

WBL Developer – UNITS OF LEARNING OUTCOMES

CODE	BASIC						
QUALIFICATION TITLE	WBL-Developer						
UNIT TITLE							
EQF LEVEL							
NQFLEVEL							

UNITS OF LEARNING OUTCOMES	U1	Professional competence in the painting trade		
		U1.1	Measurement and calculation, mathematics	
		U1.2	Health, safety, environment	
		U1.3	Dealing with information and communication technology, customer orientation	
		U1.4	Plan workflows and set up workplaces	
		U1.5	Materials and tools, equipment, facilities	
		U1.6	Working method, coating techniques	
		U1.7	Surface tests (test methods)	
		U1.8	Surface treatments	
		U1.9	Coatings (construction), working and coating processes	
		U1.10	Decorative design	
		U1.11	Apply wallcoverings	
		U1.12	Protective and special coatings	
		U1.13	Standards and quality control	
		U2	Business administration (commercial management) and law	
			U2.1	Business concept, objectives, culture, strategy
			U2.2	Analysis of market, location, competition, business
			U2.3	Business planning and organisation
			U2.4	Project management
			U2.5	Legal forms

WBL Developer – UNITS OF LEARNING OUTCOMES

UNITS OF LEARNING OUTCOMES	U3	Communication	
		U3.1	Language (mother tongue, foreign languages)
		U3.2	Marketing
		U3.3	Communication styles
		U3.4	Digitization
		U3.5	Intercultural communication
	U4	Human resource management	
		U4.1	Workforce planning, management, development
		U4.2	Human resources management
		U4.3	Vocational education and workplace training
	U5	Quality management including occupational safety, health protection and environmental protection	
		U5.1	QM systems and quality assurance
		U5.2	Work safety, health protection and environmental protection
	U6	Soft Skills (Social Skills, Personal Competence, Methodological Skills)	

WBL Developer – UNITS OF LEARNING OUTCOMES

CODE	UNIT 1	U1
QUALIFICATION TITLE	WBL-Developer	
UNIT TITLE	Expertise of painting Trade Basic Training Painting Craft – Basic Qualification, EQR Level 3	
EQF LEVEL	3	
PROJECT PARTNER COUNTRIES		
NQF LEVEL		
ECVET LEARNING CREDITS/RELATIVE WEIGHT		

LEARNING OUTCOMES	COMPETENCES EQF Level 3
U1 Basic Training Painting Craft – Basic Qualification, EQR Level 3	<p>He / she takes responsibility for the execution of work and can adapt their own behavior to the respective circumstances when solving problems.</p> <p>He / she has</p> <ul style="list-style-type: none"> Knowledge of facts, principles, procedures and general terms in painting craft a range of cognitive and practical skills to accomplish tasks and solve problems, selecting and applying basic methods, tools, materials and information.

LEARNING OUTCOMES	SKILLS	KNOWLEDGE	COMPETENCES
U1.1 Measurement and calculation, mathematics	<p>He / she</p> <ul style="list-style-type: none"> identifies and evaluates documents computes calculations according to rules and methods and summarizes the results 	<p>He / she</p> <ul style="list-style-type: none"> knows mathematic concepts and formulas 	<p>He / she is able to</p> <ul style="list-style-type: none"> read simple construction drawings, tables and graphs write the numbers and calculations necessary for the billing cleanly and clearly recognizable

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LEARNING OUTCOMES	SKILLS	KNOWLEDGE	COMPETENCES
U1.1 Measurement and calculation, mathematics	He / she <ul style="list-style-type: none"> controls this own work communicates with business partners / customers 	He / she <ul style="list-style-type: none"> knows the required calculations, can describe, explain and present them knows the rules, guidelines and components for the presentation of the following calculations: stock calculation and material calculation, material standards (material requirement, yield, layer thicknesses, consumption / layer thickness conversion) 	He / she is able to <ul style="list-style-type: none"> calculate the dimensions - in compliance with rules and specifications. represent material calculations - in compliance with rules and guidelines.
U1.2 Health, Safety, Environment	He / she <ul style="list-style-type: none"> meets the requirements for occupational safety and health by means of their own well-considered actions and communicate with other parties involved lives up to environmental responsibility through adequate action (ecological competence) takes precautionary measures to prevent an emergency and, if necessary, ask for help or provides assistance, extinguishes minor incidents and keeps a log advises companies on environmental protection, applying environmentally friendly coatings and list energy-saving measures 	He / she <ul style="list-style-type: none"> knows that dangers (harmful to health and the environment) arise in many areas of activity of the painter and varnisher knows the technical standards, regulations, laws, characteristics and can summarize, describe and explain them knows the general and job-specific measures for environmental protection and waste disposal knows the occupational diseases and measures necessary for prevention has basic knowledge of fire behavior, accident at work and evacuation 	He / she is able to <ul style="list-style-type: none"> determine and evaluate the work and environmental protection in the working environment of the painter and varnisher under guidance. understand and interpret the subject-specific and basic occupational safety (health, safety) and environmental regulations.

