



NATIONAL BOARD FOR TECHNICAL EDUCATION

PLOT B BIDA ROAD, P.M.B. 2239, KADUNA, NIGERIA

IN COLLABORATION WITH



NATIONAL OCCUPATIONAL STANDARDS (NOS)

FIBRE CROP PRODUCTION LEVELS 3 - 5

JUNE, 2026



**RENEWED HOPE
IN AGRICULTURE**

PREFACE

The development of the National Occupational Standards (NOS) for the agricultural sector marks another important milestone in Nigeria's commitment to strengthening Technical and Vocational Education and Training (TVET), promoting skills development, and improving workforce productivity. These standards have been developed to provide nationally recognized benchmarks for the knowledge, skills, and competencies required for effective performance in various agricultural occupations.

The National Occupational Standards were developed through a collaborative process involving industry experts, employers, professional bodies, regulatory agencies, training institutions, development partners, and other key stakeholders. Their contributions ensured that the standards reflect current industry practices, emerging technologies, and the competency requirements of the modern agricultural sector.

I wish to express my sincere appreciation to the Honourable Minister of Education for providing the policy direction that made this initiative possible. I also acknowledge the support of the Honourable Minister of Agriculture and Food Security and the Honourable Minister of Livestock Development for their commitment to advancing agricultural skills development in Nigeria.

I extend my profound gratitude to the Tertiary Education Trust Fund (TETFund) for its intervention and support, which facilitated the development of these National Occupational Standards. I also appreciate the invaluable contributions of the Sector Skills Council for Agriculture (SSC4A), members of the Implementation Committee, resource persons, industry practitioners, employers, professional associations, regulatory agencies, the French Embassy in Nigeria, development partners, and all stakeholders who contributed their expertise throughout the development process.

These National Occupational Standards will serve as an important reference for competency-based training, assessment, certification, apprenticeship, Recognition of Prior Learning (RPL), and workforce development within the agricultural sector. It is my expectation that all implementing institutions and industry partners will effectively utilize these standards to enhance the quality, relevance, and competitiveness of agricultural skills development in Nigeria.

I commend all stakeholders for their dedication and commitment to this important national assignment and look forward to the successful implementation of these National Occupational Standards for the benefit of the agricultural sector and the nation as a whole.

Professor Idris M. Bugaje, FNSE
Chairman, Implementation Committee

EXECUTIVE SECRETARY

National Board for Technical Education (NBTE), Kaduna

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NATIONAL SKILLS QUALIFICATION (NSQ)



GENERAL INFORMATION

OVERVIEW

This qualification is designed for individuals who are interested in pursuing a career in **Fibre Crop Production** for the award of National Skills Qualifications (NSQ)/National Occupational Standards (NOS). It is aimed at producing competencies necessary to support in Fibre Crop Production (Cotton, Jute, Kenaf, Rossel etc). This qualification is subject to review as and when the need arises.

QUALIFICATION PURPOSE

The qualification is designed to produce competent fibre crop production technician with knowledge, skills, and attitude required to perform routine fibre crop production activities using precision agriculture principles and tools.

QUALIFICATION REQUIREMENTS

All Candidates must be:

- At least sixteen (16) years of age;
- Medically fit;
- Mentally fit (Mental alertness);
- A Nigerian citizen;
- Other nationals should present International passport, residence permit or Parent work permit;
- Vetted
- Interested in agricultural production and related support operations;
- Able to carry out simple practical tasks under supervision.

QUALIFICATION OBJECTIVES

At the end of this qualification, the learner should be able to:

- i. Apply occupational health, safety and environmental practice in crop production
- ii. Coordinate with teams
- iii. Communicate effectively in the workplace
- iv. Carry out site selection and soil testing
- v. Prepare land using farm machinery and implements
- vi. Apply crop, pest, disease and weed management, and bio-security
- vii. Apply irrigation and water management practices
- viii. Carry out harvesting and post-harvest handling
- ix. Apply processing, storage and quality control practices
- x. Maintain farm records and basic data
- xi. Apply basic marketing and value chain practices

NATIONAL SKILLS QUALIFICATION (NSQ) TABLE

MANDATORY UNITS

S/No	Reference Number	NOS Title	Credit Value	Guided Learning Hours	Practice Time
1.	AGR/CRP/F/001/L3	Occupational Health, Safety and Environmental Practice in fibre crop production	3	30	90
2.	AGR/CRP/F/002/L3	Communication in Workplace	3	30	60
3.	AGR/CRP/F/003/L3	Teamwork	3	30	60
4.	AGR/CRP/F/004/L3	Site Selection and Soil Testing	3	30	160
5.	AGR/CRP/F/005/L3	Land Preparation	5	50	220
6.	AGR/CRP/F/006/L3	Nursery, Planting and Post-Planting Practices	6	60	270
7.	AGR/CRP/F/007/L3	Fibre Crop, Pest, Disease and Weed Management, and bio-security	5	50	270
8.	AGR/CRP/F/008/L3	Irrigation and Water Management Practices	3	30	150
9.	AGR/CRP/F/009/L3	Harvesting and Post-harvest Practices	4	40	180
10.	AGR/CRP/F/010/L3	Processing, Storage and Quality Control	4	40	160
11.	AGR/CRP/F/011/L3	Farm Records and Basic Data Management	2	20	80
12.	AGR/CRP/F/012/L3	Principles Of Marketing And Value Chain Practices	3	30	100
TOTAL			44	440	1800

QUALIFICATION STRUCTURE

This qualification comprises a total of twelve (12) Mandatory Units, with a credit value of 44 and 440 Guided Learning Hours (GLH) across the full qualification. One (1) credit is equivalent to ten (10) GLH. Guided Learning Hours are the time a learner spends in the classroom, workshop and laboratory of the Skills Training Centre (STC), being taught, instructed, supervised or assessed by a qualified trainer, facilitator or assessor.

In addition to the GLH, the qualification requires at least twice or thrice the GLH as practice time. Practice time is the time a learner is expected to spend applying the skills of each unit in a real workplace environment, carrying out the same tasks repeatedly until performance becomes consistent, accurate and habitual to the standard the qualification demands. It is undertaken under the guidance of a workplace supervisor, recorded in the learner's logbook and duly endorsed. Practice time is the principal setting where core assessment is conducted. It is through repeated performance in the workplace that a learner's achievement of the Learning Outcomes and Performance Criteria is judged and evidenced. Practice time is an additional requirement to GLH and does not replace them.

To achieve this qualification, the learner must complete all mandatory units, undertake the prescribed practice time, and accumulate the minimum credit value approved by NBTE.

Credit is awarded only when a learner has been assessed as competent against all Learning Outcomes and Performance Criteria of a unit.

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GUIDE

Unit title	Provides a clear explanation of the content of the unit.
Unit number	The unique number assigned to the unit.
Unit reference	The unique reference number given to each unit at qualification approval by NBTE
Unit level	Denotes the level of the unit within the National Vocational Qualification framework NSQF.
Unit credit value	The value that has been given to the unit based on the expected learning time for an average learner. 1 credit = 10 learning hours
Unit aim	Provides a brief outline of the unit content.
Learning outcome	A statement of what a learner will know, understand or be able to do, as a result of a process of learning.
Assessment criteria	A description of the requirements a learner must achieve to demonstrate that a learning outcome has been met.
Unit assessment guidance	Any additional guidance provided to support the assessment of the unit.
Unit guided learning hours	The average number of hours of supervised or directed study time or assessment required to achieve a qualification or unit of a qualification.

UNIT 001: OCCUPATIONAL HEALTH, SAFETY AND ENVIRONMENTAL PRACTICE IN FIBRE CROP PRODUCTION

Unit reference number:	AGR/CRP/F/001/L3
NSQ level:	3
Credit value:	3
Guided learning hours:	30
Practice Time:	90 hours

Unit Purpose: This unit equips the learner with the knowledge and skills required to assess workplace risks, implement and monitor safety controls, coordinate safe operating procedures and manage incidents in fibre crop production operations.

Unit assessment requirements/evidence requirements: Assessment may be carried out in real workplace environment where learning and human activities are normally conducted. However, simulation techniques may also be adopted to replace or enhance real-life experiences.

Assessment methods to be used may include:

1. Direct Observation (DO)
2. Recognition of Prior Learning and experience (RPL)
3. Witness testimony (WT)
4. Personal statement (PS)/ Reflective Practice (RP).
5. Work Product (WP)
6. Assignment (ASS)

Unit 001: Occupational Health, Safety And Environmental Practice In Fibre Crop Production

LEARNING OUTCOME (LO) The learner will:		PERFORMANCE CRITERIA The learner can:	Evidence Type	Evidence Ref. Page No.
LO 1: <i>Apply safe working practices and instructions</i>	1.1	Apply safe work procedures relevant to fibre crops production tasks		
	1.2	Use safety signs, symbols and personal protective equipment correctly		
	1.3	Comply with health and safety best practices at all times		
	1.4	Report unsafe conditions and practices to the appropriate person		
LO 2: <i>Demonstrate hazard identification and risk control</i>	2.1	Identify hazards associated with fibre crops production tools, chemicals and machinery		
	2.2	Apply appropriate control measures to reduce identified risks		
	2.3	Use appropriate personal protective equipment for each task		
	2.4	Monitor the work environment for emerging hazards		
LO 3: <i>Apply environmental protection practice</i>	3.1	Dispose agrochemical containers and farm waste in accordance with environmental guidelines		
	3.2	Apply methods of resource conservation, including water and energy		
	3.3	Identify environmental risks associated with fibre crops production activities		
	3.4	Take appropriate action to prevent environmental contamination		
LO 4: <i>Respond appropriately to accidents and emergencies</i>	4.1	Apply basic first aid procedures		
	4.2	Maintain a safe and hygienic workplace		
	4.3	Report accidents and near misses using the appropriate documentation		

LEARNING OUTCOME (LO) The learner will:	PERFORMANCE CRITERIA The learner can:	Evidence Type	Evidence Ref. Page No.
Learner's Signature:		Date:	
Assessor's Signature:		Date:	
IQAM Signature (if sampled)		Date:	
EQAM Signature (if sampled)		Date:	



UNIT 002: COMMUNICATION IN WORKPLACE

Unit Reference Number: AGR/CRP/F/002/L3

NSQ Level: 3

Credit Value: 3

Guided Learning Hours: 30

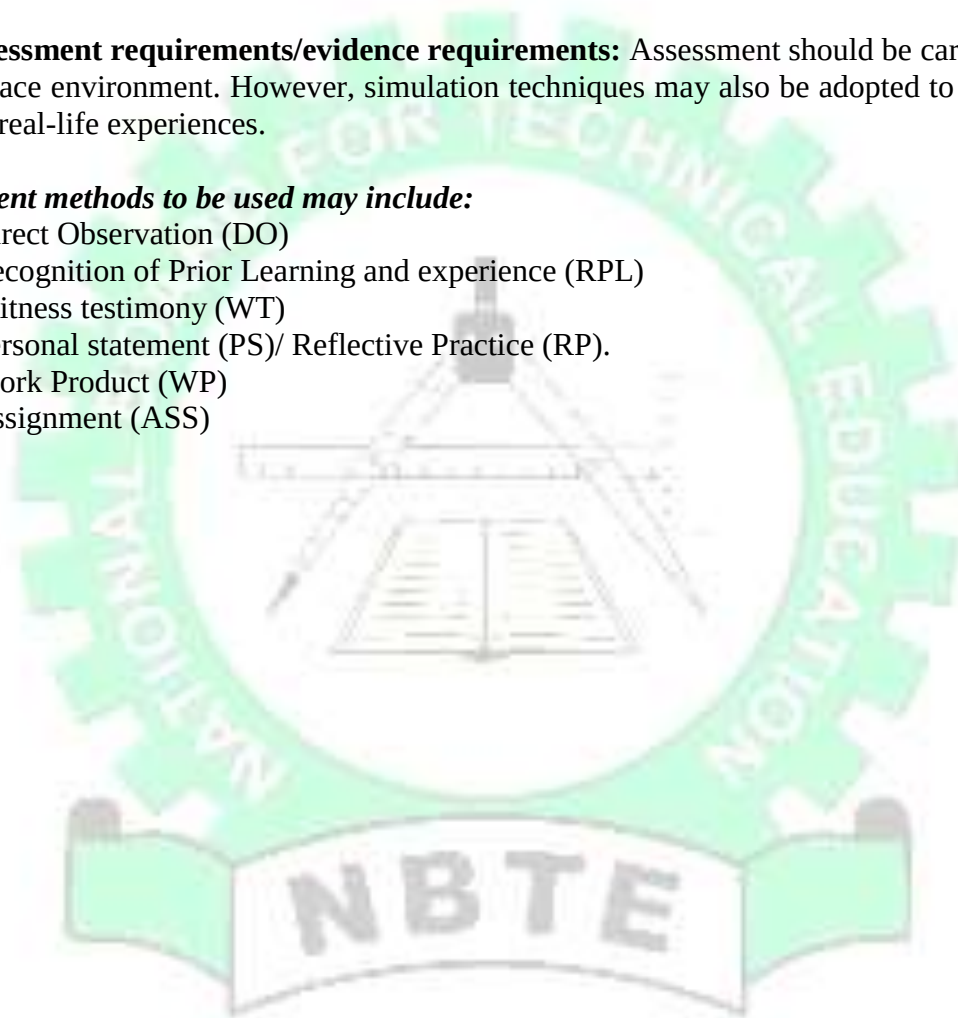
Practice Time: 60 hours

Unit Purpose: This unit is designed to equip the learner with the knowledge and skills in communication techniques in fibre crop production

Unit assessment requirements/evidence requirements: Assessment should be carried out in a workplace environment. However, simulation techniques may also be adopted to replace or enhance real-life experiences.

Assessment methods to be used may include:

1. Direct Observation (DO)
2. Recognition of Prior Learning and experience (RPL)
3. Witness testimony (WT)
4. Personal statement (PS)/ Reflective Practice (RP).
5. Work Product (WP)
6. Assignment (ASS)



UNIT 002: Communication Work Environment

LEARNING OUTCOME (LO) The learner will:		PERFORMANCE CRITERIA The learner can:	Evidence Type				Evidence Ref. Page No.			
LO 1: <i>Use verbal and non-verbal communication system in a work environment</i>	1.1	Use verbal means to communicate necessary information								
	1.2	Use non-verbal means to convey necessary information e.g. body language, signs								
	1.3	Interpret symbols and signs appropriately								
LO 2: <i>Obtain information in a work environment</i>	2.1	Identify the sources of information in the work environment								
	2.2	Relate effectively with the sources of information								
	2.3	Use the different information flow systems in a work environment								
	2.4	Use information gathered to avoid challenges in a work situation								
	2.5	Report findings appropriately in accordance with laid down procedures in the work environment i.e. Cards, Flip Chart and digital tools								
	2.6	Use simple communication gadgets such as mobile and desk phones								
LO 3: <i>Apply various means of communication in a work environment</i>	3.1	Locate the various communication equipment in the work environment								
	3.2	Use effectively the various communication equipment in a work environment								
	3.3	Pass information effectively to the right personnel								
	3.4	Obey instructions in line with ethics of the work environment								
Learner's Signature:			Date:							
Assessor's Signature:			Date:							
IQAM Signature (if sampled)			Date:							
EQAM Signature (if sampled)			Date:							

