

Hair Professional Apprenticeship Standard

Occupational profile

There are two distinctly different job roles within this occupational profile: Hairdresser and Barber. Hairdressers will be able to shampoo and condition hair, cut hair using a range of techniques, style and finish hair to create variety of looks, and colour and lighten hair for ladies and men. Barbers will be able to shampoo and condition hair, cut hair using barbering techniques, style and finish hair, cut facial hair into shape and provide shaving services for men. Hairdressers and barbers must be able to work with all hair types ranging from straight hair to very curly, wiry hair. They also need to be able to carry out consultations with clients, demonstrate the professionalism, values, behaviours, communication skills and safe working practices associated with their role and be able to work without supervision to a high level of precision, with exceptional client care skills.

Professional body alignment and registration statement	Achievement of the standard makes you eligible for State Registration with the Hair Council	Entry requirements:	Entry will be determined by Initial Assessment, Aptitude Test or Skills Test
Duration of the apprenticeship:	Minimum 24 months	Progression to:	Senior Hairdresser or Senior Barber
Review Date:	3 years	Level:	2

All apprentices will complete the core skills and knowledge (Part 1) and will choose the occupational option route for hairdressing or barbering (Part 2)

Part 1 – Mandatory core skills and knowledge for hairdressing and barbering

	The apprentice will be able to:	The apprentice will know and understand:
Professionalism and values	Demonstrate professionalism and a passion for the industry; have a commitment to quality, a positive attitude and team working; work under pressure; observe time management and self-management; show a willingness to learn; complete services in a commercially viable time and to a high standard; meet organisational and industry standards of appearance; observe professional ethics	Industry codes of practice and ethics; quality assurance systems; time management principles; self-management principles; commercially viable times for the completion of services; industry and organisational standards of appearance; the importance of continuing professional development, equality and diversity.
Behaviours and communication	Greet clients in a friendly manner; choose the most appropriate way of communicating with clients; be helpful and courteous at all times; adapt behaviour in response to each client; respond promptly to clients seeking assistance; establish client expectations and needs; explain clearly any reasons why the client's needs or expectations cannot be met; willingly undertake wider salon duties, including sales and reception duties where appropriate	Industry standards of behaviour; how to meet and greet clients; verbal and non-verbal communication techniques; client care principles and practices; how to maintain rapport with clients; the role of the reception area; making appointments; taking payments; who to refer to with different types of enquiries; Sale of Goods and Services Act and the Data Protection Act; how to provide advice and recommendations on the products and services provided in the salon
Safe working practices	Maintain effective, hygienic and safe working methods; Health and safety considerations, legal and industry requirements, adhere to workplace, suppliers' or manufacturers' instructions for the safe use of equipment, materials and products; meet legal and organisational requirements; maintain the client's modesty, privacy and comfort; minimise risks of cross-infection, injury or fatigue; promote environmental and sustainable working practices; ensure personal hygiene and protection meets industry, organisational and local authority requirements; and correctly use PPE	Legal and organisational requirements; use of tools, equipment, materials and products; adherence to workplace cleaning, disinfection, sterilisation, supplier or manufacturer's instructions; waste disposal; client preparation and protection; direct and indirect cross-infection; methods that promote environmental and sustainable working practices; reducing risk of injury to self and others; posture, personal hygiene, protection; health and safety legislation and practice
Consultation	Creatively assess the client's requirements; examine the hair, skin and scalp; facial characteristics including face shape, skin tone, hair colour, lifestyle and suitability; conduct visual checks and any necessary tests on the hair, skin and scalp; advise clients on services or products; identify the client's hair characteristics and hair classification; advise clients on hair maintenance and management	Visual aids for client consultation; salon procedures and manufacturers' instructions for conducting tests; the types and purposes of tests; how lifestyle factors limit or affect services; incompatibility of previous services and products used; hair, skin and scalp problems; suspected infections or infestations; hair characteristics and classifications; basic structure of hair and skin; the growth cycle of hair; services or products available for use in the salon or for retail; legal responsibilities; salon pricing structures

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Part 2 – Mandatory occupational routes for hairdressing or barbering (choose one route)

