

apprenticeship FRAMEWORK

Barbering - non-statutory (Wales)

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Issue date: 31 May 2011

Published by
SkillsActive

apprenticeship
FRAMEWORKS ONLINE
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Barbering - non-statutory (Wales)

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Framework summary

Barbering - non-statutory

Foundation Apprenticeship in Barbering

Pathways for this framework at level 2 include:

Pathway 1: Barbering

Competence qualifications available to this pathway:

N/A

Knowledge qualifications available to this pathway:

N/A

Combined qualifications available to this pathway:

B1 - Level 2 NVQ Diploma in Barbering

This pathway also contains information on:

- Employee rights and responsibilities
- Essential skills

Pathway 2: Barbering African Type Hair

Competence qualifications available to this pathway:

N/A

Knowledge qualifications available to this pathway:

N/A

Combined qualifications available to this pathway:

B1 - Level 2 NVQ Diploma in Barbering African Type Hair

This pathway also contains information on:

- Employee rights and responsibilities
- Essential skills

Barbering - non-statutory

Apprenticeship in Barbering

Pathways for this framework at level 3 include:

Pathway 1: Barbering

Competence qualifications available to this pathway:

N/A

Knowledge qualifications available to this pathway:

N/A

Combined qualifications available to this pathway:

B1 - Level 3 NVQ Diploma in Barbering

This pathway also contains information on:

- Employee rights and responsibilities
- Essential skills

Pathway 2: Barbering African Type Hair

Competence qualifications available to this pathway:

N/A

Knowledge qualifications available to this pathway:

N/A

Combined qualifications available to this pathway:

B1 - Level 3 NVQ Diploma in Barbering African Type Hair

This pathway also contains information on:

- Employee rights and responsibilities
- Essential skills

Framework information

Information on the Publishing Authority for this framework:

SkillsActive

The Apprenticeship sector for occupations in sports coaching, active leisure, hairdressing and beauty (also includes fitness, stewarding, outdoors, playwork and sporting excellence).

Issue number: 2	This framework includes:
Framework ID: FR00691	Level 2 Level 3
Date this framework is to be reviewed by: 31/08/2014	This framework is for use in: Wales

Short description

The Barbering framework provides the option for apprentices to select discrete development pathways including Barbering or Barbering African Type Hair at both Foundation Apprenticeship and Apprenticeship Levels.

There are two levels of Apprenticeship contained in this framework:

Foundation Apprenticeship

- usually takes 24 months to complete, learners may work as a barber or a junior barber

Apprenticeship

- usually takes 24 months to complete, learners may work as a barber or senior barber

Their careers may take place in a variety of locations including working in barber shops, hairdressing salons, spas, hospitals, care homes, prisons, department stores, hotels, airlines and holiday resorts.

Contact information

Proposer of this framework

this framework is published by SkillsActive on a non – statutory basis prior to the designation of Issuing Authorities for Wales

Developer of this framework

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Revising a framework

Contact details

Who is making this revision: Carolynne Hanson
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Why this framework is being revised

To update information on evidence requirements for Employee Rights and Responsibilities

Summary of changes made to this framework

Inclusive of a Record of Achievement for Employee Rights and Responsibilities

Qualifications removed

(no information)

Qualifications added

(no information)

Qualifications that have been extended

(no information)

Purpose of this framework

Summary of the purpose of the framework

This framework provides a nationally agreed apprenticeship framework for a work based learning route into employment for the barbering industry, using qualifications that combine both skills and knowledge.

Barbering has a unique position within the hair and beauty sector, as it combines traditional skills such as scissors over comb and shaving with new specialist techniques such as 2D and 3D sculpting. The 'unisex era' saw many traditional barbers retiring from the industry and a consequent loss of skills. The recognition of specific barbering skills is reflected in this framework and is part of the strategy to strengthen and retain traditional skills while also addressing the skills gaps where client demand requires new techniques.

Barbering services are increasingly in demand from men who are interested in personal well being and grooming. This is a reflection of changing social patterns. The mens grooming market has been growing annually for more than a decade. Further growth is expected in the services required in both specialist barber shops and in general hairdressing salons which want to better reflect the expectations of male clients.

The increase in demand for barbering services by a new generation reflects further social changes, including a greater need to provide African Caribbean barbering skills. This is not confined to the African Caribbean community and people of mixed race, but to a wider society increasingly influenced by African Caribbean fashions, styles and music.

Depending on the pathway followed and level achieved, learners completing an apprenticeship will undertake roles such as:

- Junior Barber (Foundation Apprenticeship)
- Barber or Senior Barber (Apprenticeship)

Careers may take place in a variety of locations including working in barber shops, hairdressing salons, spas, hospitals, care homes, prisons, department stores, hotels, airlines and holiday resorts.

Aims and objectives of this framework (Wales)

AIM

To provide a nationally agreed apprenticeship framework for a work based learning route to employment in the industry using qualifications that combine both skills and knowledge which

is based on the latest research from employers. There are approximately 2,967 specialist barbering businesses in the UK employing over 5,300 barbers, over 210 of these barbering businesses are based in Wales . This is in addition to the 36,000 hair salons who offer services to men and women.

OBJECTIVES

- To provide a structured learning programme that meets the needs of employers and employees.
- To provide learners with the skills needed to be a professional barber, able to offer a wide range of treatments to clients, with a clear understanding of how their performance is directly related to the success of the business and their own remuneration.
- To increase the level of employer involvement in training and development of staff in readiness for a fall in the number of school leavers which will create the need to recruit from older age groups.

