



Apprenticeships in Hair and Beauty



A make-over for your future

Hair and beauty apprenticeships are an attractive option for individuals and companies alike. They're the perfect route to a high standard of skills, professionalism and customer service.

How we can help

Derby College's growing suite of apprenticeship programmes provides exciting new opportunities for employers who want to bring fresh talent to their salons – and for learners who want to enhance their career prospects in a rewarding profession.

Our expert staff deliver training to exacting standards, ensuring apprentices have practical knowhow, employability skills and a positive attitude.

Benefits for the employer

Apprentices can deliver real returns to your bottom line, filling your skills gaps, attracting new custom and improving your firm's efficiency and performance.

As your apprenticeship training partner, Derby College will help you to:

- Boost your competitiveness
- Deliver better customer service
- Build a highly skilled, confident and sustainable workforce for the future
- Save time and money on recruitment
- Benefit from flexible training programmes to suit your working schedules
- Develop motivated and engaged employees, with lower staff turnover
- Improve the literacy, numeracy and communication skills of your team.

With an apprentice, you'll be harnessing fresh new talent, investing in the right skills and nurturing the managers of tomorrow. Apprentices are widely regarded as eager, reliable, versatile and loyal to their company.

And Derby College can help you find the right apprentice who will fit in perfectly with your team.

Benefits for the apprentice

As a hair or beauty apprentice, you'll gain the wide-ranging skills to pursue a rewarding career in a trend-setting industry. You will:

- Earn while you're learning, with paid holidays
- Work for a real employer in a real job with training
- Gain a recognised qualification respected world-wide
- Enjoy excellent progression opportunities.

It takes a special combination of skills – and excellent training – to become a really successful hairdresser, barber or beauty therapist. With the help of Derby College, you'll finesse your techniques, improve your artistic flair, develop your business acumen and learn how to deliver exceptional customer service.

The Derby College difference

We have a strong track record in running high-quality hair and beauty courses at intermediate and advanced levels. Our apprenticeship programmes are a highly respected route to success in the industry.

Apprentices training at Derby College will:

- Be inspired by industry-experienced teaching staff who have a national reputation for supporting the next generation of hair and beauty professionals
- Benefit from our great contacts with leading employers and professional bodies
- Develop skills in our outstanding training facilities – the SENSI salons at our Roundhouse and Ilkeston campuses are run as commercial businesses.
- Gain broader horizons – through opportunities for overseas work experience, industry visits, guest demonstrations and high-profile competitions
- Learn about the latest techniques, products and treatments
- Have the chance to move on to higher level and management programmes.

SENSI

Intermediate Apprenticeship in Beauty Therapy

Number of years: **18 months**

Location: **The Roundhouse**



Course summary

You will work towards the NVQ 2 Beauty Therapy – a professional qualification awarded by City & Guilds for learners working in a commercial salon. You will gain a broad understanding of the beauty industry together with essential skills and knowledge, including transferable skills in areas like communication and customer care which are increasingly important to employers.

In order to support your main programme of study, future progression and life skills, you will also develop your skills in maths and English.

Entry requirements

It is essential that you have excellent written and communication skills, with GCSEs at grade D or above in English and Maths or Literacy and Numeracy at Level 1.

Course content

Mandatory units are:

- Make sure your own actions reduce risks to health and safety
- Promote additional services or products to clients
- Develop and maintain your effectiveness at work
- Provide facial skin care treatment
- Enhance the appearance of eyebrows and lashes
- Carry out waxing services
- Provide manicure services
- Provide pedicure services
- An additional unit

How will I be assessed?

You will be assessed by a range of methods including practical observation, oral questioning, written review tests and final exam papers, assignments and preparing a portfolio of evidence. Maths and English will be assessed through a controlled assessment or final exam.

Are there any additional costs or is specialist equipment required?

You will be advised by the Beauty team when you enrol.

What can I do after the course?

You can progress your career in settings such as salons, spas, cruise liners and cosmetic houses. You can also consider the Advanced Beauty Therapy Apprenticeship offered by Derby College. If you study further, you will continue developing skills in maths and English.

