

Hair Professional

Apprenticeship

Level 2

An apprenticeship is a smart, cost-effective way to recruit a new hairdresser or barber, or to upskill a member of your existing staff to take on the role. Apprenticeships are a tried and tested way of new recruits joining the industry.

The new Hair Professional Level 2 apprenticeship standard has two pathways:

- 1) Hairdressing Skills
- 2) Barbering Skills

Those on both pathways 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, as well as colour and lighten hair, catering for all hair types. They will also 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, with exceptional client care skills.

Key Areas of Study

Your apprentice will cover essential knowledge, skills and behaviours on their programme, as set out below.

Quick Information:

New Apprenticeship Standard designed by employers for employers

Sector:

Hair and Beauty

Who is it for?

New recruits and existing staff

Start date:

Flexible to suit employers

Level:

Level 2

Duration:

Minimum 18 months

How does it work?

Delivered in your workplace with one day a week at College for 42 weeks and tutor visits every 6 weeks

Content:

Two pathways and a menu of options that can be tailored to your business

Assessment:

Practical assessment and questions at the end of the programme

Qualification:

Hair Professional Apprenticeship

Additional qualifications:

Level 2 Diploma for Hair Professionals. Those who complete will be eligible for State Registration with the Hair Council



Core Programme – Core Units

Professionalism and values

- Your apprentice will be able to demonstrate professionalism and a passion for the industry; have a commitment to quality, a positive attitude and team working skills; 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.
- Your apprentice 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.

Behaviours and communication

- Your apprentice 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.
- Your apprentice 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.

Safe working practices

- Your apprentice 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.
- Your apprentice 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.

Consultation

- Your apprentice 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.
- Your apprentice 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.

Route 1: Hairdressing Skills – Core Units

Shampoo, condition and treat the hair and scalp

- Your apprentice will be able to use products and tools; use massage techniques; use shampoo and conditioning products.
- Your apprentice will know and understand how shampoos and conditioning products affect the hair and scalp; when and how to use different massage techniques; the various effects of conditioning treatments.

Cut hair using a range of techniques to create a variety of looks

- Your apprentice will be able to use a range of cutting techniques including one length, fringe cutting, precision cutting techniques, scissor over comb, texturising, layering techniques, graduation and clipper work.
- Your apprentice will know and understand how and when to use different cutting techniques; relevant tools and the effects achieved; weight distribution and working with the natural growth patterns of the hair; cutting angles and resulting weight distribution; the balance and the degree of graduation.

Style and finish hair using a range of techniques to create a variety of looks

- Your apprentice will be able to 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.
- Your apprentice will know and understand 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

- Your apprentice will be able to 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.
- Your apprentice will know and understand 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; when to use the different types of lighteners and toners available.

Options – your apprentice will choose one of the following:

Perming hair

- Your apprentice will be able to use a range of products and techniques including sectioning and winding, taking into account critical influencing factors.
- Your apprentice will know and understand the effects of perms and neutralisers on the hair structure; products and equipment; contra-indications to perming hair; tests required throughout the perming and neutralising processes.

Hair relaxing treatments and techniques

- Your apprentice will be able to use a range of products and techniques including sectioning, winding, relaxing and post relaxing products.
- Your apprentice will know and understand 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; tests required before and throughout the relaxing and post relaxing processes.

Hair extension services

- Your apprentice will be able to attach a range of extensions; cutting and finishing extensions; maintaining and removing extensions.
- Your apprentice will know and understand 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

- Your apprentice will be able to use products and tools; use shampoo, tonics and conditioning products.
- Your apprentice will know and understand how shampoos, tonics and conditioning products affect the hair and scalp; the various effects of conditioning treatments.

Cutting hair using barbering techniques to create a variety of looks

- Your apprentice will be able to 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.
- Your apprentice will know and understand how and when to use different cutting techniques; 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.

Style and finish men's hair

- Your apprentice will be able to use styling tools and equipment; blow dry, and finger dry.
- Your apprentice will know and understand current techniques for drying and finishing hair; drying and finishing products; tools and equipment available for drying and finishing men's hair.

Cut facial hair into shape

- Your apprentice will be able to 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.
- Your apprentice will know and understand 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; create outline and detailing design in hair.

Shaving services

- Your apprentice will be able to 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.
- Your apprentice will know and understand 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; the effect of heat on the hair and skin; the use of Personal Protective Equipment.

Training, Tutoring and Assessment

The whole programme takes a minimum of 18 months to complete, typically 24 months, at which point your apprentice can start their end point assessment, by agreement with you and us. The pace at which the apprentice progresses will be driven by you and the apprentice. We will work closely with you to plan and deliver appropriate support and training. Your apprentice will mainly learn on the job, but training and one-to-one tutoring are a key part of the new apprenticeship standards, not just assessment, with more time on tutoring as part of the 20% off-the-job training.

We will carry out joint reviews with you at regular intervals to discuss progress. You can use your normal performance management processes to monitor the progress of the apprentice, provide feedback and guide development. Your apprentice will be expected to keep a portfolio to track their learning and development throughout the apprenticeship.

End Point Assessment

In conjunction with us, you will be asked to formally sign-off that the apprentice has met the minimum requirements for knowledge, skills and behaviours within the apprenticeship standard and confirm they are ready to move on to the end assessment, which will be measured as follows:

Practical Assessment – The apprentice will be assessed on carrying out all services completed during the apprenticeship (listed above). The apprentice will need to demonstrate that they can complete a range of services on a number of models to industry standards and within commercial timings.

Oral Questioning – As a minimum, one question will be asked about each service (listed above).

For more information on the assessment for Hair Professional Apprenticeship please see the full assessment plan in the Apprenticeship Standard documentation. We will arrange the End Point Assessment.

Apprenticeship Entry Requirements

Apprentices without Level 1 English and Maths will need to achieve this Level, as well as take the test for Level 2 English and Maths prior to taking the End Point Assessment. We will arrange the tutoring for these qualifications where required.

Future/Other Opportunities

Hairdressing/Barbering Apprenticeship Level 3

More Information

To find out more about the opportunities and financing of apprenticeships and to discuss your particular requirements, please email employer@sheffcol.ac.uk or call **0114 260 2600** to speak to one of our friendly employer advisors.

Why choose The Sheffield College?

As one of the region's largest providers of apprenticeships, The Sheffield College is more than just your local provider; we deliver the dedicated support you need to source, train and get the best out of your apprentice.

We appreciate how difficult and time consuming it can be to recruit staff. That's why, when you recruit an apprentice with us, our dedicated apprenticeship recruitment service, Job Connect, will advertise the vacancy, engage your candidates and even pre-screen them to make the process as easy as possible for you.

We help you get the best deal by finding the right funding and we handle the paperwork to make the process of arranging an apprenticeship training programme as smooth as possible. Our employer partnership team, apprenticeship tutors and assessment staff are experts, and we invest time and money in training and upskilling them regularly so their knowledge is up-to-date and industry standard.

At The Sheffield College we go above and beyond; we know that every business is different and we help to develop apprentices who will meet the needs of your business.

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