

# ADVANCED AND CREATIVE HAIR PROFESSIONAL APPRENTICESHIP STANDARD

Standard Code ST0214  
Course Level 3  
Day Release  
Location: Lincoln  
Funding Level £5000  
Duration 15mths including EPA

## *Course Description*

Advanced and Creative Hair Professionals are creative, passionate, and driven professionals who work without supervision, managing themselves and others when required. They provide a quality service, whilst working to the highest standards and continuously developing their personal and professional skills.

An Advanced and Creative Hair Professional works in the hair industry, which is one of the largest, most trusted and fashion forward professions. They take ownership of their work and client lists, accept responsibility, are proactive, flexible and adaptable, plan their work and time, they aim for excellence by taking exceptional pride in their work and industry. The work environment can be varied in size, style and ambiance, from a bespoke salon, the media industry, cruise ships, product houses and manufacturers to luxury high-end hair salon. They are highly skilled and experienced individual professionals who deliver hair fashion forward trends, which are innovative styles inspired by current images and their own creativity, individual flair, imagination and interpretation.

**Typical Job Roles:** Creative hair stylists, Advanced senior stylists, Senior hair professional or Specialist technicians

## ***Off the Job Training***

A key requirement of an Apprenticeship is Off-the-job training. This must make up an average of 6 hours per week of the apprentice's working hours, over the total duration of the apprentice's planned training period. Off-the-job training must be directly relevant to the apprenticeship standard and must take place within the apprentice's normal working hours.

The new learning must be documented and reflected on through the Learner Journal on their e-portfolio.

## ***Entry Requirements***

The Apprentice will need to be in a relevant role and show a willingness to undertake the knowledge, skills and behaviours required. They will also need to have Level 2 Maths and English (GCSE at Grade 4/C or above or equivalent) or be prepared to attend a block study period for Maths and English if this is required. Ideally the apprentice will have already completed Hair professional or equivalent qualification.

Apprentices may be required to attend an interview and undertake relevant skills assessments.

Once they have been accepted on to the programme all apprentices will be required to attend a Lincoln College Induction. Apprentices will require access to a tablet/computer to access their e-portfolio.

## ***Knowledge, Skills and Behaviours***

### **KNOWLEDGE**

**Use fashion forward trends in hair, creative and precision techniques to create a collection of hairstyle looks:**

**Researches fashion forward trends**

- The principles and stages of planning, researching and developing fashion forward trends, different media types and platforms.
- How to promote fashion forward collection of hairstyle looks using a choice of media to target a specific market, individuals or groups.
- How a collection of hairstyle looks can be used to promote individuals and salons.
- The legal responsibilities when using images.

**Create a collection of hairstyle looks**

- How to create the collection of hairstyle looks using a range of models and methods of recording the collection.

- Health & safety legislation, safe working practices and effective communication related to creating a collection of hairstyle looks.
- How to complete an in-depth complex analysis of the client hair.
- The influencing factors and individual characteristics which need to be considered when collection of hairstyle looks.
- How to create the collection of hairstyle looks using a range of models and methods of recording the collection

### **Sectioning and cutting guidelines**

- How and when to use sectioning and cutting guidelines.
- Different sectioning patterns to create round, square, triangular shapes

### **Precision and personalised cutting techniques**

- for example: Geometric, asymmetric, disconnection, A line bob/inverted bob.
- Cutting techniques to include: graduating, layering, thinning, tapering, club cutting, freehand, advanced texturizing (slide cutting, channel cutting, point cutting, slicing), undercutting, disconnecting razor cutting, close cutting (scissor or clipper over comb, fading, neckline shapes) precision cutting (solid edge and zero elevation), clipper work.
- Preparation, fashion styling, dressing and finishing techniques that can be used to create the look.
- The use of products, tools and equipment in accordance with legal requirements, manufacturers' instructions and salon policy

### **Present a collection of hair looks**

- The process of evaluating the success of the final collection using appropriate evaluation tools to demonstrate the effectiveness and success.
- Methods of presenting showcasing and promoting the collection of hairstyle looks internally using a visual medium.

## **Smoothing and Strengthening services**

### **Client consultation**

- Health & safety legislation, safe working practices and effective communication related to smoothing and strengthening services.
- How to complete an in-depth complex analysis of the client hair and scalp for smoothing and strengthening services.

### **Smoothing and Strengthening**

- The scientific principles of smoothing and strengthening systems.
- The different factors that can impact smoothing and strengthening services.
- Legal requirements and manufacturer's instructions relating to smoothing and strengthening services.
- The types of smoothing and strengthening systems, products, tools and equipment, their application, and removal.
- The considerations to be taken when smoothing and strengthening hair.
- The types of problems that may occur during the smoothing and strengthening service.

- Maintenance and aftercare including future services and products.

