

National Occupational Standards



Assistant Barber-Salon Services

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Description

Barber for men's salon specializes in beard/moustache trimming, shaping and styling, cutting men's hair, carry out hair colouring, and styling.

Scope

The scope covers the following :

- Overview of PM Vishwakarma Scheme
- Upskilling on working with the listed modern Tool- kit for Assistant Barber to perform operations using modern tools
- Digital Literacy
- Financial Literacy
- Marketing and Branding
- Self-Employment

Elements and Performance Criteria

Overview of PM Vishwakarma Scheme: Introduction to PM Vishwakarma scheme

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

- PC1.** Hon'ble Prime Minister's vision for artisans and craftspeople, who work with their hands and tools, are usually self-employed and are generally considered to be a part of the informal or unorganized sector of the economy
- PC2.** Understanding of the scheme objective - to improve the quality and reach to ensure that the Vishwakarmas are integrated with the domestic and global value chains
- PC3.**
- Explain the scheme components:
 - o Recognition: PM Vishwakarma Certificate and ID Card
 - o Skill Upgradation
 - o Toolkit Incentive
 - o Credit Support
 - o Incentive for Digital Transactions
 - o Marketing Support
- PC4.** List the 18 trades covered under the scheme

Overview of PM Vishwakarma Scheme: Benefits under PM Vishwakarma Scheme

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

- PC5.** Importance of the PM Vishwakarma Certificate and ID Card, emphasizing their role in giving artisans a unique identity and validating their skills and legacy
- PC6.** Highlight the core aim of Basic Training to enable the Vishwakarmas to improve their skill levels through exposure to modern tools and best practices, designs, introduction to the larger value chain of the sector; digital, financial, and soft skills; and imbued with marketing and entrepreneurial knowledge
- PC7.** Discuss the importance of digital and financial literacy in today's era and how these open new avenues
- PC8.** Offer insights into the various ways the 1 lakh loan can be utilized for buying advanced tools, attending specialized workshops, or setting up a small workspace

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- PC9.** Highlight the core aim of Advanced Training: discuss the transition from an artisan to an entrepreneur, hands-on training on advanced tools
- PC10.** Discuss the option for availing 2 lakh loan and the potential areas of its investment
- PC11.** Discuss the importance of self-assessment: to check their achievements against the identified goals and upskill to stay updated in one's craft and business
- PC12.** Understand the credit and market support provided under the scheme

Overview of PM Vishwakarma Scheme: Processes and Procedures

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

- PC13.** Discuss the complete application procedure, including where and how to apply
- PC14.** Explain how the scheme will reach out to them for various skill-enhancing opportunities
- PC15.** Elaborate on market support
- PC16.** The Scheme envisages to incentivize digital transactions undertaken importance of digital transactions and the incentives they would receive for adopting this modern method
- PC17.** List other Government schemes which may cater to their various requirements
- PC18.** Facilitate linking the beneficiaries with the suitable exporters and traders operating under this sector

carry out beard/moustache trimming, shaping and styling

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

- PC19.** adhere to the health and safety standards laid out by the manufacturer and salon
- PC20.** position self and client throughout treatment to ensure privacy, comfort and wellbeing
- PC21.** prepare yourself, the client and work area for required services
- PC22.** clarify the client's understanding and expectation prior to commencement of treatment
- PC23.** consult the client to identify the desired look before cutting
- PC24.** sanitize the hands prior to treatment commencement
- PC25.** prepare the client and provide suitable protective apparel
- PC26.** identify the condition of the hair to achieve the required results by analysing the influencing factors
- PC27.** select styling products, tools and equipment based on the results of client consultation and hair analysis
- PC28.** select the most suitable technique to the client's hair and to achieve the desired look
- PC29.** establish and follow the guidelines to accurately achieve the required look such as moustache partial beard, moustache full beard, or moustache, etc.
- PC30.** perform various sectioning techniques to carry out the desired haircut
- PC31.** select the correct cutting tool and perform various cutting techniques and texturising techniques like Scissors over comb, Clipper over comb, and Free hand, etc. to achieve the desired look
- PC32.** cross check the hair cut to ensure even balance and weight distribution and create balanced and shaped sideburns that suit the required look
- PC33.** check the clients wellbeing throughout the service and giving the necessary reassurance
- PC34.** position self and client throughout procedure to ensure comfort and wellbeing
- PC35.** perform and adapt the procedure using materials, equipment and techniques correctly and safely to meet the needs of the client

