



National  
Hairdressing  
Apprenticeship

# Applicant Information Guide

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The first nationally-recognised  
hairdressing qualification  
in Ireland





Style



Colour



Cut



Career



Lead

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The National Hairdressing Apprenticeship is a real game-changer for the industry in Ireland and now represents the national standard for hairdressers in Ireland. The programme is an innovative employer-led undertaking, which has its finger on the pulse of what is required by the hairdressing industry of today.

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**Suzanne Kiely**  
NHA National Programme Co-ordinator

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# Introduction

Limerick and Clare Education and Training Board has been appointed as the lead co-ordinating provider for the new National Hairdressing Apprenticeship. The apprenticeship was developed by a consortium of industry and education providers and, as a statutory apprenticeship programme, is governed by the *Industrial Training Act, 1967*.

This guide provides an overview of the new award for prospective apprentices, parents and guidance counsellors. Up to now there was no nationally-recognised qualification for hairdressers in Ireland.

This apprenticeship programme will ensure that training and development of hairdressing professionals will be formally regulated and of a consistent standard nationally, providing a route to recognised qualifications with clear routes for progression within the industry and to other training and education opportunities.

# Hairdressing as a Career

“A career in hairdressing is a global profession that can take you anywhere.”

There is an abundance of exciting career opportunities within the industry for talented and passionate people. Hairdressers are employed in a large variety of areas including: independent hair salons, franchise hair salons, as self-employed salon owners, in hotel hair and beauty spas, mobile or freelance hairdressers, by manufacturers of hair and beauty products as sales reps, product demonstrators, in the theatre and film industry and also as teachers.

Whether you are based in a salon or working as a freelance stylist, hairdressing is a creative and sociable career. Not only will you need to have excellent hairdressing skills like cutting, colouring and styling, you will also need to have excellent people skills. Hairdressers are part of their client's life journey in happy times and in difficult times. Hairdressers need to be sensitive and capable of meeting their client's needs and expectations. This may be hairstyles for special days such as communions, confirmations, graduations, weddings or it may be consultations with clients who have had a serious health diagnosis.

A career in hairdressing is a global profession that can take you anywhere. The QQI Level 6 Advanced Certificate in Hairdressing is not only recognised nationally but also has international currency.





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Apprentices are paid a weekly apprentice rate by their employer throughout their apprenticeship.

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# NHA

## 5 Key Reasons



01

The National Hairdressing Apprenticeship is the only nationally recognised standard for hairdressers in Ireland.



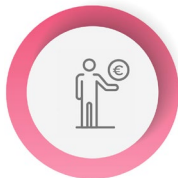
02

Apprentices work four days a week with their employer and one day a week in a provider Further Education and Training Centre or college.



03

Apprentices are supported in the workplace by an approved mentor and in the classroom by their teacher/tutor.



04

Earn as you Learn model: Apprentices are paid a weekly apprentice rate by their employer throughout their apprenticeship.



05

Apprentices will graduate after three years as a fully qualified hairdresser with a QQI Level 6 award on the National Framework of Qualifications.

