



Model Curriculum

QP Name: Craft Baker

QP Code: FIC/Q5002

Version: 5.0

NSQF Level: 4.0

Model Curriculum Version: 5.0

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Training Parameters

Sector	Food Processing
Sub-Sector	Bread and Bakery
Occupation	Processing-Bread and Bakery
Country	India
NSQF Level	4
Aligned to NCO/ISCO/ISIC Code	NCO-2015/7512.9900
Minimum Educational Qualification and Experience	12th Grade or Equivalent OR 10th-grade Pass with 3 years of experience in Food Industry or Artisanal Bakery Units OR 8th Grade pass with 5 years of experience in the Food Industry or Artisanal Bakery Units OR Previous relevant Qualification of NSQF Level 3.0 with 3 years of experience in Food Industry or Artisanal Bakery Units OR Previous relevant Qualification of NSQF Level 3.5 with 1.5 years of experience in Food Industry or Artisanal Bakery Units
Pre-Requisite License or Training	NA
Minimum Job Entry Age	18 Years
Last Reviewed On	30-04-2025
Next Review Date	29-04-2028
NSQC Approval Date	30-04-2025
QP Version	5.0
Model Curriculum Creation Date	04-03-2025
Model Curriculum Valid Up to Date	29-04-2028
Model Curriculum Version	5.0
Minimum Duration of the Course	450 Hours
Maximum Duration of the Course	450 Hours

Program Overview

This section summarises the end objectives of the program along with its duration.

Training Outcomes

At the end of the program, the learner should have acquired the listed knowledge and skills to:

- Explain the process of setting up and maintaining facilities for artisanal food production.
- Describe key steps in preparing for artisanal baked goods production.
- Demonstrate techniques for producing various artisanal baked products.
- Discuss the importance of food safety and hygiene in bakery production.
- Identify workplace hazards and explain preventive safety measures.
- Discuss employability and entrepreneurship skills relevant to the food processing sector.

Compulsory Modules

The table lists the modules and their duration corresponding to the Compulsory NOS of the QP.

NOS and Module Details	Theory Duration (Hours)	Practical Duration (Hours)	On-the-Job Training Duration (Mandatory) (Hours)	On-the-Job Training Duration (Recommended) (Hours)	Total Duration (Hours)
FIC/N9905: Establish facilities for artisanal food production NOS Version No.: 2.0 NSQF Level: 5.0	50:00	70:00	00:00	00:00	120:00
Module 2: Comply with Legislative Guidelines for a Production Facility	10:00	15:00	00:00	00:00	25:00
Module 3: Develop Recipes and Procure Materials for Artisanal Production	25:00	40:00	00:00	00:00	60:00
Module 4: Perform Entrepreneurial Activities	15:00	15:00	00:00	00:00	30:00
FIC/N5002: Prepare for production of baked products in artisan bakeries and patisseries NOS Version No.: 3.0 NSQF Level: 4.0	10:00	50:00	00:00	00:00	60:00
Module 1: Introduction to Food Processing Sector and the Job Role of a Craft Baker	03:00	00:00	00:00	00:00	03:00
Module 5: Plan and Prepare for Production of Artisanal Baked Products	05:00	25:00	00:00	00:00	30:00

Module 6: Maintain Work Area and Equipment for Artisanal Baking	02:00	25:00	00:00	00:00	27:00
FIC/N5007: Produce Baked Products in Artisan Bakeries and Patisseries NOS Version No.: 3.0 NSQF Level: 4.0	10:00	80:00	90:00	00:00	180:00
Module 7: Ingredient Preparation and Baking Techniques	02:00	15:00	10:00	00:00	27:00
Module 8: Produce Artisanal Breads and Buns	02:00	20:00	20:00	00:00	42:00
Module 9: Producing Artisanal Cakes—Different Flavors and Varieties	02:00	20:00	20:00	00:00	42:00
Module 10: Producing cookies, rusk, and puff pastries	02:00	15:00	25:00	00:00	42:00
Module 11: Post-Production Handling and Presentation of Baked Goods	02:00	10:00	15:00	00:00	27:00
FIC/N9906: Apply food safety guidelines in Food Processing NOS Version No.: 1.0 NSQF Level: 3	10:00	20:00	00:00	00:00	30:00
Module 12: Implement Personal Hygiene and Follow Good Manufacturing Practices	05:00	10:00	00:00	00:00	15:00
Module 13: Apply Food Safety Practices at Workplace	05:00	10:00	00:00	00:00	15:00
FIC/N9903 – Ensure Workplace Health and Safety NOS Version No.: 1.0 NSQF Level: 5	10:00	20:00	00:00	00:00	30:00
Module 14: Follow Preventive Measures to Avoid Accidents	05:00	10:00	00:00	00:00	08:00
Module 15: Deal with Emergencies and Manage Infection Control	05:00	10:00	00:00	00:00	12:00

DGT/VSQ/N0101: Employability Skills (30 Hours) NOS Version No.: 1.0 NSQF Level: 2.0	30:00	00:00	00:00	00:00	30:00
Module 16: Employability Skills (30 Hours)	30:00	00:00	00:00	00:00	30:00
Total Duration	120:00	240:00	90:00	00:00	450:00

Module Details

Module 1: Introduction to Food Processing Sector and the Job Role of a Craft Baker

Mapped to FIC/N5002, v3.0

Terminal Outcomes:

- Describe the food processing sector in brief.
- Discuss the career opportunities available to the individual within the food processing sector.
- Explain the role and responsibilities of a Craft Baker.

