



Apprenticeship Programme Guide

Hairdressing Professional

Level 2





Welcome to  Debut Academy

At Debut Training Academy, we develop confident, salon-ready hair professionals with exceptional client care and high standards.

Our Level 2 Hair Professional (Hairdressing) Apprenticeship is designed to build real technical ability, strong consultation skills, and the professional behaviours learners need to thrive in a busy, customer-facing environment.

Whether your apprentice is brand new to hairdressing or building confidence in the salon, this programme supports them step-by-step — from core skills to working independently with precision.

Why Choose Debut?

We don't just teach hair — we develop hair professionals.

Our programme is built around:

A supportive, people-first training experience

Guided by expert tutors, progress coaches, and our safeguarding and support team.

Real-world, hands-on learning

Skills are applied in the salon from day one — helping apprentices contribute quickly and confidently.

Flexible blended learning

Practical training, online learning, workplace tasks, portfolio building, and guided support.

Clear communication & progress tracking

Regular reviews, action plans, and structured updates for both the employer and the apprentice.

A programme that strengthens your business

Apprentices build speed, consistency, client retention skills, and retail confidence.



The Hair Professional Role

Hair Professionals provide cutting, colouring, styling and finishing services to meet client needs — built on strong consultation, safe working practices, and outstanding customer service.

Apprentices learn to work with all hair types, from straight to very curly or wiry, and develop the confidence to deliver a quality service without supervision.

Typical roles include:

Hair Professional, Hairdresser, Hair Stylist, Stylist.

Successful apprentices typically demonstrate:

Professionalism, creativity, strong communication, attention to detail, a willingness to learn, pride in their work, and confidence working in a fast-paced salon environment.

Is this Programme Right for your Apprentice?

To get the most out of the Level 2 Hair Apprenticeship, learners should be in a role where they can regularly practise consultations, shampooing, cutting, styling/finishing, and colouring/lightening, whilst building client care, safe working habits, and salon professionalism. These experiences ensure they can fully develop the skills and behaviours required to complete the programme and progress into a confident hair professional.



How we Deliver the Programme:

Our Level 2 Hair Professional Apprenticeship is delivered entirely through in-person training and structured salon-based support. This ensures apprentices build confidence, speed, and precision within a real working environment from day one.

Academy-Based Practical Training

Apprentices attend structured, hands-on training sessions where they develop cutting, colouring, styling and finishing techniques in a professional salon environment.

Monthly In-Salon Mentoring

A dedicated Debut mentor visits the apprentice's salon once per month to deliver in-house coaching, observe services, provide feedback, and support skill development in the real workplace.

Workplace Application

Skills are embedded daily through live client services, consultations, retail conversations, and salon routines — building independence and commercial awareness.

Coaching and Progress Reviews

Regular reviews, structured action plans, and clear communication between tutor, employer and apprentice ensure steady progress and accountability.

20% Off-the-Job Training

We work closely with employers to plan, evidence, and track off-the-job training in line with apprenticeship funding requirements.



Learner Support at Debut

We prioritise every learner's well-being and safety, ensuring they feel supported, confident, and able to maintain strong attendance and performance throughout the programme. Our support includes:

Safeguarding

We educate learners on online risks, wellbeing, cyber safety, extremism, and protective behaviours.

Prevent Duty

Learners and staff understand British values, risk awareness, and how to seek help.

Mental Health Support

We encourage open conversations and provide guidance on emotional well-being.

Learners can reach support through:

- Their tutor or coach
- Email
- Safeguarding contacts
- On-site staff

Your Learning Journey with Debut

This apprenticeship follows a structured training plan that blends practical skill development, theory learning, workplace evidence, and regular reviews. A typical journey lasts 24 months, followed by a 3-month End-Point Assessment (EPA) period.

Throughout the programme, apprentices build confidence through a Discover → Practise → Apply approach — learning a skill, practising it with support, and applying it in real services in the workplace.



The Modules

Module 1: Professional Standards, Salon Culture & Client Care

Topics included:

Professionalism, behaviours, communication, consultation basics, client care, equality/diversity, and creating a positive client experience.

Aligned KSBs:

K6–K13, S3–S7, B3–B7

Module 2: Safe Working, Hygiene & Hair Science

Topics included:

Health & safety, infection control, risk, PPE, safe use of tools/products, hair and scalp science, contra-indications and testing knowledge.

Aligned KSBs:

K1–K5, K18, K21–K24, S1–S2, B1–B2

Module 3: Shampooing, Conditioning & Scalp Care

Topics included:

Product selection, massage techniques, treatments, scalp care, and aftercare advice.

Aligned KSBs:

K23–K24, S14, S5

Module 4: Cutting & Restyling Skills

Topics included:

Sectioning, guidelines, angles, graduation/layers/texture, scissor over comb, clipper work, restyling and precision finishing.

Aligned KSBs:

K28, S17–S18, K39



The Modules

Module 5: Styling, Finishing & Hair-Up

Topics included:

Blow-drying, round brush, finger drying, setting and dressing, finishing products, creating a variety of looks.

Aligned KSBs:

K25–K27, S15–S16

Module 6: Colouring & Lightening

Topics included:

Consultation for colour, product choice, application methods, highlights/lowlights, toning, aftercare and evaluation.

Aligned KSBs:

K14, K30–K31, K38, S19–S20

Module 7: Relaxing & Chemical Re-Texturising Services

Topics included:

Hair classification types, chemical re-arranging science, relaxing systems, compatibility and strand testing, contraindications, product selection, safe application techniques, neutralising, aftercare advice, and service evaluation.

Aligned KSBs:

K1–K5, K7, K9, K11, K14–K15, K17–K22, K29, K32–K37, K39, S1–S6, S8–S9, S11–S13, S20, B1–B7



The Skills Your Apprenticeship will Develop

Apprentices will gain skills across:

- Client consultation and service planning
- Shampooing, conditioning, and scalp treatments
- Cutting and restyling (short/medium)
- Styling, finishing, setting and dressing
- Colouring and lightening techniques
- Product knowledge and aftercare advice
- Professional communication, retail and salon duties
- Safe working, hygiene, and sustainable practices

End-Point Assessment (EPA)

Towards the end of the programme, apprentices prepare for EPA — the final assessment to achieve the Level 2 Hair Professional qualification.

EPA includes:

1. Multiple-choice knowledge test (40 questions / 60 minutes)
2. Practical assessment with questions (observed tasks across services)
3. Professional discussion supported by a portfolio of evidence

Debut tutors support learners through:

- Portfolio organisation
- Mock preparation
- Skills mapping
- Employer readiness
- Gateway support



We're Here From Start To Finish!

Every learner receives:

- A dedicated tutor
- Progress reviews and support
- Safeguarding and wellbeing support
- Friendly communication from the Debut team

At Debut, apprentices don't just complete a qualification — they build a career, a client base, and professional confidence.

Ready To Get Started?

If you're an employer looking to enrol an apprentice, or a learner wanting to begin their hair journey, the Debut Team is ready to help.

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