

- Habia is setting up an online National Skills Academy (HSA) for hair, beauty, nails and spa, in conjunction with the awarding body VTCT, to help increase training in key areas with skills gaps. It will provide an online source of information for information on career pathways, qualifications, details of training providers and courses and e-learning materials. See [www.habia.org/hsa](http://www.habia.org/hsa) for more information.
- There will be HSA Centres of Expertise based at colleges, training providers and manufacturers that meet strict assessment criteria.
- To start with, Habia will be offering intensive higher level training courses for college and training provider staff, for example in laser/light hair removal, hair extensions and male grooming.
- The Hairdressing Council wants compulsory registration of all hairdressers in the UK. A State Registered Hairdresser would be recognised as qualified, particularly in the use of chemicals in hair treatments.

### Jobs – where to look?

Jobs may be advertised in local papers or specialist magazines such as *Hairdressers Journal*, *Professional Beauty*, *Guild Gazette*, *Scratch Magazine*.

There are specialist websites:

<a href="http://www.hairandbeautyjobs.com">www.hairandbeautyjobs.com</a>	<a href="http://www.hji.co.uk">www.hji.co.uk</a>
<a href="http://www.activeconnection.co.uk">www.activeconnection.co.uk</a>	<a href="http://www.professionalbeauty.co.uk">www.professionalbeauty.co.uk</a>
<a href="http://www.beautyguild.com">www.beautyguild.com</a>	<a href="http://www.babtac.com">www.babtac.com</a>
<a href="http://www.vtct.org.uk">www.vtct.org.uk</a>	

Visit your local Jobcentre Plus or search for hair and beauty jobs, on

<http://jobseekers.direct.gov.uk>

Check websites of product manufacturers for vacancies.

Many organisations, public and private, advertise on their own websites.

### More information

Habia (Sector Skills Body)

Guild of Professional

Beauty Therapists

Guild of Nail Technicians

Tattoo Club of Great Britain

[www.habia.org](http://www.habia.org)

[www.beautyguild.com](http://www.beautyguild.com)

[www.beautyguild.com](http://www.beautyguild.com)

[www.tattoo.co.uk](http://www.tattoo.co.uk)

### Need more help?

For advice on learning and work, search online for National Careers Service or call

**0800 100 900**



## Plain Guide to Employment and Skills

### Hair and Beauty

There is a wide range of jobs related to hair and beauty. Most involve working with people on an individual basis, providing advice or treatments to enhance the appearance of hair, face, body or nails to make clients feel better. Services can range from advising on new make-up to creating a permanent tattoo.

#### Typical job titles include:

Hairdresser/stylist	Make-up artist
Beauty therapist	Colour/style consultant
Beauty consultant	Tattoo artist
Nail artist/technician	Salon manager/owner
Spa therapist	Sales representative
Tanning technician	

#### Where are the jobs?

Hair salons, beauty clinics, nail bars, tattoo studios

Department stores, product manufacturers

Leisure centres, health clubs, spas, hotels, cruise ships, hospitals

Theatre, TV, film, fashion companies

Mobile services in clients' homes

Teaching jobs at colleges, training providers

#### Working hours

- Vary depending on employer and location. Salons usually open Saturdays and some evenings. Work in stores, hotels, leisure centres and spas may also involve weekend working.
- May be able to work full-time, part-time or flexible work patterns. Self-employment is common.

## Pay

Depends on type of employer, location and levels of qualification, experience or responsibility involved. Staff may also receive tips and be paid commission on products sold. Pay is low in hairdressing while training. Typical full-time salaries:

Beauty therapist	£12,000 - £17,000
Salon manager	£19,000 - £20,000+
Beauty consultant	£12,000 - £13,000+
Nail technician	£12,000 - £16,000+
Spa therapist	£12,000 - £19,000+
Tattooist	£11,000 - £15,000+
Hairdresser	£5,000 - £20,000+