Duration (in hours): 03:00	Duration (in hours): 00:00
Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
• Define the term 'Food Processing'. • Discuss the size and scope of the food processing industry in brief. • List the various sub-sectors of food processing industry. • Explain the key role and responsibilities of a 'Craft Baker'. • Discuss the future trends and career growth opportunities available to the 'Craft Baker'.	
Classroom Aids	
Training Kit - Facilitator's Guide, Participant's Handbook, Presentations and Software, Whiteboard, Marker, Projector, Laptop, Video Films	
Tools, Equipment and Other Requirements	
Nil	

Module 2: Comply with Legislative Guidelines for a Production Facility

Mapped to FIC/N9905, v2.0

Terminal Outcomes:

- Describe the process of complying with applicable legislation when setting up and operating an artisanal food production facility.

Duration (in hours): 10:00	Duration (in hours): 15:00
Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
- Explain the government policies that support entrepreneurship and how they impact artisanal food producers. - Describe the laws and regulations governing food premises, storage, equipment, production, packaging, and labeling. - Discuss the role of regulatory authorities like FSSAI in ensuring food safety and compliance. - Determine the licensing and permit requirements necessary for artisanal food production. - Explain the workplace safety standards (e.g., OSHA, HACCP, ISO 22000) relevant to food production. - Describe how to assess compliance with production requirements, including sanitation, employee safety, and food handling protocols. - Explain the process of developing, implementing, and monitoring procedures to ensure ongoing legal compliance in an artisanal food facility. - Describe the standard operating procedures (SOPs) for reporting non-compliance and maintaining accurate records for audits and inspections. - Discuss the documentation standards for compliance, including preparing forms, checklists, and reports.	- Demonstrate how to analyze legislation relevant to food premises, storage, equipment, production, packaging, and labeling. - Show how to identify the authorities responsible for enforcing legislation for food processing facilities. - Demonstrate how to assess workplace and food safety systems for compliance with production requirements. - Show how to establish procedures to ensure legal compliance. - Demonstrate how to follow updates to legislation and standards to ensure ongoing compliance. - Show how to report non-compliance with legislative guidelines to authorities as per the SOP. - Demonstrate how to ensure vendor compliance with relevant regulations through regular audits. - Show how to ensure the accuracy of recorded information in forms, checklists, and logs from designated personnel. - Demonstrate how to maintain updated documentation for future reference.

- Determine how to audit vendors and suppliers to ensure they meet legal and quality standards.

Classroom Aids

Training Kit - Facilitator's Guide, Participant's Handbook, Presentations and Software, Whiteboard, Marker, Projector, Laptop, Video Films

Tools, Equipment and Other Requirements

Sample legislative guidelines, Sample standard operating procedures, Organizational documents (e.g., logbooks, procedural manuals), Operations manual for reference

Module 3: Develop Recipes and Procure Materials for Artisanal Production

Mapped to FIC/N9905, v2.0

Terminal Outcomes:

- Explain the key considerations involved in developing recipes for artisanal production, focusing on ingredient selection, flavour profiles, and production scalability.
- Determine the steps required to procure the necessary materials and equipment to establish a functional artisanal production facility.

Duration (in hours): 25:00	Duration (in hours): 40:00
Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
• Determine how customer preferences and dietary needs can be used to tailor artisanal food products. • Explain the techniques for experimenting with new ingredient combinations and production methods. • Describe the process of conducting trials and evaluating outcomes to optimize recipes and production methods. • Explain how to standardize recipes by controlling variables like ingredient quality, processing times, and environmental conditions. • Discuss methods for gathering and incorporating customer feedback into recipe development and product innovation. • Explain cost estimation techniques for materials, equipment, processing, and distribution in artisanal food production. • Discuss the financial management principles for standardizing product pricing and ensuring profitability. • Describe the types of equipment required for artisanal food production and their specifications. • Explain the types of raw materials, packaging options, and additives used in artisanal food production.	• Demonstrate how to formulate recipes and methods based on customer needs and product types. • Show how to innovate by experimenting with ingredient combinations to develop new products. • Demonstrate how to experiment with production methods to standardize and optimize processes. • Show how to evaluate production methods by assessing key parameters to standardize the best formulation. • Demonstrate how to incorporate customer feedback into recipe development and product innovation. • Show how to estimate production costs, considering equipment capacity, materials, processing, and distribution. • Demonstrate how to calculate and standardize the final product cost, considering the applicable parameters. • Show how to identify the necessary equipment and materials for production, including raw materials, packaging, and additives. • Demonstrate how to identify vendors for sourcing raw materials, packaging, and equipment.

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| <ul style="list-style-type: none"> • Discuss the criteria for selecting vendors based on quality, cost, and sustainability. • Determine negotiation strategies for securing favorable terms with suppliers. • Describe the quality assurance processes to ensure received materials meet required standards. • Explain sustainable sourcing practices to minimize environmental impact in artisanal production. • Discuss best practices for maintaining records of materials, vendor interactions, and documentation for audits and reference. | <ul style="list-style-type: none"> • Show how to negotiate and select appropriate vendors based on quality and cost parameters. • Demonstrate how to procure raw materials, packaging, and equipment as per the requirement. • Show how to check the quality of received materials to ensure compliance with applicable standards. • Demonstrate how to use sustainable materials and practices in production. |
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Classroom Aids

Training Kit - Facilitator's Guide, Participant's Handbook, Presentations and Software, Whiteboard, Marker, Projector, Laptop, Video Films

Tools, Equipment and Other Requirements

Raw Materials for producing various types of chocolates (plain, milk, white, sugar-free), List of raw materials, Spoiled material (for practical demonstrations), Mixing machine (for batch or continuous mixing), Refiner(s) / Conching refining machine

Module 4: Perform Entrepreneurial Activities

Mapped to FIC/N9905, v2.0

Terminal Outcomes:

- Discuss the entrepreneurial activities that must be performed to successfully manage and grow an artisanal food production business.

