board, marker, pointer, Microsoft Office, Internet Connectivity |
| | Total 250 hrs Theory 100 Hours Practical 150 Hours | | |

Grand Course Duration: **250 Hours**

(This syllabus/ curriculum has been approved by Rubber Skill Development Council)

Trainer Prerequisites for Job role: “General Worker- Rubber Plantation” mapped to Qualification Pack: “RSC/Q 6107”

| Sr. No. | Area | Details |
|---------|---|--|
| 1 | Description | To deliver accredited training service, mapping to the curriculum detailed above, in accordance with the Qualification Pack “RSC/Q 6107 VERSION 1.0”. |
| 2 | Personal Attributes | Aptitude for conducting training, and pre/ post work to ensure competent, employable candidates at the end of the training. Strong communication skills, interpersonal skills, ability to work as part of a team; a passion for quality and for developing others; well-organised and focused, eager to learn and keep oneself updated with the latest in the mentioned field. |
| 3 | Minimum Educational Qualifications | Any Graduate preferably in rubber or polymer |
| 4a | Domain Certification | Certified for Job Role: “General Worker- Rubber Plantation” mapped to QP: “RSC/Q 6107”. Minimum accepted score as per RSDC guidelines is 80% |
| 4b | Platform Certification | Recommended that the Trainer is certified for the Job Role: “Trainer”, mapped to the Qualification Pack: “SSC/ Q1402”. Minimum accepted score as per RSDC guidelines is 80% |
| 5 | Experience | 5+ years of relevant work-experience, above supervisor level |

Annexure: Assessment Criteria

Assessment Criteria for General Worker- Rubber Plantation

| | |
|-----------------------------|--|
| Job Role | General Worker- Rubber Plantation |
| Qualification Pack | RSC/Q 6107 VERSION 1.0 |
| Sector Skill Council | Rubber |

| Sr. No. | Guidelines for Assessment |
|---------|--|
| 1 | Criteria for assessment for Qualification Pack has been created based on the NOSs and performance criteria by RSDC. Each Performance Criteria (PC) has been assigned marks proportional to its importance within NOS and weightages have also been given among the NOSs accordingly. RSDC has laid down the proportion of marks for Skills and Theory for each PC. |
| 2 | The assessment for the theory part will be based on knowledge bank of questions created by the SSC |
| 3 | Individual assessment agencies will create unique question papers for theory part for each candidate at each examination/training centre (as per assessment criteria below) |
| 4 | Individual assessment agencies will create unique evaluations for skill practical for every student at each examination/training centre based on this criteria |
| 5 | To pass the Qualification Pack , every trainee should score a minimum of 70% aggregate |
| 6 | In case of successfully passing only certain number of NOS's, the trainee is eligible to take subsequent assessment on the balance NOS's to pass the Qualification Pack |

| | | Marks Allocation | | |
|--|--|------------------|--------|-----------|
| Assessable Outcome | Assessment Criteria | Total | Theory | Practical |
| 1. RSC / N 6108 Rubber plantation development and maintenance | PC1.Maintaining cleanliness in the plantation | 6 | 4 | 2 |
| | PC2.Construction and maintenance of the estate road | 4 | 2 | 2 |
| | PC3. Lining, peg marking and pitting (either mechanical/manual | 6 | 2 | 4 |
| | PC4. Refilling with top soil, making of silt pit and soil / stone bunds | 6 | 4 | 2 |
| | PC5. Maintenance of terraces and drainage facility | 6 | 4 | 2 |
| | PC6. Loading, unloading of planting materials/other inputs and shifting to planting site carefully. | 4 | 2 | 2 |
| | PC7. Planting in pits as per the instructions | 4 | 2 | 2 |
| | PC8. Treatment of seeds as per the instructions | 6 | 4 | 2 |
| | PC9. Using recommended fungicides/pesticides/insecticide to control leaf/stem/root diseases. | 6 | 4 | 2 |
| | PC10. Operation of different types of sprayer, dusters and weed cutting machines for weed control | 6 | 4 | 2 |
| | PC11. Manuring weaker plants as per the instructions. | 6 | 2 | 4 |
| | PC12. Treatment for nutritional deficiency diseases. | 2 | 2 | 0 |
| | PC13. Fertilizer application as per the instructions. | 4 | 4 | 0 |
| | PC14. Cleaning and maintenance of tools required for maintenance of plants | 2 | 2 | 0 |
| | PC15. Pruning of lower branches and mulching plant bases using dried leaves/ providing shade baskets. | 2 | 0 | 2 |
| | PC16. White washing the brown portion of the plants using lime /clay to reduce heat absorption. | 4 | 2 | 2 |
| | PC17. Replacement of vacant planting points using healthy advanced planting materials as per the instructions. | 4 | 2 | 2 |
| | PC18.Repair and maintenance of terrace/soil/stone bunds | 4 | 2 | 2 |
| | PC19. Confining cover crops growth within | 4 | 2 | 2 |