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- PC36.** complete the procedure to the satisfaction of the client in a commercially acceptable time
- PC37.** record the procedure accurately and store information securely in line with the salons policies
- PC38.** provide specific after-procedure, homecare advice and recommendations for product use and further treatments to the client

perform shaving services

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

- PC39.** prepare and maintain work area as per requirement
- PC40.** identify the condition of the hair to achieve the required results by analysing the influencing factors
- PC41.** select the most suitable technique to the client's hair and to achieve the desired look
- PC42.** select shaving products, tools and equipment based on the results of client consultation and hair analysis
- PC43.** establish and follow the guidelines to accurately achieve the required look such as Full shave, Partial shave, or Beard outlines, etc.
- PC44.** create balanced and shaped sideburns that suit the required look

cutting men's hair

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

- PC45.** prepare yourself, the client and work area for shampoo and conditioning services
- PC46.** prepare and maintain work area as per requirement
- PC47.** consult the client to identify the desired look before cutting
- PC48.** identify the condition of the hair to achieve the required results by analysing the influencing factors
- PC49.** select the correct cutting tool to achieve the desired look
- PC50.** select styling products, tools and equipment based on the results of client consultation and hair analysis
- PC51.** select the most suitable technique to the client's hair and to achieve the desired look
- PC52.** establish and follow the guidelines to accurately achieve the required look
- PC53.** understand and perform various sectioning techniques to carry out the desired haircut
- PC54.** perform various cutting techniques and texturising techniques like Club cutting, Scissors over comb, Clipper over comb, Freehand, Thinning, Texturising, Disconnecting, Razor cutting, Graduating, Layering, Tapering, Fading, etc
- PC55.** cross check the hair cut to ensure even balance and weight distribution
- PC56.** remove any unwanted hair outside the desired outline shape like Tapered, Squared, Rounded
- PC57.** create balanced and shaped sideburns that suit the required look

carry out hair colouring

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

- PC58.** prepare and maintain work area as per requirement
- PC59.** consult the client by questioning to identify contra-indications to hair and colouring products
- PC60.** select products, tools and equipment based on the results of client consultation, hair analysis and any tests conducted

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- PC61.** conduct a patch test to eliminate the sensitivity/allergies to products to be used before applying color
- PC62.** mix accurately and apply the colour taking into account the influencing factors using neat sections
- PC63.** perform colouring techniques. Slicing Block colour Weaving Shoe shine/tipping Scrunch colouring Backcombing coloring
- PC64.** perform colouring and lightening effects Full head Regrowth Block lightening on a partial head
- PC65.** perform colour correction techniques. Restoring depth and tone Neutralising colour tone Colouring resistant hair
- PC66.** perform pre-softening and pre-pigmentation during colouring services
- PC67.** promptly refer problems that cannot be solved to the relevant person/ senior hair stylist for action
- PC68.** apply colour using techniques that reduce the risk of colour being spread to the clients skin, clothes and surrounding areas
- PC69.** monitor accurately the development of colour as required and follow the manufacturers instructions
- PC70.** remove the colour products thoroughly from the hair and leave the hair free of any colouring products
- PC71.** apply a suitable conditioner or post colour treatment to the hair following manufacturers instructions

perform hair styling and dressing

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

- PC72.** prepare and maintain work area as per requirement
- PC73.** consult and identify the clients wishes for the desired look before dressing the hair, including with parents or guardians for minors
- PC74.** ensure a guardian/parent is present for minors under age 14
- PC75.** select the most suitable drying, setting, styling and finishing techniques to achieve the desired look
- PC76.** perform back combing /back brushing technique as required
- PC77.** control and secure hair effectively into place, during dressing
- PC78.** dress the hair to the satisfaction of the client
- PC79.** apply finishing product following manufacturer's instructions to maintain the style
- PC80.** ensure the finished style takes into account the critical influencing factors (Influencing factors: length, density, condition of hair, etc.)
- PC81.** use work methods to minimise wastage
- PC82.** record details of the procedure accurately as per organisational policy and procedures

Digital Literacy: Basics of using mobile phones (Feature phones and Smart Phones)

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

- PC83.** Identify and name basic parts of a smart phone and feature phone
- PC84.** Switch on and off the phone along with inserting sim card, charging the phone
- PC85.** Configure phone settings such as setting passwords, saving and transferring contacts, adjusting display, volume, mobile data, hotspot, back up etc.