Duration (in hours): 15:00	Duration (in hours): 15:00
Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
• Describe self-assessment techniques to evaluate personal strengths, weaknesses, and areas for improvement. • Explain time management strategies to optimize productivity and reduce workplace stress. • Discuss problem-solving frameworks and communication strategies to enhance workplace culture. • Determine the risks associated with artisanal production and how to mitigate supply chain vulnerabilities. • Explain the use of risk assessment tools to identify and manage potential disruptions. • Describe digital marketing strategies for e-commerce, social media, and branding. • Explain how to use online banking services for business transactions. • Discuss how to develop detailed project reports to attract investment and funding. • Determine entrepreneurial programs and techniques to analyze new business opportunities.	• Demonstrate how to assess personal strengths and weaknesses and identify areas for improvement. • Show how to manage time effectively to reduce workload, stress, and dissatisfaction at the workplace. • Demonstrate how to calculate product costs accurately by factoring in raw materials, labour, overheads, and distribution to ensure profitability and competitive pricing. • Show how to plan strategies to solve problems, enhance communication, and improve work culture. • Demonstrate how to identify and mitigate risks associated with production, including supply chain disruptions. • Show how to utilize digital tools for marketing, e-commerce, and branding. • Demonstrate how to use online banking services for seamless financial transactions. • Show how to develop detailed project reports to attract investment opportunities. • Demonstrate how to identify and analyze new business opportunities through entrepreneurial programs.
Classroom Aids	

Training Kit - Facilitator's Guide, Participant's Handbook, Presentations and Software, Whiteboard, Marker, Projector, Laptop, Video Films

Tools, Equipment and Other Requirements

Sample standard operating procedure

Module 5: Plan and Prepare for Production of Artisanal Baked Products

Mapped to FIC/N5002, v3.0

Terminal Outcomes:

- Explain the planning and preparation process for producing artisanal baked products.
- Demonstrate the process of calculating material requirements, planning batch sizes, and conducting quality evaluations.

Duration (in hours): 10:00	Duration (in hours): 20:00
Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
• Explain the basics of baking science. • Describe the characteristics of various types of artisanal baked products such as cakes, pastries, breads, buns, rolls, cookies, and other sweet dough products. • Explain the importance of manual processes and small-batch production in artisanal baking. • Describe the raw materials required for artisanal bakery—flour, sugar, fat, oil, water, food additives, etc. • Explain how to use the equipment like flour sifter, mixer, oven, etc. • Elucidate the biological, chemical, and physical properties of the ingredients and their impact on the final product. • Determine the calculation of material requirements and preparation of indents to align with production needs. • Describe tools and equipment required for artisanal baking and their maintenance, including manual and small-scale machinery. • Describe the steps involved in craft baking, including sequence of operations for producing baked products. • Explain processes such as fermentation, mixing, baking, moulding, cutting, and slicing, and the techniques used in their implementation. • Explain the importance of premixing, handling, weighing, and sieving ingredients in artisanal production.	• Demonstrate how to obtain work requirements from various sources such as individuals, organizations, and market trends. • Demonstrate how to identify the type of bakery products to be manufactured, including artisanal methods, manual processes, and small-batch production requirements, along with tools and equipment needed. • Demonstrate how to document a standardized production plan for producing artisanal bakery products, ensuring recipe standardization, validation processes, and consistency. • Demonstrate how to plan the production process by referring to process flow charts, formulation charts, and best practices for artisanal methods. • Demonstrate how to check the availability of raw materials, packaging materials, equipment, and manpower required for production, ensuring seasonal, fresh, and locally sourced ingredients. • Demonstrate how to plan the batch size based on the production order, machine capacity, and manual processing constraints. • Demonstrate how to calculate material requirements for the baking process and prepare the indent accordingly, considering small-batch efficiency. • Demonstrate how to submit requirements, including indent, to the concerned personnel and address their

• Describe the optimal conditions such as temperature and storage time to be maintained during the production process. • Discuss different methods of shaping dough, such as moulding, cutting, slicing, and laminating. • Describe the documentation of raw material testing, batch processing, and final product quality to ensure consistency. • Explain storage requirements for raw materials to maintain freshness and prevent contamination. • Describe the required packaging material like carton, box, duplex, laminates, decorating items, etc.	queries promptly. • Demonstrate how to test samples thoroughly using sensory and manual evaluations such as touch, smell, and taste, alongside necessary chemical and biological testing. • Demonstrate how to report substandard quality ingredients, ensuring documentation of quality issues for future reference. • Demonstrate how to store the ingredients as per the standards set for artisanal production. • Demonstrate how to record information such as materials received, batch size, and quality of products to ensure consistency in production. • Demonstrate how to establish a small lab setup for conducting necessary sensory and quality evaluations to maintain artisanal product standards.
Classroom Aids	
Training Kit - Facilitator's Guide, Participant's Handbook, Presentations and Software, Whiteboard, Marker, Projector, Laptop, Video Films	
Tools, Equipment and Other Requirements	
Dough Mixer, Oven, Flour Sifter, Measuring Scale, Baking Trays, etc.	

Module 6: Maintain Work Area and Equipment for Artisanal Baking

Mapped to FIC/N5002, v3.0

Terminal Outcomes:

- Explain the importance of maintaining cleanliness and hygiene in the work area.
- Demonstrate inspection, cleaning, calibration, and waste disposal procedures used in artisanal baking.

