ST0213/02

#### HAIR PROFESSIONAL APPRENTICESHIP STANDARD

#### **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.

Professional body alignment and	Achievement of the standard makes you eligible for	Entry requirements:	None
registration statement	State Registration with the Hair Council		
Duration of the apprenticeship:	Typically 24 months	Progression to:	Senior Hairdresser or Senior Barber
Review Date:	3 years	Level:	2
English and Maths:	Apprentices without level 1 English and maths will need	Qualification to be	Level 2 Diploma for Hair Professionals
	to achieve this level and take the test for level 2 English	achieved:	(Hairdressing/Barbering) [in development, expected
	and maths prior to taking the end-point assessment		completion 30 April 2017]

# All apprentices will complete the core skills and knowledge (Part 1) and will choose the occupational option route for hairdressing or barbering (Part 2) Part 1 – Mandatory core skills and knowledge for hairdressing and barbering

	The apprentice will be able to:	The apprentice will know and understand:
Professionalism	Demonstrate professionalism and a passion for the industry; have a commitment to	Industry codes of practice and ethics; quality assurance systems; time management principles;
and values	quality, a positive attitude and team working; work under pressure; observe time	self-management principles; commercially viable times for the completion of services; industry
	management and self-management; show a willingness to learn; complete services	and organisational standards of appearance; the importance of continuing professional
	in a commercially viable time and to a high standard; meet organisational and	development, equality and diversity.
	industry standards of appearance; observe professional ethics	
Behaviours and	Greet clients in a friendly manner; choose the most appropriate way of	Industry standards of behaviour; how to meet and greet clients; verbal and non-verbal
communication	communicating with clients; be helpful and courteous at all times; adapt behaviour	communication techniques; client care principles and practices; how to maintain rapport with
	in response to each client; respond promptly to clients seeking assistance; establish	clients; the role of the reception area; making appointments; taking payments; who to refer to
	client expectations and needs; explain clearly any reasons why the client's needs or	with different types of enquiries; Sale of Goods and Services Act and the Data Protection Act;
	expectations cannot be met; willingly undertake wider salon duties, including	how to provide advice and recommendations on the products and services provided in the salon
	reception duties where appropriate	
Safe working	Maintain effective, hygienic and safe working methods; adhere to workplace,	Legal and organisational requirements; use of tools, equipment, materials and products;
practices	suppliers' or manufacturers' instructions for the safe use of equipment, materials	adherence to workplace cleaning, disinfection, sterilisation, supplier or manufacturer's
	and products; meet legal and organisational requirements; maintain the client's	instructions; waste disposal; client preparation and protection; direct and indirect cross-
	modesty, privacy and comfort; minimise risks of cross-infection, injury or fatigue;	infection; methods that promote environmental and sustainable working practices; reducing

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	promote environmental and sustainable working practices; ensure personal hygiene and protection meets industry, organisational and local authority requirements; and correctly use Personal Protective Equipment.	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 structures

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

Route 1 – Hairdressing skills	The apprentice will be able to competently :	The apprentice will know and understand:
Shampoo, condition and treat	Use products and tools, use massage techniques, use shampoo and	How shampoos and conditioning products affect the hair and scalp, when and how to use
the hair and scalp	conditioning products	different massage techniques, and the various effects of conditioning treatments
Cut hair using a range of	Use a range of cutting techniques including one length, fringe	How and when to use different cutting techniques and relevant tools and the effects achieved,
techniques to create a variety	cutting, precision cutting techniques, scissor over comb, texturising,	weight distribution and working with the natural growth patterns of the hair, cutting angles and
of looks	layering techniques, graduation and clipper work	resulting weight distribution, and balance and the degree of graduation
Style and finish hair using a	Use a range of styling tools and equipment to create a look including	Current techniques for drying and finishing hair, drying and finishing products, tools and
range of techniques to create a	blow drying, hair-up styles, setting and dressing, finger drying,	equipment available for drying and finishing men and women's hair, hair-up styles, setting and
variety of looks	plaiting/braiding and twisting and using additional hair	dressing, finger drying, plaiting/braiding and twisting, and using additional hair
Colour and lighten hair using a	Complete a range of woven highlights including T-section, half head.	The principles of colour selection, how the natural pigment within hair affects the choice of
range of techniques	Full head using temporary, semi-permanent, quasi-permanent,	colour and colouring products, the effect of different colouring and lightening products on the
	permanent colour application, and basic colour change (depth and	hair structure, and when to use the different types of lighteners and toners available
	tone) techniques	
Options (choose one)		
Perming hair	Use a range of products and techniques including sectioning and	The effects of perms and neutralisers on the hair structure, products and equipment, contra-
	winding, taking into account critical influencing factors	indications to perming hair and tests required throughout the perming and neutralising processes
Hair relaxing treatments and	Use a range of products and techniques including sectioning,	The effects of relaxers on the hair structure, products and equipment, application and
techniques	winding, relaxing and post relaxing products	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 extension services	Attach a range of extensions; cutting and finishing extensions;	Hair growth, influencing factors and contra-indications, types of hair extensions and products,
	maintaining and removing extensions	application and removal techniques, principles for blending hair
Route 2– Barbering skills	The apprentice will be able to competently :	The apprentice will know and understand:
Shampoo, condition and treat	Use products and tools, use shampoo, tonics and conditioning	How shampoos, tonics and conditioning products affect the hair and scalp, and the various

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the hair and scalp	products	effects of conditioning treatments
Cutting hair using barbering techniques to create a variety	Use a range of cutting techniques including club cutting, scissor over comb, clipper over comb, outlining, freehand, layering, graduating,	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
of looks	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	resulting weight distribution, balance and the degree of graduation
Style and finish men's hair	Use styling tools and equipment, blow dry, and finger dry	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	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.

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