

# apprenticeship FRAMEWORK

## Higher Apprenticeship in Advanced Beauty Practices

### IMPORTANT NOTIFICATION FOR ALL APPRENTICESHIP STARTS FROM 14 OCTOBER 2016

Modifications to SASW came into effect on 14 October 2016. These changes relate to the **Essential Skills and Employer Rights and Responsibilities** requirements of a framework and they **ONLY** apply to new Apprenticeship starts on, or after, 14th October. Apprenticeship starts before this date must continue to meet the 2013 SASW requirements for Essential Skills and Employer Rights and Responsibilities.

For more details of the changes and how they will affect new apprenticeship starts, please read the following preface page to the framework document. NB: Please check the "Revising a Framework" section for information on any additional changes that may have been made to this framework.

### Latest framework version?

For any previous versions of this framework: [www.acwcerts.co.uk/framework\\_library](http://www.acwcerts.co.uk/framework_library)

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# Higher Apprenticeship in Advanced Beauty Practices

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# Framework information

## Information on the Issuing 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: [1]	<b>This framework includes:</b>
Framework ID: [FR03964]	Level 2 <input type="checkbox"/> Level 3 <input type="checkbox"/> Level 4-7 <input checked="" type="checkbox"/>
Date this framework is to be reviewed by: [30/04/2018]	<b>This framework is for use in: Wales</b>

## Short description

[The Advanced Beauty Practices framework provides opportunity for apprentices from various backgrounds to specialise and train as an advanced beauty therapist. The framework is suitable to follow for Spa managers,

Beauty therapists, Senior therapists, Aesthetic professionals.

It is expected to take a minimum of 12 months to complete this programme but the recommendation is 18 to 24 months depending on the learner's background and previous experience.

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

]

# Contact information

## Proposer of this framework

[This framework was developed with the support and contribution of the following employers and stakeholders in Wales:

- Elaine's Salon
- Vale Spa
- HB Training
- ISA Training
- KInspa
- Cardiff and Vale College
- All About Beauty South Wales
- Bluetstone Wales
- Claire's Beauty
- VTCT
- City&Guilds
- CIBTAC

]

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## Contact Details

Who is making this revision [Name]

Your organisation [Organisation Name]

Your email address: [Email address]

# Revising a framework

## Why this framework is being revised

[Framework Developer to complete with relevant info]

## Summary of changes made to this framework

[Framework Developer to complete with relevant info]

## Qualifications removed

[Framework Developer to complete with relevant info]

## Qualifications added

[Framework Developer to complete with relevant info]

## Qualifications that have been extended

[Framework Developer to complete with relevant info]

# Purpose of this framework

## Summary of the purpose of the framework

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

In 2014 SkillsActive and Habia embarked on a research project which led to the production of a State of the Industry Report for the Hair and Beauty sector. This research was funded by Welsh Government through the Sector Priority Fund Programme (SPFP) and provided valuable sector insight in relation to both skills and the economy.

The research revealed that employment in the Hair and Beauty sector in Wales is estimated to contribute £187m GVA to the Welsh economy and around £45m of this directly relates to Wales' broader Beauty sector. The research also indicated that there were just over 2,600 Hair and Beauty sector businesses in Wales (2,635) – which also excludes mobile hairdressers. Focussing specifically on the number of businesses, around three quarters are hairdressing specific (1,920), and therefore, around 27% (715) are beauty related. Other high level statistics that can be drawn from the State of the Industry Report for the Hair and Beauty Sector are as follows:

- The majority (74%) of hair and beauty businesses are based in South Wales: with nearly half (49%) situated in South East Wales, with another quarter in South West Wales (25%).
- Unisex hairdressers accounted for just over 61% of business across Wales, with beauty salons following as the next biggest category (14% of the sector).
- In terms of workforce employed, the numbers at the time of the research indicated that almost 11,000 people are employed by the sector across Wales. Of this figure, around 76% (8,234) operate within the hair sector and the remaining 24% (2,597) predominantly work in a beauty field.
- Nearly half of the 11,000 (47%) were employed full-time, but almost as many (41%) worked part-time; 5% were self-employed and 7% were trainees.
- The age profile of workers in the sector in Wales was heavily biased towards women (90%) and younger people: nearly two-thirds (64%) were aged under 35 years.
- With regards to apprenticeships about 43% of sector businesses in Wales offered apprenticeships, majority in unisex hairdressers.
- The research also revealed that 78% of businesses would like to see a Higher Apprenticeship developed for the Hair and Beauty sector in Wales, and the majority would consider offering one if it were available.

