

“ I call upon the nation to take a pledge to  
make India the **SKILL CAPITAL** of the world ”

**SHRI NARENDRA MODI**  
Hon'ble Prime Minister of India



**Shri Dharmendra Pradhan**  
Cabinet Minister, Ministry of Skill  
Development and Entrepreneurship;  
Ministry of Education



**Shri Rajeev Chandrasekhar**  
Minister of State (MoS), Ministry of Skill  
Development and Entrepreneurship;  
Ministry of Electronics and Information  
Technology

*“Integration of education and skilling  
ecosystem will make India global skill capital”*  
**Dr. NS Kalsi, Chairman, NCVET**

# Equipping you with the skills to excel



**Paints and Coatings Skill Council** was incorporated in October 2015 under Section 8 of The Companies Act 2013 as a not-for-profit company. It is backed by industry bodies such as The Indian Paint Association (IPA), Indian Small Scale Paint Association (ISSPA) and Indian Paints and Coatings Association (IPCA). By combining standardized curriculums with sophisticated assessment tools for quality assurance, the council aims to promote and develop an ecosystem necessary to fill the skill gaps and meet the evolving challenges across all trades in the industry.

Paints and Coatings Skill Council works closely with the industry to understand its requirements and respond to its expectations to facilitate faster growth of the sector and deliver better value to the end user.

#### Our Supporting Industry Associations



#### Paints and Coatings Skill Council is committed to taking steps to:

- Continuously identify and upgrade skills needed in the paints and coatings sector
- Develop the National Occupational Standards for all these skills
- Develop the course material and training resources needed for quality training, both online and offline.
- Participate in the setting up of affiliation, accreditation, examination, and certification norms for the Paints and Coatings Sector
- Encourage and promote the setting up of the required training institutions/academies
- Plan and execute Training of Trainers and Assessors programs in compliance with NCVET and NSDC guidelines.
- Conduct skill-based assessment and certification for QP/NOS aligned training programs.

#### Approved Job Roles

##### Applications

- Assistant Decorative Painter
- General Industrial (Liquid) Painter
- Painting Helper
- Powder Coater
- Protective and Marine Painter
- Shop Tinting Assistant
- Supervisor – Decorative Application
- Wood Polisher

##### Manufacturing

- Air Classification Mill Operator
- Extrusion Operator
- Filling and Packing Operator
- Liquid Paint Processing Operator
- Production QC In-charge
- QC Chemist (RM and FG)
- Technical Sales Representative
- Tinting Operator
- Tumbling Operator

#### Short term training (STT)

- Eligible age- 18 years and freshers with specified academic qualification
- Duration – 240 hours
- Job roles – all approved job roles

#### Recognition Prior Learning (RPL)

- Eligible age - 18 years and specified experience for a job role
- Duration – 24 hours
- Job roles – all approved job roles

#### Training type included for all job roles

- Domain skills
- Platform skills

#### Training for

- Beneficiaries
- Trainers
- Master trainers



## Qualifications Pack – Supervisor Decorative Application

QP Reference	PCS/Q5001 V2
NSQF Level	5
Minimum Educational Qualifications	5th standard
Minimum Job Entry Age	18 years
Eligible experience	Certified for Decorative Painter/ Powder Coater/ General Industrial (Liquid) Painter/ Protective and Marine Painter (NSQF level 4) and 2 years' experience
Job role description	The individual at work ensures that the paint application work is undertaken and completed as per agreed delivery standards of quality, time, safety, and cleanliness, thereby, achieving full customer satisfaction.
Personal Attributes	The job requires the individual to: organize people and materials; work in a paint-redolent environment, have no color blindness, have good hand-eye coordination, and ability to work in all weather conditions.
Applicable National Occupational Standards (NOS)	Compulsory: 1. PCS/N5010 Engage with customers for decorative painting service 2. PCS/N5011 Supervise decorative painting 3. PCS/N5013 Conduct entrepreneurial activities for decorative painting 4. PCS/N9901 Coordinate with colleagues and/or customers 5. PCS/N9902 Maintain standards of product/ service quality 6. PCS/N9903 Maintain OH&S standards and follow environmental norms



