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## “Innovative WBL Painting Talents - IN PAINT” 2017-2019

Project N° 585169-EPP-1-2017-1-LU-EPPKA3-VET-APPRE

### WP2 QUESTIONNAIRE - FINAL ANALYSIS REPORT

The PDA received the following translated information –

Austria:	6 responses
Belgium:	10 responses
Czech Republic:	20 responses
Germany:	68 responses
Slovenia:	44 responses
United Kingdom:	21 responses

As the last country's information was not received until 21<sup>st</sup> March, both starting and completing the initial analysis was delayed.

The individuals who completed the Questionnaire from Czech Republic, Slovenia and the UK gave full and detailed responses, which have provided most helpful information; Austria and Belgium gave less information and Germany provided short phrases.

For the initial analysis, all the responses for each question were grouped into topics, and then grouped again into the similar information provided; the countries that provided the detail were identified in the last column.

From that analysis, and for this Final Report, it was suggested that we concentrate on the most relevant topics for the Platform, and which would be realistic to manage and keep updated in the future.

The four main topic headings are:

- A - Career Advice
- B – Information (Technical and the Industry)
- C - Resources (for teaching / training)
- D - Training

Whilst each of these has quite a lot of information which applies to more than one topic, this has been cross-referenced in the tables below.

Member countries may wish to consider in which “Topic” some of the information should ‘sit’ or be presented and whether they want the information to be linked/cross-referenced.

Alternatively, they may wish to consider the topic titles to be different e.g. Painting Contractors; Apprentices / Potential Learners and Teachers / Trainers. However, the same issue of overlapping information will occur.

Topic A - CAREER ADVICE		
	Information Detail	Cross-Ref with
1	The range of work in the Painting and Decorating profession – basic skills and the range of additional, specialist decorative skills The different Painting and Decorating sectors e.g. commercial, domestic, industrial, Heritage restoration, new build	
2	The standard (quality) of work expected by Industry; the materials used at work	
3	Examples of interesting work / contracts / 'Case Studies' (interesting and inspiring presentations)	
4	The information that <i>should</i> be available: - Video of "A day in the life of" a Painter and Decorator ; examples of various types of work / contracts / 'Case Studies' (interesting and inspiring presentations); inspiring and encouraging the profession to be respected as it should be, with real life, positive role models and positive image; current Apprentice experiences (in College and at work); helpful videos (YouTube) - Companies who offer work placements to help a young person decide if they wish to become a Painter and Decorator; companies where the profession of Painting can be observed, try it out and find out more; novelties presented by companies after presentations - How to become a Painter (step by step guide) and why	
5	Career opportunities: - the wage / income paid to Apprentices and then to Craftsmen/women - what to do after the Apprenticeship - progression routes for Painters and Decorators - the challenges of being a Painter and Decorator; it is an interesting profession in which it is possible to 'make it' - the future of the Painting profession / activities and incentives for craftsmanship / entrepreneurship	
6	The skills, personal qualities and behaviours looked for in an Apprentice and how to recruit appropriate young people to train	
7	What to think about / consider: <ul style="list-style-type: none"> <li>• What a great career painting can be</li> <li>• A good painter is never without a job anywhere</li> <li>• Can you imagine doing this in 40 years' time on scaffolding!</li> <li>• There is a national skills shortage of Painters &amp; Decorators – there is a demand, therefore money to be made</li> <li>• Painting is a sought-after profession and the possibilities of employment are large; employment can be permanent; people who are sufficiently motivated can continue to follow the course independently and you can individually set your own working time</li> <li>• Painting work is hard with long hours of work are a must; work is seasonal and fieldwork (working away from home) is required</li> <li>• Painting is a profession with a lot of creativity</li> <li>• The possibility of entrepreneurship</li> <li>• Be able to work at height, have an eye for details, specialists work and color combinations</li> <li>• A career needs to start by going to a painting school or a respected training centre; certificat professional education or VDAB</li> </ul>	

