



COMPETENCY STANDARD FOR Painting for Construction

(Construction Industry Skills Councils)

Level: 4

Competency Standard Code: CSCS0003L4V1

এনএসডিএ এর কার্যনির্বাহী কমিটির
২২।১০.২১৬ তারিখে অনুষ্ঠিত ৫ম সভায় অনুমোদিত

National Skills Development Authority
Prime Minister's Office, Bangladesh

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Table of Contents

Introduction	2
Overview	3
NTVQF with Job Classifications	4
NTVQF Level Descriptors.....	5
List of Abbreviations	6
Approval of Competency Standard.....	7
Units & Elements at a glance.....	9
Generic Competencies	11
GU010L3V1: Demonstrate Work Values	12
GU011L4V1: Lead Small Team.....	16
OUPNT011L4V1: Perform Re-painting Works.....	20
OUPNT012L4V1: Perform Design Painting	24
OUPNT013L4V1: Perform Advanced Marking on Road	28
OUPNT014L4V1: Supervise Painting Works.....	30
OUPNT015L4V1: Perform Estimation Works in Painting	34
Copyright.....	36



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Introduction

The National Skills Development Authority (NSDA) aims to enhance an individual's employability by certifying completeness with skills. NSDA works to expand the skilling capacity of identified public and private training providers qualitatively and quantitatively. It also aims to establish and operationalize a responsive skill ecosystem and delivery mechanism through a combination of well-defined set of mechanisms and necessary technical supports.

Key priority economic growth sectors identified by the government have been targeted by NSDA to improve current job skills along with existing workforce to ensure required skills to industry standards. Training providers are encouraged and supported to work with industry to address identified skills and knowledge to enable industry growth and increased employment through the provision of market responsive inclusive skills training program. "**Painting for Construction**" is selected as one of the priority occupations of **Construction** Sector. This standard is developed to adopt a demand driven approach to training with effective inputs from Industry Skills Councils (ISC's), employer associations and employers.

Generally, a competency standard informs curriculum, learning materials, assessment and certification of trainees enrolled in TVET. Trainees who successfully pass the assessment will receive a qualification in the National Technical and Vocational Qualification Framework (NTVQF) and will be listed on the NSDA's online portal.

This competency standard is developed to improve skills and knowledge in accordance with the job roles, duties and tasks of the occupation and ensure that the required skills and knowledge are aligned to industry requirements. A series of stakeholder consultations, workshops were held to develop this document.

The document also details the format, sequencing, wording and layout of the Competency Standard for an occupation which is comprised of Units of Competence and its corresponding Elements.



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Overview

A **competency standard** is a written specification of the knowledge, skills and attitudes required for the performance of an occupation, trade or job corresponding to the industry standard of performance required in the workplace.

The purpose of a competency standards is to:

- provide a consistent and reliable set of components for training, recognising and assessing people's skills, and may also have optional support materials
- enable industry recognised qualifications to be awarded through direct assessment of workplace competencies
- encourage the development and delivery of flexible training which suits individual and industry requirements
- encourage learning and assessment in a work-related environment which leads to verifiable workplace outcomes

Competency standards are developed by a working group comprised of representative from NSDA, Key Institutions, ISC, and industry experts to identify the competencies required of an occupation in **Construction sector**.

Competency standards describe the skills, knowledge and attitude needed to perform effectively in the workplace. CS acknowledge that people can achieve technical and vocational competency in many ways by emphasizing what the learner can do, not how or where they learned to do it.

With competency standards, training and assessment may be conducted at the workplace or at training institute or any combination of these.

Competency standards consist of a number of units of competency. A unit of competency describes a distinct work activity that would normally be undertaken by one person in accordance with industry standards.

Units of competency are documented in a standard format that comprises of:

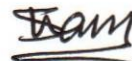
- unit title
- nominal duration
- unit code
- unit descriptor
- elements and performance criteria
- variables and range statement
- curricular content guide
- assessment evidence guides

Together, all the parts of a unit of competency:

- describe a work activity
- guide the assessor to determine whether the candidate is competent or not yet competent

The ensuing sections of this document comprise of a description of the relevant occupation, trade or job with all the key components of a unit of competency, including:

- a chart with an overview of all Units of Competency for the relevant occupation, trade or job including the Unit Codes and the Unit of Competency titles and corresponding Elements
- the Competency Standard that includes the Unit of Competency, Unit Descriptor, Elements and Performance Criteria, Range of Variables, Curricular Content Guide and Assessment Evidence Guide.



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Competency Standards for Painting for Construction, Level-4

NTVQF with Job Classifications

NTVQF LEVELS	EDUCATION SECTORS			Job Classification
	Pre-Vocation Education	Vocational Education	Technical Education	
NTVQF 6			Diploma in engineering or equivalent	Middle Level Manager /Sub Assistant Engr. etc.
NTVQF 5		National Skill Certificate 5 (NSC 5)		Highly Skilled Worker / Supervisor
NTVQF 4		National Skill Certificate 4 (NSC 4)		Skilled Worker
NTVQF 3		National Skill Certificate 3 (NSC 3)		Semi-Skilled Worker
NTVQF 2		National Skill Certificate 2 (NSC 2)		Basic Skilled Worker
NTVQF 1		National Skill Certificate 1 (NSC 1)		Basic Worker
Pre-Voc 2	National Pre-Vocation Certificate 2 (NPVC 2)			Pre-Vocation Trainee
Pre-Voc 1	National Pre-Vocation Certificate 1 (NPVC 1)			Pre-Vocation Trainee



