

apprenticeship FRAMEWORK

Hairdressing - non-statutory (Wales)

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Hairdressing - non-statutory (Wales)

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Framework summary

Hairdressing - non-statutory

Foundation Apprenticeship in Hairdressing

Pathways for this framework at level 2 include:

Pathway 1: Hairdressing

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 Hairdressing

This pathway also contains information on:

- Employee rights and responsibilities
- Essential skills

Pathway 2: Hairdressing (Combined Hair Types)

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 Hairdressing (Combined Hair Types)

This pathway also contains information on:

- Employee rights and responsibilities
- Essential skills

Pathway 3: Chemically Treated 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 Chemically Treated African Type Hair

This pathway also contains information on:

- Employee rights and responsibilities
- Essential skills

Pathway 4: Treating Natural 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 Treating Natural African Type Hair

This pathway also contains information on:

- Employee rights and responsibilities
- Essential skills

Hairdressing - non-statutory

Apprenticeship in Hairdressing

Pathways for this framework at level 3 include:

Pathway 1: Hairdressing

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 Hairdressing

This pathway also contains information on:

- Employee rights and responsibilities
- Essential skills

Pathway 2: Hairdressing (Combined Hair Types)

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 Hairdressing (Combined Hair Types)

This pathway also contains information on:

- Employee rights and responsibilities
- Essential skills

Pathway 3: Chemically Treated 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 Chemically Treated African Type Hair

This pathway also contains information on:

- Employee rights and responsibilities
- Essential skills

Pathway 4: Treating Natural 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 Treating Natural 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: FR00693	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 Hairdressing framework provides the option for apprentices to select discrete development pathways including Hairdressing, Hairdressing (Combined Hair Types) and Hairdressing for African Type Hair at both Intermediate and Advanced Levels.

There are two levels of Apprenticeship contained in this framework:

Foundation Apprenticeship - Usually takes 24 months to complete. A Learner may work as a junior stylist.

Apprenticeship - Usually takes 24 months to complete. A learner may work as a hairdresser or stylist.

Careers may take place in a variety of locations including salons, spas, hospitals, care homes, prisons, department stores, hotels, airlines and holiday resorts as well as 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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Issuer contact name:
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Revising a framework

Contact details

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Why this framework is being revised

To update the evidence requirements of the Employee Rights and Responsibilities.

Summary of changes made to this framework

Inclusion of a Record of Achievement as evidence 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 hairdressing industry, using qualifications that combine both skills and knowledge. Apprenticeships are the traditional way of training hairdressers.

In the UK there are over 35,700 hairdressing salons(3,000 of which are based in Wales) employing 200,000 people. There is a variety of salon types. All salons offer cutting, styling and chemical services. Some salons offer services to both ladies and men. Some salons specialise in hairdressing for African type hair. Because of the growth in the number of salons which offer services for African type hair (there are now over 300 salons that specialise in this type of hairdressing), separate National Occupational Standards for African type Hairdressing were approved in 2006. The resulting qualification units are available on the QCF. This means that there is a pathway for those who wish to work on this type of hair through the apprenticeships described in this framework. In common with most sectors dominated by small and micro-businesses, there is a relatively high turnover of staff in the hairdressing industry. The Skills Foresight Report for 2007 indicates that the annual staff turnover for the hairdressing industry is 29%. The female dominated aspect and the young age profile (83% aged under 26) of the workforce inevitably means that women leave the industry to start a family. However, most return to the sector aged between 35-44. In addition to this, a high number of people leave to become self employed and open their own businesses. Therefore, new apprentices are always required for new businesses, for staff replacement and for succession planning purposes.

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

- Junior Hairdresser/Stylist (Foundation Apprenticeship)
- Hairdresser or Stylist (Apprenticeship)

Careers may take place in a variety of locations including 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 into employment in the industry using qualifications that combine both skills and knowledge which are based on the latest research with employers. There are over 35,700 hairdressing salons in

the UK (3,000 based in Wales) employing about 200,000 people.

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 hairdresser, 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 that 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 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 learning 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 learning 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 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.

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 to 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 Hairdressing

Pathways for this framework at level 2

- Pathway 1: Hairdressing
- Pathway 2: Hairdressing (Combined Hair Types)
- Pathway 3: Chemically Treated African Type Hair
- Pathway 4: Treating Natural African Type Hair

Level 2, Pathway 1: Hairdressing

Description of this pathway

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

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

- Level 2 NVQ Diploma in Hairdressing = 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 Stylist	Carrying out treatments including basic cutting, styling, drying and finishing.

