**NSDA Reference**

To be Added by NSDA

CONTACT DETAILS OF THE AWARDING BODY FOR THE QUALIFICATION

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| 1. **Name and address of awarding body:**   **National Academy of RUDSETI**  **Chitrapur Bhavan**  **15th Cross, 8th Main**  **Malleswaram**  **Bengaluru- 560 055**  **Ph: 080- 2346 2875**  **Email:** [**info@rudsetacademy.org**](mailto:info@rudsetacademy.org)   1. **Name and contact details of the Individual dealing with the submission:**   **Name: Sri. R. R. Singh**  **Position in the Organization**: **Director General**  **Address:** Same as above  **Email:** [**dg@rudsetacademy.org**](mailto:dg@rudsetacademy.org)   1. **List of Documents submitted in support of the Qualifications file (Annexure)** 2. **About National Academy of RUDSET** 3. **RUDSETI Model of Entrepreneurship Development** 4. **Curriculum document /Syllabus** 5. **Session Plan** 6. **Bank wise list of RSETIs** 7. **Research Studies regarding RUDSETI/RSETI** |

# SUMMARY

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| **Qualification Title: Building Painting** |
| **Qualification Code: NARQ30022-PROCESS** |
| **Nature and purpose of the qualification:**  Qualification enables the trainee to set up their own venture in painting of residential houses and office and commercial buildings. According to NSSO Data (2013) among workers in rural areas, 54.2% are self-employed and 38.6% work as casual labor, where as only 7.2% have regular wage employment. Most of the self employed are engaged in agriculture and have very little formal skills both in farm and non-farm occupations. Hence, the need to skill rural youth so that the next generation of workers become skilled, productive and contribute positively for the growth of the economy. |
| **Body/bodies which will award the qualification: National Academy of RUDSETI, Bengaluru**  The National Academy of RUDSETI was established in April 2009 in response to an emerging need for capacity building and mentoring of more than 585 Rural Self Employment Training Institutes (RSETIs) established in each district of the country as joint venture between different Banks and the Ministry of Rural Development, Government of India to work as National Level Resource Organization for RUDSETIs and RSETIs and other similar type of Institutes   1. To design and conduct training programmes and undertake project in Enterprise Promotion, Rural Development, Technology Transfer and imparting Human Resource Development (HRD) concepts. 2. To conduct research and development work in the field of Entrepreneurship Development 3. To act as a advisory to policy makers relating to Enterprise Promotion and Rural Development (for Government /NGOs/ Other Organizations / Financial Institutions /Corporate Entities / Central Secretariat, RUDSETI) 4. To take up any other activities connected with Rural Development and Entrepreneurship Development and Rural Development. 5. To provide Consultancy and Counseling Services in the field of Entrepreneurship Development and Rural Development. 6. Any other activity aimed at Development of Entrepreneurship, Rural Development and serving the society at large.   (See Annexure I for a complete profile of NAR and Annexure II for RUDSETI model of Entrepreneurship Development) |
| **Body which will accredit providers to offer courses leading to the qualification:**  National Academy of RUDSETI, Bengaluru |
| **Body/bodies which will be responsible for assessment:**  National Academy of RUDSETI, Bengaluru |

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| **Occupation(s) to which the qualification gives access:**  This qualification will enable the trainee to establish a profession of his own for undertaking ‘Residential Houses, Office buildings and commercial establishment painting’ assignments and in due course, expand the venture by employing some more people to attend to the increased demands. Besides skills in the field of Building Painting making, the qualification will give access to the trainee to:   1. Acquire and internalize the required Entrepreneurial Competencies (skill as well as attitude). 2. Knowledge and techniques for identifying the business opportunities, selection of an entrepreneurial activity, launching of the venture and skills for managing a Micro Enterprise. 3. Build confidence in one’s own abilities |
| **Proposed level of the qualification in the NSQF:**  Level 3 |
| **Anticipated volume of training/learning required to complete the qualification:**  80 hours  See Annexure III for Curriculum document & Annexure IV for Session Plan |
| **Entry requirements / recommendations:**  Male Candidates in the age group of 18 to 45 years having inclination for taking up Building Painting as a self employment occupation. |
| **Progression from the qualification:**  This qualification will enable the trainees to become Self Employed by providing service in the field of Building Painting. He will be able to set up his own Venture and providing on the spot service. In due course they will graduate to become an entrepreneur through expansion thereby providing employment to others also. |
| **Planned arrangements for the Recognition of Prior learning (RPL):**  Not applicable |
| **International comparability where known:**  **------** |