Advanced Apprenticeship in Beauty Therapy

Number of years: **18 months**

Location: **The Roundhouse**



Course summary

The Advanced Beauty Therapy apprenticeship programme is aimed at learners who have already achieved Level 2 Beauty Therapy qualifications and who want to build on their existing knowledge to extend their skills and experience. This City & Guilds qualification equips them to make greater contributions to the running of a commercial salon.

To support their main programme of study, future progression and life skills, learners will also develop their skills in maths and English.

Entry requirements

You are expected to have completed NVQ Level 2 Beauty Therapy and to have GCSE English Language at grade C or Literacy and Numeracy at Level 2.

Course content

- Monitor procedures to safely control work operations
- Contribute to the planning and implementation of promotional activities
- Provide body massage treatments
- Hot stone therapy

How will I be assessed?

You will be assessed via a range of methods including practical observation, online testing, assignments and preparing a portfolio of evidence. Assessment is on-going throughout the year in the workplace. Maths and English will be assessed through a controlled assessment or final exam.

Are there any additional costs or is specialist equipment required?

You will be advised by the Beauty team when you enrol.

What can I do after the course?

You can advance your career in salons or in self-employment. You can also discuss progression to higher level qualifications. The teaching staff will advise you on the wide range of opportunities available. If you progress to further study, you will continue to develop your skills in maths and English.

DID YOU KNOW?

96%



of employers who take on apprentices report benefits to their business

Source: Evaluation of Apprenticeships, BIS, May 2012

DID YOU KNOW?

88%



of employers were satisfied with the relevance of apprenticeship training

Source: Evaluation of Apprenticeships, BIS, May 2012

Intermediate Apprenticeship in Hairdressing

Number of years: **18 months**

Location: **The Roundhouse**



Course summary

This is a professional qualification awarded by City & Guilds for learners working in a commercial salon. You will gain a broad understanding of the hairdressing industry together with essential skills and knowledge, including transferable skills in areas like communication and customer care which are increasingly important to employers.

To support your main programme of study, future progression and life skills, you will also develop your skills in maths and English.

Entry requirements

It is essential that you have excellent written and communication skills and a profile of GCSEs at grade D, to include English Language.

Course content

- Ensure responsibility for actions to reduce risks to health and safety
- Advise and consult with clients
- Shampoo, condition and treat the hair and scalp
- Change hair colour
- Style and finish hair
- Set and dress hair
- Cut hair using basic techniques

How will I be assessed?

You will be assessed via a range of methods including practical observation, oral questioning, written tests, assignments and preparing a portfolio of evidence. Assessments are on-going throughout the year. Practical assessments are carried out in the workplace on clients. Maths and English will be assessed through a controlled assessment or final exam.

Are there any additional costs or is specialist equipment required?

If you are over 19 years of age, your employer will be required to make contributions to the cost of your training.

What can I do after the course?

You can discuss progression opportunities with our teaching staff. Options could include the Advanced Apprenticeship in Hairdressing or employment in salons. If studying for further qualifications, you will continue to develop your skills in maths and English.

Advanced Apprenticeship in Hairdressing

Number of years: **1**

Location: **The Roundhouse**



Course summary

Building on your existing knowledge, you will extend your skills and experience by developing various cutting, colouring and styling techniques, improving your creative flair and providing consultation services.

Leading to a recognised City & Guilds qualification, this course also equips you to make greater contributions to the running of a commercial salon.

In order to support your main programme of study, future progression and life skills, you will also develop your skills in maths and English.

Entry requirements

It is essential that learners have excellent written and communication skills. You will also need to have successfully completed an NVQ2 in Hairdressing and GCSE English and Maths at grade C or Literacy and Numeracy at Level 2.

Course content

- Monitor procedures to safely control work operations
- Promote additional services or products to clients
- Provide hairdressing consultation services
- Creatively cut hair using a combination of techniques
- Colour hair using a variety of techniques
- Creatively style and dress hair
- Creatively dress long hair
- Develop and enhance your creative hairdressing skills
- Contribute to the planning and implementation of promotional activities

How will I be assessed?

