



Maldives National Skills Development Authority



National Competency Standard for Fish Processing and Quality Control

Standard Code: FNA-01L4-V2-24

Qualification Name: National Certificate IV in Fish Processing and Quality Control

FOREWORD

The pivotal role of the Maldives National Skills Development Authority (MNSDA) in meticulously implementing and expanding Technical and Vocational Education & Training (TVET) exemplifies the steadfast commitment of the Maldives to build a skilled and resilient workforce. This commitment is evident from the strategic formulation of National Standards and the establishment of a comprehensive framework for training and certification.

Under the Higher Education and Training Act 7/2021, the MNSDA assumes an instrumental role, reflecting the government's unwavering dedication to streamlining TVET policies and procedures. This includes the establishment of a robust system for accrediting and registering both Institution Based Training (IBT) and Employer Based Training (EBT) providers. The MNSDA's active involvement in conducting the National Apprenticeship Program (NAP), National Trade Testing and Certification (NTTC), and the issuance of National Certificates reflects a comprehensive approach to ensure elevated quality standards and competency within the workforce.

The National Competency Standards (NCS) revised through the Maldives Enhancing Employability and Resilience of Youth (MEERY) project accentuates the commitment to updating and sustaining contemporary skill sets aligned precisely with industry demands. Deliberate efforts to revise existing NCS, coupled with the development of curriculum, teaching materials, resource books, and logbooks, attest to our dedication to ensuring the ongoing relevance and currency of the TVET system in the Maldives.

The active engagement of Technical Panels and Employment Sector Councils in the NCS development and approval process, coupled with alignment to the Maldives National Qualification Framework (MNQF) and accreditation by the Maldives Qualifications Authority (MQA), certifies that the TVET system not only remains highly responsive but also ensures the quality standards demanded by industries. This approach enables the system to effectively meet the diverse needs of industries and adapt to the evolving economic landscape.

The collaborative development of the National Certificate IV in Fish processing and Quality Control by the MNSDA, MEERY, and the Maldives Institute of Technology exemplifies the practical implementation of TVET initiatives. This training package represents a critical stride towards addressing the requisite skills while fostering opportunities to integrate sustainable economic development within the TVET framework.



Dr. Zahra Mohamed

Chief Executive Officer

Maldives National Skills Development Authority

EMPLOYMENT SECTOR COUNCILS

#	Name	Designation	Organisation
01	Dr.Hussain Sinan	Director	Ministry of Fisheries and Ocean Resources
02	Ali Amir	Director	Ministry of Agriculture and Animal Welfare
03	Musthafa Abdul Gafoor	Senior Policy Officer	Ministry of Economic Development & Trade
04	Mifrah Naseem	General Manager- Sales and Marketing	MIFCO
05	Dr. Ahmed Riyaz Jauhary	Deputy Director General	Maldives Marine Research Institute / Ministry of Fisheries and Ocean Resources
06	Adnan Ali	Board Director / Advisor	Horizon Fisheries
07	Maizan Ahmed Manik	Chairman	Maizan Electronics
08	Aishath Shazleena	HR Manager	Agro National Corporation Ltd (AgroNat)
09	Shakeeba Ali	Director General	Maldives National Skills Development Authority

National Occupational Standard has been endorsed by:



Dr. Ahmed Riyaz Jauhary
Chairperson
Fisheries Sector Council

Maldives National Skills Development Authority
Umar Zahir Office Building, 5th Floor,
Orchid Ma higon, HulhuMale' , Republic of Maldives.

Date of Endorsement: 15.08.2024

TECHNICAL SUPPORT

#	Name	Designation	Organisation
01			
02			

TECHNICAL PANEL MEMBERS			
#	Name	Designation	Organisation
01	Ahmed Shifaz	Director	Ministry of Fisheries and Agriculture
02	Mishaal Ahmed	Head of Quality Control	MIFCO / Assessor at MNSDA
03	Seema Ali	Freelance	Part time lecturer
04	Mariyam Ibrahim Didi	Food Quality Assurance Officer	MFDA

VERSION	DEVELOPER	DATE	STANDARD CODE
V2	Maldives Institute of Technology	15/02/2024	FNA-01L4-V2-24