## Skills

### People who like

Meeting new people  
Using practical/artistic skills  
Providing customer services  
Operating equipment  
Keeping up with new techniques and fashions  
Working in close contact with people's faces/bodies  
Selling products and services

### People who are

Able to put clients at ease  
Able to talk and listen to clients  
Of clean, smart appearance  
Physically fit, able to stand for long periods  
Good with their hands  
Interested in human anatomy, chemistry, physics  
Aware of health and safety

## Qualifications and training

- Hairdressers and beauty therapists can take a full or part-time course at a college of further education or private training school to gain qualifications at level 2 and 3. There are more apprenticeships in hairdressing, working at a local salon and attending college or training centre on day-release.
- There are some foundation degree and degrees available in our region in hairdressing and beauty therapy management, spa management, media and special effects make-up for film, TV and theatre. Search for courses on [www.ucas.com](http://www.ucas.com)
- Qualified hairdressers and therapists need to keep up to date with changing trends and techniques and will often undertake additional training to offer new services.
- Current skill shortages in hairdressing are in head massage, hair and scalp disorders, hair loss advice, African-Caribbean hair, barbering in 2 and 3 patterns and shaving.
- In beauty therapy more people are needed with skills in airbrush make-up, stone therapy, threading, eyelash extensions, intimate waxing, laser/intense pulsed light (IPL) hair removal, and micro-needling/dermal rollers. Skills in demand for nail treatments are airbrushing, gel nails and advanced nail art.
- Beauty consultants working in stores, nail or tanning technicians may train with product manufacturers or suppliers.
- Tattoo artists usually train with an experienced practitioner and will need to register with the local environmental health department.
- To set up in business you will need public liability insurance; nail technicians and beauty

therapists should also contact their environmental health department as they may need a licence for treatments.

## Current picture

- Nearly a quarter of a million people work in the UK hair and beauty industry. Most work in small businesses employing fewer than 10 people.
- In 2011, there were an estimated 85,500 beauty therapists and nail technicians working in the UK.
- The hair and beauty workforce is 90% female and many work part-time.
- Most entrants start at an early age; nearly a third of those employed are aged between 16 and 24 years. Some will leave and come back again after a break but it can be difficult to find refresher training.
- Beauty courses often attract mature students who want to run their own business. Some colleges offer courses specifically aimed at older students but there is less funding for older learners.
- In small salons, business management and customer handling skills are very important.
- Many hairdressers and beauty therapists offer freelance or mobile services, with reduced overheads and prices compared with salons.
- According to Habia, the Sector Skills Body, 50% of beauty therapists and 71% of nail technicians are self-employed.
- Beautiful Britain 2012, a recent survey of 1,500 hair and beauty professionals by Salon Services UK, found that 32% of respondents were planning to hire more staff during the next 12 months; only 4% thought they would have less staff. This could create 11,000 new hair and beauty jobs.
- Despite tighter budgets, female customers are continuing to spend on their hair although they are more selective about beauty treatments. Nail treatments continue to be popular.
- There has been a rise in demand for male grooming services and products, including hair colour/treatments, massage, hair removal and skin and tanning treatments. 62% of survey respondents in our region had seen an increase in male customers.
- The survey also showed that 17% of respondents had completed training courses in both hair and beauty treatments.
- There is growing interest in paramedical treatments such as laser hair removal or injection treatments to reduce wrinkles. Only qualified doctors, nurses or dentists are able to administer cosmetic injections.
- Practitioners offering Laser and IPL treatments are currently regulated by individual local authorities. Habia wants to set up a register of accredited laser and IPL training providers with a nationally recognised qualification.

## Future trends

- The industry is changing; trends and styles change quickly and the range of beauty treatments and techniques is increasing.
- A continuing demand for male hair and beauty treatments is likely to lead to more men taking beauty courses and opening businesses.
- Habia will undertake a full review of all hair, beauty, nails and spa standards in 2013. It will develop qualifications in new areas such as electrotherapy, chemical peels and skin needling, and new standards for laser and IPL treatments.