

Qualification Pack



Smartphone Assembly Technician

QP Code: ELE/Q3901

Version: 4.0

NSQF Level: 4

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ELE/Q3901: Smartphone Assembly Technician

Brief Job Description

A Smartphone assembly technician is responsible for interpreting assembly instructions, blueprint specifications, etc. to assemble or fix smartphone parts/components in correct position and alignment using approved techniques and equipment in a production unit.

Personal Attributes

The individual must have a good eye sight, steady hand, ability to pay attention to details and work for long hours generally in a standing position.

Applicable National Occupational Standards (NOS)

Compulsory NOS:

1. [ELE/N3902: Smartphone Pre-Assembly & Setup](#)
2. [ELE/N3903: Smartphone Component Integration and Commissioning](#)
3. [DGT/VSQ/N0101: Employability Skills \(30 Hours\)](#)

Qualification Pack (QP) Parameters

Sector	Electronics
Sub-Sector	Communication and Broadcasting
Occupation	Assembly-C&B
Country	India
NSQF Level	4
Credits	15
Aligned to NCO/ISCO/ISIC Code	NCO-2015/7422.2301

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Minimum Educational Qualification & Experience	12th grade Pass (12th grade or equivalent) with NA of experience OR 10th grade pass (10th grade or equivalent) with 3 Years of experience Relevant Experience in Communication & Broadcasting OR Previous relevant Qualification of NSQF Level (Level-3 in relevant domain) with 3 Years of experience Relevant Experience in Communication & Broadcasting
Minimum Level of Education for Training in School	10th Class
Pre-Requisite License or Training	NA
Minimum Job Entry Age	16 Years
Last Reviewed On	NA
Next Review Date	07/10/2028
NSQC Approval Date	07/10/2025
Version	4.0
Reference code on NQR	QG-04-EH-044762025-V2-ESSCI
NQR Version	2

Remarks:

NA

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ELE/N3902: Smartphone Pre-Assembly & Setup

Description

This NOS is about to carry out preparation, configuration, and initial hardware setup of smartphone components prior to final assembly, ensuring quality and functionality standards

Scope

The scope covers the following :

- This NOS covers the procedures, tools, and skills required to prepare, configure, and inspect smartphone components before final assembly while maintaining safety and quality standards

Elements and Performance Criteria

Introduction and Pre requisites for Assembly

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

- PC1.** Describe the role and responsibilities of a Smartphone Assembly Technician; explain the scope of the smartphone manufacturing industry, key components involved (such as display, battery, motherboard, camera, connectors), and career opportunities in electronics manufacturing and service sectors.
- PC2.** Identify and review assembly instructions, specifications, quality standards, and parts list provided by the concerned authority and verify job requirements by cross-checking product specifications and work instructions from approved sources.
- PC3.** Coordinate with relevant team members for efficient workflow and process execution.
- PC4.** Gather necessary tools/equipment such as screwing machine, compression tools, and consumables in working condition.
- PC5.** Inspect and sort required components (LCD, rear & middle cover, touch panel, etc.) as per work order.
- PC6.** Conduct quality checks on components and raw materials to ensure no physical damage or defects.
- PC7.** Perform stepwise inspection of previous assembly stages to ensure completeness before proceeding.
- PC8.** Confirm that Printed Circuit Board Assembly (PCBA) is tested and validated for further assembly.

Initial Component Handling and Pre Assembly Steps

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

- PC9.** Select the appropriate assembly method (manual or machine-based) according to work instructions.
- PC10.** Remove protective films, stickers, and unnecessary packaging from components using approved techniques.
- PC11.** Handle the LCD module in an Electrostatic Discharge (ESD)-safe environment to prevent damage.

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- PC12.** Clean components with industry-approved solutions (e.g., isopropyl alcohol) to remove dust and contaminants.
- PC13.** Organize the workspace and ensure compliance with safety standards before proceeding with assembly.

