



Maldives National Skills Development Authority



National Competency Standard for Agriculture

Standard Code: FNAS02V2/20

**Qualification Name: National Certificate III in Agriculture
Qualification Code: FNAS02Q1L3V2/20**

PREFACE

Technical and Vocational Education and Training (TVET) Authority was established with the vision to develop a TVET system in the Maldives that is demand driven, accessible, beneficiary financed and quality assured, to meet the needs of society for stability and economic growth, the needs of Enterprise for a skilled and reliable workforce, the need of young people for decent jobs and the needs of workers for continuous mastery of new technology.

TVET system in the Maldives flourished with the Employment Skills Training Project (ESTP) funded by ADB with the objective of increasing the number of Maldivians, actively participating in the labor force, employed and self-employed. The Project supported expansion of demand driven employment-oriented skills training in priority occupations and to improve the capacity to develop and deliver Competency Based Skill Training (CBST). The project supported delivery of CBST programs to satisfy employer demand-driven needs.

Recognizing the importance of developing the youth sector to enable Maldives to transition from an upper-middle-income country to high-income country, the World Bank Country Partnership Framework (CPF) proposes to finance the Maldives Enhancing Employability and Resilience of Youth (MEERY) project. As part of the MEERY project is financing for skills development and entrepreneurship in priority sectors such as tourism, ICT and construction sector MEERY continues to provide support to TVET Authority to develop National Occupational Standard, instructional materials, assessment resource book and trainees log book for the National Occupational Standard for "Agriculture". As part of the MEERY Project, TVET Authority has only undertaken to review standard which were developed in the ESTP Project to increase the economic opportunities for youth's trainees and promote equitable economic & social development in the country.

The National Competency Standards (NCS) provide the base for this training. Currently CBST is offered for six key sectors in the Maldives: Tourism, Fisheries and Agriculture, Transport, Construction, Social and the Information and Technology sectors. These sectors are included as priority sectors that play a vital role in the continued economic growth of the country.

The NCS are developed in consultation with Employment Sector Councils representing employers. They are designed using a consensus format endorsed by the Maldives Qualifications Authority (MQA) to maintain uniformity of approach and the consistency of content amongst occupations. This single format also simplifies benchmarking the NCS against relevant regional and international standards. NCS specify the standards of performance of a competent worker and the various contexts in which the work may take place. NCS also describes the knowledge, skills and attitudes required in a particular occupation. They provide explicit advice to assessors and employers regarding the knowledge, skills and attitudes to be demonstrated by the candidates seeking formal recognition for the competency acquired following training or through work experience. By sharing this information, all participants in the training process have the same understanding of the training required and the standard to be reached for certification. Certification also becomes portable and can be recognized by other employers and in other countries with similar standards.

NCS are the foundation for the implementation of the TVET system in Maldives. They ensure that all skills, regardless of where or how they were developed can be assessed and recognized. They also form the foundation for certifying skills in the Maldives National Qualification Framework (MNQF).

NCS are developed by the Technical and Vocational and Education Training Authority of Ministry of Higher Education. The NCS are endorsed by the Employment Sector Councils of the respective sectors and validated by the Maldives Qualification Authority.

Mohamed Hashim
Minister of State for Higher Education
TVET Authority

Ahmed Nisham
Director, Standard Development & Statistics
TVET Authority

TECHNICAL PANEL MEMBERS			
#	Name	Designation	Organization
01	Mohamed Rihvan	Assistant Director	Ministry of Fisheries, Marine Resources and Agriculture
02	Khadeeja Nashwa	Scientific Officer	Maldives Food and Drug Authority
03	Rifaath Hassan	Research Assistant	Maldives National University
04	Ali Nishaman Zahir	Terrestrial Environment Consultant	CDE Consulting
05	Aminath Aroosha	Director, Business Development and PR	Alividha Maldives Pvt Ltd

VERSION	DEVELOPER	DATE	STANDARD CODE
V1	TVET Authority	2018	
V2	Maldives Institute of Technology	4th October 2020	FNAS01V1/20