Focusing on staff training, the majority of businesses cited training their staff through NVQ routes (from level 1 through to level 3) and also ensured that staff undertook continuous professional development (CPD).

Research indicated that majority of business were positive that overall business growth will continue rather than decline in the near future.

In common with most sectors dominated by small and micro-businesses, there is a relatively high turnover of staff across the hair and beauty industry. 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 at all available levels. Learners completing this higher level apprenticeship programme will undertake roles such as:

### **SENIOR BEAUTY PRACTITIONER**

- Careers may take place in a variety of locations including beauty 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 for higher skills and employment across Wales' Beauty industry. This framework will use qualifications that combine both skills and knowledge which are based on the latest survey regarding sector demand.

### **OBJECTIVES**

- To provide a structured learning programme that meets the needs of employers and employees.
- To provide learners with the higher skills needed to be a senior practitioner or a salon manager, 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](http://www.habia.org) under 'Reports and Statistics' and under 'Training and Skills – Sector Qualifications Strategy'.

This framework will contribute to the priorities of Welsh Government as set out in the Policy Statement on Skills (2014) and its underpinning action plan and in particular the four priority areas:

1. Skills for jobs and growth
2. Skills that respond to local needs



- 3. Skills that employers value
- 4. Skills for employment

Apprenticeships form an important aspect of the Policy Statement on Skills as Welsh Government continue to ensure that high quality apprenticeship programmes are delivered which equip individuals with the skills they need for successful careers and equip employers with the skilled workforce needed to help them compete and grow.

More recently, Welsh Government has launched its new Apprenticeship Policy and five year Action Plan entitled 'Aligning the Apprenticeship model to the needs of the Welsh economy' (February 2017). Within this strategic report, Welsh Government state that Apprenticeships are an essential ingredient for economic success and a vital tool in building a stronger, fairer and more equal Wales and a high level commitment is made to 100,000 Apprenticeship places over the next 5 years.

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# Entry conditions for this framework

Apprentices wishing to undertake this framework should ideally have a minimum of three year salon experience, however candidates with one year experience can be considered at the discretion and agreement of the employer and the provider.

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 other products used in beauty therapy may have significant effects on their health.

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 beauty industry.

Entry to the beauty framework at this level may require the apprentice to have completed a level 3 or be able to prove this level of competence with appropriate industry experience (Level 3 Modern/Advanced Apprenticeship in Beauty Therapy ) (Level 3 S/NVQ or VRQs in Beauty Therapy or equivalent).

All candidates should be employed and aged minimum 19.

# Level 4

Title for this framework at level 4

## Advanced Beauty Practices

Pathways for the framework at level 4:

Pathway 1: Senior Practitioner

# Level 4, Pathway 1: Senior Practitioner

## Description of this pathway

Apprentices completing this pathway will achieve a minimum of 85 credits made up of the following:

- Competence qualifications - Level 4 Certificate in Advanced Beauty Therapy - 57 credits
- Knowledge qualification - Level 4 Award in Advanced Epilation - 10 credits
- ESW Communication, Application of Number and ICT - 18 credits. (6 credits per ESW)

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

None in addition to those listed in the Entry requirements section earlier in this document.

Job title(s)	Job role(s)
Senior Beauty Practitioner	Experienced beauty therapist practicing high level skills, in charge or junior therapists and holding a managerial role or position.
Aesthetic Therapy Professional	Experience beauty therapist who has done higher/ further training in particular high level skills areas such as IPL, laser, peels and / or working with the medical sector.

