



Hair Professional Apprenticeship



Level: 2 Duration: 24 months

Occupational Profile There are two distinctly different job roles within this occupational profile: Hairdresser and Barber. Hairdressers will 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 for ladies and 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. Hairdressers and barbers must be able to work with all hair types ranging from straight hair to very curly, wiry 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..

Entry Criteria: Applicants will be assessed and interviewed by the hair dressing department to demonstrate that they have the ability to cover the range required by the apprenticeship standard, at work. In addition, the apprentices are expected to carry out initial assessments in English and Maths where they would be expected to ideally achieve Level 1 in both subject areas. If an apprentice has a GCSE in Maths and English or ICT at A*- C, they don't need to complete functional skills as a part of the apprenticeship.

Delivery Model: This apprenticeship standard can be delivered in a number of ways:

- At the college campus
- At the employer site (this model could be used if the employer has a minimum cohort of 4 apprentices and they are willing to provide training space)
- The course is a roll on roll off programme which means that we can start this at any point in the year.

Progression: The apprentice could progress to become a stylist after completing a level 3 in hair dressing.

Additional information: There are no entry requirements to the apprenticeship but employers may run their own selection process. Apprentices without Level 2 English and Maths will need to achieve this level prior to completion of their Apprenticeship. .

Knowledge and Skills

Professionalism and values

You will know and understand:

- 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.

You will be able to:

- 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 and Skills

Behaviours and communication

You will know and understand:

- 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.

You will be able to:

- 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.

Safe working practices

You will know and understand:

- 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.

You will be able to:

- 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; and correctly use Personal Protective Equipment.

Consultation

You will know and understand:

- 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 structures.

You will be able to:

- 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.

Part 2 ? Mandatory occupational routes for hairdressing or barbering (choose one route)

Route 1 Hairdressing Skills:

- Shampoo, condition and treat the hair and scalp.
- Cut hair using a range of techniques to create a variety of looks.

The apprentice will be able to competently:

- Use products and tools, use massage techniques, use shampoo and conditioning products.
- Use a range of cutting techniques including one length, fringe cutting, precision cutting techniques, scissor over comb, texturising, layering techniques, graduation and clipper work.

The apprentice will know and understand:

- 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.
- 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.

Part 2 ? Mandatory occupational routes for hairdressing or barbering (choose one route)

- Style and finish hair using a range of techniques to create a variety of looks.
- Colour and lighten hair using a range of techniques.
- 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.
- 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..
- 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.

Options (choose one)

- Perming hair.
- Hair relaxing treatments and techniques.
- Hair extension services.
- Use a range of products and techniques including sectioning and winding, taking into account critical influencing factors.
- Use a range of products and techniques including sectioning, winding, relaxing and post relaxing products.
- Attach a range of extensions; cutting and finishing extensions; maintaining and removing extensions.
- 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.
- The effects of relaxers on the hair structure, products and equipment, application and development of relaxers and post relaxing products; contra-indications to relaxing hair and tests required before and throughout the relaxing and post relaxing processes.
- Hair growth, influencing factors and contra-indications, types of hair extensions and products, application and removal techniques, principles for blending hair.

Route 2 Barbering Skills:

- 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.

Route 2 Barbering Skills:

- Use products and tools, use shampoo, tonics and conditioning products.
- Use a range of cutting techniques including club cutting, scissor over comb, clipper over comb, outlining, freehand, layering, graduating, texturising, and razor cutting. Create a range of looks and neckline shapes to include flat top, and uniform layer neckline shapes: square, tapered, skin fade, and full neck line.
- Use styling tools and equipment, blow dry, and finger dry.

The apprentice will know and understand:

- How shampoos, tonics and conditioning products affect the hair and scalp, and the various effects of conditioning treatments.
- 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, balance and the degree of graduation.
- Current techniques for drying and finishing hair, drying and finishing products, tools and equipment available for drying and finishing men's hair.

Part 2 Mandatory occupational routes for hairdressing or barbering (choose one route)

- Cut facial hair into shape.
- Design and create full beard, partial beard and moustache, identify factors likely to influence the service, establish and follow the cutting guideline(s) to achieve the required effect, ensure the finished look is even, symmetrical and balanced in relation to the client's facial contours.
- How to create and follow a guideline for tapered beard lines, beard outlines and moustaches, how to cut different facial hair shapes using cutting techniques, beard and moustache shapes that do not require the use of razors, and create outline and detailing design in hair.
- Shaving services.
- Prepare the hair and skin for shaving, products, tools and equipment, full shave and partial shave including hot towels, lathering products, face massage, and finishing products.
- The types of blades available, lathering products, the structure and function of the skin, the scalp and facial skin disorders commonly affecting men, lathering and the function it performs on the skin, in-growing hairs, and the effect of heat on the hair and skin. The use of Personal Protective Equipment.

End Point Assessment

The apprentice will be assessed to the apprenticeship standard using four complementary assessment methods. The assessment is synoptic, i.e. takes a view of the overall performance of the apprentice in their job. The assessment activities will be completed by the independent end assessor as follows:

