	BQA NCQF QUALIFICATION TEMPLATE	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020


SECTION A: QUALIFICATION DETAILS													
QUALIFICATION DEVELOPER (S)				MINISTRY OF EMPLOYMENT, LABOUR PRODUCTIVITY AND SKILLS DEVELOPMENT									
TITLE		Certificate III in Painting and Decoration								NCQF LEVEL		3	
FIELD		Physical Planning and Construction		SUB-FIELD		Painting and Decoration				CREDIT VALUE		40	
New Qualification						√		Review of Existing Qualification					
SUB-FRAMEWORK		General Education						TVET		√		Higher Education	
QUALIFICATION TYPE		Certificate	I	II	III	√	IV	V	Diploma	Bachelor			
		Bachelor Honours			Post Graduate Certificate				Post Graduate Diploma				
		Masters					Doctorate/ PhD						

RATIONALE AND PURPOSE OF THE QUALIFICATION

RATIONALE

The Botswana Vision 2036 states that development of the human capital and the informal sector and the micro and small enterprises (MSES) are essential in achieving the VISION 2036 pillars, in particular Sustainable Economic Development and Human and Social Development. Although Botswana has been fortunate to experience unprecedented economic growth since independence, this has not generated enough jobs to reduce unemployment. The most severely hit group amongst the unemployed is the youth, who account for about 51.7 % of the total unemployed, with the 15-19 age group most affected.

The Botswana Education and Training Sector Strategic Plan (ETSSP 2015-2020) marks a significant milestone in our collective efforts as a nation to bring about a more diversified, knowledge-based economy. Through a planned and careful development of human capital. The ETSSP seeks to refocus our education and training towards fulfilment of social and economic aspirations identified in our Revised National Policy on Education (RNPE) 1994, the National Development Plan, Vision 2036 and as well as the Millennium Development Goals (MDG). In particular, the ETSSP is intended to strengthen the match between qualifications and labour market requirements, thereby ensuring that education and training outputs are more closely aligned to socio-economic development needs of the country. In line with this strategic goal, the HRDC report on top occupations in demand of 2016 has identified Painting and Decoration as some of the priority skills for the manufacturing sector.

	BQA NCQF QUALIFICATION TEMPLATE	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020

In consultation with the industry and relevant provisional bodies. This curriculum emphasizes the complex outcomes of a learning process (i.e. knowledge, skills and attitudes to be applied by learners) rather than mainly focusing on what learners are expected to learn about in terms of traditionally-defined subject content. In principle such a curriculum is learner-centered and adaptive to the changing needs of students, teachers and society. It implies that learning activities and environments are chosen so that learners can acquire and apply the knowledge, skills and attitudes to situations they encounter in everyday life. Competency-based curricula are usually designed around a set of key competences/competencies that can be cross-curricular and/or subject-bound. Therefore this qualification intends to strengthen the match between construction qualification and labour market requirements by ensuring that education and training output are more closely aligned to socio-economic development needs of the country particular in the Painting and Decorating sector.

PURPOSE:

The purpose of the Certificate III in Painting and Decoration qualification is to produce Assistant Artisans with competence to perform a range of functions under supervision including:

- Business communication,
- Safety Health and Environmental Risks (SHER),
- Use of ICT,
- Craft related calculations,
- Preparing surfaces to be coated using a variety of methods to remove grease, dirt and rust,
- Applying varnish and other protective coatings,
- Applying paint as well as protective coatings of enamel or varnish on metal, wooden and other manufactured products and
- Maintenance of buildings in accordance with established codes of practice and relevant legislation.

People holding this qualification should be able to perform routine work under supervision and take some responsibility for own learning and completion of work.

ENTRY REQUIREMENTS (including access and inclusion)


Minimum Entry Requirements

NCQF Level II or equivalent shall be required for candidates to be accepted into Certificate III in Automotive Engineering.


CAT and RPL

Applicants who do not meet the above criterion but possess relevant industry experience may be considered using RPL and CATS policies for access.

(Note: Please use Arial 11 font for completing the template)


	BQA NCQF QUALIFICATION TEMPLATE	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020

SECTION B		QUALIFICATION SPECIFICATION	
GRADUATE OUTCOMES)	PROFILE	(LEARNING	ASSESSMENT CRITERIA
LO1.Communicate with clients, colleagues and other using appropriate forms of communication techniques.			1.1 Use written, verbal, non-verbal communication appropriate to the target audience. 1.2 Interpret stipulated instructions or requirements. 1.3 Apply information acquired in the performance of tasks or discussions with other people. 1.4 Apply relevant definitions, terminology, abbreviations and language. 1.5 Present information using appropriate language and formats. 1.6 Construct clear sentences to produce a written logical and coherent piece of writing. 1.7 Use appropriate presentation formats and styles of writing to produce error free business documents.
LO2. Demonstrate fundamental knowledge and understanding of ICT.			2.1 Demonstrate responsible and ethical use of ICT. 2.2 Manage information using ICT. 2.3 Organize and synthesizes information using ICT. 2.4 Implement data loss prevention strategies using ICT. 2.5 Apply basic internet knowledge and skill for information retrieval, research, communication and collaboration. 2.6 Present information in a variety of formats using ICT.
LO3. Select, use and maintain pneumatic tools and equipment in line with practice standards.			3.1 Determine the types of hand tools, pneumatic tools and equipment to be used. 3.2 Select appropriate tools, equipment and materials for the project based on the job specification. 3.3 Prepare for the given tasks and do all the necessary principles required when using hand tools and equipment's in different methods.
LO4.Select, prepare and apply paints in accordance with established codes of practice and job specification.			4.1 Determine types of paint to be used. 4.2 Determine types of tools, equipment and materials required for the project based on the assessment done. 4.3 Identify potential coating defects. 4.4 Select types of paints and methods of application in accordance with job specification. 4.5 Prepare schedule of work. 4.6 Prepare surfaces for the application of primer and paint by removing fittings.