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- PC86.** Transfer data from one mobile to another, recharge phones
- PC87.** Use camera features like photos and video recording and other features like dictation and voice recording
- PC88.** Use of one phone number especially for government schemes, banking, Aadhar, etc.

Digital Literacy: Using Basic Internet and mobile applications

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

- PC89.** installing and configure applications such as whatsapp, gmail, google maps, paytm and other social media applications such as facebook and youtube
- PC90.** using WhatsApp effectively
- PC91.** creating a gmail account
- PC92.** geo-tag your location your workshop/office location, shop
- PC93.** setting up of account, and Upload and share content on social media like Facebook, YouTube, Instagram, etc.
- PC94.** use platforms for skilling and learning, including government portals
- PC95.** basics of Online Shopping and using digital payment modes such as Paytm, credit card, etc.

Digital Literacy: Privacy and security related to Internet and Mobile Phone

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

- PC96.** identify and save oneself from cyber frauds
- PC97.** use social media appropriately and ethically
- PC98.** safeguard mobile phones and data by using passwords, not clicking on suspicious links and sharing data securely

Financial Literacy: Importance of being financially literate

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

- PC99.** understand simple financial terms such as payments, receipts, income, expenses, etc.
- PC100.** know about business related financial transactions for taking decisions
- PC101.** setting short term, medium term, and long-term financial goals
- PC102.** understand the importance of savings and expenses

Financial Literacy: Process of opening and operating a bank account

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

- PC103.** difference between savings and current account
- PC104.** process of opening a bank account
- PC105.** know-about required KYC documents like Aadhaar, PAN, GST, MSME certificate etc.
- PC106.** operate and manage bank accounts

Financial Literacy: Applying and managing loans

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

- PC107.** understanding of secured and unsecured loans
- PC108.** process of applying for loans
- PC109.** understanding the repayment schedule of the loan based on the interest rate and duration
- PC110.** impact of delayed payment of loan installment

Financial Literacy: Using Digital Tools for Receipts and Payments

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

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- PC111.** using UPI for digitally receiving and making payments
- PC112.** using QR Codes for digitally receiving and making payments
- PC113.** use internet and mobile banking for fund transfer and payment
- PC114.** perform transactions using ATM cum debit cards and credit cards, Rupay Card, etc.

Financial Literacy: Selecting savings and insurance products

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

- PC115.** explain different saving products
- PC116.** select appropriate saving products
- PC117.** explain different types of insurance plans and products

Financial Literacy: Preparing and Maintaining Bahi- Khata (Book-keeping)

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

- PC118.** creating accounts for Bahi- Khata (Book-keeping)
- PC119.** maintain Bahi-Khata
- PC120.** prepare income statement

Financial Literacy: Awareness and prevention of financial frauds

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

- PC121.** identify potential fraudulent transactions.
- PC122.** apply preventive measures to avoid financial frauds

Financial Literacy: Filing complaints on business related issues with appropriate authority

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

- PC123.** reporting of fraud to the appropriate authority

Marketing and Branding: Know the benefits of marketing and branding for products and services

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

- PC124.** give accurate meaning for branding, marketing, and sales
- PC125.** provide the reason for obtaining quality certifications like ISI mark, Agmark, and Hallmark
- PC126.** create photographs and videos that effectively represent the overall brand identity
- PC127.** use social media platforms effectively for marketing of products and services
- PC128.** select preferred social media, online or traditional marketing platforms/ channel as per the needs of the customer
- PC129.** include geotagged videos and pictures appropriately to enhance the advertisement's effectiveness
- PC130.** design and develop printed marketing materials (pamphlets, brochures, banners) that are visually appealing and informative
- PC131.** plan and implement promotional offers and campaigns customized to local festive seasons and special occasions

Marketing and Branding: Engaging with customers to establish long-term relationships

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

- PC132.** maintain a well-groomed and presentable appearance and behavior
- PC133.** engage effectively with customers to gather information about their specific needs
- PC134.** identify and confirm customers' expectations
- PC135.** recognize the value of customer feedback in improving products and services

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- PC136.** gather feedback from customers that will help in improving customer service
- PC137.** develop long term relationship with customers to increase business profitability
- PC138.** evaluate the effectiveness of incentive plans, deals, offers etc. in retaining and engaging customers

Marketing and Branding: Physical and Digital Marketplaces

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

- PC139.** conduct market research to identify marketplaces relevant to the products and services
- PC140.** define the terms Physical and Digital marketplace
- PC141.** give the benefits of setting up shops, and stalls in events like melas, exhibitions, trade shows, etc.
- PC142.** demonstrate the process of registering and listing the products or services on the digital marketplaces
- PC143.** use of social media platforms effectively for the sale of goods and services

