ACTIVATE APPRENTICESHIPS

Part of ACTIVATE LEARNING



APPRENTICESHIPS

HAIR PROFESSIONAL STANDARD (ST0213)

LEVEL	This apprenticeship **Standard** is set at level **Two.**
ENTRY REQUIREMENTS	Be employed in a hair professional (Hairdresser or Barbour) role, hold a relevant level 1 (GCSE 2 - 9) Maths and English qualification, or be working at or towards level 1 on Initial assessment. Colour blindness would restrict opportunities in the wide use of artificial colouring products and services in the industry. Units relating to colouring hair require the ability to recognise very subtle tones, shades and changes in a range of colours to ensure the safe and effective use of the chemicals used on hair.
DURATION	The learner will typically have been on the apprenticeship programme for 24 months before being entered for the end-point assessment. The minimum duration for the apprenticeship programme is 12 months
START DATES	Monthly throughout the year.
LOCATION	Workplace and Reading or Oxford Campus.

OVERVIEW

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.

DELIVERY

Should there be a sufficient range and complexity within the workplace, delivery can be solely in the employer's premises, however apprentices have the option to attend one of our training salons at either Reading or Oxford Campus at various points throughout the year. Each session will cover elements of the Knowledge, Skills and behaviours as required by the apprenticeship standard. Additional sessions may be run over college closure periods to ensure the apprentice is meeting the course requirements and progressing as expected.

It is essential that employers also ensure that apprentices are being mentored in current practices whilst in the workplace to ensure a satisfactory level of competence and knowledge is achieved prior to End Point Assessment (EPA)

FUNCTIONAL SKILLS

To complete the apprenticeship the employee must pass level 1 English and maths (or have the appropriate exemption certificate) and work towards and attempt level 2 before undertaking their end point assessment.

20% OFF-THE-JOB TRAINING

Since the introduction of new style apprenticeships in May 2017, it's been a requirement that every apprentice spends at least 20% of their time on off-the-job training. The required 20% off-the-job training hours will be calculated via the apprentices contracted hours of work, holiday entitlement and length of programme and will be clearly specified in our commitment statement.

This requirement doesn't have to be a daunting prospect – and doesn't even mean the apprentice has to be away from their workplace 20% of the time.

END POINT ASSESSMENT

The end-point assessment is carried out by an Independent Assessment Examiner, appointed by the assessment organisation, who will observe the learner carrying out a practical assessment of the mandatory skills set out in the Hair Professional standard. The Independent Assessment Examiner will also ask questions while the practical assessment is taking place to ensure that the knowledge and behaviours contained within the Hair Professional standards are also assessed.

Learners must have completed all the on-programme assessment requirements for the Diploma for Hair Professionals (Hairdressing / Barbering) and achieved the required level of English and maths before being put forward for the end-point assessment. This will be when the employer, in consultation with your Activate Apprenticeships assessor, considers the learner can consistently demonstrate the skills, knowledge and behaviours required of a competent hairdresser or barber, as set out in the Hair Professional standard.

INDEPENDENT END POINT ASSESSMENT ORGANISATIONS

Approved assessment organisations are registered on the SFA Register of apprenticeship assessment organisations. Assessment organisations are responsible for ensuring assessments are conducted fairly and that assessments are valid, reliable and consistent. To access the list and find an assessment organisation visit:

https://www.gov.uk/government/publications/using-the-register-of-apprentice-assessment-organisations.

The employer will approve and appoint the assessment organisation to undertake the independent end assessment of the apprentice.

PROGRESSION

Progression from this apprenticeship is expected to be into a level 3 hairdressing/Barbering apprenticeship or technical diploma.

APPRENTICE WAGES

Every apprentice must be paid a lawful wage for the time they are in work and in off the-job training. The employer must meet the cost of the apprentice's wages. An employer can only pay the apprenticeship minimum wage from the start of the apprenticeship programme and not before. You can find information on the national minimum wage, the apprenticeship rate, and the definition of an employee on GOV.UK.

For more information please contact us:

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