Standard Development Process

The development of the “National Certificate IV in Fish Processing and Quality Control” Standard involved a comprehensive study of Fish Processing and Quality Control occupations in Maldivian workplaces, with a focus on fisheries enterprises. Job descriptions and international occupational trends were analysed to draft an initial Occupational Standard. This draft will undergo further refinement through a Technical Panel (TP) from Maldivian workplaces, ensuring incorporation of competencies and edits. The TP will provide technical input, suggesting changes to the standard, until a final draft is agreed upon. The approved Final Draft will then be submitted to the Fisheries & Agriculture Employment Sector Council for endorsement and validation. A brief report detailing the compilation process will accompany the Standard for the Council's review, and any recommended changes will be addressed before final endorsement.

With the endorsement from the Fisheries & Agriculture Employment Sector Council, the finalised National Occupational Standard for Fish Processing and Quality Control will be submitted to the Maldives Qualification Authority (MQA) for final approval. Upon receiving MQA approval, the standard will be officially published on the Maldives National Skills Development Authority (MNSDA) website. This publication will enable training providers in the Maldives to utilise the standard for delivering the Fish Processing and Quality Control program, ensuring its widespread implementation across the country.

Description of “Fish Processing and Quality Control”

The National Certificate IV in Fish Processing and Quality Control is designed to equip individuals with advanced competencies essential for supervisory roles in the fish processing industry. This certification offers a comprehensive framework for enhancing skills in fish processing, quality assurance, and regulatory compliance. Participants will gain practical insights into operating, maintaining, and optimising processing equipment, implementing quality control procedures, and managing waste effectively.

The program serves as a mid-level stepping stone for professionals seeking to excel in supervisory positions within fish processing facilities, providing them with the necessary knowledge and expertise to ensure product safety, quality, and compliance with industry standards.

Proposed Qualification Titles

Following are the recommended titles by the selected internal expert team of MIT for the National Certificate IV in Fish Processing and Quality Control.

1. Nil-

Job opportunities upon completion of “National Certificate IV in Fish Processing and Quality Control”

Upon successful completion of the National Certificate IV in Fish Processing and Quality Control, students can work in the related field.

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)
Standard Number - Occupation with in an industry sector	Two digits 01-99
Common Competency	CM
Core Competency	CC
Unit Number - Occupation within a Standard	Three digits 01-99
MNQF level of qualification	L1, L2, L3, L4 etc.
Version Number	V1, V2 etc.
Separator	-
Year of Last Review of standard, qualification	Two digits responding to the year of last review, example 23 for the year 2023
Qualification Code	Refers to Standard code in cover page

1. Endorsement Application for Qualification 01		
2. NATIONAL CERTIFICATE IV IN FISH PROCESSING AND QUALITY CONTROL		
3. Qualification code: FNA-01L4-V2-24		Total Number of Credits: 130
4. Purpose of the qualification The purpose of the National Certificate-4 in Fish Processing and Quality Control is to equip individuals with the specialised skills and knowledge required to excel in supervisory roles within the fish processing sector of the Maldives. This qualification aims to provide learners with comprehensive training in fish processing techniques, quality control procedures, regulatory compliance, and leadership skills.		
5. Regulations for the qualification		National Certificate IV in Fish Processing and Quality Control 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	Participate in sustainable work practices	FNA-01-CM07-V2-24
02	Enhance customer service experience	FNA-01-CM08-V2-24
03	Lead and manage people	FNA-01-CM09-V2-24
04	Apply work ethics and manage diversity in the workplace	FNA-01-CM10-V2-24
Core Competencies		
05	Perform fish processing techniques	FNA-01-CC10-V2-24
06	Perform fish quality control, assessment and grading	FNA-01-CC11-V2-24
07	Perform fish storage and maintenance of quality and temperature	FNA-01-CC12-V2-24
08	Perform fish preservation and shelf-life extension	FNA-01-CC13-V2-24
09	Enforce and maintain hygiene and sanitation standards	FNA-01-CC14-V2-24
10	Monitor fish processing operations	FNA-01-CC15-V2-24
11	Implement fish inspection protocols	FNA-01-CC16-V2-24
12	Assist innovate fish processing methodologies	FNA-01-CC17-V2-24
13	Implement Hazard Analysis and Critical Control Points (HACCP)	FNA-01-CC18-V2-24
14	Implement quality control procedures	FNA-01-CC19-V2-24
15	Operate, maintain and calibrate equipment	FNA-01-CC20-V2-24
16	Manage waste in fish processing facilities	FNA-01-CC21-V2-24
17	Apply regulatory compliance and standards	FNA-01-CC22-V2-24

