

BQA NCQF QUALIFICATION TEMPLATE

SECTION A:		QUALIFICATION DETAILS											
QUALIFICATION DEVELOPER (S)		Madirelo Training and Testing Centre											
TITLE	Certificate III in Painting and Decorating						NCQF LEVEL		3				
STRANDS (where applicable)	N/A												
FIELD	Physical Planning and Construction						CREDIT VALUE		120				
SUB FIELD	Building Construction												
New Qualification				Legacy Qualification				Renewal Qualification		✓			
								Registration Code		Q0306			
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 Certificate III in Painting and Decorating has been reviewed to address the growing demand for skilled artisans in the construction and finishing sectors, as identified in the HRDC priority skills report March 2025, page 46. The report highlights the need for competent tradespersons capable of supporting infrastructure development, housing projects, commercial construction, maintenance, and renovation activities. The qualification responds to skills shortages in surface preparation, coating application, decorative finishes, and workplace safety by producing graduates equipped with practical and technical competencies required by industry.

It supports Botswana's Vision 2036 and National Development Plans by promoting technical and vocational skills development, employment creation, entrepreneurship, and economic diversification. Graduates will be prepared for employment or self-employment in the construction industry while adhering to occupational health and safety, environmental sustainability, and quality standards. The qualification contributes to infrastructure development and a competitive skilled workforce.

While the benchmarked qualifications differ in credit structures and assessment approaches, they share a common objective of developing competent painting and decorating artisans for employment and further learning. The reviewed qualification incorporates practical skills, communication, ICT, safety, and entrepreneurship competencies to enhance employability and adaptability within the construction sector.

In conclusion, the Certificate III in Painting and Decorating aligns with the HRDC 2025 skills priorities, ISCO-08 occupational standards, and regional and international benchmarks. It provides learners with industry-relevant competencies, supports progression to higher qualifications, and enhances graduate mobility, employability, and recognition within the construction and finishing industries both regionally and internationally.

PURPOSE:

The purpose of the qualification is to produce graduates with basic operational and theoretical knowledge, skills and competence to:

1. Apply paints, coatings, and decorative finishes using appropriate tools, equipment, and materials to achieve durable and professional results.
2. Interpret technical drawings, specifications, and workplace instructions, and perform measurements and material estimations to support accurate planning and execution of painting and decorating tasks.
3. Apply occupational health, safety, and environmental procedures and prepare building surfaces to ensure safe, quality, and compliant painting and decorating practices.
4. Apply communication principles and computer concepts to support effective task execution and problem-solving in the workplace

MINIMUM ENTRY REQUIREMENTS (including access and inclusion)

Certificate II, NCQF Level 2 or equivalent.

There shall be access in inclusion through Credit Accumulation Transfer and Recognition Prior Learning in line with ETP policies.

BQA NCQF QUALIFICATION TEMPLATE

SECTION B QUALIFICATION SPECIFICATION	
GRADUATE PROFILE (LEARNING OUTCOMES)	ASSESSMENT CRITERIA
1. Prepare surfaces for painting and decorating in accordance with requirements to ensure proper quality.	1.1 Identify surface type and condition to determine appropriate preparation methods according to job requirements and specifications. 1.2 Select suitable tools, materials, and methods to ensure effective surface readiness for painting and decorating. 1.3 Clean, repair, and treat surfaces to remove defects and create a smooth, stable base for finishing. 1.4 Apply correct preparation techniques such as sanding, filling, and priming to improve adhesion, durability, and quality. 1.5 Inspect prepared surfaces to ensure compliance with safety requirements and required quality standards before painting.
2. Apply basic paint coatings to building surfaces in accordance with industry standards	2.1 Select appropriate paints, tools, and equipment based on surface type and job requirements. 2.2 Prepare paint materials to the correct consistency and colour specifications according to manufacturer guidelines. 2.3 Apply paint coatings using suitable methods to achieve even coverage and proper adhesion. 2.4 Maintain consistent quality during application and produce basic decorative finishes as required. 2.5 Apply safety procedures and inspect completed work to ensure compliance with