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NTVQF Level Descriptors

NTVQF Level	Knowledge	Skill	Responsibility	Job Class.
6	<ul style="list-style-type: none"> Comprehensive actual and theoretical knowledge within a specific study area with an awareness of the limits of that knowledge 	<ul style="list-style-type: none"> Specialised and restricted range of cognitive and practical skills required to provide leadership in the development of creative solutions to defined problems 	<ul style="list-style-type: none"> Manage a team or teams in workplace activities where there is unpredictable change Identify and design learning programs to develop performance of team members 	Supervisor / Middle Level Manager / Sub Assistant Engr. etc.
5	<ul style="list-style-type: none"> Very broad knowledge of the underlying, concepts, principles, and processes in a specific study area 	<ul style="list-style-type: none"> Very broad range of cognitive and practical skills required to generate solutions to specific problems in one or more study areas. 	<ul style="list-style-type: none"> Take overall responsibility for completion of tasks in work or study Apply past experiences in solving similar problems 	Highly Skilled Worker / Supervisor
4	<ul style="list-style-type: none"> Broad knowledge of the underlying, concepts, principles, and processes in a specific study area 	<ul style="list-style-type: none"> Range of cognitive and practical skills required to accomplish tasks and solve problems by selecting and applying the full range of methods, tools, materials and information 	<ul style="list-style-type: none"> Take responsibility, within reason, for completion of tasks in work or study Apply past experiences in solving similar problems 	Skilled Worker
3	<ul style="list-style-type: none"> Moderately broad knowledge in a specific study area. 	<ul style="list-style-type: none"> Basic cognitive and practical skills required to use relevant information in order to carry out tasks and to solve routine problems using simple rules and tools 	<ul style="list-style-type: none"> Work or study under supervision with some autonomy 	Semi-Skilled Worker
2	<ul style="list-style-type: none"> Basic underpinning knowledge in a specific study area. 	<ul style="list-style-type: none"> Basic skills required to carry out simple tasks 	<ul style="list-style-type: none"> Work or study under indirect supervision in a structured context 	Basic Skilled Worker
1	<ul style="list-style-type: none"> Elementary understanding of the underpinning knowledge in a specific study area. 	<ul style="list-style-type: none"> Limited range of skills required to carry out simple tasks 	<ul style="list-style-type: none"> Work or study under direct supervision in a structured context 	Basic Worker
Pre-Voc 2	<ul style="list-style-type: none"> Limited general knowledge 	<ul style="list-style-type: none"> Very limited range of skills and use of tools required to carry out simple tasks 	<ul style="list-style-type: none"> Work or study under direct supervision in a well-defined, structured context. 	Pre-Vocation Trainee
Pre-Voc 1	<ul style="list-style-type: none"> Extremely limited general knowledge 	<ul style="list-style-type: none"> Minimal range of skills required to carry out simple tasks 	<ul style="list-style-type: none"> Simple work or study exercises, under direct supervision in a clear, well defined structured context 	Pre-Vocation Trainee


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List of Abbreviations

NSDA - National Skills Development Authority

CS - Competency Standard

ILO - International Labor Organization

ISC - Industry Skills Council

NPVC - National Pre-Vocation Certificate

NTVQF - National Technical and Vocational Qualifications Framework

SCVC - Standards and Curriculum Validation Committee

TVET - Technical Vocational Education and Training

UoC - Unit of Competency

STP – Skills Training Provider

OSH – Occupational Safety and Health

PPE – Personal Protective Equipment

SOP – Standard Operating Procedures



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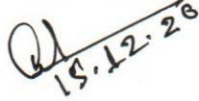
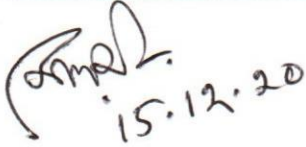
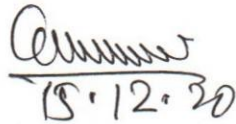
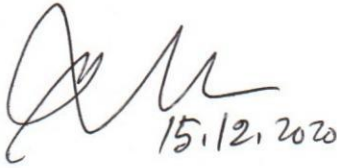
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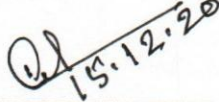
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Approval of Competency Standard

Members of the Approval Committee:

Member	Signature
Dulal Krishna Saha Executive Chairman (Secretary) National Skills Development Authority (NSDA)	 15.12.20
Mohammad Rezaul Karim Member (Skills Standard & Certification) Additional Secretary National Skills Development Authority (NSDA)	 15.12.20
Md. Nurul Amin Member (Admin & Finance) Joint Secretary National Skills Development Authority (NSDA)	 15.12.20
Alif Rudaba Member (Planning & Research) and Member (Coordination & Evaluation) Joint Secretary National Skills Development Authority (NSDA)	 15.12.2020


15.12.20

Dulal Krishna Saha
Executive Chairman (Secretary)
National Skills Development Authority (NSDA)
Date:


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National Competency Standards for Painting for Construction, Level-4

Course Structure

SL	Unit Code and Title		UoC Level	Nominal Hours
Generic Competencies				40
1.	GU010L3V1	Demonstrate work values	3	20
2.	GU011L4V1	Lead small team	4	20
Sector Specific Competencies				
Occupation Specific Competencies				
3.	OUPNT011L4V1	Perform re-painting works	4	60
4.	OUPNT012L4V1	Perform Design Painting	4	80
5.	OUPNT013L4V1	Perform advanced marking on road	4	80
6.	OUPNT014L4V1	Supervise painting works	4	50
7.	OUPNT015L4V1	Perform Estimation Works in Painting	4	40
Total Duration (Hours)				350


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Units & Elements at a glance
Generic Competencies


Code	Unit of Competency	Elements of Competency	Duration (Hours)
GU010L3V1	Demonstrate work values	<ol style="list-style-type: none"> 1. Define the purpose of work 2. Apply work values / ethics 3. Deal with ethical problems 4. Maintain integrity of conduct in the workplace 	20
GU011L4V1	Lead small team	<ol style="list-style-type: none"> 1. Provide team leadership 2. Assign responsibilities 3. Set performance expectations for team members 4. Supervise team performance 	20
Total Hour			40



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Occupation Specific Competencies

Code	Unit of Competency	Elements of Competency	Nominal Hours
OUPNT011L4V1	Perform re-painting works	<ol style="list-style-type: none"> 1. Prepare for re-painting works 2. Identify defects and corrective measures 3. Carry out painting 4. Maintain workplace and store tools equipment 	60
OUPNT012L4V1	Perform Design Painting	<ol style="list-style-type: none"> 1. Prepare surface for painting 2. Apply design paint 5. Maintain workplace and store tools equipment 	80
OUPNT013L4V1	Perform advanced marking on road	<ol style="list-style-type: none"> 1. Prepare surface for painting 2. Apply hot moulded thermoplastic 3. Maintain workplace and store tools equipment. 	80
OUPNT014L4V1	Supervise painting works	<ol style="list-style-type: none"> 1. Manage team 2. Distribute & orient works in job duties and company policies 3. Supervise the administration & payment processes 4. Maintain on-site communications 5. Monitor work progress 6. Control quality of compliance issues 	50
OUPNT015L4V1	Perform Estimation Works in Painting	<ol style="list-style-type: none"> 1. Estimate required materials for painting 2. Estimate required paint 3. Estimate required labour for painting work 	40
Total Hours			310



