



NATIONAL COMPETENCY STANDARDS FOR E-COMMERCE QUALIFICATION "VIRTUAL ASSISTANT FOR E-COMMERCE"







Table of Contents

1.	Introduction			4
2.	Purpose of the Qualification			5
3.	Date of Review	Error!	Bookmark	not defined.
4.	Members of Qualification Development Committee (QDC)	Error!	Bookmark	not defined.
5.	Minutes of Meetings	Error!	Bookmark	not defined.
6.	Entry Requirements for Trainees			5
7.	Entry Requirements for Trainer			5
8.	Generic Competencies	Error!	Bookmark	not defined.
9.	Mapping of the Qualification	Error!	Bookmark	not defined.
10.	Summary of Competencies			6
11.	Detail of Competency Standards	Error!	Bookmark	not defined.
Wee	ek 1: Introduce E-Commerce Market Places	Error!	Bookmark	not defined.
Wee	ek 2: Explore Top E-Commerce Marketplaces	Error!	Bookmark	not defined.
Wee	ek 3: Develop Product Hunting Skills for Amazon	Error!	Bookmark	not defined.
Wee	ek 4: Source a Product from China/Pakistan	Error!	Bookmark	not defined.
Wee	ek 5: Create Amazon Listing	Error!	Bookmark	not defined.
Wee	ek 6: Manage Logistics	Error!	Bookmark	not defined.
Wee	ek 7: Launch and Rank a Product	Error!	Bookmark	not defined.
Wee	ek 8: Manage Amazon Pay Per Click (PPC) Ads	Error!	Bookmark	not defined.
We	ek 9: Deal with Amazon Seller Support	Frrorl	Bookmark	not defined





Week 10: Handle Amazon FBM Model Error! Bookmark not defined.
Week 11: Get Introduced to Amazon Wholesale Business Model Error! Bookmark not defined.
Week 12: Develop Wholesale Business Skills Error! Bookmark not defined.
Week 13: Work as a Freelancer Error! Bookmark not defined.
Week 14: Maintain Good Health while using Computer/Digital Devices at WorkError! Bookmark not defined.





1. Introduction

E-commerce has huge potential to provide massive business opportunities for the country's youth to explore new marketplaces and directly sell their products and services globally. In this regard, registration of Pakistani exporters on Amazon is opening new gates and providing an important platform to promote trade and explore better marketplaces for Pakistani sellers.

According to the figures shared by the State Bank of Pakistan for freelancing exports during 2020-21 was \$396 Million and it is expected that it will reach to \$500 Million by June 2022. This shows that Pakistan has great potential to increase economic activities through different marketplaces globally. To best utilize the Amazon marketplace, it is essential to remove all hurdles affecting the economic activities involving Amazon. One of the biggest hurdle is the lack of skills required to utilize the Amazon platform for generating economic activities among people of Pakistan. The Government of Pakistan is committed to address this situation through major investment in E-Commerce sector. Under the Prime Minister's special initiative, NAVTTC has developed a course on "Amazon (Virtual Assistant)", in consultation with the stakeholders including academia, researchers, industry, chambers and TEVTAs. The duration of the course will be of two months. The course will initially be offered to 100,000 people across Pakistan and free of cost. This will be a great initiative to train masses with the skills required to understand the business and services models on Amazon. These skills will strengthen their abilities to work on amazon.

The National Competency Standards could be used as a referral document for the development of curriculum to be used by training institutions.





2. Purpose of the Qualification

The purpose of the course is to train people with the basic to advance knowledge and skills about the E-Commerce, specifically Amazon marketplace, to help them in generating income out of the e-commerce platforms. The specific objectives of the course are as under:

- Equip the individuals with globally required skills.
- Empower the individuals to internationally explore marketplaces and sell their products.
- Enable individuals to render their services to national and international clients.
- Improve the quality and effectiveness of the training and assessment for Virtual Assistant.
- Promote the enterprenuerial culture.

3. Entry Requirements for Trainees

The entry requirements of the National Competency Standards of "Virtual Assistant for E-Commerce" are:

- A. Computer Literate
- B. Able to communicate in English

*Entry Test/ Interview must be conducted for shortlisting purpose focusing on Computer Skills, English language skills and level of interest.