More information about sector priorities can be found on the Habia website at www.habia.org under 'Reports and Statistics and under 'Training and Skills – Sector Qualifications Strategy.'

This framework will contribute to the priorities of the Welsh Assembly Government set out in Skills that Work for Wales (2008) in particular:

Preparing Young People for the Future by:

- Developing a combination of technical occupational skills and generic work related skills.
- Providing a pathway from school and the Welsh Baccalaureate to employment.
- Requiring apprentices to obtain an understanding of the sector and its career pathways so they can make informed choices about their future.

Investing in Apprenticeships by:

- Providing a comprehensive suite of apprenticeship frameworks, of which this is one, covering all of the main occupations in the hair and beauty sector, some with a tradition of entry via apprenticeships, such as hairdressing, and some that do not, such as beauty and spa.
- Providing a framework that meets the requirements of the Specification of Apprenticeship Standards for Wales, that can integrate with the Welsh Baccalaureate and help end the separation between vocational and academic qualifications.
- Supporting the implementation of new QCF qualifications included in the framework.

Getting the basics right by:

- Supporting learners, who have not achieved basic skills during their schooling to obtain literacy, numeracy and ICT skills with Essential Skills Wales accreditation. This will help reduce the 25% of adults in Wales who do not have Level 1 literacy skills and the 53%

who do not have Level 1 numeracy skills.

Entry conditions for this framework

There are no nationally agreed minimum entry or previous experience requirements for this framework 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.
- A good sense of humour/amicable nature and communication skills whether dealing face to face with clients or speaking on the telephone.
- 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 barbering may have a significant effect on their health condition.
- Colour blindness would restrict opportunities in the wide use of artificial colouring products and services in the industry. Units relating to colouring hair must 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 and Beauty Sector 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.

The on and off the job training elements of this framework must either have been received:

- Whilst working under an apprenticeship agreement.

or

- During the five years previous to and ending on the date of application for an apprenticeship certificate

Transition arrangements for Key Skills Levels 1 to 4 in Communication, Application of Number and ICT

Registrations for the above Key Skills qualifications ceased on 31 August 2010. From 1 September 2010 onwards, candidates can only be registered for Essential Skills Wales.

From 1 September 2010, there are two options for Key Skills registered candidates. According to the needs of the candidate/ centre/ awarding body, candidates will:

- Transfer onto Essential Skills Wales.

or

- Continue with their qualifications to an end certification date of 31 August 2011.

Awarding Body support for centres

If candidates are transferring from Key/Basic Skills to Essential Skills Wales, Awarding Bodies will facilitate the mapping of any previously completed evidence against the Essential Skills Wales standards.

Level 2

Title for this framework at level 2

Foundation Apprenticeship in Barbering

Pathways for this framework at level 2

- | | |
|------------|-----------------------------|
| Pathway 1: | Barbering |
| Pathway 2: | Barbering African Type Hair |

Level 2, Pathway 1: Barbering

Description of this pathway

This pathway develops skills to foundation level and employment as a Junior Barber.

The total credit value for this pathway is 55 credits

- Level 2 NVQ Diploma in Barbering = 37
- Level 1 Essential Skills Wales in Communication = 6
- Level 1 Essential Skills Wales in Application of Number = 6
- Level 1 Essential Skills Wales in IT = 6

Entry requirements for this pathway in addition to the framework entry requirements

These requirements should be read in conjunction with the entry conditions which can be found earlier in this document.

Further guidance on entry requirements can be found on the Habia apprenticeships website at <http://www.habia.org/apprenticeships>.

It is advantageous to have three GCSEs at Grade D or above in English and/or Welsh, Maths, Science or Art.

Job title(s)	Job role(s)
Junior Barber	Carrying out treatments including cutting hair, cutting facial hair, basic patterns, perm and neutralise and colouring mens hair.

Qualifications

Competence qualifications available to this pathway

N/A

Knowledge qualifications available to this pathway

N/A

Combined qualifications available to this pathway

B1 - Level 2 NVQ Diploma in Barbering					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
B1a	500/6567/1	City & Guilds	37	333	N/A
B1b	500/7927/X	Edexcel	37	333	N/A
B1c	500/7632/2	ITEC	37	333	N/A
B1d	500/7356/4	VTCT	37	333	N/A

Relationship between competence and knowledge qualifications

LEGAL REQUIREMENT

A Foundation Apprenticeship framework must identify:

- An integrated qualification at Level 2 which combines competence and technical knowledge elements in which each element is separately assessed and in which each element carries at least ten credits on the QCF.

The information below refers to the 4 combined qualifications listed in B1 Level 2 NVQ Diploma in Barbering (B1a, B1b, B1c and B1d) and will ensure that the qualification carries 10 credits for each element.

Candidates must complete 6 mandatory units totalling 28 credits and optional units to a minimum of 9 credits to give an overall total of 37 credits to achieve the full qualification.

1 unit to be taken from each of the optional groups below.

The competence and knowledge elements of this qualification are separately assessed. Please see the assessment strategies which are available on our website www.habia.org.

