

**THE REPUBLIC OF KENYA**

**NATIONAL OCCUPATIONAL STANDARDS**

**FOR MASON**

**LEVEL 3**



TVET CDACC

P.O. BOX 15745-00100

NAIROBI

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# FOREWORD

The provision of quality education and training is fundamental to the Government’s overall strategy for social economic development. Quality education and training will contribute to achievement Kenya’s development blue print and sustainable development goals.

Reforms in the education sector are necessary for the achievement of Kenya Vision 2030 and meeting the provisions of the Constitution of Kenya 2010. The education sector had to be aligned to the Constitution and this resulted to the formulation of the Policy Framework for Reforming Education and Training (Sessional Paper No. 4 of 2016). A key feature of this policy is the radical change in the design and delivery of the TVET training. The policy document requires that training in TVET shall be competency based, curriculum development shall be industry led, certification shall be based on demonstration of competence and mode of delivery shall allow for multiple entry and exit in TVET programs.

These reforms demand that Industry takes a leading role in curriculum development to ensure the curriculum addresses its competence needs. It is against this background that these Occupational Standards were developed for the purpose of developing a competency based curriculum for Masonry Level 3. These Occupational Standards will also be the bases for assessment of an individual for competence certification.

It is my conviction that these Occupational Standards will play a great role towards development of competent human resource for the Construction sector’s growth and sustainable development.

**PRINCIPAL SECRETARY**

**VOCATIONAL AND TECHNICAL TRAINING MINISTRY OF EDUCATION**

# PREFACE

Kenya Vision 2030 aims to transform the country into a newly industrializing, “middle income country providing a high quality life to all its citizens by the year 2030”. Kenya intends to create a globally competitive and adaptive human resource base to meet the requirements of a rapidly industrializing economy through life-long education and training. TVET has a responsibility of facilitating the process of inculcating knowledge, skills and attitudes necessary for catapulting the nation to a globally competitive country, hence the paradigm shift to embrace Competency Based Education and Training (CBET).

The Technical and Vocational Education and Training Act No.

29 of 2013 and the Sessional Paper No. 4 of 2016 on Reforming Education and Training in Kenya, emphasized the need toreform curriculum development, assessment and certification. This called for shift to CBET to address the mismatch between skills acquired through training and skills needed by industry as well as increase the global competitiveness of Kenyan labour force.

The TVET Curriculum Development, Assessment and

Certification Council (TVET CDACC), in conjunction with Construction Sector Skills Advisory Committee (SSAC) have developed these Occupational Standards for Mason Level 3. These Occupational Standards will be the bases for development of competency based curriculum for Masonry.

These Standards will also be the basis for assessment of an individual for competence certification.

The Occupational Standards are designed and organized with clear performance criteria for each element of a unit of competency. These Standards also outline the required knowledge and skills as well as evidence guide.

I am grateful to Council Secretariat, Council Technical Committee, Construction SSAC and expert workers and all those who participated in the development of these

Occupational Standards.

**CHAIRPERSON**

**TVET CDACC**

# ACKNOWLEDGEMENT

These Occupational Standards were developed through combined effort of various stakeholders from private and public organizations. I am sincerely thankful to the management of these organizations for allowing their staff to participate in this course. I wish to acknowledge the invaluable contribution of industry players who provided inputs towards the development of these Standards.

I thank TVET Curriculum Development, Assessment and Certification Council (TVET CDACC) for providing guidance on the development of these Standards. My gratitude goes to the Construction Sector Skills Advisory Committee (SSAC) members for their contribution to the development of these Standards. I also thank all the individuals and organizations who participated in the validation of these Standards.

My gratitude also goes to CAP Youth Empowerment Institute and Kenya Youth Employment and Skills who cooperated with TVET CDACC in financing the development of these

Standards.

I acknowledge any other Institution which in one way or another contributed to the success of development of these Standards but has not been mentioned.

**CHAIRPERSON,**

**CONSTRUCTION SECTOR SKILLS ADVISORY COMMITTEE**

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# ABBREVIATIONS AND ACRONYMS

|  |  |
| --- | --- |
| BC  | Basic Competency  |
| CPU  | Central Processing Unit  |
| CON  | Construction Sector  |
| CR  | Core Competency  |
| CDACC  | Curriculum Development, Assessment and Certification Council  |
| ICT  | Information Communication Technology  |
| KCSE  | Kenya Certificate of Secondary Education  |
| KNQA  | Kenya National Qualifications Authority  |
| MA  | Masonry  |
| NEMA  | National Environmental Management Authority  |
| OSHA  | Occupation Safety and Health Act  |
| OSHS  | Occupation Safety and Health Standards  |
| OS  | Occupational Standard  |
| PPE  | Personal Protective Equipment  |
| SSAC  | Sector Skills Advisory Committee  |
| SOPs  | Standard Operating Procedure  |
| TVET  | Technical and Vocational Education and Training  |

# KEY TO UNIT CODE

 **CON/OS/MA/BC/01/ 3/A**

Industry or sector

Occupational standards

Occupational area

Type of competency

Competency number

Competency level

Version control

# OVERVIEW

Masonry Level 3 Qualification consists of competencies that an individual must achieve to deliver masonry services. It entails constructing Simple 1 Level Substructures and Superstructures, Finishing Masonry Works and Producing Masonry Products.

This qualification consists of the following basic, common and core competencies:

**Basic Units of Competency**

|  |  |
| --- | --- |
| **Unit of Competency** **Title**  | **Unit of Competency Title**  |
| CON/OS/MA/BC/01/3/A  | Demonstrate Communication Skills |
| CON/OS/MA/BC/02/3/A  | Demonstrate numeracy skills  |
| CON/OS/MA/BC/03/3/A  | Demonstrate Digital Literacy  |
| CON/OS/MA/BC/04/3/A  | Demonstrate Entrepreneurial Skills  |
| CON/OS/MA/BC/05/3/A | Demonstrate Employability Skills  |
| CON/OS/MA/BC/06/3/A  | Demonstrate Environmental Literacy  |
| CON/OS/MA/BC/07/3/A  | Demonstrate Occupational Safety and Health Practices  |

**Common Units of Competency**

|  |  |
| --- | --- |
| **Unit of Competency Code**  | **Unit of Competency Title**  |
| CON/OS/MA/CM/01/3/A  | Measure and Calculate Objects’ Parameters |
| CON/OS/MA/CM/02/3/A  | Interpret Architectural and Engineering Drawings  |

**Core Units of Competency**

|  |  |
| --- | --- |
| **Code**  | **Unit of Competency Title**  |
| CON/OS/MA/CR/01/3/A  | Construct Simple 1 Level Masonry Substructures |
| CON/OS/MA/CR/02/3/A  | Construct Simple 1 Level Masonry Superstructures  |
| CON/OS/MA/CR/03/3/A | Finish Masonry Works  |
| CON/OS/MA/CR/04/3/A  | Produce Masonry Products  |

# BASIC UNITS OF COMPETENCY

# DEMONSTRATE COMMUNICATION SKILLS

**UNIT CODE: CON/OS/MA/BC/01/3/A**

**UNIT DESCRIPTION**

This unit specifies the competencies required to demonstrate communication skills. It involves obtaining and conveying workplace information, speaking English at a basic operational level, participating in workplace meetings and discussions, and completing relevant work-related documents.

**ELEMENTS AND PERFORMANCE CRITERIA**

|  |  |
| --- | --- |
| **ELEMENT** These describe the key outcomes which make up workplace function | **PERFORMANCE CRITERIA**These are assessable statements which specify the required level of performance for each of the elements.***Bold and italicized terms*** ***are elaborated in the Range*** |
| 1. Obtain and convey workplace information
 | 1. Specific and relevant information is accessed from ***appropriate sources*** based on standard procedures
2. Effective questioning, active listening and speaking skills are used to gather and convey information based on communication needs
3. Appropriate ***medium*** is used to transfer information and ideas in accordance with workplace guidelines
4. Appropriate non- verbal communication is used as per the communication needs
5. Appropriate lines of communicationwith supervisors and colleagues are identified and followed based on workplace requirements
6. Location and storage of information is undertaken according to workplace procedures
7. Personal interaction is carried out clearly and concisely according to workplace requirements
 |
| 1. Speak English at a basic operational level
 | * 1. Participation in simple conversations with work colleagues is undertaken based on familiar topics
	2. Simple verbal instructions and requests are responded to according to workplace guidelines
	3. ***Routine procedures*** are provided in accordance with workplace policy
	4. Likes, dislikes and preferences are expressed based on individual preference
	5. Different forms of expression in English are identified in line with workplace requirements
 |
| 1. Participate in workplace meetings and discussions
 | * 1. Team meetings are attended on time according to schedules
	2. Own opinions are clearly expressed and those of others are listened to in accordance with workplace guidelines
	3. Meeting inputs are provided based on the meeting purpose and established ***protocols***
	4. ***Workplace interactions*** are conducted as per organizations’ code of conduct
	5. Work-related questions are asked and responded based on set protocols
	6. Meetings outcomes are interpreted and implemented as per organizations’ objectives
 |
| 1. Complete relevant work-related documents
 | * 1. Range of forms relating to conditions of employment are completed according to workplace procedures
	2. Workplace data is recorded based on workplace requirements
	3. Errors in recording information are identified and acted upon in accordance with workplace policies
	4. Reporting requirements are completed according to organizational guidelines
 |

**RANGE**

This section provides work environment and conditions to which the performance criteria apply. It allows for different work environment and situations that will affect performance.

|  |  |
| --- | --- |
| **Variable** | **Range** |
| 1. Appropriate Sources may include but not limited to:
 | * Various department heads,
* organization documents
 |
| 1. Medium may include but not limited to:
 | * Method of communication
* Physical media
* Mechanical media
 |
| 1. Routine procedures may include but not limited to:
 | * Day to day activities
 |
| 1. Protocols may include but not limited to:
 | * Procedures for doing a task
 |
| 1. Workplace interactions may include but not limited to:
 | * Official inter relations
 |

**REQUIRED SKILLS AND KNOWLEDGE**

This section describes the skills and knowledge required for this unit of competency.

