

**NASSCOM®**

**futureskills®**

A NASSCOM initiative

# Job Standards & Industry Certifications for Skills of the Future



# What is Job Standard?

The emerging technologies have swept the world of work so quickly that every company is scrambling to put up their plans in place to hire or retrain workers. Each company is creating its own hiring and assessment criteria and each potential employee is trying to figure out which certification should be acquired to get a great job. With a plethora of certifications in the market, it is hard to identify certifications that are relevant and useful for one's career trajectory.

In order to provide some clarity, the IT-BPM industry got together and defined the common job roles in the industry. Using these descriptions, the IT-ITes Sector Skills Council (SSC) NASSCOM created a set of government recognised certifications to match these job roles. For example, if you need to hire someone to work in an Analytics role, an Associate Analytics certification assures your potential employer that you have the skills to perform in that job. For employers, this certification means that the employee is ready to work from Day 1.

And the best part? Since these certifications are based on industry defined job roles, SSC NASSCOM certifications are recognised by the Government of India.

In the new tech, the need for these standards based certifications is even more critical. Future skills are in short supply and companies need to spend enormous amount of money on training. By giving a preference to people who have a SSC NASSCOM certification, companies can inspire people to get certified before they apply for a job. For employees, a NASSCOM certificate creates an indisputable testimonial of the skills they possess.

## Why Job Standards?

- » The single most important function of the job standard is to bring clarity to the upskilling and reskilling initiatives being undertaken across academia, industry and government by creating a common understanding and terminology when discussing job roles and job skills.
- » This common language can move the talent transformation narrative to industry wide collaborative action instead of working in organisational silos.
- » They can provide industry approved benchmarking for certifications.
- » They can be used to drive talent transformation initiatives at scale since they provide a common point of reference to everyone involved.

## How Job Standards Help?



Post a job vacancy using the standard Qualification Packs (QPs).



Evaluate job applicants using National Occupational Standards (NOS)-aligned criteria.



Align post training assessment to NOSs that can offer a government authorised certificate to the learner at the end of the training.



Avail government incentives to mitigate the cost of training if your assessments are NOS aligned.

What's in it  
for you?



## For Employers

### Reduced Time to Competency



- » A certified employee needs only business related training rather than generic skills.
- » Use job standards to enable internal employee mobility.

### Reduced Recruitment Effort and Costs



- » No need to conduct extensive assessments.
- » Consistent set of standards for recruitment and selection processes.
- » Common language to communicate across colleges, partners and agencies.

### Targeted Skill/Capacity Development Interventions



- » Build precision into your requests for talent using job standards.
- » Use job standards to improve the efficacy of your campus initiatives.



### Increased Mobility within Industries



- » An industry certification is recognisable across companies.
- » Identify knowledge areas and skills needed for occupations and job roles.

### Manage Self-Performance



- » Use the Recognition of Prior Learning certification to undertake self-assessment and get recognition of skills acquired on the job.

## For Employees

### Training and Certifications



- » Provide a reference to assess ability and training needs.
- » Provide guidelines for certification/accreditation.

# FAQs on Job Standards



## What is a Job Standard?

A Standard is an agreed way of doing something that defines the quality and quantity frameworks about making a product, managing a process, or delivering a service.



## Why does SSC NASSCOM create Job Standards?

SSC NASSCOM is jointly owned by NASSCOM, the industry association for the IT-ITES industry and National Skill Development Corporation (NSDC). NSDC has created 43 sector skills councils, for each industry and tasked them with the responsibility of creating job standards for their industry. That is why, all SSC NASSCOM certifications are government recognised.



## What are National Occupational Standards (NOS)?

The National Occupational Standards (NOS) specify the standards of performance, knowledge and understanding when carrying out a particular activity in the workplace. A set of NOSs, aligned to a job role, is called a Qualification Pack (QP) that would be available for every job role in each industry sector.



## What are Qualification Packs (QPs)?

Each job role is described by a Qualification Pack or QP. QPs are nothing but a set of NOSs. Think of a QP as a loaf of bread and the NOSs as the slices in the loaf. A job standard is just another word for the QP for that job. The definition and description of the QPs drive the creation of training curriculum for that job role and assessments linked to that curriculum. SSC NASSCOM has a list of authorised training partners and assessment partners who can train and assess based on these QPs.



## Are SSC NASSCOM Certifications Government Recognised?

Yes. All SSC NASSCOM certifications are government recognised. That means, people being trained and certified in this way can be eligible for subsidies under government schemes. Colleges can provide credit equivalence so that students being trained on courses aligned to QPs, can use these industry linked courses to earn credits while they are studying and be job ready when they graduate.



## What is Recognition of Prior Learning (RPL)?

Recognition of Prior Learning entails recognizing previous/prior learning, often experiential, of the competencies of those employed with an organization, via a simple assessment. Passing this assessment entitles the candidate to get a government recognized certification issued by SSC NASSCOM. What's more? There are incentives available from the government for those who get certified under RPL.

*Write to [futureskills@nasscom.in](mailto:futureskills@nasscom.in) to know more about how you can use job standards in your organisation or college.*

# SSC NASSCOM Certifications for Future Skills

For the following Job Roles, SSC NASSCOM Certifications are currently available. Contact us for more information.



## Artificial Intelligence & Big Data Analytics

ML Engineer | Hardware Engineer | Integration Engineer | Test Engineer | Data Sciences Consultant | Product Manager | Chief Data Officer | Data Quality Analyst | Business Intelligence Analyst | Visualization Specialist | Data Scientist | Applied Scientist | Data Engineer | Data Architect | Solution Architect | Database Administrator | Security Analyst | Data Steward | DevOps Engineer



## Cyber Security

Analyst Application Security | Analyst Compliance Audit | Analyst EPS | Analyst IdAM | Analyst SOC | Architect IdAM | Consultant Network Security | Forensics Specialist | Penetration Tester | Security Analyst | Security Infrastructure Specialist



## Cloud Computing

Cloud Consultant | Cloud Architect | Cloud Application Developer | Cloud Infrastructure Engineer | Cloud Migration Engineer | Cloud Administrator | Site-reliability Engineer | Cloud Risk & Compliance Officer | Cloud Security Operations Engineer



## Internet of Things

Network Specialist | Product Manager | Solution Architect | Control Room Operator | Hardware Solution Designer | Software Analyst | Test Analyst | Security Specialist | Domain Specialist

For details visit <https://www.nsdcindia.org/qp-nos-results> and type QP-NOS Code: SSC/Q81 and press enter.



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**Contact:**

[futureskills@nasscom.in](mailto:futureskills@nasscom.in)

**NASSCOM**

Plot no. 7 to 10, Sector 126, Nodia, UP, India

[futureskills.nasscom.in](http://futureskills.nasscom.in)