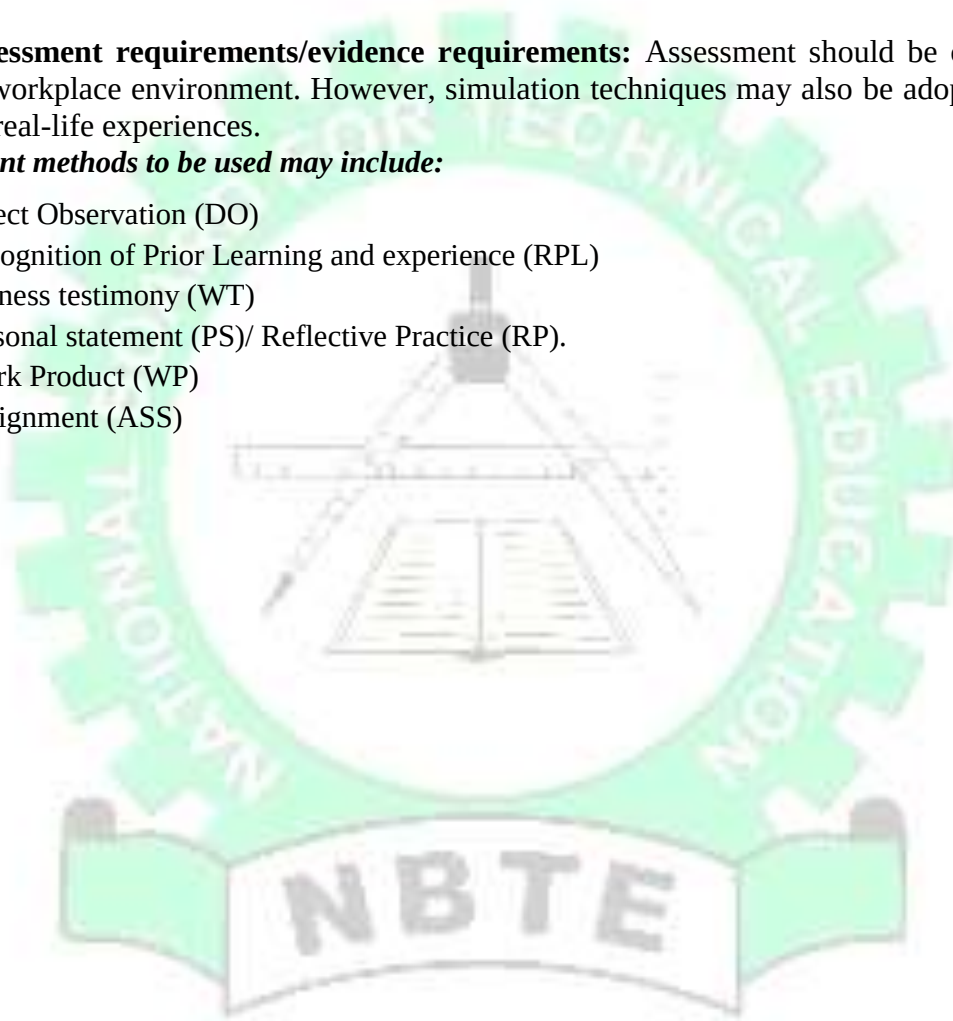
UNIT 003: TEAMWORK**Unit Reference Number:** AGR/CRP/F/003/L3**NSQ Level:** 3**Credit Value:** 3**Guided Learning Hours:** 30**Practice Time:** 60 hours

Unit Purpose: This unit equips the learner with the knowledge and skills required to coordinate team activities, promote professional conduct, resolve workplace disagreements and monitor task performance in fibre crop production.

Unit assessment requirements/evidence requirements: Assessment should be carried out in a workplace environment. However, simulation techniques may also be adopted to enhance real-life experiences.

Assessment methods to be used may include:

1. Direct Observation (DO)
2. Recognition of Prior Learning and experience (RPL)
3. Witness testimony (WT)
4. Personal statement (PS)/ Reflective Practice (RP).
5. Work Product (WP)
6. Assignment (ASS)



Unit 003: Teamwork

LEARNING OUTCOME (LO) The learner will:		PERFORMANCE CRITERIA The learner can:	Evidence Type				Evidence Ref. Page No.			
LO 1: <i>Develop working relationships with colleagues</i>	1.1	Identify the need for developing working relationship with colleagues								
	1.2	Recognize the importance of relating with other people in a way that makes them feel valued and respected								
	1.3	Assist team members when required.								
	1.4	Report requests for assistance to the appropriate personnel.								
	1.5	Communicate information to colleagues about individual work that may affect teamwork.								
LO 2: <i>Take responsibility within the team</i>	2.1	Recognize own role and responsibilities within a team								
	2.2	Perform individual tasks in line with the team's rules and regulations.								
	2.3	Participate effectively in teamwork.								
LO 3: <i>Compliance with organization policies</i>	3.1	Explain organizational code of conduct								
	3.2	Work in line with organizational standards								
	3.3	Use organizational code of practice								
	3.4	Adhere strictly to instructions given by the Management								
Learner's Signature:			Date:							
Assessor's Signature:			Date:							
IQAM Signature (if sampled)			Date:							
EQAM Signature (if sampled)			Date:							

UNIT 004: SITE SELECTION AND SOIL TESTING

Unit reference number: AGR/CRP/F/004/L3

NSQ level: 3

Credit value: 3

Guided learning hours: 30

Practice Time: 160 hours

Unit purpose:

This unit is designed to equip the learner with the knowledge and skills required to assess land and soil suitability for fibre crop production using appropriate survey and soil testing methods.

Unit assessment requirements/evidence requirements:

Assessment must be carried out in a real workplace environment in which learning and human development is carried out.

Assessment methods to be used may include:

1. Direct Observation (DO)
2. Recognition of Prior Learning and experience (RPL)
3. Witness testimony (WT)
4. Personal statement (PS)/ Reflective Practice (RP).
5. Work Product (WP)
6. Assignment (ASS)



Unit 004: Site Selection And Soil Testing

LEARNING OUTCOME (LO) The learner will:		PERFORMANCE CRITERIA The learner can:	Evidence Type				Evidence Ref. Page No.			
LO 1: <i>Assess land suitability for fibre crops production</i>	1.1	Use survey equipment to assess topography and site boundaries								
	1.2	Identify site characteristics that affect crop suitability								
	1.3	Evaluate drainage, slope and exposure of a proposed site								
LO 2: <i>Carry out soil testing and interpretation</i>	2.1	Collect soil samples using appropriate methods								
	2.2	Carry out soil tests using simple test kits								
	2.3	Interpret soil test results to determine suitability for fibre crops								
	2.4	Apply appropriate soil amendments, for fibre crop development, based on test results								
LO 3: <i>Apply knowledge of ecological requirements</i>	3.1	Match ecological requirements of specific fibre crops to site conditions								
	3.2	Assess the effect of climatic factors on site suitability								
	3.3	Document site assessment findings for planning purposes								
Learner's Signature:			Date:							
Assessor's Signature:			Date:							
IQAM Signature (if sampled)			Date:							
EQAM Signature (if sampled)			Date:							

UNIT 005: LAND PREPARATION

Unit reference number: AGR/CRP/F/005/L3

NSQ level: 3

Credit value: 5

Guided learning hours: 50

Practice Time: 220 hours

Unit purpose:

This unit is designed to equip the learner with the knowledge and skills required to prepare land for fibre crop production using farm machinery and implements.

Unit assessment requirements/evidence requirements:

Assessment must be carried out in a real workplace environment in which learning and human development is carried out.

Assessment methods to be used may include:

1. Direct Observation (DO)
2. Recognition of Prior Learning and experience (RPL)
3. Witness testimony (WT)
4. Personal statement (PS)/ Reflective Practice (RP).
5. Work Product (WP)
6. Assignment (ASS)



UNIT 005: LAND PREPARATION

LEARNING OUTCOME (LO) The learner will:		PERFORMANCE CRITERIA The learner can:	Evidence Type				Evidence Ref. Page No.			
LO 1: <i>Operate farm machinery and implements for land preparation</i>	1.1	Select appropriate machinery and implements for each land preparation task								
	1.2	Operate tractor								
	1.3	Use plough								
	1.4	Use harrow								
	1.5	Use ridger								
	1.6	Adjust implement settings to suit soil and field conditions								
LO 2: <i>Estimate land preparation operations</i>	2.1	Estimate time required for land preparation tasks								
	2.2	Estimate resources required for land preparation tasks								
	2.3	Determine the sequence of operations required to prepare land								
	2.4	Conduct field layout for different fibre crops								
LO 3: <i>Carry out maintenance of farm machinery and implements</i>	3.1	Carry out routine maintenance checks on machinery and implements								
	3.2	Identify common faults in farm implements								
	3.3	Apply basic servicing procedures, including cleaning, oiling, adjustment etc.								
Learner's Signature:			Date:							
Assessor's Signature:			Date:							
IQAM Signature (if sampled)			Date:							
EQAM Signature (if sampled)			Date:							

UNIT 006: NURSERY, PLANTING AND POST-PLANTING PRACTICES

Unit reference number: AGR/CRP/F/006/L3

NSQ level: 3

Credit value: 6

Guided learning hours: 60

Practice Time: 270 hours

Unit purpose:

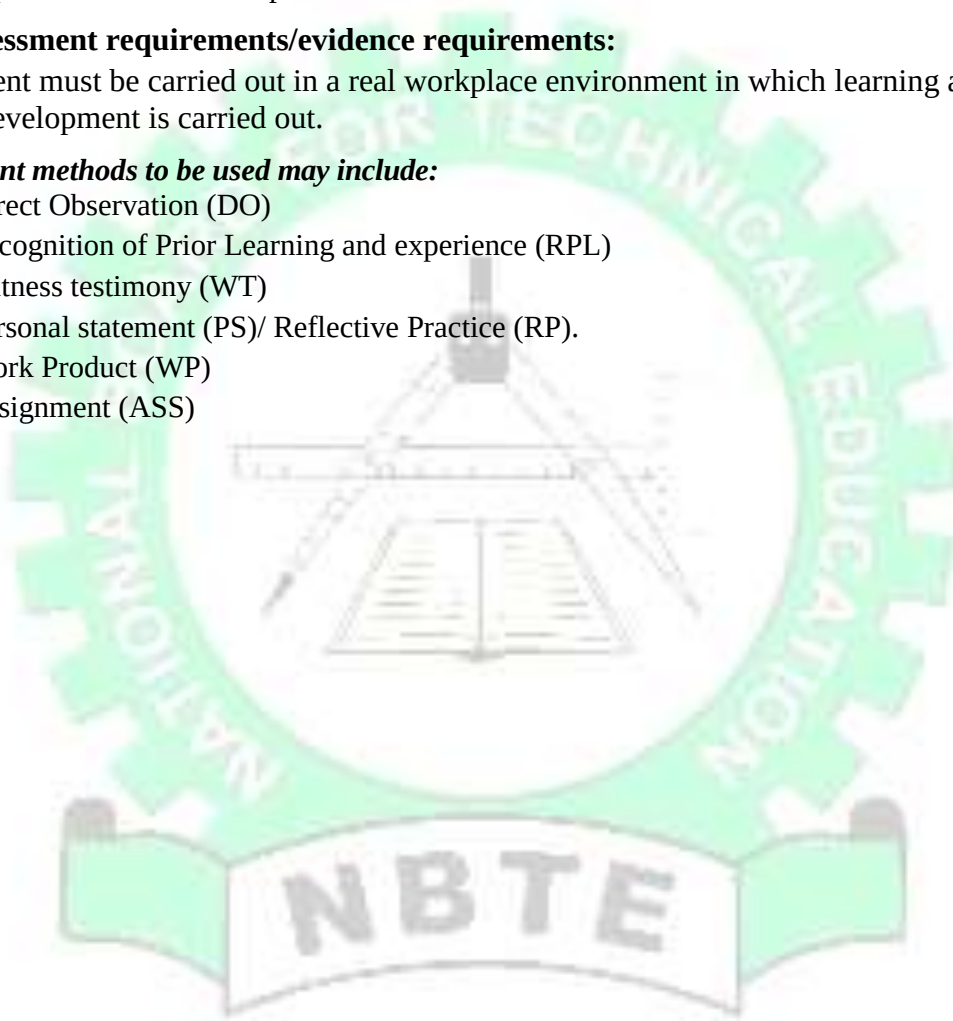
This unit is designed to equip the learner with the knowledge and skills required to apply planting practices for fibre crops.

Unit assessment requirements/evidence requirements:

Assessment must be carried out in a real workplace environment in which learning and human development is carried out.

Assessment methods to be used may include:

1. Direct Observation (DO)
2. Recognition of Prior Learning and experience (RPL)
3. Witness testimony (WT)
4. Personal statement (PS)/ Reflective Practice (RP).
5. Work Product (WP)
6. Assignment (ASS)



Unit 006: Planting Practices

LEARNING OUTCOME (LO) The learner will:		PERFORMANCE CRITERIA The learner can:	Evidence Type				Evidence Ref. Page No.			
LO 1: <i>Manage nursery operations</i>	1.1	Carry out seed viability and germination tests								
	1.2	Apply appropriate seed treatment methods, including seed de-linting and dressing against seed-borne pathogens								
	1.3	Manage nursery bed preparation and seedling care								
LO 2: <i>Apply planting practices and spacing requirements</i>	2.1	Apply appropriate planting methods for specific fibre crops								
	2.2	Determine spacing and seed rate requirements for optimum fibre yield								
	2.3	Apply appropriate planting depth for different fibre crops								
LO 3: <i>Apply fertiliser and pre-emergence herbicide practice</i>	3.1	Calculate fertiliser application rates								
	3.2	Apply basal fertiliser using appropriate methods								
	3.3	Apply recommended rates of pre-emergence herbicide								
LO 4: <i>Manage crop growth and development</i>	4.1	Carry out thinning and gap/vacancy filling of seedlings								
	4.2	Apply top-dressing fertiliser at appropriate crop growth stages								
	4.3	Monitor crop growth and development								
Learner's Signature:			Date:							
Assessor's Signature:			Date:							
IQAM Signature (if sampled)			Date:							
EQAM Signature (if sampled)			Date:							

UNIT 007: FIBRE CROP, PEST, DISEASE AND WEED MANAGEMENT, AND BIO-SECURITY

Unit reference number: AGR/CRP/F/007/L3

NSQ level: 3

Credit value: 5

Guided learning hours: 50

Practice Time: 270 hours

Unit purpose:

This unit is designed to equip the learner with the knowledge and skills required to manage fibre crops and control pest, disease, weed and practice bio-security measures.

Unit assessment requirements/evidence requirements:

Assessment must be carried out in a real workplace environment in which learning and human development is carried out.

Assessment methods to be used may include:

1. Direct Observation (DO)
2. Recognition of Prior Learning and experience (RPL)
3. Witness testimony (WT)
4. Personal statement (PS)/ Reflective Practice (RP).
5. Work Product (WP)
6. Assignment (ASS)

Unit 007: Fibre Crop, Pest, Disease And Weed Management, And Bio-Security

LEARNING OUTCOME (LO) The learner will:		PERFORMANCE CRITERIA The learner can:	Evidence Type	Evidence Ref. Page No.
LO 1: <i>Identify crop growth and development</i>	1.1	Carry out thinning and gap/vacancy filling of seedlings		
	1.2	Apply top-dressing fertiliser at appropriate crop growth stages		
	1.3	Monitor crop growth and development		
LO 2: <i>Carry out pests and diseases control</i>	2.1	Identify common pests and diseases affecting fibre crops		
	2.2	Determine appropriate control measures for identified pests and diseases		
	2.3	Apply pesticide and fungicide treatments using recommended methods		
	2.4	Apply safety precautions during chemical application		
LO 3: <i>Apply weed management practices</i>	3.1	Distinguish between weeds and crop plants at different growth stages		
	3.2	Apply post-emergence herbicide		
	3.3	Apply cultural weed control methods		
LO 4: <i>Comply with bio-security protocols</i>	4.1	Identify bio-security measures		
	4.2	Observe bio-security measures		
	4.3	Adhere bio-security measures		
Learner's Signature:			Date:	
Assessor's Signature:			Date:	
IQAM Signature (if sampled)			Date:	
EQAM Signature (if sampled)			Date:	

UNIT 008: IRRIGATION AND WATER MANAGEMENT PRACTICES

Unit reference number: AGR/CRP/F/008/L3

NSQ level: 3

Credit value: 3

Guided learning hours: 30

Practice Time: 150 hours

Unit purpose:

This unit is designed to equip the learner with the knowledge and skills required to apply irrigation and water management practices in fibre crop production.

Unit assessment requirements/evidence requirements:

Assessment must be carried out in a real workplace environment in which learning and human development is carried out.

