

May 2020

HBA D1 APPRENTICESHIP (STANDARDS AND FRAMEWORKS) JOINT INDUSTRY STATEMENT

Purpose

The statement has been prepared by both the Hair Professional and Beauty Professional trailblazer employer groups, supported by the Sector industry organisations in relation to the achievement of apprenticeships and “Job Ready” competency qualifications during the Covid 19 pandemic.

Aim

This statement aim is to provide clear direction, guidance and support for employers, regulatory organisations, awarding organisations, end point assessment organisations, training providers, insurers and learners/apprentices. It is provided in relation to proposed adaptations and mitigations of the education extraordinary regulatory framework.

Background

There are currently two types of regulated qualifications/standards recognised in the hair, beauty and wellbeing sector

- Job ready - demonstrates full job competence - the apprenticeship standards, apprenticeship frameworks and NVQs/SVQs
- Preparation for work - prepares a learner to work in the sector, further skill building will be required to develop job ready competence and commercial timings (This is dependent on the level and breadth of learning undertaken and can be called threshold competence) these would include VRQ, traineeships and T level’s

The certificate issued upon completion of the qualification is recognised by the sector, employers and insurance providers. The certificate demonstrates that the required level of competency has been met in full, forming the basis of fact to gain employment and the relevant professional indemnity cover.

The Impact of COVID 19

We are all aware of the dramatic impact the Covid19 pandemic has had on the sector and will continue to have when we are able to return to work, there will be new ways of working required. Maintaining professionalism within the sector is a key determiner to the sector retuning to a new normal and assuring public confidence.

Impact of Proposed Changes to Competency Levels

We feel that any changes or lowering of assessment levels in the skills observation content of a Job ready qualification or End Point Assessment will devalue the apprenticeships and NVQ/SVQ, leading to confusion over levels of competence. Consequently, apprentices will enter the sector with lesser skills, resulting in unprofessional ways of working and reputational damage to the sector.

We believe that the following principles should continue to be applied when considering any adaptations, they:

This statement is subject to review based on Government guidance.

1. must ensure that learners/apprentices are competent and safe to practice meeting health, safety and legal requirements
2. must not compromise the standards set by standard setting authority, employers and individual industries
3. will neither advantage or disadvantage learners/apprentices historically, now or in the future
4. must maintain the validity, reliability, and integrity of standards and qualifications
5. must cover all the knowledge, skills, behaviours and competencies
6. must consider learners/apprentices attendance and duration of learning completed, addressing any gaps in learning (a typical learner/ apprentice will need the whole allocated NVQ/SVQ or apprenticeship timescale to cover the required knowledge, skills and behaviours' and gain the relevant competence to meet 100% of the existing criteria).

Practical observations can only be completed when the sector and salons are operational, inclusive of realistic working environments in educational settings.

All stakeholders have a duty of care to every learner/apprentice and ultimately the client. The achievement of a regulated hair, beauty or barbering NVQ/SVQ qualification, apprenticeship framework or standard is confirmation of competence that a learner/apprentice is 100% job ready to work in the sector, ratified by the issued certificate.

Certification

If the criteria for certification is adapted or reduced (70%) threshold achievement, this is a misrepresentation of fact and the learner/apprentice is not 100% job ready competent, as communicated by the issuing of a job ready certificate. Any certificate issued should clearly detail any adaptations applied, and the actual competency level of the learner (preparation to work). This will ensure that any prospective employers, training providers, insurance providers and the learner/apprentice themselves understand the implications and further upskilling required. Failure to do this may result in harm, complaints, reputational damage and litigation. An opportunity should be made for all learners/apprentices to complete any skills gaps to prove competency when the sector and salons are operational.

We acknowledge that there is a discrepancy in England particularly between the apprenticeship standards and the apprenticeship framework. The breadth of knowledge, skills and behaviours may differ, however the depth of competency to be able to work in the sector is the same. The new apprenticeship standards have raised the bar and this needs to be maintained to continue to protect public safety and employer's confidence, in the apprenticeships and job ready qualifications.

Achievement

We want to celebrate and enable a mechanism that accurately certifies competency and professionalism during these challenging times, whilst upholding and establishing our world-class skills.

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This statement is supported by the following industry organisations:



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