



Maldives National Skills Development Authority



National Competency Standard for Snorkel Guiding

Standard Code: TOUS03V1/20

Qualification Name: National Certificate III in Snorkel Guiding

PREFACE

Technical and Vocational Education and Training (TVET) Authority was established with the vision to develop a TVET system in the Maldives that is demand driven, accessible, beneficiary financed and quality assured, to meet the needs of society for stability and economic growth, the needs of Enterprise for a skilled and reliable workforce, the need of young people for decent jobs and the needs of workers for continuous mastery of new technology.

TVET system in the Maldives flourished with the Employment Skills Training Project (ESTP) funded by ADB with the objective of increasing the number of Maldivians, actively participating in the labor force, employed and self-employed. The Project supported expansion of demand driven employment-oriented skills training in priority occupations and to improve the capacity to develop and deliver Competency Based Skill Training (CBST). The project supported delivery of CBST programs to satisfy employer demand-driven needs.

Recognizing the importance of developing the youth sector to enable Maldives to transition from an upper-middle-income country to high-income country, the World Bank Country Partnership Framework (CPF) proposes to finance the Maldives Enhancing Employability and Resilience of Youth (MEERY) project. As part of the MEERY project is financing for skills development and entrepreneurship in priority sectors such as tourism, ICT and construction sector MEERY continues to provide support to TVET Authority to develop National Occupational Standard, instructional materials, assessment resource book and trainees log book for the National Occupational Standard for "Snorkeling Guide". As part of the MEERY Project, TVET Authority has only undertaken to review standard which were developed in the ESTP Project to increase the economic opportunities for youth's trainees and promote equitable economic & social development in the country.

The National Competency Standards (NCS) provide the base for this training. Currently CBST is offered for six key sectors in the Maldives: Tourism, Fisheries and Agriculture, Transport, Construction, Social and the Information and Technology sectors. These sectors are included as priority sectors that 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 Qualifications Authority (MQA) 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 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 Technical and Vocational and Education Training Authority of Ministry of Higher Education. The NCS are endorsed by the Employment Sector Councils of the respective sectors and validated by the Maldives Qualification Authority.



Mohamed Hashim
Minister of State for Higher Education
TVET Authority



Ahmed Nisham
Director, Standard Development & Statistics
TVET Authority

TECHNICAL PANEL MEMBERS			
#	Name	Designation	Organization
01	Mohamed Shizleen	Head of School/ Course Director	Maldives Swimming and Lifesaving Skills Training School
02	Ali Hashim	Executive Director	Ministry of Tourism
03	Mohamed Hamza	Snorkeling Guide	Maldives Surfing Association
04	Mohamed Abdul Rahman	Sub Inspector of Police	Maldives Police Service
05	Mohamed Ziyaau	Deputy Training Officer	Ministry of Defense
06	Shaziya Saeed	Vice-President	Divers Association of Maldives
07	Fahud Faiz	President	Maldives Free Diving Association
08	Hussain Aamil	Manager	Island Watersports

VERSION	DEVELOPER	DATE	STANDARD CODE
V2	Maldives Institute of Technology	05 th October 2020	TOUS03V1/20

EMPLOYMENT SECTOR COUNCILS

#	Name	Designation	Organization
01	Mariyam Noordeen	President	Chef's Guilds of Maldives
02	Dr. Sham'aa Abdullah Hameed	Education and Projects Manager	Parley Maldives
03	Fathmath Shifa	Assistant Director	Ministry of Tourism
04	Ali Adam	General Manager HR	Universal Enterprise / Maldives Association of Tourism Industry
05	Zoona Naseem	Co-founder	Moodhu Bulhaa Diving Centre
06	Aishath Neesha Mohamed Shahid	Deputy Managing Director	Maldives Marketing and Public Relations Corporation
07	Zubana Ibrahim	Assistant Director	Ministry of Economic Development
08	Mamdhoo Rasheed	Director	Ministry of Youth, Sports and Community Empowerment
09	Abdulla Su'ood	President	Maldives Association of Travel Agents and Tour Operators
10	Mohamed Wafir	Gold Member	Guesthouse Association of Maldives
11	Ali Hafeez	Lecturer	Faculty of Hospitality and Tourism Studies, Maldives National University

National Occupational Standard has been endorsed by:

Mariyam Noordeen
Chairperson
Tourism Employment Sector Council



Dr. Sham'aa Abdullah Hameed
Vice-Chairperson
Tourism Employment Sector Council



Technical and Vocational Education and Training Authority
Ministry of Higher Education
Handhuvaree Hingun, M. World Dream
Male', Maldives

Date of Endorsement: 05th October 2020

Date of Revision: NA

Standard Development Process

To begin with, Snorkelling Guide 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 is then used to undertake functional analysis of Snorkelling Guide 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. The members provide technical support which needs to be included in the developed standard.

Once the standard is finalized among (TP) panel, this will be submitted to the Tourism Employment Sector Council. A brief report on how National Occupational Standard for Snorkeling Guide was developed is presented to the council. Council members then ensures the industry need has been catered in the standard. Once the standard fulfills the recommendation the standard is endorsed by the council.