Marketing and Branding: Benefits of doing business collectively

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

- PC144.** identify the benefits of collectively doing Business
- PC145.** apply the best practices of the organizations like “Amul”, “Lijjat”, “Javed Habib” etc. for coming together to produce a product or service and help people get out of poverty
- PC146.** give an overview on these success stories that has helped these companies succeed, grow, and remain in business

Self-Employment: Introduction to Self-Employment

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

- PC147.** explain the meaning of self-employment and its benefits
- PC148.** identify and categorize various types of self-employments

Self-Employment: Making a plan for small business

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

- PC149.** create a plan for a small business with defined goals, customers, costs, competitors, resource utilization etc.
- PC150.** develop a cost sheet planning the utilization of INR 1 Lakh loan amount to start their business and the roadmap ahead.
- PC151.** summarize the legal pre-requisites set by the local authority for starting and operating a small business.

Self-Employment: Managing and expanding business

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

- PC152.** manage effectively and efficiently various resources such as money, labour, raw materials, tools and machinery, etc. using the loan fund and mitigate risks.
- PC153.** develop ways to increase sales, maintain quality of products and services and healthy customer relations.

Self-Employment: Knowing Government schemes and using ecommerce platforms

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

- PC154.** identify various relevant Government schemes for small businesses and self-employed individuals and explain their terms and conditions.

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PC155. list various e-commerce platforms such as on ONDC, Amazon, Flipkart, India Mart, Urban Clap, Yes Madam, etc. and register as vendor on the same.

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** PM Vishwakarma Scheme vision, components, benefits, and beneficiaries
- KU2.** organizations standards of performance and sequence of services
- KU3.** range of services and products offered by the organization
- KU4.** health and safety requirements in the organization
- KU5.** hair and scalp condition and causes
- KU6.** knowledge of various cutting tools scissors, razors, thinning scissors, clippers, combs, mirrors, with disposable blades Shaving brushes, and Sponges, etc.
- KU7.** knowledge of various sectioning techniques
- KU8.** various facial hair shapes and facial outlines
- KU9.** cutting to natural hairline
- KU10.** lathering products like creams, oils, gel soap
- KU11.** hair examination and principles of colouring
- KU12.** hair structure and hair shaft
- KU13.** permanent, semi-permanent and temporary colors
- KU14.** natural base, undercoats, numbering system
- KU15.** colour application like Global colouring, Grey coverage, Re growth, Highlighting, Low lighting, Colour correction
- KU16.** problems that occur during colouring and course of action to be taken
- KU17.** types of colouring products and their effect on hair structure
- KU18.** colouring techniques, colouring products, bleaching products, conditioners and post-colour treatments
- KU19.** hair cutting and analysis techniques, equipment and hair styles
- KU20.** uniform layer, short graduation, current trend
- KU21.** male hair loss and suggestions for hair growth and styling knowledge of Cutting to natural hairline
- KU22.** hair distribution when cutting and its effects
- KU23.** range and suitability of styling products, tools and equipment and the effects achieved
- KU24.** range and application of finishing products
- KU25.** basic features of smart and feature phones and various apps
- KU26.** basics of privacy and security related to Internet and Mobile Phone
- KU27.** basic arithmetic calculations
- KU28.** basic accounting concepts
- KU29.** awareness of financial frauds and authorities handling them
- KU30.** differences between Marketing, Branding and Sales
- KU31.** different marketing tools and platforms

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- KU32.** techniques to build good customer relationships
- KU33.** methods and benefits of doing collective business
- KU34.** awareness about self-employment and its benefits
- KU35.** components of a Business Plan for a small unit
- KU36.** different Government schemes and e-commerce platforms

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 and maintain safety norms
- GS6.** use time effectively
- GS7.** maintain hygiene and sanitation