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| **Formal structure of the Qualification** | | | |
| **Building Painting** | **Mandatory/**  **Optional** | **Estimated Size (learning hours)** | **Level** |
| **Professional Knowledge**  **A - Entrepreneurship**   1. Knowledge of self-confidence , attitude 2. Entrepreneurial competencies 3. Banking, insurance , financial accountancy and management 4. Legal aspects ,regulatory aspects of SMEs   **B – Technical Knowledge**   1. Introduction, Scope and Opportunities for Building painting. 2. Basic Knowledge of Paints in Decorative segment. 3. Knowledge of various tools/accessories used 4. Importance of Paints, types of paints, different types of Brands of paints. 5. Surface type identification. 6. Knowledge on Surface preparation before painting. 7. Do’s and Don’ts of painting. 8. Knowledge on special effect finishes. 9. Safety measures and First Aid | Mandatory  Mandatory | 12 hours  12 hours | Level 3  Level 3 |
| **Professional / Technical Skills**   1. Techniques of Preparation of Surface for painting. 2. Application of primer. 3. Preparation and application of Enamel Putty and Cement Putty for interior and exterior surfaces. 4. Sanding process, application of 2nd coat of primer, filling and scuffing etc. 5. Application of Final Top coats through different techniques like- brushing, rolling and conventional spraying. 6. Special effects finish like metallic paint application. | Mandatory | 38 hours | Level 3 |
| **Core Skills**   1. Business Opportunity Identification 2. Market Survey and Business Plan Development 3. Planning and Risk Assessment 4. Problem solving 5. Time management 6. Communication 7. Business Management skills | Mandatory | 12 hours | Level 3 |
| **Admission and Examination** | Mandatory | 4 hrs | - |
| **Total Duration of the Course** |  | **80 hrs** | |

**SECTION 1 - ASSESSMENT**

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| **Body/Bodies which will carry out assessment:**  This qualification will be used by 585 RSETIs (list is furnished in Annexure IV) across the country which has been established in each district. These RSETIs are controlled by commercial banks (both Government owned and Private). NAR is a separate body and there is no linkage in management and control between the RSETIs offering the training and NAR which will conduct the assessment. The assessment of outcome of the qualification will be done by NAR which is an independent organization. It is run by professionals who are expert in rural entrepreneurship development. In NAR there will be a separate vertical similar to ‘Controller of Examinations’ in Universities, which will conduct the assessment through its empanelled assessors at the RSETI level. The empanelled assessors will be provided training by NAR.  **How will RPL assessment be managed and who will carry out?**  Not Applicable  **Describe the overall assessment strategy and specific arrangements which have been put in place to ensure that assessment is always valid, reliable and fair and show that these are in line with the requirements of NSQF.**  Assessment tools for the Qualification are decided on the basis of composition of knowledge and skill in that particular Course. All assessments shall have at least two tools viz.1. Practical test and 2. Written test and/or Viva.   1. **Assessment process:**   The assessment will be primarily carried out by collecting evidence of competence gained by the trainees by observing them at work, asking questions and initiating formative discussions to assess understanding and by evaluating their practical work. The question papers for the theory Examinations contain objective/descriptive type questions, drawings etc.  **Minimum pass mark:** Overall 50% of marks allotted   1. **Testing and certifications for the course:**   Arrangements will be made by NAR to ensure that the evidence on which assessment / judgments made are comparable for all trainees and that the judgments made does not vary from assessor to assessor. Arrangements relating to the conduct and monitoring process of assessment are as follows:   * Questions papers will be prepared by NAR in consultation with vocation experts in the field. * Structured tests at the Institute level will be administered in the presence of the assessors. * The tests will be supervised and monitored at every Centre * Theory and practical Examinations will be carried out with invigilators/examiners with the overall supervision of the certified assessors. * Examiners called for evaluation of practical will have technical expertise in the field |

