

WorldSkills Standards Specification

Hairdressing

Social and Personal Services



THE WORLDSKILLS STANDARDS SPECIFICATION (WSSS)

GENERAL NOTES ON THE WSSS

The WSSS specifies the knowledge, understanding, and specific skills that underpin international best practice in technical and vocational performance. It should reflect a shared global understanding of what the associated work role(s) or occupation(s) represent for industry and business (www.worldskills.org/WSSS).

The skill competition is intended to reflect international best practice as described by the WSSS, and to the extent that it is able to. The Standards Specification is therefore a guide to the required training and preparation for the skill competition.

In the skill competition the assessment of knowledge and understanding will take place through the assessment of performance. There will only be separate tests of knowledge and understanding where there is an overwhelming reason for these.

The Standards Specification is divided into distinct sections with headings and reference numbers added.

Each section is assigned a percentage of the total marks to indicate its relative importance within the Standards Specification. This is often referred to as the “weighting”. The sum of all the percentage marks is 100.

The Marking Scheme and Test Project will assess only those skills that are set out in the Standards Specification. They will reflect the Standards Specification as comprehensively as possible within the constraints of the skill competition.

The Marking Scheme and Test Project will follow the allocation of marks within the Standards Specification to the extent practically possible. A variation of five percent is allowed, provided that this does not distort the weightings assigned by the Standards Specification.

WORLDSKILLS STANDARDS SPECIFICATION

SECTION		RELATIVE IMPORTANCE (%)
1	Work organization and management	18
	<p>The individual needs to know and understand:</p> <ul style="list-style-type: none"> • The purposes, uses, care, and maintenance of all equipment, together with their safety implications • The purposes, uses, care, and potential risks associated with materials and chemicals • The symptoms and causes of problems and ailments affecting the hair and scalp • The time required for each hairdressing treatment • The health and safety standards applying at any one time • The importance of sustainable work practices 	

	<p>The individual shall be able to:</p> <ul style="list-style-type: none"> • Prepare and maintain a safe, tidy, and welcoming work station • Plan, prepare and complete each hairdressing treatment within the time available • Select, use, clean, and store all equipment and materials safely, hygienically, and in compliance with manufacturers' instructions • Apply or exceed the health and safety standards applying to the environment and the treatments 	
2	Communication and client care	18
	<p>The individual needs to know and understand:</p> <ul style="list-style-type: none"> • The basis of effective and sustained client relationships • Appropriate forms and styles for communicating with clients of different cultures, ages, expectations, and preferences • Trends and developments in fashion and hair care • The significance of self-management and presentation for the comfort and reassurance of the client • The requirement to keep records relating to clients, materials, and other relevant matters 	
	<p>The individual shall be able to:</p> <ul style="list-style-type: none"> • Prepare and maintain a safe, tidy and welcoming work station • Greet and settle the client, while clarifying his/her wishes or brief • Review the client's wishes or brief in relation to hair type, category, previous treatments and condition, and reach positive agreement on the treatment(s) to be provided • Maintain positive contact with the client throughout the treatment • Seek feedback from the client before concluding the treatments • Offer advice on maintenance and further treatments and products before ensuring a positive departure 	

3	Cutting	16
	The individual needs to know and understand: <ul style="list-style-type: none"> • The nature of different hair types, including facial hair • The ethnic classifications of hair • The growth characteristics and patterns of hair • The relationship between facial shape, body shape, and hair styles 	
	The individual shall be able to: <ul style="list-style-type: none"> • Appraise the hair relative to the requested style and cutting methods, based on the hair's category, type, and condition • Make and communicate judgments regarding the advisability, suitability, and expected results of the requested style, offering alternatives as advisable • Select from the full range of available cutting tools including scissors, thinning scissors, razors, electric clippers (with and without guards) • Select cutting method from the full range of cutting methods: blunt, tapering, graduation, layering, texturizing, disconnection, on wet or dry hair • Cut facial hair and beard designs ranging from a single beard to more intricate patterns • Execute technically demanding cuts • Cut added hair • Cut hair tattoos 	
4	Colouring	16
	The individual needs to know and understand: <ul style="list-style-type: none"> • The principles underlying the change of colour of hair • Options and preferred treatments as they apply to gentlemen's and ladies' hairdressing • The range of techniques available for temporary, semi-permanent, and permanent colouring, relative to the brief, hair type, classification, and condition • The range of techniques available for decolouring and colour correction, relative to the brief, hair type, classification and condition • The properties, uses, and limitations of the full range of decolouring/colouring materials and products • The impacts of the chemicals upon each other, the hair, and the body • The available options for applying colouring/decouring products to added hair 	