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Overview of PM Vishwakarma Scheme: Introduction to PM Vishwakarma scheme</i>	-	-	-	5
PC1. Hon'ble Prime Minister's vision for artisans and craftspeople, who work with their hands and tools, are usually self-employed and are generally considered to be a part of the informal or unorganized sector of the economy	-	-	-	-
PC2. Understanding of the scheme objective - to improve the quality and reach to ensure that the Vishwakarmas are integrated with the domestic and global value chains	-	-	-	-
PC3. <ul style="list-style-type: none"> • Explain the scheme components: <ul style="list-style-type: none"> • o Recognition: PM Vishwakarma Certificate and ID Card • o Skill Upgradation • o Toolkit Incentive • o Credit Support • o Incentive for Digital Transactions • o Marketing Support 	-	-	-	-
PC4. List the 18 trades covered under the scheme	-	-	-	-
<i>Overview of PM Vishwakarma Scheme: Benefits under PM Vishwakarma Scheme</i>	-	-	-	10
PC5. Importance of the PM Vishwakarma Certificate and ID Card, emphasizing their role in giving artisans a unique identity and validating their skills and legacy	-	-	-	-
PC6. Highlight the core aim of Basic Training to enable the Vishwakarmas to improve their skill levels through exposure to modern tools and best practices, designs, introduction to the larger value chain of the sector; digital, financial, and soft skills; and imbibed with marketing and entrepreneurial knowledge	-	-	-	-
PC7. Discuss the importance of digital and financial literacy in today's era and how these open new avenues	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC8. Offer insights into the various ways the 1 lakh loan can be utilized for buying advanced tools, attending specialized workshops, or setting up a small workspace	-	-	-	-
PC9. Highlight the core aim of Advanced Training: discuss the transition from an artisan to an entrepreneur, hands-on training on advanced tools	-	-	-	-
PC10. Discuss the option for availing 2 lakh loan and the potential areas of its investment	-	-	-	-
PC11. Discuss the importance of self-assessment: to check their achievements against the identified goals and upskill to stay updated in one's craft and business	-	-	-	-
PC12. Understand the credit and market support provided under the scheme	-	-	-	-
<i>Overview of PM Vishwakarma Scheme: Processes and Procedures</i>	-	-	-	5
PC13. Discuss the complete application procedure, including where and how to apply	-	-	-	-
PC14. Explain how the scheme will reach out to them for various skill-enhancing opportunities	-	-	-	-
PC15. Elaborate on market support	-	-	-	-
PC16. The Scheme envisages to incentivize digital transactions undertaken importance of digital transactions and the incentives they would receive for adopting this modern method	-	-	-	-
PC17. List other Government schemes which may cater to their various requirements	-	-	-	-
PC18. Facilitate linking the beneficiaries with the suitable exporters and traders operating under this sector	-	-	-	-
<i>carry out beard/moustache trimming, shaping and styling</i>	6	14	-	-
PC19. adhere to the health and safety standards laid out by the manufacturer and salon	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC20. position self and client throughout treatment to ensure privacy, comfort and wellbeing	-	-	-	-
PC21. prepare yourself, the client and work area for required services	-	-	-	-
PC22. clarify the client's understanding and expectation prior to commencement of treatment	-	-	-	-
PC23. consult the client to identify the desired look before cutting	-	-	-	-
PC24. sanitize the hands prior to treatment commencement	-	-	-	-
PC25. prepare the client and provide suitable protective apparel	-	-	-	-
PC26. identify the condition of the hair to achieve the required results by analysing the influencing factors	-	-	-	-
PC27. select styling products, tools and equipment based on the results of client consultation and hair analysis	-	-	-	-
PC28. select the most suitable technique to the client's hair and to achieve the desired look	-	-	-	-
PC29. establish and follow the guidelines to accurately achieve the required look such as moustache partial beard, moustache full beard, or moustache, etc.	-	-	-	-
PC30. perform various sectioning techniques to carry out the desired haircut	-	-	-	-
PC31. select the correct cutting tool and perform various cutting techniques and texturising techniques like Scissors over comb, Clipper over comb, and Free hand, etc. to achieve the desired look	-	-	-	-
PC32. cross check the hair cut to ensure even balance and weight distribution and create balanced and shaped sideburns that suit the required look	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC33. check the clients wellbeing throughout the service and giving the necessary reassurance	-	-	-	-
PC34. position self and client throughout procedure to ensure comfort and wellbeing	-	-	-	-
PC35. perform and adapt the procedure using materials, equipment and techniques correctly and safely to meet the needs of the client	-	-	-	-
PC36. complete the procedure to the satisfaction of the client in a commercially acceptable time	-	-	-	-
PC37. record the procedure accurately and store information securely in line with the salons policies	-	-	-	-
