**CONTACT DETAILS OF THE BODY SUBMITTING THE QUALIFICATION FILE**

**Name and address of submitting body:**

**Logistics Sector Skill Council**

No. 480 A, 7th floor Khivraj Complex 2, Anna Salai, Nandanam, Chennai – 600 035

**Name and contact details of individual dealing with the submission**

Name : Ms. Reena Murray

Position in the Organization : Head – Standards & Quality Assurance

Address if different from above : Same as above

Tel number : 044 4851 4607

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**List of documents submitted in support of the Qualifications File**

1. Model Curriculum having indicative list of equipment, lesson plan with training duration and trainer qualification.
2. Letter from the Ministry supporting the need of the qualification.
3. Industry validations

**Model Curriculum to be added which will include the following:**

* Indicative list of tools/equipment to conduct the training
* Trainers’ qualification
* Lesson Plan
* Distribution of training duration into theory/practical/OJT component

**SUMMARY**

|  |  |  |
| --- | --- | --- |
| **1** | **Qualification Title** | Packing Specialist |
| **2** | **Qualification Code, if any** | LSC/Q0201 |
| ***3*** | **NCO code and occupation** | NCO-2004/413 |
| **4** | **Nature and purpose of the qualification (Please specify whether qualification is short term or long term)** | **Nature:** Certificate course of Packing Specialist  Long term    **Purpose:** Learners who attain this qualification are competent in warehousing operation and can get a job as Packing Specialist to Prepare for Packing, Perform packing, Perform post packing activities, Carry out housekeeping |
| **5** | **Body/bodies which will award the qualification** | Logistics Sector Skill Council |
| **6** | **Body which will accredit providers to offer courses leading to the qualification** | Logistics Sector Skill Council |
| **7** | **Whether**  **accreditation/affiliation norms are already in place or not , if**  **applicable (if yes, attach a**  **copy)** | Yes  Both accreditation and affiliation are done by LSC based on due diligence report via SIP |
| **8** | **Occupation(s) to which the qualification gives access** | pack items that have been picked or require binning. |
| **9** | **Job description of the occupation** | Packing Specialist in the Logistics industry is also known as Packer, Floor Staff, Warehouse Associate. Individuals in this role need to pack items that have been picked or require binning. Individuals are responsible for packing items that require additional pre-packing or outbound packaging. Additional responsibilities could at times include loading and unloading cargo, labelling, re-packaging items and documenting cargo that has been moved. The difference in tasks performed under the Packer role thus varies according to the volume of operations, however the core function of the role is to pack items according to the nature of the product either for storage or transportation. |
| **10** | **Licensing requirements** | Trained in packing techniques |
| **11** | **Statutory and Regulatory requirement of the relevant sector (documentary evidence to be provided)** | Not applicable |
| **12** | **Level of the qualification in the**  **NSQF** | 3 |
| **13** | **Anticipated volume of training/learning required to complete the qualification** | 210 hours |
| **14** | **Indicative list of training tools required to deliver this qualification** | **For a class of 30 candidates**  Teaching board – 1  White board – 1  Printer – 1  Projector – 1  Video player or TV - 1  Computer – 15  Stationaries – 30  Marker - 2  MHE equipments – 1  Pallets – 2  Storage bins – 2  Packaging devices – 10  Packaging tools - 5  Corrugated cardboard boxes – 1  Plastic bags - 5  Packaging symbols & standards – 5  Scanner - 15  PPE – 15  SOP – 10  Alarm – 1 |
| **15** | **Entry requirements and/or recommendations and minimum age** | 12 grade pass  OR Completed 2nd year of 3-year diploma (after 10th) and pursuing regular diploma  OR 10th grade pass plus 2-year NTC  OR 10th grade pass plus 1-year NTC plus 1 year NAC  OR 8th pass plus 2-year NTC plus 1-Year NAC plus CITS  OR 10th grade pass and pursuing continuous schooling  OR 10th Grade Pass with 2 years releavnt experience  OR Previous relevant Qualification of NSQF Level 3.0 with minimum education as 8th Grade pass with 3 year relevant experience  OR Previous relevant Qualification of NSQF Level 3.5 with 1.5 year relevant experience  with minimum age of 18 years completed. |
| **16** | **Progression from the qualification (Please show Professional and academic progression)** | Warehouse Executive. |
| **17** | **Arrangements for the**  **Recognition of Prior learning (RPL)** | LSC currently undertakes RPL through the following modes –   1. The companies outreach to LSC regarding their requirement for RPL. LSC arranges for a trainer or a training agency to conduct the RPL programme post which, LSC will conduct assessment and provide certification for the same 2. The training centres run RPL courses in coordination with industry and companies and post the course, LSC will conduct assessment and certification 3. The companies reach out to LSC regarding RPL requirements. They conduct their own training as per the RPL requirements and post training LSC reviews the program, assessing the trained candidates and provides certification. 4. LSC has developed an online RPL assessment application which will be MCQ based test and VIVA video submission. |
| **18** | **International comparability where known (research evidence to be provided)** | Under Study |
| **19** | **Date of Approval** | 15th February 2023 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **20** | **Date of planned review of the qualification.** | 15th August 2023 | | |
| **21** | **Formal structure of the qualification** |  | | |
|  | **Title of unit or other component** | **Mandatory/ Optional** | **Estimated size** **(learning hours)** | **Level** |
| **A** | **Mandatory components** |  |  |  |
|  | LSC/N2308 : Prepare for Packing | Mandatory | 15 | 3 |
|  | LSC/N2309: Perform Packing | Mandatory | 60 | 3 |
|  | LSC/N2310: Perform post Packing Activities | Mandatory | 15 | 3 |
|  | Employability Skills | Mandatory | 120 | 3 |
|  | **Sub Total (A)** |  | **210 Hrs** |  |
|  | **Optional/ elective component** |  |  |  |
|  | **NA** |  |  |  |
| **B** | **Subtotal B** |  |  |  |
|  | **Total (A+B)** |  | **210 Hrs** |  |