4. Entry Requirements for Trainer

The entry requirements of the National Competency Standards of "Virtual Assistant for E-Commerce" are:

- **A.** A Person associated with the E-Commerce field for at least two years
- B. A Person with at least 2 successful product launches on any global platform
- C. A person having his/her own Seller Central Professional ID
- **D.** A person having aptitude of a Trainer

*Interview panel will assess the candidates on a pre-defined criteria set by NAVTTC and partner institutes.





5. Summary of Competencies

Virtual Assistant

Week 1.	Introduce	E-Commerce	Market Places
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Week 2: Explore Top E-Commerce Market Place

Week 3: Develop Product Hunting Skills for Amazon

Week 4: Source a Product from China/Pakistan

Week 5: Create Amazon Listing

Week 6: Manage Logistics

Week 7: Launch and Rank a Product

Week 8: Manage Amazon Pay Per Click (PPC) Ads

Week 9: Deal with Amazon Seller Support

Week 10: Handle Amazon FBM Model

Week 11: Get Introduced to E-Commerce and Amazon Wholesale Model

Week 12: Develop Wholesale Business Skills

Week 13: Work as a Freelancer

Week 14: Maintain good health while using Computer/Digital devices at work





Trainer Name	
Course Title	Virtual Assitant
Objective of Course	To prepare the trainees to work as a Professional Virtual Assistant in a wide variety of Amazon business and has a strong emphasis on amazon related services
Learning Outcome of the Course	 Knowledge Proficiency Details Knowledge related to E-Commerce platforms. Knowledge understanding about amazon business models knowledge to find a winning product on Amazon Skills Proficiency Details Able to create account on Fiver/Upwork. Able to have the knowledge about the importance of having own website in freelance world. Able to learn the techniques for client retention. Able to build a service providing agency.
Course Execution Plan	Total Duration of Course: 3 Months Class Hours: 4 Hours per day Theory: 20% Practical: 80%





Scheduled Week	Module Title			Learning Units		Remarks
Week 1	Introduce E-Commerce Market Places		Hour#1 Hour#2	Motivational Lecture Course Introduction		
		Day 1	Hour#3	Success stories		
			Hour#4	Job market		
			Hour#1	Institute/work ethics		
			Hour#2	Introduction to e-commerce		
		Day 2	Hour#3	Differentiate between Commerce and E-commerce.		
			Hour#4	Why is E-commerce Important? E-commerce Business Models		
		Day 3	Hour # 1 &2	 Types of e-commerce (concept of B2B and B2C.) Features of E-commerce. What is E-commerce Marketplace? 		
			Hour # 3 & 4	Explore E-Commerce Marketplaces (Etsy, eBay, Amazon and Daraz etc)		
		Day 4	Hour # 1 & 2	Local and global E-commerce Platforms		
			Hour # 3 & 4	Generate report on E-Commerce market share		
		Day 5	Hour # 1 & 2	Understand the challenges of e- commerce marketplace		
			Hour # 3 & 4	Select the suitable E-Commerce platform		
Week 2	Explore Top E- Commerce Marketplaces		Hour#1	Explore various Amazon business models	•	Task - 1
		Day 1	Hour#2	Explore various Amazon business models	•	Task - 2 Task - 3
			Hour # 3-4	Define eBay business model	•	Task - 4
			Hour#1	Understand the process of selling on eBay	•	Task - 5
		Day 2	Hour#2	Explore eBay payment methods	•	Task - 6
			Hour#3	Walmart business models		
			Hour#4	Highlight the steps involved in ID creation		- . –
		Day 3	Hour#1	Understand the importance of US LLC for ID creation	•	Task - 7





