

## **Proposal to develop an apprenticeship**

### **L3: Advanced and creative hair professional**

#### **Title of occupation**

Advanced and creative hair professional

#### **UOS reference number**

ST0214

#### **Core and options**

Yes

#### **Option title/s**

Advanced Cutting and Finishing Session Stylist

Advanced and Bespoke Stylist

Advanced Colour Conversion Stylist

Advanced Hair of Texture Specialist

Advanced Barber

#### **Level of occupation**

Level 3

#### **Route**

Hair and beauty

#### **Typical duration of apprenticeship**

18 months

#### **Is this an integrated apprenticeship?**

No

#### **Target date for approval**

Monday 01 January 0001

#### **Resubmission**

No

## Would your proposed apprenticeship standard replace an existing framework?

No

### Occupation Profile

This occupation is found in the hair and beauty sector. The work environment is always customer facing, can be varied in size, style and ambiance, from a small micro salon, or a bespoke salon, a large high street premises, or within the media industry, on cruise ships, in product houses and manufacturers.

The broad purpose of the occupation is...

range of advanced and creative hair services (hairdressing or barbering) that meet client requirements, that are based on a comprehensive consultation drawing on their understanding of client psychology, equality, diversity and inclusion practises, theories and principles. They are also required to maintain exceptional client care skills, conduct safe working practices, meet legal, industry, manufacturer and organisation standards, procedures and protocols. They provide a quality service, whilst working to the highest standards and continuously developing their personal and professional skills. An Advanced and Creative Hairdressing Professional takes ownership of their work and client lists, accept responsibility, are proactive, flexible and adaptable, apply sustainable practises, and plan their work and time. They promote themselves, their organisation, products and services using a variety of channels. They are highly skilled and experienced individual professionals who deliver unique bespoke service, which demonstrates their own innovative style inspired by research, current images/trends and their own creativity, individual flair, imagination and interpretation. Through the performance of these duties an Advanced and Creative Hair Professional can further advance their skills into specialist occupations.

- Advanced Cutting and Finishing Session Stylist: The operative will provide session services to clients which may be pre-booked in advance or on the day. They are using the highest level of skill to adapt in any environment to provide the highest service.
- Advanced and Bespoke Stylist: The operative will provide high skilled styling services which may include added hair, pieces, extensions and wig work.
- Advanced Colour Conversion Stylist: Operatives will use extended knowledge to provide highly skilled colour conversion services including tone, depth, blending, colour placement and colour usage.
- Advanced Hair of Texture Specialist: Operatives will provide chemical services and have intense product knowledge and be able to use all levels of styling equipment to service Type 3 and 4 hair.
- Advanced Barber: Operative will provide advanced cutting skills including facial hair and colour.

In their daily work, an employee in this occupation interacts with a wide and diverse range of clients, the salon team, other associated hair and beauty professionals.

An employee in this occupation will be responsible for demonstrating industry standards of professionalism, values, behaviours, communication skills, teamwork, retail and selling skills for clients. Completing a range of services to create a variety of looks. Advanced and Creative Hair Professionals work without supervision, managing themselves and others when required.

## Typical job titles

Advanced senior stylists

Afro stylist / African Caribbean stylist

Creative hair stylists

Hair extensions stylists/ technician

Senior hair professional

Session stylist

Specialist technicians

Texture stylist

## Core occupation duties

<b>Duty</b>	<b>OTJ Training (days)</b>
<b>Duty 1</b> Provides services in accordance with legal, industry and organisational requirements for safe, legal and sustainable working practices and workplace values.	5
<b>Duty 2</b> Carries out in-depth consultation and complex analysis of the hair including specialist hair and scalp diagnostics.	11
<b>Duty 3</b> Uses client psychology, theories, demographics, perceptions within the hair industry to support consultation outcomes.	5
<b>Duty 4</b> Carries out sales and marketing activities to provide advice on services, future services and products.	9
<b>Duty 5</b> Identifies and engages with own self-development needs and industry statistical research for personal development and industry opportunities.	2

<b>Duty 6</b> Uses research of current trends, industry influences and the needs of the target audience to design fashion forward collection of looks.	4
<b>Duty 7</b> Presents, showcases and promotes own skills through a collection of looks via a variety of media types and platforms.	9
<b>Duty 8</b> Uses evaluation of a collection of looks to improve further practise.	3
<b>Duty 9</b> Uses products, tools, equipment and technology in accordance with legal requirements, manufacturers' instructions and salon policy.	2

