

Here follows a summary of the key elements of our response to DfE relating to the content of the hair, barbering and beauty T Levels.

(For reference, questions 1 & 2 related specifically to our organisation).

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### 3. The knowledge and skills in the core content will enable someone to develop a broad understanding relevant to the sector. Options:

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

#### Comments:

- VTCT recommends that the panel give greater consideration to the wide range of employer types within the industry, and consequentially, a potential lack of exposure of learners to large businesses with established systems. Learners could

potentially be disadvantaged by their demographic location.

- Employability skills such as CV writing, critical thinking skills, emotional intelligence, conflict resolution and interpersonal skills are critical to success in the workplace. In consideration of the nature of the hair and beauty sector, on completion of the T level, learners will seek to progress into employment, where these kinds of skills and knowledge could help to ensure that the learners are equipped to apply for jobs, enter the workplace and retain a job within the industry.

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### 4. The content for each occupational specialism contains the right knowledge and skills to allow someone to gain employment within that specialism.

#### Options:

#### Beauty

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

#### Comments:

- VTCT is of the view that the term 'aesthetics' should be removed from the content. Aesthetics is not a term used in the context of level 3 qualifications, as it may misrepresent the qualification in relation to non-surgical medical aesthetics and other qualifications at levels 4, 5, 6 and 7.

## Barbering

- Strongly agree
- **Agree**
- Neither agree nor disagree
- Disagree
- Strongly disagree

### Comments:

- Overall, VTCT believes that the content of the occupational specialism for barbering is suitable for the purpose of entering employment as a barber upon completion of the qualification. However, below are some points that may need to be considered so as to not restrict learners in completing the qualification.

### **Performance Outcome 2 – Use a range of creative and precision barbering techniques to create a variety of style, including fashion forward trends**

- This unit has pattern work incorporated in the unit. However, when designing the final qualification/unit, care may need to be given to the level of importance associated with this area, as common challenges include finding models as well as variance in provider skills whereby some teachers and barbers have greater flair and skill in this than others. Pattern work in hair is not standardised in terms of typical or mainstream services across the whole barbering industry.
- It is recognised that the number of men having pattern work is a very small percentage of overall barbering services that are availed of by the public. VTCT recognises that to motivate learners to achieve more technical skills on their TQ, pattern work could be split out to be optional, so that learners can still pass

the cutting aspect even if they're unable to access clients to pass detailing and patterns in the hair.

### **Performance Outcome 5 – Provide bleaching, toning and colouring grey hair services**

- VTCT believes that this unit may present barriers in terms of the availability of models. In many areas of the country, colouring men's hair is still a marginal service in barbershops. The techniques listed appear to use commercial terminology such as "shoe shine" which is a description of partial colouring but not necessarily understood as a collective hairdressing/barbering colouring term.
- VTCT would also ask the panel to consider the use of the word "guy lights" after extensive research there is no reference to either "shoe shine" nor "guy lights" within text books or online.
- VTCT has evidence from the delivery of current barbering qualifications that providing bleaching and toning grey hair services are not widely accessible and can present barriers for learner achievement. The market for men's colouring services is 'bespoke' and not necessarily a traditional service offered by most barbershops.
- Where colouring men's hair is offered, it is usually by a hairdresser in a salon environment. Traditional barbershops would not necessarily hold the full range of stock required, or have staff qualified to offer this service. For all these reasons, VTCT would propose that the men's colouring services content is removed from barbering and inserted as an option using the colouring ranges within hairdressing.

## Hairdressing

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

- VTCT is generally happy with the hairdressing content, recognising that skills which require a high degree of dexterity and those that can only be acquired over a period of time have been included.

Comments:

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5. Is there anything missing from the content for the occupational specialisms? If you respond yes, please provide details in the comment section.

## Beauty

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

to be covered, not just the manual aspect.

- “Electric muscle stimulation (body only).” VTCT recommends that the face is included as otherwise there will be a disparity in ability/knowledge of learners on a TQ and equivalent Level 3 qualifications, disadvantaging the TQ holders.

Comments:

### **Performance Outcome 4 – Perform manual and technical treatments using basic and advanced therapy techniques and equipment**

VTCT recommends the following amendments:

- The word “basic” is used in the outcome title; however, there is nothing within the content to indicate which treatments are being considered as basic treatments.
- “How to complete bespoke advanced manual therapy treatment plans.” – ‘advanced’ is also a word that VTCT would recommend is removed, as per comments relating to PO1. Also, manual and technical therapy treatment plans should also be included as this is reflective of the Performance Outcomes and ensures that all the range is expected

### **Performance Outcome 5 – Create and demonstrate a range of make-up looks including the enhancement of eyelashes and eyebrows**

VTCT recommends the following amendments:

- “How to select skin preparation and skin care products based on client’s skin type, condition and desired look.” – The title of the unit is ‘Create and demonstrate a range of make-up looks including the enhancement of eyelashes and eyebrows’ so the presumption is that the emphasis is on make-up product selection, not skin care.

