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Llywodraeth Cymru
Welsh Government

Welsh Apprenticeship Pathway

in

Barbering

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LEARNING PROGRAMME CONTENT

The Learning Programme provision shall comprise of three mandatory elements:

- Qualifications,
- Essential Skills
- On/off the job training

The total minimum credit value required for the Level 2 Diploma in hair Professional route 2 Barbering is 52 credits.

The total minimum credit value required for the Level 3 Advanced and Creative Hairdressing is 54 credits.

ENTRY REQUIREMENTS

Level 2 Barbering and Level 3 Barbering

There are no nationally agreed minimum entry requirements or previous experience requirements, but the following selection criteria may be used as guidance.

Because the industry has high client expectations and relies on repeat business, importance is given to:

- Appropriate personal presentation including clothing, hair, and personal hygiene.
- Practical, organisational, and social skills.
- Attention to detail and cleanliness.
- An empathetic and amicable nature with effective communication skills
- Willingness to work flexible hours/days as agreed in the employment contract.
- A high degree of dexterity and coordination.
- Potential apprentices with a predisposition to certain skin conditions or allergies, such as occupational dermatitis, eczema, or asthma, need to understand that some of the chemicals, liquids, and aerosols used in hairdressing may have significant effects on their health.
- 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.

Apprentices must always be interviewed by their potential employer and training provider. They may deem enthusiasm and passion for the subject to be more important than formal qualifications. It is for this reason that the Hair, Barbering and Beauty Sector (HBB) have chosen not to be overly prescriptive about entry requirements.

The training provider and employer are advised to use a range of initial assessment techniques to identify any support needs for the Apprentice from the start of the apprenticeship. This will ensure that those who begin, have the potential to complete the programme. It is advantageous to have had

previous experience of working within the barbering or hairdressing industry. Entry to the barbering framework is usually at Foundation Apprenticeship level with progression to Apprenticeship level. In circumstances where previous qualifications or experience have been gained, it is possible to enter at Apprenticeship level.

Level 2 Barbering Entry requirements

It is advantageous to have three GCSEs Grade 3 (D) or above in English and/or Welsh, Maths, Science or Art or, a Level 1 qualification.

Level 3 Barbering Entry requirements

Vocational experience at level 2 and appropriate commercial experience

APPRENTICESHIP PATHWAY LEARNING PROGRAMME(S)

Level 2: Barbering

Qualifications

This qualification is currently under review and once it has been submitted and approved the embedded EPA will sit outside of the qualification, which means they can be used in Wales. The following data will then be updated.

This qualification is to be completed up to 24 months

Participants must achieve one of the following *competence and knowledge* or one of the *combined* qualifications(s) below.

Level 2 – Diploma in Hair Professionals - Barbering					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Combined	Qualification Assessment Language(s)
City & Guilds	603/1380/8	52	644	Combined	English only
VTCT	603/1324/9	52	644	Combined	English Welsh

Please see [Annex 1](#) for the qualification unit credits

Essential Skills Wales (ESW)

Essential Skills Wales qualifications assessment languages are English-Welsh (see *example below*)

Level 2: Barbering	Level	Minimum Credit Value
Communication	1	6
Application of Number	1	6
Digital Literacy	1	6

On/Off the Job Training

The on/off job hours are based on the recommendation that the apprentice is employed for 30 hours per week. If an Apprentice is contracted for 16hrs per week, they can still complete the on/off job hours.

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 2: Barbering	350	350

On/Off the Job Qualification details (**Minimum** Credit & Hours)

54 credits for competence and knowledge – Level 2 Diploma in hair professionals' route 2 Barbering

The total amount of training hours for a typical learner, including both on and off-the-job guided learning is 700 plus essential skills of 135 Total 835

On/Off the Job Essential Skills details (**Minimum** Credit & Hours)

6 credits/45 GLH for Level 1 Essential Skills Wales Communication
6 credits/45 GLH for Level 1 Essential Skills Wales Application of Number
6 credits/45 GLH for Level 1 Essential Skills Wales Digital Literacy

Level 3: Barbering

Qualifications

This qualification is currently under review and once it has been submitted and approved the embedded EPA will sit outside of the qualification which means they can be used in Wales. The following data will then be updated.

