

# apprenticeship FRAMEWORK

## Beauty Therapy (England)

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# Beauty Therapy (England)

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# Framework summary

## Beauty Therapy

### Intermediate Level Apprenticeship in Beauty Therapy

This framework includes information on Personal Learning and Thinking Skills

#### Pathways for this framework at level 2 include:

##### Pathway 1: Beauty Therapy - General

**Competence qualifications available to this pathway:**

N/A

**Knowledge qualifications available to this pathway:**

N/A

**Combined qualifications available to this pathway:**

B1 - Level 2 NVQ Diploma in Beauty Therapy - General

**This pathway also contains information on:**

- Employee rights and responsibilities
- Functional skills

##### Pathway 2: Beauty Therapy - Make-up

**Competence qualifications available to this pathway:**

N/A

**Knowledge qualifications available to this pathway:**

N/A

**Combined qualifications available to this pathway:**

B1 - Level 2 NVQ Diploma in Beauty Therapy - Make-up

**This pathway also contains information on:**

- Employee rights and responsibilities
- Functional skills

## Beauty Therapy

### Advanced Level Apprenticeship in Beauty Therapy

This framework includes information on Personal Learning and Thinking Skills

#### Pathways for this framework at level 3 include:

##### Pathway 1: Beauty Therapy - General

**Competence qualifications available to this pathway:**

N/A

**Knowledge qualifications available to this pathway:**

N/A

**Combined qualifications available to this pathway:**

B1 - Level 3 NVQ Diploma in Beauty Therapy - General

**This pathway also contains information on:**

- Employee rights and responsibilities
- Functional skills

**Pathway 2: Beauty Therapy - Make-up**

**Competence qualifications available to this pathway:**

N/A

**Knowledge qualifications available to this pathway:**

N/A

**Combined qualifications available to this pathway:**

B1 - Level 3 NVQ Diploma in Beauty Therapy - Make-up

**This pathway also contains information on:**

- Employee rights and responsibilities
- Functional skills

**Pathway 3: Beauty Therapy - Massage**

**Competence qualifications available to this pathway:**

N/A

**Knowledge qualifications available to this pathway:**

N/A

**Combined qualifications available to this pathway:**

B1 - Level 3 NVQ Diploma in Beauty Therapy - Massage

**This pathway also contains information on:**

- Employee rights and responsibilities
- Functional skills

# Framework information

## Information on the Issuing Authority for this framework:

### SkillsActive

The Apprenticeship sector for occupations in sports coaching, active leisure, hairdressing and beauty (also includes fitness, stewarding, outdoors, playwork and sporting excellence).

Issue number: 7	<b>This framework includes:</b>
Framework ID: FR01995	Level 2 Level 3
Date this framework is to be reviewed by: 31/08/2014	<b>This framework is for use in: England</b>

## Short description

The Beauty Therapy framework provides the option for apprentices to select discrete development pathways including Beauty Therapy General or Beauty Therapy Make-Up at Intermediate Level and Beauty Therapy General, Beauty Therapy Make-Up or Beauty Therapy Massage at Advanced Level.

There are two levels of Apprenticeship contained in this framework:

### Intermediate Level Apprenticeship

A learner may work as a junior beauty therapist or skin care and make up consultant.

### Advanced Level Apprenticeship

A learner may work as a beauty therapist, electrolysis, masseur/masseuse or make-up artist.

Careers may take place in a variety of locations including beauty salons, hospitals, care homes, cruise ships, spas and health clubs or working freelance.

# Contact information

## Proposer of this framework

Habia used a wide variety of methods to engage with employers and industry during this consultation resulting in attracting a wide and varied audience.

This included:

- Employer workshops
- Industry Forums
- Conferences
- Presentations
- Online consultation

A questionnaire was developed along with a toolkit to assist employers with the understanding of key terms.

A number of key Employers and Industry Organisations supported the development of this framework including:

- Federation of Holistic Therapists
- Gill Morris Training
- Professional Cosmetic Solutions
- Grafton International
- Armonia
- Ellisons

## Developer of this framework

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Organisation type: Standard Setting Body  
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Sky Business Park  
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Doncaster  
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Website: <http://www.habia.org/>

## Issuing Authority's contact details

Issued by: SkillsActive  
Issuer contact name: Jane Goldsbro  
Issuer phone: 0207 632 2000  
Issuer email: [issuingauthority@skillsactive.com](mailto:issuingauthority@skillsactive.com)

# Revising a framework

## Contact details

Who is making this revision: Carolynne Hanson  
Your organisation: Habia  
Your email address: carolynne.hanson@habia.org

## Why this framework is being revised

To include new qualifications from SQA and amend contact details.

## Summary of changes made to this framework

Inclusion of new qualifications from SQA and change contact details from John Thorpe to Jane Goldsbro.

## Qualifications removed

N/A

## Qualifications added

- SQA Level 2 NVQ Diploma in Beauty Therapy General 600/3071/9
- SQA Level 2 NVQ Diploma in Beauty Therapy Make-up 600/2975/4
- SQA Level 3 NVQ Diploma in Beauty Therapy General 600/3071/9
- SQA Level 3 NVQ Diploma in Beauty Therapy Make-up 600/2931/6
- SQA Level 3 NVQ Diploma in Beauty Therapy Massage 600/3019/7

## Qualifications that have been extended

N/A

# Purpose of this framework

## Summary of the purpose of the framework

### National Apprenticeship Service (NAS) - Statement on Apprenticeship Quality Definition

An Apprenticeship is a job with an accompanying skills development programme designed by employers in the sector. It allows the apprentice to gain technical knowledge and real practical experience, along with functional and personal skills, required for their immediate job and future career. These are acquired through a mix of learning in the workplace, formal off the job training and the opportunity to practice and embed new skills in a real work context. This broader mix differentiates the Apprenticeship experience from training delivered to meet narrowly focused job needs. All apprentices commencing their Apprenticeship on or after 6th April 2012 must have an Apprenticeship Agreement between the employer and the apprentice. This can be used to reinforce the understanding of the requirements of the Apprenticeship.

This framework provides a nationally agreed apprenticeship framework for a work based learning route into employment for the beauty industry, using qualifications that combine both skills and knowledge.

With an increasing number of young people staying on at school, the Intermediate Level Apprenticeship and Advanced Level Apprenticeship in Beauty Therapy provide quality alternatives leading to the achievement of the Level 2 and/or Level 3 NVQ Diploma.

In the UK there are 4,800 beauty salons, 36,000 hairdressing salons (5,800 of which offer beauty therapy treatments particularly those which, for example, are in hotels and leisure centres). There has been significant growth in the number of independent nail salons and spa facilities, also in the number of existing beauty therapy salons now offering an extended range of services including nail services and spa facilities.

Prior to the development of this framework, those who wanted to work in a beauty therapy job role had to achieve the NVQ Diploma by attending a full time college based programme. This framework will allow for an alternative work based learning route to training in full time education for the beauty therapy industry from Intermediate Level and a progression route from Level 2 full time courses to an Advanced Level Apprenticeship.

Depending on the pathway followed and level achieved, learners completing an apprenticeship will undertake roles such as:

Junior beauty therapist, manicurist or skin care and make up consultant (Intermediate Level)

Beauty Therapist, electrolysis, masseur/masseuse or make-up artists (Advanced Level)

Careers may take place in a variety of locations including beauty salons, hospitals, care homes, cruise ships, spas and health clubs or working freelance.

## Aims and objectives of this framework (England)

### AIM

To provide a nationally agreed apprenticeship framework for a work based learning route into employment in the industry, using qualifications that combine both skills and knowledge and are based on the latest research with employers. There are c11,000 beauty businesses in England, employing about 33,000 beauty therapists, plus many more freelance operators.

### OBJECTIVES

- To provide a structured learning programme that meets the needs of employers and employees.
- To provide learners with the skills needed to be a professional beauty therapist, able to offer a wide range of treatments to clients, with a clear understanding of how their performance is directly related to the success of the business and their own remuneration.
- To increase the level of employer involvement in training and development of their staff in readiness for a fall in the number of school leavers which will create the need to recruit from older age groups.

More information about sector priorities can be found on the Habia website at [www.habia.org](http://www.habia.org) under 'Reports and Statistics' and under 'Training and Skills – Sector Qualifications Strategy.'

This framework will contribute to the Business, Innovation and Skills Priorities set out in the Skills for Sustainable Growth (2010) and Governments plans to reform adult learning and skills. It will specifically address:

#### Fairness

- Supporting learners who have not achieved basic skills during their schooling to obtain literacy and numeracy skills, with Key Skills or Functional Skills accreditation. This will help reduce the 16% of adults who do not have Level 1 literacy and numeracy skills.

#### Responsibility

- Requiring apprentices to understand their employment rights and responsibilities and to obtain an understanding of the sector and its career pathways so they can make informed choices about their future.

#### Freedom

- Providing clear information for learners about apprenticeships as a pathway from school to employment and higher education.
- Enabling learners to select training and qualifications valued by business and widely available throughout England because this framework complies with the latest Specification for Apprenticeship Standards in England and includes the latest qualifications from the Qualification and Credit Framework for England.

