



Qualification Pack



Assistant Construction Painter & Decorator

Varnishing and polishing, Carry out varnishing and polishing of wooden surfaces

QP Code: CON/Q0502

Version: 3.0

NSQF Level: 3

Construction Skill Development Council of India || CPB 103 & 104 (1st Floor), Block 4B, DLF Corporate Park, Phase III, MG Road



Qualification Pack

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CON/Q0502: Assistant Construction Painter & Decorator

Brief Job Description

An Assistant Construction Painter & Decorator is responsible for the preparation of paint and different types of surfaces for painting, mixing colours, additives and paints, and their application on different surfaces to obtain the desired finish. The individual is also responsible for erecting and dismantling temporary scaffolding, and may also carry out varnishing and polishing of doors and windows.

Personal Attributes

The individual should be physically fit to work for long durations in varying conditions. The person should be able to work in a team environment, with the ability to communicate appropriately verbally and in writing.

Applicable National Occupational Standards (NOS)

Compulsory NOS:

- [1. CON/N0502: Prepare different types of surfaces for painting](#)
- [2. CON/N0101: Erect and dismantle temporary scaffold up to 3.6 meter height](#)
- [3. CON/N0503: Apply paint to masonry, metal and wooden surfaces](#)
- [4. CON/N8001: Work effectively in a team to deliver desired results at the workplace](#)
- [5. CON/N9001: Work according to personal health, safety and environment protocols at construction site](#)
- [6. DGT/VSQ/N0101: Employability Skills \(30 Hours\)](#)

Options(Not mandatory):

Option : Varnishing and polishing, Carry out varnishing and polishing of wooden surfaces

- [1. CON/N0504: Carry out varnishing and polishing of wooden surfaces](#)

Qualification Pack (QP) Parameters

Sector	Construction
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Sub-Sector	Real Estate and Infrastructure construction
Occupation	Construction Painting
Country	India
NSQF Level	3
Credits	12
Aligned to NCO/ISCO/ISIC Code	NCO-2015/7131.0101
Minimum Educational Qualification & Experience	10th Class OR 8th grade pass (with 2-year of (NTC/ NAC) after 8th) OR 9th grade pass with 1 Year of experience in the relevant field OR 8th grade pass with 2 Years of experience in the relevant field OR 5th grade pass with 5 Years of experience in the relevant field OR Previous relevant Qualification of NSQF Level (2) with 3 Years of experience in the relevant field OR Previous relevant Qualification of NSQF Level (2.5) with 1.5 Years of experience in the relevant field)
Minimum Level of Education for Training in School	10th Class
Pre-Requisite License or Training	NIL
Minimum Job Entry Age	18 Years
Last Reviewed On	NA
Next Review Date	31/08/2026
NSQF Approval Date	31/08/2023
Version	3.0
Reference code on NQR	QG-03-CO-00790-2023-V2-CSDCI
NQR Version	1



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CON/N0502: Prepare different types of surfaces for painting

Description

This unit is about carrying out preparation of basic surfaces for painting.

Scope

The scope covers the following :

- Prepare the basic surfaces for painting

Elements and Performance Criteria

Prepare the basic surfaces for painting

To be competent, the user/individual on the job must be able to:

- PC1.** determine the work requirements by checking the work plan and/or coordinating with the supervisor/ painter
- PC2.** identify the type of surface to surface to be painted to determine the type of surface preparation required
- PC3.** assist the supervisor/ painter in checking and assessing the surface to be painted
- PC4.** select the appropriate tools, equipment and materials for surface preparation as per the supervisor's instructions
- PC5.** check the tools, equipment and hoses before use as instructed by the supervisor/ painter
- PC6.** identify and remove rust, grease, dirt, concrete, and old paint, from the surface to be prepared
- PC7.** protect the surface's surrounding areas from damage following the appropriate measures, e.g. use of drop cloths, masking or removing the objects
- PC8.** select the appropriate preparation process according to the type of surface, such as metal, RCC and wooden surfaces, or plastered masonry
- PC9.** carry out surface preparation following appropriate methods according to the type of surface, such as washing, stripping/ scraping, abrading and keying, and brushing for various
- PC10.** prepare the metal surface by degreasing, solvent wiping and abrading using appropriate tools
- PC11.** prepare the wood surface by scraping, solvent wiping and abrading using appropriate tools
- PC12.** level and fill all voids and undulations on the surface using the appropriate filler for obtaining a flushed surface with the appropriate finish

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** the standard practices concerning painting works
- KU2.** the safety rules and regulation for handling and storing required painting tools, equipment and materials



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- KU3.** the importance of personal protection and the use of relevant safety gear and equipment
- KU4.** the types of materials required for surface preparation such as putties, stoppers, solvents, filler, mordant solutions, and stabilizing solutions
- KU5.** the types of tools required for surface preparation such as scraper, putty knife, chisel knife, knotting brush, nail punch, hammer, dusting brush, wire brushes, filling knife, filling board, etc.
- KU6.** how to select and use tools and equipment for surface preparation
- KU7.** the preparation of different surfaces like masonry, RCC, wood and metal by wet and dry abrading, degreasing, knotting, priming, , filling, rust removal, removal of paint, etc
- KU8.** the uses of different type of abrasives, such as glass, sand paper, and sanders
- KU9.** the uses of different types of fillers
- KU10.** different types of cleaning agents used for surface preparation

Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** maintain the appropriate data and records
- GS2.** read the appropriate reports and literature concerning the field of work
- GS3.** communicate professionally with all the stakeholders
- GS4.** listen attentively to understand the information/ instructions being shared and take appropriate action
- GS5.** coordinate with the co-workers to achieve the work objectives
- GS6.** identify possible disruptions to work and take appropriate mitigation measures
- GS7.** take prompt action to deal with workplace emergencies and accidents
- GS8.** evaluate all possible solutions to work-related problems and select the best one
- GS9.** follow the recommended practices for the timely completion of work and achievement of organizational objectives