You will be assessed by a range of methods including practical observation, oral questioning, written tests, assignments and preparing a portfolio of evidence. Assessments are on-going throughout the year. Practical assessments are undertaken in the workplace. Maths and English will be assessed through a controlled assessment or final exam.

Are there any additional costs or is specialist equipment required?

You will be advised by the Hair team when you enrol.

What can I do after the course?

Our teaching staff will be happy to discuss progression opportunities with you. If you progress to further study, you will continue to develop your skills in maths and English. You can also go on to employment in more senior roles in salons or in technician roles.

Intermediate Apprenticeship in Barbering

Number of years: **18 months**

Location: **The Roundhouse**



Course summary

This course, leading to a City & Guilds qualification, helps meet the growing demand for highly skilled barbers. It gives you a broad understanding of the industry, together with essential skills and knowledge. As well as delivering technical training, the course fosters transferable skills such as communication and customer care.

To support your main programme of study, future progression and life skills, you will also develop your skills in maths and English.

Entry requirements

It is essential that you have excellent written and communication skills, with a profile of GCSEs at grade D or above, including English Language at grade C.

Course content

- Advise and consult with clients
- Shampoo, condition and treat the hair and scalp
- Make sure your own actions reduce risks to health and safety
- Cut facial hair to shape using basic techniques
- Cut hair using basic barbering techniques
- Dry and finish men's hair
- Develop and maintain your effectiveness at work
- Give clients a positive impression of yourself and your organisation

How will I be assessed?

You will be assessed by a range of methods, including practical observation, oral questioning, written tests, assignments and preparing a portfolio of evidence. Assessments are on-going throughout the year. All practical assessments are carried out in the workplace on paying clients. Maths and English will be assessed through a controlled assessment or final exam.

Are there any additional costs or is specialist equipment required?

You will be advised by the Hair team when you enrol.

What can I do after the course?

Our teaching staff will be happy to advise you on opportunities for progression to advanced qualifications. If you progress to further studies, you will continue to develop your skills in maths and English. This course also paves the way for rewarding careers in a commercial salon or working as a freelance barber.

Advanced Apprenticeship in Barbering

Number of years: **18 months**

Location: **The Roundhouse**



Course summary

This professional qualification is for learners with some barbering experience who would like to update their skills and offer new services, such as advanced styling techniques or advanced cutting. A City & Guilds qualification, it also prepares you to make greater contributions to the running of a salon.

In order to support your main programme of study, future progression and life skills, you will also develop your skills in maths and English.

Entry requirements

You need to have successfully completed NVQ2 Hairdressing as well as Functional Skills to Level 1.

Course content

- Monitor procedures to safely control work operations
- Promote additional services or products to clients
- Provide hairdressing consultation services
- Contribute to the planning and implementation of promotional activities
- Design and create a range of facial hair shapes
- Creatively cut hair using a combination of barbering techniques
- Design and create patterns in hair
- Colour hair using a variety of techniques
- Develop and enhance your creative hairdressing skills
- Maths and English

How will I be assessed?

You will be assessed via a range of methods including practical observation, oral questioning, written tests, assignments and preparing a portfolio of evidence. Assessments are on-going throughout the year. All practical assessments are carried out on clients in the workplace. Maths and English will be assessed through a controlled assessment or final exam.

Are there any additional costs or is specialist equipment required?

You will be advised by the Hair team when you enrol.

What can I do after the course?

The teaching staff will advise you on the wide range of progression opportunities available. If you go on to further study, you will continue to develop your skills in maths and English. You can also advance your career in salons or in self-employment.

Apprenticeships fact file

Whether you're an employer looking to upskill your workforce or an individual considering an apprenticeship, Derby College will support you all the way. We deliver apprenticeships in over 40 industrial sectors.

What are apprenticeships?

They are work-based training programmes designed to give young people valuable work experience while earning a wage. Apprentices gain the job-specific skills they need to carry out their role competently and to meet the needs of their employer. They work alongside experienced staff to gain relevant skills on the job and attend College – usually for one day a week – working towards a recognised qualification and improving their Functional Skills.