Assessment methods to be used may include:

1. Direct Observation (DO)
2. Recognition of Prior Learning and experience (RPL)
3. Witness testimony (WT)
4. Personal statement (PS)/ Reflective Practice (RP).
5. Work Product (WP)
6. Assignment (ASS)



Unit 008: Irrigation And Water Management Practices

LEARNING OUTCOME (LO) The learner will:		PERFORMANCE CRITERIA The learner can:	Evidence Type				Evidence Ref. Page No.			
LO 1: <i>Apply crop water requirements</i>	1.1	Determine water requirements of specific fibre crops at different growth stages								
	1.2	Monitor rainfall patterns and soil moisture levels								
	1.3	Identify critical periods of water stress in the fibre crop								
	1.4	Plan irrigation schedules for fibre crops								
LO 2: <i>Select appropriate irrigation methods and equipment</i>	2.1	Use appropriate irrigation method for the site and crop								
	2.2	Select appropriate irrigation equipment for the site and crop								
	2.3	Operate irrigation equipment, (sprinklers, drip lines and hoses etc.)								
	2.4	Apply water at appropriate rates and intervals								
LO 3: <i>Maintain irrigation systems</i>	3.1	Carry out routine checks on irrigation equipment								
	3.2	Identify common irrigation system faults								
	3.3	Resolve common irrigation system faults								
	3.4	Apply water conservation practices								
LO 4: <i>Adopt rain water husbandry</i>	4.1	Identify methods of rain water harvesting								
	4.2	Select appropriate methods of rain water harvesting for the site and crop								
	4.3	Use appropriate methods of rain water harvesting for irrigation								
Learner's Signature:			Date:							
Assessor's Signature:			Date:							
IQAM Signature (if sampled)			Date:							
EQAM Signature (if sampled)			Date:							

UNIT 009: HARVESTING AND POST-HARVEST PRACTICES

Unit reference number: AGR/CRP/F/009/L3

NSQ level: 3

Credit value: 4

Guided learning hours: 40

Practice Time: 180 hours

Unit purpose:

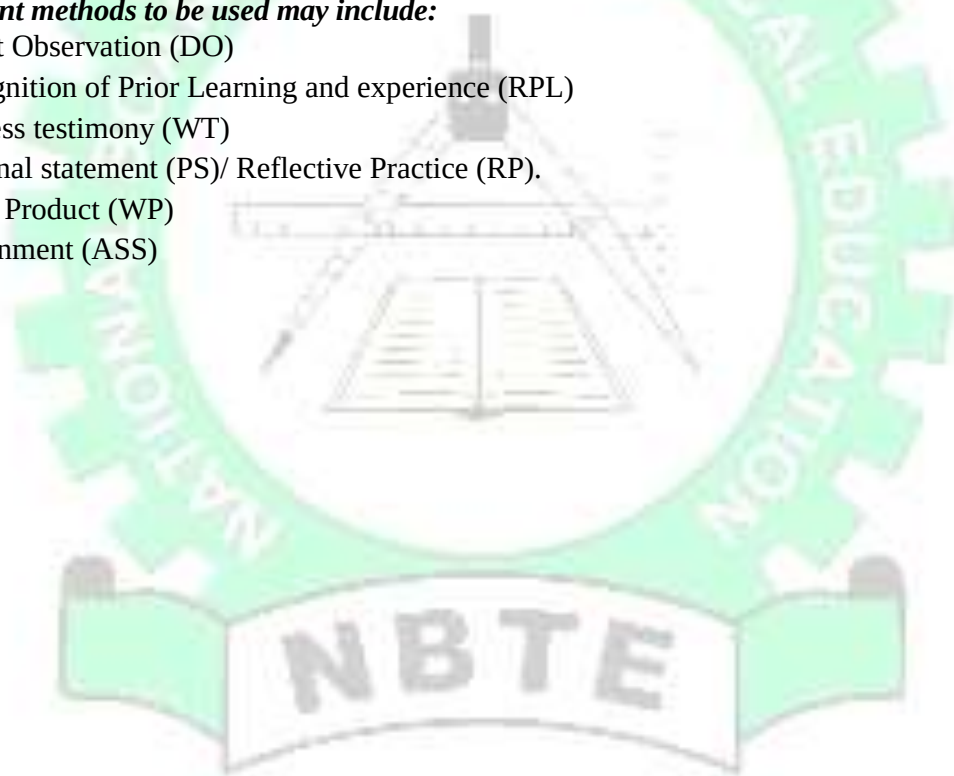
This unit is designed to equip the learner with the knowledge and skills required to determine crop maturity, carry out harvesting operations and apply appropriate post-harvest practices to minimise losses in fibre crops.

Unit assessment requirements/evidence requirements:

Assessment must be carried out in a real workplace environment in which learning and human development is carried out.

Assessment methods to be used may include:

1. Direct Observation (DO)
2. Recognition of Prior Learning and experience (RPL)
3. Witness testimony (WT)
4. Personal statement (PS)/ Reflective Practice (RP).
5. Work Product (WP)
6. Assignment (ASS)



UNIT 009: HARVESTING AND POST-HARVEST PRACTICES

LEARNING OUTCOME (LO) The learner will:		PERFORMANCE CRITERIA The learner can:	Evidence Type				Evidence Ref. Page No.			
LO 1: <i>Determine crop maturity and harvest timing</i>	1.1	Identify physiological signs of maturity in fibre crops								
	1.2	Determine the appropriate time to harvest								
	1.3	Plan harvesting operations to minimise crop loss								
LO 2: <i>Carry out harvesting operations</i>	2.1	Operate harvesting tools and equipment appropriate to the crop								
	2.2	Apply correct harvesting methods to minimise damage								
	2.3	Separate harvested products from crop residue								
LO 3: <i>Apply post-harvest operations</i>	3.1	Handle harvested produce to minimise physical damage								
	3.2	Sort harvested produce according to grades								
	3.3	Carry out bagging and weighing of harvested products								
	3.4	Apply appropriate transport practice for harvested produce								
Learner's Signature:			Date:							
Assessor's Signature:			Date:							
IQAM Signature (if sampled)			Date:							
EQAM Signature (if sampled)			Date:							

UNIT 010: PROCESSING, STORAGE AND QUALITY CONTROL

Unit reference number: AGR/CRP/F/010/L3

NSQ level: 3

Credit value: 4

Guided learning hours: 40

Practice Time: 160 hours

Unit purpose:

This unit is designed to equip the learner with the knowledge and skills required to process fibre crops and apply storage practices that maintain product quality.

Unit assessment requirements/evidence requirements:

Assessment must be carried out in a real workplace environment in which learning and human development is carried out.

Assessment methods to be used may include:

1. Direct Observation (DO)
2. Recognition of Prior Learning and experience (RPL)
3. Witness testimony (WT)
4. Personal statement (PS)/ Reflective Practice (RP).
5. Work Product (WP)
6. Assignment (ASS)



Unit 010: Processing, Storage And Quality Control

LEARNING OUTCOME (LO) The learner will:		PERFORMANCE CRITERIA The learner can:	Evidence Type				Evidence Ref. Page No.			
LO 1: <i>Apply processing practices</i>	1.1	Carry out processing operations, including ginning, retting, decortication, carding, baling, drying, etc.								
	1.2	Determine moisture content using appropriate test equipment								
	1.3	Apply quality checks during processing								
LO 2: <i>Apply storage practices</i>	2.1	Prepare storage facilities for fibre crop products								
	2.2	Apply pest and fumigation control measures in storage								
	2.3	Protect fibre from moisture, mould and discolouration								
	2.4	Arrange stored products to maintain quality and reduce loss								
LO 3: <i>Monitor stored product quality</i>	3.1	Carry out routine inspection of stored products								
	3.2	Identify signs of deterioration or infestation in storage								
	3.3	Take appropriate corrective action when quality issues are identified								
Learner's Signature:			Date:							
Assessor's Signature:			Date:							
IQAM Signature (if sampled)			Date:							
EQAM Signature (if sampled)			Date:							

UNIT 011: FARM RECORDS AND BASIC DATA MANAGEMENT

Unit reference number: AGR/CRP/F/011/L3

NSQ level: 3

Credit value: 2

Guided learning hours: 20

Practice Time: 80 hours

Unit purpose:

This unit is designed to equip the learner with the knowledge and skills required to maintain accurate farm production records and basic data relevant to crop production activities.

Unit assessment requirements/evidence requirements:

Assessment must be carried out in a real workplace environment in which learning and human development is carried out.

Assessment methods to be used may include:

1. Direct Observation (DO)
2. Recognition of Prior Learning and experience (RPL)
3. Witness testimony (WT)
4. Personal statement (PS)/ Reflective Practice (RP).
5. Work Product (WP)
6. Assignment (ASS)



UNIT 011: FARM RECORDS AND BASIC DATA MANAGEMENT

LEARNING OUTCOME (LO) The learner will:		PERFORMANCE CRITERIA The learner can:	Evidence Type					Evidence Ref. Page No.			
LO 1: <i>Prepare farm production records</i>	1.1	Generate farm record forms									
	1.2	Arrange forms sequentially according to data entry									
	1.3	Enter records digitally or manually									
	1.4	Explain the purpose of production records in crop management									
LO 2: <i>Maintain farm production records</i>	2.1	Record input usage (seed, fertiliser and agrochemicals etc.)									
	2.2	Record field activities and dates of operations									
	2.3	Maintain records of harvested yield									
LO 3: <i>Apply basic data management practices</i>	3.1	Organise farm records in a systematic manner									
	3.2	Use simple record-keeping tools, including logbooks and basic spreadsheets									
	3.3	Report farm data to the appropriate person									
Learner's Signature:			Date:								
Assessor's Signature:			Date:								
IQAM Signature (if sampled)			Date:								
EQAM Signature (if sampled)			Date:								

UNIT 012: PRINCIPLES OF MARKETING AND VALUE CHAIN PRACTICES

Unit reference number: AGR/CRP/F/012/L3

NSQ level: 3

Credit value: 3

Guided learning hours: 30

Practice Time: 100 hours

Unit purpose:

This unit is designed to equip the learner with the knowledge and skills required to apply basic marketing practice and understand value chain considerations for fibre crop products.

Unit assessment requirements/evidence requirements:

Assessment must be carried out in a real workplace environment in which learning and human development is carried out.

Assessment methods to be used may include:

1. Direct Observation (DO)
2. Recognition of Prior Learning and experience (RPL)
3. Witness testimony (WT)
4. Personal statement (PS)/ Reflective Practice (RP).
5. Work Product (WP)
6. Assignment (ASS)



Unit 012: Principles Of Marketing And Value Chain Practices

LEARNING OUTCOME (LO) The learner will:		PERFORMANCE CRITERIA The learner can:	Evidence Type	Evidence Ref. Page No.
LO 1: <i>Apply basic marketing practices</i>	1.1	Identify markets for fibre crop products		
	1.2	Identify potential markets/up takers		
	1.3	Make contacts with License Buying Agents (LBA)/other intermediaries		
	1.4	Grade fibre crop products		
	1.5	Prepare products for sale		
	1.6	Determine appropriate pricing based on market conditions		
LO 2: <i>Apply marketing strategies for fibre crops</i>	2.1	Apply basic marketing and promotional strategies		
	2.2	Negotiate sales with buyers using appropriate marketing techniques		
	2.3	Ensure customers satisfaction and maintain good customer relationships		
LO 3: <i>Demonstrate understanding of the value chain</i>	3.1	Identify stages of the fibre crop value chain		
	3.2	Explain the role of different value chain actors		
	3.3	Identify opportunities for value addition		
Learner's Signature:			Date:	
Assessor's Signature:			Date:	
IQAM Signature (if sampled)			Date:	
EQAM Signature (if sampled)			Date:	



NATIONAL SKILLS QUALIFICATION (NSQ)

FIBRE CROP PRODUCTION

LEVEL 4

JUNE 2026



GENERAL INFORMATION

OVERVIEW

This qualification is designed for individuals who are interested in pursuing a career in **Fibre Crop Production** for the award of National Skills Qualifications (NSQ)/National Occupational Standards (NOS). It is aimed at producing competencies necessary to supervise and manage fibre crop production operations at **NSQ Level 4**. (Cotton, Jute, Kenaf, Rossel etc.)

This qualification is subject to review as and when the need arises.

QUALIFICATION PURPOSE

The qualification is designed to produce competent fibre crop production Foreman with knowledge, skills, and attitude required to manage fibre crop production activities using modern fibre crop production techniques, precision agriculture principles, appropriate tools and equipment.

QUALIFICATION REQUIREMENTS

All Candidates must be:

At least sixteen (16) years of age

- Medically fit
- Physically fit
- Mentally fit (Mental alertness)
- Be a Nigerian citizen
- Other nationals should present International passport, residence permit or Parent work permit.
- Vetted

QUALIFICATION OBJECTIVES

To achieve this qualification, the fibre crop production supervisor should be able to:

- i. Ensure occupational health, safety and environmental compliance
- ii. Demonstrate workplace communication, coordination and leadership
- iii. Work with team
- iv. Supervise crop production teams and operations
- v. Plan and coordinate field crop production operations
- vi. Supervise soil, land and crop resource management
- vii. Supervise irrigation and water management systems
- viii. Supervise pest, disease, weed and practice bio-security measures.
- ix. Supervise harvesting and post-harvest operations
- x. Ensure quality assurance in crop production and processing
- xi. Maintain documentation and reporting systems
- xii. Coordinate extension services and farmer support
- xiii. Coordinate marketing and agribusiness activities
- xiv. Supervise deployment and maintenance of farm mechanisation

**NATIONAL SKILLS QUALIFICATION (NSQ) TABLE
MANDATORY UNITS**

S/No	Reference Number	NOS Title	Credit Value	Guided Learning Hours	Practice Learning Hours
1.	AGR/CRP/F/001/L4	Occupational Health, Safety and Environmental Compliance in Fibre Crop Production Operations	3	30	80
2.	AGR/CRP/F/002/L4	Communication in Workplace	3	30	60
3.	AGR/CRP/F/003/L4	Teamwork	3	30	60
4.	AGR/CRP/F/004/L4	Planning and Coordinating Field Fibre Crop Production Operations	5	50	220
5.	AGR/CRP/F/005/L4	Soil, Land and Crop Resource Management	5	50	210
6.	AGR/CRP/F/006/L4	Irrigation and Water Management Systems	4	40	160
7.	AGR/CRP/F/007/L4	Pest, Disease, Weed Management and Bio-security	5	50	220
8.	AGR/CRP/F/008/L4	Harvesting and Post-harvest Operations	4	40	180
9.	AGR/CRP/F/009/L4	Quality Assurance in Fibre Crop Production and Processing	5	50	180
10.	AGR/CRP/F/010/L4	Documentation, Reporting and Record Management in Fibre Crop Production	4	40	100
11.	AGR/CRP/F/011/L4	Extension Services and Farmer Support in Fibre Crop Production	3	30	90
12.	AGR/CRP/F/012/L4	Marketing and Agribusiness Coordination	4	40	120
13.	AGR/CRP/F/013/L4	Farm Mechanisation Deployment and Maintenance	4	40	220
TOTAL			52	520	1900

QUALIFICATION STRUCTURE

This qualification comprises a total of thirteen (13) Mandatory Units, with a credit value of 52 and 520 Guided Learning Hours (GLH) across the full qualification. One (1) credit is equivalent to ten (10) GLH. Guided Learning Hours are the time a learner spends in the classroom, workshop and laboratory of the Skills Training Centre (STC), being taught, instructed, supervised or assessed by a qualified trainer, facilitator or assessor.

In addition to the GLH, the qualification requires at least twice or thrice the GLH as practice time. Practice time is the time a learner is expected to spend applying the skills of each unit in a real workplace environment, carrying out the same tasks repeatedly until performance becomes consistent, accurate and habitual to the standard the qualification demands. It is undertaken under the guidance of a workplace supervisor, recorded in the learner's logbook and duly endorsed. Practice time is the principal setting where core assessment is conducted.

It is through repeated performance in the workplace that a learner's achievement of the Learning Outcomes and Performance Criteria is judged and evidenced. Practice time is an additional requirement to GLH and does not replace them.

To achieve this qualification, the learner must complete all mandatory units, undertake the prescribed practice time, and accumulate the minimum credit value approved by NBTE.

Credit is awarded only when a learner has been assessed as competent against all Learning Outcomes and Performance Criteria of a unit.



