

WE ARE HERE TO HELP APPRENTICES BEE WHAT THEY WANT TO BEE

Hair Professional Apprenticeship

For more information on this apprenticeship standard, visit the [Institute for Apprenticeships](#).

1 The Apprenticeship

The title of Hair Professional can encompass two possible streams, both with their different practices and requirements: Hairdresser and Barber.

Hairdressers need to be versatile and be able to jump between male and female clientele. They'll be able to shampoo and condition hair, cut hair using a range of techniques, style and finish hair to create variety of looks and colour and lighten hair. Barbers, by contrast, are more specialised and tend to service only men. Barbers will be able to shampoo and condition hair, cut hair using barbering techniques, style and finish hair, cut facial hair into shape and provide shaving services for men.

Both hairdressers and barbers must have an intimate knowledge of hair types – from wispy and straight to thick and very curly – and be able to instantly work with a diverse set of hair styles on demand. Perhaps most importantly, they should be able to communicate with clients to ensure they address their particular needs, demonstrate professionalism and values consistent with the profession and position and be able to work without supervision to a high level of precision.

Funding Band: 9*

Duration: 24 months

Level: 2



2 Initial Assessment Plan

Apprentices without Level 1 English and Mathematics will need to achieve this level and take the test for Level 2 English and Mathematics prior to taking the End-Point Assessment.

3 On-the-job and Off-the-job training

This is where all the apprentices training and development takes place.

On-programme training and assessment is carried out by achieving the Diploma for Hair Professionals (Hairdressing / Barbering), which consists of the units and subjects shown in the next page.



Route 1: Hairdressing Subjects

- Consultation
- Shampoo, condition and treat the hair and scalp
- Cut hair using a range of techniques to create a variety of looks
- Style and finish hair using a range of techniques to create a variety of looks
- Colour and lighten hair using a range of techniques

Optional (choose one):

- Perming hair
- Hair relaxing treatments and techniques
- Hair extension services

Route 2: Barbering Subjects

- Consultation
- Shampoo, condition and treat the hair and scalp
- Cutting hair using barbering techniques to create a variety of looks
- Style and finish men's hair
- Cut facial hair into shape
- Shaping services

4 Gateway

In order to enter into this phase, the apprentice will need to have passed all the relevant knowledge, skill and behaviour criteria as set out in the apprenticeship standard. It will be the employers decision to place an apprentice through End-Point Assessment.

In order to pass, the apprentice must have completed all the on-programme assessment requirements for the Level 2 Diploma in Women's and Men's Hairdressing / Barbering and achieved the required level of English and Mathematics before being put forward for the End-Point Assessment.

The employer, in consultation with the training provider if appropriate, will consider if the apprentice can consistently demonstrate the skills, knowledge and behaviours required of a competent hairdresser or barber based on continuous review by the employer and training provider of the apprentice's progress and performance. Typically, the apprentice will have been in the programme for 24 months before being entered for the End-Point Assessment. The minimum duration for the apprenticeship programme is 12 months.



5 End-Point Assessment

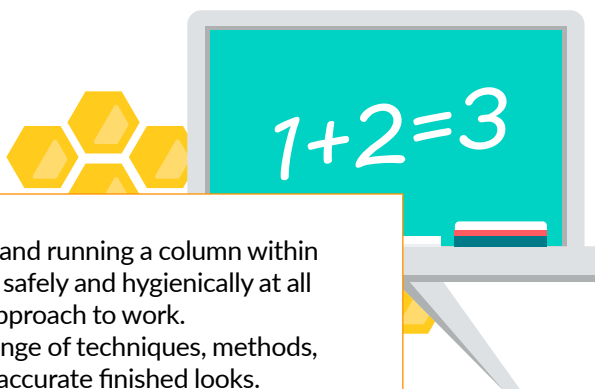
The skills, knowledge and behaviours set out in the standards and referenced in the next page will be assessed through practical observation and oral questioning by the Independent Assessment Examiner.

The assessment will require the apprentice to work on a minimum of two models. The apprentice is responsible for providing suitable models for the End-Point Assessment, and the employer or training provider should support where necessary. The models can be familiar to the apprentice. The End-Point Assessment will take a maximum of six hours excluding breaks.

