



# BEAUTY APPRENTICESHIP

## Framework Overview

Beauty Therapists work in one of the largest, trusted, professional and continually expanding industries within the Hair and Beauty Sector. The work environment can be varied in size, style and ambiance, from small bespoke salons through to luxury high end beauty salons and spas. A Beauty Therapist works independently or as part of a team supported by a manager when completing treatments as a key part of a beauty business. They demonstrate a willingness to learn, have an enquiring and curious mind and are enthusiastic to learn about their chosen career.

In addition, they exhibit a good work ethic applied to learning, drive and commitment to learn and maintain continual professional development. They deliver essential one-to-one beauty therapy treatments whilst maintaining the organisation's image, financial viability

and reputation. They complete all duties and treatments within the scope of the occupational role in accordance with legal, industry and organisational requirements within commercially viable times. They act with professionalism, without supervision and observe safe working practices to a high level of precision.

### A Beauty Therapist:

- carries out beauty therapy treatments in line with legal, industry and organisational requirements, maintaining honesty, integrity and confidentiality
- carries out, maintains and stores detailed and confidential beauty treatment consultations with clients, choosing the most appropriate treatments and products

- implements and practices safe ways of working for themselves and others in accordance with legal, beauty therapy and organisational requirements
- selects, uses and applies a range of beauty therapy techniques, products, tools and equipment to provide
- facilitates the client journey, makes appointments, completes the services and handles payments from clients
- provides advice and recommendations on beauty treatments and appointments
- portrays professionalism and values that meet beauty therapy industry requirements and expectations
- maintains standards of appearance and the salon/spa image, etiquette and hygiene

## How we deliver

This is a fifteen month programme where attendance at College is one day a week for the first year.

The apprentice will be continually formatively assessed through practical work on paying clients in your Salon and at College. In addition they will be required to take an online theory exam for each unit.

One to one support from a dedicated professional assessor / instructor allocated to the learner for the duration of the programme.

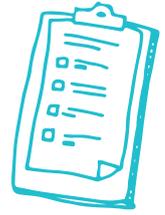
Review of progress and growth targets set every 4 – 10 weeks, depending on individual needs.

A full delivery plan will be given to you when the apprentice starts on the programme.



# PROGRAMME OVERVIEW

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The programme focuses on units of study which include:

- Consultation
- Manicure
- Pedicure
- Waxing
- Facials

## Employers Rights and Responsibilities

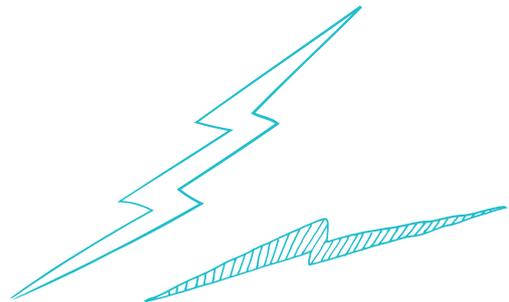
- Know their employment rights and responsibilities under law
- Understand documents relevant to their employment
- Know key employment procedures at work
- Understand the purpose of and need for a contract of employment
- Understand the need for policies to comply with employment legislation

The apprentice will be required to work towards a Level 2 Functional Skill in English and Maths if they have not achieved a grade C/4.

Framework certificate can be claimed when the C&G Level 2 Beauty qualification, Employers Rights and Responsibility and English/Maths is achieved.

# OFF THE JOB TRAINING

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Off the job training must make up at least 20% of the apprentice's contracted hours, over the total duration of the apprentice's planned training period.

Off the job training can be delivered in the apprentice's normal workplace or at College. In this case it is both.

The new learning must be documented and reflected on.

## **What counts as off the job training?**

Any activity directly relevant to the apprenticeship framework, where new learning is taking place.

Any activity, to include observation and shadowing, which demonstrates new knowledge, skills and behaviours.

The learning taking place within the apprentice's normal (contracted) working hours



# KEY FACTS



**Duration:** Standard guideline: 15 months

**Entry requirements:** Level 1 Maths and English

Timeframes are flexible depending on the employer and/or the apprentice's ability to be successful on the programme.

## Progression

This apprenticeship provides an ideal entry into the occupation and supports progression within the sector carrying out level 2 Beauty Therapy treatments. Progression to Level 3 Beauty qualification.

## Business Benefits

For you the employer	Employers have designed the Apprenticeship Standards to meet the needs of the sector and industry
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