

HAIRDRESSING  
& BARBERING



**AN EMPLOYER'S  
GUIDE TO AN  
APPRENTICESHIP  
WITH CHEYNES TRAINING**

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## Cheynes Training Apprenticeship Programme

Cheynes Training is a leading, specialist hair and barbering training provider. Our role is to help salons to strengthen their business by helping them to grow their next generation of salon professionals. This guide will introduce you to our highly successful apprenticeship training programme – a proven route to developing talented, salon-ready stylists and barbers. Inside, you'll find everything you need to know about how apprenticeships work, the qualifications we offer, how we support your team and business, and why so many salons choose to grow with Cheynes.



# About Cheynes Training

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## **Empowering the Next Generation of Stylists and Barbers**

Cheyne Training is one of the UK's most trusted specialist providers of hairdressing and barbering apprenticeships, delivering high-quality training through a national network of expert educators and academy locations.

Our programmes are designed to fit the needs of busy salons — combining practical learning, creative development, and real-world support that helps apprentices grow into confident, capable professionals.

Melanie Mitchell (Managing Director of Cheynes Training) is the end point assessment lead for hair and barbering for City & Guilds nationally, giving Cheynes Training a unique insight into what excellence looks like at every stage of the apprenticeship journey

# Why Choose Cheynes Training?

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We deliver apprenticeships that grow your team and your business. At Cheynes Training, we believe great hairdressing begins with great education. Our goal is to raise industry standards and shape the next generation of professionals.

We know every salon is different, so we make training simple, flexible, and built around you, with the support and experience to help your team thrive

**Trusted Nationwide** – Salons across the country choose Cheynes Training for consistent, results-driven, training and education.

**Hair & Barbering Experts** – We are specialists within our industry, offering high quality training programmes designed by those who know it best.

**Flexible Delivery** – In-salon and academy learning designed to fit your ways of working.

**Support at Every Step** – From recruitment to End-point Assessment, we've got you covered.

**Real Results** – Our apprentices don't just pass an exam, they become hair professionals and progress into senior roles within the salon

**Local Presence, National Reach** – Wherever you are based, our academies and advisors are here to help.

**Grow from Within** – An apprentice is more than just a support; they are your salon's next success story.



# Apprenticeships Explained

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**An apprentice is employed by your salon while they train towards a nationally recognised qualification in hairdressing or barbering. Apprentices are part of your team, contributing to daily salon life, building hands-on experience, and learning both practical and professional skills.**

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## **An Apprentice is ...**

- A paid employee, working a minimum of 30 hours per week
  - A learner, spending 20% of their time completing off-the-job training
  - A future stylist, building their confidence, technique, and salon awareness day by day
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## **How Apprentices Learn ...**

- One dedicated day per week at a Cheynes Training academy
- Ongoing learning and practice in your salon
- Regular progress reviews and support from a Cheynes Training Regional Training Advisor
- Final end-point assessment to complete their qualification



# Our Training Programmes

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# Hairdressing Professional Apprenticeship - Level 2

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## Course aimed at ...

This apprenticeship is perfect for new team members and especially for school leavers with little to no salon experience. It's the ideal starting point to build confident, skilled assistants who quickly grow into junior stylists before graduating into fully qualified, salon professionals.

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## YOUR SALON RECEIVES

- **A dedicated Regional Training Advisor to support your apprentice as they progress through**
- **Full course information and progress updates**
- **Regular reviews and feedback**
- **Training by experienced salon-based educators at their Cheynes Training academy**
- **Access to our training support team and online resources**

## COURSE CONTENT

- Shampooing, conditioning & treatments
  - Cutting hair (one length, layers, graduation)
  - Colouring and lightening (full head, highlights, regrowth)
  - Styling, finishing & dressing hair
  - Consultation and aftercare
  - Health & Safety, professional behavior
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## ON COMPLETION

Apprentices become fully qualified hair stylists or barbers, holding the Level 2 Diploma — equivalent to 5 GCSEs. They will be confident in the core services of a salon or barbershop and ready to grow into senior roles or take on a Level 3 qualification to develop their skills further.

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## NEXT STEP

Progress to the Level 3 Advanced & Creative Hair Professional to develop high-level creative cutting, colouring, and styling skills or if they're looking to broaden their skills, transition into Barbering Level 2 to specialise in men's hair and grooming services



# Hairdressing Professional Apprenticeship - Level 3

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## Course aimed at ...