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LEARNING OUTCOMES	SKILLS	KNOWLEDGE	COMPETENCES
U1.3 Dealing with information and communication technology, customer orientation	He / she <ul style="list-style-type: none"> • can handle IT and Internet • can work and communicate with computer (PC, etc.) and the current basic and application software such as Windows, Word, Excel, PowerPoint, Outlook), in compliance with the applicable rules and regulations • analyzes and presents data • uses information and communication technology (data search, processing, backup and data archiving) 	He / she <ul style="list-style-type: none"> • knows the rules (privacy requirements) and methods of dealing with information and communication technology • understands the customer order and knows the importance of customer orientation • knows the methods for independent acting, presentation techniques, documentation and storage possibilities 	He / she is able to <ul style="list-style-type: none"> • use information and communication technology • can name, explain and understand information and communication technology. • can gather information and distinguish it in terms of the various sources and media. • create the documentation and presentations required for the process
U1.4 Plan workflow and set up workplaces	He / she <ul style="list-style-type: none"> • can specify materials needed under instructions, write tool lists and equipment lists, define materials according to various aspects promptly and inexpensively, procure them and apply them • can represent and identify common purchase order documents • formulate customer discussions and describe the customer order 	He / she <ul style="list-style-type: none"> • knows that a purchase order (usually) runs according to certain structures. • knows the usual purchase order documents, can interpret them and draw conclusions 	He / she is able to <ul style="list-style-type: none"> • structure, execute and monitor the process of a purchase order in a structured and customer-oriented manner • reflect on one's own actions and to communicate with participants (employees, customers, ...)

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LEARNING OUTCOMES	SKILLS	KNOWLEDGE	COMPETENCES
U1.5 Materials and tools, equipment, facilities	He / she <ul style="list-style-type: none"> selects covering materials, tools, devices (machines) and application systems identifies and applies the usual materials, tools, equipment and facilities uses the right materials, tools and equipment 	He / she <ul style="list-style-type: none"> knows the grouping of materials according to their composition, danger and application knows the accident prevention regulations of tools and devices knows the use of the materials and the use of the tools and equipment that he / she uses in the course of his / her work can read and understand the instructions for use of the devices and systems knows the health regulations of the materials knows the handling, care, maintenance and storage of materials, tools and equipment knows the advantages and disadvantages of the individual materials, tools and devices 	He / she is able to <ul style="list-style-type: none"> provide the materials, tools and equipment according to the design of the work under guidance in the workplace in the appropriate quantity, quality and condition, to work successfully with them and to avoid risks. check the functioning of the equipment during operation and work with the tools carefully and correctly. perform the work according to the regulations and laws
U1.6 Working method, coating techniques	He / she <ul style="list-style-type: none"> performs tasks using the following working methods and coating techniques, and applies them to solve problems (masking and de-masking, cleaning, stripping, filling and plastering, grinding / abrading, manual and machine) 	He / she <ul style="list-style-type: none"> is familiar with the necessary facts, principles, procedures and general terms of work procedures and coating techniques knows the painting and coating techniques 	He / she is able to select and carry out work procedures and coating techniques adhering to specifications and instructions, and checking the work produced.

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LEARNING OUTCOMES	SKILLS	KNOWLEDGE	COMPETENCES
U1.7 Surface tests (test methods)	He / she <ul style="list-style-type: none"> carries out professional surface tests, in compliance with specifications and under instructions, and checks the work carried out assesses the condition of a mineral surface using surface-specific test methods documents the results of the exam sets necessary measures to remedy the identified deficiencies 	He / she <ul style="list-style-type: none"> knows the characteristics of the most important surfaces (mineral surfaces, construction boards and prefabricated parts in the interior, wood, metal and plastic substrates) knows the influence of the nature of the respective surface on the quality of the coating knows the essential surface conditions that must be assessed or measured before coating knows the essential test methods, adapted to the respective surface 	He / she is able to select and perform appropriate test methods and to document (write down) the results of the assessment or measurement.
U1.8 Surface treatments	He / she <ul style="list-style-type: none"> selects the appropriate surface treatments carries out the appropriate surface treatments (eg removal of plaster damage, hydrophobing, impregnation, jointing with different sealants, base coats for subsequent top coats) 	He / she <ul style="list-style-type: none"> knows the suitable materials for the different substrates (mineral substrates, wood, metal and other special surfaces such as plastic) the properties and characteristics of the top and bottom coatings the technologies and the coating materials of the underground treatments knows that the objective of the primer is to achieve stable, solid surfaces, corrosion protection (chemical, electro-chemical, biological) 	He / she is able to under guidance, treat the substrate and prepare for the application of the paint system.