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 Hairdressing					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
B1a	500/6355/8	City & Guilds	54	472-486	N/A
B1b	500/7924/4	Edexcel	54	472-486	N/A
B1c	500/9107/4	EDI	54	472-486	N/A
B1d	500/7572/X	ITEC	54	472-486	N/A
B1e	500/7357/6	VTCT	54	472-486	N/A

Relationship between competence and knowledge qualifications

LEGAL REQUIREMENT

A Foundation Level 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 5 combined qualifications listed in B1 Level 2 NVQ Diploma in Hairdressing (B1a, B1b, B1c, B1d and B1e) and will ensure that the qualification carries 10 credits for each element.

To achieve the full qualification candidates must complete 8 mandatory units totalling 48 credits and optional units to a minimum of 6 credits in order 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 can be found 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)

- G17 Give clients a positive impression of yourself and your organisation - 5 credits (3 Competence 2 Knowledge)
- G7 Advise and consult with clients - 4 credits (3 Competence 1 Knowledge)
- GH8 Shampoo and condition hair and scalp - 4 credits (2 Competence 2 Knowledge)
- GH9 Change hair colour -11 credits (8 Competence 3 Knowledge)
- GH10 Style and finish hair - 6 credits (4 Competence 2 Knowledge)
- GH11 Set and dress hair - 6 credits (4 Competence 2 Knowledge)
- GH12 Cut hair using basic techniques - 8 credits (6 Competence 2 Knowledge)

OPTIONAL UNITS

- G4 Fulfil salon reception duties - 3 credits (2 Competence 1 Knowledge)
- G18 Promote additional products or services to clients - 6 credits (2 Competence 4 Knowledge)
- G8 Develop and maintain your effectiveness at work - 3 credits (2 Competence 1 Knowledge)
- GH13 Plait and twist hair - 4 credits (3 Competence 1 Knowledge)
- GH14 Perm and neutralise hair - 8 credits (6 Competence 2 Knowledge)
- GH15 Attach hair to enhance a style - 3 credits(2 Competence 1 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 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:

- To the Advanced Level Welsh Baccalaureate Principal Learning in Hair and Beauty Studies.
- To the Level 3 Hairdressing or Barbering Apprenticeship.
- Into employment as a junior stylist or other job role within hairdressing 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: Hairdressing (Combined Hair Types)

Description of this pathway

The Hairdressing (Combined Hair Types) pathway will allow the development of skills to foundation level and employment as a Junior Stylist able to work with Caucasian and African type hair.

The minimum number of credits required for completion of this pathway is 80 credits

- Level 2 NVQ Diploma in Hairdressing (Combined Hair Types) = 62 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 at Grade D or above in English and/or Welsh, Maths, Science or Art.

Job title(s)	Job role(s)
Junior Stylist	Carrying out treatments including styling and finishing Caucasian and African type hair, relaxing hair, changing hair colour, attaching hair to enhance a style, cutting hair using basic techniques 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 2 NVQ Diploma in Hairdressing (Combined Hair Types)					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
B1a	500/6509/9	City & Guilds	62	547-561	N/A
B1b	500/9064/1	Edexcel	62	547-561	N/A
B1c	500/7626/7	ITEC	62	547-561	N/A
B1d	500/7358/8	VTCT	62	547-561	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 Hairdressing (Combined Hair Types) (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 9 mandatory units totalling 56 credits and optional units to a minimum of 6 credits in order to give an overall total of 62 credits.

The competence and knowledge elements of this qualification are separately assessed. Please see the assessment strategies which can be found 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)
- G15 Advise and consult with clients with African type hair - 4 credits (2 Competence 2

Knowledge)

- AH6 Shampoo and treat hair and scalp for African type hair - 4 credits (2 Competence 2 Knowledge)
- AH7 Style and finish African type hair - 6 credits (4 Competence 2 Knowledge)
- AH10 Relax hair - 7 credits (5 Competence 2 Knowledge)
- GH9 Change hair colour - 11 credits (8 Competence 3 Knowledge)
- GH10 Style and finish hair - 6 credits (4 Competence 2 Knowledge)
- GH11 Set and dress hair - 6 credits (4 Competence 2 Knowledge)
- GH12 Cut hair using basic techniques - 8 credits (6 Competence 2 Knowledge)