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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Prepare the basic surfaces for painting</i>	30	60	-	10
PC1. determine the work requirements by checking the work plan and/or coordinating with the supervisor/ painter	-	-	-	-
PC2. identify the type of surface to surface to be painted to determine the type of surface preparation required	-	-	-	-
PC3. assist the supervisor/ painter in checking and assessing the surface to be painted	-	-	-	-
PC4. select the appropriate tools, equipment and materials for surface preparation as per the supervisor's instructions	-	-	-	-
PC5. check the tools, equipment and hoses before use as instructed by the supervisor/ painter	-	-	-	-
PC6. identify and remove rust, grease, dirt, concrete, and old paint, from the surface to be prepared	-	-	-	-
PC7. protect the surface's surrounding areas from damage following the appropriate measures, e.g. use of drop cloths, masking or removing the objects	-	-	-	-
PC8. select the appropriate preparation process according to the type of surface, such as metal, RCC and wooden surfaces, or plastered masonry	-	-	-	-
PC9. carry out surface preparation following appropriate methods according to the type of surface, such as washing, stripping/ scraping, abrading and keying, and brushing for various	-	-	-	-
PC10. prepare the metal surface by degreasing, solvent wiping and abrading using appropriate tools	-	-	-	-
PC11. prepare the wood surface by scraping, solvent wiping and abrading using appropriate tools	-	-	-	-



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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC12. level and fill all voids and undulations on the surface using the appropriate filler for obtaining a flushed surface with the appropriate finish	-	-	-	-
NOS Total	30	60	-	10



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National Occupational Standards (NOS) Parameters

NOS Code	CON/N0502
NOS Name	Prepare different types of surfaces for painting
Sector	Construction
Sub-Sector	Real Estate and Infrastructure construction
Occupation	Construction Painting
NSQF Level	2.0
Credits	2
Version	7.0
Last Reviewed Date	31/08/2023
Next Review Date	29/02/2024
NSQC Clearance Date	31/08/2023



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CON/N0101: Erect and dismantle temporary scaffold up to 3.6 meter height

Description

This unit describes the skills and knowledge required to erect and dismantle 3.6 meter temporary scaffold

Scope

The scope covers the following :

- Erect and dismantle temporary scaffold

Elements and Performance Criteria

Erect and dismantle temporary scaffold

To be competent, the user/individual on the job must be able to:

- PC1.** carry out levelling in the area where scaffold needs to be erected and check for ground compactness
- PC2.** shift and stack the materials, components, tools and tackles required for erecting scaffolding, at the identified location
- PC3.** place base plates and sole boards on the ground as per the markings and given instructions
- PC4.** use appropriate components and follow the standard procedure for erecting temporary scaffold up to 3.6 m in height
- PC5.** assist in checking the verticality of scaffold at the first level of erection and take appropriate corrective measures, as required, before moving to the next level
- PC6.** assist in checking the rigidity, stability and support of erected scaffold
- PC7.** set up walk-boards, guard rails, toe-boards and other components on the scaffold's working platform
- PC8.** follow the standard procedure for dismantling the temporary scaffold, i.e. removing guard rails, toe boards, walk boards and other components sequentially
- PC9.** clean and stack all components properly after dismantling
- PC10.** follow the recommended safety measures, including the use of appropriate PPE and being careful while working on heights

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** the use of different types of scaffolds (e.g. cup-lock, frame scaffold)
- KU2.** the use of tools and tackles in scaffolding, including tools for erecting and dismantling 3.6 meter temporary scaffold
- KU3.** the identification and use of different scaffolding components
- KU4.** the standard size of scaffolding components
- KU5.** the standard procedure for erecting and dismantling 3.6 m temporary scaffold



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Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** maintain the appropriate data and records
- GS2.** read the appropriate reports and literature concerning the field of work
- GS3.** communicate professionally with all the stakeholders
- GS4.** listen attentively to understand the information/ instructions being shared and take appropriate action
- GS5.** coordinate with the co-workers to achieve the work objectives
- GS6.** identify possible disruptions to work and take appropriate mitigation measures
- GS7.** take prompt action to deal with workplace emergencies and accidents
- GS8.** evaluate all possible solutions to work-related problems and select the best one
- GS9.** follow the recommended practices for the timely completion of work and achievement of organizational objectives



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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Erect and dismantle temporary scaffold</i>	30	60	-	10
PC1. carry out levelling in the area where scaffold needs to be erected and check for ground compactness	-	-	-	-
PC2. shift and stack the materials, components, tools and tackles required for erecting scaffolding, at the identified location	-	-	-	-
PC3. place base plates and sole boards on the ground as per the markings and given instructions	-	-	-	-
PC4. use appropriate components and follow the standard procedure for erecting temporary scaffold up to 3.6 m in height	-	-	-	-
PC5. assist in checking the verticality of scaffold at the first level of erection and take appropriate corrective measures, as required, before moving to the next level	-	-	-	-
PC6. assist in checking the rigidity, stability and support of erected scaffold	-	-	-	-
PC7. set up walk-boards, guard rails, toe-boards and other components on the scaffold's working platform	-	-	-	-
PC8. follow the standard procedure for dismantling the temporary scaffold, i.e. removing guard rails, toe boards, walk boards and other components sequentially	-	-	-	-
PC9. clean and stack all components properly after dismantling	-	-	-	-
PC10. follow the recommended safety measures, including the use of appropriate PPE and being careful while working on heights	-	-	-	-
NOS Total	30	60	-	10



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National Occupational Standards (NOS) Parameters

NOS Code	CON/N0101
NOS Name	Erect and dismantle temporary scaffold up to 3.6 meter height
Sector	Construction
Sub-Sector	Generic
Occupation	Masonry
NSQF Level	3.0
Credits	2
Version	7.0
Last Reviewed Date	31/08/2023
Next Review Date	29/02/2024
NSQC Clearance Date	31/08/2023



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CON/N0503: Apply paint to masonry, metal and wooden surfaces