BQA NCQF QUALIFICATION TEMPLATE

	required standards and specifications.
3. Apply Occupational Health and Safety procedures to maintain a safe, accident-free and professional working environment	3.1 Identify workplace hazards and risks in accordance with occupational health and safety requirements. 3.2 Apply correct safety procedures and use personal protective equipment (PPE) appropriate to the task. 3.3 Follow safe work practices when handling tools, materials, and equipment to prevent accidents and injuries. 3.4 Report incidents and unsafe conditions in accordance with workplace procedures. 3.5 Maintain a clean, organised, and safe work environment throughout all painting and decorating activities. 3.6 Comply with occupational health, safety, and environmental regulations and workplace policies at all times.
4. Perform mathematical calculations for accuracy with construction standards.	4.1 Perform basic arithmetic to calculate material quantities in compliance with construction requirements. 4.2 Convert between metric and imperial units with construction specifications and standards 4.3 Apply mathematical formulas to calculate areas and volumes of materials in compliance with construction specifications. 4.4 Apply geometric and trigonometric principles to determine angles and lengths to ensure compliance with construction specifications. 4.5 Apply proportions and scaling when interpreting drawings to ensure accurate translation of design specifications into correct measurements and construction work.

BQA NCQF QUALIFICATION TEMPLATE

5. Apply communicational fundamental principles and processes to facilitate accurate information exchange in the workplace	5.1 Communicate effectively using appropriate verbal, non-verbal, and digital communication methods to ensure efficiency in workplace tasks and coordination. 5.2 Interpret workplace documentation for task execution and coordination in workplace activities. . 5.3 Prepare workplace documents and correspondence to support information sharing and coordination. 5.4 Present information and respond to communication in workplace settings for coordination. 5.5 Demonstrate professionalism when interacting with clients in workplace environments
6. Apply Computer concepts to manage workplace tasks by using ICT tools and digital applications	6.1 Use basic computer concepts to perform technical and professional tasks 6.2 Use ethical and safe practices in the use of ICT to ensure digital activities are secure. 6.3 Produce documents using ICT applications in compliance with organizational standards. 6.4 Communicate using digital technologies to share information, collaborate, and connect effectively.

BQA NCQF QUALIFICATION TEMPLATE

SECTION C	QUALIFICATION STRUCTURE				
COMPONENT	TITLE	Credits Per Relevant NCQF Level			Total Credits
		Level [3]	Level []	Level []	
FUNDAMENTAL COMPONENT Subjects/ Courses/ Modules/Units	Communication Skills	10			10
	Computer Skills	10			10
CORE COMPONENT Subjects/Courses/ Modules/Units	Workshop Safety and Operations	3			3
	Basic Construction Mathematics	10			10
	Construction Drawing	20			20
	Surface Preparation	32			32
	Application Techniques	35			35
STRANDS/ SPECIALIZATION	Subjects/ Courses/ Modules/Units	Credits Per Relevant NCQF Level			Total Credits
		Level []	Level []	Level []	
1.					
2.					
Electives					

BQA NCQF QUALIFICATION TEMPLATE

--	--	--	--	--	--

SUMMARY OF CREDIT DISTRIBUTION FOR EACH COMPONENT PER NCQF LEVEL

TOTAL CREDITS PER NCQF LEVEL

NCQF Level	Credit Value
NCQF Level 3	120
TOTAL CREDITS	120

Rules of Combination:

(Please Indicate combinations for the different constituent components of the qualification)

To graduate candidate should achieve a maximum of 120 credits inclusive of 20 credits for fundamental and 100 credits core. Qualification does not have elective components.

BOTSWANA
Qualifications Authority

ASSESSMENT ARRANGEMENTS

Assessment shall be conducted by persons registered with Botswana Qualifications Authority (BQA) as assessors preferably with a qualification higher than Certificate III in Painting and Decorating or related in line with ETP assessment policies.

The weightings for the assessment will be as follows:

- a) Formative assessment

The weighting of formative assessment is 60%.

- b) Summative Assessment

The weighting of summative assessment is 40%.

MODERATION ARRANGEMENTS

Moderation shall be conducted by persons registered with Botswana Qualifications Authority (BQA) as moderators preferably with a qualification higher than Certificate III in Painting and Decorating or related in line with ETP moderation policies.

RECOGNITION OF PRIOR LEARNING

There shall be provision for award of the qualification through Recognition of Prior Learning (RPL) in accordance with institutional policies in line with the Educational Training Provider (ETP) policy.

