

Pathway No: FR05091
Issue No: 1 **Issue Date:** 01/08/2023
Review by Date:
Last Updated:
Issuing Authority: Welsh Government



Llywodraeth Cymru
Welsh Government

Welsh Apprenticeship Pathway

in

Hairdressing

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LEARNING PROGRAMME CONTENT

The Learning Programme provision shall comprise of three mandatory elements:

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

The total minimum credit value required for the Level 2 Pathway Hairdressing is 69 credits.

The total minimum credit value required for the Level 3 Pathway Hairdressing is 54 credits.

The total minimum credit value required for the Level 4 Higher Apprenticeship in Hairdressing – Senior Practitioner / Senior Stylist is 68 credits

The total minimum credit value required for the Level 4 Higher Apprenticeship in Hairdressing – Salon Manager – Director is 68 credits

Entry Requirements – Levels 2, 3 and 4

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.
- An empathetic and amicable nature with effective communication skills
- Willingness to work flexible hours/days as agreed in the employment contract.
- A high degree of dexterity and coordination.
- Potential apprentices with a predisposition to certain skin conditions or allergies, such as occupational dermatitis, eczema, or asthma, need to understand that some of the chemicals, liquids and aerosols used in hairdressing may have significant effects on their health.
- Colour blindness would restrict opportunities in the wide use of artificial colouring products and services in the industry. Units relating to colouring hair require the ability to recognise very subtle tones, shades, and changes in a range of colours to ensure the safe and effective use of the chemicals used on hair.

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

The training provider and employer are advised to use a range of initial assessment techniques to identify any support needs for the Apprentice from the start of the apprenticeship. This will ensure that those who begin, have the potential to complete the programme. It is advantageous to have had previous experience of working within the hairdressing or Barbering industry. Entry to the Hairdressing Framework is usually at Foundation Apprenticeship level with progression to Apprenticeship level. In circumstances where previous qualifications or experience have been gained, it is possible to enter at Apprenticeship level.

- **Level 2** It is advantageous to have three GCSEs Grade 3 (D) or above in English and/or Welsh, Maths, Science or Art or, a Level 1 qualification
- **Level 3** Vocational experience at level 2 and appropriate commercial experience
- **Level 4 Pathway 1 & 2:** Vocational experience at level 3 and managerial experience advantageous

APPRENTICESHIP PATHWAY LEARNING PROGRAMME(S)

Level 2: Hairdressing

Qualifications

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

Apprentices will have 24 months to complete this qualification

Participants must achieve one of the following *combined* qualifications(s) below.

Level 2 – Diploma in hair Professionals - Hairdressing					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
City & Guilds	603/1379/1	69	850	Combined	English Only
VTCT	603/1323/7	69	850	Combined	English-Welsh

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

Essential Skills Wales (ESW)

Essential Skills Wales qualifications assessment languages are English-Welsh

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

On/Off the Job Training

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

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours

Level 2: Hairdressing	350	350
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On/Off the Job Qualification details (**Minimum** Credit & Hours)

69 credits for competence and knowledge – Level 2 Hair professionals – Hairdressing

The total amount of training hours for a typical learner, including both on and off-the-job training is 700

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

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

Level 3: Hairdressing

Qualifications

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

Apprentices will have up to 24 months to complete this qualification

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

Level 3 Diploma in Advanced and Creative Hairdressing					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
City & Guilds	603/5495/1	54	695	Combined	English Only
VTCT	603/6175/x	54	695	Combined	English-Welsh

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

Essential Skills Wales (ESW)

Essential Skills Wales qualifications assessment languages are English-Welsh

Level 3: <i>Hairdressing</i>	Level	Minimum Credit Value
Communication	2	6
Application of Number	1	6
Digital Literacy	2	6

On/Off the Job Training

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

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 3: Hairdressing	420	280

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

54 credits for competence and knowledge – Level 3 Diploma in Advanced and creative hairdressing

The total amount of training hours for a typical learner, including both on and off-the job training is 700 hours

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

Please insert on/off job details (see example below)

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

Level 4: Hairdressing -Senior Practitioner/Senior Stylist

Qualifications

This qualification is due to be reviewed in July 2023 in line with the recently updated NOS.

Apprentices will have up to 18 months to complete this qualification.

Participants must achieve one of the following *combined* qualifications below

Level 4 – Diploma in Advanced Techniques and Management Practice in Hairdressing					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
VTCT	601/8341/x	68	680	Combined	English-Welsh

Please see [Annex 3](#) for the relationship between the competence and knowledge units within the combined qualification.