EMPLOYMENT SECTOR COUNCIL

#	Name	Designation	Organization
01	Adnan Ali	Board Director	Horizon Fisheries PVT LTD
02	Ali Amir	Director of Agriculture Division	Ministry of Fisheries, Marine Resource and Agriculture
03	Mohamed Agleem	Treasurer	Dhivehi Masverin
04	Maizan Ahmed Manik	Chairman	Maldives Fisherman Association
05	Shafiya Naeem	Aquatic Pathologist	Maldives Marine Research Institute
06	Shiyana Mohamed	Labor Relation Officer	Ministry of Economic Development
07	Aishath Naaz	Deputy Director	Ministry of Youth, Sports and Community Empowerment
08	Ibthisam Ibrahim Mohamed Didi	Director of SIMDI	SIMDI
09	Adam Manik	Deputy Director General	Ministry of Fisheries, Marine Resource and Agriculture

National Standard has been endorsed by:

<p>Adnan Ali Chairperson Fisheries and Agriculture Employment Sector Council</p>	
<p>Ali Amir Vice-Chairperson Fisheries and Agriculture Employment Sector Council</p>	<p>Adam Manik Vice-Chairperson Fisheries and Agriculture Employment Sector Council</p>
<p>Technical and Vocational Education and Training Authority Ministry of Higher Education Handhuvaree Hingun, M. World Dream Male', Maldives</p>	
Date of Endorsement: 2018	Date of Revision: 4th October 2020

Standard Development Process

To begin with, agriculture occupations were profiled through study of relevant occupation across Maldivian workplaces. Referred occupational profiling process led to the development of the Draft Occupational Standard.

Referred draft occupational standard is then submitted to a team of Technical Panel (TP) selected from the Maldivian workplaces to review the Agriculture Standard. The members of the TP provided technical support by recommending changes to the Agriculture Standard through incorporation of units of competencies and editing of the already included competency units. Purpose of this process was to develop a standard that reflects authentic work practices of Agriculture across the Maldives. Technical Panel meetings continued in reviewing the Agriculture Standard until the Final Draft is developed and agreed among all the participating members.

Final Draft of Agriculture Standard is then submitted to the Fisheries and Agriculture Employment Sector Council for endorsement and validation. A brief report on how the National Occupational Standard of Agriculture was compiled is also presented to the Fisheries and Agriculture Employment Sector Council together with the standard. Council members ensured that the industry needs, including all the core and common competencies presented in the Agriculture standard reflect the work practices of Agriculture occupations across the Maldives. With further editing, Agriculture standard has been endorsed by the Council.

With the endorsement from the Fisheries and Agriculture Employment Sector Council, final document of the National Occupational Standard of Agriculture is submitted to Maldives Qualification Authority (MQA) for approval. With approval from MQA, the National Occupational Standard of Agriculture is published on TVETA website, to be used by training providers in delivering Agriculture Training programs across the Maldives.

Description of “Agriculture”

Personnel working in the agriculture sector play an important role in the cultivation of fruits and vegetables to meet the local demand across the Maldives. Besides growing of fruits and vegetables, poultry and goat keeping is also gaining momentum and can be an important area for economic livelihood as demand for poultry products and goat meat is also on rise across the Maldives.

In addition to the above two areas of agriculture, plants grown for gardening are on rise and have created significant demand among locals. Competency standard developed for agricultural sector need to consider and integrate these changes.

Job opportunities upon completion of “National Certificate-3 in Agriculture”

Upon successful completion of the National certificate-3 in Agriculture, students can work in the following jobs.

1. *Assistant agricultural officer*
2. *Field Officer*
3. *Farm hand*
4. *Assistant Plant protection officers*
5. *Gardening Staff in resorts*

KEY FOR CODING

Coding Competency Standards and Related Materials

DESCRIPTION	REPRESENTED BY
Industry Sector as per ESC (Three letters)	Construction Sector (CON) Fisheries and Agriculture (FNA) Information, Communication and Technology (ICT) Transport Sector (TRN) Tourism Sector (TOU) Social Sector (SOC) Foundation (FOU)
Competency Standard	S
Occupation with in an industry sector	Two digits 01-99
Unit	U
Common Competency	CR
Core Competency	CM
Optional / Elective Competency	OP
Assessment Resources Materials	A
Learning Resources Materials	L
Curricular	C
Qualification	Q1, Q2 etc.
MNQF level of qualification	L1, L2, L3, L4 etc.
Version Number	V1, V2 etc.
Year of Last Review of standard, qualification	By “/” followed by two digits responding to the year of last review, example /20 for the year 2020

