



Painter and Decorator On-the-Job Training Guide

2024

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Recognition:

To promote transparency and consistency, this document has been adapted from the 2022 Painter and Decorator Red Seal Occupational Standard (Employment and Social Development Canada).

A complete version of the Occupational Standard can be found at www.red-seal.ca

STRUCTURE OF THE ON-THE-JOB TRAINING GUIDE

To facilitate understanding of the occupation, this on-the-job training guide contains the following sections:

Description of the Painter and Decorator trade: an overview of the trade's duties and training requirements.

Essential Skills Summary: an overview of how each of the nine essential skills is applied in this trade.

Task Matrix: a chart which outlines graphically the major work activities, tasks and sub-tasks of this standard detailing the essential skills and the level of training where the content is covered.

Major Work Activity (MWA): the largest division within the standard that is comprised of a distinct set of trade activities.

Task: distinct actions that describe the activities within a major work activity.

Sub-task: distinct actions that describe the activities within a task.

On-the-Job Training Content for the Painter and Decorator trade: a chart which outlines the topics of technical training with on-the-job examples for apprentice to achieve relevant experience at work.

TRAINING REQUIREMENTS FOR THE PAINTER AND DECORATOR TRADE

To graduate from each level of the apprenticeship program, an apprentice must successfully complete the required technical training and compile enough on-the-job experience to total at least 1800 hours each year. Total trade time required is 5400 hours and at least 3 years in the trade.

Journeyman to apprentice ratio for this trade is 1:2

The information contained in this document 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 document summarizes the tasks to be covered by the apprentice during their on-the-job portion of apprenticeship training. An apprentice spends approximately 85% of their apprenticeship term training on-the-job.

It is the employer's or journeyman's 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 relevant to layout, forming, framing, exterior and interior finishing
- further the apprentice's ability to interpret technical drawings
- allow the apprentice to apply procedures used for estimating materials, costing projects and supervising personnel
- 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.

In the On-the-Job Training Guide, in-school instruction is listed first; on-the-job 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.

PAINTER AND DECORATOR TASK MATRIX

This chart outlines the major work activities, tasks and sub-tasks from the 2022 Painter and Decorator Red Seal Occupational Standard. Each sub-task details the corresponding essential skill.

* Sub Tasks with numbers in the boxes is where the content will be delivered in training. The Task Matrix will be updated every year until Harmonization implementation is complete. Implementation for harmonization will take place progressively. Level one to be implemented in 2021/2022, level two 2022/2023, and level three 2023/2024.

A – Performs common occupational skills

16%

| | | | | | |
|---|---|--|---|--|--|
| Task A-1 Performs safety-related functions | 1.01 Uses personal protective equipment (PPE) and safety equipment 1 (2, 3 in context) | 1.02 Maintains safe work environment 1 (2, 3 in context) | | | |
| Task A-2 Uses and maintains tools and equipment | 2.01 Maintains tools and equipment 1 | 2.02 Uses rigging, hoisting and lifting equipment 1, 2 | 2.03 Uses access equipment 1,2 | | |
| Task A-3 Performs routine trade practices | 3.01 Uses documentation 1 | 3.02 Determines project requirements 3 (2 in context) | 3.03 Plans job 3 (2 in context) | 3.04 Protects surroundings 1 | 3.05 Handles materials 1 |
| Task A-4 Performs quality control assessments | 4.01 Assesses substrate conditions and deficiencies 1 (2, 3 in context) | 4.02 Assesses product conditions and deficiencies 1 (2, 3 in context) | 4.03 Assesses quality of painted or coated surfaces and wall coverings 1 (2, 3 in context) | | |

| | | |
|---|---|---|
| Task A-5 Uses communication and mentoring techniques | 5.01 Uses communication techniques 1 | 5.02 Uses mentoring techniques 3 |
|---|---|---|