#### Skills for Growth

- Providing a comprehensive suite of apprenticeship frameworks, of which this is one, covering all the main occupations in the Hair and Beauty Sector, some with a tradition of entry via apprenticeships, such as hairdressing, and some that do not, such as beauty and spa therapy.
- Contributing to the growth of apprentices to over 200,000 starts per year by 2014-15 and increased completions. By expanding the numbers in our non-traditional apprenticeship sectors we can contribute further to the investment by employers and individuals in skills.
- Supporting technician level achievement. The sector regards the Advanced Level as the sign of professional stylist, therapist, nail technician etc but this aspiration needs to be reflected in an increase in take up and completion of Advanced Level Apprenticeships. This framework is part of the comprehensive suite of pathways that will encourage this aspiration and the wider achievement of professional standards.

# Entry conditions for this framework

There are no nationally agreed minimum entry or previous entry requirements for this framework but the following criteria may be used as guidance.

This industry has high client expectations and relies on repeat business so importance is given to:

- Appropriate personal presentation including clothing, hair and personal hygiene.
- Practical, organisational and social skills.
- Attention to detail and cleanliness.
- A good sense of humour/amicable nature and communication skills whether dealing face to face with clients or speaking on the telephone.
- Willingness to work flexible hours/days as agreed in the employment contract.
- A high degree of dexterity and coordination.
- Potential apprentices with a predisposition to certain skin conditions or allergies, such as occupational dermatitis, eczema or asthma, need to understand that some of the chemicals, liquids and aerosols used in beauty therapy may have a significant effect on their health.
- Colour blindness would restrict opportunities in the wide use of artificial colouring products and services in the industry. Units relating to make-up application and nail services require the ability to recognise tones, shades and changes in a range of colours.

Apprentices must always be interviewed by their potential employer and training provider. They may deem enthusiasm and passion for the subject to be more important than formal qualifications. It is for this reason that the Hair and Beauty Sector has chosen not to be overly prescriptive about entry requirements. The training provider and employer are advised to use a range of initial assessment techniques to identify any additional support needs for the Apprentice from the start of the Apprenticeship. This will ensure that those who begin have the potential to complete the programme.

It is advantageous to have previous experience of working within the beauty therapy industry.

Entry to the beauty therapy framework is usually at intermediate level with progression to advanced level. In circumstances where previous qualifications or experience have been gained it is possible to enter at advanced level and may be preferred by some employers.

## Level 2

Title for this framework at level 2

# Intermediate Level Apprenticeship in Beauty Therapy

### Pathways for this framework at level 2

- Pathway 1: Beauty Therapy - General
- Pathway 2: Beauty Therapy - Make-up

## Level 2, Pathway 1: Beauty Therapy - General

### Description of this pathway

This pathway develops skills to foundation level and employment as a Junior Beauty Therapist.

The minimum number of credits required for completion of this pathway is 64 credits - minimum of 54 for the Level 2 NVQ Diploma in Beauty Therapy - General plus 10 credits for Transferable Skills (5 credits for English and 5 credits for Maths)

- Competence credits for the mandatory units = 22
- Knowledge credits for the mandatory units = 23
- The remaining 9 credits will be shared between knowledge and competence and this will vary depending on the optional units taken = 9 credits
- Transferable skills (5 for Maths and 5 for English) = 10 credits

### Entry requirements for this pathway in addition to the framework entry requirements

These requirements should be read in conjunction with the entry conditions which can be found earlier in this document.

Further guidance on entry requirements can be found on the Habia apprenticeships website at <http://www.habia.org/apprenticeships>.

It is advantageous to have three GCSEs Grade D or above in English, Maths, Science or Art.

<b>Job title(s)</b>	<b>Job role(s)</b>
Junior Beauty Therapist	Carrying out treatments including waxing, manicure, pedicure, facials and make-up activities as well as assisting with spa operations.

# Qualifications

## Competence qualifications available to this pathway

N/A

## Knowledge qualifications available to this pathway

N/A

## Combined qualifications available to this pathway

B1 - Level 2 NVQ Diploma in Beauty Therapy - General					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
B1a	500/8765/4	City & Guilds	54	458-469	N/A
B1b	500/8995/X	Edexcel	54	458-469	N/A
B1c	501/0161/4	ITEC	54	458-469	N/A
B1d	500/8839/7	VTCT	54	458-469	N/A
B1e	600/3071/9	SQA	54	458-469	N/A

## Notes on competence and knowledge qualifications (if any)

### LEGAL REQUIREMENT

An Intermediate Level Apprenticeship framework must identify:

- An integrated qualification at Level 2 which combines competence and technical knowledge elements in which each element is separately assessed and in which each element carries at least 10 credits on the QCF.

The information below refers to the 4 combined qualifications listed in B1 Level 2 NVQ Diploma in Beauty Therapy - General (B1a, B1b, B1c and B1d) and will ensure that the qualification carries 10 credits for each element.

To achieve this qualification candidates must complete 8 mandatory units totalling 45 credits and optional units to a minimum of 9 optional credits to give an overall total of 54 credits.

### MANDATORY UNITS

- G20 Ensure responsibility for actions to reduce the risk to health and safety - 4 credits (1 Competence 3 Knowledge)
- G18 Promote additional services or products to clients - 6 credits (2 Competence 4 Knowledge)

- G8 Develop and maintain your effectiveness at work - 3 credits (2 Competence 1 Knowledge)
- B4 Provide facial skin care treatment - 8 credits (4 Competence 4 Knowledge)
- B5 Enhance the appearance of eyebrows and lashes - 5 credits (3 Competence 2 Knowledge)
- B6 Carry out waxing services - 7 credits (4 Competence 3 Knowledge)
- N2 Provide manicure services - 6 credits (3 Competence 3 Knowledge)
- N3 Provide pedicure services - 6 credits (3 Competence 3 Knowledge)

## OPTIONAL UNITS

- G4 Fulfil salon reception duties - 3 credits (2 Competence 1 Knowledge)
- B7 Carry out ear piercing - 2 credits (1 Competence 1 Knowledge)
- B8 Provide make-up services - 6 credits (4 Competence 2 Knowledge)
- B10 Enhance appearance using skin camouflage - 6 credits (4 Competence 2 Knowledge)
- S1 Assist with spa operations - 4 credits (3 Competence 1 Knowledge)
- B34 Provide Threading Services - 4 credits (2 Competence 2 Knowledge)

# Transferable skills (England)

## Functional Skills / GCSE (with enhanced functional content) and Key Skills (England)

Apprentices must complete or have completed one of the English transferable skills qualifications and one of the Mathematical transferable skills qualifications listed below in order to successfully complete their Apprenticeship and this will carry the QCF five credit values. If they do not have these qualifications as part of their evidence an Apprenticeship certificate cannot be awarded.

English	Minimum level or grade	Credit value
Functional Skills qualification in English	1	5
GCSE qualification in English (with enhanced functional content)	E	5
Key Skills qualification in Communication achieved either before September 2013 as part of the Apprenticeship, or...*	1	5
GCSE Qualification in English*	C	N/A
A' Level or AS Level qualification in English Language*	E	N/A
A' Level or AS Level qualification in English Literature*	E	N/A
A' Level or AS Level qualification in English Language and Literature*	E	N/A
GCSE or O' Level qualification in English Language**	A	N/A
A' Level or AS Level qualification in English Language**	A	N/A
A' Level or AS Level qualification in English Literature**	A	N/A
A' Level or AS Level qualification in English Language and Literature**	A	N/A

\* achieved before September 2012 and within the 5 years immediately prior to starting an Apprenticeship.

\*\* achieved before September 2012, otherwise at any time prior to starting the Apprenticeship.

Mathematics	Minimum level or grade	Credit value
Functional Skills qualification in Mathematics	1	5
GCSE qualification (with enhanced functional content) in Mathematics	E	5
Key Skills qualification in Application of Number achieved either before September 2013 as part of the Apprenticeship, or... *	1	5
GCSE qualification in Mathematics*	C	N/A
A' level or AS Level qualification in Mathematics*	E	N/A
A' Level or AS Level qualification in Pure Mathematics*	E	N/A
A'Level or AS Level qualification in Further Mathematics*	E	N/A
GCSE or O'Level qualification in Mathematics**	A	N/A
A' Level or AS Level qualification in Mathematics**	A	N/A
A' Level or AS Level qualification in Pure Mathematics**	A	N/A
A' Level or AS Level qualification in Further Mathematics**	A	N/A

\* achieved before September 2012 and within the 5 years immediately prior to starting an Apprenticeship.

\*\* achieved before September 2012, otherwise at any time prior to starting the Apprenticeship.

## Inclusion of Information and Communications Technology (ICT)

After consultation with employers it was evident that ICT skills are not an important requirement within the beauty therapy industry and the decision was made not to include ICT as a mandatory transferable skill . Habia would encourage employees in the sector to undertake ICT to broaden their skill base.

# Progression routes into and from this pathway

Progression into:

- From a preparation for work, non-competency based qualification in beauty therapy.

- From the Foundation or Higher Diploma in Hair and Beauty Studies (England only) or Welsh Baccalaureate Principal Learning in Hair and Beauty Studies.
- Following a Level 1 Beauty Therapy programme.
- Direct entry from school or college.
- Direct entry from another occupation.

Progression from:

- To the Advanced Level Beauty Therapy Apprenticeship.
- Into employment as a junior beauty therapist or junior nail technician or other job roles within beauty related industries.

# Delivery and assessment of employee rights and responsibilities

In the Hair and Beauty sector evidence of delivery of Employee Rights and Responsibilities (ERR) is a mandatory required for a framework completion certificate.