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** Understanding of smartphone assembly workflow, key components (LCD, battery, motherboard, connectors), and industry standards
- KU2.** Knowledge of reading and interpreting assembly instructions, job orders, and component specifications
- KU3.** Awareness of quality control procedures to identify defects in components before assembly.
- KU4.** Knowledge of ESD precautions and safe handling techniques for sensitive components like LCD and PCBA
- KU5.** Understanding tool selection, maintenance, and workspace organization for efficient assembly operations

Generic Skills (GS)

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

- GS1.** Ability to collaborate and coordinate with team members to ensure smooth assembly workflow.
- GS2.** Skill to inspect and verify component readiness before assembly using visual checks and testing procedures
- GS3.** Ability to choose appropriate assembly tools and methods based on work instructions
- GS4.** Skilled in safe component handling, cleaning, and pre-assembly preparation under ESD-safe conditions
- GS5.** Ability to maintain safety compliance, orderly workspace, and follow approved best practices to prevent damage and errors

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Introduction and Pre requisites for Assembly</i>	24	35	-	-
PC1. Describe the role and responsibilities of a Smartphone Assembly Technician; explain the scope of the smartphone manufacturing industry, key components involved (such as display, battery, motherboard, camera, connectors), and career opportunities in electronics manufacturing and service sectors.	-	-	-	-
PC2. Identify and review assembly instructions, specifications, quality standards, and parts list provided by the concerned authority and verify job requirements by cross-checking product specifications and work instructions from approved sources.	-	-	-	-
PC3. Coordinate with relevant team members for efficient workflow and process execution.	-	-	-	-
PC4. Gather necessary tools/equipment such as screwing machine, compression tools, and consumables in working condition.	-	-	-	-
PC5. Inspect and sort required components (LCD, rear & middle cover, touch panel, etc.) as per work order.	-	-	-	-
PC6. Conduct quality checks on components and raw materials to ensure no physical damage or defects.	-	-	-	-
PC7. Perform stepwise inspection of previous assembly stages to ensure completeness before proceeding.	-	-	-	-
PC8. Confirm that Printed Circuit Board Assembly (PCBA) is tested and validated for further assembly.	-	-	-	-
<i>Initial Component Handling and Pre Assembly Steps</i>	16	25	-	-
PC9. Select the appropriate assembly method (manual or machine-based) according to work instructions.	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC10. Remove protective films, stickers, and unnecessary packaging from components using approved techniques.	-	-	-	-
PC11. Handle the LCD module in an Electrostatic Discharge (ESD)-safe environment to prevent damage.	-	-	-	-
PC12. Clean components with industry-approved solutions (e.g., isopropyl alcohol) to remove dust and contaminants.	-	-	-	-
PC13. Organize the workspace and ensure compliance with safety standards before proceeding with assembly.	-	-	-	-
NOS Total	40	60	-	-

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National Occupational Standards (NOS) Parameters

NOS Code	ELE/N3902
NOS Name	Smartphone Pre-Assembly & Setup
Sector	Electronics
Sub-Sector	
Occupation	Assembly-C&B
NSQF Level	4
Credits	7
Version	1.0
Last Reviewed Date	07/10/2025
Next Review Date	07/10/2028
NSQC Clearance Date	07/10/2025

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ELE/N3903: Smartphone Component Integration and Commissioning

Description

This NOS involves assembling and integrating key smartphone components such as display, battery, camera modules, and circuit boards, followed by functional testing, calibration, and software commissioning to ensure the device meets performance, safety, and quality standards

Scope

The scope covers the following :

- This NOS covers the integration, alignment, and connection of smartphone components along with functional testing and commissioning to ensure complete device readiness as per production standards