				Tools used for Walmart	• Task – 8
			Hour#2	product research	
			Hour#3	Etsy business models	• Task – 9
			Hour#4	Understand the significance of 'handmade' business model	Task – 10Task – 11
		Day 4	Hour#1	Etsy digital business model & Print on Demand (POD)	
			Hour # 2-3	Learn how to operate Etsy effectively to avoid account	Task – 12Task – 13
				suspensionUnderstand different	 Task – 14
				subscription packages	• 1ask - 14
			Hour#4	 List product on Alibaba.com Manage inquiries and RFQs Handle payments 	• Task - 15
		Day 5	Hour#1	 Explore top domestic marketplaces Identify market gap 	
			Hour#2	 Select target platform Get your domain and hosting 	
			Hour#3	Develop your e-Store	
			Hour#4	Get traffic on your website through various digital/social media marketing	
Week 3	Develop Product Hunting Skills for Amazon Fundamentals	Day 1	Hour#1	 Identify Product Research Tools (Helium10, Jungle Scout, Viral Launch and Keepa etc.) Install chrome extensions for all tools listed above Configure Web apps for the tools listed above Collect information on how to use these tools for product research 	 Task - 16 Task - 17 Task - 18 Task - 19 Task - 20 Task - 21
			Hour#2	Find a product using various techniques	1401(21
			Hour#3	 Analyze Product Potential using Product Research Tools Analyze existing offers in market. 	
			Hour#4	Analyze Market Trends using Helium 10 and Google Trends etc	
		Day 2	Hour#1	 Validate Product Data as per given criteria Select Top relevant best sellers 	
			Hour#2	using Crebro from H10	





			Hour # 3-4	Perform Reverse ASIN
			Hour#1	Shortlist Top relevant keywords based on the given criteria
		Day 3	Hour#2	Identify Niche Consistency
			Hour # 3 -4	Finalize primary competitor and design color/material/type of product
			Hour # 1-2	Identify the competitive price point and lock profit margins as per the criteria
		Day 4	Hour # 3-4	Use primary keyword to perform search on Product Trademark using government official websites (www.uk.gov/www.uspto.gov) etc.
		Day 5	Hour#1	Use primary keyword to perform search on product patent using government official websites, search engine
		Day 5	Hour#2	Explain the impact and importance of keyword research in product hunting.
			Hour# 3 & 4	Discuss advance techniques used for hunting a product.
Week 4	Source a Product from China/Pakistan	D . 4	Hour#1	Explore various best sourcing platforms (alibaba.com, 1688.com, made-in-china.com etc.) Ist Monthly test
		Day 1	Hour#2	Start searching suppliers across platforms
			Hour # 3-4	Contact various suppliers on given criteria
			Hour#1	Provide product details and get quotations on given criteria
			Hour#2	Get quotations via Request for Quotation (RFQ) on sourcing platforms
		Day 2	Hour#3	 Compare quotations from various suppliers Finalize few suppliers based on their competence on given criteria
			Hour#4	Perform patent check through google.patents.com
		Day 3	Hour#1	Check official documents of patent
			Hour#2	 Order samples from selected suppliers Consolidate or get directly from suppliers





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			Hour#3	 Order competitor's sample as QC benchmark Evaluate samples as per quality assurance criteria
			Hour#4	Identify different Payment Terms (D/P, Sight, L/C etc.) Select the Payment Terms according to the requirement
		5 1	Hour # 1-2	Perform initial brand name availability before order Negotiate suppliers for final quotation
		Day 4	Hour # 3-4	Place the order from selected supplier Generate and provide FNSKU labels to supplier
			Hour # 1-2	Hire an inspection Service Provider (www.qima.com / www.sgs.com etc.)
		Day 5	Hour # 3-4	Provide reference product sample or reference quality check points to inspection team
Week 5	Create Amazon Listing		Hour#1	Perform Keyword Research for Listing Content (Text only) Task – 22
		Day 1	Hour#2	Get the text content ready as per Amazon guidelines Cot the graduating ready as Task – 24
			Hour#3	Get the product images ready as per Amazon guidelines Task – 25
			Hour#4	Get the A+ Content and storefront design ready Task – 26
			Hour#1	Get the product videography ready Task – 27
		Day 2	Hour#2	Get the product videography ready Task - 27 Task - 27
			Hour# 3-4	Collect product package dimensions and weight from supplier Task – 29
		Day 3	Hour#1	Open case with Amazon Seller Support and get the 5665 error fixed before listing product
			Hour# 2-4	List product through Seller Central front-end
			Hour#1	Select appropriate category
		Day 4	Hour# 2-4	download Inventory file from Product Classifier tool (in case of mass upload)
			Hour#1	Fill and upload Inventory file from "Add Product via Upload" option.
		Day 5	Hour#2	Add product variations using bulk file (where required)
			Hour# 3-4	Add product variations manually (where required)





