

CURRICULUM

FOR THE TRADE OF

FIBER OPTIC TECHNICIAN

UNDER

APPRENTICESHIP TRAINING SCHEME

GOVERNMENT OF INDIA
MINISTRY OF SKILL DEVELOPMENT AND ENTREPRENEURSHIP
DIRECTORATE GENERAL OF TRAINING

1. **Category of trade** : Non-Engineering
2. **Name of the Trade** :Fiber Optic Technician
3. **Duration of Apprenticeship Training** : **24 Months**
Break up of the Apprenticeship Training
 - (i) **Duration of Basic Training** : 6 (3+3) months / 1200 Hrs
 - (ii) **Duration of Practical Training/
On-the-job Training:** 18 (9+9) Months
4. **Entry Qualification** : 10thPass
 - (A) **Basic training components**
 - (i) Employability Skills – 110 Hrs
 - (ii) Basic numeracy - 50 Hrs
 - (iii) Trade theory - 120+120 Hrs
 - (iv) Trade practical - 400+400 Hrs
 - (B) **Practical Training/On-the job training** : 18 Months

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1. ACKNOWLEDGEMENT

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Special acknowledgement to the following departments in L&T Construction who have contributed valuable inputs in bringing out this curricula through their expert members:

1. Competency Development Centre
2. Skills training institutes Facilities & Management Team
3. Principals and Master Trainers
4. Subject Matter Experts from respective department
5. VACUM (Vocational Curriculum) Development team of L&T Construction Skills Training Department

2. BACKGROUND

2. 1. Apprenticeship Training Scheme under Apprentice Act 1961

The Apprentices Act, 1961 was enacted with the objective of regulating the programme of training of apprentices in the industry by utilizing the facilities available therein for imparting on-the-job training. The Act makes it obligatory for employers in specified industries to engage apprentices in designated trades to impart Apprenticeship Training on the job in industry to school leavers and person having National Trade Certificate(ITI pass-outs) issued by National Council for Vocational Training (NCVT) to develop skilled manpower for the industry. There are four categories of apprentices namely; **tradeapprentice, graduate, technician and technician (vocational) apprentices.**

Qualifications and period of apprenticeship training of **trade apprentices** vary from trade to trade. The apprenticeship training for trade apprentices consists of basic training followed by practical training. At the end of the training, the apprentices are required to appear in a trade test conducted by NCVT and those successful in the trade tests are awarded the National Apprenticeship Certificate.

The period of apprenticeship training for graduate (engineers), technician (diploma holders and technician (vocational) apprentices is one year. Certificates are awarded on completion of training by the Department of Education, Ministry of Human Resource Development.

2. 2. Changes in Industrial Scenario

Recently we have seen huge changes in the Indian industry. The Indian Industry registered an impressive growth during the last decade and half. The number of industries in India have increased manifold in the last fifteen years especially in services and manufacturing sectors. It has been realized that India would become a prosperous and a modern state by raising skill levels, including by engaging a larger proportion of apprentices, will be critical to success; as will stronger collaboration between industry and the trainees to ensure the supply of skilled workforce and drive development through employment. Various initiatives to build up an adequate infrastructure for rapid industrialization and improve the industrial scenario in India have been taken.

2. 3. Reformation

The Apprentices Act, 1961 has been amended and brought into effect from 22nd December, 2014 to make it more responsive to industry and youth. Key amendments are as given below:

- Prescription of number of apprentices to be engaged at establishment level instead of trade-wise.
- Establishment can also engage apprentices in optional trades which are not designated, with the discretion of entry level qualification and syllabus.
- Scope has been extended also to non-engineering occupations.
- Establishments have been permitted to outsource basic training in an institute of their choice.
- The burden of compliance on industry has been reduced significantly.

3. RATIONALE

[Need for Apprenticeship asConstructionworks]

In a construction industry, the identification and selection of most important construction trades, which covers almost 80% of the construction work activities. These trades cover Bar bending, Masonry, Formwork, Plumbing, Finishing-Tiling, Lab Technician, Surveyor, Electrician, Welding, CCTV, Optical Fibre Cable (OFC) and all sectorial activities. It will covers the Construction, Installation & Surveillance and Infrastructure industries.

The greater degree of relevance of the training with latest advancements of the industry will enhance the employability opportunities.