7. Accreditation requirements	The training provider should have a workshop or similar training facility to provide the trainees the hands-on experience related to this qualification and relevant hours of industrial experience.
8. Recommended sequencing of units	As appearing under the section 06

Unit Details

Unit No.	Unit Title	Code	Level	No. of credits	Credit hours	Contact hours
01	Participate in sustainable work practices	FNA-01-CM07-V2-24	IV	04	40	20
02	Enhance customer service experience	FNA-01-CM08-V2-24	IV	10	100	50
03	Lead and manage people	FNA-01-CM09-V2-24	IV	10	100	50
04	Apply work ethics and manage diversity in the workplace	FNA-01-CM10-V2-24	IV	15	150	75
05	Perform fish processing techniques	FNA-01-CC10-V2-24	III	06	60	30
06	Perform fish quality control, assessment and grading	FNA-01-CC11-V2-24	III	04	40	20
07	Perform fish storage and maintenance of quality and temperature	FNA-01-CC12-V2-24	IV	04	40	20
08	Perform fish preservation and shelf-life extension	FNA-01-CC13-V2-24	III	05	50	25
09	Enforce and maintain hygiene and sanitation standards	FNA-01-CC14-V2-24	IV	08	80	40
10	Monitor fish processing operations	FNA-01-CC15-V2-24	IV	06	60	30
11	Implement fish inspection protocols	FNA-01-CC16-V2-24	IV	08	80	40
12	Assist innovate fish processing methodologies	FNA-01-CC17-V2-24	IV	12	120	60
13	Implement Hazard Analysis and Critical Control Points (HACCP)	FNA-01-CC18-V2-24	IV	10	100	50
14	Implement quality control procedures	FNA-01-CC19-V2-24	IV	08	80	40
15	Operate, maintain and calibrate equipment	FNA-01-CC20-V2-24	IV	10	100	50
16	Manage waste in fish processing facilities	FNA-01-CC21-V2-24	IV	06	60	30
17	Apply regulatory compliance and standards	FNA-01-CC22-V2-24	III	04	40	20
Total				130	1300	650

Packaging of National Qualifications:

National certificate IV in Fish Processing and Quality Control 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: FNA-01L4-V2-24

COMPETENCY BASED ASSESSMENT

The final assessment of the National Competency-Based Programmes conducted by the Maldives National Skills Development Authority (MNSDA) is a competency-based assessment.

The Competency-Based Assessment ensures that the students' performance meets the requirements specified in the National Competency Standards (NCS). This assessment approach is designed to verify that graduates are job-ready and meet established occupational competency requirements within their respective fields.

Eligibility for Final Assessment

To be eligible for the final Competency-Based Assessment, students must fulfil the following conditions:

- achieve a **minimum of 80%** attendance
- deemed competent in each of the units of the programme in the pre-assessment

Competency-Based Assessment Process

Upon submission of the Pre-assessment report by the training provider, MNSDA will check for all the necessary supporting documents and conduct Competency-Based Assessment through a National Assessor registered with MNSDA. It is important to note that any trainer involved in the training process is **not permitted** to conduct the assessment to maintain impartiality and integrity of the process.

The final Competency-Based Assessment conducted by MNSDA includes both:

- **Theory:** Evaluating students' knowledge and understanding of key theoretical aspects of the competency.
- **Practical:** Assessing hands-on skills and application of knowledge in real-world or simulated environments.

Once the assessment is completed, the National Assessor will send the Competency-Based Assessment Report to MNSDA.

Competency Status Requirement

For certification to be granted, the student must be officially declared "**Competent**" in each of the units of the programme by the National Assessor.

Conclusion

Competency-Based Assessment is a critical component in ensuring the quality and credibility of technical and vocational skills-based training. By adhering to the outlined procedure, MNSDA upholds the standards required to certify students who are fully prepared to meet industry demands.