



**Maldives National Skills Development Authority**



# **National Competency Standard for Waste to Wealth**

**Standard Code: SOCS02V1/21**

**Qualification Name: National Certificate III in Waste to Wealth**  
**Qualification Code: SOCQS02Q1L3V1/21**

## FOREWORD

Formal Technical and Vocational Education & Training (TVET) was introduced in the Maldives in 1975, with the establishment of the state-owned Vocational Training Center as the one and only TVET provider. As the institution and training programs evolved and need for standardized training materials grew, in 2006, government established a TVET mechanism to develop Occupational Standards.

Since then, Maldives' TVET system has evolved to encompass a public Polytechnic, a dozen private Institution Based Training (IBT) providers and several Employer Based Training (EBT) providers for apprenticeship training too. Additionally, as the regulatory body, under the Higher Education and Training Act 7/2021, Maldives National Skills Development Authority (MNSDA) was created on 16th May, 2021.

MNSDA's mandates includes:

- Developing policies, procedures and making regulations;
- Developing National Competency Standards, curriculums and related materials;
- Conducting National Apprenticeship Program (NAP) through EBTs,
- Conducting National Trade Testing and Certification (NTTC),
- Registering IBT and EBT providers and TVET programs;
- Conducting National Assessments and issuing National Certificates and
- Manage a comprehensive database comprised of IBT and EBT;


As a result, MNSDA has expanded 'TVET' services with currently available 103 NCS covering a wide range of occupations while 71 new NCS are in the development process funded by the Maldives Enhancing Employability and Resilience of Youth (MEERY) project. In addition, MEERY assists for renewal of 53 existing NCS as well as for development of Curriculum, Teaching Materials, Resource Books and Logbooks.

NCS development and approval process involves Technical Panels and Employment Sector Councils and accreditation by the Maldives Qualifications Authority (MQA), thus aligning to the Maldives National Qualification Framework (MNQF).

It is with great pleasure we present the Waste to Wealth training package developed by MNSDA in collaboration with MEERY and Maldives Institute of Technology as a consultant.



**Ahmed Nasheed**  
**Chief Executive Officer**  
**Maldives National Skills Development Authority**

EMPLOYMENT SECTOR COUNCILS			
#	Name	Designation	Organization
01	Saudath Afeef	Director	Ministry of Youth, Sports and Community Empowerment
02	Mariyam Azza Ali Rauf	Human Resource Manager	Waste Management Corporation Limited
03	Fathmath Sauda	Allied Health Professional	Maldives Allied Health Council
04	Mariyam Nuzla	General Manager	State Trade Organization
05	Ali Shareef	Center for Foundation Studies	Villa College
06	Aishath Shifana Wajeeth	-	Industry Expert
07	Hamid Abdul Ghafoor	-	Industry Expert
08	Ibrahim Nafiu	Secretary	Riverine Sports
09	Aminath Asra	Director	Maldives National Skills Development Authority
National Occupational Standard has been endorsed by:			
 Fathmath Sauda Chairperson Social Employment Sector Council			
Maldives National Skills Development Authority Ministry of Higher Education Kalaafaanu Hingun, H. Fulidhooge Male', Maldives			
Date of Endorsement: 26 <sup>th</sup> October 2021		Date of Revision: -	

TECHNICAL SUPPORT			
#	Name	Designation	Organization
01	Mariyam Nadha	Administrative Officer	Maldives National Skills Development Authority
02	Aishath Hamna Abdulla	Administrative Officer	Maldives National Skills Development Authority

TECHNICAL PANEL MEMBERS			
#	Name	Designation	Organization
01	Aishath Rashfa	Assistant Director	Ministry of Environment, Climate Change and Technology
02	Shaahina Ali	Country Director	Parley Maldives
03	Abdulla Sinan	Assistant Manager	Waste Management Corporation Limited
04	Inaya Abdul Raheem	Engineer	Environment Protection Agency
05	Mohmaed Haikal	Lecturer	Maldives National University
06	Mohamed Waheed	Assistant Lecturer	Maldives Polytechnic
07	Ahmed Afrah Ismail	Co-Founder	Zero Waste Maldives

VERSION	DEVELOPER	DATE	STANDARD CODE
V1	Maldives Institute of Technology	26 <sup>th</sup> October 2021	SOCS02V1/21

## Standard Development Process

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To begin with, Waste to Wealth occupations were profiled through study of occupation across Maldivian workplaces. Referred occupational profiling process led to the development of Draft Occupational Standard.

Draft occupational standard will be used to undertake functional analysis of Waste to Wealth occupation and referred functional process was undertaken with participation of industry experts. For strengthening development of National Occupational Standard, a panel with technical experts was formed from MNSDA. The members shall provide technical support and identify knowledge and skills to be included in the standard.

Once the standard is finalized among (TP) technical panel, this will be submitted to the designated Employment Sector Council. A brief report on how National Occupational Standard for Waste to Wealth shall be developed and presented to the council. Council members will ensure the industry need has been catered in the standard through inclusion of industry related knowledge and skills. Once the standard fulfills the recommendations of the Employment Sector Council, the standard will then be endorsed by the council.

