



Maldives National Skills Development Authority



National Competency Standard for Diving for Bait Fishery

Standard Code: FNA-14L3-V1-24

Qualification Name: National Certificate III in Diving for Bait Fishery

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 III in Diving for bait fishery 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 Jauharee	Dean	College of Fisheries and Ocean Sciences
06	Adnan Ali	Industry Expert	-
07	Maizan Ahmed Manik	Industry Expert	-
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 Jauharee

Chairperson

Fisheries and Agriculture Sector Council

Maldives National Skills Development Authority

Umar Zahir Office Building, 5th Floor,

Orchidmaa Hingun, HulhuMale', Republic of Maldives

Date of Endorsement: 3/12/2024

TECHNICAL SUPPORT

#	Name	Designation	Organisation
01			
02			

TECHNICAL PANEL MEMBERS

#	Name	Designation	Organisation
01	Dr. Ahmed Riyaz Jauharee	Director General	Ministry of Fisheries and Ocean resources
02	Ahmed Shafiu	Deputy Minister	Ministry of Fisheries and Ocean resources
03	Zoona Naseem	Managing Director	Moodhu Bulhaa Dive Center
04	Dr. Sham'aa Abdulla Hameed	Regional Manager	Scuba schools International

VERSION	DEVELOPER	DATE	STANDARD CODE
V1	Maldives Institute of Technology	29/05/2024	FNA-14L3-V1-24

Standard Development Process

The development of the “National certificate III in Diving for Bait Fishery” Standard involved a comprehensive study of fishing occupations in the Maldives, 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 Fishery 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 Construction Employment Sector Council, the finalised National Occupational Standard for Diving for Bait Fishery 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 Diving for Bait Fishery program, ensuring its widespread implementation across the country

Description of “Diving for Bait Fishery”

The "Diving for Bait Fishery" standard serves as a foundational guideline designed to enhance essential skills across diverse industries. This program is dedicated to equipping individuals with the fundamental competencies necessary for proficient diving and bait fishing.

The certification acts as an entry point for professionals venturing into the application of Diving for Bait Fishery principles, providing a strong foundation in the fundamental skills required for this qualification.

Proposed Qualification Titles

Following are the recommended titles by the selected internal expert team of MIT for the National Certificate III in Diving for Bait Fishery.

1. *Nil*

Job opportunities upon completion of “National Certificate III in Diving for Bait Fishery”

Upon successful completion of the National certificate III in Diving for Bait Fishery, students can work in the following jobs.

1. *Diver for Bait fish*

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 with in an 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 III IN DIVING FOR BAIT FISHERY

3. Qualification code: FNA-14L3-V1-24 **Total Number of Credits: 73**

4. Purpose of the qualification

This qualification aims to provide individuals with the essential skills and knowledge required for the safe and effective harvesting of bait fish through diving. This program aims to enhance participants' proficiency in diving techniques, safety protocols, and sustainable fishing practices. By equipping marine professionals, commercial divers, and fisheries industry workers with these competencies, the qualification promotes responsible and efficient bait fishery operations, contributing to the sustainability of marine resources and the overall health of marine ecosystems.

5. Regulations for the qualification

National Certificate III in Diving for Bait Fishery 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

6. Schedule of Units

Unit No.	Unit Title	Code
Common Competencies		
01	Apply occupational health and safety requirements	FNA-01-CM01-V2-24
02	Apply work ethics and optimise professionalism	FNA-01-CM02-V2-24
03	Practice effective workplace communication	FNA-01-CM03-V2-24
04	Provide effective customer care	FNA-05-CM01-V1-24
05	Perform computer operations	FNA-01-CM04-V2-24
06	Respond to emergency situations	FNA-02-CM05-V1-24
Core Competencies		
07	Understand bait fishery industry	FNA-14-CC01-V1-24
08	Identify bait fish species	FNA-14-CC02-V1-24
09	Handle and maintain scuba diving equipment	FNA-14-CC03-V1-24
10	Apply basic diving skills and techniques in open water	FNA-14-CC04-V1-24
11	Apply advanced open water diving	FNA-14-CC05-V1-24
12	Administer first aid for diving	FNA-14-CC06-V1-24
13	Administer oxygen	FNA-14-CC07-V4-24
14	Develop rescue diving skills	FNA-14-CC08-V1-24
15	Perform diving techniques for bait fish	FNA-14-CC09-V1-24
16	Perform bait fishing operation	FNA-14-CC10-V1-24

<p>7. Accreditation requirements</p>	<p>The training provider should have a workshop or similar training facility to provide the trainees the hands-on experience related to this qualification and 120 hours of industrial experience.</p> <p>Note: All scuba diving institutions or trainers must be registered with a recognised training agency and comply with the following standards to ensure high-quality and safe scuba diving education:</p> <ul style="list-style-type: none"> • ISO 24801-2 (Autonomous Diver) • ISO 24801-3 (Dive Leader/Dive Master) • WRSTC (World Recreational Scuba Training Council) guidelines
<p>8. Recommended sequencing of units</p>	<p>As appearing under the section 06</p>

Unit Details

Unit No.	Unit Title	Code	Level	No. of credits	Credit hours	Contact hours
01	Apply occupational health and safety requirements	FNA-01-CM01-V2-24	III	04	40	20
02	Apply work ethics and optimise professionalism	FNA-01-CM02-V2-24	III	04	40	20
03	Practice effective workplace communication	FNA-01-CM03-V2-24	III	03	30	15
04	Provide effective customer care	FNA-05-CM01-V1-24	III	03	30	15
05	Perform computer operations	FNA-01-CM04-V2-24	III	05	50	25
06	Respond to emergency situations	FNA-02-CM05-V1-24	III	05	50	25
07	Understand bait fishery industry	FNA-14-CC01-V1-24	III	03	30	15
08	Identify bait fish species	FNA-14-CC02-V1-24	III	04	40	20
09	Handle and maintain scuba diving equipment	FNA-14-CC03-V1-24	III	05	50	25
10	Apply basic diving skills and techniques in open water	FNA-14-CC04-V1-24	III	04	40	20
11	Apply advanced open water diving	FNA-14-CC05-V1-24	III	05	50	25
12	Administer first aid for diving	FNA-14-CC06-V1-24	III	05	50	25
13	Administer oxygen	FNA-14-CC07-V4-24	III	05	50	25
14	Develop rescue diving skills	FNA-14-CC08-V1-24	III	05	50	25
15	Perform diving techniques for bait fish	FNA-14-CC09-V1-24	III	06	60	30
16	Perform bait fishing operation	FNA-14-CC10-V1-24	III	07	70	35
Total				73	730	365

Packaging of National Qualifications:

National Certificate III in Diving for Bait Fishery 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

Qualification Code: FNA-14L3-V1-24

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.