

apprenticeship FRAMEWORK

Beauty Therapy - non-statutory (Wales)

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Beauty Therapy - non-statutory (Wales)

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Framework summary

Beauty Therapy - non-statutory

Foundation Apprenticeship in Beauty Therapy

Pathways for this framework at level 2 include:

Pathway 1: Beauty Therapy - General

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 Beauty Therapy - General

This pathway also contains information on:

- Employee rights and responsibilities
- Essential skills

Pathway 2: Beauty Therapy - Make-up

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 Beauty Therapy - Make-up

This pathway also contains information on:

- Employee rights and responsibilities
- Essential skills

Beauty Therapy - non-statutory

Apprenticeship in Beauty Therapy

Pathways for this framework at level 3 include:

Pathway 1: Beauty Therapy - General

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 Beauty Therapy - General

This pathway also contains information on:

- Employee rights and responsibilities
- Essential skills

Pathway 2: Beauty Therapy - Make-up

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 Beauty Therapy - Make-up

This pathway also contains information on:

- Employee rights and responsibilities
- Essential skills

Pathway 3: Beauty Therapy - Massage

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 Beauty Therapy - Massage

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: FR00692	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 Beauty Therapy framework provides the option for apprentices to select discrete development pathways including Beauty Therapy General or Beauty Therapy Make-Up at Foundation Apprenticeship Level and Beauty Therapy General, Beauty Therapy Make-Up or Beauty Therapy Massage at Apprenticeship Level.

There are two levels of Apprenticeship contained in this framework:

Foundation Apprenticeship

Usually takes 18 months to complete. A learner may work as a junior beauty therapist or skin care and make up consultant.

Apprenticeship

Usually takes 24 months to complete. A learner may work as a beauty therapist, electrolysis, masseur/masseuse or make-up artist.

Careers may take place in a variety of locations including beauty salons, hospitals, care homes, cruise ships, spas and health clubs or working freelance.

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 the evidence requirements for Employee Rights and Responsibilities

Summary of changes made to this framework

Inclusion of 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 beauty industry, using qualifications that combine both skills and knowledge.

With an increasing number of young people staying on at school, the Foundation Apprenticeship and Apprenticeship in Beauty Therapy provide quality alternatives leading to the achievement of the Level 2 and/or Level 3 NVQ Diploma.

In the UK there are 4,800 beauty salons, 700 of which are based in Wales, 36,000 hairdressing salons (5,800 of which offer beauty therapy treatments, for example, particularly those which are in hotels and leisure centres). There has been significant growth in the number of independent nail salons and spa facilities, also in the number of existing beauty therapy salons now offering an extended range of services including nail services and spa facilities.

Prior to the development of this framework, those who wanted to work in a beauty therapy job role had to achieve the NVQ Diploma by attending a full time college based programme. This framework will allow for an alternative work based learning route to training in full time education for the beauty therapy industry from Foundation Apprenticeship and a progression route from Level 2 full time courses to an Apprenticeship.

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

Junior beauty therapist, manicurist or skin care and make up consultant (Foundation Apprenticeship)

Beauty Therapist, electrolysis, masseur/masseuse or make-up artists (Apprenticeship)

Careers may take place in a variety of locations including beauty salons, hospitals, care homes, cruise ships, spas and health clubs or working freelance.

Aims and objectives of this framework (Wales)

AIM

To provide a nationally agreed apprenticeship framework for a work based learning route into employment in the industry, using qualifications that combine both skills and knowledge and are based on the latest research with employers. There are approximately 11,000 beauty businesses in England and 1,350 in Wales, employing over 33,000 beauty therapists, plus

many more freelance operators.

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 beauty therapist, 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 their 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 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 entry requirements for this framework but the following criteria may be used as guidance.

This industry has high client expectations and relies on repeat business so 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 beauty therapy may have a significant effect on their health.
- Colour blindness would restrict opportunities in the wide use of artificial colouring products and services in the industry. Units relating to make-up application and nail services require the ability to recognise tones, shades and changes in a range of colours.

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 has 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 additional 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 previous experience of working within the beauty therapy industry.

Entry to the beauty therapy 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 and may be preferred by some employers.

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 Beauty Therapy

Pathways for this framework at level 2

- | | |
|------------|--------------------------|
| Pathway 1: | Beauty Therapy - General |
| Pathway 2: | Beauty Therapy - Make-up |

Level 2, Pathway 1: Beauty Therapy - General

Description of this pathway

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

The minimum number of credits required for completion of this pathway is 72 credits

- Level 2 NVQ Diploma in Beauty Therapy - General = 54 credits
- Level 1 Essential Skills Wales Communication = 6 credits
- Level 1 Essential Skills Wales Application of Number = 6 credits
- Level 1 Essential Skills Wales IT = 6 credits

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 Grade D or above in English and/or Welsh, Maths, Science or Art.