After endorsing the standard from the relevant Employment Sector Council, final document shall be submitted to Maldives Qualification Authority (MQA) for approval. After the approval from MQA, National Occupational Standard for Waste to Wealth can be published, which would then be used by training providers.

## Description of “Waste to Wealth Occupation”

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Waste to Wealth play an important role in facilitating creation of wealth using the waste collected across the waste management centers established across the island. Besides wealth creation, referred occupation will also contribute to maintaining a clean and healthy environment across the Maldivian islands.

As of today, waste collected across the waste management centers remain as a burden to island administrators such as island and city councils. The program will develop a shift in the perspectives related to the collected waste through processing and recycling the waste for wealth creation.

Waste to wealth program shall prepare competent personnel to identify and process waste including development of value-added products using waste. This program shall develop skilled personnel capable and ready to use the garbage collected with creativity to maximise reuse and resale and consequently create wealth. The program will also continue to maintain a healthier and cleaner environment for all.

## Job opportunities upon completion of “National Certificate III in Waste to Wealth”

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Upon successful completion of the National certificate-3 in Waste to Wealth, students can work in the following jobs.

1. *Waste Management Administrator*
2. *Waste Management Operator*
3. *Recycling Officer*
4. *Collecting Officer*
5. *Waste to Wealth Creator*
6. *Waste to Wealth Coordinator*

## 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)
Competency Standard	S
Occupation with in an industry sector	Two digits 01-99
Unit	U
Common Competency	CR
Core Competency	CM
Optional / Elective Competency	OP
Assessment Resources Materials	A
Learning Resources Materials	L
Curricular	C
Qualification	Q1, Q2 etc.
MNQF level of qualification	L1, L2, L3, L4 etc.
Version Number	V1, V2 etc.
Year of Last Review of standard, qualification	By “/” followed by two digits responding to the year of last review, example /20 for the year 2020

1. Endorsement Application for Qualification 01		
2. NATIONAL CERTIFICATE III IN WASTE TO WEALTH		
3. Qualification code: SOCS02Q1L3V1/21		Total Number of Credits: 68
<b>4. Purpose of the qualification</b> Purpose of this qualification is to create skilled personnel that understands waste generation on an island or resort context and is able to creatively find waste to wealth solutions to different waste streams generated in their place of work. It is believed that there will be a huge demand for trained waste to wealth operators from Councils and also Resorts.		
5. Regulations for the qualification		National Certificate III in Waste to Wealth 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	Follow work health and safety procedures	SOCCM01V1/21
02	Apply work ethics and professionalism	SOCCM02V1/21
03	Practice effective workplace communication	SOCCM03V1/21
04	Perform basic computer operations	SOCCM04V1/21
05	Provide first aid	SOCCM05V1/21
06	Respond to fire	SOCCM06V1/21
Core Competencies		
07	Apply Sustainable Waste Management Practices	SOCS02CR07V1/21
08	Identify and respond to hazards and emergencies in waste management	SOCS02CR08V1/21
09	Apply workshop practice	SOCS02CR09V1/21
10	Apply waste reduction using waste segregation and auditing	SOCS02CR10V1/21
11	Identify and Prepare items for reuse and resale	SOCS02CR11V1/21
12	Operate & maintain machinery and equipment	SOCS02CR12V1/21
13	Prepare value added products using organic waste	SOCS02CR13V1/21
14	Prepare value added products using recyclable waste	SOCS02CR14V1/21
15	Maintain waste management site	SOCS02CR15V1/21
16	Apply entrepreneurship skills	SOCS02CR16V1/21

<b>7.Accreditation requirements</b>	The training provider should place trainees in relevant industry or sector to provide the trainees the hands-on experience exposure related to this qualification.
<b>8. Recommended sequencing of units</b>	As appearing under the section 06



## Unit Details

#	Unit Title	Code	Level	No of Credit
01	Follow work health and safety procedures	SOCCM01V1/21	III	04
02	Apply work ethics and professionalism	SOCCM02V1/21	III	03
03	Practice effective workplace communication	SOCCM03V1/21	III	04
04	Perform basic computer operations	SOCCM04V1/21	III	03
05	Provide first aid	SOCCM05V1/21	III	04
06	Respond to fire	SOCCM06V1/21	III	03
07	Apply Sustainable Waste Management Practices	SOCS02CR07V1/21	III	05
08	Identify and respond to hazards and emergencies in waste management	SOCS02CR08V1/21	III	05
09	Apply workshop practice	SOCS02CR09V1/21	III	05
10	Apply waste reduction using waste segregation and auditing	SOCS02CR10V1/21	III	05
11	Identify and Prepare items for reuse and resale	SOCS02CR11V1/21	III	04
12	Operate & maintain machinery and equipment	SOCS02CR12V1/21	III	05
13	Prepare value added products using organic waste	SOCS02CR13V1/21	III	06
14	Prepare value added products using recyclable waste	SOCS02CR14V1/21	III	06
15	Maintain waste management site	SOCS02CR15V1/21	III	03
16	Apply entrepreneurship skills	SOCS02CR16V1/21	III	03

### Packaging of National Qualifications:

National Certificate III in Waste to Wealth 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: SOCS02Q1L3V1/21

## 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.