OPTIONAL UNITS

- G4 Fulfil salon reception duties - 3 credits (2 Competence 1 Knowledge)
- G8 Develop and maintain your effectiveness at work - 3 credits (2 Competence 1 Knowledge)
- G17 Give clients a positive impression of yourself and your organisation - 5 credits (3 Competence 2 Knowledge)
- G18 Promote additional products or services to clients - 6 credits (2 Competence 4 Knowledge)
- AH17 Attach hair to enhance a style - 8 credits (7 Competence 1 Knowledge)
- AH18 Perm African type hair - 8 credits (6 Competence 2 Knowledge)
- GH14 Perm and neutralise hair - 8 credits (6 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 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:

- To the Advanced Level Welsh Baccalaureate Principal Learning in Hair and Beauty Studies.
- To the Level 3 Hairdressing or Barbering Apprenticeship.
- Into employment as a junior stylist or other job role within hairdressing 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 3: Chemically Treated African Type Hair

Description of this pathway

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

The minimum number of credits required for completion of this pathway is 74 credits

- Level 2 NVQ Diploma in Chemically Treated African Type Hair = 56 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 at Grade D or above in English and/or Welsh, Maths, Science or Art.

Job title(s)	Job role(s)
Junior Stylist	Carrying out treatments including styling and finishing African type hair, relaxing hair, changing African type hair colour, extending hair using plaiting and twisting techniques, cutting African type hair using basic techniques and perming African type 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 Chemically Treated African Type Hair					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
B1a	500/7678/4	ITEC	56	497-515	N/A
B1b	500/7353/9	VTCT	56	497-515	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 2 combined qualifications listed in B1 Level 2 NVQ Diploma in Chemically Treated African Type Hair (B1a and B1b) and will ensure that the qualification carries 10 credits for each element. To achieve the full qualification, candidates must complete 7 mandatory units totalling 44 credits and optional units to a minimum of 12 credits in order to give an overall total of 56 credits.

The competence and knowledge elements of this qualification are separately assessed. Please see the assessment strategies which can be found 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)
- G15 Advise and consult with clients with African Type Hair - 4 credits (2 Competence 2 Knowledge)
- AH6 Shampoo and treat hair and scalp for African Type Hair - 4 credits (2 Competence 2 Knowledge)
- AH7 Style and finish African Type Hair - 6 credits (4 Competence 2 Knowledge)
- AH8 Cut African Hair using basic techniques - 8 credits (6 Competence 2 Knowledge)
- AH9 Colour African Type Hair - 11 credits (8 Competence 3 Knowledge)

- AH10 Relax Hair - 7 credits (5 Competence 2 Knowledge)

OPTIONAL UNITS

- AH15 Set and dress African Type Hair - 6 credits (4 Competence 2 Knowledge)
- AH16 Extend hair using twisting and plaiting techniques - 6 credits (5 Competence 1 Knowledge)
- AH17 Attach hair to enhance a style - 8 credits (6 Competence 2 Knowledge)
- AH18 Perm African Type Hair - 8 credits (6 Competence 2 Knowledge)
- H18 Provide scalp massage services - 5 credits (2 Competence 3 Knowledge)
- G4 Fulfil salon reception duties - 3 credits (2 Competence 1 Knowledge)
- G8 Develop and maintain your effectiveness at work - 3 credits (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 client - 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 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:

- To the Advanced Level Welsh Baccalaureate Principal Learning in Hair and Beauty Studies.
- To the Level 3 Hairdressing or Barbering Apprenticeship.
- Into employment as a junior stylist or other job role within hairdressing 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 4: Treating Natural African Type Hair

Description of this pathway

The Treating Natural African Type Hair pathway will allow the development of skills to foundation level and employment as a Junior Stylist able to work on Natural African type hair i.e. hair that has not previously had its structure altered by chemical treatments.

The minimum number of credits required for completion of this pathway is 64 credits

- Level 2 NVQ Diploma in Treating Natural African Type Hair = 46 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 at Grade D or above in English and/or Welsh, Maths, Science or Art.