GENERAL GUIDE

Unit title	Provides a clear explanation of the content of the unit.
Unit number	The unique number assigned to the unit.
Unit reference	The unique reference number given to each unit at qualification approval by NBTE
Unit level	Denotes the level of the unit within the National Vocational Qualification framework NSQF.
Unit credit value	The value that has been given to the unit based on the expected learning time for an average learner. 1 credit = 10 learning hours
Unit aim	Provides a brief outline of the unit content.
Learning outcome	A statement of what a learner will know, understand or be able to do, as a result of a process of learning.
Assessment criteria	A description of the requirements a learner must achieve to demonstrate that a learning outcome has been met.
Unit assessment guidance	Any additional guidance provided to support the assessment of the unit.
Unit guided learning hours	The average number of hours of supervised or directed study time or assessment required to achieve a qualification or unit of a qualification.

UNIT 001: OCCUPATIONAL HEALTH, SAFETY AND ENVIRONMENTAL COMPLIANCE IN FIBRE CROP PRODUCTION OPERATIONS

Unit reference number: AGR/CRP/F/001/L4

NSQ level: 4

Credit value: 3

Guided learning hours: 30

Practice Time: 80 hours

Unit Purpose: This unit is designed to equip the learner with the knowledge and skills required to ensure effective communication in fibre crop production Environment

Unit assessment requirements/ evidence requirement:

Assessment must be carried out in real workplace environment in which learning and human development is carried out.

Assessment methods to be used may include:

1. Direct Observation (DO)
2. Recognition of Prior Learning and experience (RPL)
3. Witness testimony (WT)
4. Personal statement (PS)/ Reflective Practice (RP).
5. Work Product (WP)
6. Assignment (ASS)
7. Professional Discussion (PD)

Unit 001: Occupational Health, Safety And Environmental Compliance In Fibre Crop Production Operations

LEARNING OUTCOME (LO) The learner will:		PERFORMANCE CRITERIA The learner can:	Evidence Type	Evidence Ref. Page No.
LO 1: <i>Ensure compliance with health, safety and environmental standards</i>	1.1	Ensure team members comply with safety procedures		
	1.2	Use personal protective equipment		
	1.3	Monitor work areas for compliance with environmental protection requirements		
	1.4	Ensure agrochemicals are stored, handled and disposed in accordance with regulations		
LO 2: <i>Supervise hazard and risk management</i>	2.1	Carry out risk assessment of fibre crop production activities		
	2.2	Develop control measures to address identified hazards		
	2.3	Monitor the effectiveness of implemented control measures		
LO 3: <i>Manage safety incidents and reporting</i>	3.1	Investigate accidents and near misses within the team		
	3.2	Prepare incident reports and recommend corrective measures		
	3.3	Ensure emergency response procedures are understood by team members		
Learner's Signature:			Date:	
Assessor's Signature:			Date:	
IQAM Signature (if sampled)			Date:	
EQAM Signature (if sampled)			Date:	

UNIT 002: COMMUNICATION IN WORKPLACE

Unit Reference Number: AGR/CRP/F/002/L4
NSQ Level: 4
Credit Value: 3
Guided Learning Hours: 30

Unit Purpose: This unit is designed to equip learners with the knowledge and skills required to supervise team members and develop spirit of teamwork to achieve common goal.

Unit assessment requirements/ evidence requirement:

Assessment must be carried out in real workplace environment in which learning and human development is carried out.

Assessment methods to be used may include:

1. Direct Observation (DO)
2. Recognition of Prior Learning and experience (RPL)
3. Witness testimony (WT)
4. Personal statement (PS)/ Reflective Practice (RP).
5. Work Product (WP)
6. Assignment (ASS)
7. Professional Discussion (PD)



Unit 002: Communication In Workplace

LEARNING OUTCOME (LO)		PERFORMANCE CRITERIA	Evidence Type				Evidence Ref. Page No.			
The learner will:		The learner can:								
LO 1: <i>Apply effective workplace communication skills</i>	1.1	Communicate clearly with colleagues, customers, and stakeholders.								
	1.2	Use appropriate verbal and non-verbal communication techniques.								
	1.3	Demonstrate active listening and provide relevant feedback.								
	1.4	Follow workplace communication protocols and procedures.								
	1.5	Adapt communication style to suit different audiences.								
LO 2: <i>Prepare workplace documents</i>	2.1	Draft workplace correspondence using appropriate formats.								
	2.2	Produce reports, memos, and records accurately								
	2.3	Use correct grammar, spelling, and punctuations.								
	2.4	Organize information logically and professionally.								
LO 3: <i>Use digital communication technologies</i>	3.1	Use email, messaging, and collaboration tools effectively.								
	3.2	Share information securely through digital platforms.								
	3.3	Apply digital ethics in workplace communications.								
	3.4	Maintain confidentiality and data protection requirements.								
LO 4: <i>Participate in workplace interactions and meetings</i>	4.1	Contribute effectively during meetings and discussions.								
	4.2	Deliver presentations using suitable communication techniques.								
	4.3	Handle communication barriers and workplace conflicts professionally.								
	4.4	Record and communicate meeting outcomes accurately.								
Learner's Signature:			Date:							
Assessor's Signature:			Date:							
IQAM Signature (if sampled)			Date:							
EQAM Signature (if sampled)			Date:							

UNIT 003: TEAMWORK

Unit reference number:	AGR/CRP/F/003/L4
NSQ level:	4
Credit value:	3
Guided learning hours:	30
Practice Time:	60 hours

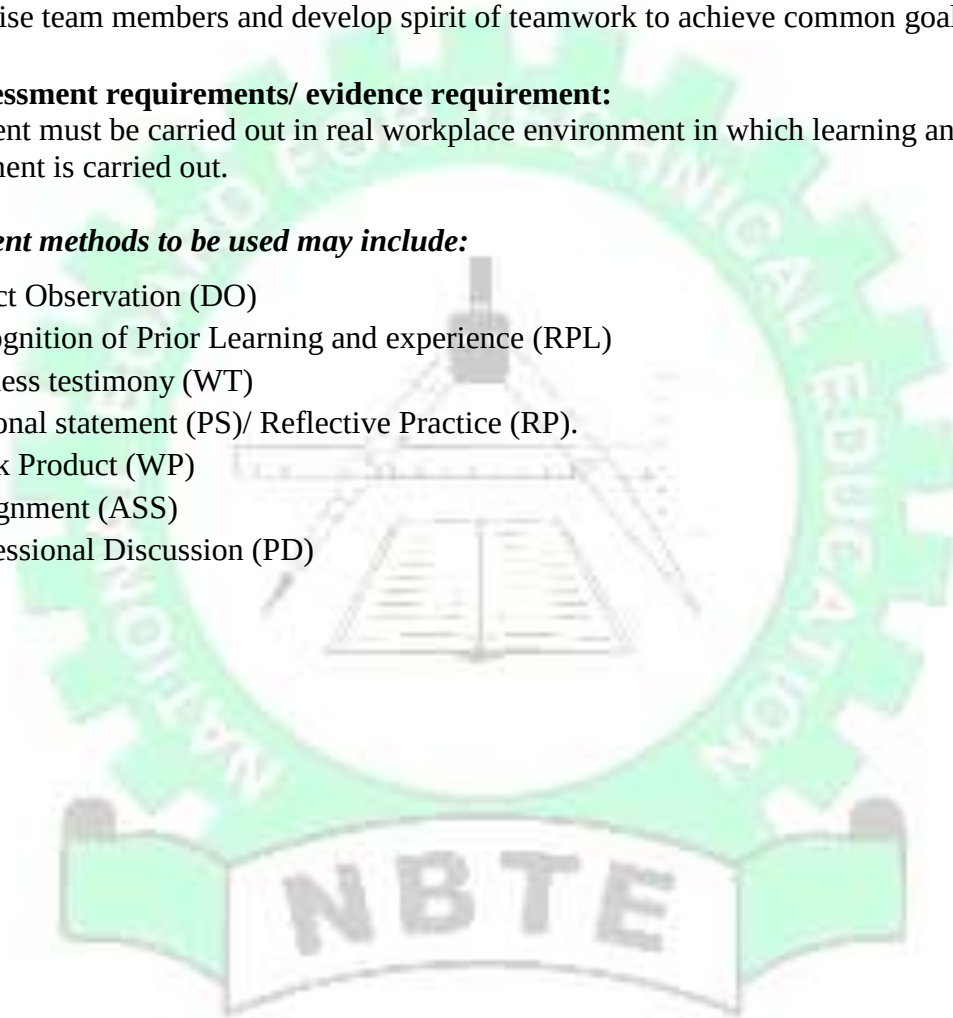
Unit Purpose: This unit is designed to equip learners with the knowledge and skills required to supervise team members and develop spirit of teamwork to achieve common goal.

Unit assessment requirements/ evidence requirement:

Assessment must be carried out in real workplace environment in which learning and human development is carried out.

Assessment methods to be used may include:

1. Direct Observation (DO)
2. Recognition of Prior Learning and experience (RPL)
3. Witness testimony (WT)
4. Personal statement (PS)/ Reflective Practice (RP).
5. Work Product (WP)
6. Assignment (ASS)
7. Professional Discussion (PD)



Unit 003: Teamwork

LEARNING OUTCOME (LO) The learner will:		PERFORMANCE CRITERIA The learner can:	Evidence Type	Evidence Ref. Page No.
LO 1: <i>Supervise team performance</i>	1.1	Allocate tasks to team members based on skills and workload		
	1.2	Monitor team performance against production targets		
	1.3	Provide feedback and guidance to team members		
LO 2: <i>Manage day-to-day fibre crop production operations</i>	2.1	Coordinate daily field activities across the production cycle		
	2.2	Ensure resources and inputs are available for scheduled tasks		
	2.3	Address operational challenges as they arise		
LO 3: <i>Maintain workplace standards</i>	3.1	Ensure team members adhere to workplace policies and standards		
	3.2	Address underperformance and workplace conduct issues		
	3.3	Promote a positive and productive team environment		
Learner's Signature:			Date:	
Assessor's Signature:			Date:	
IQAM Signature (if sampled)			Date:	
EQAM Signature (if sampled)			Date:	

UNIT 004: PLANNING AND COORDINATING FIELD FIBRE CROP PRODUCTION OPERATIONS

Unit reference number: AGR/CRP/F/004/L4

NSQ level: 4

Credit value: 5

Guided learning hours: 50

Practice Time: 220 hours

Unit purpose:

This unit is designed to equip the learner with the knowledge and skills required to plan and coordinate field fibre crop production operations across the production cycle.

Unit assessment requirements/evidence requirements:

Assessment must be carried out in a real workplace environment in which learning and human development is carried out.

Assessment methods to be used may include:

1. Direct Observation (DO)
2. Recognition of Prior Learning and experience (RPL)
3. Witness testimony (WT)
4. Personal statement (PS)/ Reflective Practice (RP).
5. Work Product (WP)
6. Assignment (ASS)
7. Professional Discussion (PD)

Unit 004: Planning And Coordinating Field Fibre Crop Production Operations

LEARNING OUTCOME (LO) The learner will:		PERFORMANCE CRITERIA The learner can:	Evidence Type				Evidence Ref. Page No.			
LO 1: <i>Develop fibre crop production operation plans</i>	1.1	Develop a schedule of field operations for the production cycle								
	1.2	Determine resource requirements for planned operations								
	1.3	Align production plans with seasonal and market considerations								
LO 2: <i>Coordinate field operations</i>	2.1	Coordinate the sequencing of land preparation, planting and crop management activities								
	2.2	Coordinate machinery, labour and input deployment for scheduled operations								
	2.3	Adjust plans in response to weather, field or resource constraints								
LO 3: <i>Monitor plan implementation</i>	3.1	Monitor progress of field operations against the production plan								
	3.2	Identify deviations from the plan and determine corrective action								
	3.3	Report on operation status to the appropriate authority								
Learner's Signature:			Date:							
Assessor's Signature:			Date:							
IQAM Signature (if sampled)			Date:							
EQAM Signature (if sampled)			Date:							

UNIT 005: SOIL, LAND AND CROP RESOURCE MANAGEMENT

Unit reference number: AGR/CRP/F/005/L4

NSQ level: 4

Credit value: 5

Guided learning hours: 50

Practice Time: 210 hours

Unit purpose:

This unit is designed to equip the learners with the knowledge and skills required to supervise soil and land management practices and oversee resource allocation across fibre crop production sites.

Unit assessment requirements/evidence requirements:

Assessment must be carried out in a real workplace environment in which learning and human development is carried out.

Assessment methods to be used may include:

1. Direct Observation (DO)
2. Recognition of Prior Learning and experience (RPL)
3. Witness testimony (WT)
4. Personal statement (PS)/ Reflective Practice (RP).
5. Work Product (WP)
6. Assignment (ASS)
7. Professional Discussion (PD)

Unit 005: Soil, Land and Crop Resource Management

LEARNING OUTCOME (LO) The learner will:		PERFORMANCE CRITERIA The learner can:	Evidence Type				Evidence Ref. Page No.			
LO 1: <i>Supervise soil and land assessment activities</i>	1.1	Ensure soil testing and site assessment are carried out to the required standards								
	1.2	Review soil assessment findings to inform land use decisions								
	1.3	Approve site selection recommendations for crop production								
LO 2: <i>Supervise land preparation and machinery deployment</i>	2.1	Ensure land preparation operations meet required standards								
	2.2	Coordinate deployment of machinery and implements across sites								
	2.3	Ensure maintenance schedules for machinery are followed								
LO 3: <i>Manage crop resource allocation</i>	3.1	Allocate seed, fertiliser and other inputs across production sites								
	3.2	Monitor resource utilisation against planned allocation								
	3.3	Address resource shortages or surpluses								
Learner's Signature:			Date:							
Assessor's Signature:			Date:							
IQAM Signature (if sampled)			Date:							
EQAM Signature (if sampled)			Date:							

UNIT 006: IRRIGATION AND WATER MANAGEMENT SYSTEMS

Unit reference number: AGR/CRP/F/006/L4

NSQ level: 4

Credit value: 4

Guided learning hours: 40

Practice Time: 160 hours

Unit purpose:

This unit is designed to equip the learner with the knowledge and skills required to supervise irrigation and water management systems and ensure efficient water use across fibre crop production operations.

Unit assessment requirements/evidence requirements:

Assessment must be carried out in a real workplace environment in which learning and human development is carried out.

Assessment methods to be used may include:

1. Direct Observation (DO)
2. Recognition of Prior Learning and experience (RPL)
3. Witness testimony (WT)
4. Personal statement (PS)/ Reflective Practice (RP).
5. Work Product (WP)
6. Assignment (ASS)
7. Professional Discussion (PD)



Unit 006: Irrigation And Water Management Systems

LEARNING OUTCOME (LO) The learner will:		PERFORMANCE CRITERIA The learner can:	Evidence Type	Evidence Ref. Page No.
LO 1: <i>Supervise irrigation scheduling</i>	1.1	Approve planned irrigation schedules based on crop water requirements		
	1.2	Monitor irrigation activities against the schedule		
	1.3	Adjust irrigation plans in response to weather and soil moisture conditions		
LO 2: <i>Supervise irrigation system maintenance</i>	2.1	Ensure routine maintenance of irrigation equipment is carried out		
	2.2	Ensure faults in irrigation systems are reported and resolved		
	2.3	Monitor water use efficiency across irrigation systems		
LO 3: <i>Ensure water resource management</i>	3.1	Ensure water conservation practices are applied by team members		
	3.2	Monitor compliance with water use regulations		
	3.3	Report on water management performance		
LO 4: <i>Supervise rain water husbandry adoption</i>	4.1	Guide identification of rain water harvesting methods		
	4.2	Supervise adoption of appropriate techniques of rain water harvesting for the site and crop		
	4.3	Ensure the use of appropriate methods of rain water harvesting for irrigation		
Learner's Signature:			Date:	
Assessor's Signature:			Date:	
IQAM Signature (if sampled)			Date:	
EQAM Signature (if sampled)			Date:	

UNIT 007: PEST, DISEASE, WEED MANAGEMENT AND BIO-SECURITY

Unit reference number: AGR/CRP/F/007/L4

NSQ level: 4

Credit value: 5

Guided learning hours: 50

Practice Time: 220 hours

Unit purpose:

This unit is designed to equip the learner with the knowledge and skills required to supervise pest, disease, weed and practice bio-security measures.