# SECTION 1

**ASSESSMENT**

|  |  |
| --- | --- |
| **22** | **Body/Bodies which will carry out assessment:**  All the empanelled assessment agency will do the assessment |
| **23** | **How will RPL assessment be managed and who will carry it out?**  RPL courses would be conducted based on the demand and requirement of industry as and when they approach LSC. There are four ways of conducting RPL assessments -   1. The companies outreach to LSC regarding their requirement for RPL. LSC arranges for a trainer or a training agency to conduct the RPL programme post which, LSC will conduct assessment and provide certification for the same 2. The training centres run RPL courses in coordination with industry and companies and post the course, LSC will conduct assessment and certification 3. The companies reach out to LSC regarding RPL requirements. They conduct their own training as per the RPL requirements and post training LSC reviews the program, assessing the trained candidates and provides certification 4. LSC has developed an online RPL assessment application which will be MCQ based test and VIVA video submission. |
| **24** | **Describe the overall assessment strategy and specific arrangements which have been put in place to ensure that assessment is always valid, reliable and fair and show that these are in line with the requirements of the NSQF.**  LSC has ensured to have a valid, consistent and fair show of assessments by having an assessment policy and process in place and LSC has also set the minimum qualification and experience criteria.  **Assessment policy of LSC**  1) All the assessments have to be carried out based on the criteria code set by LSC in qualification packs.  2) Qualification and experience have to be set for the assessors.  3) LSC will insist the assessment body to hire honest and fair assessors with relevant experience prescribed by LSC.  4) Assessment bodies will strictly stick to the norms prescribed by LSC when conducting assessments.  5) Assessment schedules have to strictly adhere to as agreed in advance by assessment body and LSC.  6) Reporting of MIS by the assessment body to LSC has to be with in the agreed time lines.  7) Assessment bodies have to ensure that assessments are conducted in a fair and honest manner  8) Any negative remark on the assessor or assessment body if proven will be black listed by LSC  9) Assessment tools should be designed to test both practical skills and theoretical knowledge.  10) Parameters for assessing student’s abilities or understanding should be aligned to the relevant competencies that are expected to be acquired at the end of the training.  11) Expected standards of performance for each competency should be clearly defined and Student’s performance assessed against these standards.  12) Questionnaires/ test papers should be as objective as possible (restrict use of open-ended questions to the minimum) such as multiple-choice questions, yes/no or True / False types based on blue print.  13) Questions framed as per blueprint and without ambiguity by SMEs.  14) All assessments should be scored carefully and a log of all scores for every candidate Maintained.  15) Hard copies and soft copies of assessment forms and scores should be maintained and be readily available for any audit by LSC / NSDC or third party  **Assessment strategy:**  **Assessment process to be adhered by assessment bodies and LSC**  1) Logistics Sector Skill Council to inform the assessment body on assessment details at least 2 weeks in advance  2) Assessment body to appoint an assessor for the assessment details shared by Logistics Sector Skill Council and inform the assessor details to Logistics Sector Skill Council at least 1 week in advance from the date of assessment.  3) Assessment bodies to design the question paper for theory, practical & viva as per blueprint and submit to logistics sector skill council while empanelment of AA.  4) Logistics Sector Skill Council to approve the Question banks within 7 days from submission.  5) Assessment bodies to ensure that the assessor reaches the assessment location at least before 1 hour in advance from the time of assessment.  6) Assessor to start the assessment exactly on the time instructed by Logistics Sector Skill Council.  7) Assessor to verify the candidates with any valid Govt. id preferably Aadhar and also collect a copy of ID proof produced by the candidate.  8) Assessor to record all the evidence as per assessment protocol of Logistics Sector Skill Council  9) Assessment bodies to submit the result to logistics sector skill council within 3 days of time from the date of assessment through LSC MIS portal.  10) Assessment bodies to submit the result in Skill India Portal within 2 days of time from the date of LSC approval in LSC MIS portal.  11) Assessment body to maintain hard and soft copies of assessment sheets and produce to Logistics Skills Council on demand.  12) To pass the Qualification Pack, every trainee should score a minimum of 70% for NSQF level 4 & above job roles and 50% for NSQF level 1 to 3 job roles.  13) In case of unsuccessful completion, the trainee may seek Re-assessment on the QP.  2. **ASSESSORS – Eligible assessors will get certification through TOA programme with 2 years validity**  **The eligibility of assessors for “Job role – Packing Specialist” are as follows:**   * **Any degree** * **2 years of industrial experience**   **3. ELIGIBILITY TO APPEAR IN THE EXAM:**  **Minimum Educational Qualification:**  10th Grade pass + No Experience required or  10th grade pass and pursuing continuous schooling + No Experience required  or  8th grade pass with two years of NTC + No Experience required or  8th Grade pass with 1 year NTC + 1 year NAC  or  8th Grade pass with 1 year NTC + 1 year CITS  or  8th Grade pass + 2 year relevant experience or  5th Grade pass + 5 year relevant experience or  Loader/ Unloader - NSQF Level 2.5 + 2 year relevant experience  **4. MARKING SCHEME:**   |  |  |  | | --- | --- | --- | | **Sr. No.** | **Method of Assessments** | **Weightage (Max. marks)** | | **1** | Theory | 30% | | **2** | Practical | 70% | | **Total** | | **100** |   **5. PASSING MARKS:** Every trainee should score minimum 50%  **6. RESULTS AND CERTIFICATION:** Logistics Sector Skill Council |

Please attach most relevant and recent documents giving further information about assessment and/or RPL.

Give the titles and other relevant details of the document(s) here. Include page references showing where to find the relevant information.

**ASSESSMENT EVIDENCE**

**Complete a grid for each component as listed in “Formal structure of the qualification” in the Summary.**

*NOTE: this grid can be replaced by any part of the qualification documentation which shows the same information – ie Learning Outcomes to be assessed, assessment criteria and the means of assessment.*