**Required Skills**

The individual needs to demonstrate the following skills:

* Analytical
* Active Listening
* Communication
* writing
* Interpretation
* Basic Information Technology (IT)

**Required Knowledge**

The individual needs to demonstrate knowledge of:

* Minutes writing
* Report writing

**EVIDENCE GUIDE**

This provides advice on assessment and must be read in conjunction with the performance criteria, required skills and knowledge and range.

|  |  |
| --- | --- |
| 1. Critical aspects of Competency
 | Assessment requires evidence that the candidate:1. Prepared written communication following standard format of the organization
2. Accessed information using communication equipment
3. Spoken English at a basic operational level
4. Made use of relevant terms as an aid to transfer information effectively
5. Conveyed information effectively adopting the formal or informal communication
 |
| 1. Resource Implications
 | The following resources should be provided: 1. Access to relevant workplace where assessment can take place
2. Appropriately simulated environment where assessment can take place
3. Materials relevant to the proposed activity or tasks
 |
| 1. Methods of Assessment
 | * 1. Direct Observation
	2. Interview
	3. Written test
 |
| 1. Context of Assessment
 | Competency may be assessed 1. On the job
2. Off the job
3. During industrial attachment
 |
| 1. Guidance information for assessment
 | Holistic assessment with other units relevant to the industry sector, workplace and job role is recommended. |

# DEMONSTRATE NUMERACY SKILLS

**UNIT CODE: CON/OS/MA/BC/02/3/A**

**UNIT DESCRIPTION:**

This unit covers the competencies required to demonstrate numeracy skills. It involves using whole numbers and money up to one hundred thousand for work, Locating, comparing and using highly familiar measurement for work, using highly familiar maps and diagrams for work, identifying and using some common 2D shapes for work and locating specific information in highly familiar tables, graphs and charts for work

**ELEMENTS AND PERFORMANCE CRITERIA**

|  |  |
| --- | --- |
| **Element** | **Performance Criteria** |
| Elements describe the essential outcomes. | Performance criteria describe the performance needed to demonstrate achievement of the element.***Bold and italicized terms*** ***are elaborated in the Range*** |
| 1. Use whole numbers for work
 | 1. Whole numbers and money amount up to 100,000 in highly familiar workplace documents and tasks are named and read according to workplace procedures.
2. Understanding of place value and the role of zero is demonstrate according to standard operating procedures.
3. Halves are recognised and understood in workplace as per Standard operating procedures.
4. Whole numbers and money amounting up to 100,000 are organised in size order and are compared as per workplace procedures.
5. Counting is done in numbers as per standard operating procedures.
6. Addition and subtraction of whole numbers and money up to 100,000 done in accordance with workplace requirement
7. Links between operations of addition and subtraction are clearly described as per job requirement.
8. Reasonableness of outcome with prompting and support is checked as per work requirement.
9. Numerical information is recorded, and the result of the task is communicated using informal language and symbolism as per workplace procedures.
 |
| 2. Locate, compare and use highly familiar measurement for work | 1. Measurements in highly familiar workplace documents and tasks are located as per standard operating procedures
2. Different units of measurements and their uses are identified in accordance with job specifications
3. The comparative relationship between the units of measurement identified as per standard operating procedures.
4. Understanding of conversion of amounts is demonstrated in accordance with requirements.
5. Informal language is used to compare measurements as per workplace procedures.
6. Digital time is well read and am and pm used in reference to time
7. Calendar used appropriately to record information in accordance with organizational events.
8. Basic measurement information is well read and recorded as per the manuals
9. Additions and subtraction of simple quantities done in workplace as per SOPs.
 |
| 3. Use highly familiar maps and diagrams for work | 1. Familiar items or places are in highly familiar maps and diagrams in accordance with SOPs
2. Simple symbols and pictorial representations are identified in accordance with familiar maps and diagrams
3. Simple oral directions are given to locate objects as per SOPs
4. Simple oral directions followed to locate objects as per job specifications
5. Understanding of informal directional language is demonstrated as per work procedures.
 |

|  |  |
| --- | --- |
| 4. Identify and use some common 2D shapes for work | 1. ***Common two-dimensional* shapes** are identified and named as per SOPs
2. Common objects are described in terms of size and shape as per SOPs
3. Common, every day, informal language is used to compare objects in accordance SOPs
4. Common objects are grouped based on shape, size, colour and features as per job requirements
 |
| 5. Locate specific Information in highly familiar tables, graphs and charts for work | 1. Features of simple tables identified as per work place procedures
2. Specific numerical information located in highly familiar tables using grid movement (up and down columns and across rows) and key as graph and chart manuals
3. Numerical information and data in highly familiar tables compared using appropriate informal language as per workplace procedures.
4. Information related to relevant workplace tasks as per workplace procedures
5. Features of simple graphs and charts identified as per SOPs
6. Specific numerical information located in highly familiar graphs and charts as per workplace procedures.
7. Numerical information and data compared using appropriate informal language as per SOPs.
 |

**RANGE**

This section provides work environments and conditions to which the performance criteria apply. It allows for different work environments and situations that will affect performance.

|  |  |
| --- | --- |
| **Variable** | **Range** |
| 1. Common two -dimensional shapes: may include but not limited to:
 | * 1. Round/circle
	2. Square
	3. Rectangular
	4. Triangle
 |

**REQUIRED SKILLS AND KNOWLEDGE**

This section describes the skills and knowledge required for this unit of competency.

**Required Skills**

The individual needs to demonstrate the following skills:

* Measuring
* Logical thinking
* Computing
* Drawing of graphs
* Applying mathematical formulas
* Analytical

**Required knowledge**

The individual needs to demonstrate knowledge of:

* Types of common shapes
* Differentiation between two dimensional shapes / objects
* Formulae for calculating area and volume
* Types and purpose of measuring instruments
* Units of measurement and abbreviations
* Fundamental operations (addition, subtraction, division, multiplication)
* Rounding techniques
* Types of fractions
* Different types of tables and graphs
* Meaning of graphs, such as increasing, decreasing, and constant value
* Preparation of basic data, tables & graphs

**EVIDENCE GUIDE**

This provides advice on assessment and must be read in conjunction with the performance criteria, required skills and knowledge and range.

|  |  |
| --- | --- |
| 1. Critical Aspects of Competency
 | Assessment requires evidence that the candidate:* 1. Measured objects or materials as per job requirements
	2. Used calculator to perform the four fundamental operations
	3. Performed calculations involving money up to one hundred thousand
	4. Performed conversions between hours, minutes and seconds
	5. Calculated area and volume of regular shapes
	6. Created tables and graphs to represent and interpret information
 |
| 1. Resource Implications for competence assessment
 | The following resources should be provided: 1. Access to relevant workplace where assessment can take place
2. Appropriately simulated environment where assessment can take place
3. Materials relevant to the proposed activity or tasks
 |
| 1. Methods of Assessment
 | Competency may be assessed through:* 1. Written Test
	2. Interview
	3. Oral Questioning
	4. Demonstration
 |
| 1. Context of Assessment
 | Competency may be assessed 4.1 On the job 4.2 Off the job4.3 During industrial attachment |
| 1. Guidance information for assessment
 | Holistic assessment with other units relevant to the industry sector, workplace and job role is recommended. |

# DEMONSTRATE DIGITAL LITERACY

**UNIT CODE: CON/OS/MA/BC/03/3/A**

**UNIT DESCRIPTION**

This unit covers the competencies required to demonstrate digital literacy in a working environment. It entails identifying computer software and hardware, applying security measures to data, hardware, software, applying computer software in solving tasks and applying internet and email in communication at workplace.

**ELEMENTS AND PERFORMANCE CRITERIA**

|  |  |
| --- | --- |
| **ELEMENT** These describe the key outcomes which make up workplace function | **PERFORMANCE CRITERIA**These are assessable statements which specify the required level of performance for each of the elements.***Bold and italicized terms*** ***are elaborated in the Range*** |
| 1. Identify computer software and hardware
 | * 1. ***Computer software*** are identified according to manufacturer’s specification
	2. ***Appropriate computer hardware*** is identified according to manufacturer’s specification
 |
| 1. Apply security measures to data, hardware, software
 | * 1. ***Data security and privacy are classified*** in accordance with the technological situation
	2. ***Security and control measures*** are applied in accordance with laws governing protection of ICT
	3. Computer threats and crimes are detected in accordance with information management guidelines.
	4. Protection against computer crimes is undertaken in accordance with laws governing protection of ICT
 |
| 1. Apply computer software in solving tasks
 | * 1. Basic ***word processing concepts*** are applied in resolving workplace tasks as per job requirement.
	2. ***Word processing utilities*** are applied in accordance with workplace procedures
	3. Data is manipulated on worksheet in accordance with office procedures
 |
| 1. Apply internet and email in communication at workplace
 | * 1. Electronic mail is applied in workplace communication in accordance with office procedures
	2. Office internet functions are defined and executed in accordance with office procedures
	3. ***Network configuration*** and uses are determined in accordance with office operations procedures
 |

**RANGE**

This section provides work environments and conditions to which the performance criteria apply. It allows for different work environments and situations that will affect performance.

|  |  |
| --- | --- |
| **Variable**  | **Range** |
| 1. Computer software may include but not limited to:
 | * Operating system
* MS office
* Web browser

Media players  |
| 1. Computer hardware may include but not limited to:
 | * Computer Case
* Monitor
* Keyboard
* Mouse
* Hard Disk Drive
* Motherboard
* Video Card
 |
| 1. Data security and privacy may include but not limited to:
 | * Confidentiality
* Cloud computing
* Confidentiality
* Cyber terrorism
* Integrity -but-curious data serving
 |
| 1. Security and control measures may include but not limited to:
 | * Countermeasures and risk reduction
* Cyber threat issues
* Risk management
 |
| 1. Word processing concepts may include but not limited to:
 | 1. Create
2. Edit
3. Print
4. Documents
 |

**REQUIRED SKILLS AND KNOWLEDGE**

This section describes the skills and knowledge required for this unit of competency.