## Barbering

- Strongly agree
- Agree
- **Neither agree nor disagree**
- Disagree

- Strongly disagree

Comments:

Please see comments provided in question 4.

## Hairdressing

- Strongly agree
- Agree
- Neither agree nor disagree

- Disagree

- **Strongly disagree**

Comments:

## 6. Is there anything in the content for the occupational specialisms that is unnecessary?

### Beauty

- **Yes**
- No
- Unsure

Comments:

- VTCT is of the view that the term 'aesthetics' should be removed from the content. Aesthetics is not a term used in the context of level 3 qualifications, as it may misrepresent the qualification in relation to non-surgical medical aesthetics and other qualifications at levels 4, 5, 6 and 7.

#### Performance Outcome 1 – Develop and recommend bespoke treatment plans and experiences

- "How to perform consultations for advanced manual and technical therapies to design bespoke treatment plans which include:" – VTCT would recommend that the word "advanced" is removed from here as it is not reflective of the Performance Outcome.

#### Performance Outcome 2 – Provide hand, nail and foot services to meet current trends

- VTCT would like to query the terminology here; the industry recognises these treatments as manicures and pedicures. The apprenticeship standard had to use the term hand, nail and foot services due to the similar content within the nail technician standard.
- The change in vocabulary was a requirement by the IFA and not the employers on the steering groups. Therefore, as there is no nail technician T Level, can the appropriate industry terminology now be used for this performance outcome?
- Employers need to be able to recognise the skill set of the learner by the titles of the unit they have studied. The current terminology is not used within the industry by employers. There are also references to manicures and pedicures within the unit content.

#### Performance Outcome 3 – Provide a range of temporary and permanent hair removal services

VTCT recommends the following amendments:

- The word “permanent” should be removed as using waxing is being discussed within the content.

**Performance Outcome 4 – Perform manual and technical treatments using basic and advanced therapy techniques and equipment**

VTCT recommends the following amendments:

- “Consult, plan, perform and adapt advanced manual therapies, inclusive of Swedish massage (face, scalp and body), singularly or as a course to meet client’s physical and psychological characteristics, treatment objectives (relaxing, wellbeing, uplifting, detoxifying and stimulating) needs and expectations” – Swedish massage is not an advanced therapy.
- “Deep tissue” and “lymphatic drainage and pressure point massage” – for the two techniques highlighted, VTCT’s

advice has always been that a learner should already have a level 3 qualification before performing deep tissue massage or lymphatic drainage. This would be a level 4 qualification and we have found that most insurance companies would not insure learners without an additional qualification.

**Performance Outcome 5 – Create and demonstrate a range of make-up looks including the enhancement of eyelashes and eyebrows**

VTCT recommends the following amendments:

- VTCT recommends reconsidering the suitability of the fashion and photographic skills in this performance outcome. These techniques are advanced and specialist and not commonly carried out by beauty therapists at level. The skill set sits within content for theatrical and media make-up artistry qualifications.

**Barbering**

- Yes
- No
- Unsure

Comments:

Please see comments provided in question 4.

**Hairdressing**

- Yes
- No
- Unsure

Comments:

- One technical terminology consideration that VTCT would like to raise relates to the use of the term ‘precision cutting’, which is the term used for solid lines and zero elevation; so VTCT suggests that ‘close cutting’ may be confusing as a term within the content.

7. Do the occupational specialisms cover everything a person needs to learn to be able to start work in that specialism?

**Beauty**

- Yes
- No
- Unsure

Comments:

**Barbering**

- Yes
- No

- Unsure

Comments:

**Hairdressing**

- Yes
- No
- Unsure

Comments:

8. Overall, is the outline content appropriate for a level 3 qualification?

- Yes
- No
- Unsure

Comments:

- VTCT is of the view that the term 'aesthetics' should be removed from the content. Aesthetics is not a term used in the context of level 3 qualifications, as it

may misrepresent the qualification in relation to non-surgical medical aesthetics and other qualifications at levels 4, 5, 6 and 7.

- The terminology used throughout the content should be looked at carefully. The use of the word 'advanced' is misleading and should not be related to level 3.

9. Overall, is the outline content suitable for teaching in a classroom-based setting?

- Yes
- No
- Unsure

Comments:

There are some equipment and model requirements required that some centres may find difficult to meet. Please see comments within the questions above.