



**NATIONAL COMPETENCY STANDARDS
FOR
BUILDING PAINTER
(NC2)**

**Department of Occupational Standards
Ministry of Labour and Human Resources
Thimphu Bhutan
(June 2020)**



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FOREWORD

The Department of Occupational Standards of the Ministry of Labour and Human Resources is pleased to present the revised version of National Competency Standards (NCSs) for Building Painter. The standards represent the fruits of hard work and invaluable experiences gained by the department since its establishment in the latter half of 2003. The main aim of developing NCS is to set up a well-defined nationally recognized Vocational Qualifications System that will help set a benchmark for the Technical Vocational Education and Training (TVET) System in our country aligned to international best practices.

NCS is one of the base pillars in the Bhutan Vocational Qualifications Framework (BVQF) and is the first step in its implementation. The NCS are developed and revised to ensure that employees or vocational graduates possess and acquire the desired competencies required by industries and employers. In order to ensure this close match in supply and demand of competencies, NCS have been developed and revised in close consultation and partnership with industry experts and validated by the Technical Advisory Committees of the concerned economic sectors.

A vocational education and training system based on NCS shall ensure that delivered training is of a high quality and relevant to the needs of the labour market. As a result, future TVET graduates will be better equipped to meet the need and expectations of industries and employers. This positive impact on the employability of TVET graduates will enhance the reputation of vocational education and training and make it attractive to school leavers.

I gratefully acknowledge collaboration and the valuable contributions made by experts from industries during the consultation and validation processes of the standards. I look forward for continued engagement and participation of the industry and employers in the development of a quality assured demand driven TVET system and to build competent and productive national workforce that will contribute to the continued socio-economic progress of our country.

Director
Department of Occupational Standards
Ministry of Labour and Human Resource

Acknowledgement

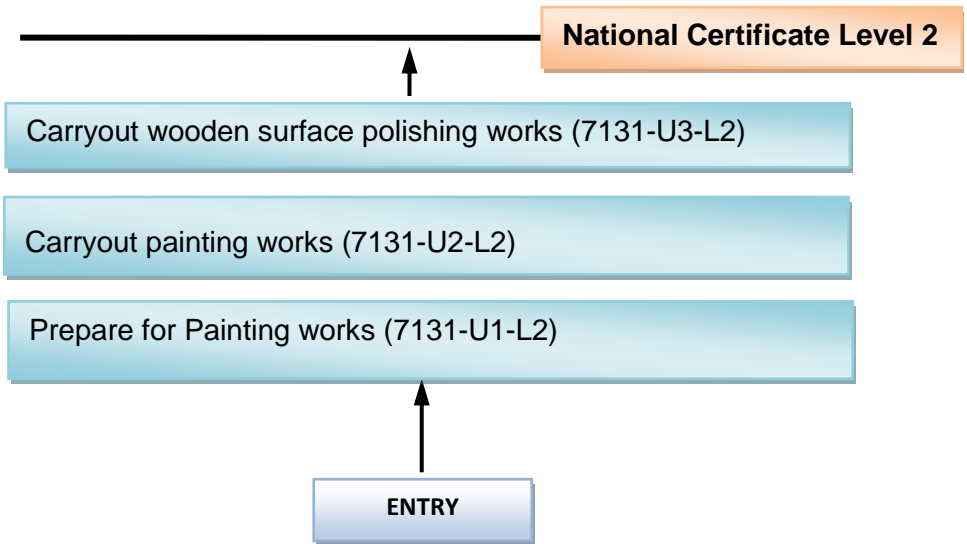
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Subject experts involved for the revision of NCS:

1. Ngawang Norbu, NHDCL, Thimphu
2. Dorji Nidup, NHDCL, Thimphu.
3. Jigme Singye, NHDCL, Thimphu.
4. Karma Loday, CPO, SQD, DOS, MoLHR

Packaging of Qualifications



Overview of the National Competency Standards

UNIT TITLE	ELEMENTS OF COMPETENCE
1. Prepare for Painting works	<ol style="list-style-type: none">1. Prepare Scaffold2. Prepare tools, equipment and materials3. Prepare estimation and costing
2. Carryout painting works	<ol style="list-style-type: none">1. Perform Masonry wall painting2. Perform Wood surface painting3. Perform Metal surface painting
3. Carryout wooden surface polishing works	<ol style="list-style-type: none">1. Prepare polish2. Prepare the surface for polishing3. Perform polishing