B – Prepares surfaces

23%

| | | | | | |
|--|--|---|---|---|--|
| Task B-6 Performs general surface preparation | 6.01 Removes existing paints and coatings 1 | 6.02 Removes existing wall coverings and adhesives 1 | 6.03 Cleans surfaces 1 | 6.04 Primes surfaces 1 | 6.05 Sands surfaces 1 |
|--|--|---|---|---|--|

| |
|--|
| 6.06 Applies caulking 1 |
|--|

| | | |
|---|---|--|
| Task B-7 Prepares wood surfaces for paints, coatings, and wall coverings | 7.01 Treats wood surfaces 1, 2 | 7.02 Repairs minor imperfections in wood 1, 2 |
|---|---|--|

| | | | |
|--|--|---|---|
| Task B-8 Prepares concrete and masonry surfaces | 8.01 Mechanically treats concrete and masonry surfaces 1, 2 | 8.02 Chemically treats concrete and masonry surfaces 1, 2, 3 | 8.03 Repairs concrete and masonry surfaces 1, 2, 3 |
|--|--|---|---|

| | | |
|---|---|--|
| Task B-9 Prepares metal surfaces | 9.01 Treats metal surfaces 2 | 9.02 Repairs metal surfaces 2 |
|---|---|--|

| | | |
|---|--|--|
| Task B-10 Prepares plaster surfaces and drywall | 10.01 Repairs existing plaster surfaces and drywall 1, 3 | 10.02 Finishes new drywall 1 |
|---|--|--|

C – Prepares and applies residential, institutional and commercial paints, coatings and finishes

24%

| | | | | | |
|---|---|---|--|---|---|
| Task C-11 Prepares for application of residential, institutional and commercial paints and coatings | 11.01 Prepares residential, institutional and commercial paints and coatings 1, 2 | 11.02 Installs residential, institutional and commercial reinforcing mesh 1, 2 | | | |
| Task C-12 Applies residential, institutional and commercial paints and coatings | 12.01 Applies residential institutional and commercial paints and coatings with brushes 1 | 12.02 Applies residential institutional and commercial paints and coatings with rollers 1 | 12.03 Applies residential institutional and commercial paints and coatings with applicators 1, 3 | 12.04 Applies residential institutional and commercial paints and coatings with equipment 1, 2, 3 | |
| Task C-13 Applies decorative/specialty finishes | 13.01 Applies paints and coatings using decorative techniques 2, 3 | 13.02 Creates faux finishes 3 | 13.03 Applies gliding 3 | 13.04 Applies stencils and graphics 3 | 13.05 Creates textured finishes 3 |
| | 13.06 Applies multi-spec coatings 3 | | | | |

D – Prepares and applies wall coverings

7%

| | | | | | |
|--|--|--|--|--|---|
| Task D-14 Prepares for application of wall coverings | 14.01 Treats surfaces for wall coverings 2 | 14.02 Lays out surface 2 | 14.03 Prepares wall coverings 2 | | |
| Task D-15 Applies wall coverings | 15.01 Applies adhesives 2, 3 | 15.02 Installs vinyl wall coverings 2, 3 | 15.03 Installs fabric and natural material wall coverings 2, 3 | 15.04 Installs rigid wall coverings 2, 3 | 15.05 Repairs existing coverings 2, 3 |

E – Prepares and applies wood finishes

8%

| | | | | |
|--|--|--|---|--|
| Task E-16 Prepares for wood finishing applications | 16.01 Conditions wood surfaces 2 | 16.02 Applies wood fillers 2 | 16.03 Seals wood surfaces 2 | 16.04 Prepares wood finishing products 2 |
| Task E-17 Finishes wood surfaces | 17.01 Brushes on wood finishes 2 | 17.02 Wipes on wood finishes 2 | 17.03 Sprays on wood finishes 2 | |

