

## Painter and Decorator *On-the-Job Training Guide*

*Painter and decorators prepare surfaces, apply paint and other protective coatings, and apply wallpaper and other decorative finishes to buildings and objects.*

**Training Requirements:** 5400 hours (3 years) including: three 8-week training sessions at SAIT in Calgary, Alberta or NAIT in Edmonton, Alberta.

Journeyman to apprentice ratio for this trade is: 1:2

The information contained in this pamphlet serves as a guide for employers and apprentices. Apprenticeship training is mutually beneficial to both employer and apprentice. The employer's investment in training apprentices results in skilled and certified workers. The pamphlet summarizes the tasks to be covered by the apprentice during the on-the-job portion of apprenticeship training. An apprentice spends approximately 85% of the apprenticeship term training on-the-job.

It is the employer's or journeyman's training responsibility to supervise an apprentice's practical skills development until a satisfactory level of proficiency has been reached.

### EMPLOYER TRAINING RESPONSIBILITY

- promote a safety-conscious workplace
- provide mentored, hands-on practice in the use of tools and equipment
- demonstrate procedures for the preparation and application of coatings, specialty finishes and wallcoverings
- further the apprentice's ability to interpret technical drawings
- introduce the apprentice to the procedures used for estimating materials and costing projects
- ensure that the apprentice can evaluate the end product

Employers should make every effort to expose their apprentices to work experience in as many areas of the trade as possible.

Below, in-school instruction is listed first; suggestions to help employers assist the apprentice to prepare for in-school training are listed next.

The content of the training components is subject to change without notice.

## Level One

### General Painting

Introduction to painting and decorating

Health and safety

Material selection

Surface analysis and remedies

*The employer can assist the apprentice to prepare for this section of technical training by:*

- *discussing the obligations and responsibilities of apprentices when on the job and while in technical training*
- *using proper trade terminology and properly identifying building components*
- *clearly describing and demanding adherence to safe work practices and to safety requirements and regulations*
- *describing how the WHMIS system works and is used for this trade's products*
- *discussing potential environmental hazards such as asbestos, lead and mold*
- *identifying types of coatings and their primary function including prime, extender, colour pigments, natural and synthetic resins, binders, driers, catalysts solvents and diluents*
- *describing how to interpret product data sheets*
- *constantly identifying different substrates and discussing their characteristics*
- *describing and showing common defect and coating failures and outlining remedial actions for each*

### Surface Preparation

Surface preparation theory

Surface preparation procedures

Drywall finishing theory

Drywall finishing procedures

*The employer can assist the apprentice to prepare for this section of technical training by:*

- *explaining the functions and use of tools used for surface preparation and for drywall finishing*
- *explaining how to select the proper natural or synthetic abrasive appropriate for the job*
- *demonstrating how to remove coatings and wall coverings from various substrates*
- *demonstrating the surface preparation process and the finishing sequence for new and previously coated drywall, plaster, masonry, wood, ferrous and non-ferrous surfaces*
- *demonstrating how to repair surface defects*
- *describing and demonstrating the materials and procedures used for drywall finishing*

### Colour

Colour theory

Colour mixing

*The employer can assist the apprentice to prepare for this section of technical training by:*

- *defining colour terms*
- *explaining the additive theory, the spectrum theory and the subtractive theory of colour*
- *demonstrating the mixing of colours to match wet and dry samples*
- *demonstrating the construction of colour charts*

### Manual Application Tools

Manual application theory

Manual application procedures

*The employer can assist the apprentice to prepare for this section of technical training by:*

- *describing the types, uses and components of paintbrushes and rollers*
- *describing the types of alternate application tools and methods*
- *demonstrating the application of coatings using paintbrushes, rollers and alternate application tools*
- *demonstrating correct cleaning and storing practices for these tools*

## **Conventional and Airless Spraying**

Conventional and airless spraying theory

Conventional and airless spraying procedures

*The employer can assist the apprentice to prepare for this section of technical training by:*

- *describing the operation, components and maintenance requirements of airless and conventional spray equipment*
- *demonstrating the correct start up and shut down procedures for this equipment*
- *demonstrating proper spraying technique using this equipment*
- *demonstrate the performing of maintenance and troubleshooting on this equipment*