Unit assessment requirements/evidence requirements:

Assessment must be carried out in a real workplace environment in which learning and human development is carried out.

Assessment methods to be used may include:

1. Direct Observation (DO)
2. Recognition of Prior Learning and experience (RPL)
3. Witness testimony (WT)
4. Personal statement (PS)/ Reflective Practice (RP).
5. Work Product (WP)
6. Assignment (ASS)
7. Professional Discussion (PD)

Unit 007: Pest, Disease, Weed Management And Bio-Security

LEARNING OUTCOME (LO) The learner will:		PERFORMANCE CRITERIA The learner can:	Evidence Type				Evidence Ref. Page No.			
LO 1: <i>Supervise pest, disease and weed monitoring</i>	1.1	Ensure regular field scouting for pests, diseases and weed are carried out								
	1.2	Review pests, diseases and weed reports from team members								
	1.3	Approve appropriate control measures								
LO 2: <i>Supervise chemical and cultural control application</i>	2.1	Ensure agrochemical application is carried out in accordance with recommended rates and safety procedures								
	2.2	Monitor the effectiveness of applied control measures								
	2.3	Ensure cultural control practices are applied where appropriate								
LO 3: <i>Manage compliance and records</i>	3.1	Ensure pest, disease and weed control records are maintained								
	3.2	Ensure compliance with agrochemical handling regulations								
	3.3	Report on pest, disease and weed management outcomes								
LO 4: <i>Supervise compliance with bio-security protocols</i>	4.1	Guide identifications of bio-security measures								
	4.2	Ensure bio-security measures are observed								
	4.3	Ensure the adherence to bio-security measures								
Learner's Signature:			Date:							
Assessor's Signature:			Date:							
IQAM Signature (if sampled)			Date:							
EQAM Signature (if sampled)			Date:							

UNIT 008: HARVESTING AND POST-HARVEST OPERATIONS

Unit reference number: AGR/CRP/F/008/L4

NSQ level: 4

Credit value: 4

Guided learning hours: 40

Practice Time: 180 hours

Unit purpose:

This unit is designed to equip the learner with the knowledge and skills required to supervise harvesting and post-harvest operations, ensuring timely harvest and minimal product loss.

Unit assessment requirements/evidence requirements:

Assessment must be carried out in a real workplace environment in which learning and human development is carried out.

Assessment methods to be used may include:

1. Direct Observation (DO)
2. Recognition of Prior Learning and experience (RPL)
3. Witness testimony (WT)
4. Personal statement (PS)/ Reflective Practice (RP).
5. Work Product (WP)
6. Assignment (ASS)
7. Professional Discussion (PD)



Unit 008: Harvesting And Post-Harvest Operations

LEARNING OUTCOME (LO) The learner will:		PERFORMANCE CRITERIA The learner can:	Evidence Type				Evidence Ref. Page No.			
LO 1: <i>Supervise harvest planning and execution</i>	1.1	Approve harvest timing based on crop maturity assessment								
	1.2	Coordinate labour and equipment for harvesting operations								
	1.3	Monitor harvesting operations for efficiency and quality								
LO 2: <i>Supervise post-harvest handling</i>	2.1	Ensure appropriate handling practices are applied to minimise products damage								
	2.2	Ensure timely transport of harvested produce to storage or processing points								
	2.3	Monitor post-harvest losses								
	2.4	Determine corrective measures								
LO 3: <i>Manage harvest records and reporting</i>	3.1	Ensure yield and harvested records are accurately maintained								
	3.2	Report harvested output to the appropriate authority								
	3.3	Evaluate harvested output against production targets								
Learner's Signature:			Date:							
Assessor's Signature:			Date:							
IQAM Signature (if sampled)			Date:							
EQAM Signature (if sampled)			Date:							

UNIT 009: QUALITY ASSURANCE IN FIBRE CROP PRODUCTION AND PROCESSING

Unit reference number: AGR/CRP/F/009/L4

NSQ level: 4

Credit value: 5

Guided learning hours: 50

Practice Time: 180 hours

Unit purpose:

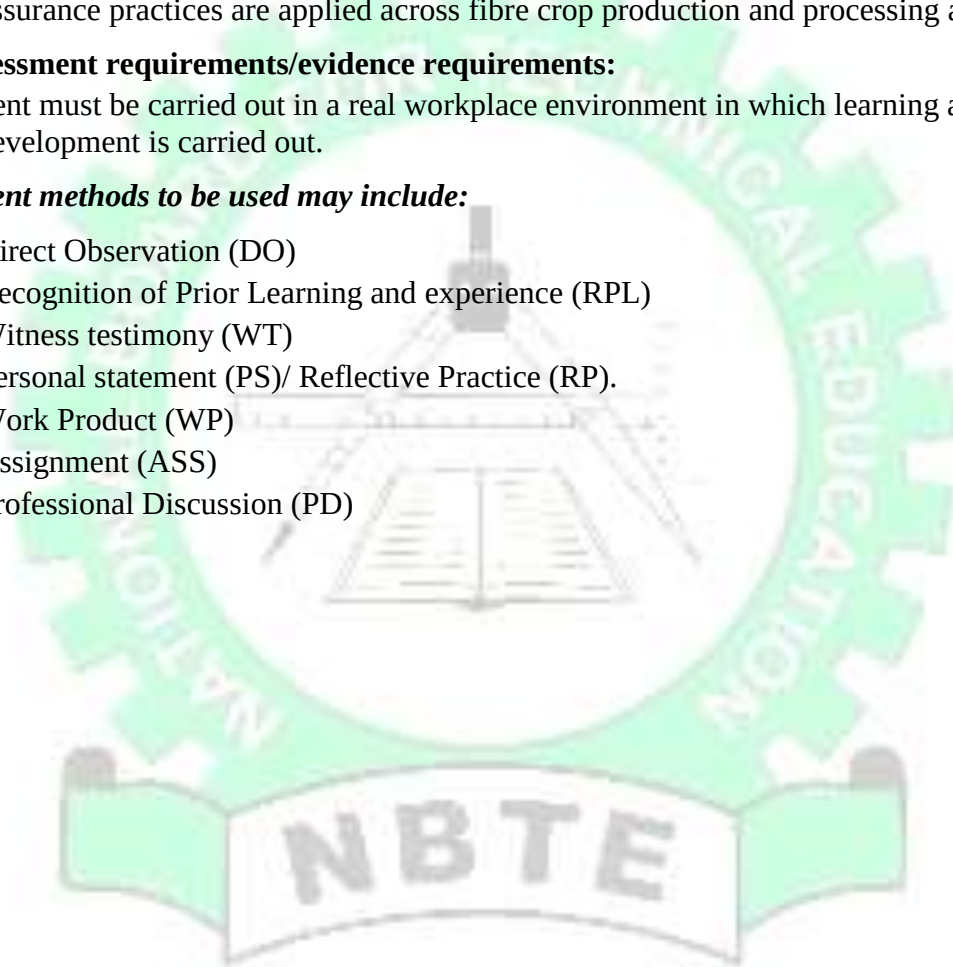
This unit is designed to equip the learner with the knowledge and skills required to ensure quality assurance practices are applied across fibre crop production and processing activities.

Unit assessment requirements/evidence requirements:

Assessment must be carried out in a real workplace environment in which learning and human development is carried out.

Assessment methods to be used may include:

1. Direct Observation (DO)
2. Recognition of Prior Learning and experience (RPL)
3. Witness testimony (WT)
4. Personal statement (PS)/ Reflective Practice (RP).
5. Work Product (WP)
6. Assignment (ASS)
7. Professional Discussion (PD)



Unit 009: Quality Assurance In Fibre Crop Production And Processing

LEARNING OUTCOME (LO) The learner will:		PERFORMANCE CRITERIA The learner can:	Evidence Type				Evidence Ref. Page No.			
LO 1: <i>Establish quality standards and checks</i>	1.1	Establish quality checkpoints across the production and processing cycle								
	1.2	Communicate quality standards to team members								
	1.3	Ensure quality checks are carried out at each checkpoint								
LO 2: <i>Monitor compliance with quality standards</i>	2.1	Monitor product quality at processing and storage stages								
	2.2	Identify non-compliance with quality standards								
	2.3	Determine corrective measures for quality non-compliance								
LO 3: <i>Manage quality records and reporting</i>	3.1	Maintain quality assurance records								
	3.2	Report quality performance to the appropriate authority								
	3.3	Recommend improvements to quality assurance practice								
Learner's Signature:			Date:							
Assessor's Signature:			Date:							
IQAM Signature (if sampled)			Date:							
EQAM Signature (if sampled)			Date:							

UNIT 010: DOCUMENTATION, REPORTING AND RECORD MANAGEMENT IN FIBRE CROP PRODUCTION

Unit reference number: AGR/CRP/F/010/L4

NSQ level: 4

Credit value: 4

Guided learning hours: 40

Practice Time: 100 hours

Unit purpose:

This unit is designed to equip the learner with the knowledge and skills required to manage documentation and reporting systems relevant to fibre crop production operations.

Unit assessment requirements/evidence requirements:

Assessment must be carried out in a real workplace environment in which learning and human development is carried out. Assessment methods to be used include:

Assessment methods to be used may include:

1. Direct Observation (DO)
2. Recognition of Prior Learning and experience (RPL)
3. Witness testimony (WT)
4. Personal statement (PS)/ Reflective Practice (RP).
5. Work Product (WP)
6. Assignment (ASS)
7. Professional Discussion (PD)



Unit 010: Documentation, Reporting And Record Management In Fibre Crop Production

LEARNING OUTCOME (LO) The learner will:		PERFORMANCE CRITERIA The learner can:	Evidence Type	Evidence Ref. Page No.
LO 1: <i>Manage production documentation</i>	1.1	Ensure accurate documentation of field activities, inputs and outputs		
	1.2	Review records submitted by team members for accuracy and completeness		
	1.3	Maintain an organised documentation and filing system		
LO 2: <i>Ensure proper record reporting</i>	2.1	Carry out record collection		
	2.2	Maintain proper record documentation		
	2.3	Ensure records are kept sequentially		
LO 3: <i>Prepare reports</i>	3.1	Compile production reports for management review		
	3.2	Present findings and recommendations based on production data		
	3.3	Ensure reports are submitted within required timelines		
Learner's Signature:			Date:	
Assessor's Signature:			Date:	
IQAM Signature (if sampled)			Date:	
EQAM Signature (if sampled)			Date:	

UNIT 011: EXTENSION SERVICES AND FARMER SUPPORT IN FIBRE CROP PRODUCTION

Unit reference number:	AGR/CRP/F/011/L4
NSQ level:	4
Credit value:	3
Guided learning hours:	30
Practice Time:	270 hours

Unit purpose:

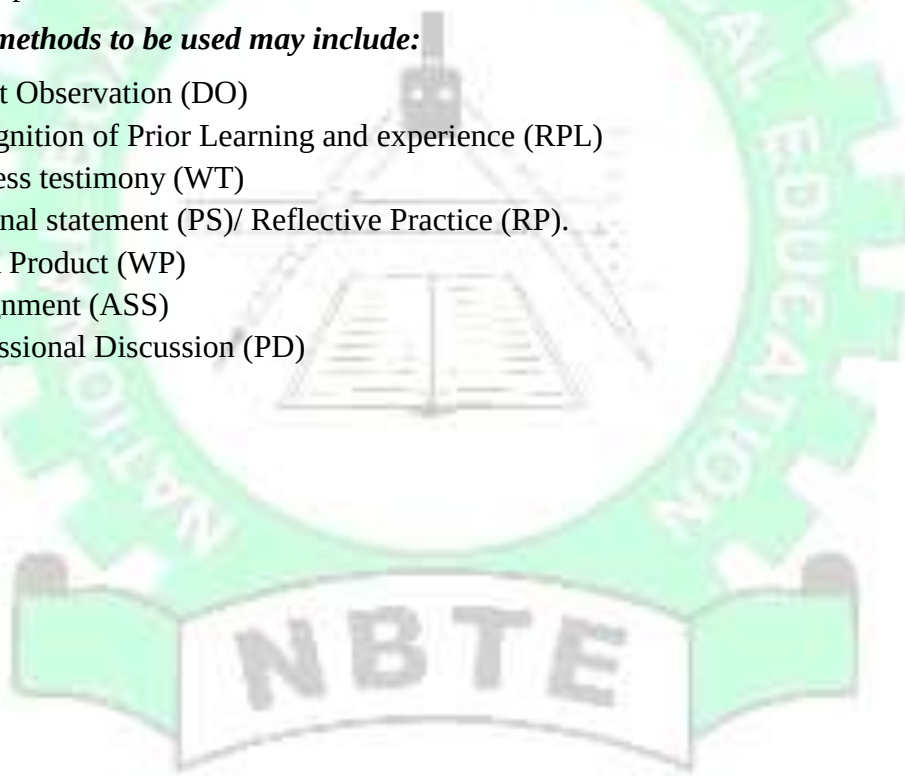
This unit is designed to equip the learner with the knowledge and skills required to coordinate extension services and provide support to farmers in the application of fibre crop production practice.

Unit assessment requirements/evidence requirements:

Assessment must be carried out in a real workplace environment in which learning and human development is carried out.

Assessment methods to be used may include:

1. Direct Observation (DO)
2. Recognition of Prior Learning and experience (RPL)
3. Witness testimony (WT)
4. Personal statement (PS)/ Reflective Practice (RP).
5. Work Product (WP)
6. Assignment (ASS)
7. Professional Discussion (PD)



Unit 011: Extension Services And Farmer Support In Crop Production

LEARNING OUTCOME (LO) The learner will:		PERFORMANCE CRITERIA The learner can:	Evidence Type				Evidence Ref. Page No.			
LO 1: <i>Coordinate extension activities</i>	1.1	Coordinate farmer training and demonstration activities								
	1.2	Provide technical advice to farmers on fibre crop production practices								
	1.3	Monitor adoption of recommended practices by farmers								
LO 2: <i>Support farmer capacity building</i>	2.1	Identify farmer capacity gaps in fibre crop production								
	2.2	Coordinate support to address identified capacity gaps								
	2.3	Evaluate the outcome of extension support provided								
LO 3: <i>Record extension activities</i>	3.1	Ensure proper record keeping of extension activities								
	3.2	Report extension activities								
	3.3	Document the activities sequentially								
Learner's Signature:			Date:							
Assessor's Signature:			Date:							
IQAM Signature (if sampled)			Date:							
EQAM Signature (if sampled)			Date:							

UNIT 012: MARKETING AND AGRIBUSINESS COORDINATION

Unit reference number: AGR/CRP/F/012/L4

NSQ level: 4

Credit value: 4

Guided learning hours: 40

Practice Time: 120 hours

Unit purpose:

This unit is designed to equip the learner with the knowledge and skills required to coordinate marketing and agribusiness activities associated with fibre crop production output.

Unit assessment requirements/evidence requirements:

Assessment must be carried out in a real workplace environment in which learning and human development is carried out.

Assessment methods to be used may include:

1. Direct Observation (DO)
2. Recognition of Prior Learning and experience (RPL)
3. Witness testimony (WT)
4. Personal statement (PS)/ Reflective Practice (RP).
5. Work Product (WP)
6. Assignment (ASS)
7. Professional Discussion (PD)



Unit 012: Marketing And Agribusiness Coordination

LEARNING OUTCOME (LO) The learner will:		PERFORMANCE CRITERIA The learner can:	Evidence Type				Evidence Ref. Page No.			
LO 1: <i>Coordinate marketing activities</i>	1.1	Coordinate grading and preparation of products for market								
	1.2	Identify buyers and market outlets								
	1.3	Engage with buyers and market outlets								
	1.4	Negotiate sale terms for fibre crop production output								
LO 2: <i>Coordinate agribusiness planning</i>	2.1	Monitor market trends relevant to fibre crop production output								
	2.2	Coordinate input procurement based on production plans								
	2.3	Contribute to business planning for fibre crop production activities								
LO 3: <i>Report marketing activities</i>	3.1	Generate forms for marketing activities documentation								
	3.2	Record marketing activities and agribusiness processes								
	3.3	Report marketing activities and agribusiness processes								
Learner's Signature:			Date:							
Assessor's Signature:			Date:							
IQAM Signature (if sampled)			Date:							
EQAM Signature (if sampled)			Date:							

UNIT 013: FARM MECHANISATION DEPLOYMENT AND MAINTENANCE

Unit reference number: AGR/CRP/F/013/L4

NSQ level: 4

Credit value: 4

Guided learning hours: 40

Practice Time: 270 hours

Unit purpose:

This unit is designed to equip the learner with the knowledge and skills required to supervise deployment and maintenance of farm mechanisation resources across fibre crop production operations.