Essential Skills Wales (ESW)

Essential Skills Wales qualifications assessment languages are English-Welsh

Level 4: Hairdressing – Salon Manager - Director	Level	Minimum Credit Value
Communication	2	6
Application of Number	2	6
Digital Literacy	N/A	N/A

On/Off the Job Training

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

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 4: Hairdressing – Salon Manager - Director	562.5	225

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

Level 4 Diploma in Advanced Techniques and Management Practice in Hairdressing – 68 credits

The total training hours for this pathway is set at 877.5 training hours

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

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

Level 4: Hairdressing – Salon Manager - Director

Qualifications

This qualification is due to be reviewed in July 2023 in line with the recently updated NOS.

Participants must achieve one of the following combined qualifications below

Level 4 – Diploma in Advanced Techniques and Management Practice in Hairdressing					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
VTCT	601/8341/x	68	680	Combined	English - Welsh

Please see [Annex 4](#) for the relationship between the competence and knowledge units within the combined qualification.

Essential Skills Wales (ESW)

Essential Skills Wales qualifications assessment languages are English-Welsh

Level 4 : Hairdressing – Salon Manager - Director	Level	Minimum Credit Value
Communication	2	6
Application of Number	2	6
Digital Literacy	N/A	N/A

On/Off the Job Training

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

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 4: Hairdressing-Senior Practitioner/Senior Stylist	562.5	225

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

Level 4 Diploma in Advanced Techniques and Management Practice in Hairdressing – 68 credits

The total training hours for this pathway is set at 877.5 training hours

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

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

OTHER ADDITIONAL REQUIREMENTS

N/A

JOB ROLES

Job Titles	Level	Job Roles
Junior Stylist	2	<ul style="list-style-type: none"> • Carrying out services including basic cutting, colour and lighten, styling, drying, and finishing,
Stylist or Hairdresser	3	<ul style="list-style-type: none"> • Carrying out services including advanced and creative cutting, smoothing, and strengthening treatments, creative fashion styling and finishing, advanced and creative colour and be able to use fashion forward trends in hair, creative and precision techniques to create a collection of hairstyle looks

Senior Practitioner/Senior Stylist	4	<ul style="list-style-type: none"> • Run a salon to a high standard, including customer care, up to date fashion techniques, work within a team and individually. • Can advise and guide team members e.g. apprentices, junior members of staff. Adhere to all aspects of health and safety. • Perform all hair services; reach service and retail goals, can keep, and grow a good client base, be current and forward thinking. • Supervise the team of stylists, monitor the quality of the treatments offered and monitor client activity.
Salon Manager/Director	4	<ul style="list-style-type: none"> • Responsible for the operational day to day running of the business. Responsible for staff recruitment and wellbeing, health and safety, marketing, and retail sales, • Responsible for the day to day running of the salon, ensuring staff are allocated the correct workload for their skills. They also make sure client satisfaction is maintained and treatments are of a consistently high standard

Level 2 PROGRESSION

Progression into NVQ Diploma Level 2

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

Progression from Level 2 Diploma in Hairdressing

- To the Advanced Level Welsh Baccalaureate Principal Learning in Hair and Beauty Studies.
- To the Level 3 Diploma in Advanced and creative Hairdressing
- Into employment as a junior stylist or other job role within hairdressing related industries

Level 3 PROGRESSION

Progression into NVQ level 3

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

Progression from NVQ level 3

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

Level 4 PROGRESSION

Progression routes into NVQ level 4 Pathway 1& 2

- There are no pre-defined entry routes, however learners wishing to progress into this apprenticeship programme could come from a variety of backgrounds with a variety of qualifications or equivalent experience but a passion for working in the sector.
- Learners might be already working in a level 3 hairdressing role and wish to progress their career into senior roles and /or management work, or to further develop their understanding and practice in the sector to enhance the services offered.
- They may also be recruited from related sectors in Barbering at level 3.

Level 4

Progression from NVQ level 4 pathway 1 & 2

- Learners may wish to progress from their apprenticeship through a variety of routes.
- Learners can progress with a promotion within salons, either within salon groups or new employers. They can also get involved in franchising and becoming employers themselves.
- On completion of this framework, learners can also progress with their studies to higher level hairdressing management qualifications.
- Others will gain creative confidence working on stage and in training or gain employment as a salon manager, a creative director, a salon assessor, or

team leader.