Elements and Performance Criteria

Assembly and Fixing of Components

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

- PC1.** Securely assemble components (LCD, screen connectors, batteries, processors and covers, etc.) following approved procedures.
- PC2.** Attach the Printed Circuit Board Assembly (PCBA) onto the middle cover/case using proper fastening techniques.
- PC3.** Carefully mount and secure the LCD screen onto the PCBA as per specifications.
- PC4.** Apply LCD safety cover tape to protect against dust and contaminants.
- PC5.** Fix small modules such as SIM tray, SD card slot, and micro-connectors in their designated positions.
- PC6.** Assemble rear case components, ensuring proper alignment of camera module, vibrator, and speaker.
- PC7.** Verify that IMEI and serial number markings are accurate as per documentation standards.
- PC8.** Ensure each completed sub-assembly is placed in an Electrostatic Discharge (ESD) tray after assembly.

Final Fixing Quality Checks and Post Assembly Activities

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

- PC9.** Attach RF cables, connectors, and antenna as per design requirements.
- PC10.** Securely fix the rear cover with the middle cover and complete remaining connector installations.
- PC11.** Ensure the camera lens is positioned and fixed correctly to maintain optical quality.
- PC12.** Conduct a final alignment check to verify the precise positioning of all parts before sealing.
- PC13.** Continuously monitor the assembly line and identify any potential defects or process inefficiencies.
- PC14.** Confirm that the assembled product adheres to production quality and compliance standards using AI-based alignment tools, and vision inspection systems to ensure proper connectivity of parts like camera modules, motherboards, and sensors.

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- PC15.** Store all tools and unused materials in designated storage areas after use.
- PC16.** Submit completed smartphone units to the designated department for further testing or packaging.
- PC17.** Maintain documentation for assembled units, highlighting any deviations or rectifications performed.

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** Knowledge of smartphone internal component architecture and correct assembly sequence
- KU2.** Understanding various fastening and mounting techniques for PCBA, LCD, camera, and connectors
- KU3.** Awareness of protection procedures like using LCD tape and placing assemblies in ESD trays
- KU4.** Knowledge of production compliance standards including IMEI validation, alignment accuracy, and quality checks
- KU5.** Understanding documentation and traceability requirements for assembled units and deviations

Generic Skills (GS)

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

- GS1.** Ability to handle and assemble fine smartphone components with precision to avoid damage
- GS2.** Skill to perform visual and tool-based alignment checks and correct placement of modules like camera and antenna
- GS3.** Capability to detect defects, inefficiencies, and ensure zero-defect assembly using AI/vision tools
- GS4.** Ability to maintain ESD-safe practices, organized workstations, and proper storage of tools/materials
- GS5.** Competence in completing documentation and coordinating product flow to testing/packaging departments

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Assembly and Fixing of Components</i>	20	30	-	-
PC1. Securely assemble components (LCD, screen connectors, batteries, processors and covers, etc.) following approved procedures.	-	-	-	-
PC2. Attach the Printed Circuit Board Assembly (PCBA) onto the middle cover/case using proper fastening techniques.	-	-	-	-
PC3. Carefully mount and secure the LCD screen onto the PCBA as per specifications.	-	-	-	-
PC4. Apply LCD safety cover tape to protect against dust and contaminants.	-	-	-	-
PC5. Fix small modules such as SIM tray, SD card slot, and micro-connectors in their designated positions.	-	-	-	-
PC6. Assemble rear case components, ensuring proper alignment of camera module, vibrator, and speaker.	-	-	-	-
PC7. Verify that IMEI and serial number markings are accurate as per documentation standards.	-	-	-	-
PC8. Ensure each completed sub-assembly is placed in an Electrostatic Discharge (ESD) tray after assembly.	-	-	-	-
<i>Final Fixing Quality Checks and Post Assembly Activities</i>	20	30	-	-
PC9. Attach RF cables, connectors, and antenna as per design requirements.	-	-	-	-
PC10. Securely fix the rear cover with the middle cover and complete remaining connector installations.	-	-	-	-
PC11. Ensure the camera lens is positioned and fixed correctly to maintain optical quality.	-	-	-	-
PC12. Conduct a final alignment check to verify the precise positioning of all parts before sealing.	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC13. Continuously monitor the assembly line and identify any potential defects or process inefficiencies.	-	-	-	-
PC14. Confirm that the assembled product adheres to production quality and compliance standards using AI-based alignment tools, and vision inspection systems to ensure proper connectivity of parts like camera modules, motherboards, and sensors.	-	-	-	-
PC15. Store all tools and unused materials in designated storage areas after use.	-	-	-	-
PC16. Submit completed smartphone units to the designated department for further testing or packaging.	-	-	-	-
PC17. Maintain documentation for assembled units, highlighting any deviations or rectifications performed.	-	-	-	-
NOS Total	40	60	-	-