Unit assessment requirements/evidence requirements:

Assessment must be carried out in a real workplace environment in which learning and human development is carried out.

Assessment methods to be used may include:

1. Direct Observation (DO)
2. Recognition of Prior Learning and experience (RPL)
3. Witness testimony (WT)
4. Personal statement (PS)/ Reflective Practice (RP).
5. Work Product (WP)
6. Assignment (ASS)
7. Professional Discussion (PD)

Unit 013: Farm Mechanisation Deployment And Maintenance

LEARNING OUTCOME (LO) The learner will:		PERFORMANCE CRITERIA The learner can:	Evidence Type				Evidence Ref. Page No.			
LO 1: <i>Supervise machinery deployment</i>	1.1	Schedule machinery deployment across production sites								
	1.2	Ensure machinery is operated by appropriately trained personnel								
	1.3	Monitor machinery utilisation against operational plans								
LO 2: <i>Supervise maintenance activities</i>	2.1	Ensure preventive maintenance schedules are followed								
	2.2	Coordinate repair of faulty machinery and implements								
	2.3	Record machinery maintenance								
	2.4	Utilise records								
LO 3: <i>Record machinery deployment and maintenance activities</i>	3.1	Ensure proper record keeping of machines								
	3.2	Ensure maintenance activities are carried out and documented								
	3.3	Submit reports to higher authorities								
Learner's Signature:			Date:							
Assessor's Signature:			Date:							
IQAM Signature (if sampled)			Date:							
EQAM Signature (if sampled)			Date:							



NATIONAL SKILLS QUALIFICATION (NSQ)



GENERAL INFORMATION

OVERVIEW

This qualification is designed for individuals who are interested in pursuing a career in **Fibre Crop Production** for the award of National Skills Qualification (NSQ)/National Occupational Standards (NOS). It is aimed at producing competencies necessary to supervise, coordinate, and plan fibre crop production operations at **NSQ Level 5**.

. (Cotton, Jute, Kenaf, Rossel etc.)

This qualification is subject to review as and when the need arises.

QUALIFICATION PURPOSE

The qualification is designed to produce competent Fibre Crop Production Senior Foreman with knowledge, skills, and attitude required to supervise, coordinate, and evaluate Fibre Crop Production activities using modern Fibre Crop Production techniques, precision agriculture principles, appropriate tools and equipment.

QUALIFICATION REQUIREMENTS

All Candidates must be:

At least sixteen (16) years of age

- Medically fit
- Physically fit
- Mentally fit (Mental alertness)
- Be a Nigerian citizen
- Other nationals should present International passport, residence permit or Parent work permit.
- Vetted

QUALIFICATION OBJECTIVES

To achieve this qualification, the fibre crop production supervisor should be able to:

- i. Ensure occupational health, safety and environmental compliance
- ii. Demonstrate workplace communication, coordination and leadership
- iii. Work with team
- iv. Manage crop production operations
- v. Develop crop production plans, schedules and resource allocation
- vi. Manage quality assurance and compliance monitoring
- vii. Manage risk and environmental sustainability
- viii. Lead, supervise and coordinate crop production personnel
- ix. Control cost and monitor productivity
- x. Plan maintenance and coordinate farm resources
- xi. Coordinate training, mentoring and assessment support for lower-level personnel
- xii. Manage data and digital reporting systems
- xiii. Manage agribusiness, marketing and value chain activities
- xiv. Ensure policy and regulatory compliance
- xv. Manage diagnostics and agronomic problem-solving

National skills qualification (nsq) table**Mandatory units**

S/No	Reference Number	NOS Title	Credit Value	Guided Learning Hours	Practice Time
1.	AGR/CRP/F/001/L5	Occupational Health, Safety and Environmental Management	3	30	100
2.	AGR/CRP/F/002/L5	Communication in Workplace	3	30	80
3.	AGR/CRP/F/003/L5	Teamwork	3	30	80
4.	AGR/CRP/F/004/L5	Management of Fibre Crop Production Operations	6	60	320
5.	AGR/CRP/F/005/L5	Development of Fibre Crop Production Plans, Schedules and Resource Allocation	4	40	220
6.	AGR/CRP/F/006/L5	Quality Assurance and Compliance Monitoring in Fibre Crop Production	5	50	280
7.	AGR/CRP/F/007/L5	Fibre Crops Value Chain Management	3	30	150
8.	AGR/CRP/F/008/L5	Risk Management and Environmental Sustainability in Fibre Crop Production	5	50	220
9.	AGR/CRP/F/009/L5	Leadership, Supervision and Coordination of Fibre Crop Production Personnel	5	50	220
10.	AGR/CRP/F/010/L5	Cost Control, Productivity Monitoring and Operational Improvement	5	50	200
11.	AGR/CRP/F/011/L5	Maintenance Planning and Farm Resource Coordination	4	40	180
12.	AGR/CRP/F/012/L5	Training, Mentoring and Assessment Support for Lower-level Personnel	5	50	170
13.	AGR/CRP/F/013/L5	Data Management, Digital Records and Reporting for Fibre Crop Production	5	50	150
14.	AGR/CRP/F/014/L5	Diagnostics and Agronomic Problem Management	4	40	230
TOTAL			60	600	2600

QUALIFICATION STRUCTURE

This qualification comprises a total of fourteen (14) Mandatory Units, with a credit value of 60 and 600 Guided Learning Hours (GLH) across the full qualification. One (1) credit is equivalent to ten (10) GLH. Guided Learning Hours are the time a learner spends in the classroom, workshop and laboratory of the Skills Training Centre (STC), being taught, instructed, supervised or assessed by a qualified trainer, facilitator or assessor.

In addition to the GLH, the qualification requires at least twice or thrice the GLH as practice time. Practice time is the time a learner is expected to spend applying the skills of each unit in a real workplace environment, carrying out the same tasks repeatedly until performance

becomes consistent, accurate and habitual to the standard the qualification demands. It is undertaken under the guidance of a workplace supervisor, recorded in the learner's logbook and duly endorsed. Practice time is the principal setting where core assessment is conducted. It is through repeated performance in the workplace that a learner's achievement of the Learning Outcomes and Performance Criteria is judged and evidenced. Practice time is an additional requirement to GLH and does not replace them.

To achieve this qualification, the learner must complete all mandatory units, undertake the prescribed practice time, and accumulate the minimum credit value approved by NBTE. Credit is awarded only when a learner has been assessed as competent against all Learning Outcomes and Performance Criteria of a unit.



GENERAL GUIDE

Unit title	Provides a clear explanation of the content of the unit.
Unit number	The unique number assigned to the unit.
Unit reference	The unique reference number given to each unit at qualification approval by NBTE
Unit level	Denotes the level of the unit within the National Vocational Qualification framework NSQF.
Unit credit value	The value that has been given to the unit based on the expected learning time for an average learner. 1 credit = 10 learning hours
Unit aim	Provides a brief outline of the unit content.
Learning outcome	A statement of what a learner will know, understand or be able to do, as a result of a process of learning.
Assessment criteria	A description of the requirements a learner must achieve to demonstrate that a learning outcome has been met.
Unit assessment guidance	Any additional guidance provided to support the assessment of the unit.
Unit guided learning hours	The average number of hours of supervised or directed study time or assessment required to achieve a qualification or unit of a qualification.

UNIT 001: OCCUPATIONAL HEALTH, SAFETY AND ENVIRONMENTAL MANAGEMENT

Unit reference number: AGR/CRP/F/001/L5

NSQ level: 4

Credit value: 3

Guided learning hours: 30

Practice Time: 100 hours

Unit purpose:

This unit is designed to equip the learner with the knowledge and skills required to ensure compliance with occupational health, safety and environmental standards across Fibre crop production operations.

Unit assessment requirements/evidence requirements:

Assessment must be carried out in a real workplace environment in which learning and human development is carried out.

Assessment methods to be used may include:

1. Direct Observation (DO)
2. Recognition of Prior Learning and experience (RPL)
3. Witness testimony (WT)
4. Personal statement (PS)/ Reflective Practice (RP).
5. Work Product (WP)
6. Assignment (ASS)
7. Professional Discussion (PD)

Unit 001: Occupational Health And Safety Management In Agribusiness Operations

LEARNING OUTCOME (LO)	PERFORMANCE CRITERIA	Evidence Type	Evidence Ref. Page No.
The learner will:	The learner can:		
LO 1: <i>Evaluate occupational health and safety management systems</i>	1.1 Analyse applicable legal, regulatory and organisational occupational health and safety requirements.		
	1.2 Assess organisational compliance against approved occupational health and safety requirements.		
	1.3 Evaluate the adequacy of roles, resources and reporting arrangements.		
LO 2: <i>Formulate risk control plans</i>	2.1 Examine hazard and risk information across Fibre crop production operations.		
	2.2 Determine control priorities using approved risk assessment criteria.		
	2.3 Formulate a risk control plan based on the hierarchy of controls.		
LO 3: <i>Manage incident and emergency response</i>	3.1 Organise emergency preparedness arrangements for identified scenarios.		
	3.2 Coordinate incident response within approved authority and escalation procedures.		
	3.3 Investigate incidents and near misses using approved methods.		
LO 4: <i>Refine occupational health and safety performance</i>	4.1 Monitor occupational health and safety performance indicators.		
	4.2 Evaluate the effectiveness of corrective and preventive actions.		
	4.3 Propose improvements based on audits, incident trends and worker feedback.		
Learner's Signature:			Date:
Assessor's Signature:			Date:
IQAM Signature (if sampled):			Date:
EQAM Signature (if sampled):			Date:

UNIT 002: COMMUNICATION IN WORKPLACE

Unit Reference Number:	AGR/CRP/F/002/L5
NSQ Level:	5
Credit Value:	3
Guided Learning Hours:	30
Practice Time:	80 hours

Unit purpose: This unit is designed to equip the learners with knowledge and skills required for effective team work and its dynamics within the context of Fibre Crop Production.

Unit assessment requirements/ evidence requirement:

Assessment must be carried out in real workplace environment in which learning and human development is carried out.

Assessment methods to be used may include:

1. Direct Observation (DO)
2. Recognition of Prior Learning and experience (RPL)
3. Witness testimony (WT)
4. Personal statement (PS)/ Reflective Practice (RP).
5. Work Product (WP)
6. Assignment (ASS)
7. Professional Discussion (PD)

Unit 002: Communication In Workplace

LEARNING OUTCOME (LO)	PERFORMANCE CRITERIA		Evidence Type					Evidence Ref. Page No.			
The learner will:	The learner can:										
LO 1: <i>Analyse workplace communication requirements</i>	1.1	Examine communication needs across tasks, shifts and stakeholder groups.									
	1.2	Interpret workplace procedures, production data and technical messages.									
	1.3	Determine suitable channels for routine, urgent and confidential information.									
LO 2: <i>Communicate operational information</i>	2.1	Communicate task instructions with the required scope, sequence and standards.									
	2.2	Provide operational updates to relevant personnel using approved formats.									
	2.3	Adapt communication to the audience language and workplace context.									
LO 3: <i>Supervise workplace reporting</i>	3.1	Supervise completion of handover notes, reports and communication records.									
	3.2	Review submitted information for accuracy, completeness and timeliness.									
	3.3	Monitor information flow against workplace procedures.									
LO 4: <i>Address communication problems</i>	4.1	Investigate causes of communication breakdowns.									
	4.2	Implement corrective action within delegated authority.									
	4.3	Communicate unresolved issues through the approved management channel.									
Learner's Signature:								Date:			
Assessor's Signature:								Date:			
IQAM Signature (if sampled):								Date:			
EQAM Signature (if sampled):								Date:			

UNIT 003: TEAMWORK

Unit Reference Number:	AGR/CRP/F/003/L5
NSQ Level:	5
Credit Value:	3
Guided Learning Hours:	30
Practice Time:	80 hours

Unit purpose:

This unit is designed to equip the learner with the knowledge and skills required to supervise fibre crop production teams and daily operations.

Unit assessment requirements/evidence requirements:

Assessment must be carried out in a real workplace environment in which learning and human development is carried out.

Assessment methods to be used may include:

1. Direct Observation (DO)
2. Recognition of Prior Learning and experience (RPL)
3. Witness testimony (WT)
4. Personal statement (PS)/ Reflective Practice (RP).
5. Work Product (WP)
6. Assignment (ASS)
7. Professional Discussion (PD)

Unit 003: Teamwork

LEARNING OUTCOME (LO)	PERFORMANCE CRITERIA		Evidence Type					Evidence Ref. Page No.			
The learner will:	The learner can:										
LO 1: <i>Analyse team requirements</i>	1.1	Examine team objectives, roles and task dependencies.									
	1.2	Assess available competence and workload against work requirements.									
	1.3	Determine support needs and limits of delegated authority.									
LO 2: <i>Organise collaborative work</i>	2.1	Organise tasks according to priorities and worker competence.									
	2.2	Mobilise resources for agreed team activities.									
	2.3	Communicate responsibilities and expected performance standards.									
LO 3: <i>Supervise team participation</i>	3.1	Supervise participation against work plans and conduct requirements.									
	3.2	Monitor completion of assigned team tasks.									
	3.3	Provide constructive feedback based on observed performance.									
LO 4: <i>Address team conflict and performance gaps</i>	4.1	Investigate causes of disagreement or underperformance.									
	4.2	Implement proportionate corrective action within workplace policy.									
	4.3	Address unresolved matters through the approved management process.									
Learner's Signature:							Date:				
Assessor's Signature:							Date:				
IQAM Signature (if sampled):							Date:				
EQAM Signature (if sampled):							Date:				

UNIT 004: MANAGEMENT OF FIBRE CROP PRODUCTION OPERATIONS

Unit reference number: AGR/CRP/F/004/L5

NSQ level: 5

Credit value: 6

Guided learning hours: 60

Practice Time: 320 hours

Unit purpose:

This unit is designed to equip the learner with the knowledge and skills required to manage fibre crop production operations across an enterprise.

Unit assessment requirements/ evidence requirement:

Assessment must be carried out in real workplace environment in which learning and human development is carried out.