8	Relating to Painting and Decorating – Information on: - Training Providers (Colleges / VET schools) - Painting and Decorating qualifications / training programmes (contents for practical skills and knowledge; duration; entry requirement) - Short courses and seminars for Continuous Professional Development (CPD)	D
9	Different types / routes / Apprenticeships / schemes for training; dual learning and/or internship; the content (elements/parts) of an Apprenticeship	D
10	Content of the training qualification / programme, year by year. Emphasize the importance of being trained and achieving a nationally / internationally recognised qualification in Painting (and Decorating)	D
11	Information on what is involved in taking on an Apprentice and the financial cost	
12	Government Grant opportunities to train Apprentices; Subsidies	D
13	Companies who can offer an Apprenticeship	D
14	Details of Industry Registration Schemes – Construction Skills Certification Scheme (CSCS) in the UK	B
15	International Industry links – comparison of Painting and Decorating practice in the various countries	
16	International Industry links – Contractor opportunities for Apprentices to gain work / work experience overseas	D
17	International Industry links – details of Apprentices who want to gain experience working overseas	
18	Self-employment / business information for companies (1 to 200+ employees); information on public tenders; specifications; price calculation, prices /m <sup>2</sup>	
19	Painting Contractor Associations - Membership criteria and the advantages / benefits of membership	B
20	Apprentice achievement competitions	B
21	Interactive Forum for Apprentices to discuss their learning experience and share good practice	D
22	Weblinks to - Painting Contractor Associations; College / VET schools organisations; Organisations who recruit Apprentices	B, D
23	<u>Existing locations for career advice:</u> - Further Education (FE) Colleges where P&D is taught; VET schools teaching painting; Open (Informative) Days at the Colleges / VET schools; schools' website - Work experience placement; employers - Go Construct/CITB - <a href="https://www.goconstruct.org/">https://www.goconstruct.org/</a> - National Apprenticeship Service (NAS) - ( <a href="https://ccskills.org.uk/supporters/advice-research/article/the-national-apprenticeship-service">https://ccskills.org.uk/supporters/advice-research/article/the-national-apprenticeship-service</a> ) - Job search on Gov.uk - <a href="https://www.gov.uk/jobsearch">https://www.gov.uk/jobsearch</a> - Internet and social media platforms; websites of Ministry of Education and Religious Affairs; video clips on the web - Chambers of Craft; Employment Agency; manufacturers' website; CPI; section of painters in the OZS - VDAB movie about the profession, choosing the training path (pictures chosen are not relevant) - Workshops organised by Constructiv De Bouwbaan + Make-it work. Subscription at op de VDAB and training for recruitment - School choice advice is given by the CLB and/or Confederatie Bouw	

24	<p><u>Locations where career advice <i>should</i> be found or given:</u></p> <ul style="list-style-type: none"> <li>- UNIEP</li> <li>- Painting &amp; Decorating Association (PDA); Guild of Painters, Varnichers and wallpapers; Painting Associations; Chambers of Craft; Guilds of Painters</li> <li>- Bohemian Painting of Painting and Wallpapering, Vocational Education (MEYS), cooperation with PRO-REGION; SOŠ and SOU websites that offer painting; Seznam.cz; ŽÚ</li> <li>- Association of Painting Craft Teachers (APCT)</li> <li>- Schools; secondary schools (recruit early whilst still at school); presentations on being a Painter and Decorator within elementary schools; counsellors in elementary schools who direct students to vocational education; Job orientation – secondary school (NMS) under 14yrs; Check of talents – Economic Chamber 14-15yrs</li> <li>- FE Colleges' website and Course Brochure; VET schools website and their catalogs</li> <li>- Manufacturers and also their training schools; Color shops</li> <li>- YouTube ( <a href="https://www.youtube.com/?gl=GB&amp;hl=en-GB">https://www.youtube.com/?gl=GB&amp;hl=en-GB</a> ) ; internet; Homepage – apprentice.at. dictionary of the profession</li> <li>- Social media platforms; Facebook</li> <li>- Construction Trade Agencies; Chamber of Craft; Economic Chamber; Labour market service</li> <li>- Painting Contractors</li> <li>- Skillbuild, Euroskills and Worldskills Competitions ( <a href="https://www.citb.co.uk/careers-in-construction/experience-it/skillbuild/competitions/">https://www.citb.co.uk/careers-in-construction/experience-it/skillbuild/competitions/</a> ) ;</li> <li>- Exhibitions e.g. National Painting and Decorating Show ( <a href="http://www.paintshow.co.uk/">http://www.paintshow.co.uk/</a> ) ; Farbe ( <a href="http://www.tofairs.com/expo.php?fair=102434">http://www.tofairs.com/expo.php?fair=102434</a> )</li> <li>- Presentation of craft professions at regional chambers or municipalities; Informativa fair where schools are represented and vocational skills competitions</li> <li>- Schola Pragensis</li> <li>- Advertising in newspapers and magazines</li> </ul>	
25	Frequently Asked Questions (FAQs) with good answers	