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Generic Competencies



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Unit code and Title	GU010L3V1: Demonstrate Work Values
Nominal Hours	20 Hours
Unit Descriptor	This unit covers the knowledge, skills and attitudes required to demonstrate work values. It specifically includes – define the purpose of work; apply work values / ethics; deal with ethical problems; and maintain integrity of conduct in the workplace.
Elements of Competency	Performance Criteria <u>Bold & Underlined</u> terms are elaborated in the Range of Variables Training Components
1. Define the purpose of work	1.1 One's unique sense of purpose for working and the why's of work are identified, reflected on and clearly defined for one's development as a person and as a member of society. 1.2 Personal mission is in harmony with industry values are defined.
2. Apply work values / ethics	2.1 <u>Work values / ethics / concepts</u> are classified and reaffirmed in accordance with the transparent industry ethical standards, policies and guidelines. 2.2 <u>Work practices</u> are undertaken in compliance with industry work ethical standards, industry policy and guidelines. 2.3 Personal behavior and relationships with co-workers are maintained as per standards, policy and guidelines. 2.4 <u>Company resources</u> are used in accordance with transparent company ethical standard, policies and guidelines.
3. Deal with ethical problems	3.1 industry ethical standard, organizational policy and guidelines on the prevention and reporting of unethical conduct are accessed and applied in accordance with transparent company ethical standard, policies and guidelines. 3.2 <u>Work incidents / situations</u> are reported and/or resolved in accordance with company protocol / guidelines. 3.3 Resolution and / or referral of ethical problems identified are used as learning opportunities.
4. Maintain integrity of conduct in the workplace	4.1 Personal work practices and values are demonstrated consistently with acceptable ethical conduct and company's core values. 4.2 <u>Instructions</u> to co-workers are provided based on ethical, lawful and reasonable directives. 4.3 Company values / practices are shares with co-workers using appropriate behavior and language.

Range of Variables	
Variable	Range (may include but not limited to):
1. Work values / ethics / concepts	1.1 Commitment / Dedication 1.2 Sense of urgency 1.3 Sense of purpose 1.4 Love for work 1.5 High motivation 1.6 Orderliness 1.7 Reliability 1.8 Competence 1.9 Dependability 1.10 Goal-oriented 1.11 Sense of responsibility 1.12 Being knowledgeable 1.13 Loyalty to work/company 1.14 Sensitivity to others 1.15 Compassion/Caring attitude 1.16 Balancing between family and work 1.17 Benjamin spirit/teamwork 1.18 Sense of nationalism 1.19 Gender awareness
2. Work practices	2.1 Quality of work 2.2 Punctuality 2.3 Efficiency 2.4 Effectiveness 2.5 Productivity 2.6 Resourcefulness 2.7 Innovativeness / Creativity 2.8 Cost consciousness 2.9 5S 2.10 Attention to details
3. Company resources	3.1 Consumable materials 3.2 Equipment / Machineries 3.3 Human 3.4 Time 3.5 Financial resources
4. Incidents / situations	4.1 Violent / intense dispute or argument 4.2 Gambling 4.3 Use of prohibited substances 4.4 Pilferages 4.5 Damage to person or property 4.6 Vandalism 4.7 Falsification 4.8 Bribery 4.9 Sexual Harassment 4.10 Blackmail
5. Instructions	5.1 Verbal 5.2 Written

Evidence Guide

The evidence must be authentic, valid, sufficient, reliable, consistent and recent and meet the requirements of the current version of the Unit of Competency

1. Critical Aspects of Competency	<p>Assessment required evidence that the candidate:</p> <ol style="list-style-type: none">1.1 defined one's unique sense of purpose for working1.2 clarified and affirmed work values / ethics / concepts consistently in the workplace1.3 demonstrated work practices satisfactorily and consistently in compliance with industry work ethical standards, organizational policy and guidelines1.4 demonstrated personal behavior and relationships with co-workers and / or clients consistent with ethical standards policy and guidelines1.5 used company resources in accordance with company ethical standard, policies and guidelines1.6 followed company ethical standards, organizational policy and guidelines on the prevention and reporting of unethical conduct / behavior1.7 demonstrated sufficient knowledge of the factors influencing negotiation to achieve agreed outcome1.8 participated in negotiation with at least one person to achieve an agreed outcome.
2. Underpinning Knowledge	<ol style="list-style-type: none">2.1 Occupational safety and health.2.2 Work values and ethics.2.3 Company performance and ethical standards.2.4 Company policies and guidelines.2.5 Fundamental rights at work including gender sensitivity.2.6 Work responsibilities / job functions.2.7 Corporate social responsibilities.2.8 Company code of conduct / values.2.9 Balancing work and family responsibilities.2.10 Codes of practice and guidelines for the organization.2.11 Organization policy and procedures for negotiations.2.12 Decision making and conflict resolution strategies procedures.2.13 Problem solving strategies on how to deal with unexpected questions and attitudes during negotiation.
3. Underpinning Skills	<ol style="list-style-type: none">3.1 Developing interpersonal skills to strengthen rapport with other parties.3.2 Communicating with others (verbal and listening).3.3 Self-awareness, understanding and acceptance.3.4 Applying good manners and right conduct.3.5 Observation skills.3.6 Negotiation skills.



