Model Curriculum

Micro credential Name: Sustainable Practices in Packaging and Fixtures

Micro credential Code: RAS/MCr-0004

Micro credential Version: 1.0

NSQF Level: 3.0

Model Curriculum Version: 1.0

Retailers Association's Skill Council of India || Retailers Association's Skill Council of India, 703-704 Sagar Tech Plaza - A, Andheri-Kurla Road, Sakinaka Junction, Sakinaka, Andheri (E) Mumbai-400072.

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Training Parameters

Sector	Retail
Sub-Sector	Retail Operations
Occupation	Store Operations
Country	India
NSQF Level	3.0
Aligned to NCO/ISCO/ISIC Code	NA
Minimum Educational Qualification and Experience	• 10th Grade pass or Pursuing • Grade 8 pass with two year of (NTC/ NAC) after 8th • Previous relevant Qualification of NSQF Level 2.5 with 1.5 year relevant experience in retail operations • Previous relevant Qualification of NSQF Level 2.0 with 3 year relevant experience in retail operations
Pre-Requisite License or Training	NIL
Minimum Job Entry Age	-
Last Reviewed On	NA
Next Review Date	08/05/2028
NSQC Approval Date	08/05/2025
QP Version	1.0
Model Curriculum Creation Date	16/6/2023
Model Curriculum Valid Up to Date	08/05/2028
Model Curriculum Version	1.0
Minimum Duration of the Course	30 Hours
Maximum Duration of the Course	30 Hours

Program Overview

This section summarises the end objectives of the program along with its duration.

Training Outcomes

At the end of the program, the learner should have acquired the listed knowledge and skills.

- Explain the concept of sustainability and its importance in the retail sector
- Discuss the benefits of optimizing space by reducing fixtures usage.
- Outline some of the new designs and types of packaging that will help optimize space.
- Assess that all material used for packaging meets Health and Safety (H&S) regulations throughout its lifecycle.
- Determine KPIs for compliance, monitoring and reporting of sustainability operations in product packaging process and usage of fixtures.

Compulsory Modules

The table lists the modules and their duration corresponding to the Compulsory NOS of the QP.

NOS and Module Details	Theory Duration	Practical Duration	On-the-Job Training Duration (Mandatory)	On-the-Job Training Duration (Recommended)	Total Duration
Sustainable practices in Packaging and Fixtures	20:00	10:00	00:00	00:00	30:00
Module 1: Introduction to Sustainability	05:00	01:00	00:00	00:00	06:00
Module 2: Optimize and reduction for sustainability	10:00	06:00	00:00	00:00	16:00
Module 3: Compliance Standards for Sustainable Packaging and Fixtures	03:00	02:00	00:00	00:00	05:00
Module 4: Monitoring & Reporting Sustainability in Packaging and Fixtures	02:00	01:00	00:00	00:00	03:00
Total Duration	**20:00**	**10:00**	**00:00**	**00:00**	**30:00**

Module Details

Module 1: Introduction to Sustainability in Retail Packaging and Fixtures
Mapped to RAS/N0

Terminal Outcomes:
- Explain the concept of sustainability and its Importance in Retail.
- Identify how packaging and fixtures contribute to environmental impact.

Duration: *05:00 Hours*	**Duration**: *01:00 Hours*
Theory–Key Learning Outcomes	**Practical–Key Learning Outcomes**
- Explain the concept of sustainability and its relevance to the retail sector. - Describe the three pillars of sustainability — environmental, social, and economic. - Identify the key environmental challenges associated with traditional packaging and fixtures. - Outline the benefits of adopting sustainable practices in packaging. - List examples of unsustainable vs. sustainable practices in retail packaging and fixtures.	- Identify commonly used packaging and fixture materials in a retail environment for their environmental impact and sustainability potential. - Demonstrate awareness by selecting more sustainable alternatives during a material/fixture selection activity. - Participate in a group discussion or role play on the impact of retail operations on the environment and customer perception. - Design a simple eco-conscious packaging or fixture concept, applying principles of material efficiency, recyclability, or reusability.