*Special effects on interior walls (classic.mouldings.com, diynetwork.com, archiexpo.com)*





Qualifications Pack – Decorative Painter	
QP Reference	PCS/Q5002 V2
NSQF Level	4
Minimum Educational Qualifications	5th standard
Minimum Job Entry Age	18 years
Eligible experience	Certified for Assistant Decorative Painter (NSQF level 3) and 2 years' experience
Job role description	The individual at work ensures that the paint application work is undertaken and completed as per agreed delivery standards of quality, time, safety, and cleanliness, thereby, achieving full customer satisfaction.
Personal Attributes	The job requires the individual to: organize people and materials; work in a paint-redolent environment, have no color blindness, have good hand-eye coordination, and ability to work in all weather conditions.
Applicable National Occupational Standards (NOS)	<p>Compulsory:</p> <ol style="list-style-type: none"> <li>1. PCS/N5016 Support preparation and application of paint to masonry surface</li> <li>2. PCS/N5017 Support preparation and application of paint to metal surface</li> <li>3. PCS/N5018 Assist in preparation and painting of paint, varnish and polish on wooden surfaces</li> <li>4. PCS/N9901 Coordinate with colleagues and/or customers</li> <li>5. PCS/N9902 Maintain standards of product/ service quality</li> <li>6. PCS/N9903 Maintain OH&amp;S standards and follow environmental norms</li> </ol>
Applicable Optional National Occupational Standards (NOS)	<ol style="list-style-type: none"> <li>1. Texture Painter PCS/N5002 V2</li> <li>2. Water Proofing PCS/N5019 V1</li> <li>3. Wallpaper Hanging PCS/N5020 V1</li> <li>4. Entrepreneurial Activity PCS/N5013 V2</li> </ol>



Rollers with patterns (1.bp.blogspot.com &img.etsystatic.com)



Qualifications Pack – Assistant Decorative Painter	
QP Reference	PCS/Q5006 V2
NSQF Level	3
Minimum Educational Qualifications	5th standard
Minimum Job Entry Age	18 years
Eligible experience	Certified as Painting Helper NQSF Level 2 and 1 years' experience
Job role description	The individual supports the painter in preparation and application of paints and related materials on various substrates like interior and exterior walls of buildings, metal/ wood frames of doors and windows, metal/ wooden furniture.
Personal Attributes	The job requires the individual to: undertake physical labour; work in a paint-redolent environment, be free from colour blindness, have good hand-eye coordination and be able to work in all weather conditions.
Applicable National Occupational Standards (NOS)	<p>Compulsory:</p> <ol style="list-style-type: none"> <li>1. PCS/N5016 Support preparation and application of paint to masonry surface</li> <li>2. PCS/N5017 Support preparation and application of paint to metal surface</li> <li>3. PCS/N5018 Assist in preparation and painting of paint, varnish and polish on wooden surfaces</li> <li>4. PCS/N9901 Coordinate with colleagues and/or customers</li> <li>5. PCS/N9902 Maintain standards of product/ service quality</li> <li>6. PCS/N9903 Maintain OH&amp;S standards and follow environmental norms</li> </ol>



*Roller application and anatomy of a roller*



Qualifications Pack – Painting Helper	
QP Reference	PCS/Q5005 V2
NSQF Level	2
Minimum Educational Qualifications	5th standard
Minimum Job Entry Age	18 years
Eligible experience	Basic Literacy and Numeracy
Job role description	The individual at work follows the instructions of the painter and assists in shifting furniture or equipment, handling materials and tools, masking, preparing the surface, applying the coats, disposing of waste and cleaning post painting.
Personal Attributes	The job requires the individual to: undertake physical labour; work in a paint-redolent environment, have good eye-sight free of colour blindness and work in all weather conditions.
Applicable National Occupational Standards (NOS)	Compulsory: 1. PCS/N5012 Assist in the painting process 2. PCS/N9901 Coordinate with colleagues and/or customers 3. PCS/N9902 Maintain standards of product/ service quality 4. PCS/N9903 Maintain OH&S standards and follow environmental norms