**25. Assessment evidences**

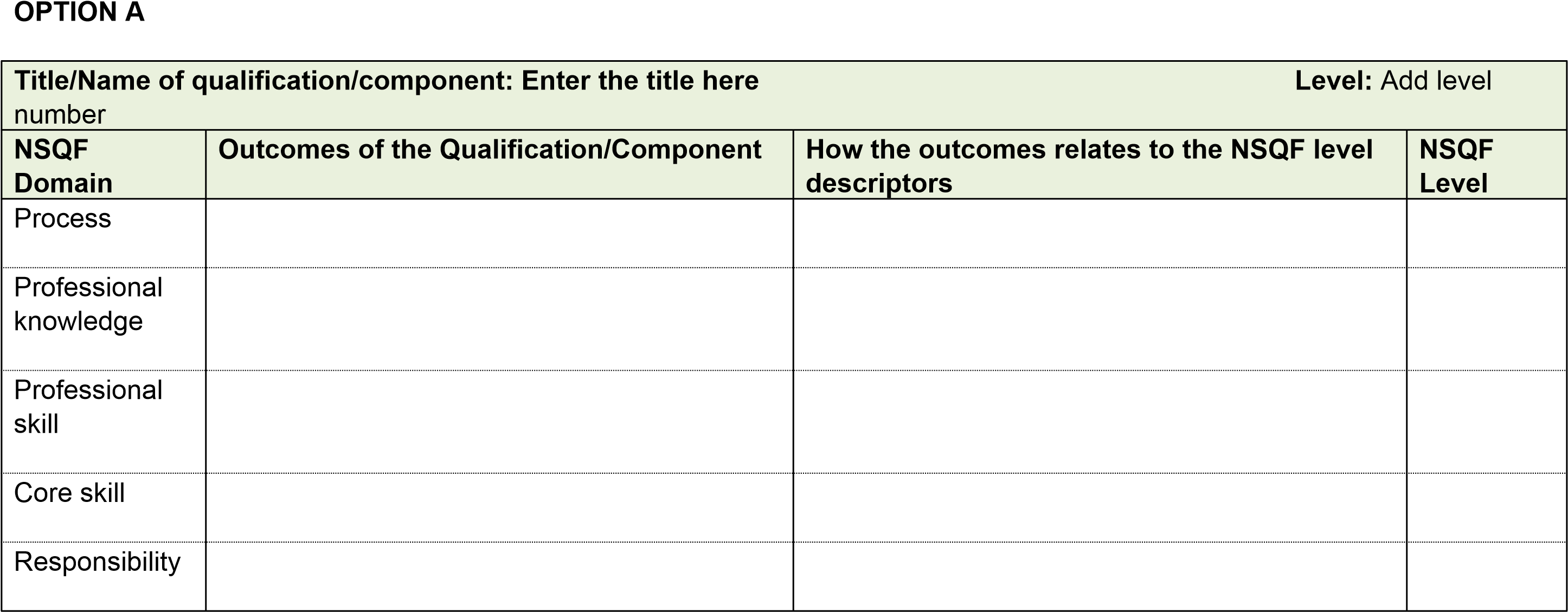
|  |
| --- |
| 1. LSC have created 16 points check list to collect on the day of assessment.  2. Assessment agencies must ensure to collect all the evidence without fail.  3. Training Partner must cooperate on collecting assessment evidence.  4. Candidates must present with their original Aadhaar’s and alternative id proof which is having clear face picture on the day of assessment.  5. Assessment agency must submit all the collected evidence through LSC MIS portal. |