# Programme Overview

## Programme Title

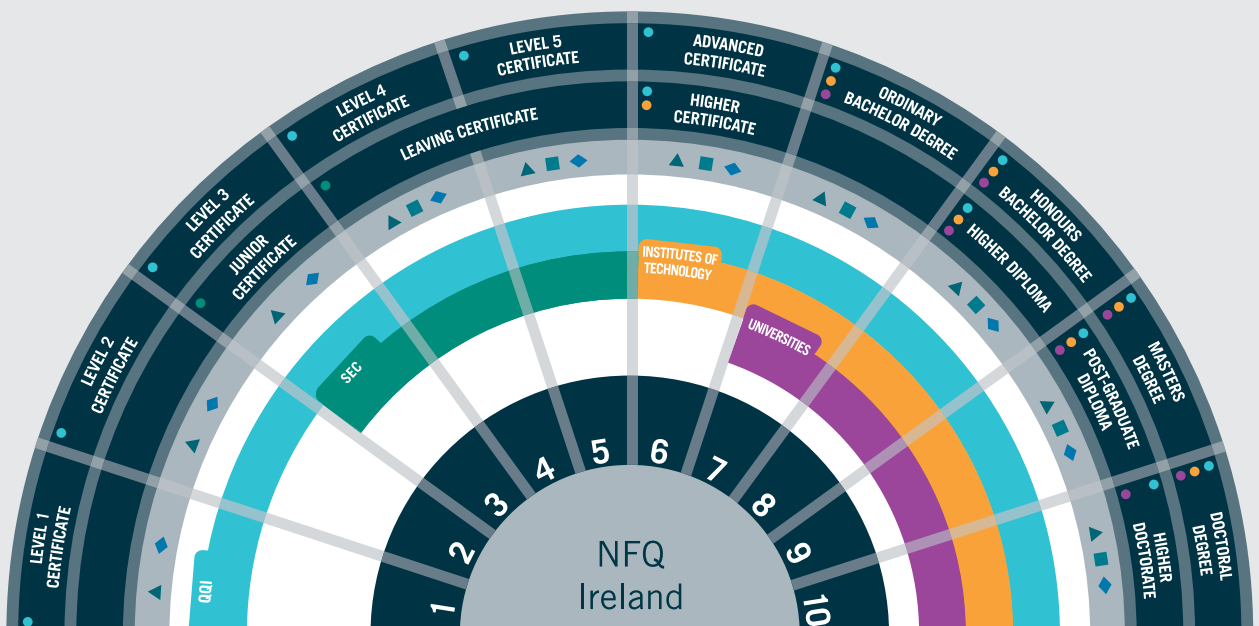
National Hairdressing Apprenticeship

## Duration

Minimum three years in duration

## Level

Level 6 Major Award on the National Framework of Qualifications. Quality and Qualifications Ireland (QQI) issues certificates as the awarding body.



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## Entry Requirements

- QQI Level 4 Major Award, or recognised equivalent (for example Leaving Certificate) or two years full-time experience working within a salon.
- CEFRL B2+ level of English (where English is not a first language).

## Non-Standard Entry

In a case where an applicant does not meet the educational requirements specified above, they must satisfactorily complete an informative panel interview facilitated by the Programme Manager.

## Advanced Entry

Where applicable, advanced entry is permitted into Year 2 only through the Recognition of Prior Learning process.

## Job Ratio

Ratio of On-the-Job and Off-the-Job Education and Training

- 80% on-the-job education and training with an employer.
- 20% off-the-job training and education in a provider Further Education and Training Centre or college.

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Level 6 Major Award on the National Framework of Qualifications. Quality and Qualifications Ireland (QQI) issues certificates as the awarding body. //



# Aims and Objectives

## Programme Aims

The programme aims to ensure that theoretical learning in an education or training institution is reinforced by the practical experience of undertaking a real job, and equips the participant to absorb workplace culture and business processes, whilst honing employability skills.

**“Apprentices will be employed by a range of hairdressing salons.”**

This three-year apprenticeship programme is aimed at school leavers who have completed their Leaving Certificate, early school leavers who have at least two years' experience working full-time in a salon, or mature applicants who wish to pursue a career in hairdressing or change their profession to a career in hairdressing.

Apprentices will be employed by a range of hairdressing salons, which are approved by a Senior Training Advisor/SOLAS Authorised Officer. On-the-job learning will take place within that salon and the apprentice will also attend off-the-job education and training on a day release basis in a provider Further Education and Training Centre or college.

The programme leads to a Level 6 Advanced Certificate in Hairdressing, awarded by Quality and Qualifications Ireland (QQI). The programme is designed to provide the Hairdressing Apprentice with the knowledge, skills and competencies to become a skilled and confident hairdresser. Hairdressers will be qualified to work autonomously in a competent, professional and independent capacity; with the ability to use the knowledge, skills and competencies required in their professional practice. They will demonstrate an extensive range of skills and services; from styling, colouring and cutting hair to performing scalp treatments.

# Programme Objectives



To equip apprentices with the knowledge, skills and competencies required to perform effectively as professional hairdressers.



To foster and facilitate a level of ability over the underpinning knowledge, skills and competencies relevant to their industry. Skills are demonstrated by the ability of the hairdresser to apply their skills and knowledge in different contexts, and to exercise initiative and solve problems by determining possible solutions and judging the appropriateness of different approaches to challenges as they arise in the workplace.



To develop levels of self-awareness in their problem solving, critical thinking and communication skills; linking their classroom learning with the challenges they face in the hairdressing industry.



To acquire a foundation of skills and knowledge which ensures that the apprentice can interact effectively with colleagues and customers in a salon setting which is experiencing constant and progressive change.