Job title(s)	Job role(s)
Junior Stylist	Carrying out treatments including styling and finishing natural African type hair, changing African type hair colour, extending hair using plaiting and twisting techniques, cutting natural African type hair using basic techniques and perming African type 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 Treating Natural African Type Hair					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
B1a	500/7681/4	ITEC	46	390-408	N/A
B1b	500/7351/5	VTCT	46	390-408	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 2 combined qualifications listed in B1 Level 2 NVQ Diploma in Treating Natural African Type Hair (B1a and B1b) and will ensure that the qualification carries 10 credits for each element.

To achieve the full qualification, candidates must complete 7 mandatory units totalling 34 credits and optional units to a minimum of 12 credits in order to give an overall total of 46 credits.

The competence and knowledge elements of this qualification are separately assessed. Please see the assessment strategies which can be found 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)
- G15 Advise and consult with clients with African Type Hair 4 credits (2 Competence 2 Knowledge)
- AH6 Shampoo and treat hair and scalp for African Type Hair 4 credits (2 Competence 2 Knowledge)
- AH11 Dry natural African Type Hair to create and prepare for styling 5 credits (4

Competence 1

Knowledge)

- AH12 Style natural African Type Hair using twisting and wrapping techniques 4 credits (3 Competence 1 Knowledge)
- AH13 Cut natural African Type Hair using basic techniques 8 credits (7 Competence 1 Knowledge)
- AH14 Cultivate locks 5 credits (4 Competence 1 Knowledge)

OPTIONAL UNITS

- AH9 Colour African Type Hair 11 credits (8 Competence 3 Knowledge)
- AH15 Set and dress African Type Hair 6 credits (4 Competence 2 Knowledge)
- AH16 Extend hair using twisting and plaiting techniques 6 credits (5 Competence 1 Knowledge)
- AH17 Attach hair to enhance a style 8 credits (6 Competence 2 Knowledge)
- AH18 Perm African Type Hair 8 credits (6 Competence 2 Knowledge)
- H18 Provide scalp massage services 5 credits (2 Competence 3 Knowledge)
- G4 Fulfil salon reception duties 3 credits (2 Competence 1 Knowledge)
- G8 Develop and maintain your effectiveness at work 3 credits (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 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:

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

Pathways for this framework at level 3

- Pathway 1: Hairdressing
- Pathway 2: Hairdressing (Combined Hair Types)
- Pathway 3: Chemically Treated African Type Hair
- Pathway 4: Treating Natural African Type Hair

Level 3, Pathway 1: Hairdressing

Description of this pathway

The Level 3 NVQ Diploma in Hairdressing will allow the junior stylist to advance their creative and business skills.

The minimum number of credits required for completion of this pathway is 76 credits

- Level 3 NVQ Diploma in Hairdressing = 58 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 at Grade C in English and/or Welsh, Maths, Science or Art.

Job title(s)	Job role(s)
Stylist or Hairdresser	Carrying out treatments including creatively cutting hair, colouring hair, colour correction, creatively styling and dressing hair, creating a variety of permed looks and providing hair extension 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 Hairdressing					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
B1a	500/6573/7	City & Guilds	58	439-458	
B1b	500/7978/5	Edexcel	58	439-458	
B1c	501/1361/6	EDI	58	439-458	
B1d	500/7677/2	ITEC	58	439-458	
B1e	500/7389/8	VTCT	58	439-458	

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.

The information below refers to the 5 combined qualifications listed in B1 Level 3 NVQ Diploma in Hairdressing (B1a, B1b, B1c B1d and B1e) and will ensure that the qualification carries 10 credits for each element.

To achieve the full qualification, candidates must complete 4 mandatory units totalling 21 credits and optional units to a minimum of 37 credits in order to give an overall total of 58 credits.

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

The competence and knowledge elements of this qualification are separately assessed. Please see the assessment strategies which can be found 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)
- GH16 Creatively cut hair using a combination of techniques - 8 credits (6 Competence 2 Knowledge)

OPTIONAL UNITS GROUP 1

- 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)
- GH19 Creatively style and dress hair - 4 credits (3 Competence 1 Knowledge)
- GH20 Creatively dress long hair - 5 credits (4 Competence 1 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)
- GH23 Provide creative hair extension services - 8 credits (6 Competence 2 Knowledge)
- GH24 *Provide specialist consultation services for hair and scalp conditions - 5 credits (2 Competence 3 Knowledge)
- GH25 *Provide specialist hair and scalp treatment - 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 2 Knowledge)

*Note: G24 and G25 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 hairdressing.
- From the Advanced Level Welsh Baccalaureate qualification Principal Learning in Hair and Beauty Studies.
- Following the completion of Level 2 in Hairdressing, Hairdressing (Combined Hair Types), Chemically Treated African Type Hair or Treating Natural African Type Hair via either an apprenticeship or full time college based programme.