Job title(s)	Job role(s)
Junior Beauty Therapist	Carrying out treatments including waxing, manicure, pedicure, facials and make-up activities as well as assisting with spa operations.

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 Beauty Therapy - General					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
B1a	500/8765/4	City & Guilds	54	458-469	N/A
B1b	500/8995/X	Edexcel	54	458-469	N/A
B1c	501/0161/4	ITEC	54	458-469	N/A
B1d	500/8839/7	VTCT	54	458-469	N/A

Relationship between competence and knowledge qualifications

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 10 credits on the QCF.

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

To achieve this qualification candidates must complete 8 mandatory units totalling 45 credits and optional units to a minimum of 9 optional credits to give an overall total of 54 credits.

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 the risk to health and safety - 4 credits (1 Competence 3 Knowledge)
- G18 Promote additional services or products to clients - 6 credits (2 Competence 4 Knowledge)
- G8 Develop and maintain your effectiveness at work - 3 credits (2 Competence 1 Knowledge)

- B4 Provide facial skin care treatment - 8 credits (4 Competence 4 Knowledge)
- B5 Enhance the appearance of eyebrows and lashes - 5 credits (3 Competence 2 Knowledge)
- B6 Carry out waxing services - 7 credits (4 Competence 3 Knowledge)
- N2 Provide manicure services - 6 credits (3 Competence 3 Knowledge)
- N3 Provide pedicure services - 6 credits (3 Competence 3 Knowledge)

OPTIONAL UNITS

- G4 Fulfil salon reception duties - 3 credits (2 Competence 1 Knowledge)
- B7 Carry out ear piercing - 2 credits (1 Competence 1 Knowledge)
- B8 Provide make-up services - 6 credits (4 Competence 2 Knowledge)
- B10 Enhance appearance using skin camouflage - 6 credits (4 Competence 2 Knowledge)
- S1 Assist with spa operations - 4 credits (3 Competence 1 Knowledge)
- B34 Provide Threading Services - 4 credits (2 Competence 2 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 Beauty Therapy.
- From the Foundation or Intermediate Level Welsh Baccalaureate Principal Learning in Hair and Beauty Studies.
- Following a Level 1 Beauty Therapy 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 Beauty Therapy apprenticeship programme.
- Into employment as a junior beauty therapist or junior nail technician or other job roles in the beauty related industries outlined below.

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: Beauty Therapy - Make-up

Description of this pathway

The Beauty Therapy Make-up pathway will allow the development of skills to foundation level and employment as a Junior Make-up Artist or Beauty Consultant.

The minimum number of credits required for completion of this pathway is 62 credits

- Level 2 NVQ Diploma in Beauty Therapy - Make-up = 44 credits
- Level 1 Essential Skills Wales Communication = 6 credits
- Level 1 Essential Skills Wales Application of Number = 6 credits
- Level 1 Essential Skills Wales IT = 6 credits

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

Job title(s)	Job role(s)
Beauty Consultant	Carry out treatments including skin care and make up application. Usually working for a product manufacturer supplying consultation services, promoting and selling products.
Junior Make-up Artist	Carrying out treatments including facials, make-up and make-up instruction, skin camouflage and enhancement of eyebrows and lashes.

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 Beauty Therapy - Make-up					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
B1a	500/8767/8	City & Guilds	44	365	N/A
B1b	500/8996/1	Edexcel	44	365	N/A
B1c	501/0272/2	ITEC	44	365	N/A
B1d	500/8814/2	VTCT	44	365	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 10 credits on the QCF.

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

In order to achieve the full qualification candidates must complete all 7 mandatory units totalling 39 credits and optional units to a minimum of 5 credits to give an overall total of 44 credits.

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)
- G18 Promote additional services or products to clients - 6 credits (2 Competence 4

Knowledge)

- G8 Develop and maintain your effectiveness at work - 3 credits (2 Competence 1 Knowledge)
- B4 Provide facial skin care treatment - 8 credits (4 Competence 4 Knowledge)
- B5 Enhance the appearance of eyebrows and lashes - 5 credits (3 Competence 2 Knowledge)
- B8 Provide make-up services - 6 credits (4 Competence 2 Knowledge)
- B9 Instruct clients in the use and application of skin care products and make-up - 7 credits (5 Competence 2 Knowledge)