Description

This unit is about applying paint to masonry, metal and wooden surfaces to obtain a plain finish

Scope

The scope covers the following :

- Prepare the base surfaces
- Prepare the paint mix
- Apply primer and paint

Elements and Performance Criteria

Prepare the base surfaces

To be competent, the user/individual on the job must be able to:

- PC1.** assist in taking surface measurements and estimating the quantity of required materials
- PC2.** check the surface is free from dust, dirt and grease and is prepared appropriately for the application of paint
- PC3.** apply putty appropriately to fill gaps and depressions on the surface to get a level surface
- PC4.** cover the adjacent surfaces with drop cloths/ masking tape/paper and remove all removable items before painting

Prepare the paint mix

To be competent, the user/individual on the job must be able to:

- PC5.** select appropriate painting material ,tools and mixing ingredients as per the supervisor's instructions
- PC6.** prepare the painting tools and equipment for use through cleaning and maintenance
- PC7.** prepare the mix paint and additives using them in the specified ratio
- PC8.** follow the appropriate procedure for effective mixing and dilution of paint under supervision
- PC9.** use reducer or thinner to adjust the viscosity of paint mix as per requirement/instructions

Apply primer and paint

To be competent, the user/individual on the job must be able to:

- PC10.** apply primer coats to the finished/leveled surfaces as per instructions
- PC11.** apply main coat of paint over primer within the specified time-limit under supervision
- PC12.** clean the surface of each dried coat appropriately as per instructions before application of next coat
- PC13.** apply final coat as per the required tint under supervision
- PC14.** apply the final tinted coat under supervision

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:



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- KU1.** the process of taking surface measurements
- KU2.** the applicable occupational health and safety standards
- KU3.** the basic sketches/specifications related to painting
- KU4.** different paints/ coatings for different surfaces, weather conditions, durability and costs
- KU5.** different finishes, tools and equipment for manual and machine paint application, such as brush, roller, spray gun, painting bucket, stirrer, scraper, sandpaper, putty blade, etc
- KU6.** various painting and finishing material and mixing ingredients such as scrape, primer, base colour, tint base, colourants, varnishes, enamel, etc
- KU7.** the importance of using the suggested diluents in recommended quantities
- KU8.** the methods of masking and protecting the adjacent surfaces are not required to be painted/coated
- KU9.** the procedure of manual and using mechanical preparation and application of different finishes and paints
- KU10.** the process of mixing the correct amount of paint material as per the specified ratio
- KU11.** how to adjust the viscosity of paint mix and the use of different reducers/thinners
- KU12.** the process of applying primer
- KU13.** different types of adhesives used for binding coats of paint, such as oil, turpentine, mildew remover, etc
- KU14.** different preparation methods for different surfaces
- KU15.** the use of putty in surface preparation
- KU16.** the preparation of base surfaces before painting on masonry, wood and metal surfaces
- KU17.** the preparation of paint mix using different constituents
- KU18.** how to apply paint to produce a paint film of uniform thickness
- KU19.** common application defects and errors in paint application
- KU20.** the safe use of scaffolding, ladders, covers and slings for painting on exterior and high surfaces
- KU21.** the importance of personal protection and the use of recommended safety gear
- KU22.** the safe handling and storage of painting tools, equipment and materials
- KU23.** the maintenance of painting tools and equipment
- KU24.** the safe disposal of paints and used materials as per standard norms
- KU25.** the importance of cleaning after the application of paint

Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** maintain the appropriate data and records
- GS2.** read the appropriate reports and literature concerning the field of work
- GS3.** communicate professionally with all the stakeholders
- GS4.** listen attentively to understand the information/ instructions being shared and take appropriate action
- GS5.** coordinate with co-workers to achieve the work objectives



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- GS6.** identify possible disruptions to work and take appropriate mitigation measures
- GS7.** take prompt action to deal with workplace emergencies and accidents
- GS8.** evaluate all possible solutions to work-related problems and select the best one
- GS9.** follow the recommended practices for the timely completion of work and achievement of organizational objectives



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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Prepare the base surfaces</i>	11	15	-	3
PC1. assist in taking surface measurements and estimating the quantity of required materials	-	-	-	-
PC2. check the surface is free from dust, dirt and grease and is prepared appropriately for the application of paint	-	-	-	-
PC3. apply putty appropriately to fill gaps and depressions on the surface to get a level surface	-	-	-	-
PC4. cover the adjacent surfaces with drop cloths/ masking tape/paper and remove all removable items before painting	-	-	-	-
<i>Prepare the paint mix</i>	10	20	-	3
PC5. select appropriate painting material ,tools and mixing ingredients as per the supervisor's instructions	-	-	-	-
PC6. prepare the painting tools and equipment for use through cleaning and maintenance	-	-	-	-
PC7. prepare the mix paint and additives using them in the specified ratio	-	-	-	-
PC8. follow the appropriate procedure for effective mixing and dilution of paint under supervision	-	-	-	-
PC9. use reducer or thinner to adjust the viscosity of paint mix as per requirement/instructions	-	-	-	-
<i>Apply primer and paint</i>	9	25	-	4
PC10. apply primer coats to the finished/leveled surfaces as per instructions	-	-	-	-
PC11. apply main coat of paint over primer within the specified time-limit under supervision	-	-	-	-
PC12. clean the surface of each dried coat appropriately as per instructions before application of next coat	-	-	-	-



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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC13. apply final coat as per the required tint under supervision	-	-	-	-
PC14. apply the final tinted coat under supervision	-	-	-	-
NOS Total	30	60	-	10



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National Occupational Standards (NOS) Parameters

NOS Code	CON/N0503
NOS Name	Apply paint to masonry, metal and wooden surfaces
Sector	Construction
Sub-Sector	Real Estate and Infrastructure construction
Occupation	Construction Painting
NSQF Level	3
Credits	4
Version	4.0
Last Reviewed Date	31/08/2023
Next Review Date	31/08/2026
NSQC Clearance Date	31/08/2023



