



**Maldives National Skills Development Authority**



# **National Competency Standard for Fish Processing and Quality Control**

**Standard Code: FNA01S08V1**

**Qualification Name: National Certificate I in Fish Processing and Quality Control**  
**Qualification Code: FNA01SQ1L108**

## **PREFACE**

The ADB Loan 2028 MLD, Employment Skills Training Project's (ESTP) objective is to increase the number of Maldivians, men and women, actively participating in the labour force, employed and self-employed. The Project will support the expansion of demand driven employment-oriented skills training in priority occupations and improve the capacity to develop and deliver Competency Based Skill Training (CBST). The Project aims to (i) provide youth with employment-oriented skills training; (ii) improve public perception of training and employment in locally available skills-oriented occupations; (iii) make available employment-related information to more Maldivians; and (iv) strengthen the capacity for labour administration and for labour market analysis.

The objective of the project is to deliver CBST programs to satisfy employer demand-driven needs. The National Competency Standards (NCS) provide the base for this training. Initially training will be focused on five key sectors: tourism, fisheries and agriculture, transport, construction and the social sectors. These sectors are included as priority sectors in the national development plan and play a vital role in the continued economic growth of the country.

The NCS are developed in consultation with Employment Sector Councils representing employers. They are designed using a consensus format endorsed by the Maldives Accreditation Board (MAB) to maintain uniformity of approach and the consistency of content amongst occupations. This single format also simplifies benchmarking the NCS against relevant regional and international standards.

NCS specify the standards of performance of a competent worker and the various contexts in which the work may take place. NCS also describes the knowledge, skills and attitudes required in a particular occupation. They provide explicit advice to assessors and employers regarding the knowledge, skills and attitudes to be demonstrated by the candidates seeking formal recognition for the competency acquired following training or through work experience. By sharing this information, all participants in the training process have the same understanding of the training required and the standard to be reached for certification. Certification also becomes portable and can be recognized by other employers and in other countries with similar standards.

NCS are the foundation for the implementation of the Technical and Vocational Education and Training (TVET) system in Maldives. They ensure that all skills, regardless of where or how they were developed can be assessed and recognized. They also form the foundation for certifying skills in the Maldives National Qualification Framework (MNQF).

NCS are developed by the TVET Section of Ministry of Higher Education, Employment and Social Security. The NCS are endorsed by the Employment Sector Councils of the respective sectors and validated by the Maldives Qualification Authority.

| Technical Panel Members                                     |                                  |                                                    |
|-------------------------------------------------------------|----------------------------------|----------------------------------------------------|
| Name                                                        | Company                          |                                                    |
| Mr. Adnan Ali                                               | Horizon Fisheries Pvt. Ltd       |                                                    |
| Mr. Ibrahim Waseem                                          | Horizon Fisheries Pvt. Ltd       |                                                    |
| Mr Ali Ahmed                                                | MIFCO                            |                                                    |
| Mr. Mohamed Manik                                           | Horizon Fisheries Pvt. Ltd       |                                                    |
| Mr. Hussein Yoosuf                                          | MIFCO                            |                                                    |
| Mr. Abdul Wahid                                             | MIFCO                            |                                                    |
| Mr. Mohamed Nasheed                                         | MIFCO                            |                                                    |
| Mr. Mohammed Waseem                                         | Ensis Maldives Pvt. Ltd          |                                                    |
| Developer                                                   |                                  |                                                    |
| Name                                                        | Designation                      | Company                                            |
| Shazla Mohamed                                              | Consultant                       | MHEESS                                             |
| Employment Sector Councils                                  |                                  |                                                    |
| Name                                                        | Designation                      | Company                                            |
| Dr. Fathin Hameed                                           | Deputy Minister                  | Min.of Fisheries, Agriculture and Marine Resources |
| Mr. Abdulla Saeed                                           | Asst. Director General           | Min.of Fisheries, Agriculture and Marine Resources |
| Ms. Aminath Aroosha                                         | Consultant                       | Alividhaa Maldives Pvt Ltd                         |
| Mr.Mohammed Waseem                                          | Director                         | Ensis Fishing.Pvt.Ltd                              |
|                                                             |                                  | MIFCO                                              |
| Mr. Mohamed Rasheed                                         | Deputy Managing Director         | Horizon Fisheries Private Limited                  |
| Ms. Zeeniya Zahir                                           |                                  | Maldives Fisherman Association                     |
| Mr. Ali Faiz                                                | Deputy Managing Director         | Villa Fishing Co Pvt Ltd                           |
| Mr. Abdul Rahman Ali                                        | Manager                          | Island Enterprises Pvt Ltd                         |
| Mr. Mohamed Naseem                                          | Manager - Maafahi Project Supply | Seagull Group Pvt Ltd                              |
| National Competency Standard has been Endorsed by           |                                  |                                                    |
|                                                             |                                  |                                                    |
| Dr. Fathin Hameed                                           |                                  | Mr. Mohamed Rasheed                                |
| Chariman, F&A Sector Council                                |                                  | vice Chairman, F&A Sector Council                  |
| Technical Vocational Education and Training Section         |                                  |                                                    |
| Ministry of Higher Education Employment and Social Security |                                  |                                                    |
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Date of Endorsement