OPTIONAL UNITS

- G4 Fulfil salon reception duties - 3 credits (2 Competence 1 Knowledge)
- B7 Carry out ear piercing - 2 credits (1 Competence 1 Knowledge)
- B10 Enhance appearance using skin camouflage - 6 credits (4 Competence 2 Knowledge)
- S1 Assist with spa operations - 4 credits (3 Competence 1 Knowledge)
- B34 Provide Threading Services - 4 credits (2 Competence 2 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 Beauty Therapy.
- From the Foundation or Intermediate Level Welsh Baccalaureate Principal Learning in Hair and Beauty Studies.
- Following a Level 1 Beauty Therapy 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 Beauty Therapy apprenticeship programme.
- Into employment as a junior beauty therapist or junior nail technician or other job roles in the beauty related industries outlined below.

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 Beauty Therapy

Pathways for this framework at level 3

- | | |
|------------|--------------------------|
| Pathway 1: | Beauty Therapy - General |
| Pathway 2: | Beauty Therapy - Make-up |
| Pathway 3: | Beauty Therapy - Massage |

Level 3, Pathway 1: Beauty Therapy - General

Description of this pathway

The Level 3 NVQ Diploma in Beauty Therapy - General will allow junior therapists to advance their skills to cover the range of treatments needed for a career as professional beauty therapists.

The minimum number of credits required for completion of this pathway is 83 credits

- Level 3 NVQ Diploma in Beauty Therapy - General = 65 credits
- Level 2 Essential Skills Wales Communication = 6 credits
- Level 2 Essential Skills Wales Application of Number = 6 credits
- Level 1 Essential Skills Wales IT = 6 credits

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 Grade C or above in English and/or Welsh, Maths, Science or Art.

Job title(s)	Job role(s)
Beauty Therapist	Massage treatments, hair removal treatments, facial and body electrical treatments

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 Beauty Therapy - General					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
B1a	500/8761/7	City & Guilds	65	540-550	
B1b	500/8998/5	Edexcel	65	540-550	
B1c	501/0830/X	ITEC	65	540-550	
B1d	500/8860/9	VTCT	65	540-550	

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 10 credits on the QCF.

The information below refers to the 4 combined qualifications listed in B1 Level 3 NVQ Diploma in Beauty Therapy - General (B1a, B1b, B1c and B1d) and will ensure that the qualification carries 10 credits for each element.

To achieve the full qualification, candidates must complete 6 mandatory units totaling 55 credits and optional units to a minimum of 10 credits in order to give an overall total of 65 credits.

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 (1 Competence 3 Knowledge)
- H32 Contribute to the planning and implementation of promotional activities - 5 credits (2

- Competence 3 Knowledge)
- B13 Provide body electrical treatments - 12 credits (7 Competence 5 Knowledge)
- B14 Provide facial electrical treatments - 12 credits (7 Competence 5 Knowledge)
- B20 Provide body massage treatments - 10 credits (5 Competence 5 Knowledge)
- B29 Provide electrical epilation treatments - 12 credits (8 Competence 4 Knowledge)

OPTIONAL UNITS

- G11 Contribute to the financial effectiveness of the business - 4 credits (1 Competence 3 Knowledge)
- B12 Plan and provide airbrush make-up - 8 credits (5 Competence 3 Knowledge)
- B15 Provide single eyelash extension treatments - 5 credits (3 Competence 2 Knowledge)
- B21 Provide UV tanning services - 2 credits (1 Competence 1 Knowledge)
- B23 Provide Indian Head Massage - 7 credits (4 Competence 3 Knowledge)
- B24 Carry out massage using pre-blended aromatherapy oils - 8 credits (5 Competence 3 Knowledge)
- B25 Provide self tanning services - 3 credits (2 Competence 1 Knowledge)
- B26 Provide female intimate waxing services - 5 credits (3 Competence 2 Knowledge)
- B27 Provide male intimate waxing services - 5 credits (3 Competence 2 Knowledge)
- B28 Provide stone therapy treatments - 10 credits (6 Competence 4 Knowledge)

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 Beauty Therapy.
- From the Advanced Level Welsh Baccalaureate qualification Principal Learning in Hair and Beauty Studies.
- Following completion of Level 2 in Beauty Therapy or Nail Services undertaken via either an apprenticeship (not available in Spa Therapy) or a full time college based programme.

Routes from:

- Into employment as a beauty therapist, nail technician or spa therapist or other job roles in the beauty related industries.
- Into higher education such as a Foundation degree in Beauty Therapy 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: Beauty Therapy - Make-up

Description of this pathway

The Level 3 NVQ Diploma in Beauty Therapy Make-Up will allow the junior beauty therapist to advance their creative skills and specialise in make-up services.

