

BQA NCQF QUALIFICATION TEMPLATE

SECTION A: QUALIFICATION DETAILS															
QUALIFICATION DEVELOPER (S)			Madirelo Training and Testing Center												
TITLE		Certificate IV in Painting and Decoration							NCQF LEVEL		4				
STRANDS (where applicable)		N/A													
FIELD		Physical Planning and Construction			SUB-FIELD		Building Construction			CREDIT VALUE		120			
New Qualification					Legacy Qualification										
SUB-FRAMEWORK		General Education			TVET			✓		Higher Education					
QUALIFICATION TYPE		Certificate	I		I		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 2019 report on top occupations in demand has identified Painting and Decoration as some of the priority skills for the manufacturing sector.

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

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output are more closely aligned to socio-economic development needs of the country particular in the Painting and Decorating sector.

PURPOSE:

The purpose of this qualification is to produce graduates with broad knowledge, skills and competence to:

1. Prepare surfaces of buildings and other structures for painting as per procedure.
2. Apply protective and decorative coats of paint or similar materials inline applicable standards.
3. Cover interior walls and ceilings of buildings with wallpaper or other finishes.
4. Apply practical entrepreneurial concepts, essential entrepreneurial qualities and current support structures for successful entrepreneurial undertakings.
5. Use ICT for information retrieval and processing as well as communication and collaboration with others.

MINIMUM ENTRY REQUIREMENTS (including access and inclusion)

- Any qualification equivalent to Certificate III, NCQF level 3 (TVET/GE) is acceptable
- Candidates with prior learning may be considered for admission and or exempted through Recognition of Prior Learning (RPL) policies.

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

SECTION B QUALIFICATION SPECIFICATION	
GRADUATE PROFILE (LEARNING OUTCOMES)	ASSESSMENT CRITERIA
1. Carry out measurements and calculations to handle panting and decoration tasks according to job specification.	1.1 Apply calculation factors to accurately estimate material qualities for a specific work. 1.2 Calculate measurements to determine proper scale and placement of design elements.

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	1.3 Determine the cost of production in relation to labour, materials, and overheads in project undertakings
2. Create decorative design in various surfaces for specific purposes.	2.1 Examine various surfaces for design to prepare work plan for work according to job specification. 2.2 Apply decorative works techniques to enhance the visual appeal and character of various materials. 2.3 Perform quality control and checks on finished products as ascertain conformity to job specification.
3. Create signage using various painting techniques to achieve different visual effects.	3.1 Design and lay signs for production according to requirements. 3.2 Produce vinyl signs for attachment to a range of surfaces 3.3 Apply colour consistently across a range of visual media used to produce signs 3.4 Produce finished signs to be displayed for various purposes
4. Apply paints using spray in various surfaces for a specific purpose	4.1 Perform spray painting techniques in various work area in accordance to job specification 4.2 Understand various paint defects following guidelines and recommended procedures 4.3 Complete work processes in accordance to workplace requirements
5. Produce a professional standard 2D drawing package using Autodesk AutoCAD to accurately plan, estimate, and visually communicate the specifications for a residential painting and decorating project.	5.1 Navigate and customize the Autodesk AutoCAD user interface with confidence. 5.2 Utilize core navigation tools and precision tools to interact with drawings accurately. 5.3 Produce accurate 2D geometric drawings

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	using a comprehensive range of drawing commands. 5.4 Organize drawings professionally using a logical layer system to manage different drawing elements. 5.5 Annotate drawings to convey detailed information. 5.6 Create scaled and professional layouts to produce industry standard PDF documents. 5.7 Interpret existing architectural floor plans and elevations to extract critical information for project estimation. 5.8 Develop painting and decorating trade specific documents, paint schedule using the 'Table' tool.
6. Apply supervisory and quality control skills in managing painting and surface application activities according to industry standards.	6.1 Coordinate and monitor work tasks to ensure adherence to job specifications, timelines, and quality standards. 6.2 Supervise team members or apprentices, providing guidance and feedback to maintain productivity and safety. 6.3 Evaluate completed work for compliance with client requirements and workplace standards. 6.4 Resolve on-site challenges using problem-solving and decision-making techniques. 6.5 Communicate and liaise effectively with clients, team members, and other stakeholders to ensure smooth workflow. 6.6 Contribute to improving work processes and promoting a culture of safety, quality, and accountability.

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7. Understand and apply broad practical entrepreneurial concepts, essential entrepreneurial qualities and current policies/support structures for entrepreneurial success in Botswana.	7.1 Examine broad entrepreneurial concepts and contemporary issues that have an impact on present day entrepreneurial success. 7.2 Conduct a self-assessment in line with identifying necessary qualities for successful entrepreneurship 7.3 Identify business opportunities in a field of interest and select appropriate investment strategies to adopt, considering the associated risks. 7.4 Compile documents required for an entrepreneur to establish a company and take advantage of available support structures.
8. Apply Information and Communication Technology for efficient information retrieval, processing as well as communication and collaboration in the context of the design and construction industry.	8.1 Read and analyse data from a prepared database. 8.2 Enter and manipulate data using ICT tools. 8.3 Display data electronically through charts. Manipulate and present information through the selection of appropriate spreadsheet tools

SECTION C	QUALIFICATION STRUCTURE				
COMPONENT	TITLE	Credits Per Relevant NCQF Level			Total Credits
		Level [I]	Level [IV]	Level [II]	