For qualified Level 2 hairdressers looking to level up their creative and technical abilities. This course is ideal for stylists ready to become trendsetters, colour specialists or team leaders.

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## COURSE CONTENT

- Creative cutting and precision techniques
- Advanced colouring, lightening and correction
- Styling and dressing hair for fashion and trend-led looks
- Designing and presenting a collection of work
- Consultation, client experience and problem-solving
- Business awareness and personal brand development



## YOUR SALON RECEIVES

- **Support and guidance from your Cheynes Training academy**
  - **Regular updates on your apprentice's progress**
  - **Advanced training in creative cutting, colour and styling**
  - **Help in building a creative portfolio for your salon**
  - **Support with End-point Assessment preparation**
  - **A confident, qualified stylist ready to offer high-value services**
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## ON COMPLETION

Your stylist will hold the Level 3 Diploma and be ready to take on senior roles within the salon, attract higher-value clients, or even mentor junior team members.

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## NEXT STEP

Continue their growth with creative competitions, mentoring new apprentices and begin their teaching qualifications.



# Barbering Professional Apprenticeship – Level 2

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## Course aimed at ...

This qualification is designed for new barbers with little or no experience. Ideal for salon or barbershop owners looking to grow a reliable team member who can deliver core grooming services with confidence.

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## COURSE CONTENT

- Cutting hair
- Cutting facial hair
- Shaving services
- Styling and finishing
- Shampooing and conditioning
- Client consultation and aftercare
- Health, safety and professionalism

## YOUR BARBERSHOP RECEIVES:

- **Support and guidance from your Cheynes Training academy**
- **Course information and progress updates**
- **High quality teaching from tutors working in the industry**
- **Ongoing advice on training and development**
- **Easy access to the Cheynes Training admin and safeguarding teams**



## ON COMPLETION

The apprentice will be a fully qualified barber, holding the Level 2 Diploma (equivalent to 5 GCSEs). They will be ready to confidently deliver cutting and grooming services on paying clients.

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## NEXT STEP

Apprentices can continue growing by progressing to short specialist courses or build a strong client base within your shop.

# End-point Assessment Explained

## End-point Assessment (EPA)

The final step in your apprentice's journey, the end-point assessment is the final test that proves your apprentice is fully qualified and ready to work independently in your salon or barbershop. It's designed to assess the apprentice's practical skills, professional behaviours, and theoretical knowledge, all under real-world conditions.



## What's Involved?

### All apprentices complete the following ...

- **Trade Test (Practical Assessment)**  
The apprentice performs a full range of services on models, under timed conditions, in a salon-like environment.
- **Professional Discussion**  
A structured conversation with an independent assessor based on their portfolio of work.
- **Knowledge Test**  
A multiple-choice exam covering the theory behind techniques, health & safety, client care, and more.

## Who Carries Out EPA?

EPA for Cheynes Training apprentices is delivered by City & Guilds, the leading independent assessment organisation in the UK. The assessor involved will not have been involved in the apprentice's training — ensuring fairness and objectivity.

## Our Track Record

**Cheyne Training has a strong EPA success rate across all academies, with consistent 100% pass rates in several regions, a testament to our structured training and also your support as a salon partner.**



# Funding and Incentives

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## Funding and Incentives

Apprenticeships are one of the most cost-effective ways to grow your salon or barber-shop team. Thanks to government support, most apprenticeship training costs are either fully funded or very heavily subsidised, and Cheynes Training team handles most of the admin for you.



**We will handle almost all of the documentation needed to sign up your apprentice. We will register your apprentice, guide you through the funding portal, and make sure your training agreement is completed correctly.**

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## Incentives for Your Salon

- You will receive a £1,000 government incentive for each apprentice you employ who is aged 16, 17 or 18 years old. This incentive is paid in two instalments, after twelve weeks, and after twelve months.
  - No recruitment costs: Cheynes Training can advertise, screen and help place the right apprentice in your salon.
  - Training equals revenue: Apprentices can quickly begin to support salon services such as blow-dries, applying toners, and regrowth tint applications as they progress through training, often generating valuable income – even before they qualify!
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## What the Salon Will Pay Towards the Training

- Apprentices under 22 are fully funded by the government
- For apprentices aged 22 and over, the salon contributes just 5% of the cost of training, the government pays the remaining 95%
- We will always confirm the cost of training (if any) before an apprentice is enrolled

# What Our Partners Say

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## **Willow Hair Devon**

We've been with Cheynes Training for a year now and currently have two learners training with them. One has just achieved her Level 2 qualification with a distinction; we couldn't speak more highly of Cheynes Training as a company. I was looking for a company that would do more than just teach practical skills, I wanted someone who would encourage creativity, build confidence and empower our team to become the hairdressers they're capable of being. We've certainly found that with Cheynes Training. It's a partnership we're proud to be part of and we look forward to many more years working together.