Routes from:

- 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.

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: Hairdressing (Combined Hair Types)

Description of this pathway

The Level 3 NVQ Diploma in Hairdressing (Combined Hair Types) will allow the junior stylist to advance their creative skills working with both Caucasian and African type hair.

The minimum number of credits required for completion of this pathway is 74 credits

- Level 3 NVQ Diploma in Hairdressing (Combined Hair Types) = 56 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 at Grade C in English and/or Welsh, Maths, Science or Art.

Job title(s)	Job role(s)
Stylist or Hairdresser	Carrying out treatments on both Caucasian and African type hair including creatively cutting hair using a combination of techniques, colouring hair, colour correction, creatively styling and dressing African type hair, perming African type hair and providing creative hair extension 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 Hairdressing (Combined Hair Types)					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
B1a	500/7939/6	City & Guilds	56	439-458	
B1b	500/9502/X	Edexcel	56	439-458	
B1c	500/7798/3	ITEC	56	439-458	
B1d	500/7387/4	VTCT	56	439-458	

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 Hairdressing (Combined Hair Types) (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 7 mandatory units totalling 44 credits and optional units to a minimum of 12 credits in order to give an overall total of 56 credits.

The competence and knowledge elements of this qualification are separately assessed. Please see the assessment strategies which can be found 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)

Knowledge)

- G18 Promote additional services or products to clients - 6 credits (2 Competence 4 Knowledge)
- GH16 Creatively cut hair using a combination of techniques - 8 credits (6 Competence 2 Knowledge)
- GH17 Colour hair using a variety of techniques - 12 credits (8 Competence 4 Knowledge)
- AH26 Provide a variety of relaxing services - 7 credits (5 Competence 2 Knowledge)
- AH31 Creatively style and dress hair - 4 credits (3 Competence 1 Knowledge)

OPTIONAL UNITS

- H32 Contribute to the planning and implementation of promotional activities - 5 credits (2 Competence 3 Knowledge)
- G19 Support client service improvements - 5 credits (4 Competence 1 Knowledge)
- GH18 Provide colour correction services - 13 credits (8 Competence 5 Knowledge)
- GH19 Creatively style and dress hair - 4 credits (3 Competence 1 Knowledge)
- GH22 Create a variety of permed effects - 8 credits (5 Competence 3 Knowledge)
- GH23 Provide creative hair extensions - 8 credits (6 Competence 2 Knowledge)
- AH18 Perm African Type Hair - 8 credits (6 Competence 2 Knowledge)
- AH30 Style African Type Hair using thermal styling techniques - 5 credits (4 Competence 1 Knowledge)
- AH32 Extend hair using a variety of techniques- 8 credits (6 Competence 2 Knowledge)
- GH24 *Provide specialist consultation services for hair and scalp conditions - 5 credits (2 Competence 3 Knowledge)
- GH25 *Provide specialist hair and scalp treatment - 7 credits (3 Competence 4 Knowledge)

*Note G24 and G25 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 hairdressing.
- From the Advanced Level Welsh Baccalaureate qualification Principal Learning in Hair and Beauty Studies.
- Following the completion of Level 2 in Hairdressing, Hairdressing (Combined Hair Types), Chemically Treated African Type Hair or Treating Natural African Type Hair via an apprenticeship or full time college based programme.

Routes from:

- 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.

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: Chemically Treated African Type Hair

Description of this pathway

The Level 3 NVQ Diploma in Chemically Treated African Type Hair will allow the junior stylist to advance their creative skills.

The minimum number of credits required for completion of this pathway is 68 credits

- Level 3 NVQ Diploma in Chemically Treated African Type Hair = 50 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 at Grade C in English and/or Welsh, Maths, Science or Art.

Job title(s)	Job role(s)
Stylist or Hairdresser	Carrying out treatments on clients with previously chemically treated African type hair including creatively cutting hair, colouring hair, colour correction, creatively styling and dressing African type hair, perming African type hair and providing creative hair extension 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 Chemically Treated African Type Hair					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
B1a	500/7796/X	ITEC	50	360-397	
B1b	500/7391/6	VTCT	50	360-397	

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 2 combined qualifications listed in B1 Level 3 NVQ Diploma in Chemically Treated African Type Hair (B1a and B1b) and will ensure that the qualification carries 10 credits for each element.