CREDIT ACCUMULATION AND TRANSFER

Credits Accumulated and Transfer (CAT) will be administered in line with the Educational Training Provider (ETP) policy and will be administered towards the award of qualification

PROGRESSION PATHWAYS (LEARNING AND EMPLOYMENT)

LEARNING PATHWAYS

Horizontal Articulation

Graduates of this qualification may consider pursuing related qualifications in the following: •

- Certificate III in Bricklaying and Plastering

- Certificate III in Interior Design
- Certificate III in Carpentry and Joinery

Vertical Articulation

- Certificate IV in Painting and Decorating
- Certificate IV in Interior Design

Employment Pathways

Graduates attaining this qualification, may work as:

- Painter and decorator
- Construction Finishing Assistant

QUALIFICATION AWARD AND CERTIFICATION

Minimum standards of achievement for the award of the qualification

A candidate is required to achieve the stipulated minimum of 120 credits inclusive of 20 credits for fundamental and 100 credits for core components, to be awarded the qualification.

Certification

Candidates meeting prescribed requirements will be awarded Certificate III in Painting and Decorating certificate in accordance with standards prescribed for the award of the certificate and applicable policies.

SUMMARY OF REGIONAL AND INTERNATIONAL COMPARABILITY

The reviewed qualification was benchmarked with the following:

Regionally: National Certificate in Building, Painting, and Decorating, Zimbabwe

Internationally: New Zealand Certificate in Construction Trade Skills (Level 3) – Allied Trades

Strand: Painting and Decorating

Title of Qualification

The reviewed qualification is comparable to the benchmarked qualifications. All qualifications reflect similar occupational focus in painting and decorating. One of the qualification titles is on construction with strands on Painting and Decorating while the other focuses specifically on painting and decorating.

NQF Level

Both benchmarked qualifications and the reviewed qualification are positioned at NQF Level 3.

Credits

The reviewed and benchmarked qualifications all carry 120 credits.

Main exit outcomes

Graduates of the reviewed and benchmark qualifications should be able to prepare surfaces for painting (interior and exterior), apply paint by brush, roller, and spray to manufacturer specifications and apply technical knowledge of construction and finishing materials. Minor differences include New Zealand's focus on erect scaffolding and wallpapering while Zimbabwe emphasizes entrepreneurship and broader finishing competencies. Additionally, the reviewed qualification, Certificate III in Painting and Decorating, builds competence in basic decorating processes in painting operations to produce versatile graduates.

Modules

The reviewed qualification and both benchmarked qualifications share similar core modules, including surface preparation, application techniques, health and safety, and practical painting skills. However, differences are observed in focus areas, where the National Certificate in Building, Painting and Decorating (Zimbabwe) qualification includes entrepreneurship and ICT for construction, while the New Zealand Certificate in Construction Trade Skills (Level 3) – Allied Trades Strand: Painting and Decorating qualification emphasizes scaffolding, specialised tools and equipment, and structured workplace practice modules. The reviewed qualification aligns with both by integrating core technical painting competencies and workplace safety while balancing practical skill development with industry-relevant knowledge and applied workplace readiness.

Assessment Strategies and Weightings

The reviewed qualification and both benchmarked qualifications use similar assessment strategies, with a strong focus on practical assessments (about 60%), supported by written/oral tests and project work. However, Zimbabwe applies weighted percentage grading

BQA NCQF QUALIFICATION TEMPLATE

across assessment components, while New Zealand uses a competency-based system with Achieved or Not Achieved outcomes instead of marks. The reviewed qualification aligns with both systems by combining practical skills, theoretical knowledge, and project-based assessment methods and Formative 60% and 40% summative assessment

Qualification rules and awards

The reviewed qualification and benchmarked qualifications require completion of core modules and demonstrated practical competence in painting and decorating with safety compliance. The reviewed qualification aligns by ensuring complete module attainment and verified occupational competence.

REVIEW PERIOD

This program shall be reviewed every five (5) years, however review maybe undertaken earlier as needed.

For Official Use Only:

CODE (ID)			
REGISTRATION STATUS	BQA DECISION NO.	REGISTRATION START DATE	REGISTRATION END DATE
LAST DATE FOR ENROLMENT		LAST DATE FOR ACHIEVEMENT	