	BQA NCQF QUALIFICATION TEMPLATE	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020


	<p>4.7 Paint surfaces according to the job specification.</p> <p>4.8 Refine work as needed.</p> <p>4.9 Store paints and ancillary materials in accordance with best practice principles and manufacturer's specification.</p>
LO5. Apply painting colours to decorate surfaces or enhance aesthetic qualities of a given structure in line with established codes of practice.	<p>5.1 Adhere to health and safety regulations.</p> <p>5.2 Determine colours to be used.</p> <p>5.3 Establish the colours to be used in line with the job requirements.</p> <p>5.4 Obtain necessary materials, tools and equipment needed for the job.</p> <p>5.5 Prepare surfaces to be done.</p> <p>5.6 Carry out painting and decoration processes as per the job specification.</p> <p>5.7 Refine work as needed.</p>
LO6. Produce and interpret basic engineering drawings and specifications in accordance with established codes of practice.	<p>6.1 Interpret construction drawing and specifications.</p> <p>6.2 Select and prepare technical drawing equipment's for the given task.</p> <p>6.3 Select materials for a given task as per the job specification.</p> <p>6.4 Produce drawings as per the given specifications and in line with practice standards.</p>
LO7. Erect, use and dismantle access equipment in accordance with established codes of practice.	<p>7.1 Examine the area where the scaffolding, trestle, ladder is to be erected to determine the type and quantity of materials to be used.</p> <p>7.2 Erect and make a platform safe to walk on and work with material safely.</p> <p>7.3 Refine work as needed.</p> <p>7.4 Dismantle scaffold, clean and store members according to building regulations</p>

(Note: Please use Arial 11 font for completing the template)

	BQA NCQF QUALIFICATION TEMPLATE	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020


SECTION C	QUALIFICATION STRUCTURE				
COMPONENT	TITLE	Credits Per Relevant NCQF Level			Total (Per Subject/ Course/ Module/ Units)
		Level [3]	Level [4]	Level []	
FUNDAMENTAL COMPONENT <i>Subjects/ Courses/ Modules/Units</i>	Communication Skills	3			3
	Information and Communication (ICT i)	3			3
CORE COMPONENT <i>Subjects/Courses/ Modules/Units</i>	Maintain Pneumatic tools and equipment	3			4
	Painting and Decoration Processes	3			9
	Colour	3			7
	Basic Engineering Drawing	3			7
	Working at heights	3			7
	Communication Skills	3			3
ELECTIVE/ OPTIONAL COMPONENT <i>Subjects/Courses/ Modules/Units</i>	No electives				

(Note: Please use Arial 11 font for completing the template)

	BQA NCQF QUALIFICATION TEMPLATE	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020

SUMMARY OF CREDIT DISTRIBUTION FOR EACH COMPONENT PER NCQF LEVEL	
TOTAL CREDITS PER NCQF LEVEL	
NCQF Level	Credit Value
Fundamental components	6
Core components	34
Elective components	0
TOTAL CREDITS	40
Rules of Combination: (Please Indicate combinations for the different constituent components of the qualification)	
<p>Candidates are required to achieve a minimum of 40 credits for the qualification inclusive 6 credits for fundamental 34 credits for core components.</p>	

(Note: Please use Arial 11 font for completing the template)

	BQA NCQF QUALIFICATION TEMPLATE	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020

ASSESSMENT ARRANGEMENTS

All assessments, formative and summative, leading/contributing to the award of credits or a qualification should be based on learning outcomes and/or sub-outcomes.

Formative assessment

Formative assessment or continuous assessment contributing towards the award of credits should be based on course outcomes. This can include tests, assignments and projects as well as simulated and real workplace practice or care settings. The contribution of formative assessment to the final grade shall be **60%**.

Summative assessment

Candidates shall undergo assessment including written and practical and simulated projects. The final examination for each course contributes **40%** of the final mark for that course.

All summative practical assessments must be conducted in simulated or real work settings.

MODERATION ARRANGEMENTS

Internal Moderation


- Internal moderators to be engaged will be BQA accredited subject specialists in relevant fields with relevant industry experience and academic qualifications.
- Internal moderation shall be done in accordance with applicable policies and regulations.