	<p>The individual shall be able to:</p> <ul style="list-style-type: none"> Analyse the hair for its capacity to respond to the application of chemicals without adverse effects Recognize and acknowledge the situations where colouring/decolouring and bleaching is not an option Assess the feasibility of the client's wishes or brief and offer feedback and advice Settle the client and protect the clothes, body, and skin throughout the treatment Administer skin and allergy tests as required, and factor in the results Select and use chemicals and products to lighten, darken, add, and remove colour, including for colour correction Take account of the available time in determining the treatments Determine the number and range of colours and bleaching treatments to complement each other, the style and the cut Apply colouring/decolouring and bleaching products through the process of selection, mixing and preparation, application, development, testing, appraisal, and removal, in conformity with manufacturers' instructions Apply chemicals according to the length of hair, hair types, non-chemically treated hair, chemically treated hair Apply heat, including accelerators, according to the treatment and manufacturers' instructions 	
5	Styling	16
	<p>The individual needs to know and understand:</p> <ul style="list-style-type: none"> The uses and effects of the available drying and thermal equipment The uses and effects of styling products and materials, both conventional and unconventional The uses and effects of the available equipment for use on dry hair The ways in which added hair and ornamentation can be used to enhance a style The uses and effects of finishing products 	
	<p>The individual shall be able to:</p> <ul style="list-style-type: none"> Select and use the available drying and styling equipment Select and apply styling materials to support the desired effect Follow the intention and style of the cut throughout the drying process Select and add hair ornamentation as required, during, or after styling, according to the type and purpose of the ornamentation Re-cut the hair as required to achieve the desired finish and style Select and add hair (attachments with synthetic or natural hair) as required during or after styling, re-cutting them as required Apply final finishing products using industry standards on the client as required during or after styling 	

6	Chemical reformation (permanent waving and straightening)	5
	<p>The individual needs to know and understand:</p> <ul style="list-style-type: none"> • The principles underlying changes to the shape of human hair • The range of techniques available for effecting changes to the shape of hair • The properties, uses and limitations of the full range of associated products and chemicals • The impacts of the chemicals upon each other, the hair, and the body • The relationship between hair type, classification, length, and condition and the options for chemical reformation • Options and preferred chemical reformation as they apply to gentlemen's and ladies' hairdressing 	
	<p>The individual shall be able to:</p> <ul style="list-style-type: none"> • Analyse the hair for its capacity to respond to the application of chemicals without adverse effects, taking account of hair length, type, condition, and previous treatments • Administer skin and allergy tests as required, and factor in the results • Assess the feasibility of the client's wishes and offer feedback and advice • Take account of the available time in determining the chemical reformation treatment • Settle the client and protect the clothes, body, and skin throughout the treatment • Provide optimal conditions for the successful use of the chemical reformation products, according to the manufacturers' instructions and health and safety considerations • Apply the chemical reformation products through the entire process of selection, mixing and preparation, application, development, testing, appraising results, removal, neutralizing, or re-forming, conditioning, preparation for styling • Safeguard the hair from excessive finishing while settling from the effects of reformation 	
7	Special hair treatments, including for special occasions, photography, exhibitions, marketing, and public relations	11
	<p>The individual needs to know and understand:</p> <ul style="list-style-type: none"> • The importance of studying the client's brief and of clarifying all areas of uncertainty • The factors that bear upon the brief including purpose, context, timetable, budget, client, or model • The requirement for props and accessories • The range and scope of hair styles and treatments known as "classic" • The range and scope of hair styles and treatments known as "avant-garde" • Methods and sources of research to prepare for executing the client's brief • The uses of added hair (wefts) and ornamentation relative to their purposes, limitations and impact 	

	<p>The individual shall be able to:</p> <ul style="list-style-type: none"> • Interrogate the brief and achieve viable responses to all queries • Plan all aspects of the commission including purpose, timetable, budget, facilities, work area, model/client, required result, products, and materials, equipment, hair attachments and accessories, clothing, make-up and jewellery, context, and duration • Execute the brief as required, paying special attention to (for classic styles): authenticity, elegance, smoothness, cleanliness of lines, timelessness, impact on the message and look, viable and effective use of attachments and accessories, heritage, durability relative to need • Execute the brief as required, paying special attention to: fashion and commercial trends, impact on the message and look, creativity, flair, viable, and effective use of conventional and unconventional techniques, materials and products, including attachments and accessories, durability relative to need • Make final adjustments in consultation with the client • Make oneself available to effect changes or deal with problems as they arise • Conclude the commission in all respects including with a regard to repeat business 	
	Total	100

REFERENCES FOR INDUSTRY CONSULTATION

WorldSkills is committed to ensuring that the WorldSkills Standards Specifications fully reflect the dynamism of internationally recognized best practice in industry and business. To do this WorldSkills approaches a number of organizations across the world that can offer feedback on the draft Description of the Associated Role and WorldSkills Standards Specification on a two yearly cycle.

In parallel to this, WSI consults three international occupational classifications and databases:

- ISCO-08: (<http://www.ilo.org/public/english/bureau/stat/isco/isco08/>)
- ESCO: (<https://ec.europa.eu/esco/portal/home>)
- O*NET OnLine (www.onetonline.org/)

This WSSS (Section 2) appears to relate most closely to *Hairdressers, Hairstylists and Cosmetologists*:
<https://www.onetonline.org/link/summary/39-5012.00>

and *Hairdressers*: <http://data.europa.eu/esco/isco/C5141>

These links will also enable adjacent occupations to be explored.