



Employer's Guide to Apprenticeship Changes from May 2017

In May 2017, the way the government funds apprenticeships in England, changed.

Large employers are required to contribute to a new apprenticeship levy if their annual paybill is £3m or more while employers who have more than 49 employees, and a paybill lower than £3m, have to contribute 10 per cent (reduced to 5% from April 2019). Even the smallest employers will see big changes to funding arrangements.

In addition to funding changes, the Government revised the requirements employers must follow to be eligible for apprenticeship funding so we have updated our Partner Salon Agreement to reflect these changes. If you have not yet done so, you will be required to sign a new Partner Salon Agreement.



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Guidance for Employers with 1-49 Employees

Level 2 Hair Professional Apprenticeship Standard

Funding

16 to 18-year-olds

Employers with 1-49 employees, including apprentices, will not be required to make any financial co-investment for 16 to 18-year-old apprentices. The government will pay 100 per cent of the training and end-point assessment costs*, including English and maths up to level 2 and learning support.

**Charges will be incurred for End Point Assessment resits*

19+ apprentices

Employers with 1-49 employees, including apprentices, who take on an apprentice aged 19+, will be required to pay a 5 per cent co-investment to the cost of training/end-point assessment. The employer does not contribute to English and maths up to level 2 nor to learning support.

Hair Professional Apprenticeship Standard (Level 2)

This replaces the level 2 intermediate apprenticeship framework

- The Hair Professional has two routes - hairdressing or barbering
- It is expected to take around 24 months to complete
- It has three main stages: 1) On-Programme 2) Gateway 3) End-Point Assessment (EPA)
- Level 2 functional skills in English and maths tests must be taken before the EPA
- Functional skills exemptions for level 2 are the same as before: GCSE grades A*-C (9-4 for new GCSEs) in English and maths
- Contains mandatory core skills and knowledge – professionalism and values; behaviours and communication; safe working practices; consultation
- Four mandatory units plus 1 option from perming and extensions
- The EPA is graded as fail, pass, or distinction
- A 'Diploma for Hair Professionals' qualification is built into the Hair Professional standard

End-Point Assessment (EPA)

- The EPA lasts up to 6-hours during which the apprentice will demonstrate their skills on two models - knowledge and understanding is assessed using oral questions
- It cannot be taken until the hairdressing qualification has been completed and the level 2 English and maths tests have been taken
- The employer decides when the apprentice is ready for the EPA in conjunction with ITS
- The cost of the EPA is set out in the funding schedule (link below)
- Employers will be required to make a financial contribution for resits

Level 3 - Advanced and Creative Hair Professional Standard

Funding

16 to 18-year-olds

Employers with 1-49 employees, including apprentices, will not be required to make any financial co-investment for 16 to 18-year-old apprentices. The government will pay 100 per cent of the training and end-point assessment costs*, including English and maths at level 2 and learning support.

**Charges will be incurred for End Point Assessment resits*

19+ apprentices

Employers with 1-49 employees, including apprentices, who take on an apprentice aged 19+, will be required to pay a 5 per cent co-investment to the cost of training/end-point assessment. The employer does not contribute to English and maths at level 2 nor to learning support.

Advanced and Creative Hair Professional Apprenticeship Standard (Level 3)