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National Occupational Standards (NOS) Parameters

NOS Code	ELE/N3903
NOS Name	Smartphone Component Integration and Commissioning
Sector	Electronics
Sub-Sector	
Occupation	Assembly-C&B
NSQF Level	4
Credits	7
Version	1.0
Last Reviewed Date	07/10/2025
Next Review Date	07/10/2028
NSQC Clearance Date	07/10/2025

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DGT/VSQ/N0101: Employability Skills (30 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

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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

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Introduction to Employability Skills</i>	1	1	-	-
PC1. understand the significance of employability skills in meeting the job requirements	-	-	-	-
<i>Constitutional values – Citizenship</i>	1	1	-	-
PC2. identify constitutional values, civic rights, duties, personal values and ethics and environmentally sustainable practices	-	-	-	-
<i>Becoming a Professional in the 21st Century</i>	1	3	-	-
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.	-	-	-	-
<i>Basic English Skills</i>	2	3	-	-
PC4. speak with others using some basic English phrases or sentences	-	-	-	-
<i>Communication Skills</i>	1	1	-	-
PC5. follow good manners while communicating with others	-	-	-	-
PC6. work with others in a team	-	-	-	-
<i>Diversity & Inclusion</i>	1	1	-	-
PC7. communicate and behave appropriately with all genders and PwD	-	-	-	-
PC8. report any issues related to sexual harassment	-	-	-	-
<i>Financial and Legal Literacy</i>	3	4	-	-
PC9. use various financial products and services safely and securely	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC10. calculate income, expenses, savings etc.	-	-	-	-
PC11. approach the concerned authorities for any exploitation as per legal rights and laws	-	-	-	-
<i>Essential Digital Skills</i>	4	6	-	-
PC12. operate digital devices and use its features and applications securely and safely	-	-	-	-
PC13. use internet and social media platforms securely and safely	-	-	-	-
<i>Entrepreneurship</i>	3	5	-	-
PC14. identify and assess opportunities for potential business	-	-	-	-
PC15. identify sources for arranging money and associated financial and legal challenges	-	-	-	-
<i>Customer Service</i>	2	2	-	-
PC16. identify different types of customers	-	-	-	-
PC17. identify customer needs and address them appropriately	-	-	-	-
PC18. follow appropriate hygiene and grooming standards	-	-	-	-
<i>Getting ready for apprenticeship & Jobs</i>	1	3	-	-
PC19. create a basic biodata	-	-	-	-
PC20. search for suitable jobs and apply	-	-	-	-
PC21. identify and register apprenticeship opportunities as per requirement	-	-	-	-
NOS Total	20	30	-	-

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National Occupational Standards (NOS) Parameters

NOS Code	DGT/VSQ/N0101
NOS Name	Employability Skills (30 Hours)
Sector	Cross Sectoral
Sub-Sector	Professional Skills
Occupation	Employability
NSQF Level	2
Credits	1
Version	1.0
Last Reviewed Date	07/10/2025
Next Review Date	07/10/2028
NSQC Clearance Date	07/10/2025