External Moderation

- External moderators to be engaged will be subject specialists in relevant fields with relevant industry experience and academic qualifications.
- External moderation shall be done in accordance with applicable policies and regulations.

RECOGNITION OF PRIOR LEARNING

Candidates shall submit evidence of prior learning and current competence and/or undergo appropriate forms of RPL assessment for the award of credits towards the qualification in accordance with applicable BQA RPL policy and relevant national-level policy and legislative framework. Implementation of RPL shall also be consistent with requirements, if any, prescribed for the field or sub-field of study by relevant national, regional or international professional bodies.

	BQA NCQF QUALIFICATION TEMPLATE	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020

CREDIT ACCUMULATION AND TRANSFER

Candidates may submit evidence of credits accumulated in related qualification in order to be credited for the qualification they are applying for.

PROGRESSION PATHWAYS (LEARNING AND EMPLOYMENT)

LEARNING PATHWAYS

Horizontal Articulation

- Graduates of this qualification may consider pursuing related qualifications in the following:
- Certificate in Painting (NCQF Level 3 or equivalent)
- Certificate in Decoration (NCQF Level 3 or equivalent)
- Certificate in erecting, and dismantling of scaffolding (NCQF Level 3 or equivalent)

Vertical Articulation

- Graduates may progress to level 4 in but not limited to
- Certificate in Painting (NCQF Level 4 or equivalent)
- Certificate in Decoration (NCQF Level 4 or equivalent)
- Certificate in erecting, and dismantling of scaffolding (NCQF Level 4 or equivalent)

Employment Pathways

- Graduates attaining this qualification, may work as:
- Building paint assistant
- Assistant in erection of scaffolding, trestle and Ladders
- Assistant in surface preparation for paint and finishes
- Store assistant for painting tools, equipment and materials


QUALIFICATION AWARD AND CERTIFICATION

Minimum standards of achievement for the award of the qualification

A candidate is required to achieve the stipulated minimum of 40 credits inclusive of the 6 fundamental and 34 core components, to be awarded the qualification.

Certification

Candidates meeting prescribed requirements will be awarded the qualification in accordance with standards prescribed for the award of the qualification and applicable policies.

	BQA NCQF QUALIFICATION TEMPLATE	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020

REGIONAL AND INTERNATIONAL COMPARABILITY

South Africa Qualification Authority (SAQA) Certificate Painting and Decoration (National Qualification Frame (NQF) Level 3 worth 140 credits

SAQA Certificate in Painting and Decoration (NQF Level 3 worth 140 credits) The purpose of the qualification is that qualifying learners are able to prepare, prime and coat absorbent and non-absorbent surfaces using conventional construction painting skills, without supervision. A construction painter who works without supervision should be able to establish a site, install and use access equipment, select the correct materials, tools and equipment, prepare and prime surfaces, and paint surfaces, employing safe and healthy work practices. In addition, the qualifying learner will demonstrate competence in two areas of specialization, elected from applying wallpaper, special surfaces, basic business practices, and industrial protective painting. The qualified learner is able to competently fulfil painting contracts safely and in a professional manner, to ensure that industry standards are maintained. Candidates are required to achieve a minimum of credits inclusive of fundamental units worth 36 Credits, core units weighted 52 Credits and electives worth 52 Credits. Holders of this qualification may pursue other qualifications in cognate areas, for multi skilling purposes, including but not limited to upgrading, graduates may pursue qualification at Diploma level in areas such as painting and decoration, Employment pathways for graduate's assistant in painting and decoration.

Construction Skill Development Council of India Certificate in Painting and Decoration (NQF Level 3 – 40 credits)

Construction Skill Development Council of India in Painting and Decoration (NQF Level 3 – 40 credits This qualification seeks to develop knowledge, skills and competences in safe work practices, measurements and calculations, planning for painting and decoration works, trade related calculations and costing, safe use and care of tools and equipment, creating decorative colour effects and schemes, , application of painting and decoration materials and other industrial surface coatings using brush, roller and spray systems. Employment pathways for graduates will be able to enter employment in trades within the construction industry as a Charge hand or an apprentice. With additional training and /or experience they may go on to further studies to pursue Painting & Decorator Level 4.

The qualifications above are generally comparable in terms of entry requirements; exit level outcomes and most of the learning outcomes are related. The differences noted includes the fact that the SAQA entry requirement shows that learners taking the qualification have not had access to structured skills training and the Indian qualification have spray painting module while ours don't have. Other differences observed are that the SAQA qualification carries 140 credits whilst the Indian qualification is worth 40 credits which compared well with Botswana Qualification.

The qualification designed for Botswana compares well with the foreign qualifications examined in that it emphasizes on similar competences and attributes and that it follows a structure typical of similar types and levels of qualifications. What sets this qualification apart from the ones studied is that, it anchored horizontal pathways on working on heights, and colour in painting construction work.

	BQA NCQF QUALIFICATION TEMPLATE	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020

REVIEW PERIOD

This qualification shall be reviewed every 5 years.

(Note: Please use Arial 11 font for completing the template)