1. Explain the importance and uses of Fiber Optics
2. Explain Optical fiber modes and Configuration
3. Set up Fiber to the Desk and Home
4. Explain Mode Theory and Waveguide equations
5. Explain Single Mode and Graded-Index fiber structure
6. Use Photo Detectors
7. Use Optical Transmitter and receivers
8. Explain Splicing Technique
9. Perform Fiber Testing and Measurement
10. Perform Optical Joint Enclosure and Line Interface Unit
11. Perform Testing and Commissioning of Fiber Systems

4. JOB ROLE

Brief description of Job role:

Brief Job Description of Optical Fiber Technician: A Optical Fiber Technician installs, maintains and troubleshoot OFC network cable both underground and on Overhead by various methods including evaluation tests as per drawings and specifications , to required safety standards as defined by various codal provisions

5. LEARNING OUTCOMES

A. GENERIC OUTCOME

- ❖ Recognize & comply safe working practices, environment regulation and housekeeping.
- ❖ Work in a team, understand and practice soft skills, technical English to communicate with required clarity.
- ❖ Understand and explain the concept in quality tools and labour welfare legislation and apply such in day to day work to improve productivity & quality.
- ❖ Explain energy conservation, global warming and pollution and contribute in day to day work by optimally using available resources.
- ❖ Explain personnel finance, entrepreneurship and manage/organize related task in day to day work for personal & societal growth.
- ❖ Understand and apply basic computer working, basic operating system and uses internet services to get accustomed & take benefit of IT developments in the industry.

B. SPECIFIC OUTCOME

The Trainees will be able to

- ❖ Explain the importance and uses of Fiber Optics
- ❖ Explain Optical fiber modes and Configuration
- ❖ Set up Fiber to the Desk and Home
- ❖ Explain Mode Theory and Waveguide equations
- ❖ Explain Single Mode and Graded-Index fiber structure
- ❖ Use Photo Detectors
- ❖ Use Optical Transmitter and receivers
- ❖ Explain Splicing Technique
- ❖ Perform Fiber Testing and Measurement
- ❖ Perform Optical Joint Enclosure and Line Interface Unit
- ❖ Perform Testing and Commissioning of Fiber Systems

6. GENERAL INFORMATION

1. Name of the Trade : Fiber Optic Technician
2. Duration of Apprenticeship Training : 24 Months
Basic Training : 6 Months
Practical Training : 18 Months
3. Duration of Basic Training :
 - a. Block –I : 3 months
 - b. Block - II : 3 months
4. Total duration of Basic Training : 6 Months
5. Duration of Practical Training
(On -job Training) : 18 Months
6. Entry Qualification : 10thPass
7. Selection of Apprentices : The apprentices will be selected as per Apprenticeship Act amended time to time.
8. Rebate for ITI passed trainees : NA

Note: Industry may impart training as per above time schedule, however this is not fixed. The industry may adjust the duration of training considering the fact that all the components under the syllabus must be covered. However the flexibility should be given keeping in view that no safety aspect is compromised and duration of industry training to be remains as 1 year.

7. COURSE STRUCTURE

Training duration details:-

Time (in months)	1-3	4-12	13-15	16-24
Controlled Condition training	Part A	-----	Part B	-----
On-job training	-----	Part A	-----	Part B

Components of training	Duration of training in Months																								
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	
Controlled Condition Training Part A																									
On Job Training, Part A																									
Controlled Condition Training Part B (@ site)																									
On Job Training, Part B																									

8. SYLLABUS

8.1 BASIC TRAINING

(Part A & B)

DURATION: 06 MONTHS

GENERAL INFORMATION

- 1) Name of the Trade : Fiber Optic Technician
- 2) Hours of Instruction : 800 Hrs.
- 3) Batch size : 20
- 4) Power Norms : NA
- 5) Space Norms : NA
- 6) Examination : The internal assessment will be held on completion of each Block.
- 7) Instructor Qualification :
 - a) Degree/Diploma in Engineering or Masters from recognized university/Board with one/two year post qualification experience respectively in the relevant field.
- 8) Tools, Equipment's & Machinery required: - As per Annexure – I