**Required Skills**

The individual needs to demonstrate the following skills:

* Analytical skills
* Interpretation
* Typing
* Communication
* Computing skills
* Basic ICT skills

**Required Knowledge**

The individual needs to demonstrate knowledge of:

* Input and output devices
* Central processing Unit (CPU)
* Peripherals
* Storage Media
* Software concept
* Types of concept
* Function of computer software
* Data security and privacy
* Security threats and control measures
* Computer crimes
* Detection and protection of computer crimes
* Laws governing protection of ICT
* Word processing;
* Functions and concepts of word processing.
* Documents and tables creation and manipulations
* Mail merging
* Word processing utilities
* Spread sheet;
* Meaning, formulae, function and charts, uses, layout, data manipulation and application to cell
* Networking and Internet;
* Meaning, functions and uses of networking and internet.
* Electronic mail and world wide web
* Emerging trends and issues in ICT;
* Identify and apply emerging trends and issues in ICT
* Challenges posed by emerging trends and issues

**EVIDENCE GUIDE**

This provides advice on assessment and must be read in conjunction with the performance criteria, required skills and knowledge and range.

|  |  |
| --- | --- |
| 1. Critical Aspects of Competency
 | Assessment requires evidence that the candidate:* 1. Identified input, output, CPU and storage media devices of computers in accordance to computer specification
	2. Identified concepts, types and functions of computer software according to operation manual
	3. Identified and controlled security threats
	4. Detected and protected computer crimes
	5. Applied word processing in office tasks
	6. Prepared work sheet and applied data to the cells in accordance to workplace procedures
	7. Used Electronic Mail for office communication as per workplace procedure
	8. Applied internet and World Wide Web for office tasks in accordance with office procedures
	9. Applied laws governing protection of ICT
 |
| 1. Resource Implications for competence assessment
 | The following resources should be provided: 1. Access to relevant workplace where assessment can take place
2. Appropriately simulated environment where assessment can take place
3. Materials relevant to the proposed activity or tasks
 |
| 1. Methods of Assessment
 | Competency may be assessed through:* 1. Written Test
	2. Observation
	3. Practical assignment
	4. Interview
	5. Oral Questioning
 |
| 1. Context of Assessment
 | Competency may be assessed 1. On the job
2. Off the job
3. During industrial attachment
 |
| 1. Guidance information for assessment
 | Holistic assessment with other units relevant to the industry sector, workplace and job role is recommended. |

#

# DEMONSTRATE ENTREPRENEURIAL SKILLS

**UNIT CODE : CON/OS/MA/BC/04/3/A**

**UNIT DESCRIPTION**

This unit specifies the competencies required to demonstrate Entrepreneurial skills. It involves developing entrepreneurial culture, identifying entrepreneurial opportunities, starting, operating and growing a small business.

**ELEMENTS AND PERFORMANCE CRITERIA**

|  |  |
| --- | --- |
| **ELEMENT**These describe the key outcomes which make up workplace function. | **PERFORMANCE CRITERIA** These are assessable statements which specify the required level of performance for each of the elements.Bold and italicized terms are elaborated in the Range |
| 1. Develop entrepreneurial culture
 | 1. ***Entrepreneurship terminologies*** are defined following established procedures.
2. Contribution of entrepreneurship towards national development is identified in accordance to national development goals
3. Self-employment benefit are identified and emphasized to help create a positive attitude
4. Cultural factors that promote or inhibit entrepreneurial development areidentified and emphasis made on entrepreneurial promotion
5. Ways of managing factors that inhibit development of entrepreneurial culture are identified in accordance withcultural background and national social economic situation
 |
| 1. Identify entrepreneurial opportunities
 | 2.1 Myths associated with entrepreneurship, types of entrepreneurs and characteristics of entrepreneurship are determined in accordance with the set procedures2.2 Identification of ***sources of business ideas,*** generation of business ideas is undertaken in accordance with the existing procedure 2.3 Evaluation of business opportunities is undertaken according to prevailing office procedures2.4 Competencies are matched with business opportunities in accordance with business practices. |
| 1. Start a small business
 | 3.1 Factors to consider when starting a small business are identified according to business sector. 3.2 ***Forms of business ownership*** are identified and procedure of starting a small business stipulated according to relevant legal requirements3.3 Procedure of starting a small business is identified as per the legal requirements3.3 Challenges faced when starting a small business are identified and mitigating factors provided for in accordance prevailing legal and regulatory requirement3.4 Resource requirement for a small business are specified according to nature of business 3.5 Business life cycle is projected as per the nature of business and national social economic situation  |
| 1. Operate a small business
 | 4.1 Relevant terms are defined in accordance with the set rules4..3 Small business record is maintained in accordance with office procedures 4.4 Business support services are set up in accordance with the nature and size of business4.**5** Marketing activities are effected according to the nature and size of business 4.6 Small enterprise business plan is prepared depending on the size and nature of business and the client specification4.6 Small business resources are run for efficiency and profitability4.6 Small business records are kept for decision making purposes4.7 Word processing concepts are applied in the management of small business according to office procedures4.8 Basic computer application software and emerging trends and concerns are applied in small business management in accordance with office procedures |
| 1. Grow a small business
 | 5.1 Methods of growing/expanding a small business are identified and implemented in accordance with growth schedule 5.2 Resources for growing small business are identified and implementing5.3 Small business growth plans are prepared according to growth schedule5.4 ICT and small business growth schedule is prepared in accordance with office procedures5.5 Use of computers and technology is incorporated in small scale business growth schedule in accordance with technological trends 5.6 Social media is used for business growth and profitability5.7 Emerging issues and trends are considered in accordance with business growth schedule and activities5.8 Community interest is built in product/service according to growth plan5.9 Business communication is enhanced according to business communication planand profitability5.10Basic business growth strategies are identified and implemented for increased profitability 5.11 Word processing concepts are applied in growing of small business according to office procedures5.12 Basic computer application software, programming and emerging trends and concerns are applied in small business growth in accordance with office procedures for growth and profitability |

**RANGE**

This section provides work environment and conditions to which the performance criteria apply. It allows for different work environment and situations that will affect performance

|  |  |
| --- | --- |
| **Variable** | **Range** |
| 1. Entrepreneurship terminologies include but not limited to:
 | * Intrapreneurship
* Enterprise
* Business vision. Mission, core values, objectives
 |
| 1. Sources of business ideas may include but not limited to:
 |

|  |
| --- |
| * Brainstorming
* Personal hobbies
* Newspapers, magazines,
* Friends and relatives
* Accounting/Administrative work
* Modern trends and concerns
 |

 |
| 1. Forms of business ownership may include but not limited to:
 | * Sole proprietorship
* Partnership
* Limited Company
* Unlimited Company
 |

**REQUIRED SKILLS AND KNOWLEDGE**

**Required Skills**

This section describes the skills and knowledge required for this unit of competency.

The individual needs to demonstrate the following skills:

* Marketing skills
* Advertising
* Basic book-keeping
* accounting skills
* Communication skills

**Required Knowledge**

The individual needs to demonstrate knowledge of:

* Public relations concepts
* Basic product promotion strategies
* Basic market and feasibility studies
* Basic business ethics
* Building customer relations
* Business models and strategies
* Types and categories of businesses
* Business internal controls
* Relevant national and local legislation and regulations
* Basic quality control and assurance concepts
* Building relations with customer and employees
* Building competitive advantage of the enterprise

**EVIDENCE GUIDE**

This section describes the required skills which supports performance. These skills will need to be considered in the learning and assessment process.

|  |  |  |
| --- | --- | --- |
| 1. Critical aspects of Competency
 | Assessment requires evidence that the candidate:

|  |
| --- |
| 1.1 Demonstrated basic entrepreneurial skills 1.2 Demonstrated ability to conceptualize and plan a micro/small enterprise 1.3 Demonstrated ability to manage/operate a micro/small-scale business1.4 Demonstrated basic marketing skills  |

 |
| 1. Resource Implications for assessment
 | The following resources should be provided: 1. Access to relevant workplace where assessment can take place
2. Appropriately simulated environment where assessment can take place
3. Materials relevant to the proposed activity or tasks
 |
| 1. Methods of Assessment
 | Competency in this unit may be assessed through:

|  |  |
| --- | --- |
| 3.1 Written tests3.2 Oral Questioning 3.3 Observation3.4 Third Party Report |  |

 |
| 1. Context of Assessment
 |

|  |
| --- |
| 4Competency may be assessed 4.1 On the job4.2 Off the job4.3 During industrial attachment |
|  |

 |
| 1. Guidance information for assessment
 | Holistic assessment with other units relevant to the industry sector, workplace and job role is recommended. |

# DEMONSTRATE EMPLOYABILITY SKILLS

**UNIT CODE: CON/OS/MA/BC/05/3/A**

**UNIT DESCRIPTON**

This unit covers competencies required to demonstrate employability skills. It involves conducting self-management, demonstrating critical safe work habits, demonstrating workplace learning and workplace ethics.

**ELEMENTS AND PERFORMANCE CRITERIA**

|  |  |
| --- | --- |
| **ELEMENT**These describe the key outcomes which make up workplace function. | **PERFORMANCE CRITERIA**These are assessable statements which specify the required level of performance for each of the elements.***Bold and italicized terms are elaborated in the Range*** |
| 1. Conduct self-management
 | 1. Personal vision, mission and goals are formulated based on potential and in relation to organization objectives
2. Emotional intelligence is demonstrated as per workplace requirements.
3. Individual performance is evaluated ~~and monitored~~ according to the agreed targets.
4. Assertiveness is developed and maintained based on the requirements of the job.
5. Accountability and responsibility for own actions are demonstrated based on workplace instructions.
6. Self-esteem and a positive self-image are developed and maintained based on values.
7. Time management, attendance and punctuality are observed as per the organization policy.
8. Goals are managed as per the organization’s objectives
9. Self-strengths and weaknesses are identified based on personal objectives
 |
| 1. Demonstrate critical safe work habits
 | 1. Stress is managed in accordance with workplace policy.
2. Punctuality and time consciousness is demonstrated in line with workplace policy.
3. Personal objectives are integrated with organization goals based on organization’s strategic plan.
4. ***Resources*** are utilized in accordance with workplace policy.
5. Work priorities are set in accordance to workplace goals and objectives.
6. Leisure time is recognized and utilized in line with personal objectives.
7. ***Drugs and substances of abuse*** are identified and avoided based on workplace policy.
8. HIV and AIDS prevention awareness is demonstrated in line with workplace policy.
9. Safety consciousness is demonstrated in the workplace based on organization safety policy.
10. ***Emerging issues*** are identified and dealt with in accordance with organization policy.
 |
| 1. Demonstrate workplace learning
 | * 1. Learning opportunities are sought and managed based on job requirement and organization policy.
	2. Improvement in performance is demonstrated based on courses attended.
	3. Application of learning is demonstrated in both technical and non-technical aspects based on requirements of the job
	4. Time and effort is invested in learning new skills based on job requirements
	5. Initiative is taken to create more effective and efficient processes and procedures in line with workplace policy.
	6. New systems are developed and maintained in accordance with the requirements of the job.
	7. Awareness of personal role in workplace ***innovation*** is demonstrated based on requirements of the job.
 |
| 1. Demonstrate workplace ethics
 | 1. Policies and guidelines are observed as per the workplace requirements
2. Self-worth and professionalism is exercised in line with personal goals and organizational policies
3. Code of conduct is observed as per the workplace requirements
4. Integrity is demonstrated as per legal requirement
 |