To achieve the full qualification, candidates must complete 6 mandatory units totalling 40 credits and optional units to a minimum of 10 credits in order to give an overall total of 50 credits.

The competence and knowledge elements of this qualification are separately assessed. Please see the assessment strategies which can be found 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)
- AH24 Creatively cut African Type Hair to create a variety of looks – 8 credits (6

Competence 2

Knowledge)

- AH25 Colour African Type Hair using a variety of techniques – 12 credits (8 Competence 4 Knowledge)
- AH26 Provide a variety of relaxing services - 7 credits (5 Competence 2 Knowledge)

OPTIONAL UNITS

- AH14 Cultivate locks – 5 credits (4 Competence 1 Knowledge)
- AH27 Creatively style and dress locked hair – 5 credits (4 Competence 1 Knowledge)
- AH28 Design and create intricate styles using plaiting techniques – 5 credits (4 Competence 1 Knowledge)
- AH29 Maintain and repair locks – 5 credits (4 Competence 1 Knowledge)
- AH30 Style African Type Hair using thermal styling techniques - 5 credits (4 Competence 1 Knowledge)
- AH31 Creatively style and dress hair - 4 credits (3 Competence 1 Knowledge)
- AH32 Extend hair using a variety of techniques- 8 credits (6 Competence 2 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)
- 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)
- B23 Provide Indian Head Massage – 7 credits (4 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 treatment - 7 credits (3 Competence 4 Knowledge)

*Note: G24 and G25 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 hairdressing.
- From the Advanced Level Welsh Baccalaureate qualification Principal Learning in Hair and Beauty Studies.
- Following the completion of Level 2 in Hairdressing, Hairdressing (Combined Hair Types), Chemically Treated African Type Hair or Treating Natural African Type Hair via either an apprenticeship or full time college based programme.

Routes from:

- 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.

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 4: Treating Natural African Type Hair

Description of this pathway

The Level 3 NVQ Diploma in Treating Natural African Type Hair will allow the junior stylist to advance their creative skills on African type hair that has not previously had its structure altered by chemical treatments.

The minimum number of credits required for completion of this pathway is 56 credits

- Level 3 NVQ Diploma in Treating Natural African Type Hair) = 38 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 have three GCSEs at Grade C in English and/or Welsh, Maths, Science or Art.

Job title(s)	Job role(s)
Stylist or Hairdresser	Carry out treatments on Natural African type hair including creatively style and dress hair, design/create intricate styles using plaiting techniques, cultivate locks in natural hair, Indian Head Massage, hair and scalp treatments and style African type hair using thermal styling 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 3 NVQ Diploma in Treating Natural African Type Hair					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
B1a	500/7868/9	ITEC	38	269-301	
B1b	500/7390/4	VTCT	38	269-301	

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/CQFW.

The information below refers to the 2 combined qualifications listed in B1 Level 3 NVQ Diploma in Treating Natural African Type Hair (B1a and B1b) and will ensure that the qualification carries 10 credits for each element.

To achieve the full qualification, candidates must complete 6 mandatory units totalling 28 credits and optional units to a minimum of 10 credits in order to give an overall total of 38 credits.

The competence and knowledge elements of this qualification are separately assessed. Please see the assessment strategies which can be found 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)
- AH27 Creatively style and dress locked hair – 5 credits (4 Competence 1 Knowledge)

- AH28 Design and create intricate styles using plaiting techniques – 5 credits (4 Competence 1 Knowledge)
- AH29 Maintain and repair locks – 5 credits (4 Competence 1 Knowledge)

OPTIONAL UNITS

- AH14 Cultivate locks – 5 credits (4 Competence 1 Knowledge)
- AH30 Style African Type Hair using thermal styling techniques - 5 credits (4 Competence 1 Knowledge)
- AH31 Creatively style and dress hair - 4 credits (3 Competence 1 Knowledge)
- AH32 Extend hair using a variety of techniques- 8 credits (6 Competence 2 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)
- 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)
- B23 Provide Indian Head Massage – 7 credits (4 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 treatment - 7 credits (3 Competence 4 Knowledge)

*Note: G24 and G25 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 hairdressing.
- From the Advanced Level Welsh Baccalaureate qualification Principal Learning in Hair and Beauty Studies.
- Following the completion of Level 2 in Hairdressing, Hairdressing (Combined Hair Types), Chemically Treated African Type Hair or Treating Natural African Type Hair via either an apprenticeship or full time college based programme.