## **Advanced creative colour conversion**

### **Client Consultation**

- Health & safety legislation, safe working practices and effective communication related to creative colour conversion.
- The scientific principles of hair colour conversion services.
- Relevant tests.
- How to complete an in-depth complex consultation for advanced creative Colour conversion.
- The different factors that can impact hair colour conversion services.
- Why it is important to consider the effects of the client's hair and scalp health and condition when deciding on products, techniques and services used.
- The factors to be taken into account when planning and agreeing the creative colour conversion service and course of action.
- Legal requirements and manufacturer's instructions relating to creative and advanced colour conversion.
- The considerations to be taken into account when applying creative colour conversion techniques.

### **Creative Colour conversion**

- The specialist products and techniques used in hair colour conversion services to include: the types of tools, materials, equipment, sectioning techniques, application techniques and how and when to use them.
- How and why pre and post treatments should be used when carrying out colour conversion services.
- The reasons for pre-softening and pre-pigmenting hair.
- How to create tone, shading and blending.
- Bespoke creative colour formulation, sectioning and application techniques.

### **Advanced colour conversion (correction)**

- Methods of applying and removing colour products.
- Methods of pre-softening and pre-pigmenting hair.
- How to remove artificial colour/ bands of colour.
- How to recolour hair previously treated with lighteners using pre-pigmentation and permanent colour/ that has had artificial colour removed.
- The importance of restoring the hair's pH balance after the colour correction service.
- The types and causes of colour correction problems that may occur during processing and how to rectify them.
- How to correct highlights and lowlights whilst retaining a highlight and lowlight effect.
- How to use creative sectioning techniques to personalise the colour result and enhance the finished look.
- Products, tools and equipment used in advanced colour conversion (correction)

- The considerations to be taken into account when using advanced colour conversion techniques.
- Maintenance and aftercare including future services and products.

## SKILLS

### Use fashion forward trends in hair, creative and precision techniques to create a collection of hairstyle looks:

#### Researches fashion forward trends

- Research fashion trends using the results to plan, design, create, produce and present a fashion forward hairstyle collection, identifying the purpose and message of the given collection.
- Analyse factors influencing the design and creation of the collection of hairstyle looks including the target audience.

#### Create a collection of hairstyle looks

- Carry out in-depth consultation and complex analysis of the client hair to plan, create and style the collection of hairstyle looks.
- Maintain effective and safe methods of working and effective communication whilst creating the collection of hair looks.
- Use and adapt a range of technical skills to create a collection of hairstyle looks using:
  - sectioning and cutting guidelines to achieve the required look.
  - precision and personalised cutting techniques tailored to suit individual characteristics.
  - creative finishing and dressing techniques.
  - advanced creative colouring.
- Use a range of products, tools and equipment in accordance with legal requirements, manufacturers' instructions and salon policy.

#### Present a collection of hair looks

- Present and promote the collection internally using a visual medium.
- Evaluate the results of the collection against the research results to improve further practice.

### Smoothing and Strengthening services:

#### Client consultation

- Maintain effective and safe methods of working and effective communication whilst completing smoothing and strengthening services.
- Carry out in-depth complex analysis of the client hair and scalp to plan and agree the smoothing and strengthening services.

#### Smoothing and Strengthening

- Use and apply products, tools and equipment, to smooth and strengthen clients' hair to the degree of straightness required.

- Resolve problems that may occur during and after the hair smoothing and strengthening process. Use a range of products, tools and equipment in accordance with legal requirements, manufacturers' instructions and salon policy.
- Evaluate the results of the service and provide advice on future services and products.

### **Advanced creative colour conversion:**

#### **Client Consultation**

- Maintain effective and safe methods of working and effective communication whilst completing Creative colour conversion services.
- Carry out tests and an in-depth complex consultation of the client hair and scalp to plan and agree the creative colour conversion service.
- Analyse factors influencing the selection of the colour conversion technique used.

#### **Creative Colour conversion**

- Provide a creative colour conversion service to change the depth and tone of the hair in accordance with legal requirements and manufacturer's instructions.
- Creative Colour conversion services to include:
  - Using creative sectioning techniques to personalise the colour result and enhance the finished look.
  - Toning through bespoke creative formulation, colour blending/shading.
- Resolve problems that may occur during creative colour conversion service.

#### **Advanced colour conversion (correction)**

- Removing artificial colour.
- Removing bands of colour.
- Recolouring hair treated with lightener.  
Using pre-pigmentation and colour.
- recolouring hair that has had artificial colour removed
- correcting highlights and lowlights.
- Uses and applies the products, tools and equipment, in accordance with legal requirements, manufacturers' instructions and salon policy.

#### **Products**

- Semi- permanent, quasi (mildly oxidising), permanent colour, pre-lighteners, colour removers for artificial colour.
- Complete and evaluate the results of the service and provide advice on future services, aftercare and products.

