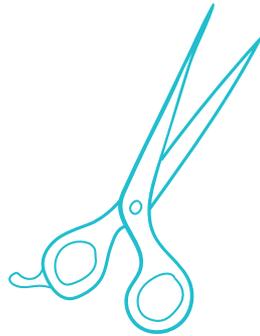




HAIR PROFESSIONAL APPRENTICESHIP STANDARD

Standard Overview

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.



How we deliver

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.

- 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 (Vestibule Training)
- Independent learning and research
- Exceptional Support for learning throughout the course
- Use of E-portfolio to support progress & learning



PROGRAMME OVERVIEW



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

A flavour of a typical overview is:

Induction	English, Maths and Cognassist initial assessment
Block Study	English and maths if the required grade has not been achieved.
One to One Coaching Support	All areas
Functional Skills Test	English and Maths
Personal Development Plan	Review of progress and growth targets set every 4 – 10 weeks, depending on individual needs
Progress Reviews	Every 8 - 10 weeks
Work Place Observations	Skills, Knowledge and Behaviours
Mock EPA Assessment	6 hour practical exam
Entry to EPA	Skills, Knowledge and Behaviours
End Point Assessment	Skills, Knowledge and Behaviours

Please note course schedules are subject to change, above is a guideline.

KEY FACTS



Duration: Standard guideline: 24 months

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

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).



BEHAVIOURS	The apprentice will be able to:	KNOWLEDGE
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	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
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	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
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	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	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	The apprentice will be able to competently:	KNOWLEDGE
Shampoo, condition and treat the hair and scalp	Use products and tools, use massage techniques, use shampoo and conditioning products	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	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	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, quasi-permanent, permanent colour application, and basic colour change (depth and tone) techniques	The principles of colour selection, how the natural pigment within hair affects the choice of colour and colouring products, 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	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

END POINT ASSESSMENT



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.

EPA is the final stage that an apprentice goes through to complete their apprenticeship. The apprentice must demonstrate their learning to an independent end point assessor and the grades available are pass, distinction or fail.

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.

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.

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