8.1.1 Details of Syllabus of Core Skill

COURSE CONTENTS:-

Introduction to Basic Competencies

- Introduction to Trade and duties of “FIBER OPTIC TECHNICIAN”
- Occupational health hazards, Personal Protective Equipments(PPE) usage
- Introduction, Handling, Storing and Maintenance of Tools, Materials, Consumables and Small Equipments
- Fiber Optic: – Introduction and uses.
- Fiber Optics Networking Standards (Local Area Networking, Wide Area networking, Internetworking)
- Transmission characteristics of optical fibers
- Fiber Losses:- Material Losses ,Scattering ,Waveguide & Micro bend Losses
- Understand optical fiber structure, wave guiding and fabrication
- Splicing and termination (Splicing Equipment ,Different types of splicing ,Fusion Splicers/Splice Requirements ,Splicing Procedures ,Cable preparation ,Fusion Splicing/Pigtail splicing/ribbon cable splicing
- Fiber Optic Transmitter and receiver
- Introduction to Basic OTDR Functions and Traces
- Use of the OTDR(OTDR Fault Localization Techniques), , VFL, Power Source
- Continuity Testing, Troubleshooting, Managing Tools and Equipment
- Simple Farm Factor – Types, Parameter, Limitation, Selection
- Safety and precautions (Basic Safety, Handling Fiber, Site /Maintenance personnel safety, Earthing /Trenching)
- HDPE Duct laying Methods
- Fiber Pulling methods
- Understanding tolerance limits, measuring in MKS system, field testing of Materials and Consumables.

Controlled Condition Training (Part A and Part B)

Duration: 6 Months (3 Month in each part)

Controlled Condition Training, Part A: 3 Months

Practical Competencies	Underpinning Knowledge (Theory)
Testing and commissioning Equipment	<ul style="list-style-type: none"> • Understanding types of Testing Equipment • Optical Time Domain Reflectometer • Fusion Splicing Machine • Optical Power Meter • Fault Analyzer • Fiber Preparation Tools • Switches and SFP Module • Hand Tools • Safety
Fiber Optic Cable Preparation	<ul style="list-style-type: none"> • Understanding the Cable Preparation • Loose Tube Cable Preparation • Patch Panel and Splice closure Preparation
Splicing	<ul style="list-style-type: none"> • Understanding the Splicing Techniques • Fiber Handling and cleaving • Fusion/Mechanical splicing • Safety
Optical Loss Testing	<ul style="list-style-type: none"> • Understanding the Fiber Loss • Material absorption losses • Linear scattering losses • Bending loss • Insertion Loss

Controlled Condition Training, Part B: 3 Months

Practical Competencies	Underpinning Knowledge (Theory)
HDPE Laying	<ul style="list-style-type: none">• Understanding the laying Method• Pipe laying- Material & Equipment• Open Trenching• Micro Trenching• Horizontal Direction drilling (HDD)• Backfilling & Restoration• Safety
Fiber Pulling	<ul style="list-style-type: none">• Understanding method of Fiber Pulling• Tools and Materials• Pulling Procedure• Cable Preparation for pulling• Safety

8.1.2 EMPLOYABILITY SKILLS

GENERAL INFORMATION

- 1) **Name of the subject** : **EMPLOYABILITY SKILLS**
- 2) **Applicability** : ATS- Mandatory for fresher only
- 3) **Hours of Instruction** : 110 Hrs.
- 4) **Examination** : The examination will be held at the end of two years Training by CSDCI.
- 5) **Instructor Qualification** :

i) MBA/BBA with two years experience or graduate in sociology/social welfare/Economics with two years experience and trained in Employability skill from DGET Institute.

And

Must have studied in English/Communication Skill and Basic Computer at 12th /diploma level

OR

ii) Existing Social Study Instructor duly trained in Employability Skill from DGET Institute.

8.1.3 SYLLABUS OF EMPLOYABILITY SKILLS

Part A

Basic Training

Topic No.	Topic	Duration (in hours)
	English Literacy	
1	Pronunciation : Accentuation (mode of pronunciation) on simple words, Diction (use of word and speech)	20
2	Functional Grammar Transformation of sentences, Voice change, Change of tense, Spellings.	
3	Reading Reading and understanding simple sentences about self, work and environment	
4	Writing Construction of simple sentences Writing simple English	
5	Speaking / Spoken English Speaking with preparation on self, on family, on friends/ classmates, on know, picture reading gain confidence through role-playing and discussions on current happening job description, asking about someone's job habitual actions. Cardinal (fundamental) numbers ordinal numbers. Taking messages, passing messages on and filling in message forms Greeting and introductions office hospitality, Resumes or curriculum vita essential parts, letters of application reference to previous communication.	