This may be evidenced either through:

- an appropriate Awarding Organisation ERR qualification. Four qualifications have been approved and accredited to date, these are;
1. Edexcel Level 2 Award in WorkSkills for Effective Learning and Employment 501/1793/2
  2. VTCT Level 2 Award in Employment Awareness in the Hair and Beauty Sector 600/1762/4
  3. City and Guilds Level 2 Award in Employment and Personal Learning at Work 600/2831/2
  4. ITEC Level 2 Award in Employment Awareness in the Hair and Beauty Sector 600/2308/9
- an in house system, such as a workbook, portfolio or online system, that meets the minimum evidence requirements, or
  - an externally provided system, such as a workbook, portfolio or online system that meets the minimum evidence requirements.

The evidence requirement to demonstrate satisfactory completion of the ERR is:

- a completion certificate from an Awarding Organisation, or
- for an in house or externally provided system, completion of the record of achievement is the only form of evidence which will be accepted by the Central Certification Authority, this can be downloaded here [www.habia.org/uploads/Habia\\_Apprenticeship\\_ERR\\_Completion\\_Form.pdf](http://www.habia.org/uploads/Habia_Apprenticeship_ERR_Completion_Form.pdf) and shows all nine national outcomes have been achieved and should include the assessor's name, the date each outcome was completed and the overall completion date; confirmation in the form of the apprentice, employer and provider's dated signatures is also required. It is not necessary to send the workbook or portfolio.

The nine national outcomes of ERR are:

1. knows and understands the range of employer and employee statutory rights and responsibilities under Employment Law and that employment rights can be affected by other legislation as well. This should cover the apprentice's rights and responsibilities under the Employment Rights Act 1996, Equality Act 2010 and Health & Safety legislation, together with the responsibilities and duties of employers;
2. knows and understands the procedures and documentation in their organisation which recognise and protect their relationship with their employer. Health and Safety and Equality and Diversity training must be an integral part of the apprentice's learning programme;

3. knows and understands the range of sources of information and advice available to them on their employment rights and responsibilities. Details of Access to work and Additional Learning Support must be included in the programme;
4. understands the role played by their occupation within their organisation and industry;
5. has an informed view of the types of career pathways that are open to them;
6. knows the types of representative bodies and understands their relevance to their industry and organisation, and their main roles and responsibilities;
7. knows where and how to get information and advice on their industry, occupation, training and career;
8. can describe and work within their organisation's principles and codes of practice;
9. recognises and can form a view on issues of public concern that affect their organisation and industry

The NVQ Diploma includes Health and Safety. The other requirements will be covered primarily at induction, with the remaining aspects delivered at appropriate times during the Apprenticeship programme.

## Level 2, Pathway 2: Beauty Therapy - Make-up

### Description of this pathway

The Beauty Therapy Make-up pathway will allow the development of skills to foundation level and employment as a Junior Make-up Artist or Beauty Consultant.

The minimum number of credits required for completion of this pathway is 54 credits - minimum of 44 for the Level 2 NVQ Diploma in Beauty Therapy - Make-up plus 10 credits for Transferable Skills (5 credits for English and 5 credits for Maths)

- Competence credits for the mandatory units = 21
- Knowledge credits for the mandatory units = 18
- The remaining 5 credits will be shared between knowledge and competence and this will vary depending on the optional units taken = 5 credits
- Transferable skills (5 for Maths and 5 for English) = 10 credits

### Entry requirements for this pathway in addition to the framework entry requirements

These requirements should be read in conjunction with the entry conditions which can be found earlier in this document.

Further guidance on entry requirements can be found on the Habia apprenticeships website at <http://www.habia.org/apprenticeships>.

It is advantageous to have three GCSEs Grade D in English, Maths, Science or Art.

<b>Job title(s)</b>	<b>Job role(s)</b>
Beauty Consultant	Carry out treatments including skin care and make up application. Usually working for a product manufacturer supplying consultation services, promoting and selling products.
Junior Make-up Artist	Carrying out treatments including facials, make-up and make-up instruction, skin camouflage and enhancement of eyebrows and lashes.

# Qualifications

## Competence qualifications available to this pathway

N/A

## Knowledge qualifications available to this pathway

N/A

## Combined qualifications available to this pathway

B1 - Level 2 NVQ Diploma in Beauty Therapy - Make-up					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
B1a	500/8767/8	City & Guilds	44	365	N/A
B1b	500/8996/1	Edexcel	44	365	N/A
B1c	501/0272/2	ITEC	44	365	N/A
B1d	500/8814/2	VTCT	44	365	N/A
B1e	600/2975/4	SQA	44	365	N/A

## Notes on competence and knowledge qualifications (if any)

### LEGAL REQUIREMENT

An Intermediate Level Apprenticeship framework must identify:

- An integrated qualification at Level 2 which combines competence and technical knowledge elements in which each element is separately assessed and in which each element carries at least 10 credits on the QCF.

The information below refers to the 4 combined qualifications listed in B1 Level 2 NVQ Diploma in Beauty Therapy - Make-up (B1a, B1b, B1c and B1d) and will ensure that the qualification carries 10 credits for each element.

In order to achieve the full qualification candidates must complete all 7 mandatory units totalling 39 credits and optional units to a minimum of 5 credits to give an overall total of 44 credits.

### MANDATORY UNITS

- G20 Ensure responsibility for actions to reduce risks to health and safety - 4 credits (1 Competence 3 Knowledge)

- G18 Promote additional services or products to clients - 6 credits (2 Competence 4 Knowledge)
- G8 Develop and maintain your effectiveness at work - 3 credits (2 Competence 1 Knowledge)
- B4 Provide facial skin care treatment - 8 credits (4 Competence 4 Knowledge)
- B5 Enhance the appearance of eyebrows and lashes - 5 credits (3 Competence 2 Knowledge)
- B8 Provide make-up services - 6 credits (4 Competence 2 Knowledge)
- B9 Instruct clients in the use and application of skin care products and make-up - 7 credits (5 Competence 2 Knowledge)

## OPTIONAL UNITS

- G4 Fulfil salon reception duties - 3 credits (2 Competence 1 Knowledge)
- B7 Carry out ear piercing - 2 credits (1 Competence 1 Knowledge)
- B10 Enhance appearance using skin camouflage - 6 credits (4 Competence 2 Knowledge)
- S1 Assist with spa operations - 4 credits (3 Competence 1 Knowledge)
- B34 Provide Threading Services - 4 credits (2 Competence 2 Knowledge)

# Transferable skills (England)

## Functional Skills / GCSE (with enhanced functional content) and Key Skills (England)

Apprentices must complete or have completed one of the English transferable skills qualifications and one of the Mathematical transferable skills qualifications listed below in order to successfully complete their Apprenticeship and this will carry the QCF five credit values. If they do not have these qualifications as part of their evidence an Apprenticeship certificate cannot be awarded.

English	Minimum level or grade	Credit value
Functional Skills qualification in English	1	5
GCSE qualification in English (with enhanced functional content)	E	5
Key Skills qualification in Communication achieved either before September 2013 as part of the Apprenticeship, or...*	1	5
GCSE Qualification in English*	C	N/A
A' Level or AS Level qualification in English Language*	E	N/A
A' Level or AS Level qualification in English Literature*	E	N/A
A' Level or AS Level qualification in English Language and Literature*	E	N/A
GCSE or O' Level qualification in English Language**	A	N/A
A' Level or AS Level qualification in English Language**	A	N/A
A' Level or AS Level qualification in English Literature**	A	N/A
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Mathematics	Minimum level or grade	Credit value
Functional Skills qualification in Mathematics	1	5
GCSE qualification (with enhanced functional content) in Mathematics	E	5
Key Skills qualification in Application of Number achieved either before September 2013 as part of the Apprenticeship, or... *	1	5
GCSE qualification in Mathematics*	C	N/A
A' level or AS Level qualification in Mathematics*	E	N/A
A' Level or AS Level qualification in Pure Mathematics*	E	N/A
A'Level or AS Level qualification in Further Mathematics*	E	N/A
GCSE or O'Level qualification in Mathematics**	A	N/A
A' Level or AS Level qualification in Mathematics**	A	N/A
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## Inclusion of Information and Communications Technology (ICT)

After consultation with employers it was evident that ICT skills are not an important requirement within the beauty therapy industry and the decision was made not to include ICT as a mandatory transferable skill . Habia would encourage employees in the sector to undertake ICT to broaden their skill base.

# Progression routes into and from this pathway

Progression into:

- From a preparation for work, non-competency based qualification in beauty therapy, for

example those undertaken on a Young Apprenticeship programme.

- From the Foundation or Higher Diploma in Hair and Beauty Studies (England only) or Welsh Baccalaureate.
- Following a Level 1 Beauty Therapy or Make-Up programme.
- Direct entry from school or college.
- Direct entry from another occupation.

Progression from:

- To the Advanced Level Beauty Therapy apprenticeship.
- Into employment as a junior beauty therapist or junior make-up artist or other job roles within beauty related industries.

# Delivery and assessment of employee rights and responsibilities

In the Hair and Beauty sector evidence of delivery of Employee Rights and Responsibilities (ERR) is a mandatory required for a framework completion certificate.

This may be evidenced either through:

- an appropriate Awarding Organisation ERR qualification. Four qualifications have been approved and accredited to date, these are;
1. Edexcel Level 2 Award in WorkSkills for Effective Learning and Employment 501/1793/2
  2. VTCT Level 2 Award in Employment Awareness in the Hair and Beauty Sector 600/1762/4
  3. City and Guilds Level 2 Award in Employment and Personal Learning at Work 600/2831/2
  4. ITEC Level 2 Award in Employment Awareness in the Hair and Beauty Sector 600/2308/9
- an in house system, such as a workbook, portfolio or online system, that meets the minimum evidence requirements, or
  - an externally provided system, such as a workbook, portfolio or online system that meets the minimum evidence requirements.