**RANGE**

This section provides work environment and conditions to which the performance criteria apply. It allows for different work environment and situations that will affect performance.

|  |  |
| --- | --- |
| **Range** | **Variable** |
| 1. Drug and substance abuse may include but not limited to:
 | Commonly abused1. Alcohol
2. Tobacco
3. Miraa
4. Over-the-counter drugs
5. Cocaine
6. Bhang
7. Glue
 |
| 1. Feedback may include but not limited to:
 | 1. Verbal
2. Written
3. Informal
4. Formal
 |
| 1. Team may include but not limited to:
 | 1. Small work group
2. Staff in a section/department
3. Inter-agency group
 |
| 1. Innovation may include but not limited to:
 | 1. New ideas
2. Original ideas
3. Different ideas
4. Methods/procedures
5. Processes
6. New tools
 |
| 1. Emerging issues may include but not limited to:
 | 1. Terrorism
2. Social media
3. National cohesion
4. Open offices
 |

**REQUIRED SKILLS AND KNOWLEDGE**

This section describes the skills and knowledge required for this unit of competency.

**Required Skills**

The individual needs to demonstrate the following skills:

1. Communication
2. Critical thinking
3. Observation
4. Organizing
5. Record keeping
6. Problem solving
7. Decision Making
8. Resource utilization

**Required Knowledge**

The individual needs to demonstrate knowledge of:

1. Work values and ethics
2. Company policies
3. Company operations, procedures and standards
4. Occupational Health and safety procedures
5. Fundamental rights at work
6. Personal hygiene practices
7. Workplace communication
8. Concept of time
9. Time management
10. Decision making
11. Types of resources
12. Work planning
13. Organizing work
14. Record keeping
15. Workplace problems and how to deal with them
16. Assertiveness
17. Team work
18. HIV and AIDS
19. Drug and substance abuse
20. Safe work habits
21. Professional growth and development
22. Technology in the workplace
23. Innovation
24. Emerging issues
	1. Social media
	2. Terrorism
	3. National cohesion

###### **EVIDENCE GUIDE**

This provides advice on assessment and must be read in conjunction with the performance criteria, required skills and knowledge and range.

|  |  |
| --- | --- |
| 1. Critical aspects of Competency
 | Assessment requires evidence that the candidate:* 1. Conducted self-management
	2. Demonstrated critical safe work habits
	3. Demonstrated workplace learning
	4. Demonstrated workplace ethics
 |
| 1. Resource Implications
 | The following resources should be provided: 1. Access to relevant workplace where assessment can take place
2. Appropriately simulated environment where assessment can take place
 |
| 1. Methods of Assessment
 | Competency in this unit may be assessed through: 1. Oral questioning
2. Portfolio of evidence
3. Third Party Reports
4. Written tests
 |
| 1. Context of Assessment
 | Competency may be assessed 1. On-the-job
2. Off-the –job
3. During Industrial attachment
 |
| 1. Guidance information for assessment
 | Holistic assessment with other units relevant to the industry sector, workplace and job role is recommended. |

#  DEMONSTRATE ENVIRONMENTAL LITERACY

**UNIT CODE :** **CON/OS/MA/BC/06/3/A**

**UNIT DESCRIPTION**

This unit specifies the competencies required to demonstrate environmental literacy. It involves controlling environmental hazard, controlling environmental pollution and demonstrating sustainable resource use.

**ELEMENTS AND PERFORMANCE CRITERIA**

|  |  |
| --- | --- |
| **ELEMENT**These describe the key outcomes which make up workplace function. | **PERFORMANCE CRITERIA**These are assessable statements which specify the required level of performance for each of the elements.***Bold and italicized terms*** ***are elaborated in the Range*** |
| 1. Control environmental hazard
 | 1. Storage and handling methods for environmentally hazardous materials are strictly followed according to environmental regulations and OSHS.
2. Disposal methods of hazardous wastes are followed at all times according to environmental regulations and OSHS.
3. ***PPE*** is used according to OSHS.
 |
| 1. Control environmental Pollution
 | * 1. ***Environmental pollution******control measures*** are complied with following standard protocol.
	2. Procedures for solid waste management are observed according Environmental Management and Coordination Act 1999
	3. Methods for minimizing noise pollution complied following environmental regulations.
 |
| 1. Demonstrate sustainable use of resource
 | * 1. Methods for minimizing wastage are complied with.
	2. ***Waste management procedures*** are employed following principles of 3Rs (Reduce, Reuse, Recycle)
	3. Methods for economizing or reducing ***resource*** consumption are practiced.
 |

**RANGE**

This section provides work environments and conditions to which the performance criteria apply. It allows for different work environments and situations that will affect performance.

|  |  |
| --- | --- |
| **Variable** | **Range** |
| 1. PPE may include but not limited to:
 | * + Mask
	+ Gloves
	+ Goggles
	+ Safety hat
	+ Overall
	+ Hearing protector
 |
| 1. Environmental pollution control measures may include but not limited to:
 | * + Methods for minimizing or stopping spread and ingestion of airborne particles
	+ Methods for minimizing or stopping spread and ingestion of gases and fumes
	+ Methods for minimizing or stopping spread and ingestion of liquid wastes
 |
| 1. Waste management procedures may include but not limited to:
 | * Sorting
* Storing of items
* Recycling of items
* Disposal of items
 |
| 1. Resources may include but not limited to:
 | * + Electric
	+ Water
	+ Fuel
	+ Telecommunications
	+ Supplies
* Materials
 |
| 1. Workplace environmental hazards may include but not limited to:
 | * Biological hazards
* Chemical and dust hazards
* Physical hazards
 |

**REQUIRED SKILLS AND KNOWLEDGE**

This section describes the skills and knowledge required for this unit of competency.

**Required Skills**

The individual needs to demonstrate the following skills:

* Communication
* Observation
* Writing
* Analytical

**Required Knowledge**

The individual needs to demonstrate knowledge of:

* Storage methods of environmentally hazardous materials
* Disposal methods of hazardous wastes
* Usage of PPE Environmental regulations
* OSHS
* Types of pollution
* Environmental pollution control measures
* Different solid wastes
* Solid waste management
* Different noise pollution
* Methods of minimizing noise pollution
* Solid Waste Act
* Methods of minimizing wastage
* Waste management procedures
* Economizing of resource consumption
* Principle of 3Rs

**EVIDENCE GUIDE**

This provides advice on assessment and must be read in conjunction with the performance criteria, required skills and knowledge and range.

|  |  |
| --- | --- |
| 1. Critical Aspects of Competency
 | Assessment requires evidence that the candidate:1.1 Controlled environmental hazard 1.2 Controlled environmental pollution 1.3 Demonstrated sustainable resource use |
| 1. Resource Implications for assessment
 | The following resources should be provided:* 1. Workplace with storage facilities
	2. Tools, materials and equipment relevant to the tasks (ex. Cleaning tools, cleaning materials, trash bags, etc.)
	3. PPE
	4. Manuals and references
 |
| 1. Methods of Assessment
 | Competency in this unit may be assessed through:3.1 Observation3.2 Oral questioning3.3 Written examination |
| 1. Context of Assessment
 | Competency may be assessed 1. On the job
2. Off the job
3. During industrial attachment
 |
| 1. Guidance information for assessment
 | Holistic assessment with other units relevant to the industry sector, workplace and job role is recommended. |

# DEMONSTRATE OCCUPATIONAL SAFETY AND HEALTH PRACTICES

**UNIT CODE: CON/OS/MA/BC/07/3/A**

**UNIT DESCRIPTION**

This unit specifies the competencies required to practice and promote safety and health at work. This entails preparing to practice safety and health at work and complying and promoting compliance of workers to organization’s occupational safety and health instructions and requirements

**ELEMENTS AND PERFORMANCE CRITERIA**

|  |  |
| --- | --- |
| **ELEMENT**These describe the key outcomes which make up workplace function. | **PERFORMANCE CRITERIA**These are assessable statements which specify the required level of performance for each of the elements.***Bold and italicized terms*** ***are elaborated in the Range*** |
| 1. Prepare to practice safety and health at work
 | 1.1 Awareness of legislation that outlines the minimum standards for occupational safety and health requirements/ regulations are emphasized1.2 Benefits of implementing an occupational safety and health program are identified1.3 ***Safety requirements/ regulations*** of own work and of other workers are familiarized1.4 Workplace standards and procedures ***for incidents and Emergencies*** are determined1.5 ***Prevention and control measures***, including use of ***safety gears/PPE*** (Personal Protective Equipment) to avoid accident, injuries and sickness are identified |
| 1. Comply and promote compliance of workers to organization’s occupational safety and health instructions and requirements
 | 2.1 Safety instructions and safety signs are followed and disseminated to co-workers2.2 Safe handling of tools, equipment and materials is learned and shared with co-workers2.3 Execution of own work and of co-workers is monitored in according to safe work procedures 2.4 Use of safe guards and safety devices is monitored2.5 Hazards, incidents, injuries and sickness in the workplace are reported properly following standards and procedures |

**RANGE**

This section provides work environments and conditions to which the performance criteria apply. It allows for different work environments and situations that will affect performance.

|  |  |
| --- | --- |
| **Variable** | **Range** |
| 1. ***Safety requirements / regulations*** may include but are not limited to:
 | * Building code
* Permit to Operate
* Occupational Safety and Health Standards
 |
| 1. ***Incidents and emergencies*** may include but are not limited to:
 | * Chemical spills
* Equipment/vehicle accidents
* Explosion
* Fire
* Gas leak
* Injury to personnel
* Structural collapse
* Toxic and/or flammable vapors emission.
 |
| 1. ***Prevention and control measures*** may include but are not limited to:
 | * Eliminate the hazard
* Isolate the hazard
* Substitute the hazard with a safer alternative
* Use administrative controls to reduce the risk
* Use engineering controls to reduce the risk
* Use personal protective equipment
* Safety, Health and Work Environment Evaluation
* Periodic and/or special medical examinations of workers
 |
| 1. ***Safety devices/ PPEs*** (personal protective equipment) May include but are not limited to:
 | * Arm/Hand guard, gloves
* Eye protection (goggles, shield)
* Hearing protection (ear muffs, ear plugs)
* Hair Net/cap/bonnet
* Hard hat
* Face protection (mask, shield)
* Apron/Gown/coverall/jump suit
* Anti-static suits
* High-visibility reflective vest
 |

**REQUIRED SKILLS AND KNOWLEDGE**

This section describes the skills and knowledge required for this unit of competency.