1. Endorsement Application for Qualification 01

2. NATIONAL CERTIFICATE III IN AGRICULTURE

3. Qualification code:

FNAS01Q1L3V1/20

Total Number of Credits: 79

4. Purpose of the qualification

Purpose of this qualification is to widen and increase number of Maldivians with knowledge and skills to undertake agricultural activities across the Maldives. It is expected that through this standard more youth can be attracted into this area and with increased youth engagement, agricultural sector shall widen with expansion of locally grown products and stimulate adoption of innovative agricultural practices across the Maldives.

It is expected that by the end of the program, participants should be aware of Maldives Good Agriculture Practice Scheme and be familiar with its key pillars

5. Regulations for the qualification

National Certificate III in Agriculture will be awarded to those who are competent in units

1+2+3+4+5+6+7+8+9+10+11+12+13+14+15+16+17

6. Schedule of Units

Unit No	Unit Title	Code
Common Competencies		
01	Apply work ethics and professionalism	FNACM02V1/20
02	Practice effective workplace communication	FNACM04V2/20
03	Provide effective customer care	FNACM05V2/20
04	Perform basic computer operations	FNACM06V2/20
Core Competencies		
05	Apply occupational health and safety procedures	FNAS02CR05V2/20
06	Perform handling of agricultural tools and equipment	FNAS02CR06V2/20
07	Build a small nursery shed	FNAS02CR07V2/20
08	Provide information on plants suitable for Maldives and their culture	FNAS02CR08V2/20
09	Undertake preparation of land for agriculture	FNAS02CR09V2/20
10	Perform planting, seedling and propagation	FNAS02CR10V2/20
11	Undertake proper use of fertilizers and soil ameliorant	FNAS02CR11V2/20
12	Plant vegetable, ornamental and fruit trees	FNAS02CR12V2/20
13	Perform plant care and management practices	FNAS02CR13V2/20
14	Control plant pests, diseases and disorders	FNAS02CR14V2/20
15	Carryout harvest and post-harvest activities	FNAS02CR15V2/20
16	Perform setting up a basic hydroponic system	FNAS02CR16V2/20
17	Practice other forms of Agriculture	FNAS02CR17V2/20

7. Accreditation requirements

The training provider should place trainees in relevant industry or sector to provide trainees hands-on experience exposure related to this qualification.

8. Recommended sequencing of units

As appearing under the section 06

Units Details

#	Unit Title	Code	Level	No of Credits
01	Apply work ethics and professionalism	FNACM02V1/20	III	03
02	Provide effective customer care	FNACM05V2/20	III	05
03	Perform basic computer operations	FNACM06V2/20	III	03
04	Apply occupational health and safety procedures	FNAS02CR05V2/20	III	03
05	Practice effective workplace communication.	FNACM04V2/20	III	04
06	Perform handling of agricultural tools and equipment	FNAS02CR06V2/20	III	03
07	Build a small nursery shed	FNAS02CR07V2/20	III	03
08	Provide information on plants suitable for Maldives and their culture	FNAS02CR08V2/20	III	06
09	Undertake preparation of land for agriculture	FNAS02CR09V2/20	III	04
10	Perform planting, seedling and propagation	FNAS02CR10V2/20	III	04
11	Undertake proper use of fertilizers and soil ameliorant	FNAS02CR11V2/20	III	06
12	Plant vegetable, ornamental and fruit trees	FNAS02CR12V2/20	III	06
13	Perform plant care and management practices	FNAS02CR13V2/20	III	06
14	Control plant pests, diseases and disorders	FNAS02CR14V2/20	III	05
15	Carryout harvest and post-harvest activities	FNAS02CR15V2/20	III	06
16	Perform setting up a basic hydroponic system	FNAS02CR16V2/20	III	06
17	Practice others forms of Agriculture	FNAS02CR17V2/20	III	06

Packaging of National Qualifications:

National Certificate III in Agriculture will be awarded to those who are competent in units 1+2+3+4+5+6+7+8+9+10+11+12+13+14+15+16+17

Qualification Code: FNA04SQ2L318