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4. Underpinning Attitude	4.1 Commitment to occupational health and safety 4.2 Promptness in carrying out activities 4.3 Sincere and honest to duties 4.4 Environmental concerns 4.5 Eagerness to learn 4.6 Tidiness and timeliness 4.7 Respect for rights of peers and seniors in workplace 4.8 Communication with peers, sub-ordinates and seniors in workplace
5. Resource Implications	The following resources must be provided: 5.1 Tools, equipment and physical facilities appropriate to perform activities 5.2 Materials, consumables to perform activities
6. Methods of Assessment	6.1 Written Test 6.2 Demonstration 6.3 Oral Questioning 6.4 Portfolio
7. Context of Assessment	7.1 Competency assessment must be done in NSDA Accredited Assessment center 7.2 Assessment should be done by NSDA certified/ nominated assessor
<p>Accreditation Requirements</p> <p>Training Providers must be accredited by National Skills Development Authority (NSDA), the National Quality Assurance Body, or a body with delegated authority for quality assurance to conduct training and assessment against this unit of competency for credit towards the award of any NTVQF qualification. Accredited providers assessing against this unit of competency must meet the quality assurance requirements set by NSDA.</p>	


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Unit code and Title	GU011L4V1: Lead Small Team
Nominal Hours	20 Hours
Unit Descriptor	This unit covers the knowledge, skills and attitudes required to lead small team. It specifically includes – provide team leadership; assign responsibilities; set performance expectations for team members; and supervised team performance.
Elements of Competency	Performance Criteria <u>Bold & Underlined</u> terms are elaborated in the Range of Variables Training Components
1. Provide team leadership	<p>1.1 <u>Work requirements</u> are identified and presented to team members.</p> <p>1.2 Reasons for instructions and requirements are communicated to team members.</p> <p>1.3 <u>Team members' queries and concerns</u> are recognized, discussed and dealt with.</p>
2. Assign responsibilities	<p>2.1 Duties, and responsibilities are allocated having regard to the skills, knowledge and attitudes required to properly undertake the assigned task.</p> <p>2.2 Duties are allocated having regard to individual preference, domestic and personal considerations, whenever possible.</p>
3. Set performance expectations for team members	<p>3.1 Performance expectations are established based on client needs and according to assignment requirements.</p> <p>3.2 Performance expectations are based on individual team members' duties and area of responsibility.</p> <p>3.3 Performance expectations are discussed and directed to implement in the workplace.</p>
4. Supervise team performance	<p>4.1 <u>Monitoring of performance</u> are taken place against defined performance criteria and / or assignment instructions and corrective action taken if required.</p> <p>4.2 Team members are provided <u>feedback</u>, positive support and advice on strategies to overcome any deficiencies.</p> <p>4.3 <u>Performance issues</u> which cannot be rectified or addressed within the team are referenced to appropriate personnel.</p> <p>4.4 Team members are kept informed of any changes in the priority allocated to assignments or tasks which might impact on clients' / customers' needs and satisfaction.</p> <p>4.5 Team operations are monitored to ensure that employer / client needs and requirements are met.</p>


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	4.6 Follow-up communication is provided on all issues affecting the team. 4.7 All relevant documentation is completed.
Range of Variables	
Variable	Range (may include but not limited to):
1. Work requirements	1.1 Client Profile 1.2 Assignment instructions
2. Team member's queries and concerns	2.1 Roster 2.2 Shift details
3. Monitoring of performance	3.1 Formal process 3.2 Informal process
4. Feedback	4.1 Formal process 4.2 Informal process 4.3 Sandwich process
5. Performance issues	5.1 Work output 5.2 Work quality 5.3 Team participation 5.4 Compliance with workplace protocols 5.5 Safety 5.6 Customer service
Evidence Guide	
The evidence must be authentic, valid, sufficient, reliable, consistent and recent and meet the requirements of the current version of the Unit of Competency	
1. Critical Aspects of Competency	Assessment required evidence that the candidate: <ul style="list-style-type: none"> 1.1 maintained or improved individuals and / or team performance given a variety of possible scenario 1.2 assessed and monitored team and individual performance against set criteria 1.3 represented concerns of a team and individual to next level of management or appropriate specialist and to negotiate on their behalf 1.4 allocated duties and responsibilities, having regard to individual's knowledge, skills and aptitude and the needs of the tasks to be performed 1.5 set and communicated performance expectations for a range of tasks and duties within the team and provided feedback to team members.


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2. Underpinning Knowledge	<ul style="list-style-type: none"> 2.1 Company policies and procedures. 2.2 Relevant legal requirements. 2.3 How performance expectations are set. 2.4 Methods of monitoring performance. 2.5 Client expectations. 2.6 Team members' duties and responsibilities.
3. Underpinning Skills	<ul style="list-style-type: none"> 3.1 Counselling informal performance skills. 3.2 Building team skills. 3.3 Negotiating skills.
4. Underpinning Attitude	<ul style="list-style-type: none"> 4.1 Commitment to occupational health and safety 4.2 Promptness in carrying out activities 4.3 Sincere and honest to duties 4.4 Environmental concerns 4.5 Eagerness to learn 4.6 Tidiness and timeliness 4.7 Respect for rights of peers and seniors in workplace 4.8 Communication with peers, sub-ordinates and seniors in workplace
5. Resource Implications	<p>The following resources must be provided:</p> <ul style="list-style-type: none"> 5.1 Tools, equipment and physical facilities appropriate to perform activities 5.2 Materials, consumables to perform activities
6. Methods of Assessment	<ul style="list-style-type: none"> 6.1 Written Test 6.2 Demonstration 6.3 Oral Questioning 6.4 Portfolio
7. Context of Assessment	<ul style="list-style-type: none"> 7.1 Competency assessment must be done in NSDA Accredited Assessment center 7.2 Assessment should be done by NSDA certified/nominated assessor

Accreditation Requirements

Training Providers must be accredited by National Skills Development Authority (NSDA), the National Quality Assurance Body, or a body with delegated authority for quality assurance to conduct training and assessment against this unit of competency for credit towards the award of any NTVQF qualification. Accredited providers assessing against this unit of competency must meet the quality assurance requirements set by NSDA.