**Required Skills**

The individual needs to demonstrate the following skills:

* Communication
* Observation
* Reporting
* Organizing

**Required Knowledge**

The individual needs to demonstrate knowledge of:

* Elements of an effective occupational safety and health program
* Benefits of implementing an occupational safety and health program
* Safety requirements of own work and of other workers
* Standard emergency plan and procedures in the workplace
* Different OSH control measures
* General OSH principles
* Work standards and procedures
* Safe handling procedures of tools, equipment’s and materials
* Standard emergency plan and procedures in the workplace
* Different OSH control measures
* Standard accident and illness reporting procedures in the workplace
* Monitoring system on compliance to work safety and health

**EVIDENCE GUIDE**

This provides advice on assessment and must be read in conjunction with the performance criteria, required skills and knowledge and range.

|  |  |
| --- | --- |
| 1. Critical Aspects of Competency
 | Assessment requires evidence that the candidate:1. Arranged work area and items in accordance with workplace procedures requirements
2. Followed work standards and procedures based on instructions
3. Applied ***Prevention and control measures*** based on instructions
4. Undertook orientations on ***OSH requirements and regulations*** in line with policy.
5. Provided feedback on occupational health and safety as per workplace instructions.
6. Adhered to workplace procedures for reporting hazards, incidents, injuries and sickness to as per workplace policy.
7. Identified and proposed ***OSH-related training needs*** as per workplace policy.
 |
| 1. Resource Implications for assessment
 | The following resources should be provided:1. Access to relevant workplace where assessment can take place
2. Appropriately simulated environment where assessment can take place
 |
| 1. Methods of Assessment
 | Competency in this unit may be assessed through: 1. Oral questioning
2. Portfolio of evidence
3. Third Party Reports
4. Written tests
 |
| 1. Context of Assessment
 | Competency may be assessed 1. On-the-job
2. Off-the –job
3. During Industrial attachment
 |
| 1. Guidance information for assessment
 | Holistic assessment with other units relevant to the industry sector, workplace and job role is recommended. |

# COMMON UNITS OF COMPETENCY

# MEASURE AND CALCULATE OBJECTS’

**PARAMETERS**

**UNIT CODE: CON/OS/MA/CM/01/3/A**

**Unit Description**

This unit of competency covers the competencies required to measure and calculate various parameters of an object. It entails distinguishing objects to be measured and calculated, using and caring for measuring and calculation instruments and calculating parameters of a given object. It applies in the construction sector.

 **ELEMENTS AND PERFORMANCE CRITERIA**

|  |  |
| --- | --- |
| **Element** *These describe the key outcomes which make up workplace function*  | **Performance Criteria** *These are assessable statements which specify the required level of performance for each of the elements.* ***Bold and italicized terms*** ***are elaborated in the Range***  |
| 1. Distinguish objects to be measured and

calculated  | 1. Object or component to be measured is identified, classified and interpreted according to the appropriate regular geometric shapes.
2. Measuring and calculation tools are selected and gathered as per object to be measured or job requirements.
3. Specifications for measurement and calculations are obtained from relevant sources.
 |
| 1. Use and care for measuring and calculation instruments
 | 1. ***Measurements*** are obtained according to job requirements.
2. Measuring and calculation instruments are checked to the limit of accuracy of the tool.
3. Measuring and calculation instruments are maintained as per manufacturer’s instructions.
4. ***Personal Protective Equipment*** is used in line with occupational safety and health regulations.
 |
| 1. Calculate parameters of a given object.
 | 1. Object is measured and readings recorded based of specification of the job.
2. Systems of measurement are identified and converted according to job requirements/ISO.
3. ***Calculations*** needed to complete work tasks are performed based on job specifications.
4. Numerical computation is self-checked and corrected for accuracy as per workplace policy.
5. Measurements and calculations are documents as per workplace policy.
 |

**RANGE**

This section provides work environments and conditions to which the performance criteria apply. It allows for different work environments and situations that will affect performance.

|  |  |
| --- | --- |
| **Variables** | **Range** |
| 1. Geometric shape may include but not limited to:
 | * Round
* Square
* Rectangular
* Triangle
* Sphere
* Conical
 |
| 1. Measuring and calculation instruments
 | * Micrometer gauge (In-out, depth)
* Vernier calipers (out, inside
* Straight edge
* Try-square
* Protractor
* Steel rule
* Gauges
* Tape measure
* Pair of compass
* Pair of dividers
* Calculator
* T-Square
 |
| 1. Measurements and calculations
 | * Linear
* Volume
* Area
* Displacement
* Inside diameter
* Circumference
* Length
* Thickness
* Outside diameter
* Taper
* Out of roundness
 |

**REQUIRED SKILLS AND KNOWLEDGE**

This section describes the skills and knowledge required for this unit of competency.

**Required Skills**

The individual needs to demonstrate the following skills:

* Addition
* Subtraction
* Multiplication
* Division
* Algebraic equations
* Visualizing
* Interpreting
* Tool handling
* Communication
* Inter personal
* Reading
* Analytical

**Knowledge**

The individual needs to demonstrate knowledge of:

* Four fundamental operations
* Linear measurements
* Dimensions
* Unit conversion
* Ratio and proportion
* Algebraic equations
* Use and maintenance of masonry tools and equipment
* Geometrical shapes.

**EVIDENCE GUIDE**

This provides advice on assessment and must be read in conjunction with the performance criteria, required skills and knowledge and range.

|  |  |
| --- | --- |
| 1. Critical aspects of competency
 | Assessment requires evidence that the candidate: 1. Selected and prepared measuring and calculation instruments correctly.
2. Performed measurements and calculations accurately
3. Obtained measurement and calculations specifications are from relevant sources.
4. Checked measuring and calculation instruments accuracy to the limit of the tool.
5. Measured and recorded objects’ readings based of specification of the job.
6. Identified and converted systems of measurement to job requirements.
7. Performed calculations needed to complete work tasks accurately.
8. Self-checked and corrected numerical computations for accuracy
 |
| 1. Resource

Implications  | The following resources **must** be provided: 1. Workplace location
2. A problem to solve
3. Measuring instrument appropriate to carry out tasks
4. Instructional materials relevant to the proposed activity
 |
| 1. Methods of

Assessment  | Competency may be assessed through: 1. Observation.
2. Written test
3. Interview
4. Oral questioning
5. Project
 |
| 1. Context of Assessment
 | Assessment may be done: 1. On-the –job
2. Off-the –job
3. During work placement
 |
| 1. Guidance information for assessment
 | Holistic assessment with other units relevant to the industry sector, workplace and job role is recommended.   |

# INTERPRET ARCHITECTURAL AND ENGINEERING DRAWINGS

**UNIT CODE: CON/OS/MA/CM/02/3/A**

**Unit Description**

This unit deals with competencies required to interpret architectural and engineering drawings. It entails using drawing instruments, supplies and materials Differentiating parts of a drawing, applying isometric drawings and applying different types of scales. It applies in the Construction Industry.

**ELEMENTS AND PERFORMANCE CRITERIA**

|  |  |
| --- | --- |
| **Element** *These describe the key outcomes which make up workplace function*  | **Performance Criteria** *These are assessable statements which specify the required level of performance for each of the elements.* ***Bold and italicized terms*** ***are elaborated in the Range***  |
| 1. Use drawing instruments, supplies and materials
 | 1. ***Drawing instruments*** are identified and gathered based on job requirements.
2. ***Drawing supplies and materials*** are identified and gathered based on the job specifications.
3. Drawing instruments are used and maintained as per manufacturer’s instructions.
4. Supplies and materials are used as per workplace policy.
5. Waste supplies and materials are disposed in due regard to environmental protection and conservation.
6. ***Personal Protective Equipment*** is used in line with occupational safety and health regulations.
 |
| 1. Differentiate parts of a drawing
 | 1. Different ***parts of architectural and engineering*** drawings are identified based on international standards.
2. ***Symbols*** in construction drawings are identified based on international standards.
3. ***Types of drawings*** in a construction

site are identified based international standards. |
| 1. Apply isometric drawings
 | 1. ***Types of isometric drawings*** are identified based on international standards.
2. ***Various*** objects are drawn isometric
3. ***Principles of isometric drawing*** are applied in construction working drawings.
 |
| 1. Apply different types of scales
 | 1. ***Scaled measurements*** are interpreted in accordance with international standards.
2. ***Scales*** are used in sketching details of drawings.
3. ***Measurements*** are transferred to the ground according to the drawings.
 |

**RANGE**

This section provides work environments and conditions to which the performance criteria apply. It allows for different work environments and situations that will affect performance.

|  |  |
| --- | --- |
| **Variables** | **Range** ***May include but not limited to:***  |
| 1. Drawings may include but not limited to:
 | * Architectural drawings
* Structural drawings
* Mechanical drawings
* Scaffolding and shoring plans
* Formwork drawings and
* details
* Stone dressing details drawings
* Finishing detail drawings
* Electrical drawings
 |
| 1. Symbols may include but not limited to:
 | * Architectural symbols
* Piping / plumbing symbols
* Electrical symbols
* Mechanical symbols
* Steelworks details symbols
* Scaled measurements symbols
* Site development symbols
 |
| 1. Measurements and calculations may include but not limited to:
 | * Linear
* Square-ness
* Slope
* Depth
* Width
 |
| 1. Scaled measurements may include but not limited to:
 | * Reducing scales
* Extending scales
 |
| 1. Drawing instruments may include but not limited to:
 | * Drawing boards
* T square
* Set square
* Blueprint machine
* Steel rule
* Lettering stencil
* Scale rule
 |
| 1. Drawing supplies and materials may include but not limited to:
 | * Drawing papers
* Drawing pencils
* Drawing sets
* Masking tape
* Construction drawing
 |
| 1. Types of working/construction drawings may include but not limited to:
 | * Structural
* Architectural Site plan
* Detailed
 |
| 1. Types of isometric drawings may include but not limited to:
 | * Square Oval
* Cylindrical
* Rectangular
* Conical
 |

**REQUIRED SKILLS AND KNOWLEDGE**

This section describes the skills and knowledge required for this unit of competency.