Participants must achieve one of the following *competence and knowledge* or one of the *combined* qualifications below.

Level 3 –Diploma Advanced and creative Hairdressing					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
City & Guilds	60354951	54	695	Combined	English Only
VTCT	603/6175/X	54	695	Combined	English Welsh

Please see [Annex 2](#) for the unit credits

Essential Skills Wales (ESW)

Essential Skills Wales qualifications assessment languages are English-Welsh (see *example below*)

Level 3: NVQ Diploma in Barbering	Level	Minimum Credit Value
Communication	2	6
Application of Number	1	6
Digital Literacy	2	6

On/Off the Job Training

The on/off job hours are based on the recommendation that the apprentice is employed for 30 hours per week. If an Apprentice is contracted for 16hrs per week, they can still complete the on/off job hours.

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 3: Barbering	548	282

On/Off the Job Qualification details (**Minimum** Credit & Hours)

54 credits for competence and knowledge – Level 3 Advanced and Creative Hairdressing

The total amount of training hours for a typical learner, including both on and off-the-job guided learning is 700 plus essential skill of 135 Total 835

On/Off the Job Essential Skills details (**Minimum** Credit & Hours)

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- 6 credits / 45 GLH Level 2 Essential Skills Wales Communication
- 6 credits / 45 GLH Level 1 Essential Skills Wales Application of Number
- 6 credits / 45 GLH Level 2 Essential Skills Wales Digital Literacy

OTHER ADDITIONAL REQUIREMENTS

N/A

JOB ROLES

The latest version of the job roles and job descriptions for this Pathway:

Job Titles	Level	Job roles
Junior Barber	2	Carrying out services including consultation, shampoo, and condition hair, cut hair using barbering techniques, style and finish men's hair, cut facial hair into shape and provide shaving services
Barber or Senior Barber	3	Carrying out services including consultation, advanced and creative cutting, smoothing, and strengthening treatments, creative fashion styling and finishing, advanced and creative colouring and will be able to use fashion forward trends in hair, creative and precision techniques to create a collection of hairstyle looks

PROGRESSION

Level 2

Progression into Level 2 Diploma in Hair professionals - Barbering

- From a preparation for work, non-competency-based qualification in barbering or hairdressing
- From the Welsh Baccalaureate Principal Learning in Hair and Beauty Studies.
- Following a Level 1 Barbering or Hairdressing programme.
- Direct entry from school or college.
- Direct entry from another occupation.

Progression from Level 2 Diploma in Hair professionals - Barbering

- To the Advanced Level Welsh Baccalaureate Principal Learning in Hair and Beauty Studies.

- Into employment as a junior barber or other job roles in the barbering related industries.
- Into the Level 3 Diploma in Advanced and Creative Hairdressing Apprenticeship.

Level 3

Progression into Level 3 in Advanced and Creative Hairdressing

- From preparation for work, non-competency-based qualification in barbering or hairdressing.
- From the Advanced Level Welsh Baccalaureate Qualification Principal Learning in Hair and Beauty Studies.
- Following the completion of Level 2 in Barbering or Hairdressing via either an apprenticeship or full-time college-based programme.

Progression from Level 3 in Advanced and Creative Hairdressing

- Into employment as a barber or other job roles in the barbering related industries.
- Into the Higher Apprenticeship in Hairdressing
- Into higher education such as a Foundation Degree in Hairdressing and Salon Management or other programmes.

EQUALITY & DIVERSITY

It is important that apprenticeship pathways are inclusive and can demonstrate an active approach to identifying and removing barriers to entry and progression. Pathways should advance equality of opportunity between persons who share protected characteristics and those persons who do not as identified in the Equality Act 2010.

The protected characteristics identified in the Equality Act are age, disability, gender re-assignment, race, religion or belief, sex, sexual orientation, pregnancy, and maternity. Marriage and civil partnership are also included although only in respect of the requirement to eliminate discrimination in employment.

Training providers and employers MUST also comply with the other duty under the Equality Act 2010 to ensure that applicants are not discriminated against in terms of entry to the industry based upon those nine protected characteristics.

<p>How Equality and Diversity will be met:</p>

Apprenticeships in our sector aim to promote diversity, equal opportunity, and inclusion by offering a high-quality learning experience.