MANDATORY UNITS

- G20 Ensure responsibility for actions to reduce risks to health and safety - 4 credits (1 Competence 3 Knowledge)
- G7 Advise and consult with clients - 4 credits (3 Competence 1 Knowledge)

- GH8 Shampoo, condition hair and scalp - 4 credits (2 Competence 2 Knowledge)
- GB3 Cut hair using basic barbering techniques - 8 credits (7 Competence 1 Knowledge)
- GB4 Cut facial hair to shape using basic techniques - 4 credits (3 Competence 1 Knowledge)
- GB5 Dry and finish men's hair - 4 credits (2 Competence 2 Knowledge)

OPTIONAL UNITS 1

- AH21 Create basic patterns in hair - 4 credits (3 Competence 1 Knowledge)
- GH14 Perm and neutralise hair - 8 credits (6 Competence 2 Knowledge)
- GB2 Change men's hair colour - 11 credits (8 Competence 3 Knowledge)

OPTIONAL UNITS 2

- G4 Fulfill salon reception duties - 3 credits (2 Competence 1 Knowledge)
- G8 Develop and maintain your effectiveness at work - 3 units (2 Competence 1 Knowledge)
- G17 Give clients a positive impression of yourself and your organisation - 5 credits (3 Competence 2 Knowledge)
- G18 Promote additional services or products to clients - 6 credits (2 Competence 4 Knowledge)

Transferable skills (Wales)

Essential skills (Wales)

	Minimum level	Credit value
Communication	Level 1	6
Application of numbers	Level 1	6
IT	Level 1	6

Progression routes into and from this pathway

Progression into:

- From a preparation for work, non-competency based qualification in barbering or hairdressing.
- From the Foundation or Intermediate Level 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:

- To the Advanced Level Welsh Baccalaureate Principal Learning in Hair and Beauty Studies.
- To the Level 3 Barbering or Hairdressing apprenticeship.
- Into employment as a junior barber or other job roles in the barbering related industries.

Employee rights and responsibilities

In the Hair and Beauty sector evidence of delivery of Employee Rights and Responsibilities (ERR) is a mandatory required for a framework completion certificate.

This may be evidenced either through:

- an appropriate Awarding Organisation ERR qualification. Two qualifications have been approved and accredited to date, these are;
 1. Edexcel Level 2 Award in WorkSkills for Effective Learning and Employment 501/1793/2
 2. VTCT Level 2 Award in Employment Awareness in the Hair and Beauty Sector 600/1762/4
- an in house system, such as a workbook, portfolio or online system, that meets the minimum evidence requirements, or
- an externally provided system, such as a workbook, portfolio or online system that meets the minimum evidence requirements.

The evidence requirement to demonstrate satisfactory completion of the ERR is:

- a completion certificate from an Awarding Organisation, or
- for an in house or externally provided system, completion of the record of achievement is the only form of evidence which will be accepted by the Central Certification Authority, this can be downloaded here www.habia.org/uploads/Habia_Apprenticeship_ERR_Completion_Form.pdf and shows all nine national outcomes have been achieved and should include the assessor's name, the date each outcome was completed and the overall completion date; confirmation in the form of the apprentice, employer and provider's dated signatures is also required. It is not necessary to send the workbook or portfolio.

The nine national outcomes of ERR are:

1. knows and understands the range of employer and employee statutory rights and responsibilities under Employment Law and that employment rights can be affected by other legislation as well. This should cover the apprentice's rights and responsibilities under the Disability Discrimination Act, other relevant equalities legislation and Health and Safety, together with the responsibilities and duties of employers;
2. knows and understands the procedures and documentation in their organisation which recognise and protect their relationship with their employer. Health and Safety and Equality and Diversity training must be an integral part of the apprentice's learning programme;
3. knows and understands the range of sources of information and advice available to them on their employment rights and responsibilities. Details of Access to work and Additional Learning Support must be included in the programme;
4. understands the role played by their occupation within their organisation and industry;

5. has an informed view of the types of career pathways that are open to them;
6. knows the types of representative bodies and understands their relevance to their industry and organisation, and their main roles and responsibilities;
7. knows where and how to get information and advice on their industry, occupation, training and career;
8. can describe and work within their organisation's principles and codes of practice;
9. recognises and can form a view on issues of public concern that affect their organisation and industry

The NVQ Diploma includes Health and Safety. The other requirements will be covered primarily at induction, with the remaining aspects delivered at appropriate times during the Apprenticeship programme.

Level 2, Pathway 2: Barbering African Type Hair

Description of this pathway

The Barbering African Type Hair pathway will allow the development of skills to foundation level and employment as a Junior Barber able to work on African type hair.

The total credit value for this pathway is 56 credits

- Level 2 NVQ Diploma in Barbering African Type Hair = 38
- Level 1 Essential Skills Wales in Communication = 6
- Level 1 Essential Skills Wales in Application of Number = 6
- Level 1 Essential Skills Wales in IT = 6

Entry requirements for this pathway in addition to the framework entry requirements

These requirements should be read in conjunction with the entry conditions which can be found earlier in this document.

Further guidance on entry requirements can be found on the Habia apprenticeships website at <http://www.habia.org/apprenticeships>.

It is advantageous to have three GCSEs at Grade D or above in English and/or Welsh, Maths, Science or Art.

Job title(s)	Job role(s)
Junior Barber	Carrying out treatments on African type hair including shampooing and treating hair and scalp, cutting and shaving facial hair to shape, cutting and grooming, creating basic patterns in hair, texturising hair and styling using twisting techniques.

Qualifications

Competence qualifications available to this pathway

N/A

Knowledge qualifications available to this pathway

N/A

Combined qualifications available to this pathway

B1 - Level 2 NVQ Diploma in Barbering African Type Hair					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
B1a	500/7675/9	ITEC	38	322-339	N/A
B1b	500/7355/2	VTCT	38	322-339	N/A

Relationship between competence and knowledge qualifications

LEGAL REQUIREMENT

A Foundation Apprenticeship framework must identify:

- An integrated qualification at Level 2 which combines competence and technical knowledge elements in which each element is separately assessed and in which each element carries at least ten credits on the QCF.