Date of revision

## KEY FOR CODING

### Coding Competency Standards and Related Materials

| DESCRIPTION                                       | REPRESENTED BY                                                                                                                                                                                              |
|---------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Industry Sector as per ESC<br>(Three letters)     | Construction Sector <b>(CON)</b><br>Fisheries and Agriculture Sector <b>(FNA)</b><br>Transport sector <b>( TRN)</b><br>Tourism Sector <b>(TOU)</b><br>Social Sector <b>(SOC)</b><br>Foundation <b>(FOU)</b> |
| Competency Standard                               | <b>S</b>                                                                                                                                                                                                    |
| Occupation with in a industry<br>Sector           | <b>Two digits 01-99</b>                                                                                                                                                                                     |
| Unit                                              | <b>U</b>                                                                                                                                                                                                    |
| Common Competency                                 | <b>1</b>                                                                                                                                                                                                    |
| Core Competency                                   | <b>2</b>                                                                                                                                                                                                    |
| Optional/ Elective Competency                     | <b>3</b>                                                                                                                                                                                                    |
| Assessment Resources Materials                    | <b>A</b>                                                                                                                                                                                                    |
| Learning Resources Materials                      | <b>L</b>                                                                                                                                                                                                    |
| Curricula                                         | <b>C</b>                                                                                                                                                                                                    |
| Qualification                                     | <b>Q1, Q2 etc</b>                                                                                                                                                                                           |
| MNQF level of Qualification                       | <b>L1, L2 etc</b>                                                                                                                                                                                           |
| Version Number                                    | <b>V1, V2 etc</b>                                                                                                                                                                                           |
| Year of endorsement of<br>standard, qualification | <b>By two digits Example- 07</b>                                                                                                                                                                            |