Classroom Aids:

Projector, white board and white board marker, pen, notepad, Participant Handbook, Presentation deck

Tools, Equipment and Other Requirements

- Assorted packaging materials: plastic, paper, cardboard, glass, metal, biodegradable packaging, etc.
- Fixture material samples: MDF, plywood, acrylic, metal, bamboo, recycled plastic, etc.
- Access to case study videos or virtual store walkthroughs showcasing sustainable practices Examples of eco-friendly packaging (e.g., compostable bags, corrugated boxes, reusable wraps)
- Role play or discussion prompt cards
- Dummy product packaging for review (e.g., food packets, cosmetic boxes, e-commerce parcels)
- Sample store shelf or visual merchandising display with mock fixtures

Module 2: Optimize and reduction for sustainability
Mapped to RAS/N0

Terminal Outcomes:
- Reduce the use of packaging for manufactured products.
- Optimize space to reduce fixtures usage
- Re-use of current product packaging and fixtures
- Use of recyclable, reusable & compostable material for product packing and fixtures
- Use material made in eco-factories
- Select appropriately sized packaging for optimization

Duration: *10:00 Hours*	**Duration**: *06:00 Hours*
Theory–Key Learning Outcomes	**Practical–Key Learning Outcomes**
• Discuss the innovative processes that exist to reduce packaging in products. • Describe ways to maximize space efficiency, reducing the need for additional fixtures • Describe various methods of reusing the same packaging and fixtures. • List the variety of recycled materials available in the market. • Identify different types of packaging made from compostable materials. • List the types of reusable containers available that can be used as product packaging. • Explore the recycling and waste management facilities available in the vicinity. • Describe the eco-friendly processes that are used in factories along with their benefits & limitations. • Illustrate the types of designs of packaging and new packaging available which helps in optimizing space.	• Prepare a list of innovative processes designed to reduce product packaging, including a feasibility analysis report for implementation. • Identify various models of space optimization to get more products with less space. • Demonstrate different methods that enable the re- use of product packaging & fixtures. • Demonstrate the eco-friendly processes that are used detailing their benefits & limitations and providing a feasibility analysis report. • Prepare a list of certifications.
Classroom Aids:	
Projector, white board and white board marker, pen, notepad, Participant Handbook, Presentation deck	
Tools, Equipment and Other Requirements	
Card sheets, Sketch pens / Marker pens, Case Study, Feasibility Analysis Report Template	

Module 3: Compliance Standards for Sustainable Packaging and Fixtures
Mapped to RAS/N0

Terminal Outcomes:

- Verify all materials used for packaging comply with Health and Safety regulations across their entire lifecycle.
- Follow Health and Safety regulations for all fixtures and props to protect the staff & customers.
- Verify the certifications that classify factories as eco-friendly, ensuring they meet recognized eco-standards.
- Adhere to relevant compliance requirements in every area of operations.

Duration: 03:00 Hours	*Duration: 02:00 Hours*
Theory–Key Learning Outcomes	**Practical–Key Learning Outcomes**
• Identify the various compliance requirements established by the relevant authorities in their respective fields. • Discuss the Health & Safety standards for packaging and testing methods. • Discuss the Health & Safety standards for fixtures & props. • List the types of certifications that exist related to packaging.	• Show how to create a comprehensive list of statutory compliances required by various authorities and set up a tracker for monitoring expiration dates of each document. • Create a list of Health and Safety standards, testing methods, and guidelines, including those for fixtures and props, to ensure compliance and improve workplace safety.
Classroom Aids:	
Projector, white board and white board marker, pen, notepad, Participant Handbook, Presentation deck	
Tools, Equipment and Other Requirements	
Card sheets, Sketch pens / Marker pens, Case Study, Reporting Format template	

Module 4: Monitoring & Reporting Sustainability in Packaging and Fixtures

Mapped to RAS/N0

Terminal Outcomes:

- Define the key performance indicators (KPIs) and evaluation criteria related to environmental sustainability in the packaging process and the use of fixtures.

Duration: *02:00 Hours*	Duration: *01:00 Hours*
Theory–Key Learning Outcomes	**Practical–Key Learning Outcomes**
• Determine the KPIs to be reported regularly, reflecting the progress and impact of the sustainability initiatives implemented by the business.	• Show how to prepare a comprehensive list of KPIs for sustainability practices for both at the store level & overall business level.
Classroom Aids:	
Projector, white board and white board marker, pen, notepad, Participant Handbook, Presentation deck	
Tools, Equipment and Other Requirements	
Card sheets, Sketch pens / Marker pens, Case Study, Monitoring Tracker, Reporting Format template	

Annexure

Trainer Requirement for Domain Skills

Trainer Prerequisites						
Minimum Educational Qualification	Specialization	Relevant Industry Experience		Training Experience		Remarks
		Years	*Specialization*	*Years*	*Specialization*	
For Existing Trainers						
Graduate/ Certification in materials management	Retail Operations /Retail Management	5	practicing sustainability in Store Design Management & project Management operations. Area of Experience - Projects, Materials Management, understanding retail, knowledge of general e sustainable materials in Retailing, Retail Sales/ Store operations.	0		
OR						
Diploma	Retail Operations/Retail Management	0	Teaching Sustainability in Store Design Management & project Management.	5	Teaching in sustainability practices for graduate/ undergraduate students. Area of Experience – Teaching Sustainability operations in Projects, Materials Management, understanding retail, knowledge of general e sustainable materials.	

