

HAIR PROFESSIONAL APPRENTICESHIP STANDARD

Standard Code ST0213
Course Level 2
Day Release
Location: Lincoln
Funding Level £7000
Duration 27mths including EPA

Course Description

Hairdressers will be able to shampoo and condition hair, cut hair using a range of techniques, style and finish hair to create a variety of looks, and colour and lighten hair. They also need to be able to carry out consultations with clients, demonstrate the professionalism, values, behaviours, communication skills and safe working practices associated with their role and be able to work without supervision to a high level of precision, with exceptional client care skills.

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

Level 1 Maths and English. The apprentice will need to be in a relevant role and show a willingness to undertake the knowledge, skills and behaviours identified below to the appropriate level. 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. (This could be block sessions).

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

Mandatory core skills and knowledge for hairdressing

Professionalism and values:

Demonstrate professionalism and a passion for the industry; have a commitment to quality; a positive attitude and team working; work under pressure; observe time management and self-management; show a willingness to learn; complete services in a commercially viable time and to a high standard; meet organisational and industry standards of appearance; observe professional ethics.

Knowledge:

Industry codes of practice and ethics; quality assurance systems; time management principles; self-management principles; commercially viable times for the completion of services; industry and organisational standards of appearance; the importance of continuing professional development, equality and diversity.

Safe working practices: Maintain effective, hygienic and safe working methods; adhere to workplace, suppliers' or manufacturers' instructions for the safe use of equipment, materials and products; meet legal and organisational requirements; 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 Personal Protective Equipment.

Knowledge: Legal and organisational requirements; use of tools, equipment, materials and products; adherence to workplace cleaning, disinfection, sterilisation, supplier or manufacturer's instructions; waste disposal; client preparation and protection; direct and indirect cross-infection; methods that promote environmental and sustainable working practices; reducing risk of injury to self and others; posture; personal hygiene; protection; health and safety legislation and practice.

Consultation: Creatively assess the client's requirements; examine the hair, skin and scalp; facial characteristics including face shape, skin tone, hair colour, lifestyle and suitability; conduct visual checks and any necessary tests on the hair, skin and scalp; advise clients on services or products; identify the client's hair characteristics and hair classification; advise clients on hair maintenance and management.

Knowledge: Visual aids for client consultation; salon procedures and manufacturers' instructions for conducting tests; the types and purposes of tests; how lifestyle factors limit

or affect services; incompatibility of previous services and products used; hair, skin and scalp problems; suspected infections or infestations; hair characteristics and classifications; basic structure of hair and skin; the growth cycle of hair; services or products available for use in the salon or for retail; legal responsibilities salon pricing structure

SKILLS

Shampoo, condition and treat the hair and scalp: Use products and tools; use massage techniques; use shampoo and conditioning products.

Knowledge: How shampoos and conditioning products affect the hair and scalp; when and how to use different massage techniques and the various effects of conditioning treatments.

Cut hair using a range of techniques to create a variety of looks: Use a range of cutting techniques including one length, fringe cutting, precision cutting techniques, scissor over comb, texturising, layering techniques, graduation and clipper work.

Knowledge: How and when to use different cutting techniques and relevant tools and the effects achieved; weight distribution and working with the natural growth patterns of the hair; cutting angles and resulting weight distribution and balance and the degree of graduation.

Style and finish hair using a range of techniques to create a variety of looks: Use a range of styling tools and equipment to create a look including blow drying; hair-up styles; setting and dressing; finger drying; plaiting/braiding and twisting and using additional hair.

Knowledge: Current techniques for drying and finishing hair; drying and finishing products; tools and equipment available for drying and finishing men and women's hair; hair-up styles; setting and dressing; finger drying; plaiting/ braiding and twisting, and using additional hair.

Colour and lighten hair using a range of techniques: Complete a range of woven highlights including T-section, half head. Full head using temporary, semi-permanent, quasipermanent, permanent colour application, and basic colour change (depth and tone) techniques.

Knowledge: The principles of colour selection; how the natural pigment within hair affects the choice of colour and colouring product; the effect of different colouring and lightening products on the hair structure, and when to use the different types of lighteners and toners available.

Perming hair: Use a range of products and techniques including sectioning and winding, taking into account critical influencing factors.

Knowledge: The effects of perms and neutralisers on the hair structure, products and equipment, contra- indications to perming hair and tests required throughout the perming and neutralising processes

BEHAVIOURS

Behaviours and communication:

Greet clients in a friendly manner; choose the most appropriate way of communicating with clients; be helpful and courteous at all times; adapt behaviour in response to each client; respond promptly to clients seeking assistance; establish client expectations and needs; explain clearly any reasons why the client's needs or expectations cannot be met; willingly undertake wider salon duties, including reception duties where appropriate.

Knowledge: Industry standards of behaviour; how to meet and greet clients; verbal and non-verbal communication techniques; client care principles and practices; how to maintain rapport with clients; the role of the reception area; making appointments; taking payments; who to refer to with different types of enquiries; Sale of Goods and Services Act and the Data Protection Act; how to provide advice and recommendations on the products and services provided in the salon.

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.

This is a two-year programme where 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. In addition to this they will be required to take an online theory exam for each unit.

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.

This will only take place when the C&G Level 2 Diploma for Hair Professional & English/Maths is achieved and all parties agree that the apprentice is ready for the EPA.

Methods of assessments for this standard are:

Practical observation

- The apprentice must complete a range of services on at least two models to industry standards and within commercial timings.
There is a time limit of 6 hours on this task.

Oral questioning

- The apprentice's consultation skills
- Communication skills
- Safe working practices

Professionalism, values and behaviours will also be assessed by oral questioning at the end of the 6 hours.

Qualification

C&G Level 2 Diploma for Hair Professional

Progression

This apprenticeship provides an ideal entry into the occupation and supports progression within the sector as a junior stylist and progress to a Level 3 Hairdressing qualification. Other progression routes include work on cruise ships.

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).