This refers to the 2 combined qualifications listed in B1 Level 2 NVQ Diploma in Barbering African Type Hair (B1a and B1b) and will ensure that both qualifications carry 10 credits for each element.

Candidates must complete 7 mandatory units totalling 32 credits and optional units to a minimum of 6 credits to give an overall total of 38 credits to achieve the full qualification.

The competence and knowledge elements of this qualification are separately assessed. Please see the assessment strategies which are available on our website www.habia.org.

MANDATORY UNITS

- G20 Ensure responsibility for actions to reduce risks to health and safety - 4 credits (3 Competence 1 Knowledge)
- G4 Fulfill salon reception duties - 3 credits (2 Competence 1 Knowledge)
- G15 Advise and consult with clients with African Type Hair - 4 credits (2 Competence 2 Knowledge)
- G17 Give clients a positive impression of yourself and your organisation - 5 credits (3 Competence 2 Knowledge)
- AH6 Shampoo and treat hair and scalp of African Type Hair - 4 credits (2 Competence 2 Knowledge)

Knowledge)

- AH19 Cut and shave facial hair to shape using basic techniques - 4 credits (3 Competence 1 Knowledge)
- AH20 Cut, groom and finish African Type Hair using barbering techniques - 8 credits (6 Competence 2 Knowledge)

OPTIONAL UNITS

- AH21 Create basic patterns in hair - 4 credits (3 Competence 1 Knowledge)
- AH22 Texturise hair - 6 credits (4 Competence 2 Knowledge)
- AH23 Style hair using twisting techniques - 4 credits (3 Competence 1 Knowledge)
- H18 Provide scalp massage services - 5 credits (2 Competence 3 Knowledge)
- G8 Develop and maintain your effectiveness at work - 3 credits (2 Competence 1 Knowledge)
- G18 Promote additional services or products to clients - 6 credits (2 Competence 4 Knowledge)

Transferable skills (Wales)

Essential skills (Wales)

	Minimum level	Credit value
Communication	Level 1	6
Application of numbers	Level 1	6
IT	Level 1	6

Progression routes into and from this pathway

Progression into:

- From a preparation for work, non-competency based qualification in barbering or hairdressing.
- From the Foundation or Intermediate Level 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:

- To the Advanced Level Welsh Baccalaureate Principal Learning in Hair and Beauty Studies.
- To the Level 3 Barbering, Barbering African Type Hair or Hairdressing Apprenticeship.
- Into employment as a junior African type hair barber or junior barber or other job roles in the barbering related industries.

Employee rights and responsibilities

In the Hair and Beauty sector evidence of delivery of Employee Rights and Responsibilities (ERR) is a mandatory required for a framework completion certificate.

This may be evidenced either through:

- an appropriate Awarding Organisation ERR qualification. Two qualifications have been approved and accredited to date, these are;
 1. Edexcel Level 2 Award in WorkSkills for Effective Learning and Employment 501/1793/2
 2. VTCT Level 2 Award in Employment Awareness in the Hair and Beauty Sector 600/1762/4
- an in house system, such as a workbook, portfolio or online system, that meets the minimum evidence requirements, or
- an externally provided system, such as a workbook, portfolio or online system that meets the minimum evidence requirements.

The evidence requirement to demonstrate satisfactory completion of the ERR is:

- a completion certificate from an Awarding Organisation, or
- for an in house or externally provided system, completion of the record of achievement is the only form of evidence which will be accepted by the Central Certification Authority, this can be downloaded here www.habia.org/uploads/Habia_Apprenticeship_ERR_Completion_Form.pdf and shows all nine national outcomes have been achieved and should include the assessor's name, the date each outcome was completed and the overall completion date; confirmation in the form of the apprentice, employer and provider's dated signatures is also required. It is not necessary to send the workbook or portfolio.

The nine national outcomes of ERR are:

1. knows and understands the range of employer and employee statutory rights and responsibilities under Employment Law and that employment rights can be affected by other legislation as well. This should cover the apprentice's rights and responsibilities under the Disability Discrimination Act, other relevant equalities legislation and Health and Safety, together with the responsibilities and duties of employers;
2. knows and understands the procedures and documentation in their organisation which recognise and protect their relationship with their employer. Health and Safety and Equality and Diversity training must be an integral part of the apprentice's learning programme;
3. knows and understands the range of sources of information and advice available to them on their employment rights and responsibilities. Details of Access to work and Additional Learning Support must be included in the programme;
4. understands the role played by their occupation within their organisation and industry;

5. has an informed view of the types of career pathways that are open to them;
6. knows the types of representative bodies and understands their relevance to their industry and organisation, and their main roles and responsibilities;
7. knows where and how to get information and advice on their industry, occupation, training and career;
8. can describe and work within their organisation's principles and codes of practice;
9. recognises and can form a view on issues of public concern that affect their organisation and industry

The NVQ Diploma includes Health and Safety. The other requirements will be covered primarily at induction, with the remaining aspects delivered at appropriate times during the Apprenticeship programme.

Level 3

Title for this framework at level 3

Apprenticeship in Barbering

Pathways for this framework at level 3

- | | |
|------------|-----------------------------|
| Pathway 1: | Barbering |
| Pathway 2: | Barbering African Type Hair |

Level 3, Pathway 1: Barbering

Description of this pathway

The Level 3 NVQ Diploma in Barbering will allow the junior barber to advance their creative skills.