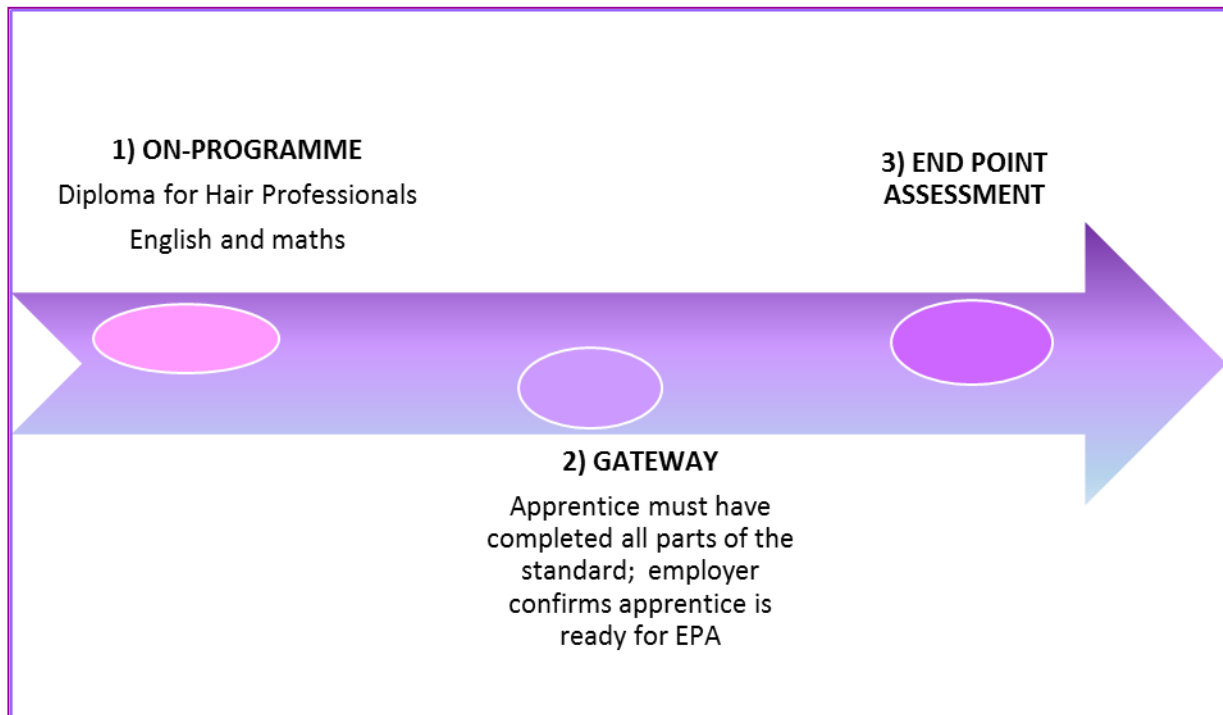
- This replaces the Level 3 Advanced Apprenticeship Framework
- Apprentices must have previously completed the Hair Professional or equivalent qualification and be employed in a partner salon, working a full column of clients.
- It is expected to take around 14-22 months to complete
- It has three main stages: 1) On-Programme 2) Gateway 3) End-Point Assessment (EPA)
- Functional skills exemptions for level 3 are the same as before: GCSE grades A*-C (9-4 for new GCSEs) in English and maths
- Level 2 Functional Skills must be taken and passed as part of the apprenticeship (unless the apprentice is exempt)
- Knowledge and skills are taught within the workplace. Apprentices will need to generate a portfolio of evidence to demonstrate the following skills:
 - (i) demonstrates professionalism by maintaining confidentiality and discretion
 - (ii) researches fashion forward trends, using the results to create, plan and promote a collection of hairstyle looks that reflects their own individuality
 - (iii) analyses the factors that influence the design and creation of the collection of hairstyle looks, including the target audience
 - (iv) designs a range of looks to create a fashion forward collection of hairstyle looks
 - (v) maintains effective and safe methods of working
 - (vi) uses and adapt a range of sectioning and cutting guidelines, creative and precision techniques and technical skills to create and enhance the collection of hairstyle looks
 - (vii) carries out precision and personalised cutting tailored to individual client characteristics

- (viii) formulates imaginative creative advanced colour conversion services to change the depth and tone of the hair
- (ix) uses a range of creative finishing and dressing techniques, advanced creative colouring techniques to enhance the collection of hairstyle looks
- (x) presents, showcases and promotes their skills through their collection of hairstyle looks via a variety of media types and platforms
- (xi) provides a smoothing strengthening service to clients
- (xii) carries out in-depth consultation and complex analysis of the hair
- (xiii) uses and applies the products, tools and equipment, in accordance with legal requirements, manufacturers' instructions and salon policy
- (xiv) provides advice on future services and products
- (xv) evaluates the results of the service to improve further practice
- The EPA is graded as fail, pass, or distinction

End-Point Assessment (EPA) for Level 3

- The EPA lasts up to 6 hours during which the apprentice will demonstrate their skills on 2 models.
- The EPA will consist of 3 assessment methods:
 - 1. Knowledge test**
 - 2. Observation and questioning**
 - Approximately 5 hours but may be split into discrete sections;
 - To include one precision cut and finish from the apprentice's collection of looks, and one advanced and creative colour conversion service on previously coloured hair.
 - 3. Professional discussion**
- All EPA assessment methods must be completed within 3 months of entering gateway.
- An apprentice cannot progress to assessment method 2 or 3 without passing method 1
- The apprentice will need to create a collection of looks throughout their time programme which will be used to inform the professional discussion.
- The employer decides when the apprentice is ready for the EPA in conjunction with ITS
- The cost of the EPA is set out in the funding schedule (link below)
- Employers will be required to make a financial contribution for resits

There are 3 Stages to Level 2 and Level 3:



Funding Payments and Charges

Details of the funding payments and charges can be found by clicking on this link

<http://www.its-ltd.net/about-us-and-what-we-do/course-information/>

Equal Opportunities Statement

Inter Training Services Ltd will not tolerate discrimination of any kind and seeks to remove any barriers that do not support this principle.