Duration (in hours): 02:00	Duration (in hours): 25:00
Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
• Describe the calibration and maintenance of equipment and tools to ensure quality production. • Discuss the standards, policies, and procedures related to quality, food safety, health and safety, hazard handling, waste disposal, and documentation. • Explain cleaning and disinfection of work areas, tools, and equipment, including potential allergens associated with the manufacturing process. • Describe supplier and manufacturer instructions regarding the cleaning and upkeep of production machinery. • Explain the food safety standards and FSSAI Schedule 4 requirements relevant to artisanal bakery hygiene and sanitation. • Explain potential food safety risks and control procedures associated with the job. • Describe the importance of ensuring a tidy and organized workplace for efficient production.	• Show how to inspect the work area for the presence of waste and hazardous materials. • Demonstrate how to clean the work area using industry-approved sanitizers and chemical agents thoroughly. • Show how to establish inspection and verification methods to evaluate the effectiveness of cleaning and sanitation programs. • Demonstrate how to dispose of waste materials from the work area safely as per standard operating procedures (SOP). • Demonstrate how to inspect the production tools, equipment, and machinery for proper functioning. • Demonstrate how to clean the production tools, equipment, and machinery thoroughly and calibrate them appropriately. • Show how to assemble the materials and tools to be used as per standard work practices.
Classroom Aids	
Training Kit - Facilitator's Guide, Participant's Handbook, Presentations and Software, Whiteboard, Marker, Projector, Laptop, Video Films	
Tools, Equipment and Other Requirements	
Cleaning agents, sanitizers, disposable gloves, waste bins, food-safe disinfectants, inspection checklists, calibration tools, measuring instruments, maintenance logs, and standard operating procedure (SOP) guidelines.	

Module 7: Ingredient Preparation and Baking Techniques

Mapped to FIC/N5007, v3.0

Terminal Outcomes:

- Explain the process of measuring, mixing, and kneading ingredients to prepare different types of dough.
- Demonstrate the techniques for shaping, proofing, and preparing dough for baking various products.

Duration (in hours): 02:00	Duration (in hours): 15:00
Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
• Explain the importance of accurate measurement and weighing of ingredients in baking. • Describe the functional properties of different types of flours and leavening agents used in baked products. • Elucidate the impact of mixing speed, time, and temperature on gluten formation and product texture. • Describe various kneading, folding, and laminating techniques for dough preparation. • Explain the scientific principles of starch gelatinization, Maillard reaction, and caramelization in baking. • Discuss methods for assessing doneness of baked goods using visual, tactile, and skewer tests. • Describe the importance of proofing and fermentation in artisan bread preparation. • Explain the significance of proper cooling techniques to maintain the quality of baked products. • Discuss hygiene and cleanliness standards, including pest control and waste management, in bakery production.	• Demonstrate how to weigh and measure dry and wet ingredients accurately as per recipe specifications. • Show how to sift and combine dry ingredients uniformly to prepare a consistent baking mix. • Demonstrate the process of mixing ingredients while controlling speed, time, and temperature to avoid excessive gluten formation. • Show how to knead dough to achieve the desired consistency for various baked goods. • Demonstrate shaping and molding techniques using different tools and molds for breads, cakes, and pastries. • Show how to apply proofing and fermentation techniques to dough to develop texture and flavor. • Demonstrate how to preheat the oven and set baking parameters for different products. • Show how to monitor baking time, temperature, and rotate trays to ensure even baking. • Demonstrate proper cooling and storage techniques to maintain product freshness and quality. • Show how to clean and sanitize bakery equipment and work areas according to SOPs.
Classroom Aids	

Training Kit - Facilitator's Guide, Participant's Handbook, Presentations and Software, Whiteboard, Marker, Projector, Laptop, Video Films

Tools, Equipment and Other Requirements

Weighing scale, measuring cups and spoons, flour sifter, mixing bowls, stand mixer, dough kneader, proofing chamber, rolling pin, baking trays, molds, pastry cutters, piping bags, decorating tools, ovens, oven thermometers, skewer testers, cooling racks, and quality control testing kits.

Module 8: Produce Artisanal Breads and Buns

Mapped to FIC/N5007, v3.0

Terminal Outcomes:

- Explain the processes involved in fermenting, proofing, and baking artisanal breads and buns.
- Demonstrate the techniques for shaping, scoring, glazing, and baking different types of artisan breads and buns.

Duration (in hours): 02:00	Duration (in hours): 20:00
Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
• Describe the various types of artisanal breads such as sourdough, brioche, and multigrain, and their unique characteristics. • Explain the fermentation and proofing process and how it affects the texture and flavor of breads and buns. • Discuss how yeast, emulsifiers, and preservatives contribute to the texture, flavor, and shelf life of artisanal breads and buns. • Discuss common quality parameters for bread dough, including water absorption capacity and signs of over or under fermentation. • Describe scoring, glazing, and topping techniques used in different types of artisanal breads. • Explain the importance of temperature control during baking for breads and buns to develop proper crust and crumb.	• Demonstrate how to prepare and ferment dough using appropriate techniques for different types of artisanal breads and buns. • Show how to punch down risen dough and prepare it for the next proofing stage. • Demonstrate dividing dough into standardized portions and shaping it using molds or by hand. • Show how to apply scoring, glazing, or toppings according to recipe requirements. • Demonstrate the baking process for breads and buns, including loading the oven and monitoring baking parameters. • Show how to cool and store baked breads and buns to maintain freshness. • Demonstrate how to inspect dough and baked products for quality parameters such as texture, color, and aroma.
Classroom Aids	
Training Kit - Facilitator's Guide, Participant's Handbook, Presentations and Software, Whiteboard, Marker, Projector, Laptop, Video Films	
Tools, Equipment and Other Requirements	
Digital weighing scale, measuring cups and spoons, mixing bowls, dough mixers, proofing chambers, dough dividers, rolling pins, shaping molds, baking trays, pastry brushes, thermometers, scoring blades, spatulas, ovens, cooling racks, and storage containers	

Module 9: Producing Artisanal Cakes—Different Flavors and Varieties

Mapped to FIC/N5007, v3.0

Terminal Outcomes:

- Explain the process of preparing and baking cakes and sponge-based products.
- Demonstrate the techniques for mixing, molding, baking, cooling, and decorating cakes and sponges.