After endorsing the standard from Tourism Employment Sector Council, final document is submitted to Maldives Qualification Authority (MQA) for approval. After the approval of MQA, National Occupational Standard for Snorkelling Guide is published, which would be then used by training providers.

Description of “Snorkelling Guide Occupation”

Snorkeling Guide play an important role in facilitating guests to have a joyful holiday with maximum enjoyment of crystal-clear waters of Maldives.

Tourism arrivals across country can be increased if efforts are exerted in engaging arriving guests to that Maldivian seas and snorkelling guide services are enhanced, engagement of guests to Maldivian seas can be increased.

Snorkelling Guide will prepare competent snorkelling guides whom will stimulate and encourage guests arriving to resorts and guest houses to undertake activities such as exploring Maldivian seas. Such activities will no doubt assist guests to retain a lasting memory of marine flora and fauna of Maldivians seas besides sandy beaches and hospitable hosts anywhere in the Maldives.

Job opportunities upon completion of “National Certificate-3 in Snorkeling Guide”

Upon successful completion of the National certificate-3 in Snorkeling Guide, students can work in the following jobs.

1. *Snorkelling Guide at local Guest Houses*
2. *Snorkeling Guide at Resorts*
3. *Snorkeling Guide at Safari Boats*
4. *Snorkeling Guide Trainer at Skills Training Institutions*
5. *Snorkeling Guide at the event hosting enterprises*

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 SNORKEL GUIDING		
3. Qualification code:		Total Number of Credits: 64
4. Purpose of the qualification This qualification describes performance outcomes, skills and knowledge required to competently prepare Snorkeling Guide with specific focus on the development of knowledge and skills related to organize and manage a snorkeling trip. By the end of the program, students will be competent to undertake work tasks related to performing Snorkel Guide operations.		
5. Regulations for the qualification		National Certificate III in Snorkel Guiding 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
6. Schedule of Units		
Unit No	Unit Title	Code
Common Competencies		
01	Develop tourism industry knowledge	TOUCM01V2/20
02	Apply work ethics and professionalism	TOUCM02V1/20
03	Follow health, safety and security procedures	TOUCM03V2/20
04	Practice effective workplace communication	TOUCM04V2/20
05	Provide effective customer care	TOUCM05V2/20
06	Perform basic computer operations	TOUCM06V2/20
07	Provide first aid	TOUCM07V2/20
08	Respond to Fire	TOUCM08V1/20
Core Competencies		
09	Interpret weather and environmental conditions for outdoor recreation activities	TOUS03CR09V1/20
10	Perform advanced water rescues	TOUS03CR12V1/20
11	Identify, use and maintain snorkeling gear	TOUS03CR14V1/20
12	Supervise clients at an aquatic facility or environment	TOUS03CR10V1/20
13	Develop swimming Skills	TOUS03CR13V1/20
14	Operate and maintain water crafts for rescue operations	TOUS03CR11V1/20
15	Provide care for marine ecosystem	TOUS03CR15V1/20
7. Accreditation requirements		The training provider should place trainees in relevant industry or sector to provide the trainees the hands-on experience exposure related to this qualification.
8. Recommended sequencing of units		As appearing under the section 06

Unit Details

#	Unit Title	Code	Level	No of Credits	Credit Hours	Contact Hours
01	Develop tourism industry knowledge	TOUCM01V2/20	III	03	30	15
02	Apply work ethics and professionalism	TOUCM02V1/20	III	03	30	15
03	Follow health, safety and security procedures	TOUCM03V2/20	III	03	30	15
04	Practice effective workplace communication	TOUCM04V2/20	III	04	40	20
05	Provide effective customer care	TOUCM05V2/20	III	05	50	25
06	Perform basic computer operations	TOUCM06V2/20	III	03	30	15
07	Provide first aid	TOUCM07V2/20	III	05	50	25
08	Respond to Fire	TOUCM08V1/20	III	03	30	15
09	Interpret weather and environmental conditions for outdoor recreation activities	TOUS03CR09V1/20	III	05	50	25
10	Perform advanced water rescues	TOUS03CR12V1/20	III	05	50	25
11	Identify, use and maintain snorkeling gear	TOUS03CR14V1/20	III	05	50	25
12	Supervise clients at an aquatic facility or environment	TOUS03CR10V1/20	III	05	50	25
13	Develop swimming Skills	TOUS03CR13V1/20	III	05	50	25
14	Operate and maintain water crafts for rescue operations	TOUS03CR11V1/20	III	06	60	30
15	Provide care for marine ecosystem	TOUS03CR15V1/20	III	04	40	20
Total				64	640	320

Packaging of National Qualifications:

National Certificate III in Snorkel Guiding will be awarded to those who are competent in units 1+2+3+4+5+6+7+8+9+10+11+12+13+14

Qualification Code: TOUS03Q01L3V1/20

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.