The evidence requirement to demonstrate satisfactory completion of the ERR is:

- a completion certificate from an Awarding Organisation, or
- for an in house or externally provided system, completion of the record of achievement is the only form of evidence which will be accepted by the Central Certification Authority, this can be downloaded here [www.habia.org/uploads/Habia\\_Apprenticeship\\_ERR\\_Completion\\_Form.pdf](http://www.habia.org/uploads/Habia_Apprenticeship_ERR_Completion_Form.pdf) and shows all nine national outcomes have been achieved and should include the assessor's name, the date each outcome was completed and the overall completion date; confirmation in the form of the apprentice, employer and provider's dated signatures is also required. It is not necessary to send the workbook or portfolio.

The nine national outcomes of ERR are:

1. knows and understands the range of employer and employee statutory rights and responsibilities under Employment Law and that employment rights can be affected by other legislation as well. This should cover the apprentice's rights and responsibilities under the Employment Rights Act 1996, Equality Act 2010 and Health & Safety legislation, together with the responsibilities and duties of employers;
2. knows and understands the procedures and documentation in their organisation which recognise and protect their relationship with their employer. Health and Safety and Equality and Diversity training must be an integral part of the apprentice's learning programme;

3. knows and understands the range of sources of information and advice available to them on their employment rights and responsibilities. Details of Access to work and Additional Learning Support must be included in the programme;
4. understands the role played by their occupation within their organisation and industry;
5. has an informed view of the types of career pathways that are open to them;
6. knows the types of representative bodies and understands their relevance to their industry and organisation, and their main roles and responsibilities;
7. knows where and how to get information and advice on their industry, occupation, training and career;
8. can describe and work within their organisation's principles and codes of practice;
9. recognises and can form a view on issues of public concern that affect their organisation and industry

The NVQ Diploma includes Health and Safety. The other requirements will be covered primarily at induction, with the remaining aspects delivered at appropriate times during the Apprenticeship programme.

## Level 3

Title for this framework at level 3

# Advanced Level Apprenticeship in Beauty Therapy

### Pathways for this framework at level 3

- Pathway 1: Beauty Therapy - General
- Pathway 2: Beauty Therapy - Make-up
- Pathway 3: Beauty Therapy - Massage

## Level 3, Pathway 1: Beauty Therapy - General

### Description of this pathway

The Level 3 NVQ Diploma in Beauty Therapy - General will allow junior therapists to advance their skills to cover the range of treatments needed for a career as a professional beauty therapists.

The minimum number of credits required for completion of this pathway is 75 credits - minimum of 65 for the Level 3 NVQ Diploma in Beauty Therapy - General plus 10 credits for Transferable Skills (5 credits for English and 5 credits for Maths)

- Competence credits for the mandatory units = 30
- Knowledge credits for the mandatory units = 25
- The remaining 10 credits will be shared between knowledge and competence and this will vary depending on the optional units taken = 10 credits
- Transferable skills (5 for Maths and 5 for English) = 10 credits

### Entry requirements for this pathway in addition to the framework entry requirements

These requirements should be read in conjunction with the entry conditions which can be found earlier in this document.

Further guidance on entry requirements can be found on the Habia apprenticeships website at <http://www.habia.org/apprenticeships>.

It is advantageous to three GCSEs Grade C or above in English, Maths, Science or Art.

<b>Job title(s)</b>	<b>Job role(s)</b>
Beauty Therapist	Massage treatments, hair removal treatments, facial and body electrical treatments

# Qualifications

## Competence qualifications available to this pathway

N/A

## Knowledge qualifications available to this pathway

N/A

## Combined qualifications available to this pathway

B1 - Level 3 NVQ Diploma in Beauty Therapy - General					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
B1a	500/8761/7	City & Guilds	65	540-550	N/A
B1b	500/8998/5	Edexcel	65	540-550	N/A
B1c	501/0830/X	ITEC	65	540-550	N/A
B1d	500/8860/9	VTCT	65	540-550	N/A
B1e	600/2931/6	SQA	65	540-550	N/A

## Notes on competence and knowledge qualifications (if any)

### LEGAL REQUIREMENT

An Advanced Level Apprenticeship framework must identify:

- An integrated qualification at Level 3 which combines competence and technical knowledge elements in which each element is separately assessed and in which each element carries at least 10 credits on the QCF.

The information below refers to the 4 combined qualifications listed in B1 Level 3 NVQ Diploma in Beauty Therapy - General (B1a, B1b, B1c and B1d) and will ensure that the qualification carries 10 credits for each element.

To achieve the full qualification, candidates must complete 6 mandatory units totalling 55 credits and optional units to a minimum of 10 credits in order to give an overall total of 65 credits.

### MANDATORY UNITS

- G22 Monitor procedures to safely control work operations - 4 credits (1 Competence 3 Knowledge)
- H32 Contribute to the planning and implementation of promotional activities - 5 credits

(2 Competence 3 Knowledge)

- B13 Provide body electrical treatments - 12 credits (7 Competence 5 Knowledge)
- B14 Provide facial electrical treatments - 12 credits (7 Competence 5 Knowledge)
- B20 Provide body massage treatments - 10 credits (5 Competence 5 Knowledge)
- B29 Provide electrical epilation treatments - 12 credits (8 Competence 4 Knowledge)

## OPTIONAL UNITS

- G11 Contribute to the financial effectiveness of the business - 4 credits (1 Competence 3 Knowledge)
- B12 Plan and provide airbrush make-up - 8 credits (5 Competence 3 Knowledge)
- B15 Provide single eyelash extension treatments - 5 credits (3 Competence 2 Knowledge)
- B21 Provide UV tanning services - 2 credits (1 Competence 1 Knowledge)
- B23 Provide Indian Head Massage - 7 credits (4 Competence 3 Knowledge)
- B24 Carry out massage using pre-blended aromatherapy oils - 8 credits (5 Competence 3 Knowledge)
- B25 Provide self tanning services - 3 credits (2 Competence 1 Knowledge)
- B26 Provide female intimate waxing services - 5 credits (3 Competence 2 Knowledge)
- B27 Provide male intimate waxing services - 5 credits (3 Competence 2 Knowledge)
- B28 Provide stone therapy treatments - 10 credits (6 Competence 4 Knowledge)

# Transferable skills (England)

## Functional Skills / GCSE (with enhanced functional content) and Key Skills (England)

Apprentices must complete or have completed one of the English transferable skills qualifications and one of the Mathematical transferable skills qualifications listed below in order to successfully complete their Apprenticeship and this will carry the QCF five credit values. If they do not have these qualifications as part of their evidence an Apprenticeship certificate cannot be awarded.

English	Minimum level or grade	Credit value
Functional Skills qualification in English	2	5
GCSE qualification in English (with enhanced functional content)	C	5
Key Skills qualification in Communication achieved either before September 2013 as part of the Apprenticeship, or...*	2	5
GCSE Qualification in English*	C	N/A
A' Level or AS Level qualification in English Language*	E	N/A
A' Level or AS Level qualification in English Literature*	E	N/A
A' Level or AS Level qualification in English Language and Literature*	E	N/A
GCSE or O' Level qualification in English Language**	A	N/A
A' Level or AS Level qualification in English Language**	A	N/A
A' Level or AS Level qualification in English Literature**	A	N/A
A' Level or AS Level qualification in English Language and Literature**	A	N/A

\* achieved before September 2012 and within the 5 years immediately prior to starting an Apprenticeship.

\*\* achieved before September 2012, otherwise at any time prior to starting the Apprenticeship.

Mathematics	Minimum level or grade	Credit value
Functional Skills qualification in Mathematics	2	5
GCSE qualification (with enhanced functional content) in Mathematics	C	5
Key Skills qualification in Application of Number achieved either before September 2013 as part of the Apprenticeship, or... *	2	5
GCSE qualification in Mathematics*	C	N/A
A' level or AS Level qualification in Mathematics*	E	N/A
A' Level or AS Level qualification in Pure Mathematics*	E	N/A
A'Level or AS Level qualification in Further Mathematics*	E	N/A
GCSE or O'Level qualification in Mathematics**	A	N/A
A' Level or AS Level qualification in Mathematics**	A	N/A
A' Level or AS Level qualification in Pure Mathematics**	A	N/A
A' Level or AS Level qualification in Further Mathematics**	A	N/A

\* achieved before September 2012 and within the 5 years immediately prior to starting an Apprenticeship.

\*\* achieved before September 2012, otherwise at any time prior to starting the Apprenticeship.

## Inclusion of Information and Communications Technology (ICT)

After consultation with employers it was evident that ICT skills are not an important requirement within the beauty therapy industry and the decision was made not to include ICT as a mandatory transferable skill . Habia would encourage employees in the sector to undertake ICT to broaden their skill base.

# Progression routes into and from this pathway

Routes into:

- From a preparation for work, non-competency based qualification in beauty therapy, for

example those undertaken on a Young Apprenticeship programme

- From the Higher Diploma in Hair and Beauty Studies (England only) depending on the ability and potential of the applicant or the Welsh Bacalaureate qualification.
- From Level 2 in Beauty Therapy or Nail Services undertaken via either an apprenticeship (not available in Spa Therapy) or a full time college based programme.

Routes from:

- Into employment as a beauty therapist, nail technician or spa therapist or other job roles in the beauty related industries.
- Into higher education such as a Foundation degree in Beauty Therapy and Salon Management or other programmes.