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CON/N8001: Work effectively in a team to deliver desired results at the workplace

Description

This unit describes the skills and knowledge required to work effectively within a team to achieve the desired results

Scope

The scope covers the following :

- Interact and communicate in an effective manner
- Support co-workers to execute the project requirements
- Practice inclusion

Elements and Performance Criteria

Interact and communicate in an effective manner

To be competent, the user/individual on the job must be able to:

- PC1.** pass on work related information/ requirement clearly to the team members
- PC2.** inform co-workers and superiors about any kind of deviations from work
- PC3.** report any unresolved problem to the supervisor immediately
- PC4.** obtain instructions from superiors and respond on the same
- PC5.** communicate to team members/subordinates for appropriate work technique and method
- PC6.** seek clarification and advice as per the requirement

Support co-workers to execute the project requirements

To be competent, the user/individual on the job must be able to:

- PC7.** hand over the required material, tools, tackles, equipment and work fronts timely to interfacing teams
- PC8.** work together with co-workers in a synchronized manner

Practice inclusion

To be competent, the user/individual on the job must be able to:

- PC9.** maintain cultural inclusivity at work place
- PC10.** maintain disability friendly work practices
- PC11.** follow gender neutral practices at workplace
- PC12.** address discriminatory and offensive behaviour in a professional manner as per organizational policy

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** own roles and responsibilities



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- KU2.** importance of effective communication
- KU3.** the consequence of poor teamwork on project outcomes, timelines, safety at the construction site, etc.
- KU4.** different modes of communication used at workplace
- KU5.** importance of creating healthy and cooperative work environment among the gangs of workers
- KU6.** different activities within the work area where interaction with other workers is required
- KU7.** applicable techniques of work, properties of materials used, tools and tackles used, safety standards that co-workers might need as per the requirement
- KU8.** importance of proper and effective communication and the expected adverse effects in case of failure relating to quality, timeliness, safety, risks at the construction project site
- KU9.** importance and need of supporting co-workers facing problems for the smooth functioning of work
- KU10.** the fundamental concept of gender equality
- KU11.** how to recognise and be sensitive to issues of disability, culture and gender
- KU12.** legislation, policies, and procedures relating to gender sensitivity and cultural diversity including their impact on the area of operation

Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** write in at least one language, preferably in the local language of the site
- GS2.** read the communication regarding work completion, materials used, tools and tackles used, the resource required, etc,
- GS3.** speak in one or more languages, preferably in one of the local language of the site
- GS4.** listen and follow instructions / communication shared by superiors/ co-workers regarding team requirements or interfaces during work processes
- GS5.** communicate orally and effectively with co-workers considering their educational and social background
- GS6.** decide on what information is to be shared with co-workers within the team or to the interfacing gang of workers
- GS7.** plan work and organize the required resources in coordination with team members
- GS8.** complete all assigned task in coordination with team members
- GS9.** take initiative in resolving issues among co-workers or report the same to superiors
- GS10.** ensure best ways of coordination among team members
- GS11.** evaluate the complexity of task and determine if any guidance is required from superiors



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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Interact and communicate in an effective manner</i>	18	42	-	-
PC1. pass on work related information/ requirement clearly to the team members	-	-	-	-
PC2. inform co-workers and superiors about any kind of deviations from work	-	-	-	-
PC3. report any unresolved problem to the supervisor immediately	-	-	-	-
PC4. obtain instructions from superiors and respond on the same	-	-	-	-
PC5. communicate to team members/subordinates for appropriate work technique and method	-	-	-	-
PC6. seek clarification and advice as per the requirement	-	-	-	-
<i>Support co-workers to execute the project requirements</i>	6	14	-	-
PC7. hand over the required material, tools, tackles, equipment and work fronts timely to interfacing teams	-	-	-	-
PC8. work together with co-workers in a synchronized manner	-	-	-	-
<i>Practice inclusion</i>	6	14	-	-
PC9. maintain cultural inclusivity at work place	-	-	-	-
PC10. maintain disability friendly work practices	-	-	-	-
PC11. follow gender neutral practices at workplace	-	-	-	-
PC12. address discriminatory and offensive behaviour in a professional manner as per organizational policy	-	-	-	-
NOS Total	30	70	-	-



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National Occupational Standards (NOS) Parameters

NOS Code	CON/N8001
NOS Name	Work effectively in a team to deliver desired results at the workplace
Sector	Construction
Sub-Sector	Real Estate and Infrastructure construction
Occupation	Generic 2
NSQF Level	4
Credits	1
Version	12.0
Last Reviewed Date	31/08/2023
Next Review Date	31/08/2026
NSQF Clearance Date	31/08/2023



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CON/N9001: Work according to personal health, safety and environment protocols at construction site

Description

This NOS covers the skill and knowledge required for an individual to work according to personal health, safety and environmental protocols at construction site

Scope

The scope covers the following :

- Follow safety norms as defined by organization
- Adopt healthy & safe work practices
- Implement good housekeeping and environment protection process and activities
- Follow infection control guidelines as per applicability

Elements and Performance Criteria

Follow safety norms as defined by the organization

To be competent, the user/individual on the job must be able to:

- PC1.** identify and report any hazards, risks or breaches in site safety to the appropriate authority
- PC2.** follow emergency and evacuation procedures in case of accidents, fires, natural calamities
- PC3.** follow recommended safe practices in handling construction materials, including chemical and hazardous material whenever applicable
- PC4.** follow all the protocols and safety techniques conveyed during safety awareness programs like Tool Box Talks, safety demonstrations and mock drills conducted at the site
- PC5.** select and operate different types of fire extinguishers corresponding to various types of fires as per EHS guideline
- PC6.** identify near miss, unsafe condition and unsafe act

Adopt healthy & safe work practices

To be competent, the user/individual on the job must be able to:

- PC7.** use appropriate Personal Protective Equipment (PPE) as per work requirements for : Head Protection, Ear protection, Fall Protection ,Foot Protection, Face and Eye Protection, Hand and Body Protection , and Respiratory Protection (if required)
- PC8.** handle all required tools, tackles, materials and equipment safely
- PC9.** follow safe disposal of waste, harmful and hazardous materials as per EHS guidelines
- PC10.** check and install all safety equipment as per standard guidelines
- PC11.** follow safety protocols and practices as laid down by site EHS department
- PC12.** obtain "height pass" clearance for working at heights

Implement good housekeeping practices

To be competent, the user/individual on the job must be able to:

- PC13.** collect, segregate and deposit construction waste into appropriate containers based on their toxicity or hazardous nature



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PC14. apply ergonomic principles wherever required

Follow infection control guidelines as per applicability

To be competent, the user/individual on the job must be able to:

PC15. follow recommended personal hygiene, workplace hygiene and sanitization practices

PC16. clean and disinfect all materials, tools and supplies before and after use

PC17. report immediately to concerned authorities regarding signs and symptoms of illness of self and others

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** reporting procedures in cases of breaches or hazards for site safety, accidents, and emergency situations as per guidelines
- KU2.** types of safety hazards at construction sites
- KU3.** basic ergonomic principles as per applicability
- KU4.** the procedure for responding to accidents and other emergencies at site
- KU5.** use of appropriate personal protective equipment based on various working conditions
- KU6.** importance of handling tools, equipment, and materials as per applicable norms
- KU7.** effect of construction material on health and environments as per applicability
- KU8.** various environmental protection methods as per applicability
- KU9.** storage of waste including non-combustible scrap material and debris, combustible scrap material and debris, general construction waste and trash (non-toxic, non-hazardous), any other hazardous wastes and any other flammable wastes at the appropriate location
- KU10.** how to keep the workplace neat and tidy so as to be safe
- KU11.** how to use hazardous material in a safe and appropriate manner as per applicability
- KU12.** types of fire
- KU13.** procedure of operating different types of fire extinguishers
- KU14.** safety relevant to tools, tackles, and equipment as per applicability
- KU15.** housekeeping activities relevant to task
- KU16.** ways of transmission of infection
- KU17.** ways to manage infectious risks at the workplace
- KU18.** different methods of cleaning, disinfection, sterilization, and sanitization
- KU19.** symptoms of infection like fever, cough, redness, swelling, and inflammation

Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** write in at least one language, preferably in the local language of the site
- GS2.** fill safety formats for near miss, unsafe conditions and safety suggestions
- GS3.** read in one or more language, preferably in the local language of the site



Qualification Pack

- GS4.** speak in one or more language, preferably in one of the local language of the site
- GS5.** listen to instructions/communication shared by site EHS and superiors regarding site safety, and conducting the toolbox talk
- GS6.** identify potential safety risks and report to the appropriate authority
- GS7.** assess and analyze areas which may affect health, safety and environment protocol on the site



Qualification Pack

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Follow safety norms as defined by the organization</i>	6	14	-	-
PC1. identify and report any hazards, risks or breaches in site safety to the appropriate authority	-	-	-	-
PC2. follow emergency and evacuation procedures in case of accidents, fires, natural calamities	-	-	-	-
PC3. follow recommended safe practices in handling construction materials, including chemical and hazardous material whenever applicable	-	-	-	-
PC4. follow all the protocols and safety techniques conveyed during safety awareness programs like Tool Box Talks, safety demonstrations and mock drills conducted at the site	-	-	-	-
PC5. select and operate different types of fire extinguishers corresponding to various types of fires as per EHS guideline	-	-	-	-
PC6. identify near miss, unsafe condition and unsafe act	-	-	-	-
<i>Adopt healthy & safe work practices</i>	15	35	-	-
PC7. use appropriate Personal Protective Equipment (PPE) as per work requirements for : Head Protection, Ear protection, Fall Protection ,Foot Protection, Face and Eye Protection, Hand and Body Protection , and Respiratory Protection (if required)	-	-	-	-
PC8. handle all required tools, tackles, materials and equipment safely	-	-	-	-
PC9. follow safe disposal of waste, harmful and hazardous materials as per EHS guidelines	-	-	-	-
PC10. check and install all safety equipment as per standard guidelines	-	-	-	-



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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC11. follow safety protocols and practices as laid down by site EHS department	-	-	-	-
PC12. obtain "height pass" clearance for working at heights	-	-	-	-
<i>Implement good housekeeping practices</i>	6	14	-	-
PC13. collect, segregate and deposit construction waste into appropriate containers based on their toxicity or hazardous nature	-	-	-	-
PC14. apply ergonomic principles wherever required	-	-	-	-
<i>Follow infection control guidelines as per applicability</i>	3	7	-	-
PC15. follow recommended personal hygiene, workplace hygiene and sanitization practices	-	-	-	-
PC16. clean and disinfect all materials, tools and supplies before and after use	-	-	-	-
PC17. report immediately to concerned authorities regarding signs and symptoms of illness of self and others	-	-	-	-
NOS Total	30	70	-	-



Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	CON/N9001
NOS Name	Work according to personal health, safety and environment protocols at construction site
Sector	Construction
Sub-Sector	Real Estate and Infrastructure construction
Occupation	Generic Safety
NSQF Level	4
Credits	1
Version	10.0
Last Reviewed Date	31/08/2023
Next Review Date	31/08/2026
NSQC Clearance Date	31/08/2023



Qualification Pack

DGT/VSQ/N0101: Employability Skills (30 Hours)

Description

This unit is about employability skills, Constitutional values, becoming a professional in the 21st Century, digital, financial, and legal literacy, diversity and Inclusion, English and communication skills, customer service, entrepreneurship, and apprenticeship, getting ready for jobs and career development.