I.T. Literacy		20
1	<p>Basics of Computer</p> <p>Introduction, Computer and its applications, Hardware and peripherals, Switching on-Starting and shutting down of computer.</p>	
2	<p>Computer Operating System</p> <p>Basics of Operating System, WINDOWS, The user interface of Windows OS, Create, Copy, Move and delete Files and Folders, Use of External memory like pen drive, CD, DVD etc, Use of Common applications.</p>	
3	<p>Word processing and Worksheet</p> <p>Basic operating of Word Processing, Creating, opening and closing Documents, use of shortcuts, Creating and Editing of Text, Formatting the Text, Insertion & creation of Tables. Printing document.</p> <p>Basics of Excel worksheet, understanding basic commands, creating simple worksheets, understanding sample worksheets, use of simple formulas and functions, Printing of simple excel sheets</p>	
4	<p>Computer Networking and INTERNET</p> <p>Basic of computer Networks (using real life examples), Definitions of Local Area Network (LAN), Wide Area Network (WAN), Internet, Concept of Internet (Network of Networks), Meaning of World Wide Web (WWW), Web Browser, Web Site, Web page and Search Engines. Accessing the Internet using Web Browser, Downloading and Printing Web Pages, Opening an email account and use of email. Social media sites and its implication.</p> <p>Information Security and antivirus tools, Do's and Don'ts in Information Security, Awareness of IT - ACT, types of cyber crimes.</p>	

	Communication Skill	
1	<p>Introduction to Communication Skills</p> <p>Communication and its importance</p> <p>Principles of Effective communication</p> <p>Types of communication - verbal, non verbal, written, email, talking on phone.</p> <p>Non verbal communication -characteristics, components-Para-language</p> <p>Body - language</p> <p>Barriers to communication and dealing with barriers.</p> <p>Handling nervousness/ discomfort.</p>	15
2	<p>Listening Skills</p> <p>Listening-hearing and listening, effective listening, barriers to effective listening guidelines for effective listening.</p> <p>Triple- A Listening - Attitude, Attention & Adjustment.</p> <p>Active Listening Skills.</p>	
3	<p>Motivational Training</p> <p>Characteristics Essential to Achieving Success</p> <p>The Power of Positive Attitude</p> <p>Self awareness</p> <p>Importance of Commitment</p> <p>Ethics and Values</p> <p>Ways to Motivate Oneself</p> <p>Personal Goal setting and Employability Planning.</p>	
4	<p>Facing Interviews</p> <p>Manners, Etiquettes, Dress code for an interview</p> <p>Do's & Don'ts for an interview</p>	
5	<p>Behavioral Skills</p> <p>Problem Solving</p> <p>Confidence Building</p> <p>Attitude</p>	

Topic No.	Topic	Duration (in hours)
	Entrepreneurship skill	
1	<p>Concept of Entrepreneurship</p> <p>Entrepreneurship - Entrepreneurship - Enterprises:- Conceptual issue Entrepreneurship vs. Management, Entrepreneurial motivation. Performance & Record, Role & Function of entrepreneurs in relation to the enterprise & relation to the economy, Source of business ideas, Entrepreneurial opportunities, The process of setting up a business.</p>	15
2	<p>Project Preparation & Marketing analysis</p> <p>Qualities of a good Entrepreneur, SWOT and Risk Analysis. Concept & application of Product Life Cycle (PLC), Sales & distribution Management. Different Between Small Scale & Large Scale Business, Market Survey, Method of marketing, Publicity and advertisement, Marketing Mix.</p>	
3	<p>Institutions Support</p> <p>Preparation of Project. Role of Various Schemes and Institutes for self-employment i.e. DIC, SIDA, SISI, NSIC, SIDO, Idea for financing/ non financing support agencies to familiarizes with the Policies /Programmes & procedure & the available scheme.</p>	
4	<p>Investment Procurement</p> <p>Project formation, Feasibility, Legal formalities i.e., Shop Act, Estimation & Costing, Investment procedure - Loan procurement - Banking Processes.</p>	
	Productivity	
1	<p>Productivity</p> <p>Definition, Necessity, Meaning of GDP.</p>	