**UCAS points for this pathway: Currently under review**

# Delivery and assessment of employee rights and responsibilities

In the Hair and Beauty sector evidence of delivery of Employee Rights and Responsibilities (ERR) is a mandatory required for a framework completion certificate.

This may be evidenced either through:

- an appropriate Awarding Organisation ERR qualification. Four qualifications have been approved and accredited to date, these are;
1. Edexcel Level 2 Award in WorkSkills for Effective Learning and Employment 501/1793/2
  2. VTCT Level 2 Award in Employment Awareness in the Hair and Beauty Sector 600/1762/4
  3. City and Guilds Level 2 Award in Employment and Personal Learning at Work 600/2831/2
  4. ITEC Level 2 Award in Employment Awareness in the Hair and Beauty Sector 600/2308/9
- an in house system, such as a workbook, portfolio or online system, that meets the minimum evidence requirements, or
  - an externally provided system, such as a workbook, portfolio or online system that meets the minimum evidence requirements.

The evidence requirement to demonstrate satisfactory completion of the ERR is:

- a completion certificate from an Awarding Organisation, or
- for an in house or externally provided system, completion of the record of achievement is the only form of evidence which will be accepted by the Central Certification Authority, this can be downloaded here [www.habia.org/uploads/Habia\\_Apprenticeship\\_ERR\\_Completion\\_Form.pdf](http://www.habia.org/uploads/Habia_Apprenticeship_ERR_Completion_Form.pdf) and shows all nine national outcomes have been achieved and should include the assessor's name, the date each outcome was completed and the overall completion date; confirmation in the form of the apprentice, employer and provider's dated signatures is also required. It is not necessary to send the workbook or portfolio.

The nine national outcomes of ERR are:

1. knows and understands the range of employer and employee statutory rights and responsibilities under Employment Law and that employment rights can be affected by other legislation as well. This should cover the apprentice's rights and responsibilities under the Employment Rights Act 1996, Equality Act 2010 and Health & Safety legislation, together with the responsibilities and duties of employers;
2. knows and understands the procedures and documentation in their organisation which recognise and protect their relationship with their employer. Health and Safety and Equality and Diversity training must be an integral part of the apprentice's learning programme;

3. knows and understands the range of sources of information and advice available to them on their employment rights and responsibilities. Details of Access to work and Additional Learning Support must be included in the programme;
4. understands the role played by their occupation within their organisation and industry;
5. has an informed view of the types of career pathways that are open to them;
6. knows the types of representative bodies and understands their relevance to their industry and organisation, and their main roles and responsibilities;
7. knows where and how to get information and advice on their industry, occupation, training and career;
8. can describe and work within their organisation's principles and codes of practice;
9. recognises and can form a view on issues of public concern that affect their organisation and industry

The NVQ Diploma includes Health and Safety. The other requirements will be covered primarily at induction, with the remaining aspects delivered at appropriate times during the Apprenticeship programme.

## Level 3, Pathway 2: Beauty Therapy - Make-up

### Description of this pathway

The Level 3 NVQ Diploma in Beauty Therapy Make-Up will allow the junior beauty therapist to advance their creative skills and specialise in make-up services.

The minimum number of credits required for completion of this pathway is 55 credits - minimum of 45 for the Level 3 NVQ Diploma in Beauty Therapy - Make-up plus 10 credits for Transferable Skills (5 credits for English and 5 credits for Maths)

- Competence credits for the mandatory units = 13
- Knowledge credits for the mandatory units = 12
- The remaining 20 credits will be shared between knowledge and competence and this will vary depending on the optional units taken = 20 credits
- Transferable skills (5 for Maths and 5 for English) = 10 credits

### Entry requirements for this pathway in addition to the framework entry requirements

These requirements should be read in conjunction with the entry conditions which can be found earlier in this document.

Further guidance on entry requirements can be found on the Habia apprenticeships website at <http://www.habia.org/apprenticeships>.

It is advantageous to have three GCSEs Grade C in English, Maths, Science or Art.

Job title(s)	Job role(s)
Make-up Artist	Designing and creating fashion and photographic make-up and camouflage services, airbrush make-up, eyelash extension treatments and tanning services.

# Qualifications

## Competence qualifications available to this pathway

N/A

## Knowledge qualifications available to this pathway

N/A

## Combined qualifications available to this pathway

B1 - Level 3 NVQ Diploma in Beauty Therapy - Make-up					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
B1a	500/8760/5	City & Guilds	45	353-375	N/A
B1b	500/9003/3	Edexcel	45	353-375	N/A
B1c	501/1282/X	ITEC	45	353-375	N/A
B1d	500/8813/0	VTCT	45	353-375	N/A
B1e	600/2925/0	SQA	45	353-375	N/A

## Notes on competence and knowledge qualifications (if any)

### LEGAL REQUIREMENT

An Advanced Level Apprenticeship framework must identify:

- An integrated qualification at Level 3 which combines competence and technical knowledge elements in which each element is separately assessed and in which each element carries at least 10 credits on the QCF.

The information below refers to the 4 combined qualifications listed in B1 Level 3 NVQ Diploma in Beauty Therapy - Make-up (B1a, B1b, B1c and B1d) and will ensure that the qualification carries 10 credits for each element.

To achieve the full qualification, candidates must complete 4 mandatory units totalling 25 credits and optional units to a minimum of 20 credits in order to give an overall total of 45 credits.

### MANDATORY UNITS

- G22 Monitor procedures to safely control work operations - 4 credits (1 Competence 3 Knowledge)
- H32 Contribute to the planning and implementation of promotional activities - 5 credits

(2 Competence 3 Knowledge)

- B11 Design and create fashion and photographic make-up - 8 credits (5 Competence 3 Knowledge)
- B22 Provide specialist skin camouflage services - 8 credits (5 Competence 3 Knowledge)

## OPTIONAL UNITS

- G11 Contribute to the financial effectiveness of the business - 4 credits (1 Competence 3 Knowledge)
- B12 Plan and provide airbrush make-up - 8 credits (5 Competence 3 Knowledge)
- B13 Provide body electrical treatments - 12 credits (7 Competence 5 Knowledge)
- B14 Provide facial electrical treatments - 12 credits (7 Competence 5 Knowledge)
- B15 Provide single eyelash extension treatments - 5 credits (3 Competence 2 Knowledge)
- B21 Provide UV tanning services - 2 credits (1 Competence 1 Knowledge)
- B23 Provide Indian Head Massage - 7 credits (4 Competence 3 Knowledge)
- B24 Carry out massage using pre-blended aromatherapy oils - 8 credits (5 Competence 3 Knowledge)
- B25 Provide self tanning services - 3 credits (2 Competence 1 Knowledge)
- B26 Provide female intimate waxing services - 5 credits (3 Competence 2 Knowledge)
- B27 Provide male intimate waxing services - 5 credits (3 Competence 2 Knowledge)
- B28 Provide stone therapy treatments - 10 credits (6 Competence 4 Knowledge)

# Transferable skills (England)

## Functional Skills / GCSE (with enhanced functional content) and Key Skills (England)

Apprentices must complete or have completed one of the English transferable skills qualifications and one of the Mathematical transferable skills qualifications listed below in order to successfully complete their Apprenticeship and this will carry the QCF five credit values. If they do not have these qualifications as part of their evidence an Apprenticeship certificate cannot be awarded.

English	Minimum level or grade	Credit value
Functional Skills qualification in English	2	5
GCSE qualification in English (with enhanced functional content)	C	5
Key Skills qualification in Communication achieved either before September 2013 as part of the Apprenticeship, or...*	2	5
GCSE Qualification in English*	C	N/A
A' Level or AS Level qualification in English Language*	E	N/A
A' Level or AS Level qualification in English Literature*	E	N/A
A' Level or AS Level qualification in English Language and Literature*	E	N/A
GCSE or O' Level qualification in English Language**	A	N/A
A' Level or AS Level qualification in English Language**	A	N/A
A' Level or AS Level qualification in English Literature**	A	N/A
A' Level or AS Level qualification in English Language and Literature**	A	N/A

\* achieved before September 2012 and within the 5 years immediately prior to starting an Apprenticeship.

\*\* achieved before September 2012, otherwise at any time prior to starting the Apprenticeship.

Mathematics	Minimum level or grade	Credit value
Functional Skills qualification in Mathematics	2	5
GCSE qualification (with enhanced functional content) in Mathematics	C	5
Key Skills qualification in Application of Number achieved either before September 2013 as part of the Apprenticeship, or... *	2	5
GCSE qualification in Mathematics*	C	N/A
A' level or AS Level qualification in Mathematics*	E	N/A
A' Level or AS Level qualification in Pure Mathematics*	E	N/A
A'Level or AS Level qualification in Further Mathematics*	E	N/A
GCSE or O'Level qualification in Mathematics**	A	N/A
A' Level or AS Level qualification in Mathematics**	A	N/A
A' Level or AS Level qualification in Pure Mathematics**	A	N/A
A' Level or AS Level qualification in Further Mathematics**	A	N/A

\* achieved before September 2012 and within the 5 years immediately prior to starting an Apprenticeship.

\*\* achieved before September 2012, otherwise at any time prior to starting the Apprenticeship.

## Inclusion of Information and Communications Technology (ICT)

After consultation with employers it was evident that ICT skills are not an important requirement within the beauty therapy industry and the decision was made not to include ICT as a mandatory transferable skill. Habia would encourage employees in the sector to undertake ICT to broaden their skill base.