F – Prepares and applies industrial paints and coatings

22%

| | | |
|--|---|--|
| Task F-18 Prepares for application of industrial paints and coatings | 18.01 Prepares industrial paints and coatings 2 | 18.02 Installs fibre-reinforced plastics (FRP) 2 |
| Task F-19 Applies industrial paints and coatings | 19.01 Applies industrial paints and coatings with hand tools 2, 3 | 19.02 Applies industrial paints and coatings with spray equipment 2, 3 |

TRAINING PROFILE CHART

This Training Profile Chart represents Prairie Finishing Trades Institute technical training at the topic level.

| Level One (Harmonized) |
|--|
| Standard Workplace Safety and General Painting |
| Surface Preparation |
| Manual Applications of Coatings and Paint |
| Conventional and Airless Spray Systems |
| Residential Drawing Interpretation |

| Level Two (Harmonized) |
|---|
| Wood Finishing |
| Colour |
| Industrial and Commercial Abrasive Blasting |
| Air Assisted, Airless and Electrostatic Spray Systems |
| Commercial Drawing Interpretation |

| Level Three (Harmonized) |
|-----------------------------------|
| Industrial Coatings |
| Wallcoverings |
| Specialty Finishes |
| Industrial Drawing Interpretation |

ON-THE-JOB AND IN-SCHOOL TRAINING CONTENT FOR THE PAINTER AND DECORATOR TRADE

This chart outlines on-the-job examples for apprentices to achieve relevant work experience to prepare for the topics of technical training. Topics of technical training are provided with the associated learning outcomes.

Level One

8 weeks

240 hours

Standard Workplace Safety and General Painting

- apply legislation, regulations and practices ensuring safe work in the trade
- describe climbing, lifting, rigging and hoisting
- apply industry practices for hazardous materials and fire protection
- discuss apprenticeship training program (exceeds RSOS scope of work)
- discuss and apply painter and decorator health and safety
- describe scope of the paintings and decorating industry
- identify and describe surface analysis and remedies
- select liquid coatings material

Mentors 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

- prepare surfaces for coating and painting
- finish drywall surfaces for painting and coating

Mentors 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*
-

Manual Applications of Coatings and Paint

- apply coatings and paint using manual application methods

Mentors 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 Spray Systems

- operate conventional and airless spray equipment

Mentors 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*
-

Residential Drawing Interpretation

- solve trade calculations in the Imperial and Metric systems
- interpret residential drawings

Mentors 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*
-

Wood Finishing

- finish wood surfaces
- demonstrate specialized wood finishing procedures

Mentors 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*

Colour

- match and mix colours for specific applications
- use colourants to develop custom mixes

Mentors 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*

Industrial and Commercial Abrasive Blasting

- prepare surfaces for industrial coatings using abrasive blasting
- prepare surfaces for industrial coatings using abrasive blasting

Mentors can assist the apprentice to prepare for this section of technical training by:

- *identifying components and describing the operation and use of abrasive blasting equipment*
- *providing step by step procedures to protect surroundings*
- *discussing corrosion of substrates*
- *describing and demonstrating surface preparation using solvent and chemicals; hand and power tools; and blast cleaning*

Air Assisted Airless and Electrostatic Spray Systems

- operate air assisted airless spray equipment
- operate electrostatic spray systems
- operate spray booths

Mentors 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*

Commercial Drawing Interpretation

- perform perimeter and area calculations on three-dimensional geometric shapes
- interpret information found in schedules and commercial drawings

Mentors 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*
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Industrial Coatings

- apply safety regulations for industrial coatings
- apply knowledge of industrial coating prior to use
- operate hot spray systems
- use plural component industrial spray equipment for industrial coatings applications

Mentors 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*
- *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*

Wall Coverings

- apply wall coverings

Mentors 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

- create specialty finishes

Mentors 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*
-

Industrial Drawing Interpretation

- develop estimates from industrial drawings and specifications
- identify resources required for project completion
- use coaching skills when training an apprentice
- use Red Seal products to challenge an Interprovincial examination (exceeds RSOS scope of work)

Mentors 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.

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