# Qualifications

## Competence qualifications available to this pathway

### C1 – Level 4 Certificate in Advanced Beauty Therapy

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
C1a	603/1304/3	VTCT	57	325	N/A
C1b	603/1267/1	CIBTAC	57	325	N/A

## Knowledge qualifications available to this pathway

### K1 – Level 4 Award in Advanced Epilation

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K1a	600/3764/7	CIBTAC	10	69	N/A

### K2 – Level 4 Award in Skin Health Assessment for Aesthetic Practitioners

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K2a	603/0158/2	CIBTAC	10	75	N/A

### K3 – Level 4 Certificate in Laser and Light Hair Removal Treatments

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K3a	600/3790/8	CIBTAC	17	131	N/A

#### K4 – Level 4 Certificate in Laser and Light Skin Rejuvenation Treatments

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K4a	600/3789/1	CIBTAC	17	131	N/A

#### K5 – Level 4 Certificate in Laser and Light Therapy Treatments

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K5a	600/3788/X	CIBTAC	27	205	N/A

#### K6 – Level 4 Certificate in Advanced Skin Studies and the Principles of Aesthetic Practice

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K6a	603/0160/0	CIBTAC	31	242	N/A

#### K7 – Level 4 Certificate in Chemical Skin Peeling

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K7a	603/0749/3	CIBTAC	26	204	N/A

#### K8 – Level 4 Certificate in Micro-Needling

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K8a	603/0750/X	CIBTAC	26	204	N/A

### K9 – Level 4 Certificate in Blemish Removal by Thermolysis and Cryotherapy

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K9a	603/0164/8	CIBTAC	26	208	N/A

### K10 – Level 4 Diploma in Chemical Skin Peeling & Micro-Needling

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K10a	603/0165/X	CIBTAC	38	298	N/A

### K11 – Level 4 Diploma in Aesthetic Practice

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K11a	603/0854/0	CIBTAC	52	404	N/A

### K12 – Level 4 Diploma in Advanced Skin Studies and the Practice of Chemical Skin Peeling and Micro-Needling

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K12a	603/0168/5	CIBTAC	57	434	N/A

### K13 – Level 4 Diploma in Advanced Skin Studies and Clinical Aesthetics

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K13a	603/0169/7	CIBTAC	79	584	N/A



#### K14 – Level 4 Diploma in Permanent Hair Removal and Skin Rejuvenation

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K14a	500/9037/9	VTCT	72	480	N/A

#### K15 – Level 4 Certificate in Micropigmentation

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K15a	600/3288/1	VTCT	32	169	N/A

#### K16 – Level 4 Certificate in Laser and Intense Pulsed Light (IPL) Treatments

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K16a	500/9034/3	VTCT	31	220	N/A

#### K17 – Level 4 Award in Laser and Light Treatments for Skin Rejuvenation

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K17a	600/4911/X	VTCT	10	74	N/A
K17b	600/2218/8	City & Guilds	10	74	N/A

#### K18 – Level 4 Award in Laser and Light Treatments for Hair Reduction

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K18a	600/4910/8	VTCT	10	74	N/A

## K19 – Level 4 Award In Laser and Light Treatment for Hair Removal

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K19a	600/2205/X	City & Guilds	10	74	N/A

## K20 – Level 4 Award in Enhance Appearance using Micro-Pigmentation Treatment

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K20a	600/2298/X	City & Guilds	12	75	N/A

## Combined qualifications available to this pathway

N/A

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## Relationship between competence and knowledge qualifications

[On top of the core competence qualification, learners are required to achieve a minimum of 1 qualification from the knowledge qualifications list provided above.

The selection of these will be made based on the requirements of the apprentice's job settings and the daily tasks they are required to carry out. ]

# Essential Skills

An apprenticeship framework must specify as a Welsh certificate requirement the expected achievement levels of Essential Skills in Communication and the Application of Number.