# Progression routes into and from this pathway

Routes into:

- From a preparation for work, non-competency based qualification in beauty therapy.

- From the Higher Diploma in Hair and Beauty Studies (England only) depending on the ability and potential of the applicant or the Welsh Baccalaureate qualification.
- From Level 2 in Beauty Therapy or Nail Services undertaken via either an apprenticeship (not available in Spa Therapy) or a full time college based programme.

Routes from:

- Into employment as a beauty therapist, nail technician or spa therapist or other job roles in the beauty related industries.
- Into higher education such as a Foundation degree in Beauty Therapy and Salon Management or other programmes.

**UCAS points for this pathway: Currently under review**

# Delivery and assessment of employee rights and responsibilities

In the Hair and Beauty sector evidence of delivery of Employee Rights and Responsibilities (ERR) is a mandatory required for a framework completion certificate.

This may be evidenced either through:

- an appropriate Awarding Organisation ERR qualification. Four qualifications have been approved and accredited to date, these are;
1. Edexcel Level 2 Award in WorkSkills for Effective Learning and Employment 501/1793/2
  2. VTCT Level 2 Award in Employment Awareness in the Hair and Beauty Sector 600/1762/4
  3. City and Guilds Level 2 Award in Employment and Personal Learning at Work 600/2831/2
  4. ITEC Level 2 Award in Employment Awareness in the Hair and Beauty Sector 600/2308/9
- an in house system, such as a workbook, portfolio or online system, that meets the minimum evidence requirements, or
  - an externally provided system, such as a workbook, portfolio or online system that meets the minimum evidence requirements.

The evidence requirement to demonstrate satisfactory completion of the ERR is:

- a completion certificate from an Awarding Organisation, or
- for an in house or externally provided system, completion of the record of achievement is the only form of evidence which will be accepted by the Central Certification Authority, this can be downloaded here [www.habia.org/uploads/Habia\\_Apprenticeship\\_ERR\\_Completion\\_Form.pdf](http://www.habia.org/uploads/Habia_Apprenticeship_ERR_Completion_Form.pdf) and shows all nine national outcomes have been achieved and should include the assessor's name, the date each outcome was completed and the overall completion date; confirmation in the form of the apprentice, employer and provider's dated signatures is also required. It is not necessary to send the workbook or portfolio.

The nine national outcomes of ERR are:

1. knows and understands the range of employer and employee statutory rights and responsibilities under Employment Law and that employment rights can be affected by other legislation as well. This should cover the apprentice's rights and responsibilities under the Employment Rights Act 1996, Equality Act 2010 and Health & Safety legislation, together with the responsibilities and duties of employers;
2. knows and understands the procedures and documentation in their organisation which recognise and protect their relationship with their employer. Health and Safety and Equality and Diversity training must be an integral part of the apprentice's learning programme;

3. knows and understands the range of sources of information and advice available to them on their employment rights and responsibilities. Details of Access to work and Additional Learning Support must be included in the programme;
4. understands the role played by their occupation within their organisation and industry;
5. has an informed view of the types of career pathways that are open to them;
6. knows the types of representative bodies and understands their relevance to their industry and organisation, and their main roles and responsibilities;
7. knows where and how to get information and advice on their industry, occupation, training and career;
8. can describe and work within their organisation's principles and codes of practice;
9. recognises and can form a view on issues of public concern that affect their organisation and industry

The NVQ Diploma includes Health and Safety. The other requirements will be covered primarily at induction, with the remaining aspects delivered at appropriate times during the Apprenticeship programme.

## Level 3, Pathway 3: Beauty Therapy - Massage

### Description of this pathway

The Level 3 NVQ Diploma in Beauty Therapy Massage will allow the junior beauty therapist to advance their skills and specialise in massage services.

The minimum number of credits required for completion of this pathway is 61 credits - minimum of 51 for the Level 3 NVQ Diploma in Beauty Therapy = Massage plus 10 credits for Transferable Skills (5 credits for English and 5 credits for Maths)

- Competence credits for the mandatory units = 23
- Knowledge credits for the mandatory units = 21
- The remaining 7 credits will be shared between knowledge and competence and this will vary depending on the optional units taken = 7 credits
- Transferable skills (5 for Maths and 5 for English) = 10 credits

### Entry requirements for this pathway in addition to the framework entry requirements

These requirements should be read in conjunction with the entry conditions which can be found earlier in this document.

Further guidance on entry requirements can be found on the Habia apprenticeships website at <http://www.habia.org/apprenticeships>.

It is advantageous to have achieved three GCSEs at a minimum of Grade C in English, Maths, Science or Art.

<b>Job title(s)</b>	<b>Job role(s)</b>
Beauty Massage Therapist	Body massage treatments, stone therapy, Indian head massage, aromatherapy massage, electrotherapy, tanning, facial/body electrical treatments and waxing services.

# Qualifications

## Competence qualifications available to this pathway

N/A

## Knowledge qualifications available to this pathway

N/A

## Combined qualifications available to this pathway

B1 - Level 3 NVQ Diploma in Beauty Therapy - Massage					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
B1a	500/8783/6	City & Guilds	51	403-410	N/A
B1b	500/9005/7	Edexcel	51	403-410	N/A
B1c	501/1021/4	ITEC	51	403-410	N/A
B1d	500/8861/0	VTCT	51	403-410	N/A
B1e	600/3019/7	SQA	51	403-410	N/A

## Notes on competence and knowledge qualifications (if any)

### LEGAL REQUIREMENT

An Advanced Level Apprenticeship framework must identify:

- An integrated qualification at Level 3 which combines competence and technical knowledge elements in which each element is separately assessed and in which each element carries at least 10 credits on the QCF.

The information below refers to the 4 combined qualifications listed in B1 Level 3 NVQ Diploma in Beauty Therapy - Massage (B1a, B1b, B1c and B1d) and will ensure that the qualification carries 10 credits for each element.

To achieve the full qualification, candidates must complete 6 mandatory units totalling 44credits and optional units to a minimum of 7credits in order to give an overall total of 51credits.

### MANDATORY UNITS

- G22 Monitor procedures to safely control work operations - 4 credits (1 Competence 3 Knowledge)
- H32 Contribute to the planning and implementaton of promotional activities - 5 credits (2

### Competence 3 Knowledge)

- B20 Provide body massage treatments - 10 credits (5 Competence 5 Knowledge)
- B23 Provide Indian Head massage - 7 credits (4 Competence 3 Knowledge)
- B24 Carry out massage using pre-blended aromatherapy oils - 8 credits (5 Competence 3 Knowledge)
- B28 Provide stone therapy treatments - 10 credits (6 Competence 4 Knowledge)

### OPTIONAL UNITS

- G11 Contribute to the financial effectiveness of the business - 4 credits (1 Competence 3 Knowledge)
- B12 Plan and provide airbrush make-up - 8 credits (5 Competence 3 Knowledge)
- B13 Provide body electrical treatments - 12 credits (7 Competence 5 Knowledge)
- B14 Provide facial electrical treatments - 12 credits (7 Competence 5 Knowledge)
- B15 Provide single eyelash extension treatments - 5 credits (3 Competence 2 Knowledge)
- B21 Provide UV tanning services - 2 credits (1 Competence 1 Knowledge)
- B25 Provide self tanning services - 3 credits (2 Competence 1 Knowledge)
- B26 Provide female intimate waxing services - 5 credits (3 Competence 2 Knowledge)
- B27 Provide male intimate waxing services - 5 credits (3 Competence 2 Knowledge)

# Transferable skills (England)

## Functional Skills / GCSE (with enhanced functional content) and Key Skills (England)

Apprentices must complete or have completed one of the English transferable skills qualifications and one of the Mathematical transferable skills qualifications listed below in order to successfully complete their Apprenticeship and this will carry the QCF five credit values. If they do not have these qualifications as part of their evidence an Apprenticeship certificate cannot be awarded.

English	Minimum level or grade	Credit value
Functional Skills qualification in English	2	5
GCSE qualification in English (with enhanced functional content)	C	5
Key Skills qualification in Communication achieved either before September 2013 as part of the Apprenticeship, or...*	2	5
GCSE Qualification in English*	C	N/A
A' Level or AS Level qualification in English Language*	E	N/A
A' Level or AS Level qualification in English Literature*	E	N/A
A' Level or AS Level qualification in English Language and Literature*	E	N/A
GCSE or O' Level qualification in English Language**	A	N/A
A' Level or AS Level qualification in English Language**	A	N/A
A' Level or AS Level qualification in English Literature**	A	N/A
A' Level or AS Level qualification in English Language and Literature**	A	N/A

\* achieved before September 2012 and within the 5 years immediately prior to starting an Apprenticeship.

\*\* achieved before September 2012, otherwise at any time prior to starting the Apprenticeship.

Mathematics	Minimum level or grade	Credit value
Functional Skills qualification in Mathematics	2	5
GCSE qualification (with enhanced functional content) in Mathematics	C	5
Key Skills qualification in Application of Number achieved either before September 2013 as part of the Apprenticeship, or...*	2	5
GCSE qualification in Mathematics*	C	N/A
A' level or AS Level qualification in Mathematics*	E	N/A
A' Level or AS Level qualification in Pure Mathematics*	E	N/A
A'Level or AS Level qualification in Further Mathematics*	E	N/A
GCSE or O'Level qualification in Mathematics**	A	N/A
A' Level or AS Level qualification in Mathematics**	A	N/A
A' Level or AS Level qualification in Pure Mathematics**	A	N/A
A' Level or AS Level qualification in Further Mathematics**	A	N/A

\* achieved before September 2012 and within the 5 years immediately prior to starting an Apprenticeship.

