

VTCT



iTEC

New Professional Apprenticeship Standards



What are they?

A new style employer developed apprenticeship has been designed for delivery in England as a result of Government reforms. These new apprenticeships are known as Professional Apprenticeship Standards. The new apprenticeship standards will replace the old SASE Frameworks.

Facts:

- Apprenticeship duration - between 12 months (typically for beauty) and 24 months (typically for hairdressing and barbering)
- Designed with employers - develops the professional knowledge, skills and behaviour required for a specific job role
- Introduction of a new independent end-point assessment
- Simplified funding system

VTCT are developing 5 qualifications for the new apprenticeship standards:

- Level 2 Diploma for Beauty Professionals (Beauty and Spa Therapist)
- Level 2 Diploma for Beauty Professionals (Nail Technician)
- Level 2 Diploma for Beauty Professionals (Beauty and Make-up Consultant)
- Level 2 Diploma for Hair Professionals (Hair)
- Level 2 Diploma for Hair Professionals (Barbering)

What are the differences between the new standards and old apprenticeships?

SASE Frameworks

- **Funding**
 - Direct allocations from SFA
- **Programme**
 - Qualification
 - Maths and English
 - Employment Rights and Responsibilities (ERR)
 - Personal Learning and Thinking Skills (PLTS)
- **Assessment**
 - Ongoing assessment usually by provider or employer over a period of occasions, to record consistent performance over a range of treatments/services
- **Achievement and certification**
- **Competent and ready to work**

New Professional Standards Apprenticeships

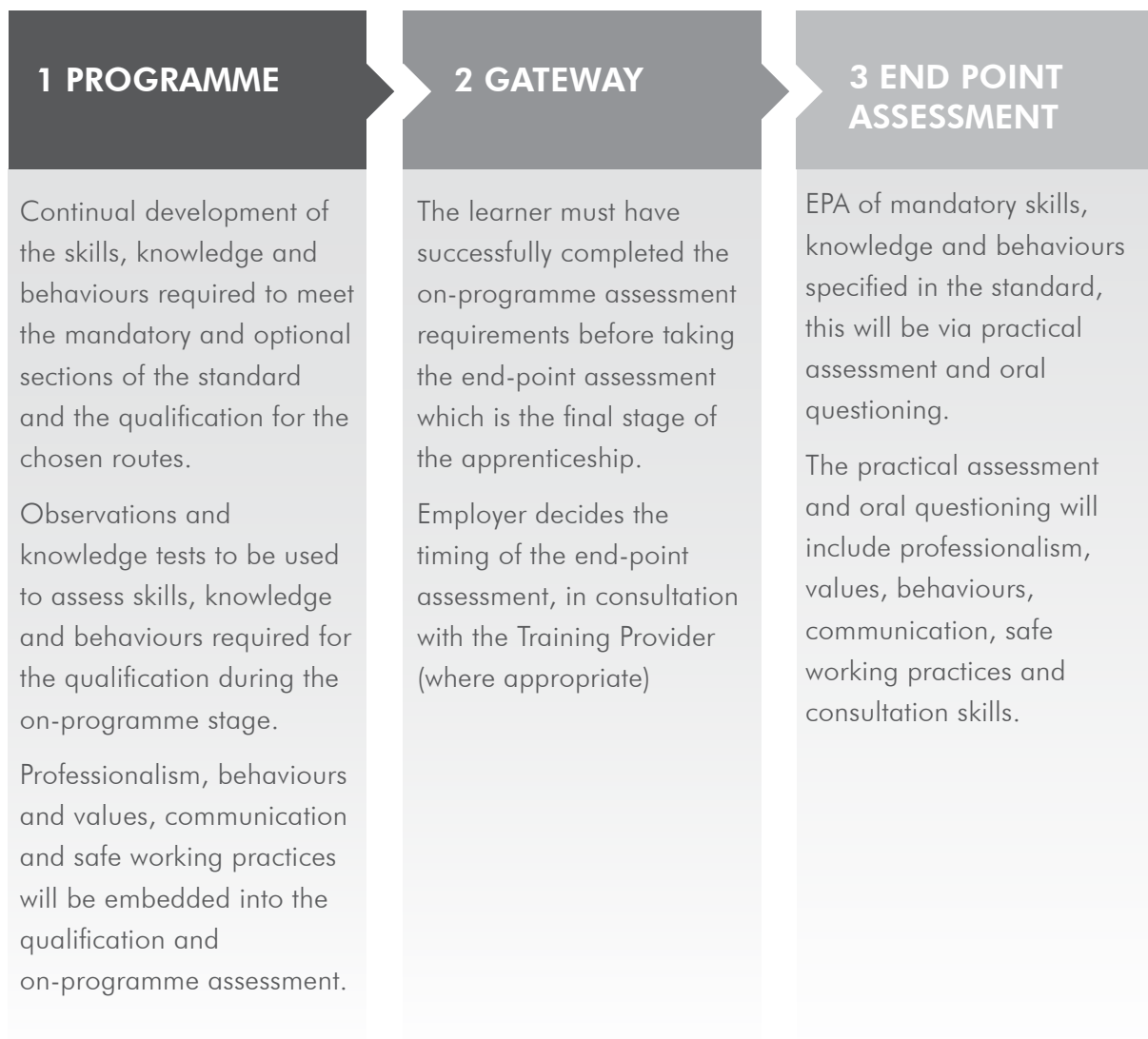
- **Funding**
 - Apprenticeship levy (for employers with a payroll bill in excess of £3million)
 - Employers decide which provider
 - Funding through DAS (Digital Apprenticeship Service)
- **Programme**
 - Qualification (Hair and Beauty)
 - Maths and English
- **Assessment**
 - On programme practice to achieve consistency of performance
 - Independent external practical examination
- **Gateway**
 - Sign-off of learners work by employer and provider is required to gain entry to end-point assessment
- **End point assessment**
 - Graded (pass/distinction) by VTCT
 - Conducted by a VTCT Independent Apprenticeship Examiner (IAE)
- **Achievement and certification**
- **Competent and ready to work**

