

# End-point Assessment

## What to Expect – The Apprentice

The End-point Assessment is basically a Trade/Skills Test that will happen at the end of your apprenticeship to ensure you have all of the; skills, knowledge and behaviours to successfully go forward into full employment.

During your on-programme stage your training provider and employer will both support you, to ensure you are well prepared before your End-point Assessment. Part of this preparation will be to introduce grading into your everyday training and work:

- If you do something exceptional they will tell you. This will mean you are working at a distinction level;
- If you do something safe and proficient, they will tell you. This means are working at a pass level;
- If you do something unsafe or the skill is poor, they will tell you. This will mean you are working at a fail level.

If you know the level you are working at you can improve!

The decision on when you are ready for the End-point Assessment will be a joint decision between; yourself, your employer and training provider. You will not be put forward for your End-point Assessment until you are comfortable that you will succeed. All of the experience you gain during the on-programme stage of your apprenticeship and your work in your salon/barbershop is great practice towards achieving a good grade in your End-point Assessment.

**The End-point Assessment for hairdressing is a maximum of a six-hour examination (excluding breaks) and consists of:**

- Working on 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

**The End-point Assessment for barbering is a maximum of a three-hour examination (excluding breaks) and consists of:**

- Working on a minimum of two models
- Cutting two barbering looks
- Styling and finishing men's hair
- Two facial hair cuts
  - A full beard and moustache
  - A partial beard and moustache
- One full shaving service

The End-point Assessment will be carried out by an Apprenticeship Assessor, who you will not know. They will be sent from an End-point Assessment Organisation and will observe you during the End-point Assessment. They will watch everything you do, ask you questions and take notes during the End-point Assessment. Try not to be nervous, the Apprenticeship Assessor is there to help you achieve your goal – a successful apprenticeship. The End-point Assessment is the time for you to show off all you have learnt.

It is important to prepare for your End-point Assessment and you should consider the points below, even if they seem very obvious:

- **The time and date of your End-point Assessment** – ensure you have all of the details of the venue, time and date. You will be expected to arrive at least ½ hour prior to the start time.
- **The venue for your End-point Assessment** – remember that your End-point Assessment will not necessarily take place in your usual place of work or study. If it is in a different venue, ensure you know how to get there and how long it will take, which bus to take or where to park. If it is in a venue that you are not familiar with, you will be offered familiarisation visits so you will be at ease on the day.
- **Your tools and equipment** – make sure you have all your tools and equipment with you when you attend your End-point Assessment. Ensure all tools are clean, maintained and in good working order and that you have a supply of any products you are planning to use. If you have three clients, three combs would be a good idea – clean comb for each client.
- **Your clients (models)** – it is your responsibility to supply the models for your End-point Assessment and that they are suitable for the work you are being assessed on. Make sure your models know the date and venue for your End-point Assessment and arrive on time. They can arrive with you or you can organise the time for each to arrive. Just be aware – **NO MODEL = NO END-POINT ASSESSMENT** which will mean you will **fail** your End-point Assessment before you even start!
- **What you are expected to demonstrate** – the End-point Assessment will only cover the things you have learnt during the on-programme stage (qualification), nothing more, nothing less. You have been practicing for this since the start of your apprenticeship so it is just business as usual. If you finish early, you will be allowed to leave the End-point Assessment but you cannot return once you have left the room. You will not be allowed to take your tools and equipment with you if you leave early but you will have to wait until the End-point Assessment is finished before you can re-entre the venue to collect your equipment.
- **Remember your soft skills** – the Apprenticeship Assessor will be looking at the way you work and behave as well as testing your skills and knowledge. Treat your clients professionally when talking with them and carrying out their services. Imagine that they are paying customers that you do not know and you are working in your salon/barbershop, even if they are a friend or relation. The way you treat your clients will help towards your grade.
- **This is an examination** – the End-point Assessment will be conducted under strict exam conditions which means working completely independently. You cannot talk or ask questions of other apprentices who may be taking their End-point Assessment at the same time. Mobile phones cannot be used by yourself and your client, get them to bring a book or magazine if they would like to. Of course you must communicate with your client as you would in your salon. The Apprenticeship Assessor will expect to see this happening, although they must not be seen to be advising or helping you in anyway.

If you remember all the above, you should have a very successful End-point Assessment.

Your training provider and employer **cannot be present** whilst you take your End-point Assessment. They can accompany you but must leave when the exam starts.

The Apprenticeship Assessor will watch you closely during your End-point Assessment and award you points depending upon; the skills you demonstrate during the services, your knowledge when explaining the services to your client and answer questions and the way you behaviour/conduct yourself throughout the End-point Assessment.

The more points you get, the higher your grade will be. You can achieve a fail, pass or distinction grade. The Apprenticeship Assessor will provide your training provider and employer with your results within fourteen days of your End-point Assessment. The training provider and employer will then tell you your results. You have to achieve at least a pass in your End-point Assessment to be able to pass your apprenticeship.

The grading process is called a holistic approach to grading.

**The table below explains what is meant by this:**

Fail	Pass	Distinction
The apprentice demonstrates over the complete EPA* an unsafe and poor approach to hair services.	The apprentice demonstrates over the complete EPA* a safe and skilful approach to hair services.	The apprentice demonstrates over the complete EPA* a safe and skilful, creative, personalised and justified approach to hair services.

\* EPA for Hairdressing will last 6 hours

\* EPA for Barbering will last 3 hours

If you do fail, do not give up. Your training provider can re-book your End-point Assessment although you have to wait at least 28 days from your first attempt. You must use this time to practice your skills, brush up on your knowledge to ensure you are confident to pass the second time around. Don't forget if you fail the first time around you will know what to expect on your second attempt.