



**Apprenticeship Programme Guide**  
**Advanced & Creative Hair**  
**Professional**  
**Level 3**



Powered by  
**DebutAcademy**



## Welcome to DebutAcademy

At Debut Training Academy, we develop confident, creative, salon-ready hair professionals with exceptional client care and high standards. Our Level 3 Advanced & Creative Hair Professional Apprenticeship is designed to build advanced technical expertise, creative thinking, and the professional behaviours needed to excel in a high-performing salon environment.

Whether your apprentice is progressing from Level 2 or ready to refine their craft, this programme supports them — from advanced skills to creative, independent, and commercially confident professionals.

### 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 Advanced Hair Professional Role

Advanced Hair Professionals create innovative, fashion-forward looks using advanced cutting, colouring, and styling techniques — built on in-depth consultation, technical precision, and creativity.

They work independently, often leading services, solving complex challenges, and contributing to salon growth and reputation.

### **Typical roles include:**

Senior Stylist, Creative Stylist, Colour Specialist

### **Successful apprentices typically demonstrate:**

Creativity, advanced technical ability, problem-solving, strong communication, attention to detail, and confidence in a fast-paced salon environment

## Is this Programme Right for your Apprentice?

To succeed on this programme, apprentices should already be confident in core hairdressing skills and working regularly with clients. They should have opportunities to practise advanced cutting, creative colouring, and styling, whilst building consultation, problem-solving, and commercial awareness.



## How we Deliver the Programme:

Our Level 3 Advanced Hair Apprenticeship is delivered through intensive practical training, online theory, and structured workplace support.

### **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 blends advanced practical training, theory, and workplace application. A typical journey lasts 18 months, followed by End-Point Assessment (EPA).

Learners develop through a Discover → Practise → Apply approach — mastering advanced techniques and applying them confidently in real salon services.



## The Modules

### **Module 1: Creative Consultation & Collection Design**

#### **Topics included:**

Advanced consultation and client analysis, trend research and inspiration, designing fashion-forward looks, target audience and creative direction, building and presenting a collection

#### **Aligned KSBs:**

K1, K2, K3 | S1, S2 | B3, B4

### **Module 2: Advanced Cutting & Creative Styling**

#### **Topics included:**

Advanced sectioning and cutting patterns, precision, texturising, and disconnection, razor cutting and clipper work, Creative styling and finishing techniques

#### **Aligned KSBs:**

K4, K5 | S3, S4 | B4

### **Module 3: Smoothing & Strengthening Services**

#### **Topics included:**

Hair and scalp analysis, smoothing systems and techniques product selection and application, Maintenance and aftercare

#### **Aligned KSBs:**

K6, K7 | S5, S6 | B1

### **Module 4: Advanced Creative Colour Conversion**

#### **Topics included:**

Advanced colour consultation, colour correction and conversion, pre-pigmentation and colour removal and creative sectioning and bespoke formulation

#### **Aligned KSBs:**

K8, K9, K10 | S7, S8 | B2, B4



## The Modules

### **Module 5: Creative Colour Techniques & Finishing**

#### **Topics included:**

Advanced colour placement, blending, toning, and shading, enhancing finished looks and personalising results for clients

#### **Aligned KSBs:**

K11, K12 | S9 | B4

### **Module 6: Presentation, Promotion & Evaluation**

#### **Topics included:**

Presenting and showcasing work, using media and platforms, Promoting collections and services and evaluating outcomes and improving performance

#### **Aligned KSBs:**

K13 | S10 | B3, B5



## The Skills Your Apprenticeship will Develop

Apprentices will gain skills across:

- Advanced consultation and client analysis
- Creative cutting and styling techniques
- Advanced colour correction and conversion
- Smoothing and strengthening services
- Trend research and collection creation
- Problem-solving and service adaptation
- Product knowledge and aftercare advice
- Professional communication and leadership
- Safe working and advanced salon practices

### **End-Point Assessment (EPA)**

Towards the end of the programme, apprentices complete EPA to achieve the Level 3 Advanced Hair Professional qualification.

#### **EPA includes:**

1. Practical assessment (creative services)
2. Professional discussion with portfolio
3. Project (creative collection)

#### **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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