## **Salon Fish Sherborne**

After being dissatisfied with the local college in the area, we looked at other ways of training our apprentices within the salon. Training them in the salon with Cheynes Training was the best decision we could have made both for the individual learners and for us as a salon. The support we receive when training our apprentices is fantastic and as a result, we will have a young, highly skilled and talented bunch of stylists on our salon floor once they have qualified. I cannot recommend Cheynes Training highly enough.

## **Elements Hair Salon West Sussex**

As an employer, I highly recommend Cheynes Training for preparing our apprentices to be shop-floor ready. They consistently provide outstanding support and equip our apprentices with all the skills they need to become confident, capable graduate stylists. Cheynes Training is involved every step of the way, from the recruitment process right through to the end-point assessment (EPA). Their commitment doesn't stop there; they are always just a phone call away whenever I need anything. Their professionalism, reliability and passion for developing talent have made them an invaluable partner in our business.

## **Heir Salon and Education Lancashire**

Cheyne Training has been a brilliant partner in the growth of our team at HEIR Salon. The communication between us is consistent, personal and genuinely centered on the development of each apprentice. There's a real sense of collaboration and it shows in the progress our learners make. Our apprentices grow in confidence quickly and are ready for commercial hairdressing in a strong time frame, which is so important in a busy, high-performing salon environment. We trust Cheynes to deliver the technical and professional standards we expect, and they do, consistently. The support our team receives has a direct impact on the quality of our salon and the success of our people. It's a partnership we truly value.



# FAQs & Contact Us

## FAQs for Employers Taking on an Apprentice

### 1. What is an apprenticeship?

An apprenticeship is a paid job that includes structured training and assessment. Apprentices work while training to gain hairdressing skills and either a Level 2 or a Level 3 qualification.

### 2. Who can be an apprentice?

Apprentices must be aged 16 or over and, normally, they must be employed for at least 30 hours each week.

### 3. How long does an apprenticeship last?

Most hairdressing Level 2 (entry level) apprenticeships last 20-22 months, barbering L2 apprenticeships are generally a little shorter due to slightly less content.

### 4. What are my responsibilities as an employer?

You must ...

1. Provide a contract of employment long enough to complete the apprenticeship
2. Ensure the apprentice is paid at least the apprentice minimum wage
3. Allow at least 6 hours per week for off-the-job training during paid working hours
4. Sign an Apprenticeship Agreement and Training Plan with the apprentice
5. Offer appropriate supervision and support

### 5. Do I need to pay for the training?

Employers are only required to co-invest in training (5% of the cost) if the apprentice is aged 22 or over, otherwise the training is paid for by the UK government. Apprentices must never be asked to contribute financially.

### 6. What is off-the-job training?

This is the structured learning that takes place outside of normal job duties and must account for at least 20% of the apprentice's working hours, this training is delivered by Cheynes Training, the salon can also 'top-up' this training

### 7. Do apprentices have the same employment rights?

Yes, apprentices are entitled to the same holiday, working hours, and protections as other employees.

### 8. What qualifications will the apprentice gain?

Hairdressing apprenticeships lead to nationally recognised qualifications at Level 2 (entry level) and Level 3 (advanced level). Apprentices also gain English and maths qualifications if not achieved at school).

### 9. Can I recruit an existing employee as an apprentice?

Yes. Apprenticeships can and frequently are used to upskill current employees (for example, a hairdresser who already has a Level 2 in hairdressing can also complete a new level 2 in barbering, or they can complete an advanced Level 3 to gain higher level skills).

### 10. What happens after the apprenticeship ends?

There's no obligation to offer a permanent position to an apprentice once they complete their programme; however, most professional salons use the apprenticeship programme to grow and strengthen their team with 'homegrown talent'.

### 11. Where can I get help or more information?

Please contact Cheynes Training at [enquiries@cheynestraining.com](mailto:enquiries@cheynestraining.com) – we will be pleased to put you in contact with the head of centre at your nearest Cheynes Training academy.



# Get In Touch

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# Empowering the next generation of stylists and barbers

For more information please visit our  
website by scanning the QR code