\*\* achieved before September 2012, otherwise at any time prior to starting the Apprenticeship.

## Inclusion of Information and Communications Technology (ICT)

After consultation with employers it was evident that ICT skills are not an important requirement within the beauty therapy industry and the decision was made not to include ICT as a mandatory transferable skill. Habia would encourage employees in the sector to undertake ICT to broaden their skill base.

# Progression routes into and from this pathway

Routes into:

- From a preparation for work, non-competency based qualification in beauty therapy.

- From the Higher Diploma in Hair and Beauty Studies (England only) depending on the ability and potential of the applicant or the Welsh Baccalaurate qualification.
- Following the completion of Level 2 in Beauty Therapy or Nail Services undertaken either an apprenticeship (not available in Spa Therapy) or full time college based programme.

Routes from:

- Into employment as a beauty therapist, nail technician, spa therapist or beauty massage therapist or other job roles in the beauty related industries.
- Into higher education such as a Foundation degree in Beauty Therapy and Salon Management or other HE programmes.

**UCAS points for this pathway: Currently under review**

# Delivery and assessment of employee rights and responsibilities

In the Hair and Beauty sector evidence of delivery of Employee Rights and Responsibilities (ERR) is a mandatory required for a framework completion certificate.

This may be evidenced either through:

- an appropriate Awarding Organisation ERR qualification. Four qualifications have been approved and accredited to date, these are;
1. Edexcel Level 2 Award in WorkSkills for Effective Learning and Employment 501/1793/2
  2. VTCT Level 2 Award in Employment Awareness in the Hair and Beauty Sector 600/1762/4
  3. City and Guilds Level 2 Award in Employment and Personal Learning at Work 600/2831/2
  4. ITEC Level 2 Award in Employment Awareness in the Hair and Beauty Sector 600/2308/9
- an in house system, such as a workbook, portfolio or online system, that meets the minimum evidence requirements, or
  - an externally provided system, such as a workbook, portfolio or online system that meets the minimum evidence requirements.

The evidence requirement to demonstrate satisfactory completion of the ERR is:

- a completion certificate from an Awarding Organisation, or
- for an in house or externally provided system, completion of the record of achievement is the only form of evidence which will be accepted by the Central Certification Authority, this can be downloaded here [www.habia.org/uploads/Habia\\_Apprenticeship\\_ERR\\_Completion\\_Form.pdf](http://www.habia.org/uploads/Habia_Apprenticeship_ERR_Completion_Form.pdf) and shows all nine national outcomes have been achieved and should include the assessor's name, the date each outcome was completed and the overall completion date; confirmation in the form of the apprentice, employer and provider's dated signatures is also required. It is not necessary to send the workbook or portfolio.

The nine national outcomes of ERR are:

1. knows and understands the range of employer and employee statutory rights and responsibilities under Employment Law and that employment rights can be affected by other legislation as well. This should cover the apprentice's rights and responsibilities under the Employment Rights Act 1996, Equality Act 2010 and Health & Safety legislation, together with the responsibilities and duties of employers;
2. knows and understands the procedures and documentation in their organisation which recognise and protect their relationship with their employer. Health and Safety and Equality and Diversity training must be an integral part of the apprentice's learning programme;

3. knows and understands the range of sources of information and advice available to them on their employment rights and responsibilities. Details of Access to work and Additional Learning Support must be included in the programme;
4. understands the role played by their occupation within their organisation and industry;
5. has an informed view of the types of career pathways that are open to them;
6. knows the types of representative bodies and understands their relevance to their industry and organisation, and their main roles and responsibilities;
7. knows where and how to get information and advice on their industry, occupation, training and career;
8. can describe and work within their organisation's principles and codes of practice;
9. recognises and can form a view on issues of public concern that affect their organisation and industry

The NVQ Diploma includes Health and Safety. The other requirements will be covered primarily at induction, with the remaining aspects delivered at appropriate times during the Apprenticeship programme.

*The remaining sections apply to all levels and pathways within this framework.*

## How equality and diversity will be met

The Beauty Therapy Apprenticeship will promote diversity, opportunity and inclusion by offering high quality learning.

Delivery of the Apprenticeship Framework must be in an environment free from prejudice and discrimination where all learners can contribute without fear of persecution or bullying.

There must be no overt or covert discriminatory practices in selection and recruitment of Apprentices to the programme. The programme is available to all people, regardless of gender, ethnic origin, religion, belief, sexual orientation or disability who meet the standard selection criteria.

### **Barriers:**

- Stereotyping still exists in the hair and beauty sector, which can limit the number of applications from young males.
- Low initial earning potential for new recruits.
- Misunderstanding of the skills levels required and the complexity of those skills.

### **Actions:**

- Habia seeks to use as many positive male images in its literature and publications as possible.

# On and off the job guided learning (England)

## Total GLH for each pathway

Definition:

- On the job training - time spent learning in the workplace
- Off the job training - instruction or supervised study at a separate physical location from that at which an apprentice normally works.

On and off the job training for Intermediate and Advanced Level Apprenticeships and the pathways contained within.

The total amount of Guided Learning Hours (GLH) for a typical learner, including both on and off-the-job guided learning is calculated using the following:

- Transferable Skills Maths 45 GLH
- Transferable Skills English 45 GLH
- ERR and Induction 25 GLH
- Training, appraisals and mentoring 100 GLH

Plus

- Intermediate Apprenticeship in Beauty Therapy - General 458 GLH
- Intermediate Apprenticeship in Beauty Therapy – Make-up 365 GLH
- Advanced Apprenticeship in Beauty Therapy - General 540 GLH
- Advanced Apprenticeship in Beauty Therapy – Make-up 353 GLH
- Advanced Apprenticeship in Beauty Therapy - Massage 403 GLH

The minimum recommended duration of this framework is 12 months. Regardless of how long the Apprenticeship takes, the minimum GLH for each pathway must be met as follows:

- Intermediate Level Apprenticeship in Beauty Therapy - General = 673 GLH
- Intermediate Level Apprenticeship in Beauty Therapy - Make-up = 580 GLH
- Advanced Level Apprenticeship in Beauty Therapy - General = 755 GLH
- Advanced Level Apprenticeship in Beauty Therapy - Make-up = 568 GLH
- Advanced Level Apprenticeship in Beauty Therapy - Massage = 618 GLH

## National Apprenticeship Service (NAS) - Statement on Apprenticeship Quality Definition

The minimum hours of employment for an apprentice should be at least 30 hours per week. By

exception, where the individual's circumstances or the particular nature of employment in a given sector makes this impossible, then an absolute minimum of 16 hours must be met. In such cases the duration of the Apprenticeship should be extended.

The duration of the Apprenticeship is expected to reflect that set out by employers in the relevant Apprenticeship framework document, but at the very least must meet the minimum duration requirement announced by NAS. Learners aged 16-18 must spend a minimum of 12 months on this Apprenticeship programme. Learners aged 19 or over must also spend a minimum of 12 months on this apprenticeship unless relevant prior learning is recorded. Where this is the case the Apprenticeship must not be for less than 6 months. Apprenticeship delivery must be planned to make full and effective use of the duration, including the opportunity for apprentices to embed and extend their learning through repeated workplace practice.

## Minimum off-the-job guided learning hours

### Intermediate Level Apprenticeship

#### Beauty Therapy - General

Minimum recommended duration of programme is 12 months.

Total of 272 GLH minimum off the job GLH for the duration of the programme.

Breakdown for this pathways as follows:

- Part of Level 2 NVQ Diploma in Beauty Therapy General = 137 GLH
- Transferable Skills Maths = 45 GLH
- Transferable Skills English = 45 GLH
- Part of Employee Rights and Responsibilities and Induction = 15 GLH
- Part of training, appraisals and mentoring = 10 GLH

#### Beauty Therapy Make-up

Minimum recommended duration of programme is 12 months.

Total of 245 GLH minimum off the job GLH for the duration of the programme.

Breakdown for this pathway as follows:

- Part of Level 2 NVQ Diploma in Beauty Therapy Make-up = 110 GLH
- Transferable Skills Maths = 45 GLH
- Transferable Skills English = 45 GLH
- Part of Employee Rights and Responsibilities and Induction = 15 GLH
- Part of training, appraisals and mentoring = 30 GLH

## Advanced Level Apprenticeships

### Beauty Therapy General

Minimum recommended duration of programme is 12 months.

Total of 297 GLH minimum off the job GLH for the duration of the programme.

Breakdown for this pathway as follows:

- Part of Level 3 NVQ Diploma in Beauty Therapy General = 162 GLH
- Transferable Skills Maths = 45 GLH
- Transferable Skills English = 45 GLH
- Part of Employee Rights and Responsibilities and Induction = 15 GLH
- Part of training, appraisals and mentoring = 30 GLH

### Beauty Therapy Make-up

Minimum recommended duration of programme is 12 months.

Total of 241 GLH minimum off the job GLH for the duration of the programme.

Breakdown for this pathway as follows:

- Part of Level 3 NVQ Diploma in Beauty Therapy Make-up = 106 GLH
- Transferable Skills Maths = 45 GLH
- Transferable Skills English = 45 GLH
- Part of Employee Rights and Responsibilities and Induction = 15 GLH
- Part of training, appraisals and mentoring = 30 GLH

### Beauty Therapy Massage

Minimum recommended duration of programme is 12 months.

Total of 256 GLH minimum off the job GLH for the duration of the programme.