## **Basic Mathematics and Drawing Interpretation**

Trade mathematics

Drawing

*The employer can assist the apprentice to prepare for this section of technical training by:*

- *ensuring the apprentice clearly understands both the metric and imperial systems of measurement*
- *giving the apprentice basic problems that deal with basic math equations including perimeters and surface areas of different geometric shapes in both systems of measurement*
- *demonstrating and allowing the apprentice to estimate material quantities for surface areas*
- *demonstrating how to make basic line drawings and how they are used to perform estimation calculations*

## **Level Two**

### **Decorative Finishes**

Decorative finishes theory

Decorative finishes procedures

*The employer can assist the apprentice to prepare for this section of technical training by:*

- *describing and demonstrating preparation requirements for decorative finishing*
- *identifying specialized tools used for decorative finishes*
- *explaining the process for decorative finishes such as glazing, multi colour spraying, faux finish rollers, stippling, stencilling, texture paints; and striping and lining*
- *supervising the apprentice to prepare surfaces and apply decorative finishes*
- *having the apprentice properly clean and store decorative finish tools*

### **Wood Finishing**

Wood finishing theory

Wood finishing procedures

*The employer can assist the apprentice to prepare for this section of technical training by:*

- *assisting the apprentice to identify soft and hard woods and by describing their physical characteristics*
- *demonstrating and having the apprentice prepare unfinished wood surfaces for finishing*
- *demonstrating and having the apprentice apply finishes to prepared wood surfaces*
- *having the apprentice properly clean and store surface preparation and application tools*

## **Residential Wallcovering**

Residential wallcovering theory

Residential wallcovering procedures

*The employer can assist the apprentice to prepare for this section of technical training by:*

- *describing procedures to prepare surfaces for wallcoverings*
- *discussing the types, patterns and dimensions of wallcoverings*
- *discussing the physical properties of wallcovering adhesives*
- *describing and demonstrating tools used for wallcovering application*
- *describing and demonstrate wallcovering application procedures*
- *assisting the apprentice to prepare surfaces and apply wallcoverings*
- *ensuring the apprentice cleans, maintains and stores wallcovering tools properly*

## **Colourant**

Colourant theory

Colourant mixing

*The employer can assist the apprentice to prepare for this section of technical training by:*

- *discussing colour tint systems, explaining the physical characteristics of colourants*
- *comparing the toptone and undertone of colourants*
- *having the apprentice mix stain samples to match existing samples*
- *having the apprentice use colourants to match putty to stained wood samples*

## **Air Assisted Airless Spraying and Hot Spraying**

Air assisted airless spraying theory

Air assisted airless spraying procedures

Hot spray and spray booths theory

Hot spray and spray booths operation

*The employer can assist the apprentice to prepare for this section of technical training by:*

- *identifying components and describing the operation and use of air assisted airless spray equipment*
- *outlining the maintenance requirements for this equipment*
- *demonstrating start up and shut down procedures*
- *demonstrating proper spraying techniques*
- *coaching the apprentice to perform air assisted airless spraying*
- *ensuring the apprentice performs the correct maintenance procedures and can troubleshoot problems on air assisted airless spraying equipment*
- *describing the principles, operation and maintenance of hot spray and spray booths*
- *coaching the apprentice to operate and maintain hot spray and spray booths*

## **Intermediate Mathematics and Drawing Interpretation**

Area measurements

Drawings and specifications

*The employer can assist the apprentice to prepare for this section of technical training by:*

- *giving the apprentice practical problems to ensure perimeter and area calculations can be performed on complex geometric shapes*
- *assisting the apprentice to perform wallcovering estimates using area and strip methods*
- *identifying line types, symbols and notations used on blueprints*
- *demonstrating how to relate the information found on blueprints and on schedules to the work*
- *demonstrating and having the apprentice perform quantity take-offs*

## Level Three

### Industrial Painting

Industrial health and safety  
Industrial surface preparation  
Industrial coatings  
Industrial spraying