Routes from:

- 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.

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;
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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.

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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 Hairdressing 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.

Barriers:

- Stereotyping still exists in the hair and beauty sector, which can limit the number of applications from young males.
- Specialist African Caribbean hair salons tend to be located within a small number of cities across the UK.
- Low initial earning potential for new recruits.
- Misunderstanding of the skill 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.
- Specific National Occupational Standards and Rules of Combination have been developed for Hairdressing, Hairdressing (Combined Hair Types), Treating Natural African Type Hair and Chemically Treated African Type Hair with industry and Awarding Organisations (AOs). Five AOs have developed QCF/CQFW qualifications for Hairdressing, 4 for Hairdressing (Combined Hair Types), and two for Treating Natural African Type Hair and Chemically Treated African Type Hair.

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 (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 the hairdressing 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 the pathways within are:

- Hairdressing pathway - 687 hours for the Foundation Apprenticeship framework
- Hairdressing (Combined Hair Types) - 762 hours for the Foundation Apprenticeship framework
- Chemically Treated African Type Hair - 712 hours for the Foundation Apprenticeship framework
- Treating Natural African Type Hair - 605 hours for the Foundation Apprenticeship framework

- Hairdressing pathway - 654 hours for the Apprenticeship framework
- Hairdressing (Combined Hair Types) - 633 hours for the Apprenticeship framework
- Chemically Treated African Type Hair - 575 hours for the Apprenticeship framework
- Treating Natural African Type Hair - 484 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:

- Hairdressing pathway - 206 hours for the Foundation Apprenticeship framework
- Hairdressing (Combined Hair Types) - 229 hours for the Foundation Apprenticeship framework
- Chemically Treated African Type Hair - 214 hours for the Foundation Apprenticeship framework
- Treating Natural African Type Hair - 182 hours for the Foundation Apprenticeship framework

- Hairdressing pathway - 196 hours for the Apprenticeship framework
- Hairdressing (Combined Hair Types) - 190 hours for the Apprenticeship framework
- Chemically Treated African Type Hair - 173 hours for the Apprenticeship framework
- Treating Natural African Type Hair - 145 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 one of the combined competence/knowledge

Qualification specific to the pathway taken:

- Level 2 NVQ Diploma in Hairdressing
- Level 2 NVQ Diploma in Hairdressing (Combined Hair Types)
- Level 2 NVQ Diploma in Chemically Treated African Type Hair
- Level 2 NVQ Diploma in Treating Natural African Type Hair

- Level 3 NVQ Diploma in Hairdressing
- Level 3 NVQ Diploma in Hairdressing (Combined Hair Types)
- Level 3 NVQ Diploma in Chemically Treated African Type Hair
- Level 3 NVQ Diploma in Treating Natural African Type Hair

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:

- Hairdressing pathway - 481 hours for the Foundation Apprenticeship framework
- Hairdressing (Combined Hair Types) - 533 hours for the Foundation Apprenticeship framework
- Chemically Treated African Type Hair - 498 hours for the Foundation Apprenticeship framework
- Treating Natural African Type Hair - 424 hours for the Foundation Apprenticeship framework

- Hairdressing pathway - 458 hours for the Apprenticeship framework
- Hairdressing (Combined Hair Types) - 443 hours for the Apprenticeship framework
- Chemically Treated African Type Hair - 403 hours for the Apprenticeship framework
- Treating Natural African Type Hair - 339 hours for the Apprenticeship framework

How this requirement will be met

These records of hours may need to be submitted to the Certifying Authority when applying for an apprenticeship completion certificate.

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

- Level 2 NVQ Diploma in Hairdressing
- Level 2 NVQ Diploma in Hairdressing (Combined Hair Types)
- Level 2 NVQ Diploma in Chemically Treated African Type Hair
- Level 2 NVQ Diploma in Treating Natural African Type Hair

- Level 3 NVQ Diploma in Hairdressing
- Level 3 NVQ Diploma in Hairdressing (Combined Hair Types))

- Level 3 NVQ Diploma in Chemically Treated African Type Hair
- Level 3 NVQ Diploma in Treating Natural 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