

BEAUTY THERAPIST APPRENTICESHIP STANDARD

Standard Code ST0630
Course Level 2
Day Release
Location: Lincoln
Funding Level £7000
Duration 18mths including EPA

Course Description

A Beauty Therapist works 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 a cruise ship, through to small bespoke salons or 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 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.

Off the Job Training

A key requirement of an Apprenticeship is Off-the-job training. This 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 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. Apprentices without level 1 English and maths will need to achieve this level and take the test for level 2 English and maths prior to taking the end point assessment.

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

Professionalism and values

Beauty therapy industry, legal and organisational requirements: procedures, guidelines, codes of practice, ethics, equality and diversity and quality assurance systems; time and self-management principles; Beauty Therapy duties, standards of appearance, personal hygiene, etiquette, housekeeping; commercially viable times for the completion of treatments; continuing professional development; Consumer Rights Act and the Data Protection Act, GDPR; the role of the reception and associated areas; how to complete a sale and handle payments from clients; how to make appointments for salon services, the types of products and treatments in beauty therapy and related industries, client confidentiality and rights, the client journey (from meet and greet to advice and support); the importance of aftercare advice and recommendations; verbal and non-verbal communication skills; how to deal with problems within the scope and responsibilities of the occupation, swiftly seeking assistance from a senior member of staff.

Safe working Practices

Legal, industry and organisational requirements: use of tools, equipment, materials and products; workplace housekeeping: cleaning, disinfection, sterilisation, waste disposal; supplier or manufacturer's instructions; protection of self and client; direct and indirect cross-infection; contraindications and contra-actions; methods that promote environmental and sustainable working practices; how to recognise and reduce the risk of injury to self and others by maintaining correct posture; health and safety legislation and practice.

Provide waxing services

Types of equipment and products, waxing services and how these are carried out; the structure and function of the skin and hair; the hair growth cycle and factors that affect hair growth.

Provide hand and nail treatments

The techniques, tools and equipment used within hand and nail treatments, the anatomy and physiology of hands, lower arms, nails and skin.

Provide foot treatments

The techniques, tools and equipment used within foot treatments, the anatomy and physiology of the lower leg, foot, nails and skin.

Provide facial treatments

The techniques, tools and equipment used for facial treatments, the anatomy and physiology of the face, the structure and function of the skin, including of skin conditions.

Provide eyelash and eyebrow treatments

The techniques, tools and equipment used for eyebrow artistry and their effects, to colour eyelashes, and to attach, maintain and remove semi-permanent and temporary eyelashes.

Provide make-up application

The techniques, tools and equipment used to create different make-up effects for different occasions.

Provide basic massage treatments

Correct use, application and benefits of massage techniques, the anatomy and physiology of the body and systems.

SKILLS

Professionalism and values

Carry out and maintain beauty therapy legal, industry and organisational requirements for professionalism and demonstrate a passion for the industry: meet organisational and industry standards of appearance; work under pressure, observe time management and self-management; provide advice and recommendations on the beauty treatments, products, aftercare and appointments; complete services in a commercially viable time and to a high standard; demonstrate an appreciation of equality and diversity; describe the range of treatments and products in the beauty therapy industry; maintain client confidentiality and rights to support the client journey; demonstrate excellent verbal and non-verbal communication skills; deal with problems within the scope and responsibilities of the occupation, swiftly seeking assistance from a senior member of staff when required.

Safe working Practices

Meet legal, industry and organisational requirements: maintain effective, hygienic and safe working methods; meet health and safety considerations; adhere to workplace, suppliers' or manufacturers' instructions for the safe use of equipment, materials and products; maintain the client's modesty, privacy and comfort; minimise risks of cross-infection, injury or fatigue; promote environmental and sustainable working practices; ensure personal hygiene and protection meets industry, organisational and local authority requirements; correctly use, store and dispose of personal protective equipment.

Provide waxing services

Consult, plan, prepare and perform waxing services to remove unwanted hair on clients from the legs, underarms, face and bikini line.

Provide hand and nail treatments

Consult, plan, prepare and perform hand and nail treatments on clients.

Provide foot treatments

Consult, plan, prepare and perform foot and nail treatments on clients.

Provide facial treatments

Consult, plan, prepare and perform facial skin care treatments, use facial products and equipment, and improve and maintain skin condition on clients.

Provide eyelash and eyebrow treatments

Consult, plan, prepare and perform enhancements to the appearance of the eyebrows and lashes on clients.

Provide make-up application

Consult, plan, prepare and perform make-up services on clients.

Provide basic massage treatments

Consult, plan, prepare and perform manual back, neck and shoulder massage treatments on clients.

BEHAVIOURS

These behaviours ensure that clients receive a positive impression of both the organisation and the individual:

Personal and professional ethics

Demonstrates a commitment to quality, maintains honesty, integrity and confidentiality.

Flexible and positive attitude

Adapts positively to changing work priorities and patterns when new tasks need to be completed or requirements change.

Maintain client care principles and practices

Show clients/customers respect at all times and in all circumstances, demonstrate client empathy, sensitivity and awareness-

Assessment

Assessment is done through a combination of practical tasks, written assignments, oral discussions and online tests throughout the programme.

- One to one support from a dedicated, professional assessor/instructor allocated to the learner for the duration of the programme.
- Work based assignments and projects to be completed in an e-portfolio.
- Case studies and in College course days as and when required for each learner.
- Job shadowing and mentoring, cross training in other departments.
- Independent learning and research as directed by the assessor, relevant to the area of study.
- Review of progress every 4-10 weeks with the Apprentice, Manager and Assessor, evaluating and contributing to what has been learnt and what the next steps to take are.

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 EPA consists of the following two assessments:

Knowledge Test

Each Knowledge Test will be assessed by multiple choice questions and will be available online and on-demand. e Test will take 60 minutes and will be made up of 40 questions that will cover the Knowledge requirements of the Standard.

Observation

The apprentice will be observed by the IEPA completing a range of treatments on a number of clients to industry Standards and within commercial timings. The Observation will take a minimum 4 ¾ hours to maximum 5 hours (+10 at the distension of the IEPA) in total, excluding breaks.

Qualification

Level 2 Diploma for Beauty Professionals – Beauty Therapist

Progression

This Apprenticeship provides an ideal grounding into the occupation and supports progression within the sector to Level 3 Beauty Therapy.

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 must receive a minimum wage of £4.30 per hour 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, the national minimum wage for your age would apply.

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

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).