*The employer can assist the apprentice to prepare for this section of technical training by:*

- *having the apprentice relate the safety aspects of this work to MSDS and the OH&S Regulations*
- *discussing respiratory protection*
- *ensuring the apprentice understands all confined space entry regulations*
- *discussing the Environmental Protection and Enhancement Act*
- *discussing corrosion of substrates*
- *describing and demonstrating surface preparation using solvent and chemicals; hand and power tools; and blast cleaning*
- *describing and having the apprentice demonstrate understanding of specifications and industry standards as they relate to surface preparation for industrial coatings*
- *outlining the fundamentals of industrial coatings such as methods for preparation, mixing and handling; chemical composition; and their physical characteristics for use*
- *describing and having the apprentice demonstrate understanding of specifications and industry standards as they relate to the preparation and mixing of industrial coatings*
- *discussing the principles of viscosity control and the operation of electrostatic spray equipment*
- *identifying the components of an electrostatic spray system and a plural component spray system*
- *outlining the maintenance of this equipment*
- *demonstrating and having the apprentice perform proper start-up, spraying, shut down, maintenance and troubleshooting procedures for this equipment*

### Commercial Wallcovering

Advanced wallcovering theory  
Advanced wallcovering procedures

*The employer can assist the apprentice to prepare for this section of technical training by:*

- *describing the properties of commercial wallcoverings*
- *describing, demonstrating and having the apprentice demonstrate the application procedures to feature walls, panelled walls, ceilings, columns, stairwells, sloped surfaces and circular walls*

### Specialty Finishes

Specialty finishes theory  
Specialty finishes applications  
Colour planning  
Advanced wood finishing theory  
Advanced wood finishing procedures

*The employer can assist the apprentice to prepare for this section of technical training by:*

- *describing surface preparation requirements for specialty finishes*
- *describing and demonstrating the tools and application processes for specialty finishes such as antiquing, wood graining, marbling and gilding*
- *having the apprentice demonstrate application procedures for specialty finishes*
- *discussing the fundamentals of colour planning such as the psychological effects of colour, the Munsell, Ostwald and MacDonald colour theories*
- *demonstrating how to design colour schemes using the MacDonald colour theory*

- *describing advanced wood finishing procedures such as those used to repair damaged wood surfaces, to refinish previously finished wood and to obtain a specialty finish on a wood surface*
- *demonstrating and having the apprentice perform surface preparation procedures for specialty wood finishes*
- *demonstrating and having the apprentice create samples and perform specialty finishing procedures such as glazing, shading and coloured lacquer*
- *demonstrating and having the apprentice repair damaged wood surfaces*
- *demonstrating and having the apprentice refinish previously finished wood surfaces*

### **Advanced Calculations**

Mathematics

Blueprint interpretation

Workplace coaching skills

*The employer can assist the apprentice to prepare for this section of technical training by:*

- *demonstrating and having the apprentice perform area calculations for various sized vessels and structures*
- *demonstrating and having the apprentice determine the amount of abrasives and coating materials needed to complete projects*
- *having the apprentice estimate quantities of wallcoverings and vinyl*
- *allowing the apprentice to estimate areas, coating materials and production levels from blueprints*
- *having the apprentice identify details from blueprints and project specifications*
- *ensuring the apprentice can correlate specifications with blueprints*
- *describing the linear relationship between blueprints, specifications and industrial and architectural standards*
- *consistently displaying good coaching skills for the apprentice to emulate*
- *allowing the apprentice the opportunity to become independent in the workplace*
- *monitoring the apprentice for good coaching skills when he or she is describing work, procedures and processes to newer apprentices or employees*

**Consider apprenticeship training as an investment in the future of your company and in the future of your workforce. Ultimately, skilled and certified workers increase your bottom line.**

**Get involved in the apprenticeship training system. Your commitment to training helps to maintain the integrity of the trade.**

**Do you have employees who have been working in the trade for a number of years but don't have trade certification?**

**Contact your local apprenticeship office for details on how they might obtain the certification they need.**

**Saskatchewan Apprenticeship & Trade Certification Commission**

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**District Offices**

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