To develop levels of self-awareness in their problem-solving, critical-thinking and communication skills linking their classroom learning with the challenges they face in the hairdressing industry.



To equip apprentices with the knowledge and skills required for progression in further education and/or specialist areas in the hairdressing industry.



To increase the apprentice's personal and academic confidence through regular feedback and continued improvement in a varied learning environment, thus paving the way for lifelong learning.

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There is an abundance of really exciting career opportunities within the industry for talented passionate people.

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# How to become an Apprentice Hairdresser

01

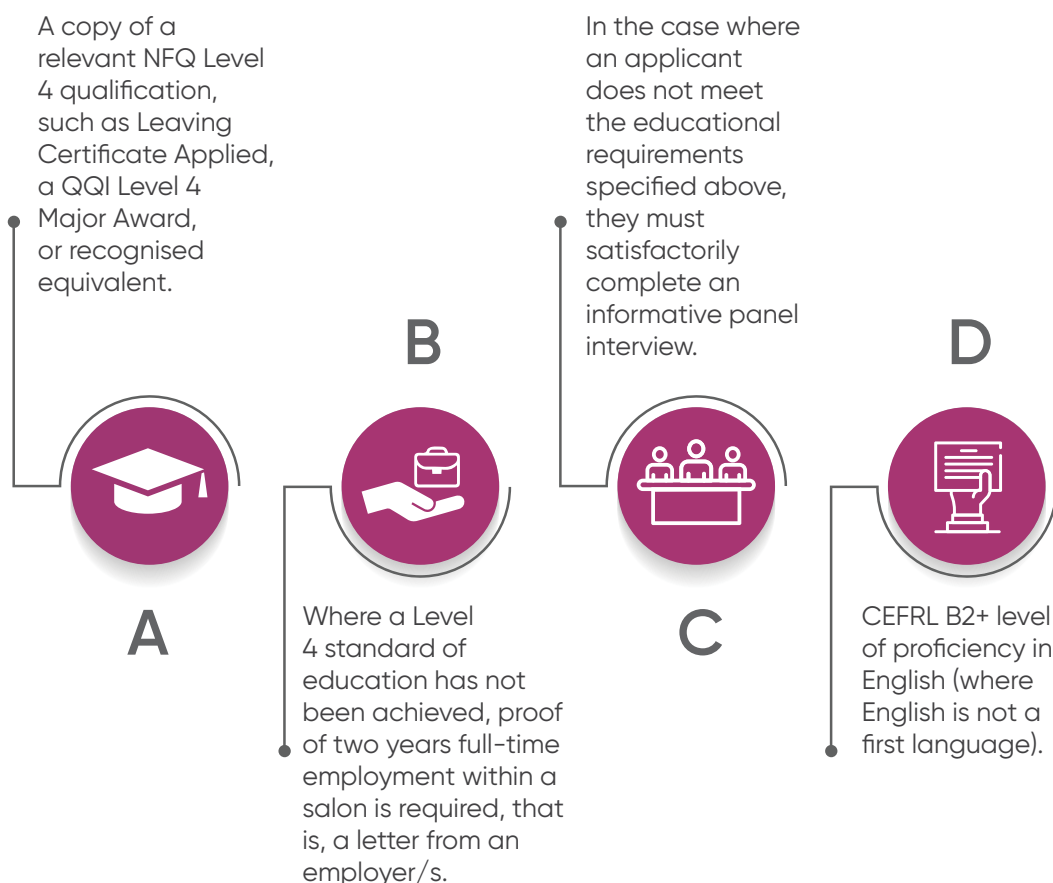
Anyone interested in becoming an apprentice hairdresser must firstly secure employment with a salon. Salons may advertise vacancies through various channels.

02

The employer will then start the apprentice registration process with SOLAS, the Further Education and Training Authority.

# Registration Process

During the registration process the applicant will be required to provide:



# What the programme entails

## Stage 1/Year 1

This stage has seven assessed modules, plus an induction module.

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1. Induction
2. Health and Safety
3. Client Consultation
4. Shampooing, Conditioning and Treatments
5. Styling and Finishing 1
6. Salon Reception and ICT Skills
7. Colour 1
8. Cutting 1

## Stage 2/Year 2

This stage has six modules.