UNIT TITLE: Prepare for Painting works

DESCRIPTOR : This unit covers the competencies require to prepare painting works following standard procedures at all times

CODE : 7131-U1-L2

ELEMENTS OF COMPETENCE	PERFORMANCE CRITERIA
1. Prepare Scaffold	1.1 Select and use Personal Protective equipment(PPE) as per the job requirement following standard procedures 1.2 Select materials as per the job requirement following standard procedures 1.3 Prepare bamboo scaffold as per the job requirement following standard procedures 1.4 Prepare plank scaffold as per the job requirement following standard procedures 1.5 Assemble metal scaffold as per the job requirement following standard procedures
2 Prepare tools, equipment and materials	2.1 Prepare a list of tools and equipment as per the job requirement following standard procedures 2.2 Prepare a list of materials for painting works as per the job requirement following standard procedures

3 Prepare estimation and costing	<p>3.1 Prepare labour cost as per the job requirement following standard procedures</p> <p>3.2 Prepare material cost as per the job requirement following standard procedures</p> <p>3.3 Prepare the cost of tools and equipment as per the job requirement following standard procedures</p>
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RANGE STATEMENT	
Tools and equipment may include but not limited to:	
<ul style="list-style-type: none"> • Roller brush 	<ul style="list-style-type: none"> • Painting brush
PPE may include but not limited to:	
<ul style="list-style-type: none"> • Helmet • Goggles • Mask • Safety belt 	<ul style="list-style-type: none"> • Safety shoes • Gloves • Safety wears
Materials work may include but not limited to:	
<ul style="list-style-type: none"> • Bamboo • Planks 	<ul style="list-style-type: none"> • Nail • Hammer

<ul style="list-style-type: none"> • Rope • Paint • Sand paper • Primer 	<ul style="list-style-type: none"> • Thinner • Distemper • Lime
Critical Aspects:	
<ul style="list-style-type: none"> • Follow occupational health and safety procedures. • Prepare scaffold as per the job requirement following standard procedures • Prepare estimation and costing as per the job requirement following standard procedures 	

UNDERPINNING KNOWLEDGE	UNDERPINNING SKILLS
<ul style="list-style-type: none"> • Ethics and Integrity • Occupational Health & Safety • First Aid • Personal protective equipment (PPE) • Types of tools and equipment • Rope knot making techniques • Basic estimation and costing • Types of paints 	<ul style="list-style-type: none"> • Communication • Team work • Time Management • Problem solving • Interpersonal relationship

UNIT TITLE: Carryout painting works

DESCRIPTOR : This unit covers the competencies required to carry out painting works following standard procedures at all times.

CODE : 7131-U2-L2

ELEMENTS OF COMPETENCE	PERFORMANCE CRITERIA
1. Perform Masonry wall painting	1.1 Prepare new masonry wall surface for painting as per the job requirement following standard procedures 1.2 Prepare old masonry wall surface for painting as per the job requirement following standard procedures 1.3 Apply cement primer to the surface following standard procedures 1.4 Apply paint manually following standard procedures 1.5 Paint masonry wall painting using machine as per the job requirement 1.6 Apply Plaster of Paris (PoP) as per the job requirement following standard procedures
2 Perform Wooden surface painting	2.1 Prepare new wooden surface for painting as per the job requirement following standard procedures 2.2 Prepare old wooden surface for painting as per the job requirement following standard

	<p>procedures</p> <p>2.3 Apply wooden primer to the wood surface following standard procedures</p> <p>2.4 Paint the wooden surface manually following standard procedures</p> <p>2.5 Apply mud color as per the job requirement following standard procedures</p> <p>2.6 Paint the wooden surface using machines as per the job requirement following standard procedures</p>
<p>3 Metal surface painting</p>	<p>3.1 Prepare new metal surface for painting as per the job requirement following standard procedures</p> <p>3.2 Prepare old metal surface for painting as per the job requirement following standard procedures</p> <p>3.3 Apply metal primer to the surface as per the job requirement following standard procedures</p> <p>3.4 Paint the metal surface manually as per the job requirement following standard procedures</p> <p>3.5 Paint the metal surface using machines as per the job requirement following standard procedures</p>