VTCT's new professional apprenticeship qualifications will run from 1st May 2017



How do they work?

Three stages to the qualifications:



The overall grade for the apprenticeship will be determined by performance in the end point assessment which will be graded Pass/Distinction.

How will it be funded?

For apprenticeships commencing before 1st May 2017 the funding process will remain unchanged. For the new Professional Apprenticeship Standards the funding plan applies to both public and private sectors and will be based on the size of the employer.

From 2017:

- Large employers (with a payroll bill in excess of £3million) – pay into an apprenticeship levy from April 2017. Employers will have control over which provider they choose and when they spend their funding via the Digital Apprenticeship Service (DAS). Providers can then draw those funds via their monthly ILR return
- Smaller employers (under £3million payroll bill, non-levy-paying) – current arrangements will continue to be funded through provider allocations at least until 2018 then they will receive direct funding the same way as levy-paying employers
- For the new apprenticeships, from 1st May 2017 non-levy paying employers will make a 10% contribution and the Government will pay 90%. Employers can choose the training, an approved training provider and an assessment organisation using the registers available on the DAS
- Every individual apprenticeship framework and standard will be allocated to a funding band. Hair professional standards have been allocated Band 9 which means funding will be capped at £9000. The funding band for the Beauty professional standards are yet to be confirmed
- By 2020, all employers will be able to use the DAS to pay for training and assessment for apprenticeships

Further details on apprenticeship funding can be found at the following links:

- <https://www.gov.uk/government/publications/apprenticeship-funding-from-may-2017>
- <https://www.gov.uk/government/publications/apprenticeship-levy-how-it-will-work/apprenticeship-levy-how-it-will-work>
- <https://www.gov.uk/government/publications/apprenticeships-government-spending-and-expected-levy-payments>



How can I find out more about VTCT apprenticeships?

VTCT are holding qualification conferences regarding the new Professional Apprenticeship Standards:

- 23rd March – MacDonald Burlington Hotel, Birmingham
- 27th March – MacDonald Manchester Hotel and Spa, Manchester
- 3rd April – Park Plaza, London Victoria

The qualification conference will also cover Technical Qualifications at levels 2 and 3.

**To book please visit the VTCT website for more information:
www.vtct.org.uk/Centres/Events**



Beauty Professional Apprenticeship Standards

There are three distinctly different occupational pathways within the Beauty Professional role; each requires a different highly skilled individual practitioner to deliver the specific requirements of each area of specialism and workplace environment; these are a Beauty and Make-up Consultant, a Beauty Therapist and a Nail Technician.

All three options require the Beauty Professional to be able to carry out detailed and confidential consultations with clients, choosing the most appropriate services and products. They must act with professionalism, without supervision, and observe the safe working practices associated with their role, to a high level of precision.

A Beauty and Make-up Consultant will provide detailed make-up application and instruction for application alongside purchasing advice in a retail environment. They will demonstrate techniques and apply specifically chosen products to clients. They will work in a make-up studio, department store, salon or spa.