PC38. provide specific after-procedure, homecare advice and recommendations for product use and further treatments to the client	-	-	-	-
<i>perform shaving services</i>	6	14	-	-
PC39. prepare and maintain work area as per requirement	-	-	-	-
PC40. identify the condition of the hair to achieve the required results by analysing the influencing factors	-	-	-	-
PC41. select the most suitable technique to the client's hair and to achieve the desired look	-	-	-	-
PC42. select shaving products, tools and equipment based on the results of client consultation and hair analysis	-	-	-	-
PC43. establish and follow the guidelines to accurately achieve the required look such as Full shave, Partial shave, or Beard outlines, etc.	-	-	-	-
PC44. create balanced and shaped sideburns that suit the required look	-	-	-	-
<i>cutting men's hair</i>	6	14	-	-
PC45. prepare yourself, the client and work area for shampoo and conditioning services	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC46. prepare and maintain work area as per requirement	-	-	-	-
PC47. consult the client to identify the desired look before cutting	-	-	-	-
PC48. identify the condition of the hair to achieve the required results by analysing the influencing factors	-	-	-	-
PC49. select the correct cutting tool to achieve the desired look	-	-	-	-
PC50. select styling products, tools and equipment based on the results of client consultation and hair analysis	-	-	-	-
PC51. select the most suitable technique to the client's hair and to achieve the desired look	-	-	-	-
PC52. establish and follow the guidelines to accurately achieve the required look	-	-	-	-
PC53. understand and perform various sectioning techniques to carry out the desired haircut	-	-	-	-
PC54. perform various cutting techniques and texturising techniques like Club cutting, Scissors over comb, Clipper over comb, Freehand, Thinning, Texturising, Disconnecting, Razor cutting, Graduating, Layering, Tapering, Fading, etc	-	-	-	-
PC55. cross check the hair cut to ensure even balance and weight distribution	-	-	-	-
PC56. remove any unwanted hair outside the desired outline shape like Tapered, Squared, Rounded	-	-	-	-
PC57. create balanced and shaped sideburns that suit the required look	-	-	-	-
<i>carry out hair colouring</i>	6	14	-	-
PC58. prepare and maintain work area as per requirement	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC59. consult the client by questioning to identify contra-indications to hair and colouring products	-	-	-	-
PC60. select products, tools and equipment based on the results of client consultation, hair analysis and any tests conducted	-	-	-	-
PC61. conduct a patch test to eliminate the sensitivity/allergies to products to be used before applying color	-	-	-	-
PC62. mix accurately and apply the colour taking into account the influencing factors using neat sections	-	-	-	-
PC63. perform colouring techniques. Slicing Block colour Weaving Shoe shine/tipping Scrunch colouring Backcombing coloring	-	-	-	-
PC64. perform colouring and lightening effects Full head Regrowth Block lightening on a partial head	-	-	-	-
PC65. perform colour correction techniques. Restoring depth and tone Neutralising colour tone Colouring resistant hair	-	-	-	-
PC66. perform pre-softening and pre-pigmentation during colouring services	-	-	-	-
PC67. promptly refer problems that cannot be solved to the relevant person/ senior hair stylist for action	-	-	-	-
PC68. apply colour using techniques that reduce the risk of colour being spread to the clients skin, clothes and surrounding areas	-	-	-	-
PC69. monitor accurately the development of colour as required and follow the manufacturers instructions	-	-	-	-
PC70. remove the colour products thoroughly from the hair and leave the hair free of any colouring products	-	-	-	-
PC71. apply a suitable conditioner or post colour treatment to the hair following manufacturers instructions	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>perform hair styling and dressing</i>	6	14	-	-
PC72. prepare and maintain work area as per requirement	-	-	-	-
PC73. consult and identify the clients wishes for the desired look before dressing the hair, including with parents or guardians for minors	-	-	-	-
PC74. ensure a guardian/parent is present for minors under age 14	-	-	-	-
PC75. select the most suitable drying, setting, styling and finishing techniques to achieve the desired look	-	-	-	-
PC76. perform back combing /back brushing technique as required	-	-	-	-
PC77. control and secure hair effectively into place, during dressing	-	-	-	-
PC78. dress the hair to the satisfaction of the client	-	-	-	-
PC79. apply finishing product following manufacturer's instructions to maintain the style	-	-	-	-
PC80. ensure the finished style takes into account the critical influencing factors (Influencing factors: length, density, condition of hair, etc.)	-	-	-	-
PC81. use work methods to minimise wastage	-	-	-	-
PC82. record details of the procedure accurately as per organisational policy and procedures	-	-	-	-
<i>Digital Literacy: Basics of using mobile phones (Feature phones and Smart Phones)</i>	10	20	-	-
PC83. Identify and name basic parts of a smart phone and feature phone	-	-	-	-
PC84. Switch on and off the phone along with inserting sim card, charging the phone	-	-	-	-