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LEARNING OUTCOMES	SKILLS	KNOWLEDGE	COMPETENCES
U1.9 Coatings (construction), working and coating processes	He / she <ul style="list-style-type: none"> carries out the most important and usual coatings 	He / she <ul style="list-style-type: none"> knows the type of coating process and its characteristics knows the coating systems (basic, intermediate and final coating) for the different substrates knows the functions of the individual layers of a coating system (eg lowest layer = base coat = bonding agent) knows the different coating materials, the essential properties and the most important areas of application knows the coating techniques 	He / she is able to make and control film-like layer arrangements under the guidance of the surfaces of various constructions.
U1.10 Decorative design	He / she <ul style="list-style-type: none"> determines the correct decoration method produces the decoration (eg ruling, stenciling, imitation techniques (eg stone imitation, wood imitation), marbling, modern handling of leaf metals, glazing / wiping techniques, stucco techniques) 	He / she <ul style="list-style-type: none"> knows different architectural styles, methods of construction and their characteristics knows geometry / architecture of spaces, form and color theory knows the basics of drawing, typography and ornamentation the tools, materials and techniques for producing relief (3-dimensional) decoration 	He / she is able to <ul style="list-style-type: none"> decorate decorations in accordance with specifications and check the work carried out. elaborate and document the customers' desire for decoration proposals and designs. meet the qualitative and aesthetic expectations and requirements.

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LEARNING OUTCOMES	SKILLS	KNOWLEDGE	COMPETENCES
U1.11 Apply wallcoverings	He / she <ul style="list-style-type: none"> checks the condition of the substrate applies wallcoverings - taking into account all the necessary stages of preparation (calculate wallcovering quantities, select and prepare wallcovering tools and devices, identify and adhere to international wallcovering labeling symbols (processing instructions, check wallcoverings, cut wallcoverings, apply wallcovering paste, apply wallcoverings) selects the appropriate preparation method for the specific wallcovering 	He / she <ul style="list-style-type: none"> knows the history and development of wallcoverings knows the division of wallcoverings according to DIN EN 233 and 234 and can name and identify them knows the rules, tools / equipment and manufacturers' guidelines for the application of wallcoverings and can describe and explain them knows the wallcovering markings according to DIN EN 235 and wallcovering adhesives knows the optimal areas of application and the requirements of substrates to receive wallcovering 	He / she is able to apply wallcoverings in accordance with specifications and manufacturers' guidelines
U1.12 Protective and special coatings	He / she <ul style="list-style-type: none"> applies protective and special coatings and documents the results (concrete protection coatings, fire protection coatings on wood and metal, anticorrosive coatings, floor coatings, coating of truss) <p><i>(Note: These are protective and special coatings that can be carried out by a painter specialist without additional compulsory qualification.)</i></p>	He / she <ul style="list-style-type: none"> knows the characteristics, properties and functions of the most important protective and special coatings knows that such coatings must be carried out in compliance with standards and guidelines knows the required materials, tools and equipment (eg machines) for the application of protective and special coatings 	He / she is able to <ul style="list-style-type: none"> apply protective and special coatings, in compliance with specifications and check the work performed. document the results of the test to meet company and manufacturer requirements

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LEARNING OUTCOMES	SKILLS	KNOWLEDGE	COMPETENCES
U1.13 Standards and quality control	He / she <ul style="list-style-type: none"> determines and applies the most important legal bases of the painting trade - norms, regulations and laws (organizational structures of the craft, technically correct sequences, responsibilities, powers, procedures and processes) makes targeted use of the resources needed to achieve QM 	He / she <ul style="list-style-type: none"> knows the most important standards, regulations and laws knows the meaning and characteristics of quality control and quality management (QM) 	He / she is able to <ul style="list-style-type: none"> understand the standards or quality control and apply them under guidance. describe the appropriate problem-solving measures.

WBL Developer – UNITS OF LEARNING OUTCOMES

CODE	UNIT 2	U2
QUALIFICATION TITLE	WBL-Developer	
UNIT TITLE	Business administration (commercial management) and law	
EQF LEVEL		
PROJECT PARTNER COUNTRIES		
NQF LEVEL		
ECVET LEARNING CREDITS/RELATIVE WEIGHT		

LEARNING OUTCOMES	SKILLS	KNOWLEDGE	COMPETENCES
U2.1 Business concept, objectives, culture, strategy	He / she <ul style="list-style-type: none"> develop and modify the essential content of the business concept can communicate the social responsibility of a company determines possible business models (eg cost, leadership, differentiation or niche) based on the formulation of customer 	He / she <ul style="list-style-type: none"> knows the structure and essential contents of the business concept knows the significant goals knows the characteristics of the corporate culture and the corporate social responsibility knows corporate strategy and business models 	He / she is able to create a corporate concept (essential content, structure, mission statement, product program), to analyze company goals and to classify them in a business target system