Duration (in hours): 02:00	Duration (in hours): 20:00
Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
• Explain the preparation methods for different cake batters such as sponge, chiffon, and pound cakes. • Discuss the role of flavors, colors, and fillings in enhancing cake varieties and taste profiles. • Explain the importance of yeast, emulsifiers, and preservatives in enhancing the quality and freshness of artisanal cakes and their various flavors. • Describe standard cake decoration techniques such as layering, piping, and glazing. • Explain the importance of correct baking temperatures and times specific to various cake types. • Discuss the preparation and use of cream fat and icing for cake decoration.	• Demonstrate how to prepare different types of cake batters following recipe guidelines. • Show how to add flavors, colors, and fillings to cake batter to achieve desired taste and appearance. • Demonstrate pouring batter into molds and shaping cakes to meet product specifications. • Show how to bake cakes at the correct temperature and monitor baking duration. • Demonstrate proper cooling of cakes before applying frosting or decoration. • Show how to prepare and apply icing and fillings using piping and layering techniques. • Demonstrate decoration of cakes with toppings such as choco chips, cherries, and sprinklers.
Classroom Aids	
Training Kit - Facilitator's Guide, Participant's Handbook, Presentations and Software, Whiteboard, Marker, Projector, Laptop, Video Films	
Tools, Equipment and Other Requirements	
Measuring cups and spoons, weighing scale, mixing bowls, planetary mixers, baking pans, ovens, cake molds, piping bags and nozzles, spatulas, cooling racks, pastry brushes, decorating turntables, skewer sticks, and storage containers.	

Module 10: Producing Cookies, Rusk, and Puff Pastries

Mapped to FIC/N5007, v3.0

Terminal Outcomes:

- Explain the process of preparing, baking, and evaluating biscuits, cookies, and rusks.
- Demonstrate the techniques for mixing, shaping, baking, cooling, and storing these baked goods.

Duration (in hours): 02:00	Duration (in hours): 15:00
Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
• Describe dough preparation methods for cookies, puff pastries, and rusks. • Explain the addition of mix-ins such as nuts, chocolate chips, and dried fruits to baked goods. • Describe the functions of yeast, emulsifiers, and preservatives in the production of cookies, rusk, and puff pastries to maintain desired texture and extend shelf life. • Discuss the double-baking technique used in rusk production and its effect on texture and shelf life. • Describe optimal baking conditions for achieving desired texture, crispiness, or flakiness in cookies and puff pastries. • Explain quality assessment methods for cookies, puff pastries, and rusks.	• Demonstrate preparation of dough for cookies, puff pastries, and rusk according to product specifications. • Show how to incorporate nuts, chocolate chips, or dried fruits into dough mixtures. • Demonstrate shaping and molding of cookies and pastries prior to baking. • Show how to bake cookies, puff pastries, and rusks at optimal temperatures for proper texture development. • Demonstrate the double-baking process for rusk production. • Show how to inspect baked goods to ensure texture, flavor, and appearance meet quality standards.
Classroom Aids	
Training Kit - Facilitator's Guide, Participant's Handbook, Presentations and Software, Whiteboard, Marker, Projector, Laptop, Video Films	
Tools, Equipment and Other Requirements	
Measuring cups and spoons, weighing scale, mixing bowls, sheet pans, rotary ovens, cookie presses, rolling pins, baking trays, wire racks, spatulas, pastry brushes, cooling racks, airtight storage containers.	

Module 11: Post-Production Handling and Presentation of Baked Goods

Mapped to FIC/N5007, v3.0

Terminal Outcomes:

- Explain the principles and best practices for packaging, storing, and displaying baked goods.
- Demonstrate hygienic packaging, proper storage, and attractive display techniques for bakery products.

Duration (in hours): 02:00	Duration (in hours): 10:00
Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
• Describe packaging standards and FSSAI labeling requirements for artisanal baked products. • Explain hygienic practices during the packaging of cakes, pastries, and breads to maintain product quality. • Discuss the principles of inventory management and storage conditions for raw materials and finished goods. • Describe the best practices for displaying baked goods to attract customers and maintain freshness. • Discuss waste management and sustainability practices in bakery post-production processes.	• Demonstrate how to select and load appropriate packaging materials based on product type. • Show how to safely transfer baked products for packaging to prevent damage. • Demonstrate monitoring of wrapping and labeling processes to ensure compliance with standards. • Show how to arrange baked goods aesthetically for display using trays, racks, or cases. • Demonstrate storage condition adjustments to preserve freshness and quality of displayed products. • Show how to maintain cleanliness and hygiene in packaging and storage areas. • Demonstrate documentation and record-keeping for production, packaging, and inventory control.
Classroom Aids	
Training Kit - Facilitator's Guide, Participant's Handbook, Presentations and Software, Whiteboard, Marker, Projector, Laptop, Video Films	
Tools, Equipment and Other Requirements	
Packaging machines, weighing scales, sealing machines, labeling printers, barcode scanners, storage racks, display trays, cooling racks, service wares, cleaning agents, sanitization tools, pest control equipment, ERP/manual inventory logs.	

Module 12: Implement Personal Hygiene and Follow Good Manufacturing Practices

Mapped to FIC/N9906, v1.0

Terminal Outcomes:

- Discuss the importance of personal hygiene and GMP at the workplace
- Demonstrate the tasks to be performed for ensuring personal hygiene and GMP practices at the workplace.