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Occupation Specific Competencies


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Unit Code and Title	OUPNT011L4V1: Perform Re-painting Works.
Nominal Hours	60 Hours
Unit Descriptor	This unit covers the knowledge, skills and attitude required to Perform re-painting works. It includes – preparing for re-painting works, identifying defects and corrective measures, carrying out re painting and completing work.
Elements of Competency	Performance Criteria <u>Bold and Underlined</u> terms are elaborated in the Range of Variables.
1. Prepare for re-painting works	1.1 OSH is followed and <u>Personal Protective Equipment (PPE)</u> is used. 1.2 Existing paints are examined and evaluated according to job requirements/owners' specifications. 1.3 <u>Materials</u> and <u>tools</u> are selected and prepared according to job requirements. 1.4 Surface area is rubbed out.
2. Identify defects and corrective measures	2.1 Causes of <u>defects</u> are detected through observation. 2.2 Corrective measures are recommended based on the nature and type of defects. 2.3 Report is prepared and completed as to required specifications.
3. Carry out painting	3.1 Water sealer/Exterior sealer is applied 3.2 Wall putty/Touch putty is applied if required 3.3 Final topcoat is applied as per requirements and manufacturer's specifications. 3.4 Worksite is cleaned and kept in safe state in line with OHS regulations. 3.5 Unexpected situations are dealt as per standard. 3.6 Final checks are made to ensure that work conforms with job requirements.
4. Maintain workplace and store tools equipment	4.1. Work area is cleaned in accordance with workplace procedures. 4.2. Unused materials are stored for re-use or disposed following workplace procedures. 4.3. Waste and scrap materials are disposed with following workplace procedures. 4.4. Tools and equipment's are gathered. 4.5. Tools and equipment are cleaned and stored as per manufacturer's recommendation.



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Range of Variables	
Variables	Range (may include but not limited to):
1. Personal Protective Equipment (PPE)	1.1. Dust mask 1.2. Safety glasses/Goggles 1.3. Gloves 1.4. Harness 1.5. Safety belt 1.6. Ear plug 1.7. Safety shoes/boots 1.8. Aprons / Safety jacket 1.9. Face masks 1.10. Helmet
2. Materials	2.1. Top coat Interior (Distemper / Plastic / Easy clean / luxury) 2.2. Top coat Exterior (Weather coat / weather proof / Weather guard) 2.3. Sandpaper / Emery paper (80 / 120) 2.4. Hose pipe 2.5. Jar / bucket 2.6. GI wire / Jute rope 2.7. Broom stick / flower stick 2.8. Markin cloth 2.9. Interior putty/All Purpose Putty 2.10. Exterior/Interior Sealer 2.11. Pumice stone (40, 120) 2.12. Clean water
3. Tools	3.1 Paint brushes 3.2 Scaffolding 3.3 Scraper 3.4 Spatula 3.5 Mixing stick / mixture 3.6 Putty knife 3.7 Iron hook 3.8 Roller / Auto roller / Spray 3.9 Steel wire brush 3.10 Pumice stone (40, 120)
4. Defects	4.1. Scales 4.2. Old plaster 4.3. Uneven plaster 4.4. Moisture

	<ul style="list-style-type: none"> 4.5. Blistering 4.6. Fungus / Algae 4.7. Salinity 4.8. Dampness 4.9. Holes 4.10. Minor cracks
<p>Evidence Guide</p> <p>The evidence must be authentic, valid, sufficient, reliable, consistent and recent and meet the requirements of the current version of the Unit of Competency.</p>	
1. Critical aspects of competency	<p>Assessment required evidences that the candidate:</p> <ul style="list-style-type: none"> 1.1 evaluated and examined existing paints according job requirements/owner specifications 1.2 detected the cause of defects through observation of the old paint and familiarity with the locality environment 1.3 applied and sanded final topcoats according to standard procedures 1.4 demonstrated compliance with safety regulations applicable to worksite operations 1.5 identified faults and problems that occur and take necessary action to rectify
2. Underpinning knowledge	<ul style="list-style-type: none"> 2.1 Safety and maintenance <ul style="list-style-type: none"> 2.1.1 Hazards 2.1.2 Safety rules and regulations 2.1.3 Fire prevention 2.1.4 First aid treatment 2.1.5 Housekeeping 2.2 Tools and equipment <ul style="list-style-type: none"> 2.2.1 Types of spray equipment 2.2.2 Capacity of compressor 2.3 Methods and procedures <ul style="list-style-type: none"> 2.3.1 Color matching 2.3.2 Methods of mixing paint 2.3.3 Methods of re-painting
3. Underpinning Skills	<ul style="list-style-type: none"> 3.1 Following safety and maintenance procedures 3.2 Preparing materials and tools 3.3 Performing re-painting and/or re-touching works 3.4 Evaluating and examining old paints 3.5 Applying trade Mathematics and mensuration
4. Underpinning attitudes	<ul style="list-style-type: none"> 4.1. Commitment to occupational safety and health. 4.2. Environmental concerns. 4.3. Tidiness and timeliness.

	<p>4.4. Respect for the rights of peers and seniors in workplace.</p> <p>4.5. Eagerness to learn.</p> <p>4.6. Promptness in carrying out activities.</p> <p>4.7. Sincere and honest to duties and responsibilities.</p> <p>4.8. Communication with peers, sub-ordinates and seniors in workplace.</p>
5. Resource implications	<p>The following resources must be provided:</p> <p>5.1 Workplace location.</p> <p>5.2 Materials are relevant to the proposed activity.</p> <p>5.3 Drawings and specifications are relevant to the task.</p> <p>5.4 Measurement tools are relevant to the proposed activity.</p>
6. Methods of assessment	<p>6.1 Written Test</p> <p>6.2 Demonstration</p> <p>6.3 Oral Questioning</p> <p>6.4 Portfolio</p>
7. Context of assessment	<p>7.1 Competency assessment must be done in NSDA Accredited Assessment center</p> <p>7.2 Assessment should be done by NSDA certified/ nominated assessor</p>