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LEARNING OUTCOMES	SKILLS	KNOWLEDGE	COMPETENCES
U2.2 Analysis of market, location, competition, business	He / she <ul style="list-style-type: none"> • produces S.W.O.T. analysis (strengths, weaknesses, opportunities, threats) • can assess market opportunities and risks and justify the potential for success and estimate entrepreneurial risks • evaluates customer data, prepare and conduct customer surveys • can systematically explore sources of information and evaluate and document them, considering company and market conditions 	He / she <ul style="list-style-type: none"> • knows the meaning, process and areas of corporate planning • knows the importance of important-location factors and their suitability • knows the methods of market research and can weigh and select them regarding their possible uses • knows the methods for decision preparation and finding (market analysis / research, location, competition, company analysis) 	He / she is able to <ul style="list-style-type: none"> • analyze the situation of the company in the market and justify potential for success. • make and justify decisions on location, size of company, personnel requirements as well as the establishment and equipment of a company. • Developments in product and service innovation and market conditions, including in international markets context, evaluate and derive growth strategies from it.
U2.3 Business Planning and organisation	He / she <ul style="list-style-type: none"> • can assess and justify the position of business to the economy as well as its economic, social and cultural significance (macroeconomic context) • can advise and assist painting companies in the development of strategies. • recognizes the personal, family and professional requirements of an entrepreneur as well as the entrepreneur's own ability to independently run a craft business • can document business processes, create organizational charts and job descriptions • can explain adjustments to the organizational design of business processes • can analyze and split work and business processes (process analysis and design) and can optimally combine them (process synthesis) 	He / she <ul style="list-style-type: none"> • knows the structure of the craft organization as well as the tasks and services of the individual organizations • knows the benefits of membership in craft organizations and the role of associations • knows the areas, instruments and principles of the company organization • knows the principles of task allocation • knows and understands the tasks of logistics • knows the organizational and technical measures to create and maintain the quality standard • knows the different working time models 	He / she is able to <ul style="list-style-type: none"> • present and evaluate the importance of craft in business and society. • identify the requirements of an entrepreneur. • identify the necessary risk and retirement provision for the Self-employed / entrepreneur to consider • to assess the importance of the organizational structure for the development of a company and to adjust. • to implement the goal-oriented structuring of work processes.

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LEARNING OUTCOMES	SKILLS	KNOWLEDGE	COMPETENCES
U2.3 Business Planning and organisation	He / she <ul style="list-style-type: none"> can use documents for administration (planning, filing, business papers, correspondence) can use information and communication tools (telecommunications, IT systems, Internet) 	He / she <ul style="list-style-type: none"> knows the need to manage documents (planning, file storage, business papers, correspondence) recognizes the use of information and communication tools as a factor for success (telecommunications, IT systems, Internet) 	He / she is able to apply document management measures, use information and communication tools and organize accounting.
U2.4 Project management	He / she <ul style="list-style-type: none"> creates verifiable performance assessments (allowance) creates, depending on the status of the order processing, calculations (preliminary, intermediate, post and back calculations) masters the basic rules of contract negotiation and contract conclusion draws up written documentation (eg contract, checklists, minutes) and uses them determines operating performance, added value and order-related default times creates order-related schedules implements the essential measures creates billing legally secure, monitors the payments and carries out the success check 	He / she <ul style="list-style-type: none"> knows the methods of project management knows the structure of order processing knows the aspects of quotation processing (content and structure) knows the basic rules of scheduling and can visualize them (eg bar chart) knows the essential measures of project monitoring (cost control, construction site control, financial control, schedule control) 	He / she is able to <ul style="list-style-type: none"> carry out business orders based on the project management methods. summarize all necessary actions for initiating, planning, controlling and completing projects in the painting business and uses appropriate digital tools