2	Affecting Factors Skills, Working Aids, Automation, Environment, Motivation How improves or slows down.	10
3	Comparison with developed countries Comparative productivity in developed countries (viz. Germany, Japan and Australia) in selected industries e.g. Manufacturing, Steel, Mining, Construction etc. Living standards of those countries, wages.	
4	Personal Finance Management Banking processes, Handling ATM, KYC registration, safe cash handling, Personal risk and Insurance.	
	Occupational Safety, Health & Environment Education	
1	Safety & Health Introduction to Occupational Safety and Health importance of safety and health at workplace.	15
2	Occupational Hazards Basic Hazards, Chemical Hazards, Vibroacoustic Hazards, Mechanical Hazards, Electrical Hazards, Thermal Hazards. Occupational health, Occupational hygienic, Occupational Diseases/ Disorders & its prevention.	
3	Accident & safety Basic principles for protective equipment. Accident Prevention techniques - control of accidents and safety measures.	
4	First Aid Care of injured & Sick at the workplaces, First-Aid & Transportation of sick person	
5	Basic Provisions Idea of basic provision legislation of India. of safety, health, welfare under legislation of India.	
6	Ecosystem Introduction to Environment. Relationship between Society and Environment, Ecosystem and Factors causing imbalance.	

7	Pollution Pollution and pollutants including liquid, gaseous, solid and hazardous waste.	
8	Energy Conservation Conservation of Energy, re-use and recycle.	
9	Global warming Global warming, climate change and Ozone layer depletion.	
10	Ground Water Hydrological cycle, ground and surface water, Conservation and Harvesting of water	
11	Environment Right attitude towards environment, Maintenance of in -house environment	
Labour Welfare Legislation		
1	Welfare Acts Benefits guaranteed under various acts- Factories Act, Apprenticeship Act, Employees State Insurance Act (ESI), Payment Wages Act, Employees Provident Fund Act, The Workmen's compensation Act.	
Quality Tools		10
1	Quality Consciousness : Meaning of quality, Quality Characteristic	
2	Quality Circles : Definition, Advantage of small group activity, objectives of quality Circle, Roles and function of Quality Circles in Organization, Operation of Quality circle. Approaches to starting Quality Circles, Steps for continuation Quality Circles.	
3	Quality Management System : Idea of ISO 9000 and BIS systems and its importance in maintaining qualities.	
4	House Keeping : Purpose of Housekeeping, Practice of good Housekeeping.	
5	Quality Tools Basic quality tools with a few examples	

8.2 BASIC NUMERACY

GENERAL INFORMATION

- 6) **Name of the subject** : **BASIC NUMERACY**
- 7) **Applicability** : ATS- Mandatory for fresher only
- 8) **Hours of Instruction** : 50 Hrs.
- 9) **Examination** : The examination will be held at the end of two years Training by CSDCI.
- 10) **Instructor Qualification** :

iii) MBA/BBA with two years experience or graduate in Science and Mathematics with two years experience and trained in Basic Numeracy from DGET Institute.

And

Must have studied in Mathematics at 12th /diploma level

8.2.1 SYLLABUS OF BASIC NUMERACY

Basic Training

Topic No.	Topic	Duration (in hours)
	English Literacy	50 Hrs
1	Number System/Fractions	
2	Square Root/Cube Root	
3	Average/Percentage	
4	Area Calculation- Triangles, Quadrilaterals	
5	Concept of geometry- Square, Rectangle, Circle, Triangle	
6	Basic Trigonometry	

8.3 PRACTICAL TRAINING (ON-JOB TRAINING)

(Part A & B)

DURATION: 18 MONTHS

Broad Skill Components to be covered during On-Job Training

On Job Training, Part A: 9 Months

- 1) Testing and commissioning Equipment
- 2) Fiber Optic Cable Preparation
- 3) Splicing
- 4) Optical Loss Testing

On Job Training, Part B: 9 Months

- 1) HDPE Laying
- 2) Fiber Pulling

4. Instructors Qualification:

- i)** Degree/Diploma in **Electrical and Electronics** Engg. from recognized university/Board With one/two year post qualification experience in the relevant field.