**ASSESSMENT EVIDENCE**

**Assessment & Evaluation:**

The trainees will be assessed through a structured test process. The test will comprise of both written, practical and viva voce. Standard question paper will be devised keeping in view the expected outcome of the training. The test will be administered by certified and empanelled assessors at RSETI level. The technical skill component will be tested through practical examination. Both of these tests will be followed by personal interview wherein the entrepreneurial competencies will be tested. The extent of internalization of the inputs given will be tested. The face-to-face interview will assess the overall ability of the trainee concerned to perform the defined job role including behavioral aspects of entrepreneurial competencies. On getting the results of these tests from the assessors at ground level, a senior expert in entrepreneurship at NAR, Bengaluru will review the marks and on his validation, system generated certificates will be issued to the successful candidates online.

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| **Entrepreneurship Development Aspects** | | | | |
| **Assessable Outcomes** | **Performance Criteria** | **Assessment Criteria** | | |
| **Total** | **Theory** | **Practical** |
| 1. Candidate is clearly able to differentiate between Wage employment, Self-employment and Entrepreneurship 2. Understand, appreciate and develop the self-confidence for embarking on self-employment 3. Understand and internalize entrepreneurial competencies and know their importance for becoming a successful entrepreneur. 4. Trainee is able to appreciate need for continuous growth and expansion of an enterprise 5. Trainee is able to analyze major trends in a given economic sector / sub-sector and identify Business Opportunities 6. Develop effective personal management skills like time management and communication skills. 7. Trainees are able to devise a simple marketing and sales strategies and plan for a small business 8. Trainees able to manage small team of workers required for managing a small business | **PC1** – Understanding the Context and Need for Rural Entrepreneurship Development, Role of RSETIs | 1 | 1 | 0 |
| **PC2** – Developing Self Confidence and Positive Attitude (Micro Lab & Tower Building) | 2 | 1 | 1 |
| **PC3** – Comparative Advantages of Entrepreneurship and Self Employment over Wage Employment | 1 | 1 | 0 |
| **PC 4** - Understanding and internalizing entrepreneurial competencies | 5 | 2 | 3 |
| **PC5** - Understanding the process of steps in Problem Solving | 2 | 1 | 1 |
| **PC6 –** Time Management – Understanding of Basic Concepts and ability to manage time | 3 | 2 | 1 |
| **PC7 –** Effective Communication Skills – Understanding of Basic Concepts and ability | 2 | 1 | 1 |
| **PC8** – Ability to assess market conditions and indentify appropriate business opportunities | 2 | 1 | 1 |
| **PC9** – Understanding of Banking & Insurance and how it can help a start up enterprise | 2 | 1 | 1 |
| **PC10** – Ability to Prepare Business Plan based on data obtained from Market Survey | 10 | 6 | 4 |
| **PC 11** – Understanding licensing and regulatory aspects of launching an enterprise. | 2 | 1 | 1 |
| **PC12** – Ability to Maintain Books of Accounts and Develop Financial Statements for a Small Business | 5 | 3 | 2 |
| **PC13** – Understanding and ability for Inventory and Materials Management | 5 | 3 | 2 |
| **PC14** – Understanding and ability for Sales and Marketing | 5 | 3 | 2 |
| **PC15** – Human Resource Management – Understanding of Concepts and ability to manage a team | 5 | 3 | 2 |
| **PC16** - Understanding of Basic Laws relating to MSMEs | 5 | 3 | 2 |
| **PC17** – Growth and Strategic Planning - Understanding of Concepts | 3 | 3 | 0 |
| **Total EDP** | **60** | **36** | **24** |