## Option duties

### Advanced Cutting and Finishing Session Stylist duties

Duty	OTJ Training (days)
<b>Duty 10</b> Carries out precision and personalised cutting tailored to individual client characteristics.	17
<b>Duty 11</b> Uses and adapts a range of sectioning and cutting guidelines, creative and precision techniques and technical skills to create and enhance a collection of looks.	6

### Advanced and Bespoke Stylist duties

Duty	OTJ Training (days)
<b>Duty 12</b> Uses a range of creative finishing and dressing techniques, including added hair, to enhance a collection of looks.	7
<b>Duty 13</b> Creates a range of specialist styling looks, using a range of models to capture outcomes and promote on different media platforms.	14

### Advanced Colour Conversion Stylist duties

Duty	OTJ Training (days)
<b>Duty 14</b> Formulates creative advanced colour conversion services to change the depth and tone of the hair.	8
<b>Duty 15</b> Resolves problems through bespoke creative formulation and colour blending/shading.	12

## Advanced Hair of Texture Specialist duties

Duty	OTJ Training (days)
<b>Duty 16</b> Styles and cuts type 3 and 4 hair (hair of texture).	8
<b>Duty 17</b> Uses a range of chemical services to create and design a range of looks.	14

## Advanced Barber duties

Duty	OTJ Training (days)
<b>Duty 18</b> Uses and adapts a range of advanced barbering, creative, precision and technical techniques, to create and enhance a look.	6
<b>Duty 19</b> Uses colour conversion services to change the depth and tone of the hair, using creative sectioning techniques to personalise the colour result and enhance the finished look.	17

## Knowledge, skills and behaviour (KSB) categories

- Safe and legal working practices
- Advanced client consultation, care, psychology, theories and evaluation
- Self development, life skills and CPD
- Present, showcase and promote skills through a collection of looks
- Advanced Cutting and Styling
- Advanced and Bespoke Styling
- Advanced Colour Conversion and correction
- Advanced Hair Classification
- Advanced Barbering

## Qualifications

### Does the apprenticeship need to include any mandated qualifications in addition to the above-mentioned English and maths qualifications?

No

## Professional recognition

This occupation required a hair professional to be insured to a minimum level 2 qualification only

## Regulated occupation

### Is this a statutory regulated occupation?

No

### Typical entry point to the apprenticeship

*Outline the typical entry point for the occupation. This could be in terms of job roles, qualifications, or experience. Or a mix of these.*

hair professional or equivalent qualification at level 2

### Transferability

*Explain how you will ensure this occupation is relevant to the range of employers who employ people in it.*

Apprentice could progress onto salon management - a generic management qualification would be required.

### Typical number of annual starts

*Enter the expected number of starts per year you expect on the apprenticeship. This should be for employers across England, not just with employers in the trailblazer group.*

2000

### End-point assessment methods likely to be used to assess competence against the KSBs as a whole

*Select the assessment methods you are likely to use in the end-point assessment*

- Observation
- Presentation
- Discussion

### Stand-alone occupation

The current standard contains chemical services for smoothing and strengthening, advanced cutting and styling skills, as well as colour conversion. The proposed core and options in this proposal reflects the current approach for these occupations in the market, where operatives would specialise in these identified areas. Additionally, the proposal has included specialist occupations in Barbering and has captured within styling the bespoke knowledge and skill for using wigs, extension work and using pieces. The proposed standard is not reflected in any other standards and is stand alone.

### Employer directory

*Have you nominated an organisation to appear on the employer directory for this apprenticeship?*

Yes

## **Do you need grading exemption?**

No

## **Name of EQA provider**

*Where Ofqual or the Office for Students (OfS) is the external quality assurance (EQA) provider, use this form to nominate a sector representative organisation to apply to the directory of professional and employer-led bodies. The directory of professional and employer-led bodies consists of organisations that can further strengthen Ofqual or the OfS's EQA activity with genuine occupational expertise.*

Ofqual

## **Progression Routes**

## **Supporting uploads**

### **Transferability upload (job advert examples)**

[ST0214\\_proposal\\_transferability\\_ACHP Job Descriptions.odt](#)

## **Is the occupation niche or emerging occupation?**

No

## **Involved employers**

Quiffys, Andrew Collinge Salons, Francesco Group, Anne Veck, Rogers Barber Shops, Material Hair , Richard Ward Hair & Metrospa The Link Academy , Conrad Blandford hairdressing, Alan D Hairdressing, Hob Salons, Less Than Zero Barbers