**Title of Component:**

|  |  |
| --- | --- |
| **Outcomes to be assessed/NOSs to be assesed** | **Assessment criteria for the outcome** |
| 1. LSC/N2308 : Prepare for Packing | To be competent, the user/ individual on the job must be able to:   1. receive list of items that require packing from supervisor and determine schedule based on inbound/outbound timelines 2. receive the goods that require pre-packing/ packing from picker or binner 3. verify that all the items are listed on the inventory list 4. make notes for a report on any variances in quality of load, scheduled time 5. handle the items with care to ensure minimal damage to person and goo 6. identify any discrepancies such as physical damage, quantity variance, wrong part number, wrong document, damages etc. 7. notify the supervisor of any damaged items that need to be fixed 8. notify administration for any additional orders that need to be placed to replace misplaced/irreparable items 9. notify administration or supervisor in case of any other variances and errors 10. check packing requirements for each type of product 11. ensure packing material required for all products to be packed are available in packing area 12. inform supervisor once material is assembled in packing area 13. inform supervisor of any additional material required 14. clean and prepare any packing boxes or containers before performing packing 15. coordinate with picker on timelines for batches of packed goods to be handed over 16. comply with health and safety regulations and procedures in case of fire, chemical hazards, bio-hazards, etc. 17. wear all safety equipment including protective gear, helmets etc. 18. follow organization procedures with respect to security, materials handling and accidents 19. maintain distance between moving machinery and stay within designated areas 20. park or handover pallet trolleys/carts in case of shift breaks to authorized personnel 21. adhere to security regulations of the company |
| 2. LSC/N2309: Perform Packing | To be competent, the user/ individual on the job must be able to:   1. ensure all items that require packing are at the appropriate packing area 2. locate the appropriate bays and bins for the packages unloaded 3. assist picker/binner with moving goods to packing area 4. if required enlist the assistance of a forklift or pallet truck operator for moving goods 5. identify any errors occurring prior to the packing process such as damaged/misplaced goods/wrong labels and report the problems accordingly 6. separate goods that require packing and those requiring pre-packing 7. apply pre-packing methods specified by the organizational procedure to the type of goods, size of orders 8. apply packing methods specified by the organizational procedure for the type of goods and size of orders 9. provide additional packing for fragile goods with protective materials, such as bubble wrap and polystyrene chips 10. check to ensure container/packing material is damage free 11. measure, weigh, and count products and materials 12. examine and inspect containers, materials, and products in order to ensure that packing specifications are met. 13. seal and label each container/package if required 14. mark and label containers if required 15. seal containers with glue and fasteners. 16. tag containers with marking for internal processing, if required by organizational procedure 17. remove completed or defective products or materials, placing them on moving equipment such as conveyors or in specified areas such as loading docks 18. verify all items are labeled and packed appropriately 19. stack and pile finished goods into containers 20. move completed packages for loading/binning/storage or hand over to relevant picker/binner/loader 21. comply with health and safety regulations and procedures in case of fire, chemical hazards, bio-hazards, etc. 22. wear all safety equipment including protective gear, helmets etc. 23. follow organization procedures with respect to security, materials handling and accidents 24. maintain distance between moving machinery and stay within designated areas 25. maintain a clean, neat and orderly working area |
| 3. LSC/N2310: Perform Post Packing Activities | To be competent, the user/ individual on the job must be able to:   1. review packing lists to ensure all activities have been completed 2. report the status of inventory that has been damaged/misplaced 3. report the status of inventory that has been successfully packed and stored 4. report the status of goods that has been successfully packed and transported 5. assist supervisor with generation of packing slip if required 6. inform the supervisor of any difficulties due to task loads or time limits 7. fill out administrative forms and complete all organizational formalities for damages/accidents that occurred post-packing 8. maintain database of packages 9. fill in orders for new materials required with supervisors assistance 10. comply with health and safety regulations and procedures in case of fire, chemical hazards, bio-hazards, etc. 11. wear all safety equipment including protective gear, helmets, gloves etc. 12. follow organization procedures with respect to security, materials handling and accidents 13. maintain distance between moving machinery and stay within designated areas 14. adhere to security regulations of the company |