| | | | | |
|--|--|------------|-----------|-----------|
| | inter rows | | | |
| | PC20. Raising of wind belt in wind prone areas. | 4 | 4 | 0 |
| | PC21. Making fire belt during summer season. | 4 | 2 | 2 |
| | PC22. Raising of intercrop (if any) during the initial 3 years. | 2 | 2 | 0 |
| | PC23. Maintaining intercrops as per instructions | 4 | 2 | 2 |
| | | 100 | 60 | 40 |
| 2. RSC/ N 5005 Natural Resource Management | PC24. The possibilities and causes for soil erosion | 4 | 2 | 2 |
| | PC25. Timely repairs/maintenance of terrace, silt pits, soil/stone bunds, to check soil/water erosion. | 4 | 2 | 2 |
| | PC26. Correct method of drainage making. | 6 | 4 | 2 |
| | PC27. Hedge maintenance. | 4 | 4 | 0 |
| | PC28. Protection of water source from pollution | 4 | 2 | 2 |
| | PC29. Rain water harvesting. | 4 | 2 | 2 |
| | PC30. Judicious use of water during irrigation. | 6 | 2 | 4 |
| | PC31. Mulching for soil and moisture conservation. | 6 | 2 | 4 |
| | PC32. Avoiding excess dosage of fertilisers and chemicals to minimise damage to soil microflora. | 8 | 6 | 2 |
| | PC33. Cover crop management. | 6 | 4 | 2 |
| | PC34. Importance of premise cleanliness | 4 | 2 | 2 |
| | PC35. Collection and storage of empty containers, worn out polythene bags, fertilizer bags etc from the field for reuse/disposal. | 6 | 2 | 4 |
| | PC36. Use of personal protective devices to minimize damages while using fungicides and other chemicals, weed cutter, chain saw etc. | 4 | 2 | 2 |
| | PC37. Timely detection and treatment for diseases to avoid over- dosage of chemicals. | 4 | 2 | 2 |
| | PC38. Prevention of diseases through appropriate management strategies to avoid excessive use of fungicides. | 4 | 4 | 0 |
| PC39. Destroy sources of mosquito breeding to control possible epidemics | 6 | 4 | 2 | |

| | | | | |
|--|---|------------|-----------|-----------|
| | PC40. Awareness about consequences of chemical contamination. | 6 | 4 | 2 |
| | PC41. Use of chemical fertilizers and other chemicals only as per recommendations. | 4 | 2 | 2 |
| | PC42. Spraying & handlings of chemicals using hood, masks, gloves etc. | 4 | 2 | 2 |
| | PC43. Usage of organic and bio-fertilizers. | 4 | 4 | 0 |
| | PC44. Usage of plant growth hormones and bio-control measures against diseases. | 2 | 2 | 0 |
| | | 100 | 60 | 40 |
| | PC45. Generate innovations through expertise | 6 | 2 | 4 |
| 3. RSC / N 5006 Feedback to Higher Authorities | PC46. Report to the higher authorities for trial, modifications and evaluation | 6 | 2 | 4 |
| | PC47. Implement/adopt the approved innovations | 6 | 2 | 4 |
| | PC48. Identify the issues requiring trouble shooting. | 6 | 2 | 4 |
| | PC49. Report to the higher authorities for diagnosing and remedial action. | 6 | 2 | 4 |
| | PC50. Carry out protection measures. | 4 | 0 | 4 |
| | PC51. Report on the effectiveness of the control measures. | 8 | 2 | 6 |
| | PC52. Report on the effect of climatic factors on the functioning of the factory. | 6 | 2 | 4 |
| | PC53. Identify appropriate location specific indigenous knowledge | 4 | 2 | 2 |
| | PC54. Report it to higher authorities for trial, evaluation and adoption with modifications, if any | 6 | 2 | 4 |
| | PC55. Report on the results of such trials | 4 | 2 | 2 |
| | PC56. Identify the socio-economic issues | 4 | 2 | 2 |
| | PC57. Report it to higher authorities for investigation and solution | 6 | 2 | 4 |
| | PC58. Extend possible help for solving such problems. | 4 | 2 | 2 |
| | PC59. Aware of the conflict existing and its possible causes | 4 | 2 | 2 |
| PC60. Report it to the higher authority for resolving the issues | 6 | 2 | 4 | |

| | | | | |
|--|---|------------|-----------|-----------|
| | PC61. Extend possible help for solving the conflict | 4 | 0 | 4 |
| | PC62. Feedback on shortages/surplus of inputs | 6 | 0 | 6 |
| | PC63. Information on quality issues of inputs | 4 | 0 | 4 |
| | | 100 | 30 | 70 |



Rubber Skill Development Council
PHD House (4th Floor), Opp. Asian Games Village, Siri Fort Institutional Area, New Delhi - 110016