Scope

The scope covers the following :

- Introduction to Employability Skills
- Constitutional values - Citizenship
- Becoming a Professional in the 21st Century
- Basic English Skills
- Communication Skills
- Diversity & Inclusion
- Financial and Legal Literacy
- Essential Digital Skills
- Entrepreneurship
- Customer Service
- Getting ready for Apprenticeship & Jobs

Elements and Performance Criteria

Introduction to Employability Skills

To be competent, the user/individual on the job must be able to:

PC1. understand the significance of employability skills in meeting the job requirements

Constitutional values - Citizenship

To be competent, the user/individual on the job must be able to:

PC2. identify constitutional values, civic rights, duties, personal values and ethics and environmentally sustainable practices

Becoming a Professional in the 21st Century

To be competent, the user/individual on the job must be able to:

PC3. explain 21st Century Skills such as Self-Awareness, Behavior Skills, Positive attitude, self-motivation, problem-solving, creative thinking, time management, social and cultural awareness, emotional awareness, continuous learning mindset etc.

Basic English Skills

To be competent, the user/individual on the job must be able to:

PC4. speak with others using some basic English phrases or sentences

Communication Skills

To be competent, the user/individual on the job must be able to:

PC5. follow good manners while communicating with others

PC6. work with others in a team



Qualification Pack

Diversity & Inclusion

To be competent, the user/individual on the job must be able to:

PC7. communicate and behave appropriately with all genders and PwD

PC8. report any issues related to sexual harassment

Financial and Legal Literacy

To be competent, the user/individual on the job must be able to:

PC9. use various financial products and services safely and securely

PC10. calculate income, expenses, savings etc.

PC11. approach the concerned authorities for any exploitation as per legal rights and laws

Essential Digital Skills

To be competent, the user/individual on the job must be able to:

PC12. operate digital devices and use its features and applications securely and safely

PC13. use internet and social media platforms securely and safely

Entrepreneurship

To be competent, the user/individual on the job must be able to:

PC14. identify and assess opportunities for potential business

PC15. identify sources for arranging money and associated financial and legal challenges

Customer Service

To be competent, the user/individual on the job must be able to:

PC16. identify different types of customers

PC17. identify customer needs and address them appropriately

PC18. follow appropriate hygiene and grooming standards

Getting ready for apprenticeship & Jobs

To be competent, the user/individual on the job must be able to:

PC19. create a basic biodata

PC20. search for suitable jobs and apply

PC21. identify and register apprenticeship opportunities as per requirement

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

KU1. need for employability skills

KU2. various constitutional and personal values

KU3. different environmentally sustainable practices and their importance

KU4. Twenty first (21st) century skills and their importance

KU5. how to use basic spoken English language

KU6. Do and dont of effective communication

KU7. inclusivity and its importance

KU8. different types of disabilities and appropriate communication and behaviour towards PwD

KU9. different types of financial products and services



Qualification Pack

- KU10.** how to compute income and expenses
- KU11.** importance of maintaining safety and security in financial transactions
- KU12.** different legal rights and laws
- KU13.** how to operate digital devices and applications safely and securely
- KU14.** ways to identify business opportunities
- KU15.** types of customers and their needs
- KU16.** how to apply for a job and prepare for an interview
- KU17.** apprenticeship scheme and the process of registering on apprenticeship portal

Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** communicate effectively using appropriate language
- GS2.** behave politely and appropriately with all
- GS3.** perform basic calculations
- GS4.** solve problems effectively
- GS5.** be careful and attentive at work
- GS6.** use time effectively
- GS7.** maintain hygiene and sanitisation to avoid infection



Qualification Pack

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Introduction to Employability Skills</i>	1	1	-	-
PC1. understand the significance of employability skills in meeting the job requirements	-	-	-	-
<i>Constitutional values - Citizenship</i>	1	1	-	-
PC2. identify constitutional values, civic rights, duties, personal values and ethics and environmentally sustainable practices	-	-	-	-
<i>Becoming a Professional in the 21st Century</i>	1	3	-	-
PC3. explain 21st Century Skills such as Self-Awareness, Behavior Skills, Positive attitude, self-motivation, problem-solving, creative thinking, time management, social and cultural awareness, emotional awareness, continuous learning mindset etc.	-	-	-	-
<i>Basic English Skills</i>	2	3	-	-
PC4. speak with others using some basic English phrases or sentences	-	-	-	-
<i>Communication Skills</i>	1	1	-	-
PC5. follow good manners while communicating with others	-	-	-	-
PC6. work with others in a team	-	-	-	-
<i>Diversity & Inclusion</i>	1	1	-	-
PC7. communicate and behave appropriately with all genders and PwD	-	-	-	-
PC8. report any issues related to sexual harassment	-	-	-	-
<i>Financial and Legal Literacy</i>	3	4	-	-
PC9. use various financial products and services safely and securely	-	-	-	-



Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC10. calculate income, expenses, savings etc.	-	-	-	-
PC11. approach the concerned authorities for any exploitation as per legal rights and laws	-	-	-	-
<i>Essential Digital Skills</i>	4	6	-	-
PC12. operate digital devices and use its features and applications securely and safely	-	-	-	-
PC13. use internet and social media platforms securely and safely	-	-	-	-
<i>Entrepreneurship</i>	3	5	-	-
PC14. identify and assess opportunities for potential business	-	-	-	-
PC15. identify sources for arranging money and associated financial and legal challenges	-	-	-	-
<i>Customer Service</i>	2	2	-	-
PC16. identify different types of customers	-	-	-	-
PC17. identify customer needs and address them appropriately	-	-	-	-
PC18. follow appropriate hygiene and grooming standards	-	-	-	-
<i>Getting ready for apprenticeship & Jobs</i>	1	3	-	-
PC19. create a basic biodata	-	-	-	-
PC20. search for suitable jobs and apply	-	-	-	-
PC21. identify and register apprenticeship opportunities as per requirement	-	-	-	-
NOS Total	20	30	-	-



Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	DGT/VSQ/N0101
NOS Name	Employability Skills (30 Hours)
Sector	Cross Sectoral
Sub-Sector	Professional Skills
Occupation	Employability
NSQF Level	2
Credits	1
Version	1.0
Last Reviewed Date	27/01/2022
Next Review Date	26/01/2025
NSQC Clearance Date	27/01/2022



Qualification Pack

CON/N0504: Carry out varnishing and polishing of wooden surfaces

Description

This unit is about carrying out varnishing and polishing of wooden surfaces, such as doors and window partitions.