National Occupational Standards

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC85. Configure phone settings such as setting passwords, saving and transferring contacts, adjusting display, volume, mobile data, hotspot, back up etc.	-	-	-	-
PC86. Transfer data from one mobile to another, recharge phones	-	-	-	-
PC87. Use camera features like photos and video recording and other features like dictation and voice recording	-	-	-	-
PC88. Use of one phone number especially for government schemes, banking, Aadhar, etc.	-	-	-	-
<i>Digital Literacy: Using Basic Internet and mobile applications</i>	10	30	-	-
PC89. installing and configure applications such as whatsapp, gmail, google maps, paytm and other social media applications such as facebook and youtube	-	-	-	-
PC90. using WhatsApp effectively	-	-	-	-
PC91. creating a gmail account	-	-	-	-
PC92. geo-tag your location your workshop/office location, shop	-	-	-	-
PC93. setting up of account, and Upload and share content on social media like Facebook, You tube, Instagram, etc.	-	-	-	-
PC94. use platforms for skilling and learning, including government portals	-	-	-	-
PC95. basics of Online Shopping and using digital payment modes such as Paytm, credit card, etc.	-	-	-	-
<i>Digital Literacy: Privacy and security related to Internet and Mobile Phone</i>	10	20	-	-
PC96. identify and save oneself from cyber frauds	-	-	-	-
PC97. use social media appropriately and ethically	-	-	-	-

National Occupational Standards

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC98. safeguard mobile phones and data by using passwords, not clicking on suspicious links and sharing data securely	-	-	-	-
<i>Financial Literacy: Importance of being financially literate</i>	-	-	-	5
PC99. understand simple financial terms such as payments, receipts, income, expenses, etc.	-	-	-	-
PC100. know about business related financial transactions for taking decisions	-	-	-	-
PC101. setting short term, medium term, and long-term financial goals	-	-	-	-
PC102. understand the importance of savings and expenses	-	-	-	-
<i>Financial Literacy: Process of opening and operating a bank account</i>	-	-	-	10
PC103. difference between savings and current account	-	-	-	-
PC104. process of opening a bank account	-	-	-	-
PC105. know-about required KYC documents like Aadhaar, PAN, GST, MSME certificate etc.	-	-	-	-
PC106. operate and manage bank accounts	-	-	-	-
<i>Financial Literacy: Applying and managing loans</i>	-	-	-	10
PC107. understanding of secured and unsecured loans	-	-	-	-
PC108. process of applying for loans	-	-	-	-
PC109. understanding the repayment schedule of the loan based on the interest rate and duration	-	-	-	-
PC110. impact of delayed payment of loan installment	-	-	-	-
<i>Financial Literacy: Using Digital Tools for Receipts and Payments</i>	-	-	-	10

National Occupational Standards

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC111. using UPI for digitally receiving and making payments	-	-	-	-
PC112. using QR Codes for digitally receiving and making payments	-	-	-	-
PC113. use internet and mobile banking for fund transfer and payment	-	-	-	-
PC114. perform transactions using ATM cum debit cards and credit cards, Rupay Card, etc.	-	-	-	-
<i>Financial Literacy: Selecting savings and insurance products</i>	-	-	-	5
PC115. explain different saving products	-	-	-	-
PC116. select appropriate saving products	-	-	-	-
PC117. explain different types of insurance plans and products	-	-	-	-
<i>Financial Literacy: Preparing and Maintaining Bahi-Khata (Book-keeping)</i>	-	-	-	5
PC118. creating accounts for Bahi- Khata (Book-keeping)	-	-	-	-
PC119. maintain Bahi-Khata	-	-	-	-
PC120. prepare income statement	-	-	-	-
<i>Financial Literacy: Awareness and prevention of financial frauds</i>	-	-	-	3
PC121. identify potential fraudulent transactions.	-	-	-	-
PC122. apply preventive measures to avoid financial frauds	-	-	-	-
<i>Financial Literacy: Filing complaints on business related issues with appropriate authority</i>	-	-	-	2
PC123. reporting of fraud to the appropriate authority	-	-	-	-
<i>Marketing and Branding: Know the benefits of marketing and branding for products and services</i>	-	15	-	5