**Required Skills**

The individual needs to demonstrate the following skills:

* Addition
* Subtraction
* Multiplication
* Division
* Visualizing
* Critical thinking
* Interpreting
* Tool handling
* Communication
* Inter personal
* Reading
* Analytical
* Measuring

**Required Knowledge**

The individual needs to demonstrate knowledge of:

* Construction working drawings
* Terms and symbols used in working drawings
* Common lines used in working drawings.
* Common units of measurements,
* Taking measurements
* Conversion of units of measurement.
* Tools and materials for making a working drawing
* Developing a working drawing
* Interpretation of working drawings

**EVIDENCE GUIDE**

This provides advice on assessment and must be read in conjunction with the performance criteria, required skills and knowledge and range.

|  |  |
| --- | --- |
| 1. Critical aspects of competency
 | Assessment requires evidence that the candidate: 1. Demonstrated correct interpretation of the construction working drawings.
2. Identified symbols correctly in construction working drawings Identified different parts of a construction drawing correctly
3. Identified symbols in construction drawings correctly.
4. Identified types of working drawings in a construction site appropriately.
5. Identified types of isometric drawings correctly
6. Drew various objects in isometric.
7. Applied principles of isometric drawing applied
8. Interpreted scaled measurements correctly
9. Sketched details of a working drawing to scales
10. Transferred measurements on the working drawings to the ground correctly.
 |
| 1. Resource

Implications | The following resources **must** be provided: 1. Workplace location
2. Tools, and equipment for interpretation of working drawings
3. Materials relevant to interpretation of working drawings.
4. A complete set of construction working drawings
 |
| 1. Methods of

Assessment | Competency may be assessed through: 1. Observation.
2. Written test
3. Interview
4. Oral questioning
5. Project
 |  |
| 1. Context of Assessment
 | Competency may be assessed through: 1. On – the –job
2. Off-the –job
3. During Industrial attachment
 |  |
| 1. Guidance information for assessment
 | Holistic assessment with other units relevant to the industry sector, workplace and job role is recommended.  |  |

# CORE UNITS OF COMPETENCY

# CONSTRUCT SIMPLE 1 LEVEL MASONRY

**SUBSTRUCTURES**

**UNIT CODE**: **CON/OS/MA/CR/01/3/A**

**Unit Description**

This unit specifies the competencies required to construct Simple 1 Level Masonry Substructure. It entails interpreting working drawings, quantifying materials requirements, using masonry tools and equipment, setting out the building, laying of foundation, construction of foundation walling and ground floor slab. It applies in the construction industry.

**ELEMENTS AND PERFORMANCE CRITERIA**

|  |  |
| --- | --- |
| **Element** *These describe the key outcomes which make up workplace function*  | **Performance Criteria** *These are assessable statements which specify the required level of performance for each of the elements.* ***Bold and italicized terms*** ***are elaborated in the Range***  |
| 1. Interpret working drawings

  | 1. ***Working drawings*** are differentiated based on ***technical drawings standards.***
2. ***The*** scale of the drawing is read based on the provided key.
3. ***Imperial*** measurements are converted into metric measurements based on conversion table.
4. Symbols are identified based on technical drawings standards.
5. Reference points are identified on the ground based on the site drawing.
 |
| 1. Quantify materials requirements
 | 1. ***Materials*** required for masonry are identified based on the drawing.
2. ***Supplies*** are identified based on drawing.
3. A schedule of materials is prepared based on the drawings
 |
| 1. Use masonry tools and

 equipment  | 1. ***Personal Protective Equipment*** is used in line with occupational safety and health regulations.
2. ***Masonry tools and equipment*** are identified based on the requirements of the job.
3. Masonry tools and equipment are cared for and maintained based on manufacturer’s manual and workplace place policy.
4. Masonry tools and equipment are used based on manufacturer’s instructions.
5. Masonry tools and equipment are stored based on manufacturer’s instructions.
 |

|  |  |
| --- | --- |
| 1. Set-out building

  | 1. Preliminary preparation activities are carried out as per drawings and standard procedures
2. Reference points are located on the ground as per drawings
3. ***Profiles*** are fixed on the ground according to drawings and standard procedures
4. Profile boards are levelled according to standard practice
5. Measurement and ***square-ness*** are checked based on standard procedure
6. Profile lines are fixed based on drawings
7. Profile lines are marked on the ground according to the drawings.
 |
| 1. Lay building foundation

  | 1. Excavation is done as per structural drawing
2. Compaction is done according to standard operating procedure
3. Blinding is done according to SOP
4. Foundation steel reinforcement base is fixed according to structural drawing and specifications
 |

|  |  |
| --- | --- |
|  | 1. 5. ***Concrete mix*** is prepared according to engineering specifications

5.6 ***Concrete is casted*** according to structural drawings and specifications.  |
| 1. Construct foundation walls
 | 6.1 ***Foundation*** walls are laid as per drawing and SOP 6.2 Excavations are backfilled with stable soil according to SOP 6.3 Foundation ground is stabilized according to specifications. 6.4 Soil around and in the building are treated against termites  |
| 1. Construct ground floor slab
 | 1. Form works are laid as per specifications
2. Damp proof membrane is laid as per specifications
3. ***Damp proofing*** is done as per specifications.
4. Slab steel reinforcement is done according to structural drawings
5. Concrete mix is prepared according to engineering specifications
6. Concrete is casted according to structural drawings and specifications.
7. Concrete slab is ***cured*** as per SOP
8. Damp proof course is laid as per specifications.
 |

**RANGE**

This section provides work environments and conditions to which the performance criteria apply. It allows for different work environments and situations that will affect performance.

|  |  |
| --- | --- |
| **Variables** | **Range**  |
| 1. Working drawings may include but not limited to:
 | * Architectural Drawings
* Structural
* MEP Drawings
* Site Development Drawings
* Survey Maps
 |
| 1. Technical drawings standards may include but not limited to:
 | * ISO 128
* Euro code
* Ministry of public works drawing manual

  |
| 1. Supplies and materials may include but not limited to:
 | * Ballast
* Sand
* Cement
* Additives
* Water
* Timber
* Deformed steel bars
* Damp proofing materials and supplies
* Lime
* Chalk
* Termite control chemicals
* Hard core
* Nails
* Strings
 |
| 1. Personal Protective

Equipment  | * Hard hat / helmet
* Dust Mask
* Goggles
* Ear plugs / ear muffs
* Dust coat / coverall
* Gloves
* Safety shoes / gum boots
* Reflector jackets
 |
| 1. Masonry tools and equipment may include but not limited to:
 | * Mason square
* Spirit level
* Plumb bob
* Trowels
* Spades
* Wheel barrow
* Dumper
* Mason string
* Straight edge
* Float
* Concrete mixer
* Vibrator
* Compactor
* Hammer
* Mattock
* Machete
* Sledge Hammer
* Buckets
* Mixing platform
* Hose Pipe
 |
| 1. Profiles may include but not limited to:
 | * 2x2 Timber made into pointed stakes
* 4x1 Timber cut into 6ft each
* Nails
* Strings
 |
| 1. Squareness may include but not limited to:
 | * Use mason square
* Use 3-4-5 method
* Use diagonal checking
 |
| 1. Concrete mix may include but not limited to:
 | * Ratios
* Specifications
* Cement types
* Water cement ratio
 |
| 1. Concrete casing may include but not limited to:
 | * Manual
* Mechanical
 |
| 1. Foundation may include but not limited to:
 | * Slab foundation / raft
* Suspended foundation
* Strip foundation
* Concrete masonry units’ foundation
* Footing and columns
* Piles
 |
| 1. Damp proofing may include but not limited to:
 | * Damp proofing membrane
* Damp proof spray
* Waterproofing additives
 |
| 1. Curing
 | * Water
* Jute Sacks
* Blankets
* Sand
* Curing agents
 |

**REQUIRED SKILLS AND KNOWLEDGE**

This section describes the skills and knowledge required for this unit of competency.