Duration (in hours): 05:00	Duration (in hours): 10:00
Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
• Define hazards and risks. • Discuss the various types of health and safety equipment available in an organisation and the methods for obtaining them. • Discuss the organisational health and safety policies and procedures. • Discuss site relevant documented procedure for Personal Hygiene and Visitor/ Contractor rules. • Explain work instructions at levels of employee inside a food manufacturing site. • Discuss how to conduct timely planning and participation of relevant training and awareness sessions on personal hygiene, GMP and related topics. • Explain the importance of timely medical examination from a prescribed and authorized doctor and to comply with the guidelines of Schedule IV as described in Food Safety Standard Authority of India (FSSAI) guidelines. • State how to follow a site relevant documented procedure and area wise work instructions for Good Manufacturing Practices (GMP) to be followed on the site. • List validated Do's & Don'ts inside a food manufacturing firm. • State process flow charts, HACCP summary plan and critical process parameters in each and respective	• Demonstrate the steps to be performed for implementing good manufacturing practices (GMP). • Demonstrate how to follow work instructions at levels of employee inside a food manufacturing site and ensure that the relevant instructions are well communicated and being followed at the fixed timelines. • Show how to fill data in daily monitoring checklist related to personal hygiene, food safety and GMP. • Demonstrate the process to follow man and materials movement throughout the production facility, to restrict unwanted hazards to cross contaminate the products which are being manufactured in the facility. • Show how to tag and number all the equipment, machinery, tools, and other processing aids to keep a proper traceability of the product being manufactured and handled at site. • Demonstrate process of record keeping and documentation such as Daily Monitoring Sheets, Batch Traceability Records, machine records, product parameters, process control parameters etc.

areas of the production line. • Explain how to identify the material requirements such as manufacturing equipment's, Utensils and other processing aids, cleaning chemicals, cleaning work instructions in all the relevant areas of manufacturing facility. • Define the Allergens, their risks and the allergen requirements. • State the relevance of guidelines in manufacturing area and how training evaluation will be implemented. • Explain the process of audits and ways to address the aspects of Good Manufacturing Procedures, personal hygiene and food safety.	
Classroom Aids	
Training Kit - Facilitator's Guide, Participant's Handbook, Presentations and Software, Whiteboard, Marker, Projector, Laptop, Video Films	
Tools, Equipment and Other Requirements	
GMP Format and Guidelines, Allergen Manual, Personal Hygiene Guidelines, PPE Kits.	

Module 13: Apply Food Safety Practices at Workplace

Mapped to FIC/N9906, v1.0

Terminal Outcomes:

- List the food safety practices at the workplace and the ways to implement them.
- Demonstrate the steps to be followed to implement food safety procedures effectively.

Duration (in hours): 05:00	Duration (in hours): 10:00
Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
• List the various types of health and safety hazards present in the environment. • Discuss the possible causes of risk, hazard or accident at the workplace. • Elucidate the standard practices and precautions used to control and prevent risks, hazards and accidents at the workplace. • Explain requirements to maintain updated facilities, equipment and tool to minimize the risks associated with the products being handled at the site. • State the importance of using protective equipment and clothing for specific tasks and work conditions. • Discuss the role of organisational protocols in preventing accidents and hazards. • Discuss the significance of various types of hazard and safety signs. • Explain FSSAI Schedule IV requirements related to: Pest Control, Cleaning and Sanitation, Utilities, Waste Disposal, Prevention of Cross Contamination, allergen management, corrective action, preventive actions, food operation control etc. • Discuss the relevance of checking critical control points and product parameters. • Explain importance of record keeping and documentation such as daily monitoring sheets, cleaning sheets, parameters etc. • Discuss how to report any food safety	• Show how to apply appropriate techniques to deal with hazards safely and appropriately. • Demonstrate the steps for checking critical control points and product parameters. • Show how to record keeping and documentation such as daily monitoring sheets, cleaning sheets, parameters etc. • Demonstrate appropriate ways to respond to an accident situation or medical emergency promptly and appropriately. • Demonstrate the steps to be followed during emergency and evacuation procedure.

and GMP issue to supervisor, if any.	
Classroom Aids	
Training Kit - Facilitator's Guide, Participant's Handbook, Presentations and Software, Whiteboard, Marker, Projector, Laptop, Video Films	
Tools, Equipment and Other Requirements	
Helmet, gloves, rubber mat, ladder, neon tester, leather or asbestos gloves, flame proof aprons, flame proof overalls buttoned to neck, cuff less (without folds) trousers, reinforced footwear, helmets/hard hats, cap and shoulder covers, ear defenders/plugs, safety boots, knee pads, particle masks, glasses/goggles/visors, hand and face shields, machine guards, residual current Devices, shields, dust sheets, respirator.	

Module 14: Follow Preventive Measures to Avoid Accidents

Mapped to FIC/N9903, v1.0

Terminal Outcomes:

- Explain the standard procedure to be followed for dealing with workplace hazards safely
- Describe how to minimize potential risks and accidents at the workplace,
- Demonstrate how to train the workforce on accident prevention techniques effectively

Duration (in hours): 05:00	Duration (in hours): 10:00
Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
• Define hazards and risks in the context of a food processing workplace. • Discuss the list common types of workplace hazards and discuss their causes. • Explain standard practices for controlling and preventing workplace accidents. • Describe the types and uses of personal protective equipment (PPE) in food processing. • Discuss the importance and placement of safety signs in the work environment. • Explain how to ensure effective maintenance of lifting and power equipment. • Describe steps to prevent fire and the different types of fire extinguishers used in the workplace. • Discuss the parameters and key elements reviewed during SOP compliance and health audits. • Explain how can safety protocols be improved for better accident prevention in food processing units. • Describe how to guide a team in adhering to workplace safety practices.	• Demonstrate the correct way to wear different PPE such as gloves, goggles, masks, etc. • Show how to identify and record at least three hazardous areas or tasks in your workplace. • Demonstrate how to perform safe handling and response procedures for a selected workplace hazard. • Show how to check and ensure proper maintenance of a lifting device or tool. • Show how to apply organisational safety protocols during a simulated work activity. • Demonstrate the readiness of general health and safety equipment. • Show how to display and explain the significance of different hazard signs around the facility. • Demonstrate usage of multiple types of fire extinguishers. • Show how to conduct a training demonstration on accident prevention techniques for coworkers.
Classroom Aids	
Training Kit - Facilitator's Guide, Participant's Handbook, Presentations and Software, Whiteboard, Marker, Projector, Laptop, Video Films	
Tools, Equipment and Other Requirements	

Personal Protection Equipment: Safety glasses, Head protection, Rubber gloves, Safety footwear, Warning signs and tapes, Fire extinguisher, First aid kit, Relevant Standard Operating Procedures and Sample reports

Module 15: Deal with Emergencies and Manage Infection Control

Mapped to FIC/N9903, v1.0

Terminal Outcomes:

- Explain how to apply appropriate practices to deal with the emergencies at workplace effectively.
- Describe the various steps to be followed for managing infections at the workplace.