The total credit value for this pathway is 65 credits

- * Level 3 NVQ Diploma in Barbering = 47
- * Level 2 Essential Skills Wales in Communication = 6
- * Level 2 Essential Skills Wales in Application of Number = 6
- * Level 2 Essential Skills Wales in IT = 6

Entry requirements for this pathway in addition to the framework entry requirements

These requirements should be read in conjunction with the entry conditions which can be found earlier in this document.

Further guidance on entry requirements can be found on the Habia apprenticeships website at <http://www.habia.org/apprenticeships/>.

It is advantageous to have three GCSEs at Grade C or above in English and/or Welsh, Maths, Science or Art.

Job title(s)	Job role(s)
Barber or Senior Barber	Carrying out treatments including patterns in hair, colouring, colour correction, creative hairdressing skills and perming.

Qualifications

Competence qualifications available to this pathway

N/A

Knowledge qualifications available to this pathway

N/A

Combined qualifications available to this pathway

B1 - Level 3 NVQ Diploma in Barbering					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
B1a	500/6574/9	City and Guilds	47	345-368	
B1b	500/7977/3	Edexcel	47	345-368	
B1c	500/7680/2	ITEC	47	333-368	
B1d	500/7386/2	VTCT	47	334-368	

Relationship between competence and knowledge qualifications

LEGAL REQUIREMENT

An Apprenticeship framework must identify:

- An integrated qualification at Level 3 which combines competence and technical knowledge elements in which each element is separately assessed and in which each element carries at least ten credits on the QCF.

This refers to the 4 combined qualifications listed in B1 Level 3 NVQ Diploma in Barbering (B1a, B1b, B1c and B1d) and will ensure that the qualification carries 10 credits for each element.

Candidates must complete 5 mandatory units totalling 22 credits plus optional units to a minimum of 25 credits to give an overall total of 47 credits to achieve the full qualification.

The competence and knowledge elements of this qualification are separately assessed. Please see the assessment strategies which are available on our website www.habia.org.

MANDATORY UNITS

- G22 Monitor procedures to safely control work operations - 4 credits (3 Competence 1 Knowledge)
- G18 Promote additional services or products to clients - 6 credits (2 Competence 4 Knowledge)

- G21 Provide hairdressing consultation services - 3 credits (1 Competence 2 Knowledge)
- GB7 Design and create a range of facial hair shapes - 4 credits (3 Competence 1 Knowledge)
- GB8 Creatively cut hair using a combination of barbering techniques - 5 credits (4 Competence 1 Knowledge)

OPTIONAL UNITS GROUP 1

Only 1 unit can be chosen from Option 2 (all optional credits can be chosen from option group 1 if desired)

- GB6 Provide shaving services - 4 credits (3 Competence 1 Knowledge)
- GB9 Provide face massage services - 4 credits (3 Competence 1 Knowledge)
- AH35 Design and create patterns in hair - 5 credits (4 Competence 1 Knowledge)
- GH17 Colour hair using a variety of techniques - 12 credits (8 Competence 4 Knowledge)
- GH18 Provide colour correction services - 13 credits (8 Competence 5 Knowledge)
- GH21 Develop and enhance your creative hairdressing skills - 5 credits (3 Competence 2 Knowledge)
- GH22 Create a variety of permed effects - 8 credits (5 Competence 3 Knowledge)
- GH24* Provide specialist consultation services for hair and scalp conditions - 5 credits (2 Competence 3 Knowledge)
- GH25 *Provide specialist hair and scalp treatments - 7 credits (3 Competence 4 Knowledge)

OPTIONAL UNITS GROUP 2

- G11 Contribute to the financial effectiveness of the business - 4 credits (1 Competence 3 Knowledge)
- G19 Support client service improvements - 5 credits (4 Competence 1 Knowledge)
- H32 Contribute to the planning and implementation of promotional activities - 5 credits (2 Competence 3 Knowledge)

* Note GH24 and GH25 must be taken together

Transferable skills (Wales)

Essential skills (Wales)

	Minimum level	Credit value
Communication	Level 2	6
Application of numbers	Level 2	6
IT	Level 1	6

Progression routes into and from this pathway

Routes into:

- From a 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, Barbering African type hair or Hairdressing via either an apprenticeship or full time college based programme.

Routes from:

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

UCAS points for this pathway: Currently under review

Employee rights and responsibilities

In the Hair and Beauty sector evidence of delivery of Employee Rights and Responsibilities (ERR) is a mandatory required for a framework completion certificate.

This may be evidenced either through:

- an appropriate Awarding Organisation ERR qualification. Two qualifications have been approved and accredited to date, these are;
 1. Edexcel Level 2 Award in WorkSkills for Effective Learning and Employment 501/1793/2
 2. VTCT Level 2 Award in Employment Awareness in the Hair and Beauty Sector 600/1762/4
- an in house system, such as a workbook, portfolio or online system, that meets the minimum evidence requirements, or
- an externally provided system, such as a workbook, portfolio or online system that meets the minimum evidence requirements.

The evidence requirement to demonstrate satisfactory completion of the ERR is:

- a completion certificate from an Awarding Organisation, or
- for an in house or externally provided system, completion of the record of achievement is the only form of evidence which will be accepted by the Central Certification Authority, this can be downloaded here www.habia.org/uploads/Habia_Apprenticeship_ERR_Completion_Form.pdf and shows all nine national outcomes have been achieved and should include the assessor's name, the date each outcome was completed and the overall completion date; confirmation in the form of the apprentice, employer and provider's dated signatures is also required. It is not necessary to send the workbook or portfolio.