The minimum number of credits required for completion of this pathway is 63 credits:

- Level 3 NVQ Diploma in Beauty Therapy - Make-up = 45 credits
- Level 2 Essential Skills Wales Communication = 6 credits
- Level 2 Essential Skills Wales Application of Number = 6 credits
- Level 1 Essential Skills Wales IT = 6 credits

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 Grade C in English and/or Welsh, Maths, Science or Art.

Job title(s)	Job role(s)
Make-up Artist	Designing and creating fashion and photographic make-up and camouflage services, airbrush make-up, eyelash extension treatments and tanning services.

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 Beauty Therapy - Make-up					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
B1a	500/8760/5	City & Guilds	45	353-375	
B1b	500/9003/3	Edexcel	45	353-375	
B1c	501/1282/X	ITEC	45	353-375	
B1d	500/8813/0	VTCT	45	353-375	

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 10 credits on the QCF.

The information below refers to the 4 combined qualifications listed in B1 Level 3 NVQ Diploma in Beauty Therapy - Make-up (B1a, B1b, B1c and B1d) and will ensure that the qualification carries 10 credits for each element.

To achieve the full qualification, candidates must complete 4 mandatory units totalling 25 credits and optional units to a minimum of 20 credits in order to give an overall total of 45 credits.

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 (1 Competence 3 Knowledge)
- H32 Contribute to the planning and implementation of promotional activities - 5 credits (2

- Competence 3 Knowledge)
- B11 Design and create fashion and photographic make-up - 8 credits (5 Competence 3 Knowledge)
- B22 Provide specialist skin camouflage services - 8 credits (5 Competence 3 Knowledge)

OPTIONAL UNITS

- G11 Contribute to the financial effectiveness of the business - 4 credits (1 Competence 3 Knowledge)
- B12 Plan and provide airbrush make-up - 8 credits (5 Competence 3 Knowledge)
- B13 Provide body electrical treatments - 12 credits (7 Competence 5 Knowledge)
- B14 Provide facial electrical treatments - 12 credits (7 Competence 5 Knowledge)
- B15 Provide single eyelash extension treatments - 5 credits (3 Competence 2 Knowledge)
- B21 Provide UV tanning services - 2 credits (1 Competence 1 Knowledge)
- B23 Provide Indian Head Massage - 7 credits (4 Competence 3 Knowledge)
- B24 Carry out massage using pre-blended aromatherapy oils - 8 credits (5 Competence 3 Knowledge)
- B25 Provide self tanning services - 3 credits (2 Competence 1 Knowledge)
- B26 Provide female intimate waxing services - 5 credits (3 Competence 2 Knowledge)
- B27 Provide male intimate waxing services - 5 credits (3 Competence 2 Knowledge)
- B28 Provide stone therapy treatments - 10 credits (6 Competence 4 Knowledge)

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 Beauty Therapy.
- From the Advanced Level Welsh Baccalaureate qualification Principal Learning in Hair and Beauty Studies.
- Following completion of Level 2 in Beauty Therapy or Nail Services undertaken via either an apprenticeship (not available in Spa Therapy) or a full time college based programme.

Routes from:

- Into employment as a beauty therapist, nail technician or spa therapist or other job roles in the beauty related industries.
- Into higher education such as a Foundation degree in Beauty Therapy 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 3: Beauty Therapy - Massage

Description of this pathway

The Level 3 NVQ Diploma in Beauty Therapy Massage will allow the junior beauty therapist to advance their skills and specialise in massage services.

The minimum number of credits required for completion of this pathway is 69 credits

- Level 3 NVQ Diploma in Beauty Therapy - Massage = 51 credits
- Level 2 Essential Skills Wales Communication = 6 credits
- Level 2 Essential Skills Wales Application of Number = 6 credits
- Level 1 Essential Skills Wales IT = 6 credits

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 achieved three GCSEs at a minimum of Grade C in English and/or Welsh, Maths, Science or Art.

Job title(s)	Job role(s)
Beauty Massage Therapist	Body massage treatments, stone therapy, Indian head massage, aromatherapy massage, electrotherapy, tanning, facial, body electrical treatments and waxing services.

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 Beauty Therapy - Massage					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
B1a	50087836	City & Guilds	51	403-410	
B1b	50090057	Edexcel	51	403-410	
B1c	50088610	ITEC	51	403-410	
B1d	50110214	VTCT	51	403-410	

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 10 credits on the QCF.

The information below refers to the 4 combined qualifications listed in B1 Level 3 NVQ Diploma in Beauty Therapy - Massage (B1a, B1b, B1c and B1d) and will ensure that the qualification carries 10 credits for each element.