Trainer Certification	
Domain Certification	**Platform Certification**
Certified for the Micro Credential "Sustainable material in packaging & fixtures" RAS/MCr-0004 with minimum pass percentage: 80%	Recommended that the Trainer is certified for the Job Role: "Trainer (VET and skills)", mapped to the Qualification Pack: "MEP/Q2601, v2.0". The minimum accepted score is 80%.

Assessor Requirements for Domain Skills

Assessor Prerequisites						
Minimum Educational Qualification	Specialization	Relevant Industry Experience		Training Experience		Remarks
		Years	Specialization	Years	Specialization	
For Existing Assessors						
Graduate/ Certification in materials management	Retail Operations/Retail Management	5	practicing sustainability in Store Design Management & project Management operations. Area of Experience - Projects, Materials Management, understanding retail, knowledge of general e sustainable materials in Retailing, Retail Sales/ Store operations.	0		
OR						
Diploma	Retail Operations/Retail Management	0	Teaching Sustainability in Store Design Management & project Management.	5	Teaching in sustainability practices for graduate/ undergraduate students. Area of Experience – Teaching Sustainability operations in Projects, Materials Management, understanding retail, knowledge of general e sustainable materials.	

Assessor Certification	
Domain Certification	**Platform Certification**
Certified for the Micro Credential "Sustainable material in packaging & fixtures RAS/MCr-0004 with minimum pass percentage: 80%	Recommended that the Assessor is certified for the Job Role: "Assessor (VET and skills)", mapped to the Qualification Pack: "MEP/Q2701, v2.0". The minimum accepted score is 80%.

Assessment Strategy

This section includes the processes involved in identifying, gathering and interpreting information to evaluate the learner on the required competencies of the program.

Assessment will be done by RASCI-affiliated assessment agencies. The assessors/proctors will be trained & certified by SSC through the Training of Assessors / Proctors program. The emphasis will be on practical skills and knowledge based on the performance criteria. The assessment papers are developed by Subject Matter Experts (SME), as per the assessment criteria mentioned in the Qualification Pack. The assessment papers are also checked for the various outcome-based parameters such as quality, time taken, precision, tools & equipment requirement, etc. The assessment sets are then reviewed by SSC officials for consistency.

Testing Tools
• Carry out assessments under realistic work pressures that are found in the normal industry workplace. • Ensure that the range of materials, equipment and tools that learners use are current and of the type routinely found in the normal industry workplace environments.

Assessment Type	Formative or Summative	Strategies
Theory	Summative	(Web proctoring/Paper pencil/Tab based): Written test will be Multiple Choice Questions (MCQ) based. In case of availability of internet connectivity, the test will be hosted on the web (online). In case of the absence of internet connectivity, the test will be administered in offline mode on a tablet or via paper pencil.
Practical	Summative	This test will be administered through an online digital assessment platform in the form of situation based / case based multiple choice questions

The assessment results are backed by evidence collected by assessors.

1. The assessor/proctor must collect a copy of the attendance for the training under the scheme. The attendance sheets are signed and stamped by the in-charge / Head of the Training Centre.
2. The assessor/proctor needs to verify the authenticity of the candidates by checking the photoID card issued by the institute as well as anyone Photo ID card issued by the Central/Government.

The same needs to be mentioned in the attendance sheet. In case of suspicion, the assessor should authenticate and cross-verify the trainee's credentials in the enrolment form.

3. The assessor/proctor needs to punch the trainee's roll number on all the evidence.
4. The assessor/proctor can take a photograph of all the students along with the assessor standing in the middle and with the centre name/banner at the back as evidence.
5. The assessor also needs to carry his/her photo ID card.

The assessment agencies are instructed to hire assessors/proctors with integrity, reliability and fairness. Each assessor shall sign a document with its assessment agency by which they commit themselves to comply with the rules of confidentiality and conflict of interest, independence from commercial and other interests that would compromise the impartiality of the assessments.

Assessment Strategy for Employability Skills

The trainee will be tested for the acquired skill, knowledge and attitude through formative/summative assessment at the end of the course, and as this NOS and MC are adopted across sectors and qualifications, the respective AB can conduct the assessments as per their requirements.

References

Glossary

Term	Description
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 solve a problem.
Key Learning Outcome	The 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.
Terminal Outcome	The terminal outcome is a statement of what a learner will know, understand and be able to do upon the completion of a module. A set of terminal outcomes help to achieve the training outcome.

Acronyms and Abbreviations

Term	Description
QP	Qualification Pack
NSQF	National Skills Qualification Framework
NSQC	National Skills Qualification Committee
NOS	National Occupational Standards