Scope

The scope covers the following :

- Prepare the base surfaces for varnishing and polishing
- Prepare the paint mix
- Apply varnish and polish on wooden surfaces

Elements and Performance Criteria

Prepare the base surfaces for varnishing and polishing

To be competent, the user/individual on the job must be able to:

- PC1.** remove all loose and detrimental foreign matter from the surface by using appropriate tools
- PC2.** apply bleaching agents on wooded surface using brush to restore the natural colour as per the supervisor's instruction
- PC3.** fill the gaps/depressions on wooden surfaces using an appropriate wood filler
- PC4.** smoothen, shape, and touch-up the surface using sandpaper, pumice stones, steel wool, chisels, sanders, or grinders
- PC5.** cover the adjacent surfaces using drop cloth/ masking tape/paper and remove the removable items/accessories before varnishing and polishing

Prepare the paint mix

To be competent, the user/individual on the job must be able to:

- PC6.** select appropriate finishing ingredients such as paint, stain, lacquer, shellac, or varnish as per specification/instructions
- PC7.** prepare the mix of paint and additives using them in the specified ratio
- PC8.** follow the appropriate procedure for effective mixing and dilution of paint under supervision
- PC9.** use reducer or thinner to adjust the viscosity of paint mix as per requirement/instructions

Apply varnish and polish on wooden surfaces

To be competent, the user/individual on the job must be able to:

- PC10.** apply a primer coat to the wooden surface as per instruction
- PC11.** apply paint /varnish coat of specified thickness for the specified time after the primer dries as per the supervisor's instructions
- PC12.** sand the surface using appropriate tools as per the given instructions
- PC13.** apply coat of putty/wood filler wood and sand the applied coat as per instructions
- PC14.** apply finishing coats as per instructions to produce a smooth surface of uniform thickness
- PC15.** apply toners, highlights, glazes/ shades, lacquers and sealers as instructed



Qualification Pack

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** the process of vanishing and polishing wooden surfaces
- KU2.** use of appropriate tools, equipment and accessories for vanishing and polishing of wooden surfaces, such as brush, roller, painting bucket, stirrers, scraper, sand paper, putty blade, etc.
- KU3.** use of painting and finishing material and mixing ingredients such as scrape, primer, base color, tint base, colourants, varnish, enamel, etc.
- KU4.** the methods of protecting adjacent surfaces prior to painting
- KU5.** the importance and process of preparing paint and additive mix in an appropriate ratio
- KU6.** use of different reducers and thinners for adjusting the viscosity of paint mix
- KU7.** the process of applying primer
- KU8.** the use of different types of adhesives for binding coats of paint, such as oil, turpentine, mildew remover, etc.
- KU9.** the wooden surface preparation methods
- KU10.** the use of putty in surface preparation
- KU11.** the importance of applying bleaching agents on a wooden surface
- KU12.** the application of varnishes, putty, primer, sealants, toners, etc.
- KU13.** the process of preparing the base surface before varnishing and polishing
- KU14.** the process of preparing paint mix using different constituents

Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** maintain the appropriate data and records
- GS2.** read the appropriate reports and literature concerning the field of work
- GS3.** communicate professionally with all the stakeholders
- GS4.** listen attentively to understand the information/ instructions being shared and take appropriate action
- GS5.** coordinate with the co-workers to achieve the work objectives
- GS6.** identify possible disruptions to work and take appropriate mitigation measures
- GS7.** take prompt action to deal with workplace emergencies and accidents
- GS8.** evaluate all possible solutions to work-related problems and select the best one
- GS9.** follow the recommended practices for the timely completion of work and achievement of organizational objectives



Qualification Pack

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Prepare the base surfaces for varnishing and polishing</i>	10	20	-	3
PC1. remove all loose and detrimental foreign matter from the surface by using appropriate tools	-	-	-	-
PC2. apply bleaching agents on wooded surface using brush to restore the natural colour as per the supervisor's instruction	-	-	-	-
PC3. fill the gaps/depressions on wooden surfaces using an appropriate wood filler	-	-	-	-
PC4. smoothen, shape, and touch-up the surface using sandpaper, pumice stones, steel wool, chisels, sanders, or grinders	-	-	-	-
PC5. cover the adjacent surfaces using drop cloth/ masking tape/paper and remove the removable items/accessories before varnishing and polishing	-	-	-	-
<i>Prepare the paint mix</i>	11	15	-	3
PC6. select appropriate finishing ingredients such as paint, stain, lacquer, shellac, or varnish as per specification/instructions	-	-	-	-
PC7. prepare the mix of paint and additives using them in the specified ratio	-	-	-	-
PC8. follow the appropriate procedure for effective mixing and dilution of paint under supervision	-	-	-	-
PC9. use reducer or thinner to adjust the viscosity of paint mix as per requirement/instructions	-	-	-	-
<i>Apply varnish and polish on wooden surfaces</i>	9	25	-	4
PC10. apply a primer coat to the wooden surface as per instruction	-	-	-	-
PC11. apply paint /varnish coat of specified thickness for the specified time after the primer dries as per the supervisor's instructions	-	-	-	-



Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC12. sand the surface using appropriate tools as per the given instructions	-	-	-	-
PC13. apply coat of putty/wood filler wood and sand the applied coat as per instructions	-	-	-	-
PC14. apply finishing coats as per instructions to produce a smooth surface of uniform thickness	-	-	-	-
PC15. apply toners, highlights, glazes/ shades, lacquers and sealers as instructed	-	-	-	-
NOS Total	30	60	-	10



Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	CON/N0504
NOS Name	Carry out varnishing and polishing of wooden surfaces
Sector	Construction
Sub-Sector	Real Estate and Infrastructure construction
Occupation	Construction Painting
NSQF Level	3
Credits	1
Version	4.0
Last Reviewed Date	31/08/2023
Next Review Date	31/08/2026
NSQC Clearance Date	31/08/2023