To achieve the full qualification, candidates must complete 6 mandatory units totalling 44 credits and optional units to a minimum of 7 credits in order to give an overall total of 51 credits.

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 (1 Competence 3 Knowledge)
- H32 Contribute to the planning and implementation of promotional activities - 5 credits (2

- Competence 3 Knowledge)
- B20 Provide body massage treatments - 10 credits (5 Competence 5 Knowledge)
- B23 Provide Indian Head massage - 7 credits (4 Competence 3 Knowledge)
- B24 Carry out massage using pre-blended aromatherapy oils - 8 credits (5 Competence 3 Knowledge)
- B28 Provide stone therapy treatments - 10 credits (6 Competence 4 Knowledge)

OPTIONAL UNITS

- G11 Contribute to the financial effectiveness of the business - 4 credits (1 Competence 3 Knowledge)
- B12 Plan and provide airbrush make-up - 8 credits (5 Competence 3 Knowledge)
- B13 Provide body electrical treatments - 12 credits (7 Competence 5 Knowledge)
- B14 Provide facial electrical treatments - 12 credits (7 Competence 5 Knowledge)
- B15 Provide single eyelash extension treatments - 5 credits (3 Competence 2 Knowledge)
- B21 Provide UV tanning services - 2 credits (1 Competence 1 Knowledge)
- B25 Provide self tanning services - 3 credits (2 Competence 1 Knowledge)
- B26 Provide female intimate waxing services - 5 credits (3 Competence 2 Knowledge)
- B27 Provide male intimate waxing services - 5 credits (3 Competence 2 Knowledge)

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 Beauty Therapy.
- From the Advanced Level Welsh Baccalaureate qualification Principal Learning in Hair and Beauty Studies.
- Following completion of Level 2 in Beauty Therapy or Nail Services undertaken via either an apprenticeship (not available in Spa Therapy) or a full time college based programme.

Routes from:

- Into employment as a beauty therapist, nail technician or spa therapist or other job roles in the beauty related industries.
- Into higher education such as a Foundation degree in Beauty Therapy 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
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The evidence requirement to demonstrate satisfactory completion of the ERR is:

- a completion certificate from an Awarding Organisation, or
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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.

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

How equality and diversity will be met

The Beauty Therapy 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.

Barriers:

- Stereotyping still exists in the hair and beauty sector, which can limit the number of applications from young males.
- 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.

On and off the job training (Wales)

Summary of on- and off-the-job training

These hours may vary depending on the 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. 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 the beauty industry 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 pathways within are;

- Beauty Therapy General - 673 hours for the Foundation Apprenticeship framework
- Beauty Therapy Make-up - 580 hours for the Foundation Apprenticeship framework
- Beauty Therapy General - 755 hours for the Apprenticeship framework
- Beauty Therapy Make-up - 568 hours for the Apprenticeship framework
- Beauty Therapy Massage - 618 hours for the Apprenticeship framework

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:

- Beauty Therapy General - 202 hours for the Foundation Apprenticeship framework
- Beauty Therapy Make-up - 174 hours for the Foundation Apprenticeship framework
- Beauty Therapy General - 227 hours for the Apprenticeship framework
- Beauty Therapy Make-up - 170 hours for the Apprenticeship framework
- Beauty Therapy Massage - 185 hours for the Apprenticeship framework

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 the combined competence/knowledge qualification specific to the pathway taken:

- Level 2 NVQ Diploma in Beauty Therapy - General
- Level 2 NVQ Diploma in Beauty Therapy - Make-up
- Level 3 NVQ Diploma in Beauty Therapy - General
- Level 3 NVQ Diploma in Beauty Therapy - Make-up
- Level 3 NVQ Diploma in Beauty Therapy - Massage

Plus

- Essential Skills Wales Application of Number at appropriate level
- Essential Skill Wales Communication at appropriate level
- Essential Skills Wales IT 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 IT
- 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:

- Beauty Therapy General - 471 hours for the Foundation Apprenticeship framework
- Beauty Therapy Make-up - 406 hours for the Foundation Apprenticeship framework
- Beauty Therapy General - 529 hours for the Apprenticeship framework
- Beauty Therapy Make-up - 398 hours for the Apprenticeship framework
- Beauty Therapy Massage - 433 hours for the Apprenticeship framework

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 Beauty Therapy - General
- Level 2 NVQ Diploma in Beauty Therapy - Make-up
- Level 3 NVQ Diploma in Beauty Therapy - General
- Level 3 NVQ Diploma in Beauty Therapy - Make-up
- Level 3 NVQ Diploma in Beauty Therapy - Massage

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