Assessment Guidelines and Assessment Weightage

Assessment Guidelines

1. Criteria for assessment for each Qualification Pack will be created by the Sector Skill Council. Each Performance Criteria (PC) will be assigned marks proportional to its importance in NOS. SSC will also lay down proportion of marks for Theory and Skills Practical for each PC.
2. The assessment for the theory part will be based on knowledge bank of questions created by the SSC.
3. Assessment will be conducted for all compulsory NOS, and where applicable, on the selected elective/option NOS/set of NOS.
4. Individual assessment agencies will create unique question papers for theory part for each candidate at each examination/training centre (as per assessment criteria below).
5. Individual assessment agencies will create unique evaluations for skill practical for every student at each examination/training centre based on this criterion.
6. To pass the Qualification Pack, every trainee should score a minimum of 70% of aggregate marks to successfully clear the assessment.
7. In case of unsuccessful completion, the trainee may seek reassessment on the Qualification Pack.

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Minimum Aggregate Passing % at QP Level : 70

(**Please note:** Every Trainee should score a minimum aggregate passing percentage as specified above, to successfully clear the Qualification Pack assessment.)

Assessment Weightage

Compulsory NOS

National Occupational Standards	Theory Marks	Practical Marks	Project Marks	Viva Marks	Total Marks	Weightage
ELE/N3902.Smartphone Pre-Assembly & Setup	40	60	-	-	100	40
ELE/N3903.Smartphone Component Integration and Commissioning	40	60	-	-	100	40
DGT/VSQ/N0101.Employability Skills (30 Hours)	20	30	-	-	50	20
Total	100	150	-	-	250	100

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Acronyms

NOS	National Occupational Standard(s)
NSQF	National Skills Qualifications Framework
QP	Qualifications Pack
TVET	Technical and Vocational Education and Training
QP	Qualification Pack
NSQF	National Skills Qualification Framework
NSQC	National Skills Qualification Committee
NOS	National Occupational Standards
LED	Light Emitting Diode
NG	Not Good
ESD	Electro Static Discharge
PCBA	Printed Circuit Board Assembly
LCD	Liquid Crystal Display
IPA	Isopropyl Alcohol

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Glossary

Sector	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.
Sub-sector	Sub-sector is derived from a further breakdown based on the characteristics and interests of its components.
Occupation	Occupation is a set of job roles, which perform similar/ related set of functions in an industry.
Job role	Job role defines a unique set of functions that together form a unique employment opportunity in an organisation.
Occupational Standards (OS)	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.
Performance Criteria (PC)	Performance Criteria (PC) are statements that together specify the standard of performance required when carrying out a task.
National Occupational Standards (NOS)	NOS are occupational standards which apply uniquely in the Indian context.
Qualifications Pack (QP)	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.
Unit Code	Unit code is a unique identifier for an Occupational Standard, which is denoted by an 'N'
Unit Title	Unit title gives a clear overall statement about what the incumbent should be able to do.
Description	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.
Scope	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.

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Knowledge and Understanding (KU)	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.
Organisational Context	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.
Technical Knowledge	Technical knowledge is the specific knowledge needed to accomplish specific designated responsibilities.
Core Skills/ Generic Skills (GS)	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.
Electives	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.
Options	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.
Declarative Knowledge	Declarative knowledge refers to facts, concepts and principles that need to be known and/or understood in order to accomplish a task or to solve a problem.
Key Learning Outcome	Key learning outcome is the statement of what a learner needs to know, understand and be able to do in order to achieve the terminal outcomes. A set of key learning outcomes will make up the training outcomes. Training outcome is specified in terms of knowledge, understanding (theory) and skills (practical application).
OJT (M)	On-the-job training (Mandatory) trainees are mandated to complete specified hours of training on site
OJT (R)	On-the-job training (Recommended) trainees are recommended the specified hours of training on site
Procedural Knowledge	Procedural knowledge addresses how to do something, or how to perform a task. It is the ability to work, or produce a tangible work output by applying cognitive, affective or psychomotor skills.
Training Outcome	Training outcome is a statement of what a learner will know, understand and be able to do upon the completion of the training.