**Required Skills**

The individual needs to demonstrate the following skills:

* Interpersonal skills
* Communication skills
* Drawing and interpretation skills
* Problem-solving skills
* Critical thinking skills
* Organizing skills
* Measuring skills
* Numeracy skills
* Interpersonal Relationship skills
* Mortar handling skills
* Concrete materials Mixing skills
* Masonry Units (MU) Handling skills
* OSHA Skills
* Proper tool and equipment use

**Required Knowledge**

The individual needs to demonstrate knowledge of:

* Interpretation of symbols
* Interpretation of drawings
* Solid Mensuration
* Conversion of units
* Measurement
* Squaring Techniques
* Concrete mix ratios
* Cement types and uses
* Types of foundations and applications
* Soil type, structures and stabilization techniques
* Basic survey and map reading
* Basic steel reinforcement fixing
* Basic formworks and installation
* Masonry Units and its uses
* Proper use and maintenance of tools and equipment

**EVIDENCE GUIDE**

This provides advice on assessment and must be read in conjunction with the performance criteria, required skills and knowledge and range.

|  |  |
| --- | --- |
| 1. Critical aspects of competency
 | 1. Interpreted the working drawing correctly.
2. Used masonry tools and equipment appropriately.
3. Quantified required supplies and materials accurately.
4. Set out the building outline based on drawing specifications.
5. Construct a foundation according to specifications and drawings.
 |
| 1. Resource

Implications  | The following resources **must** be provided: 1. A functional workshop with basic masonry tools, equipment, materials and supplies.
2. References and manuals including construction working drawings
3. Personal protective equipment
 |
| 1. Methods of

Assessment  | Competency may be assessed through: 1. Written tests
2. Observation
3. Oral tests
4. Interviewed
5. Third party report
 |
| 1. Context of Assessment
 | Assessment may be done: 1. On-the –job
2. Off-the –job
3. During Industrial attachment
 |
| 1. Guidance information for assessment
 | Holistic assessment with other units relevant to the industry sector, workplace and job role is recommended. |

# CONSTRUCT SIMPLE 1 LEVEL MASONRY SUPERSTRUCTURES

**UNIT CODE: CON/OS/MA/CR/02/3**

**Unit Description**

This unit specifies the competencies required to construct Simple 1 Level Masonry Superstructures. It entails interpreting working drawings, quantifying materials requirements, using masonry tools and equipment, drawings setting out the superstructure, construction of reinforced concrete elements and construction of masonry wall with opening. It applies in the construction industry.

**ELEMENTS AND PERFORMANCE CRITERIA**

|  |  |
| --- | --- |
| **Element** *These describe the key outcomes which make up workplace function*  | **Performance Criteria** *These are assessable statements which specify the required level of performance for each of the elements.* ***Bold and italicized terms*** ***are elaborated in the Range***  |
| 1. Interpret working drawings
 | 1. Working drawing are differentiated based on technical drawings standards.
2. The scale of the drawing is read based on the provided key.
3. Imperial measurements are converted into metric measurements based on conversion table.
4. Symbols are identified based on technical drawings standards
5. Reference points are identified on the ground based on the site drawing.
 |
| 1. Quantify materials requirements
 | 1. Materials required for masonry are identified based on the drawing.
2. Supplies are identified are based on drawing.
3. A schedule of materials is prepared based on the drawings
 |
| 1. Use masonry tools and equipment
 | 1. Personal Protective Equipment is used in line with occupational safety and health regulations.
2. Masonry tools and equipment are identified based on the requirements of the job.
3. Masonry tools and equipment are cared for and maintained based on manufacturer’s manual and workplace place policy
4. Masonry tools and equipment are used based on manufacturer’s instructions.
5. Masonry tools and equipment are stored based on manufacturer’s instructions.
 |
| 1. Set-out building superstructure
 | 1. Reference points for columns and wall openings are located on the floor slab as per drawings
2. ***Markings*** are transferred to the floor slab from the profiles according to drawings and standard procedures
3. Measurement and square-ness are checked based on standard procedure
4. ***Wall openings*** are marked on the floor slab based on drawings
 |
| 1. Construct reinforced concrete columns
 | 1. Steel reinforcements are placed according to structural drawings and standard operating procedures
2. Column concrete guide is casted as per standards operating procedure
3. Formworks are placed as per specifications
4. Concrete mix is prepared as per specifications
5. Concrete is casted as per specifications and standard operating procedures
6. Columns are cured according to standard operating procedures
 |
| 1. Construct reinforced concrete ring beams
 | 1. Steel reinforcements are placed according to structural drawings and standard operating procedures
2. Formworks are placed as per specifications
3. Concrete mix is prepared as per specifications Concrete is casted as per
4. specifications and standard operating procedures
5. Ring beams are cured according to standard operating procedures
 |
| 1. Construct masonry wall with openings
 | 1. Position of the wall and openings are marked on the slab and columns as per drawings
2. Damp Proof Course is laid as per standard operating procedures and specifications
3. Masonry wall units are laid according to drawings and SOP
4. ***Bridging of walls*** are constructed as per drawings and SOP
 |

**RANGE**

This section provides work environments and conditions to which the performance criteria apply. It allows for different work environments and situations that will affect performance.

|  |  |
| --- | --- |
| **Variables**  | **Range**  |
| 1. Working drawings may include but not limited to:
 | * Architectural drawings
* Structural
* MEP drawings
* Site development drawings
* Survey maps
 |
| 1. Technical drawings standards may include but not limited to:
 | * ISO 128
* Euro code
* Ministry of public works
* drawing manual
 |
| 1. Supplies and materials may include but not limited to:
 | * Ballast Sand
* Cement
* Additives
* Water
* Timber
* Deformed Steel Bars
* Damp Proofing Materials and Supplies
* Lime
* Chalk
* Termite Control Chemicals
* Hard core
* Nails
* Strings
 |
| 1. Personal Protective Equipment may include but not limited to:
 | * Hard hat / helmet
* Dust Mask
* Googles
* Gloves
* Ear plugs / ear muffs
* Dust coat / coverall Gloves
* Safety shoes / gum boots
* Reflector jackets
 |
| 1. Masonry tools and equipment may include but not limited to:
 | * Mason square
* Spirit level
* Plumb bob
* Trowels
* Spades
* Wheel barrow
* Dumper
* Mason string
* Straight edge
* Float
* Hawk
* Concrete mixer
* Vibrator
* Compactor
* Hammer
* Mattock
* Machete
* Sledge Hammer
* Buckets
* Mixing platform
* Hose Pipe
 |
| 1. Markings may include but not limited to:
 | * Level marks Wall marks
* Openings marks
* Column marks
* MEP marks
 |
| 1. Wall openings may include but not limited to:
 | * Windows
* Doors
* Ventilations
* Lintel Arches
 |

**REQUIRED SKILLS AND KNOWLEDGE**

This section describes the skills and knowledge required for this unit of competency.

**Required Skills**

The individual needs to demonstrate the following skills:

* Interpersonal skills
* Communication skills
* Drawing and interpretation skills
* Problem-solving skills
* Critical thinking skills
* Organizing skills
* Measuring skills
* Numeracy skills
* Interpersonal Relationship skills
* Mortar handling skills
* Concrete materials Mixing skills
* Masonry Units (MU) Handling skills
* OSHA Skills
* Proper tool and equipment use

**Required knowledge**

The individual needs to demonstrate knowledge of:

* Interpretation of symbols
* Interpretation of drawings
* Solid mensuration
* Conversion of units
* Measurement
* Squaring techniques
* Concrete mix ratios
* Concrete mixing and batching techniques
* Cement types and uses
* Types of masonry wall units and its applications
* Wall construction and methodologies
* Basic steel reinforcement fixing
* Basic formworks and installation
* Basic structural elements and its uses
* Proper use and maintenance of tools and equipment

**EVIDENCE GUIDE**

This provides advice on assessment and must be read in conjunction with the performance criteria, required skills and knowledge and range.

|  |  |
| --- | --- |
| 1. Critical aspects of competency

  | Assessment requires evidence that the candidate: 1. Interpreted the working drawing correctly.
2. Used masonry tools and equipment appropriately.
3. Quantified required supplies and materials accurately.
4. Set out the structural elements outline based on drawing specifications.
5. Construct a column, beam and slab according to specifications and drawings.
6. Construct a wall with openings as per specs and SOP.
 |
| 1. Resource Implications

  | The following resources **must** be provided: 1. A functional workshop with basic masonry tools, equipment, materials and supplies.
2. References and manuals including construction working drawings
3. Personal protective equipment
 |
| 1. Methods of

Assessment  | Competency may be assessed through: 1. Observation
2. Oral
3. Written
4. Third party report
 |
| 1. Context of Assessment
 | Assessment may be done: 1. On-the –job
2. Off-the –job
3. Workplace attachment
 |
| 5. Guidance information for assessment  | Holistic assessment with other units relevant to the industry sector, workplace and job role is recommended. |

# FINISH MASONRY WORKS

**UNIT CODE: CON/OS/MA/CR/03/3/A**

**Unit Description**

This unit specifies the competencies required to finish masonry works. It entails Interpreting working drawings, quantifying materials requirements, using masonry tools and equipment, laying of applying wall plaster, floor screed, keying and pointing. It also involves facing of masonry walls. It applies in the construction industry.

**ELEMENTS AND PERFORMANCE CRITERIA**

|  |  |
| --- | --- |
| **Element** *These describe the key outcomes which make up* *workplace function*  | **Performance Criteria** *These are assessable statements which specify the required level of performance for each of the elements.* ***Bold and italicized terms*** ***are elaborated in the Range***  |
| 1. Interpret working drawings
 | 1. ***Working drawing*** are differentiated based on international technical drawings (ISO 128).
2. The scale of the drawing is read based on the provided key.
3. Imperial measurements are converted into metric measurements based on conversion table.
4. Symbols are identified based on international technical drawings (ISO 128).
5. Reference points are identified on the ground based on the site drawing.
 |
| 1. Quantify materials requirements
 | 1. Materials required for masonry are identified based on the drawing.
2. ***Supplies*** are identified are based on drawing.
3. A schedule of materials is preparation based on the drawings.
 |
| 1. Use masonry tools and equipment
 | 1. ***Personal Protective Equipment*** is used in line with occupational safety and health regulations.
2. ***Masonry tools and equipment*** are identified based on the requirements of the job.
3. Masonry tools and equipment are cared for and maintained based on manufacturer’s manual and workplace place policy.
4. Masonry tools and equipment are used based on manufacturer’s instructions.
5. Masonry tools and equipment are stored based on manufacturer’s instructions.
 |
| 1. Apply wall plaster with key and point
 | 1. Plumpness of the wall is checked and marked as per SOP
2. Dot guides are laid following the plumb-ness as per SOP
3. Electrical, mechanical and ICT conduits are provided for as per specifications.
4. Mortar mix is prepared as per specs and SOP
5. Plaster is applied as per spec and SOP
6. Walls are keyed and pointed as per spec and SOP Plaster is cured as per SOP.
 |
| 1. Lay floor screed
 | 1. Floor is prepared for screed as per specs and SOP
2. ***Screed*** mix is prepared as per specs and SOP
3. Screed is laid as per specs and SOP
4. Screed is cured as per SOP
 |
| 1. Facing Masonry walls
 | 1. Wall is prepared for finishing or rendering
2. ***Rendering and finishing materials*** are prepared as per specs and SOP.
3. Rendering materials are fixed as per specs and SOP
4. Finishing is applied as per specs and SOP
5. Finishing is cured as per SOP
 |

