

End-point Assessment

What to Expect – The Employer

The End-point Assessment will be the finale of your apprentice's apprenticeship. Their skills, knowledge and behaviours learnt during the on-programme stage (qualification) will be graded by an Apprenticeship Assessor and when successful will enable them to successfully go forward into full employment.

It is bound to be a worrying time for an apprentice and as their employer, it will be your job to help them prepare and support them. Practice, practice, practice is what is called for to help the apprentice prepare for their graded End-point Assessment.

The final decision as to when the apprentice is ready to be put forward for their End-point Assessment will be a joint decision between; you, the training provider and of course the apprentice. The training provider will organise this for you.

The End-point Assessment for hairdressing and barbering are different:

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 independent Apprenticeship Assessor who will be employed by an End-point Assessment Organisation. The Apprenticeship Assessor will be completely independent from the training provider and yourself, so no conflict of interest can occur.

You and the training provider cannot be present whilst the apprentice takes their End-point Assessment.

As the employer, your input into preparing the apprentice prior to the day is vital to their success. All of the knowledge, skills and behaviours they have gained during the on-programme stage (qualification) of their apprenticeship will be tested on the day. On-going questioning during every stage of their learning will ensure they have the confidence to show their ability.

Introduce grading into their everyday work and training:

- If they do something exceptional reward them with telling them they are working at a distinction level
- If they do something safe and proficient, tell them they are working at a pass level
- If they do something unsafe or the skill is poor be honest and tell them they are working at a fail level. If they know they can improve!

The training provider will help you with the grading criteria.

You can also ensure they have had sufficient practice beforehand on each of the services they will need to perform during the End-point Assessment.

The best support you can give your apprentice is encouragement and positivity. Make them believe they can succeed and offer advice on how to handle their nerves.

Once you have agreed a date for the End-point Assessment and the training provider has made the registration, ensure your apprentice knows the following:

- The time and date of their End-point Assessment
- The venue for their End-point Assessment
 - If the End-point Assessment is in an unfamiliar venue your apprentice will need familiarisation visits to ensure they are comfortable with the venue
- The tools and equipment they will need
- That their clients are suitable for the End-point Assessment and available on the day
- What they are expected to demonstrate
- That their soft skills meet professional standards

After the End-point Assessment, your apprentice will want to talk about their experience and will look to you to provide a listening ear.

Your apprentice can achieve a fail, pass or distinction for their End-point Assessment and the IAE will provide their result directly to both yourself and the training provider within fourteen days. It will be up to you to let your apprentice know the result. They will need to achieve at least a pass to be able to achieve their apprenticeship. If your apprentice should fail, you should support and encourage them and work with the training provider to identify where they went wrong. The training provider can re-book the apprentice’s End-Point Assessment although they will have to wait at least 28 days from the first attempt.

The apprentice must use this time to practice in readiness for their second attempt, to ensure they are in the best position to pass next time around and will look to you for support. It will fall to you to fill any knowledge and skills gaps they may have and keep them positive until they are ready to re-sit the EPA.

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