Duration (in hours): 05:00	Duration (in hours): 10:00
Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
• Discuss the key components of a workplace emergency and evacuation procedure. • Explain the steps for administering first aid in case of electrical shock and choking. • Describe the procedure for artificial respiration and CPR. • Elucidate how non-compliance with safety procedures impact operations and personnel. • Discuss the process for identifying and controlling different types of infections at the workplace. • Explain Good Hygiene Practices (GHP) and their role in infection control. • Discuss the key elements of an effective sanitisation procedure. • Describe the importance of regular health check-ups in compliance with FSSAI guidelines. • Discuss how should sanitisation materials be stored and managed. • Describe methods for reviewing and improving infection control SOPs.	• Demonstrate steps to follow in a workplace emergency evacuation drill. • Show how to provide appropriate first aid treatment for a minor cut or burn. • Demonstrate CPR on a training dummy for a cardiac emergency scenario. • Show how to report a simulated breach in safety procedures to the supervisor. • Demonstrate a peer training session on emergency procedures including CPR and first aid. • Show how to practice handwashing techniques and explain GHP measures to peers. • Show how to identify a likely source of infection and propose a sanitisation plan with the help of a supervisor. • Show how to perform sanitisation of a workbench and equipment according to company schedule. • Demonstrate the steps to be taken when a team member reports illness at work. • Demonstrate a brief team briefing on infection control practices and correct use of sanitisers. • Show how to check and verify if sanitisation materials are available and correctly stored in the assigned storage area.
Classroom Aids	

Training Kit - Facilitator's Guide, Participant's Handbook, Presentations and Software, Whiteboard, Marker, Projector, Laptop, Video Films

Tools, Equipment and Other Requirements

Personal Protection Equipment: Safety glasses, Head protection, Rubber gloves, Safety footwear, Warning signs and tapes, Fire extinguisher, First aid kit, Relevant Standard Operating Procedures and Sample reports

Module 16: Employability Skills (30 Hours)

Mapped to DGT/VSQ/N0101, v1.0

Duration: 30:00

Key Learning Outcomes

Introduction to Employability Skills Duration: 1 Hour

After completing this programme, participants will be able to:

1. Discuss the importance of Employability Skills in meeting the job requirements

Constitutional values - Citizenship Duration: 1 Hour

2. Explain constitutional values, civic rights, duties, citizenship, responsibility towards society etc. that are required to be followed to become a responsible citizen.

3. Show how to practice different environmentally sustainable practices

Becoming a Professional in the 21st Century Duration: 1 Hour

4. Discuss 21st-century skills.

5. Display a positive attitude, self-motivation, problem-solving, time management skills and continuous learning mindset in different situations.

Basic English Skills Duration: 2 Hours

6. Use appropriate basic English sentences/phrases while speaking

Communication Skills Duration: 4 Hours

7. Demonstrate how to communicate in a well-mannered way with others.

8. Demonstrate working with others in a team

Diversity & Inclusion Duration: 1 Hour

9. Show how to conduct oneself appropriately with all genders and PwD

10. Discuss the significance of reporting sexual harassment issues in time

Financial and Legal Literacy Duration: 4 Hours

11. Discuss the significance of using financial products and services safely and securely.

12. Explain the importance of managing expenses, income, and savings.

13. Explain the significance of approaching the concerned authorities in time for any exploitation as per legal rights and laws

Essential Digital Skills Duration: 3 Hours

14. Show how to operate digital devices and use the associated applications and features, safely and securely

15. Discuss the significance of using the internet for browsing, and accessing social media platforms, safely and securely

Entrepreneurship Duration: 7 Hours

16. Discuss the need for identifying opportunities for potential business, sources for arranging money and potential legal and financial challenges

Customer Service Duration: 4 Hours

17. Differentiate between types of customers

18. Explain the significance of identifying customer needs and addressing them

19. Discuss the significance of maintaining hygiene and dressing appropriately

Getting ready for Apprenticeship & Jobs Duration: 2 Hours

20. Create a biodata

21. Use various sources to search and apply for jobs

22. Discuss the significance of dressing up neatly and maintaining hygiene for an interview

23. Discuss how to search and register for apprenticeship opportunities

Module 17: On-the-Job Training

Mapped to Craft Baker

Mandatory Duration: 90:00	Recommended Duration: 00:00
Location: On-Site	
Terminal Outcomes • Demonstrate the standard practices to be followed while planning for artisanal baking production. • Demonstrate the tasks required to prepare for baking operations. • Show how to carry out key steps in producing artisanal breads, from dough preparation to final quality inspection. • Demonstrate the process of producing cakes, cookies, and pastries, emphasizing mixing, shaping, and baking techniques. • Show how to apply essential decorating and finishing techniques for artisanal baked goods. • Demonstrate the procedures for packaging and labeling baked products in compliance with industry standards. • Show how to perform post-production cleaning and regular maintenance of baking equipment. • Demonstrate the importance of personal hygiene and Good Manufacturing Practices (GMP) in a bakery setting. • Show how to follow workplace safety measures and implement food safety practices effectively.	