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| **Outcomes to be Assessed** | **Performance Criteria** | **Assessment Criteria** | | |
| **Total** | **Theory** | **Practical** |
| **Professional Knowledge**  **B. Technical Knowledge**   1. Interest generated in learning the techniques of Building painting to take it up as a self employment venture. 2. Gain Knowledge of various tools and accessories used in painting. 3. Become aware of types of paints and brands of paints available. 4. Becomes Aware that type of painting differs with type of surface and before painting there is need to prepare the surface for achieving the required quality. 5. Understands the best practice of building painting for increasing the quality and efficiency. 6. Understands the need and value of special effect finishes. 7. Knowledge and need for Safety measures and First Aid. | **PC 1** – Understands as to how building painting can be a successful self employment venture. | 5 | 5 | Nil |
| **PC 2** – Different tools/ brushes and other accessories used in building painting. | 5 | 5 | Nil |
| **PC 3** – Types of paints and brands of popular paints available in market and their prices. | 5 | 5 | Nil |
| **PC 4** – Ability to plan (resources, tools, time etc. ) for conducting professional assignments | 5 | 5 | Nil |
| **PC 5—**Different methods and Steps involved in preparation of surface for painting. | 5 | 5 | Nil |
| **PC 6** – Do’s and Don’ts of building painting. | 5 | 5 | Nil |
| **PC 7** – Importance and types of special effects. | 5 | 5 | Nil |
| **PC 8** – precautionary Measures required to be taken to ensure safety and First Aid techniques. | 5 | 5 | Nil |
| **Total** | **40** | **40** | **Nil** |
| **Professional Skills**   1. Able to take up different types of surface preparation. 2. Able to paint using different accessories like brush, roller, sprayer etc. 3. Creativity in making special effect finishing and projecting the work for business development. | **PC 1 –** Identify the types of Paints used for painting. | 6 | Nil | 6 |
| **PC 2** –Ability to Identify the different types of surfaces for painting. | 6 | Nil | 6 |
| **PC 3**—Ensure the arrangements made for Setting the environment / infrastructure needed (ladder. Bamboo stand etc.) for painting. | 6 | NIL | 6 |
| **PC 4**- Preparation of surface by application of Primer as per the requirement. | 8 | Nil | 8 |
| **PC 5**—Preparation of Enamel Putty and Cement Putty. | 8 | NIL | 8 |
| **PC 6--** Preparation of surface by application of Enamel putty as per the requirement. | 8 | Nil | 8 |
| **PC 7** – Preparation of surface by application of cement putty as per the requirement. | 8 | Nil | 8 |
| **PC 8** – – Preparation of surface by application of 2nd coat of primer after filling and scuffing on different types of surfaces like masonary, wood and metal as per the requirement. | 10 | Nil | 10 |
| **PC 9** – Application of Final top coat by water based or solvent based products by using brush. | 10 | Nil | 10 |
| **PC 10** – Application of Final top coat by water based or solvent based products by using rollers. | 10 | Nil | 10 |
| **PC 11** – Application of Final top coat by water based or solvent based products by using conventional sprayers. | 10 | Nil | 10 |
| **PC 12--** Ability to give special effect finishes and metallic paint application. | 10 | NIL | 10 |
| **Total** | **100** | **NIL** | **100** |
| **Total for the Course** | | **200** | **76** | **124** |
| **Means of assessment 1**: Physical Test | | | | |
| **Means of assessment 2**: Written Test & Viva Voce. | | | | |
| **Pass : overall 50 % and above** | | | | |

# SECTION 2 - EVIDENCE OF LEVEL

Option B: Key Requirements of the Job Role

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| **Title of the Qualification: NARQ30022 – PROCESS– Building Painting** | | | | |
| **NSQF LEVEL - 3** | | | | |
| **Process Required** | | **Professional Knowledge** | **Professional Skills** | **Core Skills** | **Responsibility** |
| **Persons may carry out a job which may require limited range of activities routine and predictable** | | **Basic facts, process and principle applied in trade of employment** | **Recall and demonstrate practical skill, routine and repetitive in narrow range of application.** | **Communication written and oral, with minimum required clarity, skill of basic arithmetic and algebraic principles, personal banking, basic understanding of social and natural environment** | **Under close supervision, some responsibility for own work within defined limit.** |
| Building Painting work is a service activity to be provided at the customer place as JOB WORK invariably as the painting has to be done for fixed structures and requires creation of routine atmosphere before taking up the work and the same can be well predicted for each kind of assignment. | | Knowledge level required is of basic nature as mixing of ingredients in required proportion is to be done and application of paint using different accessories with simple skill and more of physical work. | The skill required here is mainly acquired by practice and once perfection is achieved, it will be repetitive in nature. | Enterprise launching and business management skills to a limited scale. This can be imparted through training as it involves simple machinery and moderate capital investment. | Since this training leads to entrepreneurial outcome responsibility for own work and learning is to be present and demonstrated. |