| 4. DGT/VSQ/N0104: Employability Skills (120 Hours) | To be competent, the user/ individual on the job must be able to:   1. understand the significance of employability skills in meeting the current job market requirement and future of work. 2. identify and explore learning and employability relevant portals 3. research about the different industries, job market trends, latest skills required and the available opportunities. 4. Constitutional values – Citizenship 5. recognize the significance of constitutional values, including civic rights and duties, citizenship, responsibility towards society etc. for personal growth and the nation's progress 6. follow personal values and ethics such as honesty, integrity, caring and respecting others, etc. 7. follow and promote environmentally sustainable practices 8. recognize the significance of 21st Century Skills for employment 9. practice the 21st Century Skills such as Self-Awareness, Behavior Skills, time management, critical and adaptive thinking, problem-solving, creative thinking, social and cultural awareness, emotional awareness, learning to learn etc. in personal and professional life 10. adopt a continuous learning mindset for personal and professional development 11. use English as a medium of formal and informal communication while dealing with topics of everyday conversation in different contexts 12. speak over the phone in English, in an audible manner, using appropriate greetings, opening, and closing statements both on personal and work front 13. read and understand routine information, instructions, emails, letters etc. written in English 14. write short messages, notes, letters, e-mails etc., using accurate English 15. identify career goals based on the skills, interests, knowledge, and personal attributes 16. prepare a career development plan with short- and long-term goals. 17. follow verbal and non-verbal communication etiquette while communicating in professional and public settings 18. use active listening techniques for effective communication 19. communicate in writing using appropriate style and format based on formal or informal requirements 20. work collaboratively with others in a team 21. ensure personal behavior, conduct, and use appropriate communication by taking gender into consideration 22. empathize with a PwD and aid a PwD, if asked 23. escalate any issues related to sexual harassment at the workplace in accordance with the POSH Act 24. identify and select reliable institutions for various financial products and services such as bank account, debit and credit cards, loans, insurance etc. 25. carry out offline and online financial transactions, safely and securely, using various methods and check the entries in the passbook 26. identify common components of salary and compute income, expenses, taxes, investments etc. 27. identify relevant rights and laws and use legal aids to fight against legal exploitation 28. operate digital devices and use their features and applications securely and safely 29. carry out basic internet operations by connecting to the internet safely and securely, using the mobile data or other available networks through Bluetooth, Wi-Fi, etc. 30. display responsible online behavior while using various social media platforms 31. create a personal email account, send and process received messages as per requirement 32. carry out basic procedures in documents, spreadsheets and presentations using respective and appropriate applications 33. utilize virtual collaboration tools to work effectively 34. identify different types of Entrepreneurship and Enterprises 35. use research and networking skills to identify and assess opportunities for potential business 36. develop a business plan and a work model, considering the 4Ps of Marketing- Product, Price, Place and Promotion 37. identify sources of funding, anticipate, and mitigate any financial/ legal hurdles for the potential business opportunity 38. identify different types of customers 39. identify and respond to customer requests and needs in a professional manner 40. use appropriate tools to collect customer feedback 41. follow appropriate hygiene and grooming standards. 42. create a professional Curriculum vitae (Résumé) 43. search for suitable jobs using reliable offline and online sources such as Employment exchange, recruitment agencies, newspapers etc. and job portals, respectively 44. apply to identified job openings using offline /online methods as per requirement 45. answer questions politely, with clarity and confidence, during recruitment and selection 46. identify apprenticeship opportunities and register for it as per guidelines and requirements |