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LEARNING OUTCOMES	SKILLS	KNOWLEDGE	COMPETENCES
U2.5 Legal forms	<p>He / she</p> <ul style="list-style-type: none"> • produces overviews and comparisons of legal forms, tailored to the respective craft business • can prepare and evaluate a contract • checks the legal requirements for the independent practice of a craft • develops concepts and considers the regulations on the company name, merchant status, obligation to register and the resulting commercial consequences • may reflect the impact of duties of merchants on the design of business processes • examines the feasibility / admissibility of market strategies in the context of competition law • can analyze basic elements of the social insurance system and describe important rules on compulsory insurance, contribution, benefits and reporting requirements • researched and assessed (for payroll) tax classes, payment method of payroll tax and liability of the employer as well as possibilities of benefits and reimbursement of expenses • can divide and explain EU law into primary and secondary law • applies the EU data protection rules in the company • can evaluate the data protection rules and derive appropriate measures for implementation 	<p>He / she</p> <ul style="list-style-type: none"> • knows the legal consequences of unauthorized practice of manual work • knows the important contact points when founding, changing or taking over a craft business • knows the basic rules of labor and social security law • knows and considers relevant regulations on collective bargaining, codetermination and occupational safety in contract and work design • knows the policy areas in which the EU is active and the relevant bodies, relevant legislation and documents such as: <ul style="list-style-type: none"> a) the internal market b) on business (creating a favorable environment for businesses, for small and medium-sized enterprises and industry c) to competition (ensuring fair and equal conditions for businesses while leaving enough room for innovation, uniform standards and small business development) • is familiar with the reform of EU data protection rules 2018 and the current regulations • knows the rules for companies and organizations, the principles of the General Data Protection Regulation, the legal bases for data processing, duties of the responsible/contracted workers, dealing with citizens, the enforcement and sanctions regulations and the disclaimer 	<p>He / she is able to</p> <ul style="list-style-type: none"> • assess the legal forms and to examine or evaluate a partnership agreement. • argue the national legal system. • apply industrial and craft law and commercial and competition law, in the analysis of business objectives and concepts. • provisions of labor and social security law, the development of a corporate strategy. • assess the legal forms and to examine or evaluate a partnership agreement. • argue the national legal system.

WBL Developer – UNITS OF LEARNING OUTCOMES

CODE	UNIT 3	U3
QUALIFICATION TITLE	WBL-Developer	
UNIT TITLE	Communication	
EQF LEVEL		
PROJECT PARTNER COUNTRIES		
NQF LEVEL		
ECVET LEARNING CREDITS/RELATIVE WEIGHT		

LEARNING OUTCOMES	SKILLS	KNOWLEDGE	COMPETENCES
U3.1 Language (mother tongue, foreign languages)	Mother tongue He / she <ul style="list-style-type: none"> shows a great deal of flexibility in formulating ideas with different linguistic meanings, in order to make clearer subtle nuances, to emphasize something and to differentiate or eliminate ambiguity can express themselves spontaneously and with natural language fluency during extended conversations communicates competently and easily 	He / she <ul style="list-style-type: none"> knows colloquial and idiomatic phrases knows methods of maintaining good grammar during complex conversations, and methods of monitoring how the information is received by others 	He / she is able to <ul style="list-style-type: none"> understand a wide range of texts and to grasp implied meanings. express themselves spontaneously and fluently. use the language effectively and flexibly in social and professional life or in education and study. express themselves in a clear, structured and detailed manner on complex issues and to use various means of linking text appropriately. Language level: Level C2, according to the Common European Framework of Reference

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LEARNING OUTCOMES	SKILLS	KNOWLEDGE	COMPETENCES
U3.1 Language (mother tongue, foreign languages)	Foreign language He / she <ul style="list-style-type: none"> can speak in clear descriptions or reports on most general issues and express their own views uses enough vocabulary and some complex sentence structures shows a good command of the grammar and does not make mistakes that lead to misunderstandings; can correct most of their own mistakes. speaks at a fairly steady pace can start conversations and take the initiative during conversations 	He / she <ul style="list-style-type: none"> knows complex sentence structures knows the relevant rules of grammar <p>The WBL-Developer, if he is not from an English-speaking country, must speak at least English as a foreign language according to his level B2.</p>	He / she is able to <ul style="list-style-type: none"> understand the main content of complex texts on concrete and abstract or implied topics. understand specialist discussions in their own area of expertise. communicate spontaneously and fluently, so that a normal conversation with native speakers is possible without much effort on both sides. express themselves clearly and in detail on a wide range of topics, to explain a point of view on a topical issue. specify the advantages and disadvantages of various options. <p>Level: Level B2, according to the Common European Framework of Reference</p>
U3.2 Marketing	Marketing He / she <ul style="list-style-type: none"> identifies consequences of sales market policy decisions and justifies the decisions for a marketing mix 	He / she <ul style="list-style-type: none"> knows the areas and instruments of marketing, presents them in an overview knows tasks and goals of procurement processes 	He / she is able to <ul style="list-style-type: none"> develop and evaluate a marketing concept (marketing objectives, marketing strategy) for market introduction. justify the potential applications of marketing-related marketing tools for sales and procurement of products and services.