A Beauty Therapist will give one to one treatments on clients in a private environment providing facials, hair removal waxing services, eyelash and brow treatments, hand and foot treatments and make-up services. They will be working in a Beauty Salon or Spa.

A Nail Technician will perform manicures, pedicures, nail enhancements, nail treatments, nail art, gel polishes, nail extension and repair services using a selection of Acrylic, Gel, Fibreglass or silk wrap systems. They will work in a Nail Bar/Salon.

The three pathways:

Route 1 – Beauty and Make-up Consultancy

- **Mandatory units**
 - Instruct the use and application of skincare products and make-up
 - Advise customers on eye and brow products
 - Advise customers on facial products
 - Advise customers on nail products
 - Contribute to promotional activities
 - Follow stock control procedures
 - Make beauty recommendations to clients
 - Advise and recommend on perfumery products
- **EPA duration**
 - Maximum 2.5 hours (excluding breaks, inclusive of a 10 minute presentation) with a minimum of 1 client

Route 2 – Beauty Therapy

- **Mandatory units**
 - Remove hair using wax
 - Provide hand and nail treatments
 - Provide foot treatments
 - Provide facial treatments
 - Provide a range of eye and brow treatments
 - Provide make-up application
- **Optional units – choose 1**
 - Provide self-tanning
 - Provide a massage
- **EPA duration**
 - Maximum 5 hours (excluding breaks) with a minimum of 1 client

Route 3 – Nail Services

- **Mandatory units**
 - Provide a manicure treatment
 - Provide a pedicure treatment
 - Advise customers on nail products and services
 - Provide gel polish for nails
 - Create basic nail art
 - Provide a nail enhancement system
- **EPA duration**
 - Maximum of 4 hours (excluding breaks) with a minimum of 2 clients

Achievement of the beauty professional apprenticeship standard will make learners eligible for registration on a central register, held by SkillsActive (Beauty Professional Register)

Duration of apprenticeship:	Minimum of 12 months
English and Maths:	Maths and English are vital skills that will underpin success in every career. All apprenticeships will need to include opportunities for apprentices to develop their knowledge, understanding and use of Maths and English. The minimum required to complete a Level 2 apprenticeship is a qualification in English and Maths at Level 1 or above (e.g. functional skills). Where apprentices already have Maths and English qualifications at the level required to complete their apprenticeship, they should be supported to work towards the next level.
Entry requirements:	None
Progression to:	Advanced Beauty Professional
Level:	2
Qualification to be achieved:	<ul style="list-style-type: none"> • Level 2 Diploma for Beauty Professionals (Beauty and Spa Therapist) • Level 2 Diploma for Beauty Professionals (Nail Technician) • Level 2 Diploma for Beauty Professionals (Beauty and Make-up Consultant)





Hair Professional Apprenticeship Standards

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.

The two pathways:

Route 1 - Hairdressing

- **Mandatory units**
 - Consultation
 - Shampoo, condition and treat the hair and scalp
 - Cut hair using a range of techniques to create a variety of looks
 - Style and finish hair using a range of techniques to create a variety of looks
 - Colour and lighten hair using a range of techniques
- **Optional units – choose 1**
 - Perming hair
 - Hair relaxing treatments and techniques
 - Hair extension services
- **EPA duration**
 - Maximum 6 hours (excluding breaks) with a minimum of 2 models

Route 2 - Barbering

- **Mandatory units**
 - Consultation
 - Shampoo, condition and treat the hair and scalp
 - Cutting hair using barbering techniques to create a variety of looks
 - Style and finish men's hair
 - Cut facial hair into shape
 - Shaving services
- **EPA duration**
 - Maximum of 3 hours (excluding breaks) with a minimum of 2 models

Achievement of the apprenticeship standard will make learners eligible for state registration with the Hair Council.

Duration of apprenticeship:	Typically 24 months
English and Maths:	Maths and English are vital skills that will underpin success in every career. All apprenticeships will need to include opportunities for apprentices to develop their knowledge, understanding and use of Maths and English. The minimum required to complete a Level 2 apprenticeship is a qualification in English and Maths at Level 1 or above (e.g. functional skills). Where apprentices already have Maths and English qualifications at the level required to complete their apprenticeship, they should be supported to work towards the next level.
Entry requirements:	None
Progression to:	Senior Hairdresser or Senior Barber
Level:	2
Qualification to be achieved:	<ul style="list-style-type: none">• Level 2 Diploma for Hair Professionals (Hair)• Level 2 Diploma for Hair Professionals (Barbering)



New Professional Apprenticeship Standards

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