*Masking with tape (vancouver.sun.com and listinspired.com)*



Qualifications Pack – Wood Polisher	
QP Reference	PCS/Q5004 V2
NSQF Level	4
Minimum Educational Qualifications	5th standard
Minimum Job Entry Age	18 years
Eligible experience	Certified for Assistant Decorative Painter (NSQF level 3) and 2 years' experience
Job role description	The individual at work assesses the surface quality, advises the customer for any pre-treatment, prepares and cleans it, and then paints it using appropriate coatings, polishes and tools to achieve the desired finish as per company's standards or customer's requirements.
Personal Attributes	The job requires the individual to: undertake physical labour; work in a paint-redolent environment, have good eye-sight and no colour blindness and work in all types of weather conditions.
Applicable National Occupational Standards (NOS)	<p>Compulsory:</p> <ol style="list-style-type: none"> <li>1. PCS/N5006 Engage with customer for wood polishing service</li> <li>2. PCS/N5007 Prepare and paint or polish the wooden surface</li> <li>3. PCS/N5013 Conduct entrepreneurial activities for decorative painting</li> <li>4. PCS/N9901 Coordinate with colleagues and/or customers</li> <li>5. PCS/N9902 Maintain standards of product/ service quality</li> <li>6. PCS/N9903 Maintain OH&amp;S standards and follow environmental norms</li> </ol>



*Sanding and Wood Polishing*





Qualifications Pack – Shop Tinting Operator	
QP Reference	PCS/Q5007 V2
NSQF Level	4
Minimum Educational Qualifications	8th standard
Minimum Job Entry Age	18 years
Eligible experience	Certified for Assistant Decorative Painter (NSQF level 3) and 2 years' experience
Job role description	The individual at work prepares paint in the colour mixing or tinting machine as per paint-company's shade card, colour code or matching panel, undertakes retail-counter sale and service and manages inventory at the shop.
Personal Attributes	The job requires the individual to: work in a paint-redolent environment, have good eye-sight and no colour blindness.
Applicable National Occupational Standards (NOS)	Compulsory: 1. PCS/N5008 Perform colour mixing and matching 2. PCS/N5009 Undertake counter sales and manage inventory 3. PCS/N9901 Coordinate with colleagues and/or customers 4. PCS/N9902 Maintain standards of product/ service quality 5. PCS/N9903 Maintain OH&S standards and follow environmental norms



*Pure Epoxy (PE) usage on coated pipes and valves*



*Pure Polyester (PP) usage on wheel rims and stand of a car's*





## Qualifications Pack – Powder Coater

QP Reference	PCS/Q5102 V2
NSQF Level	4
Minimum Educational Qualifications	Preferably 10th standard
Minimum Job Entry Age	18 years
Eligible Experience	Certified for Assistant Decorative Painter (NSQF level 3) and 2 years' experience
Job role description	The individual at work assesses the metal section; understands colour, chemistry required by the customer; prepares part for powder application; and coats it using appropriate tools and machines to achieve the desired finish as per company's standards or customer's requirements.
Personal Attributes	The job requires the individual to: undertake physical labour; work in a paint-redolent environment, have good eye-sight and no colour blindness and work in all types of weather conditions.
Applicable National Occupational Standards (NOS)	Compulsory: <ol style="list-style-type: none"> <li>1. PCS/N5105 Prepare for coating</li> <li>2. PCS/N5106 Pre-treat the section to be coated</li> <li>3. PCS/N5109 Perform powder coating</li> <li>4. PCS/N5108 Maintain jigs, tools and machines</li> <li>5. PCS/N9901 Coordinate with colleagues and/or customers</li> <li>6. PCS/N9902 Maintain standards of product/ service quality</li> <li>7. PCS/N9903 Maintain OH&amp;S standards and follow environmental standards</li> </ol>