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LEARNING OUTCOMES	SKILLS	KNOWLEDGE	COMPETENCES
U3.2 Marketing	Communication and sales He / she <ul style="list-style-type: none"> can identify and apply the development of a customer base and customer care measures can use media to focus on a target group creates customer-friendly offers can apply the basics of the sales pitch (technical discussion) can conduct a technical discussion (identify technical relationships that underlie the project, explain the process and present technical issues and their solutions) 	He / she <ul style="list-style-type: none"> can explain the importance of a customer focus knows the meaning and components of Corporate Identity (CI), Corporate Design (CD), Corporate Communication (CC) and Corporate Behavior (CB) knows the principles of advertising design knows the benefits of services in the painting trade (basis, additional benefit) knows the meaning and the fundamentals of CRM (Customer Relationship Management) 	He / she is able to <ul style="list-style-type: none"> to develop and evaluate a communication concept conduct a technical discussion with the customer and be able to consider new developments.
U3.3 Communication Styles	He / she <ul style="list-style-type: none"> applies the methods of effective discussion for successful conflict management (techniques and methods, conflict management strategies) 	He / she <ul style="list-style-type: none"> knows the factors that are important for successful speeches, lectures and presentations knows the structure, rhetorical styles, including persuasiveness, for lectures and speech knows the communication basics (communication models, negotiation and communication styles, methods of direct and indirect discussion control) knows the meaning and effect of body language 	He / she is able to <ul style="list-style-type: none"> use voice and body language correctly and find your own, distinctive style of speech. use communication strategies, targeted questioning techniques and actively listen.

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LEARNING OUTCOMES	SKILLS	KNOWLEDGE	COMPETENCES
U3.4 Digitization	He / she <ul style="list-style-type: none"> • can use eg smartphone, tablet as required • creates patterns (physical and digital) • can use a variety of systematic analysis and networking of large amounts of data 	He / she <ul style="list-style-type: none"> • knows the meaning and possibilities of digitization • knows the possibilities of systematic analysis and networking of large amounts of data (enables more efficient production, new products and business models, target group-oriented customer approach, new sales channels, greater profitability, lean internal processes) 	He / she is able to use digital information and its mobile availability (data flow, data exchange and data usage) and integrate it into production and business processes.
U3.5 Intercultural Communication	He / she <ul style="list-style-type: none"> • correctly assesses the needs, values and expectations of the foreign counterpart • can adapt one's own behavior to that of the foreign counterpart • demonstrates appropriate foreign language skills [fluent in English or the language of the counterpart] 	He / she <ul style="list-style-type: none"> • knows the cultural characteristics of certain countries • knows the 'faux pas' or 'etiquette breach' issues such as: religion, politics, food and table manners, punctuality, politeness, welcome or greeting and how to handle the situations professionally. 	He / she is able to <ul style="list-style-type: none"> • communicate well with foreign people. • interact successfully with people from other cultural backgrounds, show respectful behavior and understanding for other cultures, and pay attention to verbal and non-verbal communication. • act interculturally competent. • successfully adapt one's own behavior to the needs of the foreign counterpart (the willingness to adapt is not enough; one's own behavior must be "correctly" and purposefully converted).

WBL Developer – UNITS OF LEARNING OUTCOMES

CODE	UNIT 4	U4
QUALIFICATION TITLE	WBL-Developer	
UNIT TITLE	Human resource management	
EQF LEVEL		
PROJECT PARTNER COUNTRIES		
NQF LEVEL		
ECVET LEARNING CREDITS/RELATIVE WEIGHT		

LEARNING OUTCOMES	SKILLS	KNOWLEDGE	COMPETENCES
U4.1 Workforce planning, management, development	He / she <ul style="list-style-type: none"> can represent the reference models of human resource management and show that the central areas of human resources management are aimed at sustainably promoting the preservation and development of organizations can create process models for the development of organization-specific solution patterns in personnel management creates proof documents eg for the recruitment, training and development of personnel 	He / she <ul style="list-style-type: none"> knows the key elements (eg, staffing, requirements and deployment planning) and personnel planning tasks, and can explain the importance of having the right quality and quantity of employees for the company. knows the main administration requirements of human resources management i.e. procurement-related tasks (eg creating job postings), assignment-related tasks (eg scheduling training of new employees), remuneration-related tasks (eg Determine gross / net remuneration), care-related tasks (eg work safety), development-related tasks (eg gain training offers), exemption-related tasks (eg handling letter of dismissal). 	He / she is able to <ul style="list-style-type: none"> understand and explain the term human resource management, the importance of business development and the impact on change processes (organizational development). recognize trends and sustainable changes that will shape the development of organizations as driving forces evaluate trend analysis on human resource management. For example: globalization, digitization, changes in the world of work, demographics and health. name the basic developments in personnel management (development phases, current situation) and to present them.