Annexure

Trainer Requirements

Trainer Prerequisites						
Minimum Educational Qualification	Specialisation	Relevant Industry Experience		Training Experience		Remarks
		Years	Specialization	Years	Specialization	
B.Sc.	Culinary Studies/ Culinary Art	3	Bread and Bakery Industry	1	Training of Craft Baker	

Trainer Certification	
Domain Certification	Platform Certification
Certified for Job Role: "Craft Baker" mapped to QP: "FIC/Q5002, v5.0". Minimum accepted score is 80%.	Recommended that the Trainer is certified for the Job Role: "Trainer (VET and Skills)", mapped to the Qualification Pack: "MEP/Q2601, v3.0". The minimum accepted score as per MEPSC guidelines is 80%.

Assessor Requirements

Assessor Prerequisites						
Minimum Educational Qualification	Specialization	Relevant Industry Experience		Training/Assessment Experience		Remarks
		Years	Specialization	Years	Specialization	
B.Sc.	Culinary Studies/ Culinary Art	3	Bread and Bakery Industry	1	Training of Craft Baker	

Assessor Certification	
Domain Certification	Platform Certification
Certified for Job Role: “Craft Baker” mapped to QP: “FIC/Q5002, v5.0”. Minimum accepted score is 80%.	Certified for the Job Role: “Assessor (VET and Skills)”, mapped to the Qualification Pack: “MEP/Q2701, v3.0”, with a minimum score of 80%.

Assessment Strategy

This section includes the processes involved in identifying, gathering and interpreting information to evaluate the learner on the required competencies of the program.

Assessment will be based on the concept of Independent Assessors empanelled with Assessment Agencies, identified, selected, trained and certified on Assessment techniques. These Assessors would be aligned to assess as per the laid down criteria.

Assessment Agency would conduct assessment only at the training centres of Training Partner or designated testing centers authorized by FICSI.

Ideally, the assessment will be a continuous process comprising of three distinct steps:

- A. Mid-term assessment
- B. Term/Final Assessment

Each National Occupational Standard (NOS) in the respective QPs will be assigned weightage. There in each Performance Criteria in the NOS will be assigned marks for theory and/or practical based on relative importance and criticality of function.

This will facilitate preparation of question bank / paper sets for each of the QPs. Each of these papers sets/question banks created by the Assessment Agency will be validated by the industry subject matter experts through FICSI, especially with regard to the practical test and the defined tolerances, finish, accuracy etc.

The following tools are proposed to be used for final assessment:

- i. Written Test: This will comprise of (i) True/False Statements, (ii) Multiple Choice Questions, (iii) Matching Type Questions. Online system for this will be preferred.
- ii. Practical Test: This will comprise a test job to be prepared as per project briefing following appropriate working steps, using necessary tools, equipment and instruments. Through observation it will be possible to ascertain candidate's aptitude, attention to details, quality consciousness etc. The end product will be measured against the pre-decided MCQ filled by the Assessor to gauge the level of his skill achievements.
- iii. Structured Interview: This tool will be used to assess the conceptual understanding and the behavioural aspects as regards the job role and the specific task at hand.

On the Job:

1. Each module (which covers the job profile of Craft Baker) will be assessed separately.
2. The candidate must score 70% in each module to successfully complete the OJT.
3. Tools of Assessment that will be used for assessing whether the candidate is having desired skills and etiquette of dealing with customers, understanding needs & requirements, assessing the customer and perform Soft Skills effectively:
 - Videos of Trainees during OJT
 - Answer Sheets of Question Banks
 - Assessing the Logbook entries of Trainees at Employer location
 - Employer Performance Feedback.
4. Assessment of each Module will ensure that the candidate is able to:

- Establish facilities for artisanal food production
- Prepare for production of baked products in artisan bakeries and patisseries
- Produce baked products in artisan bakeries and patisseries
- Apply food safety guidelines in Food Processing
- Ensure workplace health and safety.

References

Glossary

Term	Description
Declarative Knowledge	Declarative knowledge refers to facts, concepts and principles that need to be known and/or understood in order to accomplish a task or to solve a problem.
Key Learning Outcome	Key learning outcome is the statement of what a learner needs to know, understand and be able to do in order to achieve the terminal outcomes. A set of key learning outcomes will make up the training outcomes. Training outcome is specified in terms of knowledge, understanding (theory) and skills (practical application).
OJT (M)	On-the-job training (Mandatory); trainees are mandated to complete specified hours of training on site
OJT (R)	On-the-job training (Recommended); trainees are recommended the specified hours of training on site
Procedural Knowledge	Procedural knowledge addresses how to do something, or how to perform a task. It is the ability to work, or produce a tangible work output by applying cognitive, affective, or psychomotor skills.
Training Outcome	Training outcome is a statement of what a learner will know, understand and be able to do it upon the completion of the training.
Terminal Outcome	Terminal outcome is a statement of what a learner will know, understand and be able to do upon the completion of a module. A set of terminal outcomes help to achieve the training outcome.

Acronyms and Abbreviations

Term	Description
NCVET	National Council for Vocational Education and Training
NVEQF	National Vocational Educational Qualification Framework
FICSI	Food Industry Capacity & Skill Initiative
QP	Qualification Pack
MC	Model Curriculum
NSQF	National Skills Qualification Framework
NSQC	National Skills Qualification Committee
NOS	National Occupational Standards
NCO	National Classification of Occupations
ES	Employability Skills
HACCP	Hazard Analysis and Critical Control Points
FSSAI	Food Safety and Standards Authority of India
GMPs	Good Manufacturing Practices
GHP	Good Hygiene Practices
PPE	Personal Protective Equipment
SOP	Standard Operating Procedure
COP	Clean Out of Place
CIP	Clean In Place
CCPs	Critical Control Points
QC	Quality Control
ERP	Enterprise Resource Planning