*Powder coating in progress*



*PVC coated basket for deep freezer*



*Nylon coated printing machine rollers*

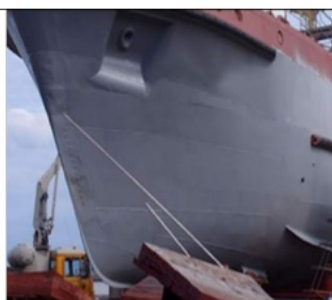


## Qualifications Pack – Protective and Marine Painter

QP Reference	PCS/Q5109 V2
NSQF Level	4
Minimum Educational Qualifications	Preferably 8th standard
Minimum Job Entry Age	18 years
Eligible experience	Certified for Assistant Decorative Painter (NSQF level 3) and 2 years' experience
Job role description	The individual at work assesses the environmental conditions which the substrate has to withstand, prepares its surface, and then applies protective as per company's standards or customer's requirements.
Personal Attributes	The job requires the individual to: undertake physical labour; work in a paint-redolent environment; have good eye-sight and no colour blindness; have no fear of height and; work in hot and humid or coastal areas.
Applicable National Occupational Standards (NOS)	Compulsory: <ol style="list-style-type: none"> <li>1. PCS/N5110 Prepare to paint the substrate</li> <li>2. PCS/N5111 Paint the substrate</li> <li>3. PCS/N9901 Coordinate with colleagues and/or customers</li> <li>4. PCS/N9902 Maintain standards of product/ service quality</li> <li>5. PCS/N9903 Maintain OH&amp;S standards and follow</li> </ol>



*Ships*



*Refinery*



## Future Skills Qualifications

### Supply Chain Supervisor

- Production planning, inventory management, logistics and services
- Productivity improvement by using tools and technology

### Master Painter

- Painter's upskilling to include new training areas
- Contemporary and mechanized application techniques to improve painting efficiency and save costs
- Application of new generation of paints
- Wallpaper hanging
- Application of stylish designer finishes using special tools
- Water proofing

### 30 hours course for school and colleges

An introductory module on surfaces, paints, colours and coatings specifications to be included in the mentioned courses

- A primer course on paints
- Diploma in Architecture
- Diploma in Chemical Engineering
- Diploma in Civil Engineering
- Diploma in Automobile Engineering
- Diploma in Colour Technology and Traditional Arts

### Multi Skills (To include skills in addition to Painting)

- Servicing and Maintenance
- Electrical work
- Plumber



*Supply Chain Supervisor*



*Master Painter*



*Multi Skills*



### National Apprenticeship Promotion Scheme (NAPS)

In an endeavor to promote apprenticeship in India, a new scheme, NAPS has been launched by the Government in August 2016.

An apprenticeship program must be for 6 months up to a maximum of 36 months. The Government incentivizes apprenticeship with subsidies for stipend and basic training.

Our CEO Mr. Jagdish Acharya is also a Joint Apprenticeship Advisor (JAA) to the Apprenticeship Scheme and will facilitate onboarding of employers onto the scheme.

### Benefits for you as an apprentice

- Earn while you learn
- You get employment opportunity in the same company providing apprenticeships
- If not employed, you get a skill training and experience certificate
- On the job training by industry experts

### Benefits for Employer

- Design and run apprenticeships
- Low cost fresh recruitment
- Employee motivation and loyalty
- Employee advocacy
- Contribute to the National mission of Skilled India
- Government subsidies for basic training



If you are interested in an apprenticeship program as an apprentice or an employer, for registration please visit the website [www.apprenticeshipindia.gov.in](http://www.apprenticeshipindia.gov.in)



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