

VTCT – Apprenticeship Assessment Organisation (AAO)

Hair Professional Apprenticeship Standard (Hairdressing & Barbering) Overview

An overview of the Hair Professional Standard	<p>VTCT is offering the Hair Professional Standard implementing the three stage assessment strategy, as set by the employer development trailblazer group:</p> <ol style="list-style-type: none"> On-programme stage – this is either of the following qualifications; VTCT Level 2 Diploma for Hair Professionals (Hairdressing) or VTCT Level 2 Diploma for Hair Professionals (Barbering) Gateway stage – this is where the employer, the apprentice and the training provider jointly make the decision on the readiness of the apprentice for the End Point Assessment (EPA). Before this can be booked by the training provider the apprentice must have achieved everything within the on-programme qualification plus the required level of Maths and English. VTCT is implementing a learner management system that will ensure that the gateway stage is a simple process. This will be an automated process, with built in mechanisms to ensure an apprentice cannot be entered for an EPA unless everything is in place. End Point Assessment (EPA) stage – this will be managed by VTCT as an approved Apprentice Assessment Organisation. VTCT will employ Independent Assessment Examiners (IAE) that will facilitate the EPA in approved EPA centres.
How the Hair Professional Standard is assessed	<p>The qualification in the on-programme stage will be assessed by qualified assessors, employed by the apprenticeship training provider. The assessment of the on-programme qualification is done in the traditional way for hair qualifications. The apprentice will be continually assessed using; observation of skills and techniques, online Multiple Choice Question paper knowledge tests, oral questioning and written questions if needed. This process will be subject to internal quality assurance procedures, set and administered by the training provider and subject to spot checks by the external quality assurance team, employed by VTCT.</p> <p>The EPA is a graded observation of skills and knowledge, drawn from the on-programme qualification (full hair service) and examined by an IAE through; observation and oral questioning.</p>
Resources in place to support the	<p>Resources – VTCT has gone into partnership with Pivot Point (hairdressing and barbering teaching and learning resource) and have included this resource in the registration fee for the Hair Professional Standard. This will provide the apprentice with two years of access to the resource to support their learning journey. This resource identifies how to achieve a better grade through working practise.</p>

Hair Professional Standard	<p>VTCT has a dedicated section for apprentices on the VTCT website www.vtct.org.uk with the following information on;</p> <ul style="list-style-type: none"> • The apprentice journey • Hairdressing and barbering career pathways poster • Hair classifications table used with hair qualifications poster • VTCT qualifications explained poster • How to find an apprenticeship • Hair consultation sheets to be used during the on-programme stage qualification • Pay - what to expect, age related • The three stages of the hair professional - from an apprentice perspective • Maths and English requirements • The importance of achievement • 20% off job requirements from an apprentice perspective • Overview of EPA from an apprentice perspective - how to prepare, what to expect, timeframe for results etc. • Apprenticeship case studies • Link to National Hairdressing Federation, British Barbering Association and the Hair and Barber Council websites • Why become an apprentice - the benefits and the opportunities <p>VTCT is also planning a series of training events aimed at the training provider, this to help them understand the EPA process better which, in turn, will assist the apprentice in achieving the hair professional EPA.</p>
Formative opportunities for the End Point Assessment	<p>VTCT is currently interviewing a team of Independent Assessment Examiners (IAE) for the Hair Professional EPAs and they will work regionally across England. Successful IAEs will be required to undertake an extensive standardisation programme which will include a commercial trade test, relevant to the standard they will be examining.</p> <p>As part of the standardisation process VTCT will be looking for apprenticeship providers that would be interested in formative/practice EPAs, for their apprentices. This will ensure the VTCT IAEs have had an excellent training/standardisation programme prior to the start of the official EPAs and will also provide the apprentice with the ability to experience the exam, in preparation for their official End Point Assessment (<i>costs will apply</i>).</p> <p>Moving forward VTCT will offer a formative EPA service to apprentices (<i>costs will apply</i>).</p>
VTCT's relationship with the apprentice during the Hair Professional Standard	<p>VTCT is in the process of setting up a National Apprentice Advisory Panel which will be drawn from VTCT apprenticeship providers across the country. The purpose of this panel is to glean, first-hand, the experience of the apprentice and help VTCT shape and improve our offering.</p> <p>The apprenticeship manager will also make contact with all early adopters of the Hair Professional apprenticeship standard to arrange face-to-face meetings with their apprentices. This primary feedback on their experience will help to inform and shape future practise and developments. This primary research will occur during each of the three stages of the standard; 1 – on-programme, 2 – gateway, 3 - End Point Assessment.</p>