<b>Topic B – INFORMATION</b> (Technical and the Industry)		
	Information Detail	Cross-Ref with
1	New tools, equipment, materials and techniques, including videos of the techniques to use and apply them; Product testing;	C
2	Details of manufacturers who will - (i) go into Colleges/VET schools to deliver product training (ii) service and repair equipment e.g. spray painting equipment	C, D
3	Annual seminar / meeting of College / VET school Teachers	D
4	Use of new technology from different paint manufacturers	
5	Preparation of new substrates and primers (technical info.)	
6	Stopping and filling ('making good') products	
7	Preparation and application of intermediate and finishing coatings (technical)	
8	Protection of adjacent surfaces and the environment	
9	Information on hazardous substances (COSHH); Illnesses that are typical for painters	C
10	Types of safe access equipment for working at height	D
11	Health and Safety Guides – working practices; personal protection	C
12	Legislation relating to Painting & Decorating - national and international requirements and updates	C
13	Painting & Decorating teacher exchange	
14	Details of Industry Registration Schemes – Construction Skills Certification Scheme (CSCS) in the UK	A
15	Colour swatches / charts	
16	Current trends, events and news in the Painting and Decorating Sector: - including statistical data of types of work (e.g. anticorrosion, internal work, Heritage restoration) to show increases/decreases in demand; - If other materials – glass, metal, wood, plastic, facades etc. are replacing Painted finishes	
17	Painting Contractor Associations - Membership criteria and the advantages / benefits of membership	A
18	Apprentice achievement competition	A
19	Interactive Forum for Teachers/Trainers to discuss current Painting and Decorating Industry news; product and curriculum updates; exchange opportunities	C
20	Interactive Forum for Contractors to discuss experience of using different materials	
21	Location of 'colour shops' (?paint merchants where colours can be mixed)	
22	Weblinks to Manufacturers of Painting and Decorating materials, tools and equipment	
23	Weblinks to - Painting Contractor Associations; College / VET schools organisations; Organisations who recruit Apprentices	A, D
24	Weblinks to - Industry Standards of Work e.g. (British Standards) BS 8000-12: Workmanship on building sites – Code of practice for decorative wallcoverings and painting; BS 6150: Painting of Buildings <a href="https://www.bsigroup.com/en-GB/">https://www.bsigroup.com/en-GB/</a>	C

25	Information from Manufacturers of materials, tools and equipment – product information, special offers, Safety Data Sheets	
26	<p><u>Where to find out about new products / technology:</u></p> <ul style="list-style-type: none"> <li>- Industry and trade magazines; Spektra magazine in CZ; Promotional leaflets; catalogs; building magazines ordered at the FVB; professional literature: Constructiv info, Decoratie, De Vlaamse Schilder (Confederatie Bouw)</li> <li>- Painting &amp; Decorating Association; Guild of Painters; Guild of painters varnichers and wallpapers; Guild; Painter association; Association of Painting Craft Teachers; FVB</li> <li>- Merchants / suppliers / trade centres / paintstores / info sessions at distributors location; workshops organised by the dealers and Constructiv / RTC</li> <li>- Meeting with suppliers / company representatives / field consultants</li> <li>- Close links with manufacturers e.g. product testing, guest speakers, training courses by manufacturers, presentations by companies; manufacturers websites</li> <li>- Technical services and factories</li> <li>- Online forums / social media chat e.g. Facebook, Twitter, Instagram</li> <li>- Internet updates; email alerts and newsletters</li> <li>- Trade shows, exhibitions, seminars, fairs</li> <li>- Doing jobs myself during school holidays; this was stimulated in a positive way when we had minister Vandenbroucke</li> </ul>	
27	Frequently Asked Questions (FAQs) with good answers	