Who are they for?

They are open to anyone over the age of 16 not already in full-time education – whether just leaving school, starting a fresh career or moving into a different role that requires new skills. Employers can use them to train new and existing employees alike.

How are they developed?

Apprenticeships are designed by the Sector Skills Councils, working with employers to develop course content that is relevant and up to date. The National Apprenticeship Service helps to fund the training.

How long do they take?

Our Intermediate Apprenticeships last 13-25 months and Advanced Apprenticeships last 12-48 months.

Where do they take place?

It is up to the employer. Most or all of the training is on the job in the workplace at times to suit the organisation. Most Derby College apprenticeships include a day a week of College-based learning.

What qualifications do they lead to?

Our apprentices gain a Level 2 or 3 NVQ, Functional Skills, and a Technical Certificate which shows they have industry-recognised skills.

What are Functional Skills?

All apprentices must develop Functional Skills that support them in their job, including Communication and Application of Number. They may also take other Functional Skills such as ICT, Working with Others and Problem Solving. Depending on the apprentice's existing qualifications and experience, they could be exempt from some of these.

What are the apprenticeship levels?

1. Intermediate Apprenticeships (equivalent to five good GCSE passes). The apprentices work towards work-based learning qualifications such as an NVQ Level 2, Functional Skills and, in some cases, a relevant knowledge-based qualification.
2. Advanced Apprenticeships (equivalent to two A-level passes). Advanced apprentices work towards work-based learning qualifications such as an NVQ Level 3, Functional Skills and, in most cases, a relevant knowledge-based certificate. To start this programme, students should ideally have five GCSEs (grade C or above) or have completed an Intermediate Apprenticeship.
3. Higher Apprenticeships. Higher apprentices work towards work-based learning qualifications such as an NVQ Level 4 and, in some cases, a qualification like a Foundation Degree.

What does the College contribute?

A dedicated College representative works closely with employers to:

- help them decide which apprenticeship is right for them
- explain how apprenticeships might help them and if funding is available
- agree a training plan with the apprentice

- help recruit an apprentice or support existing staff into apprenticeships
- manage the training and evaluation to nationally recognised quality standards.

What does an employer contribute?

As well as a minimum of 30 hours a week employment, the employer must give the apprentice clear terms and conditions of employment and an induction into their role. Derby College can give advice on such issues. Employers are also responsible for paying apprentices' wages, based on the National Minimum Training Allowance.

Is there help with funding?

Funding towards training is available from the National Apprenticeship Service. The contribution varies depending on the sector and the age of the candidate. If the apprentice is aged 16-18 years, the employer will receive 100% of the training cost; if they are 19-24 years old, they will receive up to 50%; if they are 25 years old or over, any contribution depends on the employer's sector and area. Employers may also be eligible for the National Age Grant of £1,500.

Is there help with recruitment?

Derby College offers a free recruitment service matching the right candidate with the right apprenticeship vacancy. For vacancies daily, see: www.derby-college.ac.uk/apprenticeships

How do I find out more?

Call **0800 028 0289** or visit www.derby-college.ac.uk

Employers can also request our detailed guide to apprenticeships. See www.derby-college.ac.uk/apprenticeships-employers



Roundhouse Campus
 Roundhouse Road
 Pride Park
 Derby
 DE24 8JE

The Roundhouse Johnson Building
 Locomotive Way
 Pride Park
 Derby
 DE24 8PU

The Roundhouse Hudson Building
 Locomotive Way
 Pride Park
 Derby
 DE24 8PU

Joseph Wright Campus
 Cathedral Road
 Derby
 DE1 3PA

Broomfield Hall Campus
 Morley
 Ilkeston
 Derby
 DE7 6DN

Ilkeston Campus
 2 Pimlico
 Ilkeston
 Derbyshire
 DE7 5JS



Beauty



Hairdressing



DERBY college

0800 028 0289

enquiries@derby-college.ac.uk

www.derby-college.ac.uk

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This publication is available, on request, in Braille and large print. Please call 0800 028 0289 for your copy.

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