RANGE STATEMENT

Wooden surface may include but not limited to:

- | | |
|---|---|
| <ul style="list-style-type: none">• Doors• Windows• Floor | <ul style="list-style-type: none">• Ceiling• Panel |
|---|---|

PPE may include but not limited to:

- | | |
|---|--|
| <ul style="list-style-type: none">• Helmet• Goggles• Mask | <ul style="list-style-type: none">• Safety shoes• Gloves• Safety wears |
|---|--|

Critical Aspects:

- Follow occupational health and safety procedures.
- Prepare surface for painting as per the job requirement following standard procedures
- Perform painting of masonry, wooden and metal surfaces as per the job requirement following standard procedures

UNDERPINNING KNOWLEDGE	UNDERPINNING SKILLS
<ul style="list-style-type: none"> • Ethics and Integrity • Occupational Health & Safety • First Aid • Personal protective equipment (PPE) • Types of tools and equipment • Types of paints • Paint color mixing 	<ul style="list-style-type: none"> • Communication • Team work • Time Management • Problem solving • Interpersonal relationship

UNIT TITLE: Carryout wooden surface polishing works

DESCRIPTOR : This unit covers the competencies required to carry out wooden surface polishing works following standard procedures at all times.

CODE : 7131-U3-L2

ELEMENTS OF COMPETENCE	PERFORMANCE CRITERIA
1. Prepare polish	1.1 Identify the materials as per the job requirement following standard procedures 1.2 Identify tools and equipment as per the job requirement following standard procedures 1.3 Mix the ingredients as per the job requirement following standard procedures
2 Prepare the surface for polishing	2.1 Sand the surface as per the job requirement following standard procedures 2.2 Apply putty on the damaged surfaces as per the job requirement following standard procedures 2.3 Clean the surface for polishing following standard procedures
3 Perform polishing	3.1 Apply first coat of polish following standard procedures 3.2 Sand the surface as per the job requirement following standard procedures 3.3 Apply polish manually as per the job requirement following standard procedures 3.4 Apply polish using machine as per the job

	requirement following standard procedures
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RANGE STATEMENT	
Tools and equipment may include but not limited to:	
<ul style="list-style-type: none"> • Ladle • Container • Measuring can 	<ul style="list-style-type: none"> • Weighing machine • Strainer cloth
PPE may include but not limited to:	
<ul style="list-style-type: none"> • Helmet • Goggles • Mask 	<ul style="list-style-type: none"> • Safety shoes • Gloves • Safety wears
Materials work may include but not limited to:	
<ul style="list-style-type: none"> • Spirit • Shellac flakes 	<ul style="list-style-type: none"> • Color
Critical Aspects:	
<ul style="list-style-type: none"> • Follow occupational health and safety procedures. • Prepare polish as per the job requirement following standard procedures 	

- Apply polish as per the job requirement following standard procedures

UNDERPINNING KNOWLEDGE	UNDERPINNING SKILLS
<ul style="list-style-type: none"> • Ethics and Integrity • Occupational Health & Safety • First Aid • Personal protective equipment (PPE) • Types of tools and equipment • Types of polish 	<ul style="list-style-type: none"> • Communication • Team work • Time Management • Problem solving • Interpersonal relationship

Annexure

1.1 National Competency Standards (NCS)

The National Competency Standards specify the skill, knowledge and attitudes applied to a particular occupation. Standards also specify the standards or criteria of performance of a competent worker and the various contexts in which work may take place. Standards provide explicit advice to assessors regarding the skill and knowledge to be demonstrated by candidates seeking formal recognition either following training or through work experience.