| Route 1: Hairdressing End-Point Assessment | | | Route 2: Barbering End-Point Assessment | | | |
|---|--|--|---|--|--|--|
| Cut hair using a range of techniques | Style and finish hair | Colour and lighten hair using a range of techniques | Cut hair using a range of techniques | Style and finish men's hair | Cut facial hair into shape | Shaving services |
| <p>Practical assessment:</p> <ul style="list-style-type: none"> One creative restyle and finish using a minimum of three cutting techniques <p><u>Specific requirements:</u></p> <ul style="list-style-type: none"> The creative restyle should be finished to complement the style. If this includes a blow dry using a round brush this can be counted as one of the two style and finish looks listed below <p>Oral questioning:</p> <ul style="list-style-type: none"> The reasons for and benefits of using a range of techniques to create the look The factors that have influenced the finished look: consultation, hair classifications, hair characteristics, client requirements, contra-indications, lifestyle, adaptations Advice to give to clients throughout and after the service | <p>Practical assessment:</p> <p>Two finished looks using a minimum of four techniques:</p> <ul style="list-style-type: none"> A blow dry A hair-up style <p><u>Specific requirements:</u></p> <ul style="list-style-type: none"> One above and one below shoulder look One setting technique 80% of the hair should be taken up Three dressing techniques The blow dry must include the use of a round brush <p>Oral questioning:</p> <ul style="list-style-type: none"> The reasons for and benefits of using a range of techniques to create the look The factors that have influenced the finished look: consultation, hair classifications, hair characteristics, client requirements, contra-indications, lifestyle, adaptations, product choice Advice to give to clients throughout and after the service | <p>Practical assessment:</p> <p>Two colour and/or lightened hair services using a minimum of two products:</p> <ul style="list-style-type: none"> One woven highlights One other colouring technique <p><u>Specific requirements:</u></p> <ul style="list-style-type: none"> A minimum of a "T" section of the head A change in depth and tone, and one other colouring technique <p>Oral questioning:</p> <ul style="list-style-type: none"> The reasons for and benefits of selecting the products and techniques used to create the look The factors that have influenced the finished look: consultation, hair classifications, hair characteristics, client requirements, colour/product selection, contra-indications, skin and other diagnostic tests results Advice to give to clients throughout and after the service | <p>Practical assessment:</p> <ul style="list-style-type: none"> Two barbering looks using a minimum of nine techniques <p><u>Specific requirements:</u></p> <ul style="list-style-type: none"> Two of the neckline shapes Two of the outline shapes <p>Oral questioning:</p> <ul style="list-style-type: none"> The reasons for and benefits of using a range of techniques to create the look The factors that have influenced the finished look: Consultation, hair classifications, hair characteristics, client requirements, contra-indications Advice to give to clients throughout and after the service | <p>Practical assessment:</p> <ul style="list-style-type: none"> One finished looks on men's hair <p><u>Specific requirements:</u></p> <ul style="list-style-type: none"> One drying technique <p>Oral questioning:</p> <ul style="list-style-type: none"> The reasons for and benefits of using a range of techniques to create the look The factors that have influenced the finished look: consultation, hair classifications, hair characteristics, client requirements, contra-indications, products Advice to give to clients throughout and after the service | <p>Practical assessment:</p> <ul style="list-style-type: none"> Two facial hair cuts <p><u>Specific requirements:</u></p> <ul style="list-style-type: none"> A full beard and moustache A partial beard and moustache <p>Oral questioning:</p> <ul style="list-style-type: none"> The reasons for and benefits of using a range of techniques to create the look The factors that have influenced the finished look: Consultation, hair classifications, hair characteristics, client requirements, contra-indications Advice to give to clients | <p>Practical assessment:</p> <ul style="list-style-type: none"> One full shaving service <p>Oral questioning:</p> <ul style="list-style-type: none"> The reasons for and benefits of using a range of techniques to create the look The factors that have influenced the finished look: consultation, hair classifications, hair characteristics, client requirements, contra-indications Advice to give to clients throughout and after the service |

Grading

The Grading will only apply to the End-Point Assessment. This will be Pass or Distinction only.



Pass

- They are capable of managing and running a column within expected service times, works safely and hygienically at all times and has a professional approach to work.
- They can competently use a range of techniques, methods, tools and products to achieve accurate finished looks.
- Their product and service advice is sound, evidences a good understanding that includes how to use products and maintain style.
- Client comfort is maintained throughout all services.
- They are able to respond to any questions accurately.

Distinction

- In addition to meeting the pass criteria they are confident, organised and proactive in their approach to work
- They continually manage and use time effectively and demonstrate a constant attention to detail in all aspects of their work.
- They are capable of combining and adapting a full range of techniques, methods, tools and products to maximize the effects of all finished looks, consistently taking into consideration all factors thinking both about the immediate effects and the longer term maintenance and management.
- Their product and service advice goes beyond the basic, is backed up with evidence of a full depth of understanding that is used to shape and influence service outcomes appropriately.
- Client comfort is considered throughout all services, continually going the extra mile to meet customers' needs so that the service experience is as good as possible.
- They are consistently able to respond to any questions asked with full justification for any decisions made or advice given, further evidencing a full depth of understanding.

6 Completion and Certification

Once the assessor verifies the apprentice has successfully completed all End-Point Assessments, TQUK will initiate the certification process. Working with the Skills Funding Agency, we will ensure the apprentice receives their certificate in recognition of completing their apprenticeship.

Progression: [Senior Hairdresser](#), [Senior Barber](#)

7 Occupational competence

At the conclusion of the apprenticeship, apprentices will know and understand all the key skills, behaviours and knowledge to be successful within the hair dressing industry. Including industry codes of practice, standards of behaviour and legal and organisational requirements.