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LEARNING OUTCOMES	SKILLS	KNOWLEDGE	COMPETENCES
U4.1 Workforce planning, management, development	He / she <ul style="list-style-type: none"> organizes training courses carries out the analysis of personnel requirements develops concepts for personnel recruitment and selection, personnel deployment and staffing, personnel development creates checklists for interview talks assesses and argues working time models 	He / she <ul style="list-style-type: none"> knows the core task of personnel development (competence development of employees) and can show how the quantitative and qualitative training and development needs can be determined can explain the goals of personnel development from the company and employee perspectives 	<i>(see above)</i>
U4.2 Human resources management	He / she <ul style="list-style-type: none"> can apply the different types of instructions (eg command, instruction) can present and use the different leadership methods in a given situation applies the motivation factors (employee motivation) and the basic rules of employee treatment in a targeted manner 	He / she <ul style="list-style-type: none"> is familiar with and can explain the basic leadership activities and tools of Human Resource Management knows the different leadership styles and forms of behavioral influence and can explain them knows the prerequisites for leadership and knows that the quality of leadership depends on being able to interact with other people 	He / she is able to <ul style="list-style-type: none"> communicate fairly and openly with all parties involved in work-based learning employees successfully, fairly and openly. understand the concerns of all parties involved in work-based learning establish and maintain relevant work-related, professional relationships with all parties involved in work-based learning advise and support all parties involved in work-based learning, based on their personal experience of learning, reflection and self-assessment

WBL Developer – UNITS OF LEARNING OUTCOMES

LEARNING OUTCOMES	SKILLS	KNOWLEDGE	COMPETENCES
U4.3 Vocational education and workplace training	<p>He / she</p> <ul style="list-style-type: none"> can plan on-the-job training needs based on legal, collective bargaining and company conditions and prepare and make decisions check the suitability of companies / training establishments for the training analyze the personal and professional aptitude for hiring and training young people, and present ways to eliminate educational barriers can apply the criteria and procedures for selecting apprentices considering their diversity assesses documentation of stays abroad can assess the importance of pre-employment measures for recruitment and indicate funding opportunities coordinate the internal distribution of tasks, taking into account the roles and qualifications of the participants in the training can justify the meaning, purpose and content of an in-company training plan for an orderly education 	<p>He / she</p> <ul style="list-style-type: none"> knows the goals and tasks of vocational training, especially the importance of professional competence, for industry and business describes the benefits and benefits of education for young people, industry and society knows the benefits of the training and can justify this with consideration of the costs to a business knows the structure of VET systems and their interfaces knows the forms of vocational training in other European countries and takes them into consideration when planning their stay abroad knows and examines the possibilities of shortening the length of training and the early admission to the final examination (journeyman's examination) knows and considers, the legal requirements for retake exams or supplementary examinations and extension of the training period, if a trainee has not passed an exam, knows the benefits of cooperation networks (eg vocational school, chambers, guilds / technical associations) and the possibilities of cooperation can identify training applicants with career prospects associated with training defines the rights and obligations of the trainer and trainee from the contract knows the possibilities and limits of termination, in particular the termination of an apprenticeship 	<p>He / she is able to</p> <ul style="list-style-type: none"> examine training requirements and plan training. prepare for the training and hiring of apprentices, including examining the possibilities of whether parts of the training can be completed in other EU countries. bring appreciation and trust to each individual employee. provide each employee with the support they need to accomplish their tasks.

WBL Developer – UNITS OF LEARNING OUTCOMES

LEARNING OUTCOMES	SKILLS	KNOWLEDGE	COMPETENCES
U4.3 Vocational education and workplace training	He / she <ul style="list-style-type: none"> identifies cooperation needs and conducts content and organizational coordination with partners (eg vocational school) develops and designs company-based learning and work assignments (from the company-based training plan and the work-related and business processes typical for work) promotes intercultural learning (meet other cultural groups openly and positively address cultural differences) motivates and promotes the development of language skills (especially the foreign language English) can inform and advise apprentices on company development paths and further training opportunities 	He / she <ul style="list-style-type: none"> knows advantages and possible risks of apprenticeships abroad for trainees knows training methods and media and can use them according to the situation knows about training support available for apprentices with learning difficulties knows additional training offers (additional qualifications) for trainees knows possibilities to promote the social and personal development of trainees 	<i>(see above)</i>

WBL Developer – UNITS OF LEARNING OUTCOMES

CODE	UNIT 5	U5
QUALIFICATION TITLE	WBL-Developer	
UNIT TITLE	Quality management including occupational safety, health protection and environmental protection	
EQF LEVEL		
PROJECT PARTNER COUNTRIES		
NQF LEVEL		
ECVET LEARNING CREDITS/RELATIVE WEIGHT		