1.2 Purpose of National Competency Standards

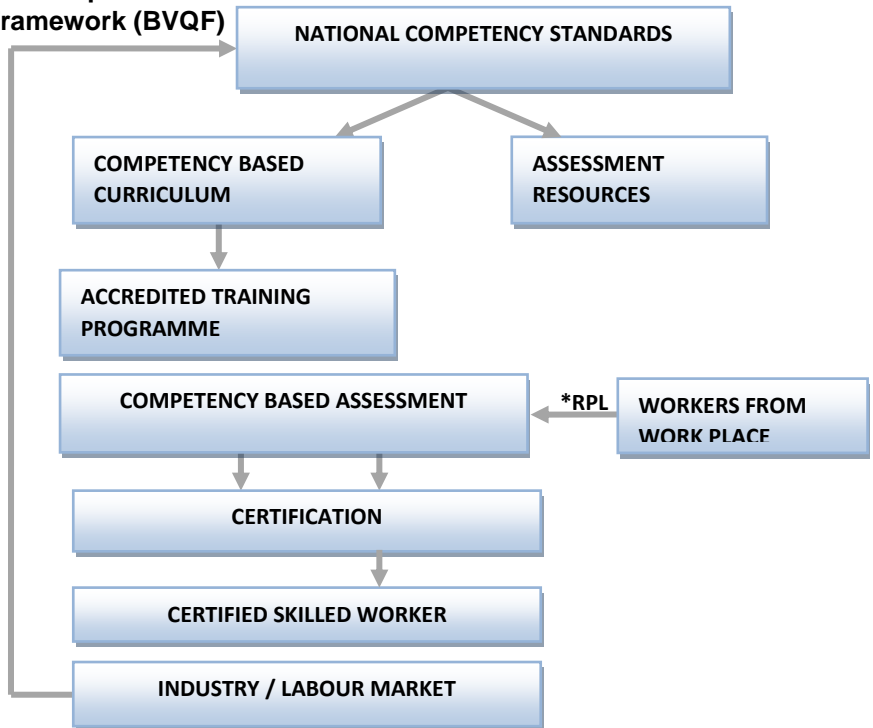
National Competency Standards serve a number of purposes including:

- Providing advice to curriculum developers about the competencies to be included in curriculum.
- Providing specifications to assessment resource developers about the competencies within an occupation to be demonstrated by candidates.
- Providing advice to industry/employers about job functions, which in turn can be used for the development of job descriptions, performance appraisal systems and work flow analysis.

1.3 Bhutan Vocational Qualifications Framework (BVQF)

Bhutan Vocational Qualifications Framework is an agreed system of Assessing, Certifying and Monitoring nationally recognized qualifications for all learning in the TVET sector against national competency standards, in training institutions, in the workplace, in schools or anywhere where learning takes place.

1.4 Components of the Bhutan Vocational Qualifications Framework (BVQF)



* RPL = Recognition of Prior Learning

1.5 BVQF Levels

The Bhutan Vocational Qualifications Framework has three levels classified based on the competency of the skilled workers. The three levels are:

- National Certificate Level 3 (NC III)
- National Certificate Level 2 (NC II)
- National Certificate Level 1 (NC I)

BVQF Level Descriptors

The qualification levels are decided based on level descriptors. The detail of the qualification level descriptor is as follows:

National Certificate Level 1

Carry out processes that:	Learning demand:	Responsibilities which are applied:
<ul style="list-style-type: none">• Are narrow in range.• Are established and familiar.• Offer a clear choice of routine responses.• Involve some prioritizing of tasks from known solutions.	<ul style="list-style-type: none">• Basic operational knowledge and skill.• Utilization of basic available information.• Known solutions to familiar problems.• Little generation of new ideas.	<ul style="list-style-type: none">• In directed activity.• Under general supervision and quality control.• With some responsibility for quantity and quality.• With no responsibility for guiding others.

National Certificate Level 2

Carry out processes that:	Learning demand:	Responsibilities which are applied:
<ul style="list-style-type: none"> • Require a range of well-developed skills. • Offer a significant choice of procedures requiring prioritization. • Are employed within a range of familiar context. 	<ul style="list-style-type: none"> • Some relevant theoretical knowledge. • Interpretation of available information. • Discretion and judgments. • A range of known responses to familiar problems 	<ul style="list-style-type: none"> • In directed activity with some autonomy. • Under general supervision and quality checking. • With significant responsibility for the quantity and quality of output. • With some possible responsibility for the output of others.