2

1. Customer Service and Retail
2. Styling and Finishing 2
3. Colour 2
4. Cutting 2
5. Team-Leadership
6. Career in Action

## Stage 3/Year 3

This stage has five modules

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1. Perming and Neutralising Hair
2. Cutting 3
3. Colour 3
4. Styling and Finishing 3
5. Capstone Module





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This 3-year programme equips apprentices with the knowledge, skills and competencies required to perform effectively as professional hairdressers.

”



# The Learning Environment

## Off-the-job Learning Environment

“A supportive environment which promotes a problem-based learning approach.”

Provider Further Education and Training Centre or college based elements will be delivered within an applied classroom-based environment or teaching salon, where class interaction will be central. This will account for 20% of the training and education.

The apprentice will be supported by their teacher/tutor during the off-the-job learning. Teachers/tutors on the programme will have module expertise in their discipline area. Site visits will be organised for specific specialist areas as appropriate.

Classes will be taught in a supportive environment which promotes a problem-based learning approach; wherein apprentices will be exposed to real industry learning. Apprentices will be encouraged to think independently and expected to apply knowledge, skills and techniques to solve real world problems.

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# The Learning Environment

## On-the-job Learning Environment

The work-based learning will be carried out in a salon setting. This will account for 80% of the training. Apprentices will be supported by their workplace mentor during the on-the-job training. The apprentice will benefit from the vast reservoir of knowledge which is the accumulation of the collective knowledge and skills within the company.

The purpose of the work-based learning element is to provide the apprentice the opportunity to practise the skills acquired off-the-job and to develop new workplace skills and competencies. During the work-based stages the apprentice will build up a level of experience while working alongside senior stylists, supervisors and managers in specific, relevant work contexts.

During the on-the-job element of the programme, the apprentice will practise in the real workplace environment the newly learned skills to the required standards of accuracy, speed and quality, and with the confidence which characterises competence.

“Build up a level of experience while working alongside senior stylists.”



# Career Pathway

Diverse career opportunities



## Applicant

Applicant school-leaver or mature student (over 23 years of age)

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### 01 Hairdressing Apprenticeship Stage 1

- Induction
- Health and Safety
- Client Consultation
- Shampooing, Conditioning and Treatments
- Styling and Finishing Hair 1
- Colour 1
- Cutting 1

### 02 Hairdressing Apprenticeship Stage 2

- Customer Service and Retail
- Styling and Finishing 2
- Colour 2
- Cutting 2
- Team-Leadership
- Career in Action

### 03 Hairdressing Apprenticeship Stage 3

- Perming and Neutralising Hair
  - Cutting 3
  - Colour 3
  - Styling and Finishing 3
  - Capstone Module
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## Career



Lead

Embark on  
great careers

Follow careers  
in the movie  
industry



## Advance to specialise

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### 04 Advanced Certificate

Advanced Certificate in Hairdressing, Level 6 Major Award on the National Framework of Qualifications. Quality and Qualifications Ireland (QQI) issues certificates as the awarding body.

### 05 Career Opportunities

Qualified hair stylists have diverse career opportunities available to them. Many work in a salon as a stylist or advance to specialise as a Senior Stylist, Senior Colour Technician, Master Colour Technician, Style Director, Salon Manager or Salon Owner.

### 06 Education Gateway

The Advanced Certificate in Hairdressing is also a gateway to Third Level education through which candidates may wish to acquire a management or business degree, as well as other specialist areas.

## Useful Links

For more information on the new National Hairdressing Apprenticeship, visit our website:

[www.hairdressingapprenticeship.ie](http://www.hairdressingapprenticeship.ie)

For more information on Apprenticeship as a career pathway, visit the national SOLAS apprenticeship website:

[www.apprenticeship.ie](http://www.apprenticeship.ie)

For information on Education and Training Boards, which are the collaborating providers all over the country for the new National Hairdressing Apprenticeship, visit the ETBI website:

[www.etbi.ie](http://www.etbi.ie)

“ The QQI Level 6 Advanced Certificate in Hairdressing is not only recognised nationally but also has international currency. ”



Co-ordinating Provider



Bord Oideachais & Ollíúna  
**LUIMNIGH & AN CHLÁIR**  
**LIMERICK & CLARE**  
Education & Training Board

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**GENERATION  
APPRENTICESHIP**  
www.apprenticeship.ie



**National Framework  
of Qualifications**



QQI AWARD