<b>Topic C – RESOURCES</b> (for teaching / training)		
	Information Detail	Cross-Ref with
1	Interactive teaching resources e.g. <a href="http://www.nearpod.com">www.nearpod.com</a>	
2	Modern ways of teaching, innovative methods – good practice; modern ways of promoting the profession of the artist, virtual, proactive	D
3	New tools, equipment, materials and techniques, including videos of the techniques to use and apply them; Product testing;	B
4	Details of manufacturers who will - (i) go into Colleges/VET schools to deliver product training (ii) service and repair equipment e.g. spray painting equipment	B, D
5	Replicate the 'Train the Painter' modules - as per the Institute of Corrosion (ICorr) <a href="https://www.icorr.org/training-qualifications-2/">https://www.icorr.org/training-qualifications-2/</a> and <a href="http://www.icats-training.org/">http://www.icats-training.org/</a>	D
6	Instructions, procedures; current and applicable to tradesmen; step by step in the execution of the required skills	
7	Preparation of previously painted surfaces; surface and coating defects / problems; removal of coatings	
8	Preparation and application of intermediate and finishing coatings (techniques)	B
9	'Video' demonstrations by Craftsmen – - paint application techniques, including spray painting; - hanging wallpaper e.g. around a door frame; - traditional skills required for Heritage Restoration (internal and external work ) e.g. graining and marbling; traditional paints - blending colours and shades; - decorative techniques	
10	Information on hazardous substances (COSHH); Illnesses that are typical for painters	B
11	Health and Safety Guides – working practices; personal protection	B
12	Legislation relating to Painting & Decorating - national and international requirements and updates	B
13	Interactive Forum for Teachers/Trainers to discuss current Painting and Decorating Industry news; product and curriculum updates; exchange opportunities	B
14	Weblinks to - Industry Standards of Work e.g. (British Standards) BS 8000-12: Workmanship on building sites – Code of practice for decorative wallcoverings and painting; BS 6150: Painting of Buildings <a href="https://www.bsigroup.com/en-GB/">https://www.bsigroup.com/en-GB/</a>	B
15	Information from Manufacturers of materials, tools and equipment – product information, special offers, Safety Data Sheets	B
16	Frequently Asked Questions (FAQs) with good answers	

Topic D - TRAINING		
	Information Detail	Cross-Ref with
1	Support tools to mentor Apprentices	
2	Modern ways of teaching, innovative methods – good practice; modern ways of promoting the profession of the artist, virtual, proactive	C
3	Types of safe access equipment for working at height	B
4	Relating to Painting and Decorating – Information on: - Training Providers (Colleges / VET schools) - Painting and Decorating qualifications / training programmes (contents for practical skills and knowledge; duration; entry requirement) - Short courses and seminars for CPD	A
5	Qualification and Course updates; how to apply for qualifications to be updated	
6	Number of Students being trained at VET schools and vacancies	
7	Manufacturers or companies who provide specific training e.g. spray painting	
8	Government Grant opportunities to train Apprentices; Subsidies	A
9	Companies who can offer an Apprenticeship	A
10	Different types / routes / schemes for training; dual learning and/or internship	A
11	Content of the training qualification / programme, year by year	A
12	International Industry links – Contractor opportunities for Apprentices to gain work / work experience overseas	A
13	Interactive Forum for Apprentices to discuss their learning experience and share good practice	A
14	Problem solving at work; advantages/drawbacks of different working practices	
15	Weblinks to - Painting Contractor Associations; College / VET schools organisations; Organisations who recruit Apprentices	A
16	<u>Good practice relating to WBL:</u> - Institute of Corrosion (ICoor) 'Train the Painter' modules - Allow Apprentices the opportunity to experience as much as possible when working on site; Pupils work with various masters of all painting processes (preparation of the work area, assessment of the condition, preparation of the foundation, treatment of the foundation, cleaning); practical example of implementation - Practice with a self-employed who works on wallpapers - Practice in the color shop – selling - Customer service – stairway paintings, front doors, lettering, work on buildings, helicopter coatings and the like - Constant feedback with Apprentice and Mentor - Good mutual cooperation - Have good mentors; knowledge sharing, because you know a different approach, another way of working, other manufacturers and materials - Monitoring / checking good working practice of Apprentices should include using the proper Personal Protective Equipment (PPE), safe working at height – scaffold versus ladder etc. and showing respect to the customer's house and belonging - Induction to the painting company and to each site - 'Toolbox talks' on site	C