|                                                                                                                                                                                                                                                                                                          |                                                        |                                                                                                                                                         |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>1. Endorsement Application for Qualification 01</b>                                                                                                                                                                                                                                                   |                                                        |                                                                                                                                                         |
| <b>2. NATIONAL CERTIFICATE I IN FISH PROCESSING AND QUALITY CONTROL</b>                                                                                                                                                                                                                                  |                                                        |                                                                                                                                                         |
| <b>3. Qualification code:</b> FNA01SQ1L108                                                                                                                                                                                                                                                               |                                                        | <b>Total Number of Credits:</b> 11                                                                                                                      |
| <b>4. Purpose of the qualification</b><br><br>The holders of this qualification will be will be competent to work in the Fisheries Sector as a Fish Processing and Quality Controller. The level one qualification presented here will facilitate preparing students to the entry level workplace tasks. |                                                        |                                                                                                                                                         |
| <b>5. Regulations for the qualification</b>                                                                                                                                                                                                                                                              |                                                        | National Certificate I in Fish Processing and Quality Control will be awarded to those who are competent in units 1+2+3+8+9+10                          |
| <b>6. Schedule of Units</b>                                                                                                                                                                                                                                                                              |                                                        |                                                                                                                                                         |
| <b>Unit Title</b>                                                                                                                                                                                                                                                                                        | <b>Unit Title</b>                                      | <b>Code</b>                                                                                                                                             |
| 1                                                                                                                                                                                                                                                                                                        | Apply safe working practices                           | FNA01S1U01V1                                                                                                                                            |
| 2                                                                                                                                                                                                                                                                                                        | Maintain personal hygiene and apply hygienic practices | FNA01S1U02V1                                                                                                                                            |
| 3                                                                                                                                                                                                                                                                                                        | Follow policies and procedures                         | FNA01S1U03V1                                                                                                                                            |
| 8                                                                                                                                                                                                                                                                                                        | Clean and sanitize fish processing areas               | FNA01S2U01V1                                                                                                                                            |
| 9                                                                                                                                                                                                                                                                                                        | Employ basic knife skills to cut fish                  | FNA01S2U02V1                                                                                                                                            |
| 10                                                                                                                                                                                                                                                                                                       | Receive and handle raw fish                            | FNA01S2U03V1                                                                                                                                            |
| <b>7.</b>                                                                                                                                                                                                                                                                                                | <b>Accreditation requirements</b>                      | The training provider should have a workshop or similar training facility to provide the trainees the hands-on experience related to this qualification |
| <b>8.</b>                                                                                                                                                                                                                                                                                                | <b>Recommended sequencing of units</b>                 | As appearing under the section 06                                                                                                                       |

## UNITS DETAILS

| Unit Title | Unit Title                                             | Code         | Level | No of credits | Credit Hours | Contact Hours |
|------------|--------------------------------------------------------|--------------|-------|---------------|--------------|---------------|
| 1          | Apply safe working practices                           | FNA01S1U01V1 | 2     | 2             | 20           | 10            |
| 2          | Maintain personal hygiene and apply hygienic practices | FNA01S1U02V1 | 2     | 2             | 20           | 10            |
| 3          | Follow policies and procedures                         | FNA01S1U03V1 | 2     | 1             | 10           | 5             |
| 4          | Clean and sanitize fish processing areas               | FNA01S2U01V1 | 1     | 2             | 20           | 10            |
| 5          | Employ basic knife skills to cut fish                  | FNA01S2U02V1 | 1     | 2             | 20           | 10            |
| 6          | Receive and handle raw fish                            | FNA01S2U03V1 | 1     | 2             | 20           | 10            |
| Total      |                                                        |              |       | 11            | 110          | 55            |

### **Packaging of National Qualifications:**

National Certificate I in Fish Processing and Quality Control will be awarded to those who are competent in units 1+2+3+4+5+6

Qualification Code: FNA01SQ1L108

# COMPETENCY STANDARDS FOR

## FISH PROCESSING AND QUALITY CONTROLLER

| Unit No | Unit Title                                             |
|---------|--------------------------------------------------------|
| 1.      | Apply safe working practices                           |
| 2.      | Maintain personal hygiene and apply hygienic practices |
| 3.      | Follow policies and procedures                         |
| 4.      | Clean and sanitize fish processing areas               |
| 5.      | Employ basic knife skills to cut fish                  |
| 6.      | Receive and handle raw fish                            |



## **DESCRIPTION OF AN FISH PROCESSING AND QUALITY CONTROLLER**

Work of Fish Processing and Quality Controller involves fish handling and holding, primary processing (heading, gutting, filleting), cleaning, maintain chilling and freezing operations, raw material stock management for processing operations, control smoking operations (time & temp), drying operations, packaging and storage, quality assessment during and after processing, taking necessary measures in order to prevent post-harvest losses of the product and so on.

Participants may be employed in private sector companies who deal in post-harvest fish processing such as in freezing and canning plant operations. Where the work is done at home, the training encourages and supports quality control and efficient production.

## **COMPETENCY STANDARD DEVELOPMENT PROCESS**

The competencies were determined based on the analysis of the tasks expected to be performed by the Fish processing and Quality Controller in the Maldives. The task analysis was based on the existing documents prepared among the experts in the industry and on the advice of the experts in the field of Fish processing and Quality controller training in Maldives. Competency standards used for similar type of training in other countries were also examined

## 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.