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FUNDAMENTAL COMPONENT Subjects/ Courses/ Modules/Units	Entrepreneurship I		10		10
	ICT II		10		10
CORE COMPONENT Subjects/Courses/ Modules/Units	Decorative design		13		13
	Sign work I		10		10
	Measurement and cost calculations		10		10
	Spray painting I		12		12
	Computer Aided Design		7		7
	Workbased Learning		48		48
STRANDS/ SPECIALIZATION	Subjects/ Courses/ Modules/Units	Credits Per Relevant NCQF Level			IV
		Level []	Level []	Level []	

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SUMMARY OF CREDIT DISTRIBUTION FOR EACH COMPONENT PER NCQF LEVEL

TOTAL CREDITS PER NCQF LEVEL

NCQF Level	Credit Value
NCQF LEVEL IV	120
TOTAL CREDITS	120

Rules of Combination:

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

A candidate will obtain the qualification by completing:

- 20 credits for fundamental components
- 100 credits for core components

Total credits: 120 credits

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

ASSESSMENT ARRANGEMENTS

The weightings for the assessment will be as follows:

1. Formative assessment

The weighting of formative assessment is 60% of the final assessment mark.

2. Summative Assessment

The weighting of summative assessment is 40% of the final assessment mark.

MODERATION ARRANGEMENTS

Internal and external moderators perform assessments of the qualification. Both internal and external assessors are done in-line with the national assessment policy. Assessors and moderators must have valid registration and accreditation with relevant bodies such as Botswana Qualifications Authority (BQA) and others as needed

A minimum of Diploma in a relevant field plus evidence of competence in assessment and moderation

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 national RPL policy. Candidates may 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 RPL policies and relevant national-level policy and legislative framework.

CREDIT ACCUMULATION AND TRANSFER

Credits Accumulated and Transfer will be applicable for gaining credits towards graduation

PROGRESSION PATHWAYS (LEARNING AND EMPLOYMENT)

LEARNING PATHWAYS

Horizontal Articulation

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

- Certificate IV in Interior Decorating
- Certificate IV in Screen Printing

LEARNING PATHWAYS

Vertical Articulation

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

- Certificate V in Interior Decorating
- Certificate V in Screen Printing
- Certificate V in Painting and Decoration

Holders of this qualification can work as; but not limited to:

- Decorator Painter
- Building Painter
- Interior Decorator
- Painter Signage
- Paperhanger
- Signwriter
- Manufactured Article Painter
- Spray Painter
- Varnisher

QUALIFICATION AWARD AND CERTIFICATION

Minimum standards of achievement for the award of the qualification

A candidate is required to achieve the stipulated total of 120 credits inclusive of the 20 credits for fundamental 100 credits for core units to be awarded the Certificate IV in Painting and Decorating

Certification

Candidates meeting prescribed requirements will be awarded Certificate in addition to transcript.

SUMMARY OF REGIONAL AND INTERNATIONAL COMPARABILITY

The NCQF Certificate IV in Painting and Decoration aligns strongly with its regional and international counterparts at a comparable level. Significant similarities in the qualification's core purpose, learning outcomes, assessment approaches, and career pathways demonstrate its favourable comparison to global standards for the painting and decorating trade. While minor variations in credit loading and specific module titles exist, these are common across different qualifications frameworks and are not significant enough to undermine comparability.

Regional : The proposed NCQF Level 4 qualification is comparable with the South African Further Education and Training (FET) Certificate: Construction: Painting and Decorating (<https://www.ceta.org.za>)(<https://ifundi.co.za/nqf-level-4-courses/>). The Southern African Development Community (SADC) Regional Qualifications Framework (SADCQF) and the overarching African Continental Qualifications Framework (ACQF) help facilitate this regional alignment by providing a basis for comparison and recognition of qualifications across different countries.

International: The NCQF Level 4 aligns well with the equivalent level qualifications in New Zealand (<https://www.nzqa.govt.nz/nzqf>) (NZQF Level 4). The skills and outcomes described reflect similar levels of competence, indicating that the qualification meets international standards for this trade.

Title and purpose

- **Alignment:** The title, Certificate IV in Painting and Decoration, is consistent across all qualifications examined, clearly indicating the specialized focus of the qualification. This consistency promotes easy identification and understanding among learners, employers, and other training providers.

- Purpose: All benchmarked qualifications aim to produce competent painters and decorators who possess the necessary knowledge and skills for both domestic and commercial environments.

Credit value and duration

- Credit range: The total credit values (85–270 credits) for the benchmarked qualifications indicate a similar scope of learning and training. While the range is broad, the NCQF's credit allocation likely falls within an acceptable standard for this level of training.
- Duration: The duration of qualifications at this level, often requiring a similar workload to a full academic year or more, is comparable.

Learning outcomes and modules

- Consistent outcomes: All qualifications impart similar knowledge, skills, and competencies in painting and decorating. The core skills emphasized across the board include surface preparation, applying various coatings, finishing techniques, and adhering to health and safety standards.
- Module similarity: The modules covered in the proposed qualification are similar to those in the benchmarked qualifications, ensuring that fundamental and core competencies are addressed at an equivalent level.

Assessment strategies

- Standard practice: The use of formative, summative, and practical assessments is a standard and comparable practice across the benchmarked qualifications. This approach ensures a holistic evaluation of the learner's knowledge, skills, and practical application, aligning with best practices.

Progression and mobility

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- Vertical articulation: The proposed qualification compares favourably by providing clear vertical articulation pathways, such as progression to a Certificate V in Painting and Decorating or a construction-related qualification at NQF Level 5.
- Employment: The qualification offers equivalent work and study opportunities, enabling graduates to be employed as decorative painters, interior decorators, or building painters. The alignment with international standards enhances the potential for international mobility and employment.

REVIEW PERIOD

This qualification shall be reviewed every 5 years.

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	

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REVISION DATE:		NAME OF PROFESSIONAL BODIES/REGULATORY	
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