The nine national outcomes of ERR are:

1. knows and understands the range of employer and employee statutory rights and responsibilities under Employment Law and that employment rights can be affected by other legislation as well. This should cover the apprentice's rights and responsibilities under the Disability Discrimination Act, other relevant equalities legislation and Health and Safety, together with the responsibilities and duties of employers;
2. knows and understands the procedures and documentation in their organisation which recognise and protect their relationship with their employer. Health and Safety and Equality and Diversity training must be an integral part of the apprentice's learning programme;
3. knows and understands the range of sources of information and advice available to them on their employment rights and responsibilities. Details of Access to work and Additional Learning Support must be included in the programme;
4. understands the role played by their occupation within their organisation and industry;

5. has an informed view of the types of career pathways that are open to them;
6. knows the types of representative bodies and understands their relevance to their industry and organisation, and their main roles and responsibilities;
7. knows where and how to get information and advice on their industry, occupation, training and career;
8. can describe and work within their organisation's principles and codes of practice;
9. recognises and can form a view on issues of public concern that affect their organisation and industry

The NVQ Diploma includes Health and Safety. The other requirements will be covered primarily at induction, with the remaining aspects delivered at appropriate times during the Apprenticeship programme.

Level 3, Pathway 2: Barbering African Type Hair

Description of this pathway

The Level 3 NVQ Diploma in Barbering African Type Hair will allow the junior barber to advance their creative skills in working with African type hair.

The total credit value for this pathway is 59 credits

- Level 3 NVQ Diploma in Barbering African Type Hair = 41
- Level 2 Essential Skills Wales in Communication = 6
- Level 2 Essential Skills Wales in Application of Number = 6
- Level 2 Essential Skills Wales in IT = 6

Entry requirements for this pathway in addition to the framework entry requirements

These requirements should be read in conjunction with the entry conditions which can be found earlier in this document.

Further guidance on entry requirements can be found on the Habia apprenticeships website at <http://www.habia.org/apprenticeships>.

It is advantageous to have three GCSEs at Grade C or above in English and/or Welsh, Maths, Science or Art.

Job title(s)	Job role(s)
Barber/Senior Barber	Carrying out services on African type hair including colouring, cultivating locks, creatively cutting, providing shaving, designing and creating facial hair shapes, creatively styling men's hair and designing and creating patterns in hair.

Qualifications

Competence qualifications available to this pathway

N/A

Knowledge qualifications available to this pathway

N/A

Combined qualifications available to this pathway

B1 - Level 3 NVQ Diploma in Barbering African Type Hair					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
B1a	500/7754/5	ITEC	41	255-300	
B1b	500/7388/6	VTCT	41	255-300	

Relationship between competence and knowledge qualifications

LEGAL REQUIREMENTS

An Apprenticeship framework must identify:

- An integrated qualification at Level 3 which combines competence and technical knowledge elements in which each element is separately assessed and in which each element carries at least ten credits on the QCF.

This refers to the 2 combined qualifications listed in B1 Level 3 NVQ Diploma in Barbering African Type Hair (B1a and B1b) and will ensure that both qualifications carry 10 credits for each element.

Candidates must complete 3 mandatory units totalling 13 credits plus optional units to a minimum of 28 credits to give an overall total of 41 credits to achieve the full qualification.

The competence and knowledge elements of this qualification are separately assessed. Please see the assessment strategies which are available on our website www.habia.org.

MANDATORY UNITS

- G22 Monitor procedures to safely control work operations - 4 credits (3 Competence 1 Knowledge)
- G16 Provide consultation services for African Type Hair - 3 credits (1 Competence 2 Knowledge)
- G18 Promote additional services or products to clients - 6 credits (2 Competence 4 Knowledge)

OPTIONAL UNITS

- AH9 Colour African Type Hair - 11 credits (8 Competence 3 Knowledge)
- AH14 Cultivate locks - 5 credits (4 Competence 1 Knowledge)
- AH24 Creatively cut African Type Hair to create a variety of looks - 8 credits (6 Competence 2 Knowledge)
- AH29 Maintain and repair locks - 5 credits (4 Competence 1 Knowledge)
- AH33 Provide shaving services for African Type Hair - 4 credits (2 Competence 2 Knowledge)
- AH34 Design and create a range of facial hair shapes for African Type Men's Hair - 4 credits (2 Competence 2 Knowledge)
- AH35 Design and create patterns in hair - 5 credits (4 Competence 1 Knowledge)
- AH36 Creatively style African Type Men's Hair - 5 credits (4 Competence 1 Knowledge)
- H32 Contribute to the planning and implementation of promotional activities - 5 credits (2 Competence 3 Knowledge)
- GH21 Develop and enhance your creative hairdressing skills - 5 credits (3 Competence 2 Knowledge)
- GB9 Provide Face Massage Services - 4 credits (3 Competence 2 Knowledge)
- G11 Contribute to the financial effectiveness of the business - 4 credits (1 Competence 3 Knowledge)
- G19 Support client service improvements - 5 credits (4 Competence 1 Knowledge)
- GH24 *Provide consultation for hair and scalp conditions - 5 credits (2 Competence 3 Knowledge)
- GH25 *Provide specialist hair and scalp treatments - 7 credits (3 Competence 4 Knowledge)

* Note GH24 and GH25 must be taken together.

Transferable skills (Wales)

Essential skills (Wales)

	Minimum level	Credit value
Communication	Level 2	6
Application of numbers	Level 2	6
IT	Level 1	6

Progression routes into and from this pathway

Routes into:

- From a 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, Barbering African Type Hair or Hairdressing via either an apprenticeship or full college based programme.