Assessment methods to be used may include:

1. Direct Observation (DO)
2. Recognition of Prior Learning and experience (RPL)
3. Witness testimony (WT)
4. Personal statement (PS)/ Reflective Practice (RP).
5. Work Product (WP)
6. Assignment (ASS)
7. Professional Discussion (PD)

Unit 004: Management Of Fibre Crop Production Operations

LEARNING OUTCOME (LO) The learner will:		PERFORMANCE CRITERIA The learner can:	Evidence Type				Evidence Ref. Page No.			
LO 1: <i>Supervise crop production operations</i>	1.1	Direct the implementation of fibre crop production plans across the enterprise								
	1.2	Oversee supervisory staff responsible for field operations								
	1.3	Ensure production operations align with enterprise objectives								
LO 2: <i>Evaluate production performance</i>	2.1	Evaluate production performance against set targets								
	2.2	Identify factors affecting production performance								
	2.3	Direct corrective action to address performance gaps								
LO 3: <i>Manage stakeholder engagement</i>	3.1	Engage with stakeholders relevant to fibre crop production operations								
	3.2	Represent the enterprise in matters relating to fibre crop production								
	3.3	Report production performance to enterprise leadership								
Learner's Signature:			Date:							
Assessor's Signature:			Date:							
IQAM Signature (if sampled)			Date:							
EQAM Signature (if sampled)			Date:							

UNIT 005: DEVELOPMENT OF FIBRE CROP PRODUCTION PLANS, SCHEDULES AND RESOURCE ALLOCATION

Unit reference number: AGR/CRP/F/005/L5

NSQ level: 5

Credit value: 4

Guided learning hours: 40

Practice Time: 220 hours

Unit purpose:

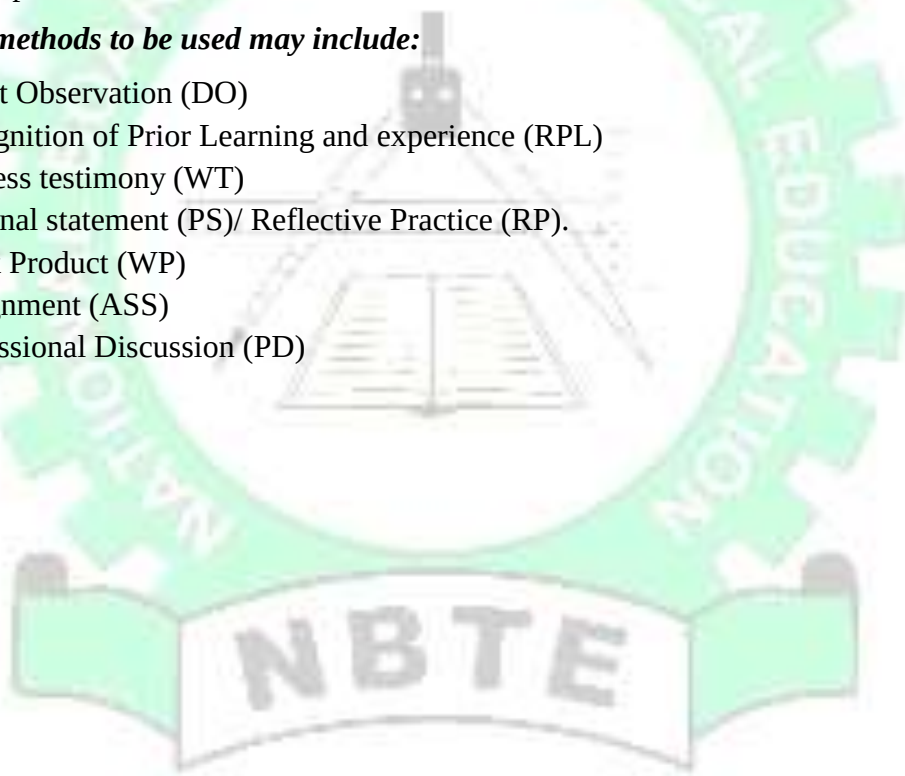
This unit is designed to equip the learner with the knowledge and skills required to formulate fibre crop production plans, schedules and resource allocation strategies across an enterprise or multiple production sites.

Unit assessment requirements/evidence requirements:

Assessment must be carried out in a real workplace environment in which learning and human development is carried out.

Assessment methods to be used may include:

1. Direct Observation (DO)
2. Recognition of Prior Learning and experience (RPL)
3. Witness testimony (WT)
4. Personal statement (PS)/ Reflective Practice (RP).
5. Work Product (WP)
6. Assignment (ASS)
7. Professional Discussion (PD)



Unit 005: Development Of Fibre Crop Production Plans, Schedules And Resource Allocation

LEARNING OUTCOME (LO) The learner will:		PERFORMANCE CRITERIA The learner can:	Evidence Type				Evidence Ref. Page No.			
LO 1: <i>Formulate fibre crop production plans</i>	1.1	Formulate seasonal and annual fibre crop production plans								
	1.2	Align production plans with enterprise goals and market demand								
	1.3	Determine crop selection and rotation strategy across sites								
LO 2: <i>Develop resource allocation strategy</i>	2.1	Determine resource requirements across production sites								
	2.2	Allocate budget, labour and input resources according to production priorities								
	2.3	Monitor resource allocation against production outcomes								
LO 3: <i>Evaluate production plans</i>	3.1	Evaluate production plans against actual performance								
	3.2	Adjust plans in response to seasonal, market or resource changes								
	3.3	Communicate revised plans to relevant personnel								
Learner's Signature:			Date:							
Assessor's Signature:			Date:							
IQAM Signature (if sampled)			Date:							
EQAM Signature (if sampled)			Date:							

UNIT 006: QUALITY ASSURANCE AND COMPLIANCE MONITORING IN FIBRE CROP PRODUCTION

Unit reference number: AGR/CRP/F/006/L5

NSQ level: 5

Credit value: 5

Guided learning hours: 50

Practice Time: 280 hours

Unit purpose:

This unit is designed to equip the learner with the knowledge and skills required to manage quality assurance systems and monitor compliance with quality and regulatory standards across fibre crop production operations.

Unit assessment requirements/evidence requirements:

Assessment must be carried out in a real workplace environment in which learning and human development is carried out.

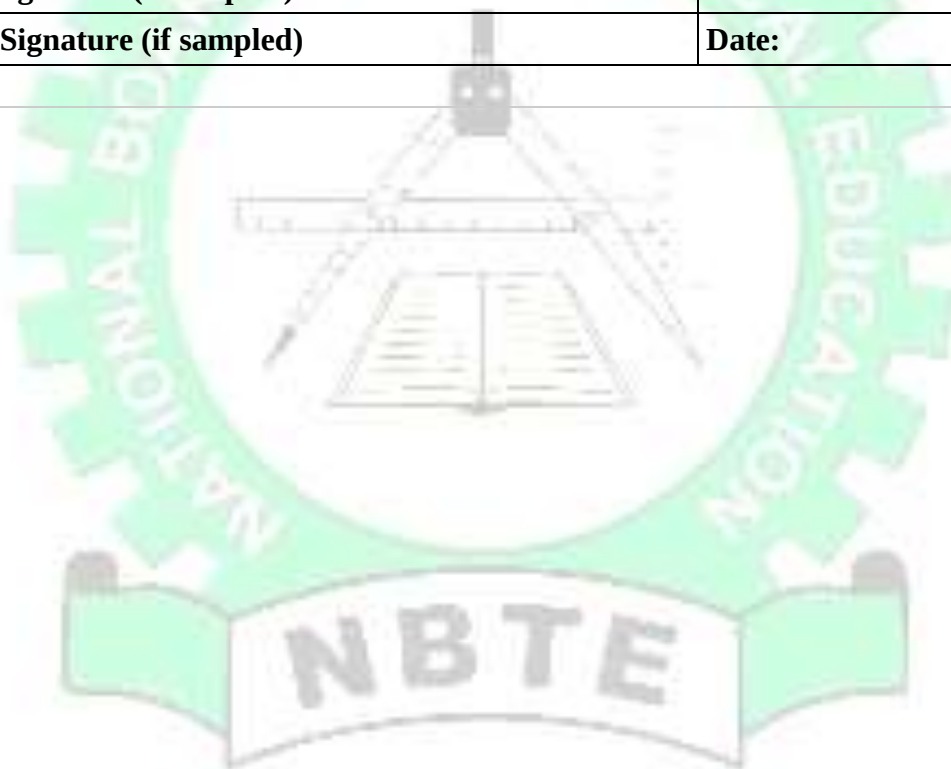
Assessment methods to be used may include:

1. Direct Observation (DO)
2. Recognition of Prior Learning and experience (RPL)
3. Witness testimony (WT)
4. Personal statement (PS)/ Reflective Practice (RP).
5. Work Product (WP)
6. Assignment (ASS)
7. Professional Discussion (PD)

Unit 006: Quality Assurance And Compliance Monitoring In Fibre Crop Production

LEARNING OUTCOME (LO) The learner will:		PERFORMANCE CRITERIA The learner can:	Evidence Type				Evidence Ref. Page No.			
LO 1: <i>Manage quality assurance, policy systems and regulatory compliance</i>	1.1	Direct the development of quality assurance standards and procedures								
	1.2	Oversee implementation of quality assurance checks across production sites								
	1.3	Evaluate the effectiveness of quality assurance systems								
	1.4	Monitor changes in agricultural policy and regulation relevant to fibre crop production								
	1.5	Direct the compliance with applicable policy and regulatory requirements								
	1.6	Represent the enterprise in engagement with regulatory bodies								
LO 2: <i>Monitor regulatory compliance</i>	2.1	Monitor compliance with relevant agricultural regulations and standards								
	2.2	Coordinate compliance audits and inspections								
	2.3	Direct corrective measures to address compliance gaps								
LO 3: <i>Manage quality and compliance reporting</i>	3.1	Compile quality assurance and compliance reports for enterprise leadership								
	3.2	Recommend improvements to quality and compliance systems								
	3.3	Ensure quality and compliance records are maintained appropriately								
LO 4: <i>Apply industry standards</i>	4.1	Ensure fibre crop production operations comply with relevant industry standards								
	4.2	Direct implementation of standard operating procedures								
	4.3	Evaluate compliance with applicable standards								
LO 5:	5.1	Establish monitoring systems to								

LEARNING OUTCOME (LO) The learner will:		PERFORMANCE CRITERIA The learner can:	Evidence Type	Evidence Ref. Page No.
<i>Report compliance performance</i>		track compliance performance.		
	5.2	Maintain accurate compliance records and supporting documents.		
	5.3	Analyse compliance data against regulatory and organisational requirements.		
	5.4	Prepare compliance reports in the required format and within specified timelines.		
Learner's Signature:			Date:	
Assessor's Signature:			Date:	
IQAM Signature (if sampled)			Date:	
EQAM Signature (if sampled)			Date:	



UNIT 007: FIBRE CROPS VALUE CHAIN MANAGEMENT

Unit reference number: AGR/CRP/F/007/L5

NSQ level: 5

Credit value: 3

Guided learning hours: 30

Practice Time: 150 hours

Unit purpose:

This unit is designed to equip the learner with the knowledge and skills required to manage agribusiness, marketing and value chain activities associated with fibre crop production enterprises.

Unit assessment requirements/evidence requirements:

Assessment must be carried out in a real workplace environment in which learning and human development is carried out.

Assessment methods to be used may include:

1. Direct Observation (DO)
2. Recognition of Prior Learning and experience (RPL)
3. Witness testimony (WT)
4. Personal statement (PS)/ Reflective Practice (RP).
5. Work Product (WP)
6. Assignment (ASS)
7. Professional Discussion (PD)

Unit 007: Fibre Crops Value Chain Management

LEARNING OUTCOME (LO) The learner will:		PERFORMANCE CRITERIA The learner can:	Evidence Type				Evidence Ref. Page No.			
LO 1: <i>Manage marketing strategy</i>	1.1	Develop marketing strategy for fibre crop production output								
	1.2	Direct market engagement and buyer relationship management								
	1.3	Evaluate marketing performance against enterprise objectives								
LO 2: <i>Manage value chain development</i>	2.1	Identify opportunities for value chain development and value addition								
	2.2	Coordinate partnerships with value chain actors								
	2.3	Evaluate the outcome of value chain initiatives								
LO 3: <i>Report marketing activities, agribusiness and value chain</i>	3.1	Generate forms for marketing activities documentation								
	3.2	Record marketing activities								
	3.3	Report marketing activities, agribusiness and value chain processes								
Learner's Signature:			Date:							
Assessor's Signature:			Date:							
IQAM Signature (if sampled)			Date:							
EQAM Signature (if sampled)			Date:							

UNIT 008: RISK MANAGEMENT AND ENVIRONMENTAL SUSTAINABILITY IN FIBRE CROP PRODUCTION

Unit reference number: AGR/CRP/F/008/L5

NSQ level: 5

Credit value: 5

Guided learning hours: 50

Practice Time: 220 hours

Unit purpose:

This unit is designed to equip the learner with the knowledge and skills required to manage risk and environmental sustainability considerations across fibre crop production operations.

Unit assessment requirements/evidence requirements:

Assessment must be carried out in a real workplace environment in which learning and human development is carried out. Assessment methods to be used include:

Assessment methods to be used may include:

1. Direct Observation (DO)
2. Recognition of Prior Learning and experience (RPL)
3. Witness testimony (WT)
4. Personal statement (PS)/ Reflective Practice (RP).
5. Work Product (WP)
6. Assignment (ASS)
7. Professional Discussion (PD)

Unit 008: Risk Management And Environmental Sustainability In Fibre Crop Production

LEARNING OUTCOME (LO) The learner will:		PERFORMANCE CRITERIA The learner can:	Evidence Type				Evidence Ref. Page No.			
LO 1: <i>Manage risk assessment and mitigation</i>	1.1	Direct risk assessment of fibre crop production operations								
	1.2	Develop risk mitigation strategies for identified risks								
	1.3	Monitor the effectiveness of risk mitigation measures								
LO 2: <i>Manage environmental sustainability practice</i>	2.1	Direct the implementation of environmentally sustainable production practices								
	2.2	Monitor environmental impact of fibre crop production operations								
	2.3	Evaluate opportunities to improve environmental sustainability								
LO 3: <i>Manage climate-related risk</i>	3.1	Evaluate the impact of climate variability on fibre crop production operations								
	3.2	Direct the adoption of climate-smart production practices								
	3.3	Monitor outcomes of climate risk mitigation measures								
Learner's Signature:			Date:							
Assessor's Signature:			Date:							
IQAM Signature (if sampled)			Date:							
EQAM Signature (if sampled)			Date:							

UNIT 009: LEADERSHIP, SUPERVISION AND COORDINATION OF FIBRE CROP PRODUCTION PERSONNEL

Unit reference number: AGR/CRP/F/009/L5

NSQ level: 5

Credit value: 5

Guided learning hours: 50

Practice Time: 220 hours

Unit purpose:

This unit is designed to equip the learner with the knowledge and skills required to lead, supervise and coordinate personnel involved in fibre crop production operations.

Unit assessment requirements/evidence requirements:

Assessment must be carried out in a real workplace environment in which learning and human development is carried out.

Assessment methods to be used may include:

1. Direct Observation (DO)
2. Recognition of Prior Learning and experience (RPL)
3. Witness testimony (WT)
4. Personal statement (PS)/ Reflective Practice (RP).
5. Work Product (WP)
6. Assignment (ASS)
7. Professional Discussion (PD)

Unit 009: Leadership, Supervision And Coordination Of Fibre Crop Production Personnel

LEARNING OUTCOME (LO) The learner will:		PERFORMANCE CRITERIA The learner can:	Evidence Type				Evidence Ref. Page No.			
LO 1: <i>Lead fibre crop production personnel</i>	1.1	Direct supervisory staff in the execution of fibre crop production activities								
	1.2	Set performance expectations for personnel across production sites								
	1.3	Promote a positive and productive workplace culture								
LO 2: <i>Manage personnel performance</i>	2.1	Evaluate the performance of supervisory and production personnel								
	2.2	Address underperformance through appropriate management measures								
	2.3	Recognise good performance								
	2.4	Reward good performance								
LO 3: <i>Coordinate personnel across production sites</i>	3.1	Coordinate deployment of personnel across multiple production sites								
	3.2	Manage workforce planning to meet production requirements								
	3.3	Resolve escalated workplace conflicts and grievances								
Learner's Signature:			Date:							
Assessor's Signature:			Date:							
IQAM Signature (if sampled)			Date:							
EQAM Signature (if sampled)			Date:							

UNIT 010: COST CONTROL, PRODUCTIVITY MONITORING AND OPERATIONAL IMPROVEMENT

Unit reference number: AGR/CRP/F/010/L5

NSQ level: 5

Credit value: 5

Guided learning hours: 50

Practice Time: 200 hours

Unit purpose:

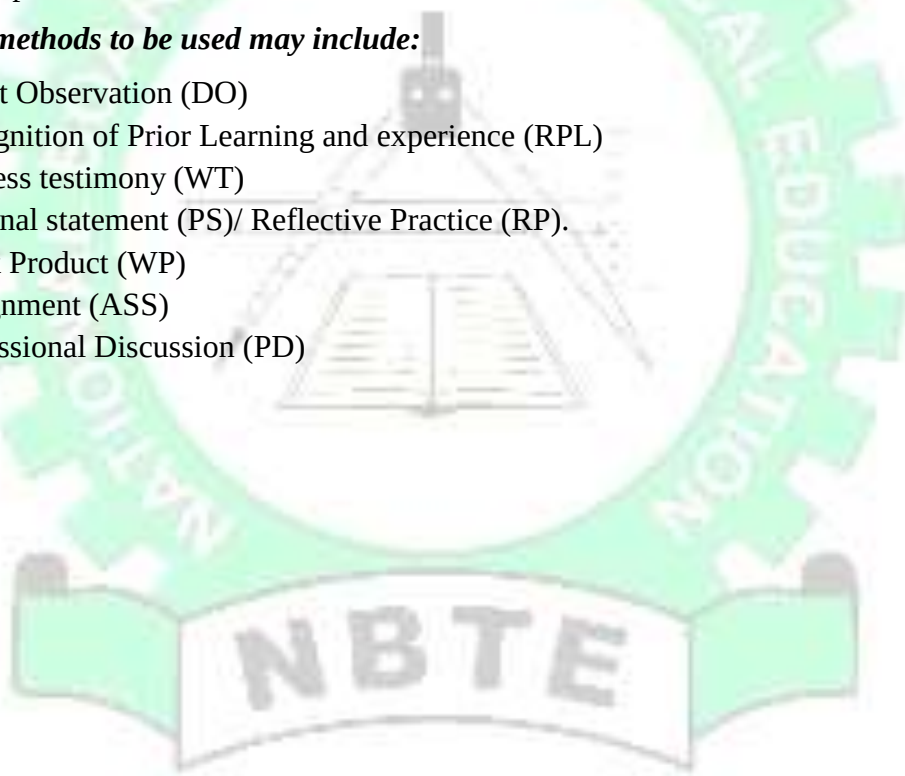
This unit is designed to equip the learner with the knowledge and skills required to control cost, monitor productivity and drive continuous operational improvement across fibre crop production operations.

