

The Three Stages of the Hair Professional - Apprenticeship Standards for Hairdressing and Barbering

Stage 1 – On-programme Stage

The on-programme stage of the Hair Professional Apprenticeship Standard in hairdressing or barbering is a qualification. The qualification identifies what you must learn during your apprenticeship.

Hairdressing has:

- five mandatory units (consultation, shampoo and condition, cut hair, style and finish, colour and lighten hair)
+
- one optional unit chosen from three units (perming, relaxing or hair extensions)

Barbering has:

- six mandatory units (consultation, shampoo and condition, cut hair, style and finish men's hair, cut facial hair, shaving services)
- No optional units.

You will be taught the knowledge, skills and techniques from each of the units during your on-programme stage. You must learn, practise and then demonstrate through observations and knowledge tests to an assessor, specialising in hairdressing or barbering what you have learnt.

You will also be taught: how to behave professionally, the values of the industry, excellent communication skills and safe working practices. These skills will be embedded into your everyday work and you must demonstrate these through the qualification/on-programme stage through observations and knowledge tests and during the End Point Assessment.

Stage 2 - The Gateway Stage

The gateway stage is decision time for you. When you have achieved everything within the qualification, practised thoroughly, you are now ready to undertake your End Point Assessment (trade test/skills test).

This decision will be made between yourself, your employer and your educator. When all three of you have decided you are ready, your educator will book your End Point Assessment. You must also have also achieved one of the following before the EPA can be booked;

- ✓ GCSE grade 4 (grade C) or above (or an equivalent)
- ✓ Functional skills Level 2
- ✓ Functional skills Level 1 and sat the tests for Level 2

Stage 3 – End Point Assessment (EPA)

The EPA will take place in an approved centre which can be either:

- A host centre (a salon/barbershop, wholesalers, training academy, college etc.)
- Your educator's training centre/salon
- Your salon/barbershop where you work

The Apprentice



If your EPA is for the hairdressing it will consist of:

- ✓ A maximum of a **six-hour examination** (excluding breaks)
- ✓ A minimum of two models
- ✓ One creative restyle and blow dry finish
- ✓ One hair-up style
- ✓ Two colour and/or lightened hair services
 - One woven highlights (minimum of a 'T' section)
 - One other colouring technique

If your EPA is for barbering it will consist of:

- ✓ A maximum of a **three-hour exam** (excluding breaks)
- ✓ A minimum of two models
- ✓ Cut two barbering looks
- ✓ Style and finish men's hair
- ✓ Two facial hair cuts
 - A full beard and moustache
 - A partial beard and moustache
- ✓ One full shaving service

It is your responsibility to source appropriate models for your EPA. These models can be known to you (present clients, family, and friends). You must also provide all your products, tools and equipment for the EPA.

The EPA will be conducted under exam conditions which means working completely independently (no talking/asking questions/mobile phones etc.). This is a test of both your knowledge and skills. The grades available to you are: fail, pass, distinction. This is your opportunity to shine. Everything you do and say will be judged by an Independent Assessment Examiner (IAE) and be worth points. The more points you get the higher the grade you get. Your employer and educator will not be present on the day.

When you have completed your EPA you will be allowed to leave but you will not know the result of your EPA on the day. The IAE will provide your employer with the results of your EPA within 48 hours.

If you pass the EPA with either a pass/distinction grade, the Apprentice Assessment Organisation will then claim your apprenticeship certificate. You will also receive your on-programme qualification certificate from VTCT. Your certificates will be sent directly to your employer who will present it to you.

If you fail your EPA you can retake the EPA after 28 days. Your educator will re-book your EPA for you. All rules and costs regarding the EPA will be as before.

Whilst you are waiting, you must use the feedback provided by the IAE to practise your skills and knowledge, to improve your chance of passing with a good grade. Evidence that you have spent your time wisely practicing, will be needed for the IAE.