## **BEHAVIOURS**

The following behaviours underpin the delivery of services for Advanced and Creative Hair Professionals ensuring that clients/customers receive a positive impression of the organisation and the individual.

#### **Facilitates safe working practices**

- Ensures safety of self and others, challenges safety issues.

### **Problem solving**

- works to identify and ensure root causes are resolved, demonstrating a tenacious approach

### **Flexible and adaptable**

- Flexibility to changing working environment and demands.
- Demonstrates and encourages curiosity to foster new ways of thinking and working

### **Creativity**

- Demonstrates individual flair and imagination using fashion forward trends in hair and approaches to their work.

### **Professional Development**

- Promote own professional development.
- Embraces continual development and improvement.

## **Assessment**

Assessment is done through a combination of practical tasks, written assignments, oral discussions and online tests throughout the programme. To ensure that we can support you to meet these, we will complete an in-depth initial skills analysis to ensure that we can tailor our delivery to meet these unique requirements. We will then use the most relevant delivery methods to support your learners which include:

- One to one coaching from a dedicated, professional tutor allocated to the learner for the duration of the programme.
- Work based assignments and projects.
- Job shadowing and mentoring.
- Employer led technical training.
- Independent learning and research.

Attendance at College is one day a week. Your apprentice will be continually formatively assessed through practical work on paying clients in your Salon and at College

## **End Point Assessment**

There will be an End Point Assessment (EPA) as the final stage of an Apprenticeship. The Apprentice must demonstrate their learning to an independent end point assessor and the overall grade available is distinction, pass or fail.

The assessment methods need to be delivered in the following order: Knowledge Test first, and then Observation and questioning and Professional Discussion, which can be carried out in either order. The reason for this order is: The Knowledge Test must be successfully completed, and a pass grade achieved, before progressing to complete the Observation and questioning and Professional Discussion. This is to ensure the apprentice has the critical health and safety knowledge without which it would be unsafe for the apprentice to



complete a service on a live client. The Observation and questioning and the Professional Discussion can be taken in any order and must be taken on the same day

**Methods of assessments for this standard are:**

**Knowledge Test**

The Knowledge Test is an accurate way to test the apprentice's underpinning knowledge that may not naturally occur in other assessment methods.

Test Format: The test is computer based. It will consist of 40 questions. These questions will consist of closed response questions (i.e. multiple-choice questions)

**Observation and questioning**

Apprentices must be observed by an independent assessor completing work in their normal workplace, in which they will demonstrate the KSBs assigned to this assessment method. The EPAO will arrange for the Observation and questioning to take place in consultation with the employer.

The apprentice will undertake two services:

1. create one precision cut and finish from their personal collection of hair style looks.
2. complete one advanced creative colour conversion service on previously coloured hair.

The observation and questioning should take five hours.

**Professional discussion**

This assessment will take the form of a professional discussion, which must be appropriately structured to draw out the best of the apprentice's competence and excellence and cover the KSBs assigned to this assessment method. It will involve questions that will focus on coverage of prior learning or activity and problem solving. The professional discussion can take place in any of the following:

- employer's premises
- a suitable venue selected by the EPAO (e.g. a training provider's premises).

The rationale for this assessment method is: The occupation involves extensive practical activity; a professional discussion will allow some KSBs which may not naturally occur in every workplace or may take too long to observe to be assessed and the assessment of a disparate set of KSBs. The apprentice will use the Collection of hairstyle looks to support the professional discussion. The Collection of hairstyle looks is not assessed or graded by the Independent assessor but is used to inform the professional discussion. The professional discussion must last for 45 minutes.



## **Fees**

As an Apprentice, you will pay no course fees. However, your employer may have to pay towards your training as well as providing you with a wage. All Apprentices are entitled to the national minimum apprentice wage within their first year of training from their employer, although they can, and often do, pay more. In the second and subsequent years of an Apprenticeship programme, if you are aged 19 or over, the national minimum wage for your age would apply [<https://www.gov.uk/national-minimum-wage-rates>]

If you are an employer and want to find out more information regarding employer contributions and any further costs related to the Apprenticeship programme, please contact our dedicated Apprenticeship team at [employers@lincolncollege.ac.uk](mailto:employers@lincolncollege.ac.uk)

## **Business Benefits**

Employers have designed the Apprenticeship Standards to meet the needs of the sector and industry. Ensuring they include:

- Relevant Knowledge, skills and behaviours ensure that the Standard is relevant to the occupation.
- Widening participation Apprenticeship standards provide opportunities to employees that may not previously have been available.
- Development tools A cost effective way to train your employees to undertake specific roles in your business.
- Return on Investment On average, an apprentice who has completed their course will increase business productivity by £214 per week (CEBR, 2015).