Unit assessment requirements/evidence requirements:

Assessment must be carried out in a real workplace environment in which learning and human development is carried out.

Assessment methods to be used may include:

1. Direct Observation (DO)
2. Recognition of Prior Learning and experience (RPL)
3. Witness testimony (WT)
4. Personal statement (PS)/ Reflective Practice (RP).
5. Work Product (WP)
6. Assignment (ASS)
7. Professional Discussion (PD)



Unit 010: Cost Control, Productivity Monitoring And Operational Improvement

LEARNING OUTCOME (LO) The learner will:		PERFORMANCE CRITERIA The learner can:	Evidence Type				Evidence Ref. Page No.			
LO 1: <i>Manage cost control</i>	1.1	Monitor production costs against approved budgets								
	1.2	Detect areas of cost inefficiency								
	1.3	Direct cost control measures across production operations								
LO 2: <i>Monitor productivity</i>	2.1	Monitor productivity indicators across production sites								
	2.2	Evaluate productivity trends over production cycles								
	2.3	Determine factors contributing to productivity variance								
LO 3: <i>Drive operational improvement</i>	3.1	Identify opportunities for operational improvement								
	3.2	Direct implementation of improvement initiatives								
	3.3	Evaluate the outcome of improvement initiatives								
Learner's Signature:			Date:							
Assessor's Signature:			Date:							
IQAM Signature (if sampled)			Date:							
EQAM Signature (if sampled)			Date:							

UNIT 011: MAINTENANCE PLANNING AND FARM RESOURCE COORDINATION

Unit reference number: AGR/CRP/F/011/L5

NSQ level: 5

Credit value: 4

Guided learning hours: 40

Practice Time: 180 hours

Unit purpose:

This unit is designed to equip the learner with the knowledge and skills required to plan maintenance activities and coordinate farm resources across fibre crop production operations.

Unit assessment requirements/evidence requirements:

Assessment must be carried out in a real workplace environment in which learning and human development is carried out.

Assessment methods to be used may include:

1. Direct Observation (DO)
2. Recognition of Prior Learning and experience (RPL)
3. Witness testimony (WT)
4. Personal statement (PS)/ Reflective Practice (RP).
5. Work Product (WP)
6. Assignment (ASS)
7. Professional Discussion (PD)

Unit 011: Maintenance Planning And Farm Resource Coordination

LEARNING OUTCOME (LO) The learner will:		PERFORMANCE CRITERIA The learner can:	Evidence Type				Evidence Ref. Page No.			
LO 1: <i>Manage maintenance and planning</i>	1.1	Develop maintenance plans for machinery, implements and infrastructure								
	1.2	Allocate budget and resources for maintenance activities								
	1.3	Monitor adherence to maintenance schedules								
LO 2: <i>Coordinate farm resources</i>	2.1	Coordinate allocation of farm resources across production sites								
	2.2	Monitor resource utilisation and availability								
	2.3	Direct the measures to address resource constraints								
LO 3: <i>Record maintenance and resources management</i>	3.1	Compile maintenance planning activities								
	3.2	Ensure effective resources management								
	3.3	Assess machinery performance using maintenance and operational records								
	3.4	Prepare maintenance and farm resources management report for decision making								
Learner's Signature:			Date:							
Assessor's Signature:			Date:							
IQAM Signature (if sampled)			Date:							
EQAM Signature (if sampled)			Date:							

UNIT 012: TRAINING, MENTORING AND ASSESSMENT SUPPORT FOR LOWER-LEVEL PERSONNEL

Unit reference number: AGR/CRP/F/012/L5

NSQ level: 5

Credit value: 5

Guided learning hours: 50

Practice Time: 170 hours

Unit purpose:

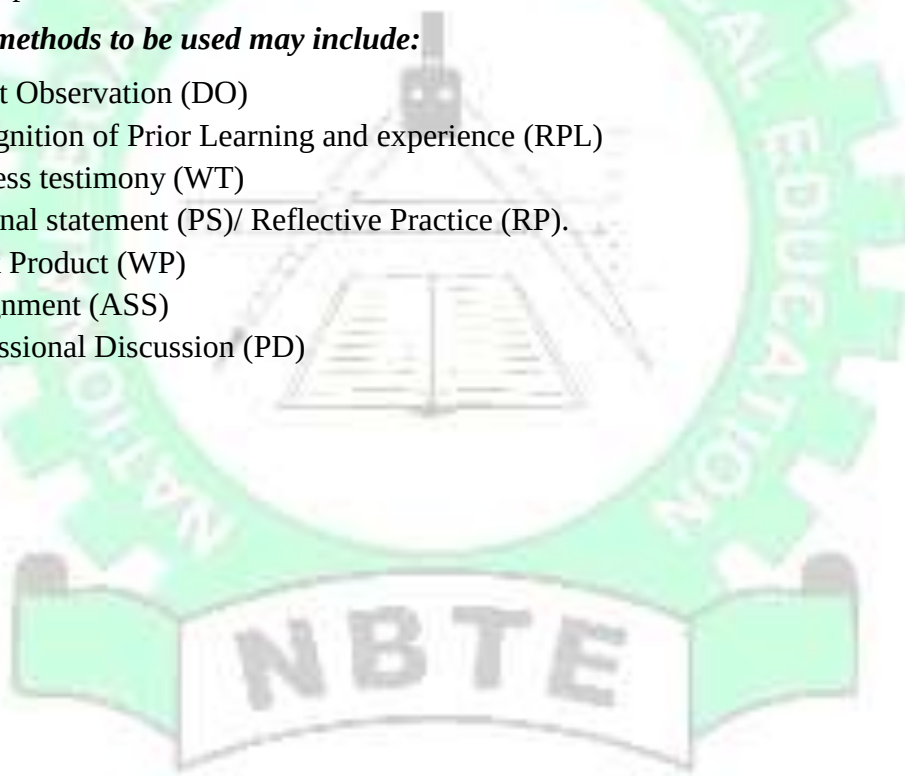
This unit is designed to equip the learner with the knowledge and skills required to coordinate training, mentoring and assessment support for personnel at lower qualification levels within fibre crop production operations.

Unit assessment requirements/evidence requirements:

Assessment must be carried out in a real workplace environment in which learning and human development is carried out.

Assessment methods to be used may include:

1. Direct Observation (DO)
2. Recognition of Prior Learning and experience (RPL)
3. Witness testimony (WT)
4. Personal statement (PS)/ Reflective Practice (RP).
5. Work Product (WP)
6. Assignment (ASS)
7. Professional Discussion (PD)



Unit 012: Training, Mentoring And Assessment Support For Lower-Level Personnel

LEARNING OUTCOME (LO) The learner will:		PERFORMANCE CRITERIA The learner can:	Evidence Type				Evidence Ref. Page No.			
LO 1: <i>Coordinate training and capacity development</i>	1.1	Identify training needs of personnel at lower qualification levels								
	1.2	Coordinate training and development programmes to address identified needs								
	1.3	Evaluate the outcome of training and development activities								
LO 2: <i>Provide mentoring and assessment support</i>	2.1	Mentor personnel undergoing skills development								
	2.2	Support assessment processes for lower-level qualifications								
	2.3	Provide feedback to support learner progression								
LO 3: <i>Provide future areas for training and mentoring</i>	3.1	Identify future areas for training and mentoring								
	3.2	Suggest training activities to be carried out								
	3.3	Record suggested training areas for management decision								
Learner's Signature:			Date:							
Assessor's Signature:			Date:							
IQAM Signature (if sampled)			Date:							
EQAM Signature (if sampled)			Date:							

UNIT 013: DATA MANAGEMENT, DIGITAL RECORDS AND REPORTING FOR FIBRE CROP PRODUCTION

Unit reference number: AGR/CRP/F/013/L5

NSQ level: 5

Credit value: 5

Guided learning hours: 50

Practice Time: 150 hours

Unit purpose:

This unit is designed to equip the learner with the knowledge and skills required to manage data systems, digital records and reporting processes relevant to fibre crop production operations.

Unit assessment requirements/evidence requirements:

Assessment must be carried out in a real workplace environment in which learning and human development is carried out.

Assessment methods to be used may include:

1. Direct Observation (DO)
2. Recognition of Prior Learning and experience (RPL)
3. Witness testimony (WT)
4. Personal statement (PS)/ Reflective Practice (RP).
5. Work Product (WP)
6. Assignment (ASS)
7. Professional Discussion (PD)

Unit 013: Data Management, Digital Records And Reporting For Fibre Crop Production

LEARNING OUTCOME (LO) The learner will:		PERFORMANCE CRITERIA The learner can:	Evidence Type				Evidence Ref. Page No.			
LO 1: <i>Manage data systems</i>	1.1	Direct the establishment of data collection systems for fibre crop production								
	1.2	Ensure data accuracy and integrity across production sites								
	1.3	Evaluate the effectiveness of data management systems								
LO 2: <i>Manage digital records and reporting</i>	2.1	Oversee maintenance of digital production records								
	2.2	Direct preparation of management reports from production data								
	2.3	Use production data to inform management decisions								
LO 3: <i>Manage data quality, security and storage</i>	3.1	Verify the accuracy and completeness of data								
	3.2	Maintain confidentiality and data security								
	3.3	Back up digital records								
	3.4	Retrieve archive records according to organization procedures								
Learner's Signature:			Date:							
Assessor's Signature:			Date:							
IQAM Signature (if sampled)			Date:							
EQAM Signature (if sampled)			Date:							

UNIT 014: DIAGNOSTICS AND AGRONOMIC PROBLEM MANAGEMENT

Unit reference number: AGR/CRP/F/014/L5

NSQ level: 5

Credit value: 4

Guided learning hours: 40

Practice Time: 230 hours

Unit purpose:

This unit is designed to equip the learner with the knowledge and skills required to manage the diagnosis and resolution of complex agronomic problems affecting fibre crop production performance.

Unit assessment requirements/evidence requirements:

Assessment must be carried out in a real workplace environment in which learning and human development is carried out.

Assessment methods to be used may include:

1. Direct Observation (DO)
2. Recognition of Prior Learning and experience (RPL)
3. Witness testimony (WT)
4. Personal statement (PS)/ Reflective Practice (RP).
5. Work Product (WP)
6. Assignment (ASS)
7. Professional Discussion (PD)

Unit 014: Diagnostics And Agronomic Problem Management

LEARNING OUTCOME (LO) The learner will:		PERFORMANCE CRITERIA The learner can:	Evidence Type	Evidence Ref. Page No.
LO 1: <i>Manage agronomic diagnostics</i>	1.1	Direct investigation of complex fibre crop production problems		
	1.2	Evaluate diagnostic findings from field and laboratory sources		
	1.3	Determine appropriate technical solutions to identified problems		
LO 2: <i>Manage problem resolution</i>	2.1	Direct implementation of solutions to agronomic problems		
	2.2	Monitor the effectiveness of implemented solutions		
	2.3	Coordinate technical support and expert consultation where required		
LO 3: <i>Manage knowledge and lessons learned</i>	3.1	Document agronomic problems and solutions for future reference		
	3.2	Share lessons learned with relevant personnel		
	3.3	Recommend preventive measures to reduce recurrence of problems		
Learner's Signature:			Date:	
Assessor's Signature:			Date:	
IQAM Signature (if sampled)			Date:	
EQAM Signature (if sampled)			Date:	

LIST OF MINIMUM REQUIREMENTS FOR NOS FIBRE CROP PRODUCTION (LEVELS 3–5)

S/N	Name of Item	Quantity
1.	Personal Protective Equipment (helmets, gloves, boots, goggles, masks)	Per participant /Resource persons
2.	First aid kits	2 kits
3.	Fire extinguishers	2 units
4.	Safety signage and hazard markers	10 signs
5.	Emergency communication devices (whistles, radios)	5 units
6.	Notebooks and pens	Per learner/Resource persons
7.	Report templates and logbooks	Per participant /Resource persons
8.	Computer for documentations	3 units
9.	Filing cabinets	3 units
10.	Attendance registers	5 books
11.	White markerboards	each per lecture room
12.	Role assignment charts	5 sets
13.	Soil testing kits (pH meters, nutrient test kits, etc.)	5 kits
14.	Augers and soil samplers	5 units
15.	Weather station	1 set
16.	Tractor	1 unit
17.	Plough	1 unit
18.	Harrow	1 unit
19.	Ridger	1 unit
20.	Mulching materials	Assorted
21.	Toolboxes (files, sharpening stones, oil cans)	3 sets
22.	Watering cans, hoses, water pump and drip kits	10 units
23.	Planting tools (dibblers, hoes, spades ,cutlass and hand trowels)	15 units
24.	Planting inputs (agrochemicals and fertilizer, certified seeds & seed storage containers)	5 units
25.	Irrigation systems (drip lines, sprinklers, surface)	3 systems
26.	Pest traps (pheromone traps, sticky traps)	10 sets each
27.	Sprayers (Knapsack, Boom, CDA, etc)	5 units
28.	Harvesting knives, sickle, cutlass, hoe, basket, etc.	15 units each
29.	Thermometers, hygrometers and test kits for storage monitoring	5 units each
30.	Bagging materials (sacks, cartons, sealing machine)	50 units
31.	Threshers	5 sets
32.	Cold storage facility	1 units
33.	Ventilated warehouses	1 facility
34.	Processing machines (peelers, slicers, dryers, grinders & conveyors)	4 machines (1 each)
35.	Mini harvester	1unit
36.	Weighing balance	2 units
37.	Hygienic equipment (sterilizers, cleaning kits)	3 sets
38.	Transport trucks/vans	1 vehicle
39.	Pallets and loading equipment	5 units
40.	Weighing scales	5 units
41.	Marketing materials (brochures, posters, labels)	50 pieces
42.	Communication devices (phones, radios)	5 units
43.	Flour milling machines	2 units
44.	Branding and labeling equipment	2 units

45.	Power supply (generator set)	1 unit
46.	ICT Tools (computer, printer, projector, internet access farm mgt. software)	2 units
47.	Pre-cleaner and sorter	1 unit
48.	Solar drying facility	1 unit
49.	Tarpaulin	3 units
50.	Moisture meter	1 unit
51.	Oil mill	1 unit
52.	Ginning milling machine	1unit
53.	GPS/CCTV	1 unit
54.	Boll picking machine	2 unit
55.	Fertilizer/manure spreader	1 unit
56.	Baler machine	1 unit
57.	Oil filing and capping machine	1 unit
58.	Oil packaging containers	Assorted



LIST OF WORKSHOP PARTICIPANTS

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