The delivery of this programme must be in a setting free from prejudice and discrimination where all learners can contribute fully and freely and feel valued.

Employers/providers must be able to demonstrate their selection, recruitment and employment practices are in line with the Equality Act 2010 and there are no overt or covert discriminatory practices in relation to any of the following protected characteristics: age; disability; gender reassignment; marriage and civil partnerships; pregnancy and maternity; race; religion or belief; sex; sexual orientation; and socio-economic disadvantage.

Issues/Barriers

- Limited availability within the teaching and assessment opportunities for all curl classifications and types of hair

Actions

Habia have recently (2021) reviewed the National Occupational Standards and includes:

- The merging of all hair and skin classifications and techniques to fill skills gaps and improve service delivery
- Embedding of hair curl classifications and characteristics to ensure all hair types are covered
- Consideration of each NOS as a 'function' and can be applied to all gender identities
- Smoothing/relaxing/adding hair treatments are changed to all hair types, not just aimed at curl or very curly classifications
- Cutting NOS is for all hair types and classifications
- Combined Hairdressing and Barbering techniques, to ensure inclusivity for all individuals i.e., undercut, fades, long hair work.

EMPLOYMENT RESPONSIBILITIES AND RIGHTS (ERR)

Employment Responsibilities and Rights (ERR) is no longer compulsory. But it is recommended that all apprentices (especially the 16 years -18-year group) receive a company induction programme.

RESPONSIBILITIES

It is the responsibility of the Training Provider and Employer to ensure that the requirements of this pathway is delivered in accordance with the Welsh Government Apprenticeships Guidance.

Further information may be obtained from:

Welsh Government

DfES-ApprenticeshipUnit@gov.wales

Annex 1

Level 2 Diploma in Hair Professionals – Barbering

Apprentices must complete **all** mandatory units and one optional unit achieving 52 credits. Apprentices will also develop the following transferable skills which are embedded across the units

- Behaviours and communication
- Safe working practices
- Professionalism and values

The TQT required to achieve this qualification is 644

Total Qualification Time (TQT) is the total amount of time, in hours, expected to be spent by a Learner to achieve a qualification. It includes both guided learning hours (which are listed separately) and hours spent in preparation, study, and assessment.

Qualification Title	GLH	TQT
Level 2 Diploma for Hair Professionals - Barbering	520	644

VTCT	C&G	Unit Title	Credit
Mandatory units			
UHB195	7002-201	Consultation	6
UHB196	7002-202	Shampoo, condition and treat the hair and scalp	4
UHB200	7002 -209	Cutting hair using barbering techniques to create a variety of looks	18
UHB201	7002-10	Style and finish men's hair	5
UHB202	7002-11	Cut facial hair into shape	8
UHB203	7002-12	Provide shaving services	11

Annex 2

Level 3 Diploma in Advanced and Creative Hairdressing

Apprentices must complete all mandatory units achieving **54** credits

Apprentices will also develop the following transferable skills which are embedded across the units:

- Behaviours and communication
- Safe working practices
- Professionalism and values

Total Qualification Time (TQT) is the total amount of time, in hours, expected to be spent by a Learner to achieve a qualification. It includes both guided learning hours (which are listed separately) and hours spent in preparation, study, and assessment. Title and level GLH TQT

Qualification Title	GLH	TQT
Level 3 Diploma for Advanced and Creative Hair Professionals	544	695

Unit number	AO	Unit Title	Credit
Mandatory			
UHB326	VTCT	Provide client consultation services	68
7004-304	C&G	Provide client consultation services	68
UHB327	VTCT	Advanced and Creative cutting techniques	121
7004-301	C&G	Creatively restyle hair using a combination of techniques	121
UHB328	VTCT	Creative fashion styling and finishing services	60
7004-302	C&G	Creatively style and dress hair	60
UHB329	VTCT	Provide smoothing and strengthening services	95
7004-305	C&G	Smoothing & straightening systems	93
UHB330	VTCT	Advanced and creative colour services	140
7004-305	C&G	Creative hair colour correction services	137
UHB331	VTCT	Use fashion forward trends in hair, creative and precision techniques to create a collection of hairstyle looks	65
7004-306	C&G	Use fashion forward trends in hair to create a collection of hairstyle looks	63