# SECTION 2

**26. EVIDENCE OF LEVEL**



**Option B:**

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| --- | --- | --- | --- |
| **Title/Name of qualification/component: Packing Specialist (NSQF – 3)** | | | |
| **NSQF Domain** | **Outcomes of the Qualification/Component** | **How the job role relates to the NSQF level descriptors** | **NSQF** **Level** |
| Process | The individual in the job requires to:   * instruct the job holder in his/her task perform the packing activities * Receive the goods that require pre-packing / packing from picker or binner | The process is based on the schedule from supervisor and the packing list from the customer. These instruct the job holder in his/her task perform the packing activities. Receive the goods that require pre-packing / packing from picker or binner and verify all items are as per inventory list. Packing activity has to be performed depending upon the types of goods as per customer requirement. Warehouse packing activities and regular housekeeping are repetitive and have a limited range. | **3** |
| Professional knowledge | S/he would have knowledge of   * basic knowledge on types of goods received for packing and packing requirements * basics of various product’s quality to identify the physical damage, Quantity variance, wrong part number, wrong document, | The job holder have to possess knowledge on types of goods received for packing and packing requirements. S/he to know the outbound packaging, labelling norms and company / product details. The job holder has to understand label descriptions and check it for any typo errors and discrepancies. S/he has to possess knowledge on basics of various product’s quality to identify the physical damage, Quantity variance, wrong part number, wrong document, damages while unloading and to know and understand basic safety, security and maintenance regulations and procedures as per organization policy. | **3** |
| Professional skill | Recall and demonstrate the ability to   * suggest methods to streamline the packing / pre packing techniques. | The job holder has to suggest methods to streamline the packing / pre packing techniques. Packing requires the completion of a number of related predictable and routine tasks. The jobholder must have practical skills of applying different prescribed packing methods with regard to the type and volume of goods. S/he has to perform counting in a systematic manner. Have to understand the customer timelines and ensure to complete the packing task within the stipulated timeline. | **3** |
| Core skill | * communicate effectively with Supervisor and Peers | The job holder communicates clearly with the Supervisor and Peers to understand the packing requirements. S/he read and understands the codes as per company procedures, handling instructions / labels such as ‘fragile’ or ‘heavy’, company’s safety and operating signs on the shop floor. In case of errors, damage and other irregularities / discrepancies communicates effectively with the supervisor. S/he must be able to understand the alphanumerical coding on the labels. To fill out appropriate forms and documents, write and re-write labels in case required, the job holder has to exhibit effective written communication which will be of routine in nature. | **3** |
| Responsibility | The individual is responsible for   * packing items that have been picked or require binning * packing items that require additional pre packing or outbound packaging | The job holder in this role need to pack items that have been picked or require binning, responsible for packing items that require additional pre packing or outbound packaging. Additional responsibilities could at times include loading and unloading cargo, labelling, re-packaging items and documenting cargo that has been moved. S/he has limited individual responsibility as the work is done under instruction and supervision. S/he is responsible for own work within defined limited range of jobs. | **3** |