Route 1 – Hairdressing skills	The apprentice will be able to competently :	The apprentice will know and understand:
Shampoo, condition and treat the hair and scalp	Use products and tools, use massage techniques, use shampoo and conditioning products	How shampoos and conditioning products affect the hair and scalp, when and how to use different massage techniques, and the various effects of conditioning treatments
Cut hair using a range of techniques to create a variety of looks	Use a range of cutting techniques including one length, fringe cutting, precision cutting techniques, scissor over comb, texturising, layering techniques, graduation and clipper work	How and when to use different cutting techniques and relevant tools and the effects achieved, weight distribution and working with the natural growth patterns of the hair, cutting angles and resulting weight distribution, and balance and the degree of graduation
Style and finish hair using a range of techniques to create a variety of looks	Use a range of styling tools and equipment to create a look including blow drying, hair-up styles, setting and dressing, finger drying, plaiting/braiding and twisting and using additional hair	Current techniques for drying and finishing hair, drying and finishing products, tools and equipment available for drying and finishing men and women’s hair, hair-up styles, setting and dressing, finger drying, plaiting/braiding and twisting, and using additional hair
Colour and lighten hair using a range of techniques	Complete a range of woven highlights including T-section, half head, full head using temporary, semi-permanent, quasi-permanent, permanent colour application, and basic colour change (depth and tone) techniques	The principles of colour selection, how the natural pigment within hair affects the choice of colour and colouring products, the effect of different colouring and lightening products on the hair structure, and when to use the different types of lighteners and toners available
Options		
Perming hair	Use a range of products and techniques including sectioning and winding, taking into account critical influencing factors	The effects of perms and neutralisers on the hair structure, products and equipment, contra-indications to perming hair and tests required throughout the perming and neutralising processes
Hair relaxing treatments and techniques	Use a range of products and techniques including sectioning, winding, relaxing and post relaxing products	The effects of relaxers on the hair structure, products and equipment, application and development of relaxers and post relaxing products; contra-indications to relaxing hair and tests required before and throughout the relaxing and post relaxing processes
Hair extension services	Attach a range of extensions; cutting and finishing extensions; maintaining and removing extensions	Hair growth, influencing factors and contra-indications, types of hair extensions and products, application and removal techniques, principles for blending hair
Route 2– Barbering skills		
The apprentice will be able to competently :		
Shampoo, condition and treat the hair and scalp	Use products and tools, use shampoo, tonics and conditioning products	How shampoos, tonics and conditioning products affect the hair and scalp, and the various effects of conditioning treatments
Cutting hair using barbering techniques to create a variety of looks	Use a range of cutting techniques including club cutting, scissor over comb, clipper over comb, outlining, freehand, layering, graduating, texturising, and razor cutting. Create a range of looks and neckline shapes to include flat top, and uniform layer neckline shapes: square, tapered, skin fade, and full neck line	How and when to use different cutting techniques and relevant tools and the effects achieved, weight distribution and working with the natural growth patterns of the hair, cutting angles and resulting weight distribution, balance and the degree of graduation
Style and finish men’s hair	Use styling tools and equipment, blow dry, and finger dry	Current techniques for drying and finishing hair, drying and finishing products, tools and equipment available for drying and finishing men’s hair
Cut facial hair into shape	Design and create full beard, partial beard and moustache, identify factors likely to influence the service, establish and follow the cutting guideline(s) to achieve the required effect, ensure the finished look is even, symmetrical and balanced in relation to the client’s facial contours	How to create and follow a guideline for tapered beard lines, beard outlines and moustaches, how to cut different facial hair shapes using cutting techniques, beard and moustache shapes that do not require the use of razors, and create outline and detailing design in hair
Shaving services	Prepare the hair and skin for shaving, products, tools and equipment, full shave and partial shave including hot towels, lathering products, face massage, and finishing products	The types of blades available, lathering products, the structure and function of the skin, the scalp and facial skin disorders commonly affecting men, lathering and the function it performs on the skin, in-growing hairs, and the effect of heat on the hair and skin. The use of PPE