# SECTION 2 - EVIDENCE OF NEED

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| **What evidence is there that the qualification is needed?**  Construction Industry is one of the booming industries in India and there everlasting demand for construction. As such Painting to Houses and Buildings is having much more scope for ever as it is required for new constructions as well as periodical maintenance. Hence, the persons who are trained for professional painting with creative ideas and efficient in work can become successful entrepreneurs in this sector. The training can open a lot of job opportunities for the candidate to go in for profitable self-employment to cater to the needs of domestic/commercial/industrial and construction sector. The profession is of labor intensive in nature, the returns are on higher side apart from providing employment for others. Hence an exclusive qualification has been devised for unemployed youths for taking up Building painting work as a self employment venture.  To train the rural youth for taking up self employment ventures, Rural Self Employment Training Institutes (RSETIs) have been established by various Banks. Ministry of Rural Development gives part funding of the training. The RSETIs have been established on the RUDSETI model which has been proved very effective in eradicating the problems of unemployed youth. The trainings by these Institutes are unique in the sense they are demand based. The Institutes have got the experience of conducting these programmes over the years. The RUDSETI model of developing rural entrepreneurs has been well researched and documented (please see Annexure VI).  **In order to identify the potential programmes as per the needs of the unemployed youth, a Committee of General Managers of top 5 RSETI sponsoring Banks has been constituted. The General Managers of State Bank of India, Punjab National Bank, Bank of Baroda, Central Bank of India and Bank of India are the members of this Committee. In addition, Executive Director, RUDSETI, National Director for RSETIs and Director General, National Academy of RUDSETI who got rich field experience is also a member of this Committee. The above Committee met at Mumbai on 7th November 2016. After thorough discussions and based on the past experience the Committee short listed potential /need based courses for training rural unemployed youth in the RSETIs. The training in ‘Building Painting’ services is one such shortlisted need based training.** |

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| **What steps were taken to ensure that the qualification(s) does/do not duplicate already existing or planned qualifications in the NSQF?**    Currently such a qualification is not being offered by any Sector Skills Council. This qualification focuses both on technical and entrepreneurial skills in a comprehensive manner to enable the trainee to become self-employed and graduate to become an entrepreneur. Hence the need for this qualification.    **What arrangements are in place to monitor and review the qualification(s)? What data will be used and at what point will the qualification(s) be revised or updated?** |

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| **What Arrangements are in place to monitor and review the qualification (s)? What data will be used and at point will the qualification (s) be revised or updated?**  National Academy of RUDSETI has put in place a robust MIS for RSETIs. Comprehensive data (Course wise/Bank Wise/State Wise) for all RSETIs is maintained by NAR in the said MIS. Entry level data include the photograph of the candidate other basic details. Course modules are made available in the MIS and the website of NAR. Training logs and Post Programme Reports with action photographs of the training are also made available in the MIS. Details of Settlement and credit linkages are uploaded in the MIS with action photos and documentary proofs. The State Directors of RSETIs are also visiting the RSETIs every quarter for reviewing the quality of training / settlement. Officials from the controlling offices of the Banks and NAR are also making periodic visits to the RSETIs for reviewing the activities. MIS reports are used for viewing the settlement of the trained candidates, their level of income and employment generation by them. Feedback obtained from the trained candidates, RSETI sponsoring bank and other stake holders are used to review/update the course. |

# SECTION 4 - EVIDENCE OF RECOGNITION AND PROGRESSION

**What steps have been taken in the design of this or other qualifications to ensure that there is a clear path to other qualifications in this sector?**

The candidates who are trained in Building Painting can take up other courses in Construction related activities. They can also attend skill up gradation courses and growth programmes offered by RSETIs.