Where Essential Skills qualifications are specified in an apprenticeship framework, the apprenticeship framework must specify the acceptance of a recognised proxy qualification for Communication and Application of Number.

## Communication

For the current list of acceptable proxy qualifications and appropriate **minimum** grade/level requirements, please refer to the most recent version of [SASW](#) on the [gov.wales](#) website. Additional guidance materials can be found on the [Knowledge Base](#) section of the [ACW](#) website.

**Does this framework require Communication achievement above the minimum SASW requirement?**    YES    ☒ NO ☐

If YES, please state the grade/level required for English and give a brief **REASON** as to why this is required:

[Enter alternative grade/level requirements and reasons here.]

## Application of Number

For the current list of acceptable proxy qualifications and appropriate **minimum** grade/level requirements, please refer to the most recent version of [SASW](#) on the [gov.wales](#) website. Additional guidance materials can be found on the [Knowledge Base](#) section of the [ACW](#) website.

**Does this framework require Application of Number achievement above the minimum SASW requirement?**    YES    ☒ NO ☐

If YES, please state the grade/level required for Maths and give a brief **REASON** as to why this is required:

[Enter alternative grade/level requirements and reasons here.]

### Inclusion of Digital Literacy (ICT)

Digital Literacy (ICT) is an **optional** framework requirement.

Is Digital Literacy a requirement in this framework? **YES** ☒ **NO** ☐

#### Digital Literacy (ICT)

**Please note that there are currently no acceptable proxy qualifications for Digital Literacy (ICT).**

For the current **minimum** grade/level requirements, please refer to the most recent version of [SASW](#) on the [gov.wales](#) website. Additional guidance materials can be found on the [Knowledge Base](#) section of the [ACW](#) website.

**Does this framework require Digital Literacy (ICT) achievement above the minimum SASW requirement?** **YES** ☒ **NO** ☐

If YES, please state the grade/level required for **Digital Literacy (ICT)** and give a brief **REASON** as to why this is required:

[Enter alternative grade/level requirements and reasons here.]

# Progression routes into and from this pathway

## PROGRESSION INTO THIS FRAMEWORK

There are no pre-defined entry routes, however learners wishing to progress into this apprenticeship programme could come from a variety of backgrounds with a variety of qualifications or equivalent experience but definitely a passion for working in the sector.

Learners might be already working in a level 3 beauty therapy role, managing, owning salons and/ or spas who were high performing learners or who have shown a high level of self development therefore wish to further develop their understanding and practice in the sector in order to enhance the services offered.

The expectation is that regardless of the background of the learner, they will come with years of salon experience and practice.

## PROGRESSION FROM THIS FRAMEWORK

Learners may wish to progress from their apprenticeship through a variety of routes.

Learners can progress with a promotion within salons, either within salon groups or new employers. They can also get involved in franchising, and becoming employers themselves.

On completion of this framework, learners can also progress with their studies to higher level management qualifications.

Others will gain creative confidence working on stage and in training or gain employment as a salon assessor or team leader.

Learners can also progress onto working with / for various Skin and Body care companies.

## CERTIFICATION

On completion of all components of this apprenticeship programme and meeting the full framework requirement, learners, or training providers/employers on the learners' behalf and authorized by the learner, must apply to the relevant Certifying Body to request the overarching apprenticeship certificate. For further information on this process please check the Apprenticeship Certification Wales (ACW) website on [www.acwcerts.co.uk](http://www.acwcerts.co.uk)

UCAS points for this pathway:

[N/A]

# Employee rights and responsibilities

Please note that for Apprenticeship starts from 14/10/2016 onwards ERR is no longer a **mandatory** requirement in all frameworks.

However, it may still be included in some frameworks and where it is not explicitly stated that ERR is not a requirement then confirmation of an Apprentice's ERR achievement will still remain a requirement for Apprenticeship certification purposes.