National Certificate Level 3

Carry out processes that:	Learning demand:	Responsibilities which are applied:
<ul style="list-style-type: none"> • Requires a wide range of technical or scholastic skills. • Offer a considerable choice of 	<ul style="list-style-type: none"> • A broad knowledge base which incorporates some theoretical concepts. • Analytical 	<ul style="list-style-type: none"> • In self-directed activity. • Under broad guidance and evaluation. • With complete responsibility for quantity and

<p>procedures requiring prioritization to achieve optimum outcomes.</p> <ul style="list-style-type: none"> • Are employed in a variety of familiar and unfamiliar contexts. 	<p>interpretation of information.</p> <ul style="list-style-type: none"> • Informed judgment. • A range of sometimes innovative responses to concrete but often unfamiliar problems. 	<p>quality of output.</p> <ul style="list-style-type: none"> • With possible responsibility for the output of others.
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1.7 CODING USED FOR NATIONAL COMPETENCY STANDARDS

The coding and classification system developed in Bhutan is logical, easy to use, and also aligned with international best practises. The Bhutanese coding and classification system is based on the International Standard Classification of Occupations, 2008 (ISCO-08) developed by the International Labour Organisation (ILO).

The coding of the National competency standards forms the basis of the identification code for the Vocational Education and Training Management Information System (VET – MIS) both in terms of economic sector identification and that of the individual standard.

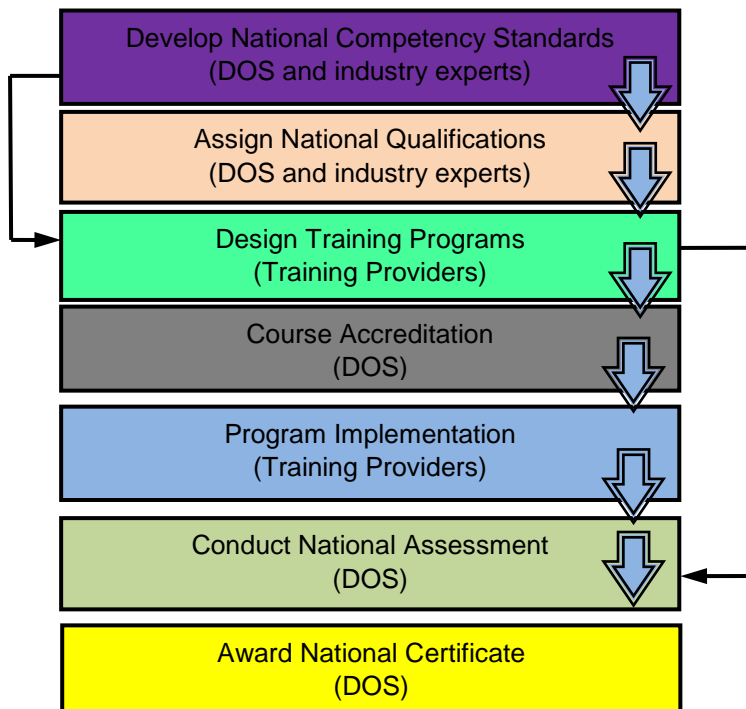
Coding the individual national competency standards

Coding the individual skills standard has a multiple purpose:

- to identify the level,
- to identify to which module the standard belongs,

- to identify in which order the standard is clustered within that module.

Implementation and operational procedures for National Competency Standards (NCS)



Key:

MoLHR – Ministry of Labour and Human Resources
 DOS – Department of Occupational Standards

1.8 ASSESSMENT GUIDE

Form of assessments

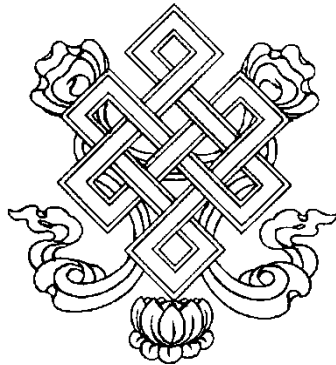
- Continuous assessment together with collected evidence of performance will be used.
- Evidence of the performance shall be based on practical demonstration.
- Knowledge can be assessed through diagrams, in writing or orally (viva-voce).

Assessment context

- Competency may be assessed in the actual work place or in a simulated workplace setting.

Assessment condition

- The candidate shall have access to all required tools, equipments, materials and documents.
- Candidate must complete the assessment in industry accepted time frame.



**Department of Occupational Standards
Ministry of Labour & Human Resources
Thongsel Lam, Lower Motithang
P.O. Box 1036, Thimphu.
Tel: 02-331611, Fax: 02-326873
www.molhr.gov.bt**