Week 6	Manage Logistics		Hour#1	Register Brand name using website (www.gov.uk /
		David		www.uspto.gov / IP accelerator) • Task – 31
			Hour#2	 Register brand with Amazon Brand Registry using Trademark Registry Task – 32 Task – 33
		Day 1	Hour#3	 Contact Amazon Brand Registry Support to get Brand registry tools (Brand Analytics, A+ Content and Amazon posts) Task – 34 Task – 35
			Hour#4	Enroll your ASIN with Amazon Brand Registry
		Day 2	Hour#1	Identify Shipping Methods and Incoterms
			Hour # 2-4	Explore different transportation modes
			Hour#1	Understand Incoterms
		Day 3	Hour#2	Recalculate profit margin based on opted
			Hour # 3-4	Contact Freight Forwarders to finalize the Shipping mode
		Day 4	Hour#1	 Provide details to FF (number of cartons, CBM, weight) to get quotations Finalize FF based on competent offer
			Hour#2	Create Shipping Plan
			Hour # 3-4	Enter ship-from address
			Hour#1	Add Shipment contents
		Day 5	Hour#2	Mark Shipment as shipped
		Day 0	Hour # 3-4	Five major components of logisticsUnderstand the role of 3PL
Week 7	Launch and Rank a		Hour#1	Identify Top Keywords
	Product		Hour#2	Perform reverse ASIN using CEREBRO (H10) Task – 36
		Day 1	Hour#3	Shortlist top most relevant keywords Task – 37
			Hour#4	 Explore different Social Media Platforms (Facebook, Instagram, Pinterest etc.)
	Day	Day 2	Hour#1	 Shortlist target Social Media Platforms Select audiences based on interest, demographics and behavior Understand discoverability, clickability and convertibility of product Task – 40 Task – 41 Task – 41
				 product Target relevant Influencers





		Walkthrough Amazon	• Task – 43
	Hour#2	advertising dashboardUnderstand Amazon deals (Lightening Deals, 7 Day	Task – 43Task – 44
	Hour#3	Deals, Outlet Deals etc.) Explore Digital Coupons (percentage off/money off)	• Task – 45
	Hour#4	Learn Vine ProgramDiscover Prime Exclusive discounts and promotions	
	Hour#1	 Setup On-Amazon advertisement Setup Off-Amazon advertisement Initialize influencers marketing Enroll Vine Program 	
Day 3	Hour#2	Get few initial sales (chatbots etc.) Understand the Brand Analytics Dashboard	
	Hour # 3-4	 Integrate keyword tracker (H10, Amz tracker etc.) Configure P&L analytics software 	
	Hour # 1-2	 Understand re-stock limits Impact of IPI on inventory replenishment Understand LTSF, STSF, monthly storage fee, inventory aging 	
Day 4	Hour # 3-4	 Understand stranded inventory Risk associated with shipment privileges Manage inventory though 3PL in-case of ordering excess inventory or limitations imposed by amazon 	
	Hour # 1-2	 Decide reorder quantity based on daily average sales Determine peak time frame to stay instead for maximum 	
Day 5	Hour # 3-4	 Manage return reports Learn to manage reimbursement reports and claim reimbursements Analyze sales reports Learn negative customer experience report (NCX) and manage product quality Mange book keeping through various tools 	