EQUALITY & DIVERSITY

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

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

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

How Equality and Diversity will be met:

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

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

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

Issues/Barriers

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

Actions

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

- The merging of all hair and skin classifications and techniques to fill skills gaps and improve service delivery

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

EMPLOYMENT RESPONSIBILITIES AND RIGHTS (ERR)

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

RESPONSIBILITIES

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

Further information may be obtained from:

Welsh Government
DfES-ApprenticeshipUnit@gov.wales

Annex 1

Level 2 Diploma in Hair Professionals (Hairdressing)

Apprentices must complete all mandatory units and one optional unit achieving **69** credits

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

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

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

Qualification Title	GLH	TQT
Level 2 Diploma for Hair Professionals - Hairdressing	693	850

Apprentices must achieve all mandatory units and **one** optional unit

VTCT	C&G	Unit Title	Credit
Mandatory			
UHB195	7002-201	Consultation	6
UHB196	7002-202	Shampoo, condition and treat hair and scalp	4
UHB197	7002-203	Cut hair using a range of techniques to create a variety of looks	18
UHB198	7002-204	Style hair using a range of techniques to create a variety of looks	14
UHB199	7002-205	Colour and lighten hair using a range of techniques	18
Optional units			
UHB204	7002-206	Perming Hair	9
UHB205	7002-207	Hair relaxing treatments and techniques	8
UHB206	7002-208	Hair extension services	9

Annex 2

Level 3 Diploma in Advanced and Creative Hairdressing

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

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

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

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

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

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

Annex 3

Level 4: Hairdressing – Senior Practitioner / Senior Stylist

Relationship between competence and knowledge qualifications

To achieve this qualification, learners must achieve a total of 68 credits, 12 credits from the mandatory units and a further 56 credits from a combination of optional units.

For the senior practitioner / stylist role learners must achieve 12 credits from the mandatory unit, a minimum of 31 credits from Group A units and a further 25 credits from Group C optional units

Mandatory Unit (12 credits to achieve)

- Quality management of client care in the hair and beauty sector (competence – 6 credits, knowledge - 6 credits)

Optional Units

Group A – Mandatory Optional Units (31 credits minimum to achieve)

- Hair colour correction (competence - 6 credits, knowledge - 6 credits)
- Manage the creation of a hair style collection (competence - 5 credits, knowledge -5 credits)
- Hair and scalp specialist services (competence - 5 credits, knowledge - 4 credits)
- Chemistry of hair and beauty products (knowledge - 14 credits)

Group C – Optional Units (25 credits minimum to achieve)

- Principles of studio photography (knowledge - 8 credits)
- Studio photography (competence - 5 credits, knowledge - 5 credits)
- Salon management (competence - 5 credits, knowledge - 5 credits)
- Sales management in the hair and beauty sector (competence - 6 credits, knowledge – 3 credits)
- Public relations in the hair and beauty sector (competence - 5 credits, knowledge -5 credits)
- Marketing in the hair and beauty sector (competence - 4 credits, knowledge - 2 credits)
- Management of health, safety, and security in the salon (competence – 6 credits, knowledge - 2 credits)

Total knowledge credits: 6 credits from the Mandatory Units, plus a minimum of further 10 credits from Group A Optional Units and a minimum of further 10 credits from Group C Optional Units.

Total competence credits: 6 credits from the Mandatory Units, plus a minimum of further 9 credits from Group A Optional Units and a minimum if further 15 credits from the Group C Optional Unit

Annex 4

Level 4: Hairdressing - Salon Manager – Director

Relationship between competence and knowledge qualifications

To achieve this qualification, learners must achieve a total of 68 credits, 12 credits from the mandatory units and a further 56 credits from a combination of optional units.

For the salon manager / director role learners must achieve 12 credits from the mandatory unit, a minimum of 22 credits from Group B optional units and a further 34 credits from Group C optional units

Mandatory Unit (12 credits to achieve)

- Quality management of client care in the hair and beauty sector (competence - 6 credits, knowledge - 6 credits)

Optional Units

Group B – Mandatory Optional Units (minimum of 22 credits to achieve)

- Research in the hair and beauty sector (competence - 3 credits, knowledge - 4 credits)
- Human resource management within the hair and beauty sector (competence - 3 credits, knowledge - 4 credits)
- Sales management in the hair and beauty sector (competence - 3 credits, knowledge - 3 credits)
- Management of health, safety, and security in the salon (competence - 6 credits, knowledge - 2 credits)

Group C – Optional Units (minimum of 34 credits to achieve)

- Principles of studio photography (knowledge - 8 credits)
- Studio photography (competence - 5 credits, knowledge - 5 credits)
- Salon management (competence - 5 credits, knowledge - 5 credits)
- Sales management in the hair and beauty sector (competence - 6 credits, knowledge - 3 credits)
- Public relations in the hair and beauty sector (competence - 5 credits, knowledge - 5 credits)
- Marketing in the hair and beauty sector (competence - 4 credits, knowledge - 2 credits)
- Management of health, safety, and security in the salon (competence - 6 credits, knowledge - 2 credits)

Total knowledge credits: 6 credits from the Mandatory Units, plus a minimum of further 7 credits from Group B Optional Units and a minimum of further 9 credits from Group C Optional Units.

Total competence credits: 6 credits from the Mandatory Units, plus a minimum of further 15 credits from Group B Optional Units and a minimum of further 16 credits from the Group C Optional Units.