Routes from:

- Into employment as a senior barber or senior barber able to work on African type hair or other job roles in the barbering related industries.
- Into higher education such as a Foundation degree in Hairdressing and Salon Management or other programmes.

UCAS points for this pathway: Currently under review

Employee rights and responsibilities

In the Hair and Beauty sector evidence of delivery of Employee Rights and Responsibilities (ERR) is a mandatory required for a framework completion certificate.

This may be evidenced either through:

- an appropriate Awarding Organisation ERR qualification. Two qualifications have been approved and accredited to date, these are;
- 1. Edexcel Level 2 Award in WorkSkills for Effective Learning and Employment 501/1793/2
- 2. VTCT Level 2 Award in Employment Awareness in the Hair and Beauty Sector 600/1762/4
- an in house system, such as a workbook, portfolio or online system, that meets the minimum evidence requirements, or
- an externally provided system, such as a workbook, portfolio or online system that meets the minimum evidence requirements.

The evidence requirement to demonstrate satisfactory completion of the ERR is:

- a completion certificate from an Awarding Organisation, or
- for an in house or externally provided system, completion of the record of achievement is the only form of evidence which will be accepted by the Central Certification Authority, this can be downloaded here www.habia.org/uploads/Habia_Apprenticeship_ERR_Completion_Form.pdf and shows all nine national outcomes have been achieved and should include the assessor's name, the date each outcome was completed and the overall completion date; confirmation in the form of the apprentice, employer and provider's dated signatures is also required. It is not necessary to send the workbook or portfolio.

The nine national outcomes of ERR are:

1. knows and understands the range of employer and employee statutory rights and responsibilities under Employment Law and that employment rights can be affected by other legislation as well. This should cover the apprentice's rights and responsibilities under the Disability Discrimination Act, other relevant equalities legislation and Health and Safety, together with the responsibilities and duties of employers;
2. knows and understands the procedures and documentation in their organisation which recognise and protect their relationship with their employer. Health and Safety and Equality and Diversity training must be an integral part of the apprentice's learning programme;
3. knows and understands the range of sources of information and advice available to them on their employment rights and responsibilities. Details of Access to work and Additional Learning Support must be included in the programme;
4. understands the role played by their occupation within their organisation and industry;

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6. knows the types of representative bodies and understands their relevance to their industry and organisation, and their main roles and responsibilities;
7. knows where and how to get information and advice on their industry, occupation, training and career;
8. can describe and work within their organisation's principles and codes of practice;
9. recognises and can form a view on issues of public concern that affect their organisation and industry

The NVQ Diploma includes Health and Safety. The other requirements will be covered primarily at induction, with the remaining aspects delivered at appropriate times during the Apprenticeship programme.

The remaining sections apply to all levels and pathways within this framework.

How equality and diversity will be met

The Barbering Apprenticeship will promote diversity, opportunity and inclusion by offering high quality learning.

Delivery of the Apprenticeship Framework must be in an environment free from prejudice and discrimination where all learners can contribute without fear of persecution or bullying.

There must be no overt or covert discriminatory practices in selection and recruitment of Apprentices to the programme. The programme is available to all people, regardless of gender, ethnic origin, religion, belief, sexual orientation or disability who meet the standard selection criteria.

Issues:

- Limited availability of teaching and assessment of specific African type hair skills.
- Retirement of barbers with traditional range of skills means new recruits are using general or ladies techniques on men's hair.

Barriers:

- Stereotyping still exists in the hair and beauty sector, which can limit the number of applications from young males.
- Specialist African Caribbean barbering salons tend to be located within a small number of cities across the UK.
- Low initial earning potential for new recruits.
- Misunderstanding of the skills levels required and the complexity of those skills.

Actions:

- Habia seeks to use as many positive male images in its literature and publications as possible.
- Development of African type hair standards and frameworks.
- Promotion of barbering, men's grooming and positive male role models via the Habia Skills Team.
- Specific National Occupational Standards and Rules of Combination have been developed for Barbering and Barbering for African Type Hair with industry and awarding organisations (AOs). Four AOs have developed QCF qualifications for Barbering and two for Barbering for African Type Hair with encouragement from Habia.

On and off the job training (Wales)

Summary of on- and off-the-job training

These hours may vary depending on previous experience and attainment of the apprentice. Where a learner enters an apprenticeship agreement having previously attained or acquired the appropriate competencies or knowledge, this prior learning needs to be recognised and documented using the relevant QCF credit transfer, QCF exemption or Recognition of Prior Learning (RPL) procedures (as off the job above). The amount of on the job training required to complete the apprenticeship under the apprenticeship agreement may then be reduced accordingly, provided the total number of on the job hours for this framework can be verified for apprenticeship certification.

Apprentices who commence training under a new apprenticeship agreement with a new employer may bring a range of prior experience with them. When an apprentice can claim 5% or more hours towards the on the job framework total through prior learning acquired from previous full-time education, employment or other vocational programmes, then the apprentice's learning programme should include customisation. Training providers are encouraged to identify additional on the job training programmes that customise the learning to the new workplace. Customisation programmes may include selecting appropriate additional Unit(s) from QCF qualifications, or relevant units recognised as Quality Assured Lifelong Learning [QALL] through a CQFW recognised body, or follow Essential Skills at a level higher than that specified in the framework, include one or more Wider Key Skills or other competency-based qualifications/units relevant to the workplace.

For apprentices who have already achieved the relevant qualifications, they must have been certificated within 5 years from the date of application for the Foundation Apprenticeship Certificate or have been continuously employed in the industry for a minimum duration of 3 years.

Job roles within Barbering and Barbering African Type hair require a thorough level of technical competence and knowledge, which will be undertaken through work-based training, practice and experience.