Week 8	Manage Amazon Pay Per Click (PPC) Ads		Hour#1	•	Explore Advertisement Fundamentals	2 nd Exa	Monthly im
		Day 1	Hour#2	•	Explore type of campaigns (Sponsored Products, Sponsored Brands, Sponsored Display)		
			Hour#3	•	Explore targeting types (Auto, Manual, ASIN)		
			Hour#4	•	Explore match types (Broad, Phrase, Exact)		
			Hour#1	•	Explore bidding strategies (Down only, Up & Down and Fix Bids)		
		Day 2	Hour#2	•	Understand Ad placements (SERPS)		
			Hour#3	•	Shortlist target keywords		
			Hour#4	•	Finalize combination of campaign targeting and match types		
			Hour#1	•	Create campaign on decided strategy		
		Day 3	Hour # 2-3	•	Explore and start video ads		
			Hour#4	•	Analyze and optimize Advertisement Campaigns		
		Day 4	Hour#1	•	Start monitoring campaigns		
			Hour#2	•	Generate reports (Search terms, Placement etc.)		
			Hour# 3-4	•	Navigate reports and identify non-performing search terms and ASIN		
		Day 5	Hour # 1-2	•	Understand Negative Keyword Targeting (Negative Phrase, Negative Exact, Negative Product)		
			Hour# 3-4	•	Exclude all non-performing search terms		
Week 09	Deal with Amazon Seller Support		Hour#1	•	Open a Case with Seller Support	•	Task - 46
		Day 1	Hour # 2-3	•	Identify root cause of the issue Understand the core issue behind contacting Amazon	•	Task - 47 Task - 48
		-	Hour#4	•	Choose the right category to open case with Amazon	•	Task - 49
			i iodi#4	•	Follow-up with Seller Support (if required)	•	Task - 50
			Hour#1	•	Handle Account Reinstatement Issues	•	Task – 51
		Day 2	Hour#2	•	Identify the main reason behind the suspension	•	Task - 52
			Hour#3	•	Prepare the action plan as per the reason	•	Task - 53
			Hour#4	•	Gather evidences if required		





				•	Submit appeal and follow-up if required		
			Hour#1	•	Remove Hijacker from Listing		
		Doy 2	Hour#2	•	Keep the Tracker alert for hijacker on H10		
		Day 3	Hour#3	•	Identify the hijacker attached to listing		
			Hour#4	•	Send warning letter through buyer-seller message		
		Day 4	Hour#1	•	Submit IP Infringement complain to Amazon Brand Registry Support		
			Hour# 2-4	•	Un-gate gated Categories		
			Hour#1	•	Learn about the gated categories on Amazon		
		Day 5	Hour#2	•	Explore the category ungating requirements for a specific category		
			Hour#3	•	Gather the information required for ungating the category		
			Hour#4	•	Apply for category un-gating		
Week 10	Handle Amazon FBM Model	Day 1	Hour# 1-2	•	Manage FBM Orders	•	Task - 54
		Day .	Hour# 3-4	•	Navigate through FBA and FBM orders	•	Task – 55
		Day 2	Hour# 1-2	•	Learn the importance of tracking ids in FBM orders	•	Task – 56
			Hour# 3-4	•	Handle customer messages effectively	•	Task – 57
		Day 3	Hour# 1-2	•	Handle returns and refunds effectively	┦.	Task – 58
			Hour# 3-4	•	Manage P1-P4 to keep the ODR under the threshold	•	Task – 59
			Hour#1	•	Manage Account Health		
		Doy 4	Hour#2	•	Maintain the seller feedback rating		
		Day 4	Hour#3	•	Address infringement issues on time		
			Hour#4	•	Maintain the shipment rate to avoid LSR		
			Hour#1	•	Maintain the message response time		
		Day 5	Hour#2	•	Provide in time invoices to business customers, where required		
			Hour # 3-4	•	Resolve any A to Z claims or chargeback claims on time to avoid the negative impact on seller privileges		
Week 11	Get Introduced to Amazon Wholesale	Day 1	Hour#1	•	Get introduced to Amazon Wholesale Business Model	•	Task - 60