<p>16 contd</p>	<p><u>Good practice relating to WBL contd:</u></p> <ul style="list-style-type: none"> <li>- Finding the right student for the right employer is important; some students work well in small companies, other progress further in large companies</li> <li>- Doing a period of work experience (before starting the Apprenticeship) is important and approach the young people at a younger age</li> <li>- Common projects from schools and painter association e.g. competition, image painters guild, support further education and further development of the profession</li> <li>- Tips on good practice are regularly provided by the WTCB</li> <li>- Our College finds that good relationships with employers works well</li> <li>- Good work cooperation and the school is with Jarov secondary school, since the 3<sup>rd</sup> year of apprentices attend professional companies</li> <li>- Our College finds that flexibility of delivery and assessment work well</li> <li>- During quieter times of the year, Apprentices come to College more often to get ahead, and then when employers are busy, College attendance may be less</li> <li>- Our College platform for recording WBL is evidenced on a purpose-built E portfolio call One File. The system records all assessments in the workplace, tracks the learner journey and demonstrates progression and performance criteria that is required to achieve the minimum standards</li> <li>- A blend of electronic portfolio and paper-based portfolios works well to suit individual differences in learning</li> <li>- Sharing apprentices with other employers for short periods helps accelerate course times, as some evidence is infrequent in occurrence</li> <li>- Do the training between the connected maintenance groups and change apprentice for seminars</li> <li>- Exchange stay with mutual exchange of experience and knowledge in the field</li> <li>- Exchange among educational institutions</li> <li>- Work abroad (borders are no longer a problem) through Slovenian companies or directly through foreign companies, which is excellent for learning about new environments, materials and approaches, as well as other benefits</li> <li>- Europapass</li> <li>- International competitions e.g. Euroskills; talent platform</li> <li>- Working meetings of students (student camp)</li> <li>- ZRSZ - already 20 years ago, we successfully launched the promotion of women in the profession of painting painter. A group of women, re-qualified to the polls, opened a company in Styria. I do not know if it works, but it was a unique story. Occupation in Slovenia was typically male</li> <li>- Promotion at a public event; special promotion of the apprentice; Advertising / Image Campaign</li> <li>- A practical presentation of Wagner by Bačalič's trader in Croatia</li> <li>- JUB (manufacturer of paint) Academy</li> <li>- Education by the manufacturer e.g. JUB academy</li> <li>- Academy RIGIPS-KNAUF</li> <li>- Academy for companies ((Zgonc d.o.o.)</li> <li>- Manufacturers' academy e.g. Helios, JUB)</li> </ul>	
<p>17</p>	<p><u>Good practice communication between Painting Contractors with Apprentices / Trainee Painters and their VET organisation (subjects/topics and method) to support WBL:</u></p> <ul style="list-style-type: none"> <li>- The College has dedicated trade specific assessors who communicate regularly with employers. This includes a first 'sign up' visit, 4 reviews per academic term (12 per academic year) and includes - progress being made on site/at work and on the training course in College (modules being studied) (UK)</li> </ul>	

<p>17 contd</p>	<p><u>Good practice communication between Painting Contractors with Apprentices / Trainee Painters and their VET organisation contd.</u></p> <ul style="list-style-type: none"> <li>- Topics discussed are: Learner progress; Learner support; Learner requirements in order to achieve the qualification; employer requests about the Learners' needs in College to ensure improvements are made; the evidence the employer must supply of the skills / work Apprentices have undertaken on site (UK)</li> <li>- New products; Health, Safety and Environmental issues; work documents e.g. risk assessments and method statements; good working practices (UK)</li> <li>- Autolocking and other needs to professional training for pupils and teachers (from a teacher - CZ)</li> <li>- Employers and teachers need to know the catalogs of knowledge and take them into account, and to ensure that the substance is processed, but if the employer cannot process any substance, he must notify the school so that he can deal with it there (from a teacher - SL)</li> <li>- A compulsory apprenticeship system, so that the student learns only the workplace and acquires practical skills, immediately the theory turns into practice; should be about new profiles of painters, where they could best be educated; it would be nice for craftsmen to know how much the pupils learned before they came to us for training. The school should prepare them (how to approach working processes and start introducing them into crafts in schools) (SL)</li> <li>- Target agreement Contractor – Teacher – Learner; consultation days for Contractors (DE)</li> <li>- Before and after each year of school, the cooperating firms could be invited for designing together the new semester</li> </ul>	
<p>18</p>	<p><u>Good practice in monitoring and supporting the progress of Apprentices:</u></p> <ul style="list-style-type: none"> <li>- Day to day communication between the Apprentice and Painters they work with, plus regular inspection of their work; with a small business there is the chance for plenty of monitoring and support as we work on an almost 1:1 basis; otherwise an hour a day; 'On the job' coaching / tool box talks (UK)</li> <li>- 1 hour a day to support apprentices in the company )CZ)</li> <li>- My experience is positive, I got support from the employer, explanations and instructions. I learned through their experiences(from a student - SL)</li> <li>- Apprentice's progress should be monitored weekly; depending on the student - for those who are less capable more time, will and energy, for better less time; the more you invest in training an apprentice, the greater the recapture for quality painters who are sought on the market (SL)</li> <li>- Special practice times / practice seminars; control reporting booklet; promote personal responsibility; special employees for the apprentice (DE)</li> <li>- 2 to 3 hours per week (AU)</li> <li>- Enough, depending on the capacity and level reached; 75% (BE)</li> </ul>	
<p>19</p>	<p>Frequently Asked Questions (FAQs) with good answers</p>	