The number of training hours delivered under an apprenticeship agreement may vary depending on the previous experience and attainment of the apprentice.

The amount of off the job training required to complete the apprenticeship under the apprenticeship agreement may then be reduced accordingly, providing the total number of off the job hours for this framework can be verified for apprenticeship certification.

Previous attainment

Where a learner enters an apprenticeship agreement having previously attained parts or all of the relevant qualifications, this prior learning needs to be recognised using either QCF credit transfer for achievements within the QCF or through recording of exemptions for certificated learning outside of the QCF, for example, Principal Learning qualifications.

Apprentices who have already achieved the relevant qualifications must have been certificated within 5 years of applying for the Foundation Apprenticeship Certificate.

Previous experience

Where a learner enters an apprenticeship agreement with previous work-related experience, this prior learning needs to be recognised. For further details please see QCF Guidance on Claiming Credit. To count towards apprenticeship certification, previous experience must be recorded using the appropriate Awarding Organisation's QCF "Recognition of Prior Learning" procedures and the hours recorded may then count towards the off the job hours required to complete the apprenticeship.

For apprentices with prior uncertificated learning experience, the off the job learning must have been acquired within 2 years of application for the Foundation Apprenticeship Certificate or the apprentice must have been continuously employed in the relevant job role in the industry for a minimum duration of 3 years.

The total on and off the job guided learning hours for this framework and the pathways within are:

- Barbering pathway – 548 hours for the Foundation Apprenticeship.
- Barbering African Type Hair pathway – 537 hours for the Foundation Apprenticeship.
- Barbering pathway – 560 hours for the Apprenticeship.
- Barbering African Type Hair pathway – 470 hours for the Apprenticeship

Off-the-job training

Off the job training is defined as time for learning activities away from normal work duties. For this framework the minimum amount of off the job training is as follows:

- Barbering pathway – 164 hours for the Foundation Apprenticeship.
- Barbering African Type Hair pathway – 161 hours for the Foundation Apprenticeship.
- Barbering pathway – 168 hours for the Apprenticeship.
- Barbering African Type Hair pathway – 141 hours for the Apprenticeship.

How this requirement will be met

Off the job training needs to:

Be planned, reviewed and evaluated jointly between the apprentice and a tutor, teacher, mentor or manager.

Allow access as and when required by the apprentice either to a tutor, teacher, mentor or manager.

Be delivered during contracted working hours.

Be delivered through one or more of the following methods: individual and group teaching, e-learning, distance learning, coaching, mentoring, feedback and assessment, collaborative/networked learning with peers, guided study and induction.

Delivery, assessment and certification of one of the combined competence/knowledge Qualification specific to the pathway taken:

- Level 2 NVQ Diploma in Barbering
- Level 2 NVQ Diploma in Barbering African Type Hair
- Level 3 NVQ Diploma in Barbering
- Level 3 NVQ Diploma in Barbering African Type Hair

Plus

- Essential Skills Wales Application of Number at appropriate level
- Essential Skills Wales Communication at appropriate level
- Essential Skills Wales ICT at appropriate level
- Employee Rights and Responsibilities
- Induction
- Training, appraisals and mentoring

Evidence of Off the job Guided Learning Hours:

- Certificate for combined competence/knowledge qualification
- Certification of Essential Skills Wales Application of Number
- Certification of Essential Skills Wales Communications
- Certification of Essential Skills Wales ICT
- Certificate for Employee Rights and Responsibilities

On-the-job training

On the job training is defined as skills, knowledge and competence gained within normal work duties. For this framework the minimum amount of on-the-job training is as follows:

- Barbering pathway – 384 hours for the Foundation Apprenticeship.

- Barbering African Type Hair pathway – 376 hours for the Foundation Apprenticeship.
- Barbering pathway – 392 hours for the Apprenticeship.
- Barbering African Type Hair pathway – 329 hours for the Apprenticeship.

How this requirement will be met

Delivery and assessment of one of the combined competence/knowledge Qualification specific to the pathway taken:

- Level 2 NVQ Diploma in Barbering
- Level 2 NVQ Diploma in Barbering African Type Hair
- Level 3 NVQ Diploma in Barbering
- Level 3 NVQ Diploma in Barbering African Type Hair

Plus

- Employee Rights and Responsibilities
- Induction
- Training, appraisals, mentoring and monitoring

Wider key skills assessment and recognition (Wales)

Improving own learning and performance

Improving own learning and performance is an essential skill within our sector and is therefore covered in the NVQ Diploma. It was agreed by employers during consultation that separate certification of Improving own learning and performance was not directly relevant to effective performance within the Hair and Beauty Sector therefore is not included in this framework.

However, Habia would encourage Training Providers to consider the value added element of delivery within the framework.

Working with others

Working with others is an essential skill within our sector and is therefore covered in the NVQ Diploma. It was agreed by employers during consultation that separate certification of Working with others was not directly relevant to effective performance within the Hair and Beauty Sector therefore is not included in this framework.

However, Habia would encourage Training Providers to consider the value added element of delivery within the framework.

Problem solving

Problem solving is an essential skill within our sector and is therefore covered in the NVQ Diploma. It was agreed by employers during consultation that separate certification of Problem solving was not directly relevant to effective performance within the Hair and Beauty Sector therefore is not included in this framework.

However, Habia would encourage Training Providers to consider the value added element of delivery within the framework.

Additional employer requirements

There are no additional employer requirements for this framework.

apprenticeship
FRAMEWORKS ONLINE

For more information visit
www.afo.sscalliance.org