The assessment process of the Hair Professional Standard	<p>VTCT has three models for employers to choose from, for their apprentices to undertake their hair professional EPA:</p> <ol style="list-style-type: none">1. Host centre – there will be a regional, annual timetable posted on the VTCT website of host centres; location, venue, dates and times available for EPA. The apprentice will travel to the host centre and is responsible for taking <u>ALL</u> models, tools and equipment for their EPA.2. Training academy - training salon/barbershop - this method will be led by the training provider who will book an IAE through VTCT, to facilitate the EPA. The apprentice will travel to the training academy and is responsible for taking <u>ALL</u> models, tools and equipment for their EPA.3. Apprentice own salon/barbershop - this method will be led by the training provider who will book an IAE through VTCT, to facilitate the EPA. The apprentice is responsible for organising <u>ALL</u> models, tools and equipment for their EPA. <p><u>ALL</u> EPA centres will be pre-approved by VTCT and will work to the same EPA centre requirements, set out in the assessment strategy. VTCT, as an AAO, will offer the EPA to all Hair Professional apprentices across England, irrespective of which Awarding Organisation they are registered with for the on-programme qualification.</p>																		
Cost structure for the Hair Professional Standard	<p>VTCT will operate atwo stage cost structure for the Hair Professional Apprenticeship Standards:</p> <p>Cost 1. On-Programme Qualification registration fee</p> <p>Cost 2. End Point Assessment and Apprenticeship Certification fee.</p> <table><tr><td>Cost 1.</td><td colspan="2">On-Programme Qualification = £100</td></tr><tr><td colspan="3">Included in the registration fees: On-programme qualification registration: VTCT Level 2 Diploma for Hair Professionals (Hairdressing) - HB2D4 or VTCT Level 2 Diploma for Hair Professionals (Barbering) - HB2D3 Any external quality assurance visits deemed necessary Online examinations (from mandatory units within the on-programme qualification) E-Assessment for on-programme stage (<i>available 1 September 2017</i>) Pivot Point teaching and learning resource for hairdressing and barbering (<i>available 1 September 2017</i>) On-programme qualification certification</td></tr><tr><td>Cost 2.</td><td colspan="2">End Point Assessment (EPA) (<i>payable at the time of scheduling the EPA</i>)</td></tr><tr><td colspan="3">Included in the EPA fees; ✓ EPA by an Independent Assessment Examiner (IAE) ✓ Overarching apprenticeship certificate The EPA costs will depend on the number of apprentices undertaking an EPA within an approved EPA Centre, at any one time.</td></tr><tr><td>Number of apprentices for EPA*</td><td>Hairdressing cost* Maximum 6 hour assessment</td><td>Barbering cost* Maximum 3 hour assessment</td></tr><tr><td>1– 3 (Base cost)</td><td>£1,000</td><td>£700</td></tr></table>	Cost 1.	On-Programme Qualification = £100		Included in the registration fees: On-programme qualification registration: VTCT Level 2 Diploma for Hair Professionals (Hairdressing) - HB2D4 or VTCT Level 2 Diploma for Hair Professionals (Barbering) - HB2D3 Any external quality assurance visits deemed necessary Online examinations (from mandatory units within the on-programme qualification) E-Assessment for on-programme stage (<i>available 1 September 2017</i>) Pivot Point teaching and learning resource for hairdressing and barbering (<i>available 1 September 2017</i>) On-programme qualification certification			Cost 2.	End Point Assessment (EPA) (<i>payable at the time of scheduling the EPA</i>)		Included in the EPA fees; ✓ EPA by an Independent Assessment Examiner (IAE) ✓ Overarching apprenticeship certificate The EPA costs will depend on the number of apprentices undertaking an EPA within an approved EPA Centre, at any one time.			Number of apprentices for EPA*	Hairdressing cost* Maximum 6 hour assessment	Barbering cost* Maximum 3 hour assessment	1– 3 (Base cost)	£1,000	£700
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	4 (Base cost plus £150 per additional apprentice)	£1,150	£850
	5 (Base cost plus £150 per additional apprentice)	£1,300	£1,000
	6 (Base cost plus £150 per additional apprentice)	£1,450	£1,150
	7 (Base cost plus £150 per additional apprentice)	£1,600	£1,300
	8 (Base cost plus £150 per additional apprentice)	£1,750	£1,450
	EPA example costs per apprentice – hairdressing:		EPA example costs per apprentice – barbering:
	1 apprentice = £1000		1 apprentice = £700
	2 apprentices (in one venue, same EPA) = £500.00		2 apprentices (in one venue, same EPA) = £350.00
	3 apprentices (in one venue, same EPA) = £333.33		3 apprentices (in one venue, same EPA) = £233.33
	4 apprentices (in one venue, same EPA) = £250.00		4 apprentices (in one venue, same EPA) = £175.00
Why choose VTCT for the Hair Professional standard	5 apprentices (in one venue, same EPA) = £200.00		5 apprentices (in one venue, same EPA) = £140.00
	6 apprentices (in one venue, same EPA) = £166.66		6 apprentices (in one venue, same EPA) = £116.66
	7 apprentices (in one venue, same EPA) = £142.85		7 apprentices (in one venue, same EPA) = £100.00
	8 apprentices (in one venue, same EPA) = £125.00		8 apprentices (in one venue, same EPA) = £87.50
	<p>VTCT has produced a very flexible approach to EPA venues, timings and costs, without compromising on the quality of the EPA:</p> <ul style="list-style-type: none"> Financially the most cost effective method for an employer is the host centre EPA route. For most apprentices they will be happy to attend a local, but possibly unfamiliar setting, to undertake their hair professional EPA. Training providers who have training academies (salon/barbershop facilities) will be able to facilitate the hair professional EPAs in a familiar setting for their apprentices. This method has the ability to be very cost effective for the employer (dependent on the number of apprentices undertaking an EPA at one time) and will lessen the stress of the exam for the apprentice, because the venue is familiar to them. <p>Training providers who deliver apprenticeship training in the apprentice's own salon/barbershop environment, will be able to organise the hair professional EPA for their apprentices in their own salon/barbershop. This will avoid the apprentice and their models having to travel to a host centre and the packing and transporting of products, tools and equipment and will lessen the stress of the exam for the apprentice, because the venue is very familiar to them.</p>		