Business Model		Hour # 2-3	 Understand the fundamentals of Amazon Wholesale Business Model Task – 61 Task – 62
		Hour#4	 Business Model Identify pros and cons of Amazon Wholesale Business Model Task – 62 Task – 63
	Day 2	Hour # 1-2	 Identify risks associated with Amazon Wholesale Business Model Task – 64 Task – 65
		Hour # 3-4	Fulfill FBA Wholesale Business Requirements.
	Day 3	Hour # 1-2	Get the Seller Central on LLC/LTD details.
		Hour # 3-4	Arrange all required documents for wholesalers
	Day 4	Hour # 1-2	Get the website for approval from brands/distributors
		Hour # 3-4	Study the terms MOQ and MOA
	Day 5	Hour # 1-2	Review the terms LOA, re-sale certificate and VAT exempt certificate
		Hour # 3-4	 Analyze the terms used to get discounts (EOL, end stocks, and deals etc)
Week 12 Develop Wholesale Business Skills	Day 1	Hour#1	 Manage Financial Requirements for FBA Wholesale Business Model Task – 66 Task – 67
		Hour#2	 Perform cost analysis of the business Task – 68
		Hour#3	 Identify defect rates and product quality Task – 69
		Hour#4	Perform SWOT analysis Cat introduced to Whalesele Task - 70
	Day 2	Hour#1	Product Hunting Process
		Hour#2	Enlist the tools and their usage
		Hour#3	Install the required tools and their extensions
		Hour#4	Explore Keepa graph and its usage
		Hour#1	Enlist best-selling products
	Day 3	Hour#2	Find which products are not sold by brand
		Hour#3	 Narrow down based on sellers against one product Analyze complete stats against the product Select the winning product
		Hour#4	Determine the most economical quantity of the product Perform profitable product margin analysis





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			 Learn about Local Purchase Order (LPO) Place order of the product Finalize payment methods with the supplier Keep a record of supplier invoices 	
		Day 4	Hour#1	 Check if there is any certification required to add the product Analyze the price point required to make the offer Add offer via ASIN doing ME TOO
	Day 4	Hour # 2-4	 Make shipment plans on amazon Download box labels from amazon Send shipment labels to prep centers and get inventory shipped 	
		Day 5	Hour # 1-4	 Learn the preference of buy box for sellers with a professional plan instead of the individual plan Learn the preference of buy box for FBA sellers instead of FBM Learn the relation between higher stock to a higher percentage of BUY BOX win Explore the importance of positive seller feedback to win BUY BOX Explain the relationship of free shipping with winning of BUY BOX
Week 13	Work as a Freelancer	Day 1	Hour#1	 Develop Moral and Ethical Values Task – 63 Task – 64 Task – 65 Task – 66 Task – 66
			Hour#2	Explore the legal and msoral work codes
			Hour#3	Set and honor terms written in contract
			Hour#4	 Handle data protection, piracy, privacy, and intellectual property of clients
		Day 2	Hour# 1-2	 Maintain transparency and honesty with clients
			Hour# 3-4	Give exact estimates and timelines
		Day 3	Hour# 1-2	Explore freelancing channelsFind high demand skills





				regarding your service
			Hour# 3-4	Enlist steps of how to use every party of the profile to showcase the skills
		Day4	Hour#1	Select a professional profile picture
			Hour#2	Make a video imprint for an outstanding impression
			Hour#3	Add certifications to boost the conversion rate of clients
			Hour#4	 Analyze the client's needs and expectations Explain effective ways to ask questions for clarification
		Day 5	Hour# 1-2	 Enlist steps on how your product or service inside and out helps in communication Understand the importance of client retention Initiate the referral program for client retention
			Hour# 3-4	 Understand the importance of agency making Learn to build partnerships and team Follow the basic rules of freelancing platforms Explore the outcomes of noncompliance with regulations of freelance channels
while using	Computer/Digital	Day 1	Hour#1	Reposition the screen to avoid glare from lights or windows Final exam
			Hour#2	Keep the screen clean and use a desk lamp to make it easier to see
			Hour# 3-4	Ensure the screen colours are easy to look at, and that the characters are sharp and legible
		Day 2	Hour# 1-2	Look away from the screen into the distance for a few moments to relax your eyes(e.g. focus on something 30 meters away for 30 seconds every 30 minutes)
			Hour# 3-4	Maintain a straight sitting posture
		Day 3	Hour# 1-2	Stand up and walk around every hour or so, so that you're not sat in the same position all day





		Hour# 3-4	Slowly lean your torso over to one side of the chair and then the other to stretch your sides and spine.
	Day 4	Hour# 1-2	Stand up and put your hands together, elbows out, then slowly twist to the left and then to the right
		Hour# 3-4	Maintain a straight sitting posture
	Day5	Hour# 1-4	Stand up and walk around every hour or so, so that you're not sat in the same position all day