Is ERR a requirement for this framework?    **YES**    ☒    **NO**    ☐

## Delivery and assessment

[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. Four qualifications have been approved and accredited to date, these are;

Edexcel Level 2 Award in WorkSkills for Effective Learning and Employment 501/1793/2 VTCT Level 2 Award in Employment Awareness in the Hair and Beauty Sector 600/1762/4 City and Guilds Level 2 Award in Employment and Personal Learning at Work 600/2831/2 ITEC Level 2 Award in Employment Awareness in the Hair and Beauty Sector 600/2308/9

- 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
- Habia's ERR workbook.

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 Apprentice Declaration & Authorisation Form is required. It is not necessary to send the workbook or portfolio at certification, though this should be retained by the provider for audit purposes.

Apprenticeship Certificates are claimed through Apprenticeship



Certificates Wales (ACW). For further information about certification requirements visit: [acwcerts.co.uk/web/](http://acwcerts.co.uk/web/)

The course of training in ERR must align to the nine national outcomes which are set out in the Specification of Apprenticeship Standards for Wales (SASW).

Health and Safety is embedded within the technical units in the main competence qualification of the framework. The other requirements will be covered primarily at induction, with the remaining aspects delivered at appropriate times during the Apprenticeship programme.

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

# How equality and diversity will be met

[This Beauty 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 skills.

## **Barriers:**

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

Low initial earning potential for new recruits.

Misunderstanding of the 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. ]

# On and off the job training

## Summary of on- and off-the-job training

[These hours may vary depending on previous experience and attainment of the apprentice. Where a learner enters an apprenticeship agreement having previously attained or acquired the appropriate competencies or knowledge, this prior learning needs to be recognised and documented using the relevant QCF credit transfer, QCF exemption or Recognition of Prior Learning (RPL) procedures. 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 per cent 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 (Credit and Qualifications Framework Wales) 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.

### Previous attainment

For apprentices who have already achieved the relevant qualifications, they must have been certificated no earlier than 6 months prior to the date the learner was registered on the programme. 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 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.

### Pathway One: Senior Practitioner

The total training hours for this framework is set at xxxx training hours and we advise the framework to be completed in a minimum of 12 months.

The 629 total training hours for this framework is made up from the components of this

framework as follows:

- Training hours associated with the competence and knowledge element of the combined qualification (325 hours)
- Training hours associated with the smallest knowledge qualification (69 hours)
- Training hours associated with the essential skills qualifications (135 hours - 45 hours per skill)
- Training hours associated with the additional mentoring time (100 hours) ]

## Off-the-job training

### [Pathway One: Senior Practitioner

The total off the job training hours for this framework is set at 254 hours.

The total 254 off the job training hours for this framework is made up from the components of this framework as follows:

- Training hours associated with the smallest knowledge element of the training (69 hours)
- Training hours associated with the essential skills qualifications (135 hours - 45 hours per skill)
- Training hours associated with mentoring time (50 hours)

## 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 will serve as evidence:

- qualification title for framework to be added here

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 ]

## On-the-job training

### [Pathway One: Senior Practitioner

The total on the job training hours for this framework is set at 375 hours.

The 375 off the job training hours for this framework is made up from the components of this framework as follows:

- Training hours associated with the competence element of the training (325 hours)
- Training hours associated with the remainder of the mentoring time (50 hours)

### **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 will serve as evidence:

- the qualification title for framework to be added here

Plus

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

# Wider key skills assessment and recognition

While Wider Key Skills are not a **mandatory** part of the framework, training providers are encouraged to provide apprentices the opportunity to achieve them.

For this framework, there are natural opportunities for Wider Key Skills to be embedded within the mandatory units of the following qualifications:

<div>Enter Qualification Names</div>
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## Improving own learning and performance

**Improving own learning and performance** is an essential skill within our sector and is therefore covered in the Level 4 Certificate in Advanced Beauty Therapy. 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 Level 4 Certificate in Advanced Beauty Therapy. 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 Level 4 Certificate in Advanced Beauty Therapy. 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.]

# apprenticeship **FRAMEWORK**

For more information visit-  
[www.acwcerts.co.uk/framework\\_library](http://www.acwcerts.co.uk/framework_library)