**RANGE**

This This section provides work environments and conditions to which the performance criteria apply. It allows for different work environments and situations that will affect performance.

|  |  |
| --- | --- |
| **Variables**  | **Range** |
| 1. Working drawings may include but not limited to:
 | * Architectural Drawings
* MEP Drawings
 |
| 1. Supplies and materials may include but not limited to:
 | * Sand
* Cement
* Additives
* Water
* Lime
* Chalk
* Nails
* Strings
* Rendering material
* Steel brush
* Paint brush
* Sand paper
* Sponge
 |
| 1. Personal Protective Equipment may include but not limited to:
 | * Hard hat / helmet
* Dust Mask
* Goggles
* Ear plugs / ear muffs
* Dust coat / coverall
* Gloves
* Safety shoes / gum boots
* Reflector jacket
 |
| 1. Masonry tools and equipment may include but not limited to:
 | * Mason square
* Spirit level
* Plumb bob
* Trowels
* Spades
* Wheel barrow
* Mason string
* Straight edge
 |
| 1. Screed may include but not limited to:
 | * Bonded Screed
* Unbonded Screed
* Floating Screed
 |
| 1. Rendering and finishing materials may include but not limited to:
 | * Rough cast
* Colored cement
* Decorative stones
* Bricks
* Capped stones
 |
| 1. Curing may include but not limited to:
 | * Water
* Jute Sacks
* Blankets
* Sand
 |

**REQUIRED SKILLS AND KNOWLEDGE**

This section describes the skills and knowledge required for this unit of competency.

Required Skills

The individual needs to demonstrate the following skills:

* Interpersonal skills
* Communication skills
* Drawing and interpretation skills
* Problem-solving skills
* Critical thinking skills
* Organizing skills
* Measuring skills
* Numeracy skills
* Interpersonal relationship skills
* Mortar handling skills
* Concrete materials Mixing skills
* Masonry Units (MU) handling skills
* Plastering skills
* OSHA skills
* Proper tool and equipment use

**Required Knowledge**

The individual needs to demonstrate knowledge of:

* Interpretation of symbols
* Interpretation of drawings
* Solid Mensuration
* Conversion of units
* Measurement
* Squaring techniques
* Concrete mix ratios
* Cement types and uses
* Type of finishes, and application
* Masonry units and its uses
* Proper use and maintenance of tools and equipment
* Type of rendering and its application
* Curing methodologies

**EVIDENCE GUIDE**

This provides advice on assessment and must be read in conjunction with the performance criteria, required skills and knowledge and range.

|  |  |
| --- | --- |
| 1. Critical aspects of competency

  | Assessment requires evidence that the candidate: 1. Interpreted the working drawing correctly.
2. Used masonry tools and equipment appropriately.
3. Quantified required supplies and materials accurately.
4. Prepare walls for finishing and rendering as per specification.
5. Finish and render walls correctly as per specs.
 |
| 1. Resource

Implications  | The following resources **must** be provided: 1. A functional workshop with basic masonry tools, equipment, materials and supplies.
2. References and manuals including construction working drawings Personal protective equipment.
 |
| 1. Methods of

Assessment  | Competency may be assessed through: 1. Observation
2. Oral
3. Written
4. Third party report
5. Portfolio
 |
| 1. Context of Assessment
 | Assessment may be done: 1. On-the-job
2. Off-the-job or
3. During Work placement
 |
| 1. Guidance information for assessment
 | Holistic assessment with other units relevant to the industry sector, workplace and job role is recommended. |

# PRODUCE MASONRY PRODUCTS

**UNIT CODE: CON/OS/MA/CR/04/3 /A**

**Unit Description**

This unit specifies the competencies required to produce simple masonry products. It entails identifying and collecting raw materials, using masonry tools and equipment, production of masonry clay units, concrete masonry products, hand dressed stone masonry products and stabilized soil masonry products. It applies in the construction industry.

**ELEMENTS AND PERFORMANCE CRITERIA**

|  |  |
| --- | --- |
| **Element** *These describe the key outcomes which make up* *workplace function*  | **Performance Criteria** *These are assessable statements which specify the required level of performance for each of the elements.* ***Bold and italicized terms*** ***are elaborated in the Range***  |
| 1. Identify and locate raw

materials   | 1. ***Supplies and materials*** are identified and differentiated based their properties, workability and product specification.
2. ***Statutory requirements*** are obtained and adhered to as per the law.
3. Personal and public safety and health regulations are adhered to as per the law.
4. Tools and equipment are identified and gathered based on construction materials required.
5. Raw materials are obtained from source based on quantities required.
 |
| 1. Use masonry tools and equipment

  | 1. ***Personal Protective Equipment*** is used in line with occupational safety and health regulations.
2. ***Masonry tools and equipment*** are identified based on the requirements of the job.
3. Masonry tools and equipment are cared for and maintained based on manufacturer’s manual and workplace place policy.
4. Masonry tools and equipment are used based on manufacturer’s instructions.
5. Masonry tools and equipment are stored based on manufacturer’s instructions.
 |
| 1. Produce clay masonry units
 | 1. Clay is prepared based on international standards.
2. Clay molds boxes are identified and gathered based on job requirements.
3. Molding is carried out and molds allowed to dry under shed.
4. Dry molds are arranged in a kiln in readiness for firing.
5. Firing is carried out based on type of fuel available.
 |
| 1. Produce simple concrete masonry

products  | 1. Concrete is prepared based on or job specification.
2. Concrete molding machine/molds boxes are identified and gathered based on job requirements.
3. Molding is carried out and molds arranged in preparation for ***curing.***
4. Molds are cured in accordance to best practice.
 |
| 1. Produce hand dressed stones
 | 1. Stones for dressing are identified and gathered based on job requirements.
2. Working drawings are identified based on specifications.
3. Stones for dressing are selected based on size, shape and specifications.
4. Safety precautions are taken as per OSH requirements.
5. Stones are dressed based on working drawings.
 |
| 6. Produce stabilized soil masonry units  | 1. Materials are prepared based on international standards or job specification.
2. Molding machine/ boxes are identified and gathered based on job requirements.
3. Molding is carried out and molds arranged in preparation for curing.
4. Molds are cured in accordance to best practice.
 |

**RANGE**

This section provides work environments and conditions to which the performance criteria apply. It allows for different work environments and situations that will affect performance.

|  |  |
| --- | --- |
| **Variables**  | **Range** |
| 1. Supplies and Materials may include but not limited to:
 | * Soils
* Stones
* Cement
* Sand
* Ballast
 |
| 1. Legal requirements may include but not limited to:
 | * Sand
* Cement
* Additives
* Water
* Lime
* Chalk
* Nails
* Strings
* Rendering materials
* Steel brush
* Paint brush
* Sand paper
* Sponge
 |
| 1. Statutory requirements may include but not limited to:
 | * EMCA 1999
* Public health act
* OSH Act 2007
 |
| 1. Personal Protective Equipment
 | * Hard hat/Helmet
* Dust Mask
* Goggles Ear plugs/ ear muffs
* Dust coat
* coverall
* Gloves
* Safety shoes
* gum boots
* Safety shoes/gum boots
* Reflector jackets
 |
| 1. Simple concrete masonry products
 | * Paving Slabs
* Channels
* Culverts
* Roads kerbs
* Wall Vents
* Vent blocks

**Note:** Exclude structural hollow block |
| 1. Masonry tools and equipment
 | * Mason square
* Trowels
* Spades
* Wheel barrow
* Dumper
* Float
* Hawk
* Concrete mixer
* Vibrator
* Compactor
* Hammer
* Mattock
* Machete
* Sledge Hammer
* Buckets
* Mixing platform
* Hose Pipe
* Drum
* Molding boxes
* Molding machine
* Chisels
 |
| 1. Curing
 | * Water
* Jute Sacks
* Blankets
* Sand
* Curing agents
 |

**REQUIRED SKILLS AND KNOWLEDGE**

This section describes the skills and knowledge required for this unit of competency.

**Required Skills**

The individual needs to demonstrate the following skills:

* Interpersonal skills
* Communication skills
* Problem-solving skills
* Critical thinking skills
* Organizing skills
* Measuring skills
* Numeracy skills
* Interpersonal Relationship skills
* Mortar handling skills
* Concrete materials mixing skills
* Masonry units handling skills
* Safety skills

**Required Knowledge**

The individual needs to demonstrate knowledge of:

* Solid mensuration
* Conversion of units
* Measurement
* Squaring techniques
* Concrete mix ratios
* Concrete mixing and batching techniques
* Cement types and uses
* Proper use and maintenance of tools and equipment
* Soil types
* Materials properties
* Curing
* Extraction of materials
* Molding methods
* Technology of different masonry products

**EVIDENCE GUIDE**

This provides advice on assessment and must be read in conjunction with the performance criteria, required skills and knowledge and range.

|  |  |
| --- | --- |
| 1. Critical aspects of competency
 | Assessment requires evidence that the candidate: 1. Identified raw materials for production of various masonry products.
2. Used and maintained masonry tools and equipment appropriately.
3. Prepared clay masonry units to specifications
4. Prepared stabilized clay masonry units to specifications
5. Prepared concrete masonry products to specifications
 |
|  | 1. Prepared clay masonry units to specifications
2. Prepared stabilized clay masonry units to specifications
3. Prepared concrete masonry products to specifications
 |
| 1. Resource

Implications  | The following resources **must** be provided: 1. The following resources must be provided:
2. A functional workshop with basic masonry tools, equipment, materials and supplies.
3. References and manuals including construction working drawings
4. Personal protective equipment.
 |
| 1. Methods of

Assessment  | Competency may be assessed through: 1. Observation
2. Oral
3. Written
4. Third party report
5. Portfolio
 |
| 1. Context of Assessment
 | Assessment may be done: 1. On-the-job,
2. Off-the-job or
3. During work placement
 |
| 1. Guidance information for assessment
 | Holistic assessment with other units relevant to the industry sector, workplace and job role is recommended. |