OR

- ii)** ITI in relevant trade with three year experience / 8 years' experience in the relevant field with 10th Qualification.

5. Infrastructure for On-Job Training: Ongoing Project sites

9. ASSESSMENT STANDARD

Assessment Guideline

Successful achievement of the practical assessment is the professional judgement of the instructor/assessor. Failure to demonstrate the appropriate practical skills and practices to the satisfaction of the Assessor will result in a failure of the course. The following area will be considered.

Selection of materials, Understanding of drawing, Quality of work (Functional aspects, Dimensional features, Surface finish), Personal safety, time taken to complete the job.

If the delegate fails a course the Training Provider must make a recommendation outlining a time period required for the delegate to gain sufficient industry experience prior to repeating the course.

A sample assessment sheet is below

<u>Assesment Sheet - Cable Preparation</u>				
Name		Batch	Roll No	Allotted Time
1				
2				
SI No	Activities	Permitted Tolerance	Ob.Va	Asses (√/×)
1	Overall Length of Cable Prepared	10 mm		
2	Loose Tube damage during preparation	Visual		
3	CSM <u>Cuting</u> as per the length	2 mm		
4	Proper removal of Binders	Visual		
5	Proper cutting of Ripcord / Nylon	Visual		
6	Proper cleaning of Petroleum jelly	Visual		
7	Date			
8	Time of Commencement			
9	Time of Completion			
10	Time Taken			
11	Overall <u>assesment</u> (Pass / Fail)			
12	Demonstrator	Name		
		Signature		
13	Instructor	Name		
		Signature		

10. FURTHER LEARNING PATHWAYS

- On successful completion of the course trainees can opt for any charge hand/ foreman / supervisory course under CSDCI.

Employment opportunities:

On successful completion of this course, the candidates may be gainfully employed in the following industries:

1. Construction Sector – Structural activities.

ANNEXURE – I

TOOLS & EQUIPMENT FOR BASIC TRAINING

INFRASTRUCTURE FOR PROFESSIONAL SKILL & PROFESSIONAL KNOWLEDGE

TRADE: Storage and Inventory Executive (warehouse/Manufacturing plant)

LIST OF TOOLS & EQUIPMENTS FOR 20 APPRENTICES

A : TRAINEES TOOL KIT:-

1. HDPE Duct
2. Armoured loose tube OFC
3. Unitube OFC
4. Fiber Spool
5. Rack Mounted Termination box / LIU
6. Wall Mounted Termination box / LIU
7. Micro Duct
8. Duct Couplers - 40mm
9. End Plugs
10. Simplex Plug
11. OFC Patch cords - ST /SC / FC / APC/ LC / E2000 - Each 5 Nos with respective zero db adaptors
12. DWC pipe
13. GI Pipe
14. Cable tray
15. U - clamps
16. Flexible Hose
17. Joint Enclosures
18. Isopropyl alcohol
19. Tissue Paper -
20. Heat shrinkable sleeves

21. Loose tube cutter
22. Cable Jacket cutter
23. Knife
24. Hacksaw
25. Screw driver set
26. Cutting pleir
27. Nose pleir
28. Arc Fusion splicer
29. OTDR
30. Laser source
31. Power Meter
32. Visual Fault Locator
33. Manholes & Handholes
34. Duct cutter
35. Rodo Meter
36. Measuring Tape
37. Duct Rodder
38. Cable Ties
39. Mechanical splice
40. Rack

Note: In case of basic training setup by the industry the tools, equipment and machinery available in the industry may also be used for imparting basic training.

INFRASTRUCTURE FOR ON-JOB TRAINING

Actual training will be conducted at ongoing construction project sites

ANNEXURE-II

GUIDELINES FOR INSTRUCTORS AND PAPER SETTERS

1. Due care to be taken for proper & inclusive delivery among the batch. Some of the following some method of delivery may be adopted:

- A) LECTURE
- B) LESSON
- C) DEMONSTRATION
- D) PRACTICE
- E) GROUP DISCUSSION
- F) DISCUSSION WITH PEER GROUP
- G) PROJECT WORK
- H) INDUSTRIAL VISIT

2. Maximum utilization of latest form of training viz., audio visual aids, integration of IT, etc. may be adopted.

3. The total hours to be devoted against each topic may be decided with due Diligence to safety & with prioritizing transfer of required skills.