Assessment Guidelines and Assessment Weightage

Assessment Guidelines

1. Criteria for assessment for each Qualification Pack will be created by the Sector Skill Council. Each Performance Criteria (PC) will be assigned marks proportional to its importance in NOS. SSC will also lay down proportion of marks for Theory and Skills Practical for each PC.
2. The assessment for the knowledge part will be based on knowledge bank of questions created by Assessment Bodies subject to approval by SSC.
3. Individual assessment agencies will create unique question papers for knowledge/theory part for assessment of candidates as per assessment criteria given below.
4. Individual assessment agencies will create unique evaluations for skill practical for every student at each examination/training center based on assessment criteria.
5. The passing percentage for each QP will be 50%. To pass the Qualification Pack, every trainee should score a minimum of 50% individually in each NOS.
6. The Assessor shall check the final outcome of the practices while evaluating the steps performed to achieve the final outcome.



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7. The trainee shall be provided with a chance to repeat the test to correct his procedures in case of improper performance, with a deduction of marks for each iteration.
8. After the certain number of iteration as decided by SSC the trainee is marked as fail, scoring zero marks for the procedure for the practical activity.
9. In case of successfully passing only certain number of NOS's, the trainee is eligible to take subsequent assessment on the balance NOS's to pass the Qualification Pack within the specified timeframe set by SSC.
10. Minimum duration of Assessment of each QP shall be of 4hrs/trainee.

Minimum Aggregate Passing % at QP Level : 50

(Please note: Every Trainee should score a minimum aggregate passing percentage as specified above, to successfully clear the Qualification Pack assessment.)

Assessment Weightage

Compulsory NOS

National Occupational Standards	Theory Marks	Practical Marks	Project Marks	Viva Marks	Total Marks	Weightage
CON/N0502.Prepare different types of surfaces for painting	30	60	0	10	100	20
CON/N0101.Erect and dismantle temporary scaffold up to 3.6 meter height	30	60	0	10	100	20
CON/N0503.Apply paint to masonry, metal and wooden surfaces	30	60	0	10	100	30
CON/N8001.Work effectively in a team to deliver desired results at the workplace	30	70	0	0	100	10
CON/N9001.Work according to personal health, safety and environment protocols at construction site	30	70	0	0	100	10
DGT/VSQ/N0101.Employability Skills (30 Hours)	20	30	-	-	50	10
Total	170	350	-	30	550	100



Qualification Pack

Optional: 1 Varnishing and polishing, Carry out varnishing and polishing of wooden surfaces

National Occupational Standards	Theory Marks	Practical Marks	Project Marks	Viva Marks	Total Marks	Weightage
CON/N0504.Carry out varnishing and polishing of wooden surfaces	30	60	-	10	100	99
Total	30	60	-	10	100	99



Qualification Pack

Acronyms

NOS	National Occupational Standard(s)
NSQF	National Skills Qualifications Framework
QP	Qualifications Pack
TVET	Technical and Vocational Education and Training
EHS	Environmental, Health, and Safety
MCQ	Multiple-Choice Questions
PPE	Personal Protective Equipment
RCC	Reinforced Cement Concrete



Qualification Pack

Glossary

Sector	Sector is a conglomeration of different business operations having similar business and interests. It may also be defined as a distinct subset of the economy whose components share similar characteristics and interests.
Sub-sector	Sub-sector is derived from a further breakdown based on the characteristics and interests of its components.
Occupation	Occupation is a set of job roles, which perform similar/ related set of functions in an industry.
Job role	Job role defines a unique set of functions that together form a unique employment opportunity in an organisation.
Occupational Standards (OS)	OS specify the standards of performance an individual must achieve when carrying out a function in the workplace, together with the Knowledge and Understanding (KU) they need to meet that standard consistently. Occupational Standards are applicable both in the Indian and global contexts.
Performance Criteria (PC)	Performance Criteria (PC) are statements that together specify the standard of performance required when carrying out a task.
National Occupational Standards (NOS)	NOS are occupational standards which apply uniquely in the Indian context.
Qualifications Pack (QP)	QP comprises the set of OS, together with the educational, training and other criteria required to perform a job role. A QP is assigned a unique qualifications pack code.
Unit Code	Unit code is a unique identifier for an Occupational Standard, which is denoted by an 'N'
Unit Title	Unit title gives a clear overall statement about what the incumbent should be able to do.
Description	Description gives a short summary of the unit content. This would be helpful to anyone searching on a database to verify that this is the appropriate OS they are looking for.
Scope	Scope is a set of statements specifying the range of variables that an individual may have to deal with in carrying out the function which have a critical impact on quality of performance required.



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Knowledge and Understanding (KU)	<p>Knowledge and Understanding (KU) are statements which together specify the technical, generic, professional and organisational specific knowledge that an individual needs in order to perform to the required standard.</p>
Organisational Context	<p>Organisational context includes the way the organisation is structured and how it operates, including the extent of operative knowledge managers have of their relevant areas of responsibility.</p>
Technical Knowledge	<p>Technical knowledge is the specific knowledge needed to accomplish specific designated responsibilities.</p>
Core Skills/ Generic Skills (GS)	<p>Core skills or Generic Skills (GS) are a group of skills that are the key to learning and working in today's world. These skills are typically needed in any work environment in today's world. These skills are typically needed in any work environment. In the context of the OS, these include communication related skills that are applicable to most job roles.</p>
Electives	<p>Electives are NOS/set of NOS that are identified by the sector as contributive to specialization in a job role. There may be multiple electives within a QP for each specialized job role. Trainees must select at least one elective for the successful completion of a QP with Electives.</p>
Options	<p>Options are NOS/set of NOS that are identified by the sector as additional skills. There may be multiple options within a QP. It is not mandatory to select any of the options to complete a QP with Options.</p>