Accreditation Requirements

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Unit Code and Title	OUPNT012L4V1: Perform Design Painting
Nominal Hours	80 Hours
Unit Descriptor	This unit covers the knowledge, skills and attitude required to perform design painting. It includes – preparing surface for painting, applying design paint and maintaining workplace and storing tools and equipment.
Elements of Competency	Performance Criteria <u>Bold and Underlined</u> terms are elaborated in the Range of Variables.
1. Prepare surface for painting.	<p>1.1. <u>PPE</u> are selected and worn as per job nature.</p> <p>1.2. <u>Tools</u> and <u>materials</u> are collected as per job requirement.</p> <p>1.3. Surface is rubbed by using sand paper or pumice stone as per job requirement.</p> <p>1.4. <u>Surfaces</u> are cleaned thoroughly to make it free from mortar droppings.</p> <p>1.5. Patch works are performed to remove <u>defects in the wall</u> as per requirement.</p>
2. Apply Design paint	<p>2.1 Acrylic wall putty is applied on the surface as per job requirement.</p> <p>2.2 Surface is sanded as per job requirement.</p> <p>2.3 Sealer / Base coat is applied before and after applying wall putty on the prepared surface and allowed to dry as per job requirement.</p> <p>2.4 Design process is followed and applied as per requirements.</p>
3. Maintain workplace and store tools equipment	<p>3.1 Work area is cleaned in accordance with workplace procedures.</p> <p>3.2 Unused materials are stored for re-use or disposed following workplace procedures.</p> <p>3.3 Waste and scrap materials are disposed with following workplace procedures.</p> <p>3.4 Tools and equipment's are gathered.</p> <p>3.5 Tools and equipment are cleaned and stored as per manufacturer's recommendation.</p>
Range of Variables	
Variables	Range (may include but not limited to):


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1. Personal protective equipment (PPE)	1.1. Dust mask 1.2. Safety glasses/Goggles 1.3. Gloves 1.4. Harness 1.5. Safety belt 1.6. Safety shoes/boots 1.7. Aprons/ Safety jacket 1.8. Ear plug 1.9. Helmet
2. Tools	2.1 Paint brushes 2.2 Scraper 2.3 Spatula 2.4 Mixing stick 2.5 Putty knife 2.6 Roller brush 2.7 Design roller brush 2.8 Design pattern 2.9 Steel wire brush 2.10 Jar / bucket 2.11 Pumice stone 40, 120
3. Materials	3.1 Sand paper (120, 150) 3.2 Broom stick 3.3 Markin cloth 3.4 Non Flow Emulsion 3.5 Gold/Silver latex 3.6 Glazing latex 3.7 Retarder 3.8 Clean water 3.9 Glue 3.10 Luxury Silk/Acrylic Plastic Emulsion 3.11 Clear top coat
4. Surfaces	4.1 Old surface 4.2 New surface



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5. Defects in the wall	5.1 Old plaster 5.2 Uneven plaster 5.3 Moisture 5.4 Blistering 5.5 Fungus/Algae 5.6 Salinity 5.7 Dampness 5.8 Holes 5.9 Minor cracks
Evidence Guide The evidence must be authentic, valid, sufficient, reliable and consistent to meet the requirements of the current version of the unit of competency.	
1. Critical Aspects	Assessment required evidence that the candidate: <ol style="list-style-type: none"> 1.1 performed patchworks to remove defects 1.2 sanded surface with fine grade sand paper to make it smooth 1.3 mixed design paints with easy clean/acrylic emulsion. 1.4 applied design paint and easy clean in sequence to achieve the required finish.
2. Underpinning knowledge	<ol style="list-style-type: none"> 2.1. Tools and materials selection and collection 2.2. Procedure on tools and equipment checking. 2.3. Materials quantity requirement. 2.4. Surface preparation methods and techniques. 2.5. Method of mixing base materials and maintaining appropriate ratio. 2.6. Preparation of base materials.
3. Underpinning skills	<ol style="list-style-type: none"> 3.1. Rubbing surface by sand paper or pumice stone. 3.2. Removing defects wall from an old surface. 3.3. Mixing prime coat according to the job requirement. 3.4. Mixing acrylic paint as per company instructions. 3.5. Applying second and final coat applied after wall putty. 3.6. Checking surface as per job requirements.
4. Underpinning attitudes	<ol style="list-style-type: none"> 4.1. Commitment to occupational safety and health. 4.2. Environmental concerns. 4.3. Tidiness and timeliness. 4.4. Respect for rights of peers and seniors in workplace. 4.5. Eagerness to learn. 4.6. Promptness in carrying out activities. 4.7. Sincere and honest to duties and responsibilities.

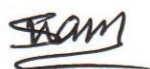


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	4.8. Communication with peers, sub-ordinates and seniors in workplace.
5. Resource implications	The following resources must be provided: 5.1. Tools, equipment and physical facilities appropriate to perform activities. 5.2. Materials, consumables to perform activities. 5.3. Hand tools and power tools to appropriate activity.
6. Methods of assessment	6.1. Written Test 6.2. Demonstration 6.3. Oral Questioning 6.4. Portfolio
7. Context of assessment	7.1. Competency assessment must be done in NSDA Accredited Assessment center 7.2. Assessment should be done by NSDA certified/ nominated assessor

Accreditation Requirements

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Unit Code and Title	OUPNT013L4V1: Perform Advanced Marking on Road
Nominal Hours	80 Hours
Unit Descriptor	This unit covers the knowledge, skills and attitude required to perform advanced marking on road. It includes – preparing surface for painting, applying hot melted thermoplastic and maintaining workplace and storing tools and equipment.
Elements of Competency	Performance Criteria <u>Bold and Underlined</u> terms are elaborated in the Range of Variables.
1. Prepare surface for painting	1.1. <u>PPE</u> are selected and used. 1.2. <u>Tools</u> and equipment's are selected and collected as per job requirement. 1.3. Surface is cleaned with broom to make it dust free.
2. Apply hot melted thermoplastic	2.1 Hot melted thermoplastic is selected and collected as per job requirements. 2.2 Road marking machine is prepared as per job requirement. 2.3 Paint is prepared as per manufactures instructions. 2.4 Paint is applied on the prepared surface with appropriate equipment.
3. Maintain workplace and store tools equipment	3.1 Work area is cleaned in accordance with workplace procedures. 3.2 Unused materials are stored for re-use or disposed following workplace procedures. 3.3 Waste and scrap materials are disposed with following workplace procedures.
Range of Variables	
Variable	Range (may include but not limited to):
1. Personal protective equipment (PPE)	1.1 Dust mask 1.2 Safety glasses/Goggles 1.3 Gloves 1.4 Safety shoes/boots 1.5 Aprons/ Safety jacket 1.6 Helmet
2. Tools	2.1 Paint brushes 2.2 Scraper 2.3 Mixing stick 2.4 Roller brush 2.5 Jar / bucket
Evidence Guide The evidence must be authentic, valid, sufficient, reliable, consistent and recent and meet the requirements of the current version of the Unit of Competency.	