LEARNING OUTCOMES	SKILLS	KNOWLEDGE	COMPETENCES
U5.1 QM systems and quality assurance	He / she <ul style="list-style-type: none"> represents the structure of a QM manual can describe and justify the importance of an integrated QM system for securing the future of the company can display, implement and plan elements of company QM may apply the regulations of the contract of employment law, the contract regulations for construction works and technical guidelines / regulations for the execution of services in relation to Apprentices / Trainees in the painting trade can explain to companies a certification process 	He / she <ul style="list-style-type: none"> knows the areas, instruments, tasks and goals as well as the principles of a company QM system knows suggestions for adjustments of the QM system with regard to company-specific requirements and can justify and explain them recognizes the impact of QM on company development knows the basics of DIN EN ISO 9000 quality management systems - basics and terms knows the basics of the current quality management standard knows the AUDIT types and can judge them knows the sub-functions of quality assurance knows the basic principles of TQM (total quality management) and can apply TQM measures in a customer-oriented manner 	He / she is able to <ul style="list-style-type: none"> assess the importance of QM, including health, occupational safety and environmental protection, for the development of a company to take Apprentices / Trainees and to recommend adjustments determines quality levels and identifies them for the product design / development, procurement, production, maintenance, and final testing departments

WBL Developer – UNITS OF LEARNING OUTCOMES

LEARNING OUTCOMES	SKILLS	KNOWLEDGE	COMPETENCES
U5.2 Work safety, health protection and environmental protection	He / she <ul style="list-style-type: none"> checks and advises on health and safety at work in relation to the training of Apprentices / Trainees (eg through the further training of personnel to first responders, to safety experts) draws up risk assessments and implements measures 	He / she <ul style="list-style-type: none"> knows the imminent dangers in the painting trade in the five main groups (dangers due to falling, dangerous working materials, work processes, electric current, fire), can assess and explain them knows the obligations of the employer and the employees' duty to co-operate knows the institution (s) of the accident insurance for employment and training relationships) knows and can evaluate safety labels (warning, prohibition, bid, rescue, fire), nationally and within the EU knows the measures to prevent accidents, in particular with regard to the 5 hazard groups knows the meaning of Safety Data Sheets, Technical Rules for Hazardous Substances (TRGS) and operating instructions and uses them in operation knows the main legal provisions (eg employment restrictions, preventive check-ups, workplace guidelines) knows the laws and regulations, to ensure that a company provides a safe and legally compliant environment for the training of apprentices / trainees knows the essential legal provisions (environmental laws such as the VOC Directive and the Closed-Circuit Management and Waste Act, such as the Waste Ordinance), nationally and within the EU 	He / she is able to <ul style="list-style-type: none"> check on companies' compliance of all the necessary measures for health protection and occupational safety and the implementation of the laws, regulations and guidelines, relating to the training of apprentices / trainees. apply all necessary environmental protection measures in accordance with the laws, regulations, regulations and directives to be observed in the painting business.

WBL Developer – UNITS OF LEARNING OUTCOMES

CODE	UNIT 6	U6
QUALIFICATION TITLE	WBL-Developer	
UNIT TITLE	Soft Skills (Social Skills, Personal Competence, Methodological Skills)	
EQF LEVEL		
PROJECT PARTNER COUNTRIES		
NQF LEVEL		
ECVET LEARNING CREDITS/RELATIVE WEIGHT		

LEARNING OUTCOMES	SKILLS	KNOWLEDGE	COMPETENCES
	<p>He / she</p> <ul style="list-style-type: none"> selects elements of social competence, person-related and job-related and can assign them creates requirement profiles creates life plans and can adapt them to changing circumstances assess and argue elements of social competence, self-competence and methodological competence implements concrete recommendations for action implements actions for reflection, relaxation and appreciation can summarize and present the requirements profile of the WBL Developer 	<p>He / she</p> <ul style="list-style-type: none"> knows the state the areas of competence (Units) for each Level of the Painting qualifications knows the requirement profile of the WBL developer can define and explain the essential elements of social competence, self-competence and methodological competence knows the essential skills needed for work and business (business skills) knows the meaning of social skills, their importance and how they are demonstrated and used knows the elements of self-competence in human development and can explain them knows that methodological competence is used to develop other competences 	<p>He / she is able to</p> <ul style="list-style-type: none"> take control of reality in communication and interaction situations according to the needs of those involved and to act effectively. maximize positive (desirable) consequences of one's own actions and to minimize negative (undesirable) ones. work in a concentrated and disciplined way take responsibility adapt to changing circumstances reflect, i.e. assess their own strengths and weaknesses manage motivation, mobility, time management recognise individual values (people, things or goals) and act appropriately recognise and close knowledge gaps deal with stressful situations and to motivate oneself, as well as to set and realise personal goals develop and create documentation and protocols apply existing knowledge to new problems think critically and analytically

WBL Developer – UNITS OF LEARNING OUTCOMES

			<ul style="list-style-type: none"> • acquire and evaluate information
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