Breakdown for this pathway as follows:

- Part of Level 3 NVQ Diploma in Beauty Therapy Massage = 121 GLH
- Transferable Skills Maths = 45 GLH
- Transferable Skills English = 45 GLH
- Part of Employee Rights and Responsibilities = 15 GLH
- Part of training, appraisals and mentoring = 30 GLH

## How this requirement will be met

Delivery, assessment and certification of one of the combined

competence/knowledge qualifications specific to the pathway taken:

- Intermediate Level Apprenticeship in Beauty Therapy - General
- Intermediate Level Apprenticeship in Beauty Therapy – Make-up
  
- Advanced Level Apprenticeship in Beauty Therapy - General
- Advanced Level Apprenticeship in Beauty Therapy – Make-up
- Advanced Level Apprenticeship in Beauty Therapy - Massage

Plus

- Transferable Skills Maths at the appropriate level
- Transferable Skills English at the appropriate level
- Employee Rights and Responsibilities
- Induction
- Training, appraisals and mentoring

Evidence of Off the job Guided Learning Hours:

Certificate for combined competence/knowledge qualification

- Level 2 NVQ Diploma in Beauty Therapy General
- Level 2 NVQ Diploma in Beauty Therapy Make-up
- Level 3 NVQ Diploma in Beauty Therapy General
- Level 3 NVQ Diploma in Beauty Therapy Make-up
- Level 3 NVQ Diploma in Beauty Therapy Massage

Plus

- Certification of Functional Skills Maths (See Transferable Skills section)
- Certification of Functional Skills English (See Transferable Skills section)
- Certificate for Employee Rights and Responsibilities

## Minimum on-the-job guided learning hours

### Intermediate Level Apprenticeships

#### Beauty Therapy General

Minimum recommended duration of programme is 12 months.

Total of 401 GLH minimum on the job GLH for the duration of the programme.

Breakdown for this pathway as follows:

- Remainder of Level 2 NVQ Diploma in Beauty Therapy General = 321 GLH
- Remainder of Employee Rights and Responsibilities and Induction = 10 GLH

- Remainder of Training, appraisals and mentoring = 70 GLH

### **Beauty Therapy Make-up**

Minimum recommended duration of programme is 12 months.

Total of 336 GLH minimum on the job GLH for the duration of the programme.

Breakdown for this pathway as follows:

- Remainder of Level 2 NVQ Diploma in Beauty Therapy General = 256 GLH
- Remainder of Employee Rights and Responsibilities and Induction = 10 GLH
- Remainder of Training, appraisals and mentoring = 70 GLH

### **Advanced Level Apprenticeship**

#### **Beauty Therapy General**

Minimum recommended duration of programme is 12 months.

Total of 458 GLH minimum on the job GLH for the duration of the programme.

Breakdown for this pathway as follows:

Remainder of Level 2 NVQ Diploma in Beauty Therapy General = 378 GLH  
Remainder of Employee Rights and Responsibilities and Induction = 10 GLH  
Remainder of Training, appraisals and mentoring = 70 GLH

#### **Beauty Therapy Make-up**

Minimum recommended duration of programme is 12 months.

Total of 327 GLH minimum on the job GLH for the duration of the programme.

Breakdown for this pathway as follows:

- Remainder of Level 2 NVQ Diploma in Beauty Therapy Make-up = 247 GLH
- Remainder of Employee Rights and Responsibilities and Induction = 10 GLH
- Remainder of Training, appraisals and mentoring = 70 GLH

#### **Beauty Therapy Massage**

Minimum recommended duration of programme is 12 months.

Total of 362 GLH minimum on the job GLH for the duration of the programme.

Breakdown for this pathway as follows:

- Remainder of Level 2 NVQ Diploma in Beauty Therapy Massage = 282 GLH
- Remainder of Employee Rights and Responsibilities and Induction = 10 GLH
- Remainder of Training, appraisals and mentoring = 70 GLH

## How this requirement will be met

Delivery, assessment and certification of one of the combined competence/knowledge qualifications specific to the pathway taken:

- Intermediate Level Apprenticeship in Beauty Therapy - General
- Intermediate Level Apprenticeship in Beauty Therapy – Make-up
  
- Advanced Level Apprenticeship in Beauty Therapy - General
- Advanced Level Apprenticeship in Beauty Therapy – Make-up
- Advanced Level Apprenticeship in Beauty Therapy - Massage

Plus

- Employee Rights and Responsibilities
- Induction
- Training, appraisals, mentoring and monitoring

Evidence of Off the job Guided Learning Hours:

- Certificate for combined competence/knowledge qualification
- Certificate for Employee Rights and Responsibility
- Learner workbook, diary and portfolio.

# Personal learning and thinking skills assessment and recognition (England)

## Summary of Personal Learning and Thinking Skills

Personal, Learning and Thinking Skills will be delivered, demonstrated and assessed through naturally occurring evidence from the Level 2 and 3 NVQ Diplomas in this framework.

Assessment and recognition will take place during the delivery and be evidenced at certification by achievement of the Level 2 and 3 NVQ Diploma for the relevant pathway.

The mapping and signposting document to demonstrate where each Personal, Learning and Thinking skill is located within the Level 2 and 3 NVQ Diplomas in this framework can be found on the Habia website [www.habia.org](http://www.habia.org).

Further information about PLTS in a hair and beauty context can be found on the Diploma in Hair and Beauty Studies website at [www.habia.org/diploma](http://www.habia.org/diploma).

## Creative thinking

Creative Thinking will be delivered, demonstrated and assessed through naturally occurring evidence from the Level 2 and 3 NVQ Diplomas in this framework.

Assessment and recognition will take place during the delivery and be evidenced at certification by achievement of the Level 2 and 3 NVQ Diploma for the relevant pathway.

The mapping and signposting document to demonstrate where Creative Thinking is located within the Level 2 and 3 NVQ Diplomas in this framework can be found on the Habia website [www.habia.org](http://www.habia.org).

Further information about PLTS in a hair and beauty context can be found on the Diploma in Hair and Beauty Studies website at [www.habia.org/diploma](http://www.habia.org/diploma).

## Independent enquiry

Independent Enquiry will be delivered, demonstrated and assessed through naturally occurring evidence from the Level 2 and 3 NVQ Diplomas in this framework.

Assessment and recognition will take place during the delivery and be evidenced at certification by achievement of the Level 2 and 3 NVQ Diploma for the relevant pathway.

The mapping and signposting document to demonstrate where Independent Enquiry is located within the Level 2 and 3 NVQ Diplomas in this framework can be found on the Habia website [www.habia.org](http://www.habia.org).

Further information about PLTS in a hair and beauty context can be found on the Diploma in Hair and Beauty Studies website at [www.habia.org/diploma](http://www.habia.org/diploma).

## Reflective learning

Reflective Learning will be delivered, demonstrated and assessed through naturally occurring evidence from the Level 2 and 3 NVQ Diplomas in this framework.

Assessment and recognition will take place during the delivery and be evidenced at certification by achievement of the Level 2 and 3 NVQ Diploma for the relevant pathway.

The mapping and signposting document to demonstrate where Reflective Learning is located within the Level 2 and 3 NVQ Diplomas in this framework can be found on the Habia website [www.habia.org](http://www.habia.org).

Further information about PLTS in a hair and beauty context can be found on the Diploma in Hair and Beauty Studies website at [www.habia.org/diploma](http://www.habia.org/diploma).

## Team working

Team Working will be delivered, demonstrated and assessed through naturally occurring evidence from the Level 2 and 3 NVQ Diplomas in this framework.

Assessment and recognition will take place during the delivery and be evidenced at certification by achievement of the Level 2 and 3 NVQ Diploma for the relevant pathway.

The mapping and signposting document to demonstrate where Team Working is located within the Level 2 and 3 NVQ Diplomas in this framework can be found on the Habia website [www.habia.org](http://www.habia.org).

Further information about PLTS in a hair and beauty context can be found on the Diploma in Hair and Beauty Studies website at [www.habia.org/diploma](http://www.habia.org/diploma).

## Self management

Self Management will be delivered, demonstrated and assessed through naturally occurring evidence from the Level 2 and 3 NVQ Diplomas in this framework.

Assessment and recognition will take place during the delivery and be evidenced at certification by achievement of the Level 2 and 3 NVQ Diploma for the relevant pathway.

The mapping and signposting document to demonstrate where Self Management is located within the Level 2 and 3 NVQ Diplomas in this framework can be found on the Habia website [www.habia.org](http://www.habia.org).

Further information about PLTS in a hair and beauty context can be found on the Diploma in Hair and Beauty Studies website at [www.habia.org/diploma](http://www.habia.org/diploma).

## **Effective participation**

Effective Participation will be delivered, demonstrated and assessed through naturally occurring evidence from the Level 2 and 3 NVQ Diplomas in this framework.

Assessment and recognition will take place during the delivery and be evidenced at certification by achievement of the Level 2 and 3 NVQ Diploma for the relevant pathway.

The mapping and signposting document to demonstrate where Effective Participation is located within the Level 2 and 3 NVQ Diplomas in this framework can be found on the Habia website [www.habia.org](http://www.habia.org).

Further information about PLTS in a hair and beauty context can be found on the Diploma in Hair and Beauty Studies website at [www.habia.org/diploma](http://www.habia.org/diploma).

# Additional employer requirements

After consultation with employers no additional employer requirements were identified for this framework.

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apprenticeship  
FRAMEWORKS ONLINE

For more information visit  
[www.afo.sscalliance.org](http://www.afo.sscalliance.org)