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1. Critical aspects of competency	<p>Assessment required evidence that the candidate:</p> <ol style="list-style-type: none"> 1.1. prepared road marking machine 1.2. prepared paint as per manufacture's instruction. 1.3. applied paint on the prepared surface with appropriate equipment. 1.4. cleaned work area.
2. Underpinning Knowledge	<ol style="list-style-type: none"> 2.1. Tools and equipment 2.2. Hot melted thermoplastic paint 2.3. Manufacturer's instructions 2.4. Workplace procedures
3. Underpinning Skills	<ol style="list-style-type: none"> 3.1 Collecting tools and equipment's 3.2 Cleaning surface with broom 3.3 Collecting hot melted thermoplastic 3.4 Preparing road marking machine 3.5 Mixing paint as per manufactures instructions 3.6 Applying paint on the prepared surface. 3.7 Cleaning work area
4. Underpinning attitudes	<ol style="list-style-type: none"> 4.1. Commitment to occupational safety and health. 4.2. Environmental concerns. 4.3. Tidiness and timeliness. 4.4. Respect for rights of peers and seniors in workplace. 4.5. Eagerness to learn. 4.6. Promptness in carrying out activities. 4.7. Sincere and honest to duties and responsibilities. 4.8. Communication with peers, sub-ordinates and seniors in workplace.
5. Resource implications	<p>The following resources must be provided:</p> <ol style="list-style-type: none"> 5.1. Adequate workplaces 5.2. Painting materials 5.3. Tools appropriate to the construction process.
6. Methods of assessment	<ol style="list-style-type: none"> 6.1. Written Test 6.2. Demonstration 6.3. Oral Questioning 6.4. Portfolio
7. Context of assessment	<ol style="list-style-type: none"> 7.1. Competency assessment must be done in NSDA Accredited Assessment center 7.2. Assessment should be done by NSDA certified/ nominated assessor

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Unit Code and Title	OUPNT014L4V1: Supervise Painting Works
Nominal Hours	50 Hours
Unit Descriptor	This unit covers the knowledge, skills and attitude required to supervise painting works. It includes – managing team, distributing & orienting works in job duties and company policies, supervising the administration & payment processes, maintaining on-site communications, monitoring work progress and controlling quality of compliance issues.
Elements of Competency	Performance Criteria <u>Bold and Underlined</u> terms are elaborated in the Range of Variables.
1. Manage team	1.1. Manpower are ensured in accordance with job requirement. 1.2. Team members support to other members are ensured to team achieves goals and requirements. 1.3. Agreed reporting lines are followed using standard operating procedures
2. Distribute & orient works in job duties and company policies	2.1. <u>Team goals</u> and processes are identified. 2.2. <u>Roles and responsibilities</u> of team members are identified. 2.3. Industry policies are identified. 2.4. Relationships within team and with other work areas are identified.
3. Supervise the administration & payment processes	3.1. All payments are made in accordance with contract orders & allowances. 3.2. <u>Administrative processes</u> are conducted & supervised in line with relevant <u>regulatory & organizational requirements</u>
4. Maintain on-site communications.	4.1. <u>On-site communications</u> & events is maintained with contractors, inspectors, unions, individuals, and suppliers. 4.2. Formal and informal forms of communication are used effectively to support team achievement. 4.3. Workplace staff regulation is used correctly to assist communication. 4.4. Site reports inspections are prepared & maintained up to date. 4.5. Variation requests & outcomes are recorded, and maintained.
5. Monitor work progress	5.1. Specific construction site is checked with visual inspection. 5.2. Work progresses are maintained as per <u>work plan</u> . 5.3. Suggestion of instruction are provided as per specific work progress. 5.4. Over all work progress is supervised as per work plan. 5.5. Work progress is reported to project engineer.
6. Control quality of compliance issues	6.1. <u>Quality Management System</u> & procedures are identified to assure work performance.

	<p>6.2. Non-compliance issues regarding quality & time are recorded and actioned in line with QMS & contract.</p> <p>6.3. External authority Inspections are arranged and recorded.</p>
Range of Variables	
Variable	Range (may include but not limited to):
1. Team goals	<p>1.1. Improve quality of work</p> <p>1.2. Enhance health and safety</p> <p>1.3. Increase accountability within the team</p> <p>1.4. Enhance mutual understanding among team members</p> <p>1.5. Utilize resources, especially time</p> <p>1.6. Generate more ideas and better decisions.</p>
2. Roles and responsibilities	<p>2.1 Ensuring teams work together to deliver quality work to strict deadlines.</p> <p>2.2 Monitoring construction processes, and providing training and team building sessions are required.</p> <p>2.3 Ensuring adherence to health and safety regulations at all times.</p> <p>2.4 Performing equipment, material, and routine site inspections.</p> <p>2.5 Scheduling regular meetings with vendors, site inspectors, managers, and staff.</p> <p>2.6 Writing up reports, budgets, project plans, and presenting them to relevant stakeholders.</p> <p>2.7 Working closely with architects and other professionals.</p> <p>2.8 Staying up-to-date with safety codes and advancements in construction.</p> <p>2.9 Assisting with the recruitment and training of new staff.</p> <p>2.10 Processing paperwork and traveling to multiple sites as required.</p>
3 Administration processes	<p>3.1 Supervise contract variations</p> <p>3.2 Defect identification & rectification</p> <p>3.3 Supervise Project progress</p> <p>3.4 Supervise site inspections</p> <p>3.5 Supervise certification process & attainment</p> <p>3.6 Supervise payment processing</p>
4 Regulatory & organizational requirements	<p>4.1 Building approval conditions</p> <p>4.2 Contract documents & engineer reports</p> <p>4.3 Environmental standards</p> <p>4.4 Planning, Scheduling</p> <p>4.5 Risk management</p> <p>4.6 QMS</p> <p>4.7 Safety planning & records</p> <p>4.8 Variation & site visit records</p> <p>4.9 Financial planning, control and processing</p>
5 On site communication	<p>5.1. Supervising & allocating human resources</p> <p>5.2. Facilitating dispute prevention & resolution</p> <p>5.3. Establishing functioning communication links with the regulatory authorities</p>