**SECTION 3 EVIDENCE OF NEED**

|  |  |  |
| --- | --- | --- |
| **27** | **Estimated uptake of Qualification?**  **Basis** | **What evidence is there that the qualification is needed?**  **What is this qualification and what is the basis of this?**  **(Applicable for SSCs)** |
|  | Need for the qualification | While collecting data from the companies for the occupational map, we also took feedback from industry players regarding the skill gap that they foresee and select areas where the requirement is immediate and or expected to come in near future for which qualification packs development, was to be prioritized. This was largely based on volume of people required, quantitative and qualitative shortfall which the Industry feels they face. Governing council of LSC gave final approval and endorsement for the same.  The same are also indicated in various skill studies conducted for the logistic sector –   1. Skill requirement in logistics sector   https://drive.google.com/file/d/0B5rqF9xqytDIUlF4WEtyWXJBblE/view?usp=sharing |
|  | Industry Relevance | As part of the exercise for development of qualification pack and Q-file, LSC interacted with industry bodies, select companies and collected validation from industry players employing people for this job role in the sub-sector. The details of the industry interaction and validation collected have been shared as a separate folder along with the Q file. |
|  | Usage of the qualification | The information related to past uptake performance of previous QPs related to warehousing sector at level 3 and level 4 job roles is not available in the public domain. Hence, the uptake for this qualification cannot be assessed from their uptake. Also, the QPs have been in the system for only about a year. |
|  | Estimated uptake | Skills Gap Analysis Reports for industry demand and secondary research data, though these do not lead to accurate demand projection. The link to NSDC Human Resource & Skills Requirement in Logistics Sector is  <https://drive.google.com/file/d/0B5rqF9xqytDIUlF4WEtyWXJBblE/view?usp=sharing> |

|  |  |
| --- | --- |
| **28** | **Recommendation from the concerned Line Ministry of the Government/Regulatory body. To be supported by documentary evidence**  Approval has been given by Line Ministry on 3rd August 2021. |
| **29** | **What steps were taken to ensure that the qualification(s) does (do) not duplicate already existing or planned qualifications in the NSQF? Give justification for presenting a duplicate qualification**  NCVET list of Approved and Under-Development QPs was checked prior to commissioning the work |
| **30** | **What arrangements are in place to monitor and review the qualification(s)? What data will be used and at what point will the qualification(s) be revised or updated? Specify the review process here**   * Qualification that has been developed would be valid for 3 years from the date of upload in NQR. * Periodical interaction with the training partners to gather feedback in implementation. * Employer feedback will be sought post-placement on performance and training standards |

Please attach most relevant and recent documents giving further information about any of the topics above.

Give the titles and other relevant details of the document(s) here. Include page references showing where to find the relevant information.

# SECTION 4

**EVIDENCE OF PROGRESSION**

|  |  |
| --- | --- |
| **31** | **What steps have been taken in the design of this or other qualifications to ensure that there is a clear path to other qualifications in this sector?**  ***Show the career map here to reflect the clear progression***  Occupational and career maps indicating horizontal and vertical mobility have been created and are being used.  Warehouse Executive  Packing Specialist |

Please attach most relevant and recent documents giving further information about any of the topics above.

Give the titles and other relevant details of the document(s) here. Include page references showing where to find the relevant information.