National Occupational Standards

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC124. give accurate meaning for branding, marketing, and sales	-	-	-	-
PC125. provide the reason for obtaining quality certifications like ISI mark, Agmark, and Hallmark	-	-	-	-
PC126. create photographs and videos that effectively represent the overall brand identity	-	-	-	-
PC127. use social media platforms effectively for marketing of products and services	-	-	-	-
PC128. select preferred social media, online or traditional marketing platforms/ channel as per the needs of the customer	-	-	-	-
PC129. include geotagged videos and pictures appropriately to enhance the advertisement's effectiveness	-	-	-	-
PC130. design and develop printed marketing materials (pamphlets, brochures, banners) that are visually appealing and informative	-	-	-	-
PC131. plan and implement promotional offers and campaigns customized to local festive seasons and special occasions	-	-	-	-
<i>Marketing and Branding: Engaging with customers to establish long-term relationships</i>	-	5	-	5
PC132. maintain a well-groomed and presentable appearance and behavior	-	-	-	-
PC133. engage effectively with customers to gather information about their specific needs	-	-	-	-
PC134. identify and confirm customers' expectations	-	-	-	-
PC135. recognize the value of customer feedback in improving products and services	-	-	-	-
PC136. gather feedback from customers that will help in improving customer service	-	-	-	-
PC137. develop long term relationship with customers to increase business profitability	-	-	-	-

National Occupational Standards

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC138. evaluate the effectiveness of incentive plans, deals, offers etc. in retaining and engaging customers	-	-	-	-
<i>Marketing and Branding: Physical and Digital Marketplaces</i>	-	10	-	5
PC139. conduct market research to identify marketplaces relevant to the products and services	-	-	-	-
PC140. define the terms Physical and Digital marketplace	-	-	-	-
PC141. give the benefits of setting up shops, and stalls in events like melas, exhibitions, trade shows, etc.	-	-	-	-
PC142. demonstrate the process of registering and listing the products or services on the digital marketplaces	-	-	-	-
PC143. use of social media platforms effectively for the sale of goods and services	-	-	-	-
<i>Marketing and Branding: Benefits of doing business collectively</i>	-	-	-	5
PC144. identify the benefits of collectively doing Business	-	-	-	-
PC145. apply the best practices of the organizations like “Amul”, “Lijjat”, “Javed Habib” etc. for coming together to produce a product or service and help people get out of poverty	-	-	-	-
PC146. give an overview on these success stories that has helped these companies succeed, grow, and remain in business	-	-	-	-
<i>Self-Employment: Introduction to Self-Employment</i>	5	5	-	-
PC147. explain the meaning of self-employment and its benefits	-	-	-	-
PC148. identify and categorize various types of self-employments	-	-	-	-
<i>Self-Employment: Making a plan for small business</i>	10	20	-	-

National Occupational Standards

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC149. create a plan for a small business with defined goals, customers, costs, competitors, resource utilization etc.	-	-	-	-
PC150. develop a cost sheet planning the utilization of INR 1 Lakh loan amount to start their business and the roadmap ahead.	-	-	-	-
PC151. summarize the legal pre-requisites set by the local authority for starting and operating a small business.	-	-	-	-
<i>Self-Employment: Managing and expanding business</i>	10	30	-	-
PC152. manage effectively and efficiently various resources such as money, labour, raw materials, tools and machinery, etc. using the loan fund and mitigate risks.	-	-	-	-
PC153. develop ways to increase sales, maintain quality of products and services and healthy customer relations.	-	-	-	-
<i>Self-Employment: Knowing Government schemes and using ecommerce platforms</i>	5	15	-	-
PC154. identify various relevant Government schemes for small businesses and self-employed individuals and explain their terms and conditions.	-	-	-	-
PC155. list various e-commerce platforms such as on ONDC, Amazon, Flipkart, India Mart, Urban Clap, Yes Madam, etc. and register as vendor on the same.	-	-	-	-
NOS Total	90	240	-	90

National Occupational Standards

National Occupational Standards (NOS) Parameters

NOS Code	BWS/N0232
NOS Name	Assistant Barber-Salon Services
Sector	Beauty & Wellness
Sub-Sector	Beauty and Salons
Occupation	Haircare Services
NSQF Level	2.5
Credits	1.5
Minimum Educational Qualification & Experience	Existing Vishwakarmas duly verified as per the Scheme
Version	1.0
Last Reviewed Date	14/09/2023
Next Review Date	14/09/2028
NSQC Clearance Date	14/09/2023
Reference code on NQR	NG-2.5-BW-00740-2023-V1-BWSSC
NQR Version	1
CCN Category	2