	<ul style="list-style-type: none"> 5.4. Supervising efficient scheduling & dispersal of plant & equipment 5.5. Maintaining environmental control & obligations 5.6. Supervising on site meetings 5.7. Supervise expenditure 5.8. Supervise procurement planning & management
6 Work plan	<ul style="list-style-type: none"> 6.1 Daily work Plan 6.2 Weekly Plan 6.3 Monthly Plan
7 Quality management system	<ul style="list-style-type: none"> 7.1 Goods receiving 7.2 Work contract quality auditing & compliance 7.3 Client review issues recorded & actioned.
Evidence Guide The evidence must be authentic, valid, sufficient, reliable, consistent and recent and meet the requirements of the current version of the Unit of Competency.	
1. Critical Aspects	Assessment required evidence that the candidate: <ul style="list-style-type: none"> 1.1. followed agreed reporting lines using standard operating procedures. 1.2. maintained on site communication 1.3. used workplace staff regulation. 1.4. prepared site report. 1.5. checked construction site with visual inspection 1.6. reported work progress
2. Underpinning knowledge	<ul style="list-style-type: none"> 2.1. Standard operating procedures 2.2. Team goals 2.3. Roles and responsibility 2.4. Company polices 2.5. Administration processes 2.6. Regulatory and organizational requirements 2.7. On site communication 2.8. Workplace staff regulation 2.9. Quality management system 2.10. Noncompliance issues: such as.
3. Underpinning skills	<ul style="list-style-type: none"> 3.1. Following agreed reporting lines using standard operating procedures. 3.2. Conducting administration processes. 3.3. Maintaining on site communication 3.4. Using workplace staff regulation. 3.5. Preparing site report. 3.6. Checking construction site with visual inspection 3.7. Reporting work progress
4. Underpinning Attitudes	<ul style="list-style-type: none"> 4.1. Commitment to occupational safety and health. 4.2. Environmental concerns. 4.3. Tidiness and timeliness. 4.4. Respect for rights of peers and seniors in workplace. 4.5. Eagerness to learn. 4.6. Promptness in carrying out activities. 4.7. Sincere and honest to duties and responsibilities.

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	4.8. Communication with peers, sub-ordinates and seniors in workplace.
5. Resource implications	The following resources must be provided: 5.1. Workplace location. 5.2. Materials are relevant to the proposed activity. 5.3. Hand tools and power tools to appropriate activity.
6. Methods of assessment	6.1. Written Test 6.2. Demonstration 6.3. Oral Questioning 6.4. Portfolio
7. Context of assessment	7.1. Competency assessment must be done in NSDA Accredited Assessment center 7.2. Assessment should be done by NSDA certified/ nominated assessor

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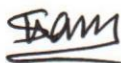
Unit Code and Title	OUPNT015L4V1: Perform Estimation Works in Painting
Nominal Hours	40 Hours
Unit Descriptor	This unit covers the knowledge, skills and attitude required to perform estimation works in painting. It includes – estimating required materials for painting, required paint and required labor for painting work.
Elements of Competency	Performance Criteria <u>Bold and Underlined</u> terms are elaborated in the Range of Variables.
1. Estimate required materials for painting	1.1 Required area is calculated. 1.2 Appropriate formulas for calculating quantities of materials are selected. 1.3 Material quantities are calculated.
2. Estimate required paint	2.1 Required area is calculated. 2.2 Appropriate formulas for calculating quantities of paint are selected. 2.3 Paint quantities are calculated.
3. Estimate required labor for painting work.	3.1 Required area is calculated. 3.2 Volume of paint is calculated. 3.3 Work capacity of a man is calculated. 3.4 Appropriate formulas for calculating required labor is selected. 3.5 Total labor's requirements are calculated.
Range of Variables	
Variable	Range (may include but not limited to):
Evidence Guide	
The evidence must be authentic, valid, sufficient, reliable, consistent and recent and meet the requirements of the current version of the Unit of Competency.	
1. Critical aspects of competency	Assessment required evidence that the candidate: 1.1. selected materials in accordance with specification and requirement. 1.2. interpreted and identified drawing. 1.3. communicated interactively with others for safe and effective work operations.
2. Underpinning Knowledge	2.1. Reading and interpretation of drawings 2.2. Quality of materials. 2.3. Tools and equipment 2.4. Appropriate formulas for calculating quantities of materials and time.


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3. Underpinning Skills	3.1 Calculating volume of work. 3.2 Calculating quantity of materials. 3.3 Calculating capacity of a worker. 3.4 Applying appropriate formulas for calculating quantities of materials and time.
4. Underpinning attitudes	4.1. Commitment to occupational safety and health. 4.2. Environmental concerns. 4.3. Tidiness and timeliness. 4.4. Respect for rights of peers and seniors in workplace. 4.5. Eagerness to learn. 4.6. Promptness in carrying out activities. 4.7. Sincere and honest to duties and responsibilities. 4.8. Communication with peers, sub-ordinates and seniors in workplace.
5. Resource implications	The following resources must be provided: 5.1. Adequate workplaces 5.2. Painting materials 5.3. Tools appropriate to the construction process.
6. Methods of assessment	6.1. Written Test 6.2. Demonstration 6.3. Oral Questioning 6.4. Portfolio
7. Context of assessment	7.1. Competency assessment must be done in NSDA Accredited Assessment center 7.2. Assessment should be done by NSDA certified/ nominated assessor

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This Competency Standard for **Painting for Construction** is a document for the development of curricula, teaching and learning materials, and assessment tools. It also serves as the document for providing training consistent with the requirements of industry in order for individuals who graduated through the established standard via competency-based assessment to be suitably qualified for a relevant job.

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এনএসডিএ এর কার্যনির্বাহী কমিটির
২২/০২/২১ তারিখে অনুষ্ঠিত ৫৯ সভায় অনুমোদিত



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