



# TECHNICAL DESCRIPTION HAIRDRESSING



WorldSkills International, by a resolution of the Technical Committee and in accordance with the Constitution, the Standing Orders and the Competition Rules, has adopted the following minimum requirements for this skill for the WorldSkills Competition.

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# 1 INTRODUCTION

## 1.1 NAME AND DESCRIPTION OF THE SKILL COMPETITION

1.1.1 The name of the skill competition is

Hairdressing

1.1.2 Description of the associated work role(s) or occupation(s).

A hairdresser generally works in the commercial sector, offering a range of services and treatments to the hair for individual clients. There is a direct relationship between the nature and quality of the service required, and the payment made by the client. Therefore the hairdresser has a continuing responsibility to work professionally and interactively with the client in order to give satisfaction and thus maintain and grow the business. Hairdressing is closely associated with other parts of the service sector, and with the many products that support it, normally for commercial purposes.

Hairdressing also has an important therapeutic role in supporting individuals' self-esteem and confidence. It also helps to relieve the effects of illness, and can aid recovery.

The hairdresser works in diverse environments including large, medium, small, or mobile salons, client homes and in product companies and training institutions, film and television productions, theatre, wig work, hair replacement, technicians, session stylists and product research and design. He or she may offer a wide range of services, including cutting, colouring, styling, chemical reformation and special hair treatments. Alternatively, the hairdresser may specialize, for example by becoming either a men's or ladies' hairdresser, or a colourist. Irrespective of this, work organization and management, communication and client care, the ability to analyse hair types and conditions, and to work safely and to manufacturers' instructions, are the universal attributes of the outstanding hairdresser. In a mobile labour market, the hairdresser may work in teams, or alone, or in both from time to time. Whatever the structure of the work, the trained and experienced hairdresser takes on a high level of personal responsibility and autonomy. From safeguarding the health and wellbeing of the client through scrupulous attention to safe working, to achieving exceptional effects for special occasions, every treatment matters and mistakes are largely irreversible.

With the globalization of visual imagery, the worldwide market in hair and beauty products, and the international mobility of people, the hairdresser faces rapidly expanding opportunities and challenges. For the talented hairdresser there are many commercial and international opportunities; however, these carry with them the need to understand and work with diverse cultures, trends and hair types. The diversity of skills associated with hairdressing is therefore likely to expand, with the WorldSkills Competition reflecting the skills and attributes of the most outward looking and talented entrants to the sector.

## 1.2 THE RELEVANCE AND SIGNIFICANCE OF THIS DOCUMENT

This document contains information about the standards required to compete in this skill competition, and the assessment principles, methods and procedures that govern the competition.

Every Expert and Competitor must know and understand this Technical Description.

In the event of any conflict within the different languages of the Technical Descriptions, the English version takes precedence.



## 1.3 ASSOCIATED DOCUMENTS

Since this Technical Description contains only skill-specific information it must be used in association with the following:

- WSI – Competition Rules
- WSI – WorldSkills Standards Specification framework
- WSI – WorldSkills Assessment Strategy (when available)
- WSI – Online resources as indicated in this document
- Host Country – Health and Safety regulations



## 2 THE WORLDSKILLS STANDARDS SPECIFICATION (WSSS)

### 2.1 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](http://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 not be separate tests of knowledge and understanding.

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. 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.

### 2.2 WORLDSKILLS STANDARDS SPECIFICATION

SECTION	RELATIVE IMPORTANCE (%)
<b>1</b>	<b>20</b>
<b>Work organization and management</b>	
The individual needs to know and understand: <ul style="list-style-type: none"><li>• The purposes, uses, care and maintenance of all equipment, together with their safety implications</li><li>• The purposes, uses, care and potential risks associated with materials and chemicals</li><li>• The symptoms and causes of problems and ailments affecting the hair and scalp</li><li>• The time required for each hairdressing treatment</li><li>• The health and safety standards applying at any one time</li><li>• The importance of sustainable work practices</li></ul>	



	<p>The individual shall be able to:</p> <ul style="list-style-type: none"> <li>• Prepare and maintain a safe, tidy and welcoming work station</li> <li>• Plan, prepare and complete each hairdressing treatment within the time available</li> <li>• Select, use, clean and store all equipment and materials safely, hygienically and in compliance with manufacturers' instructions</li> <li>• Apply or exceed the health and safety standards applying to the environment and the treatments</li> </ul>	
<b>2</b>	<b>Communication and client care</b>	<b>20</b>
	<p>The individual needs to know and understand:</p> <ul style="list-style-type: none"> <li>• The basis of effective and sustained client relationships</li> <li>• Appropriate forms and styles for communicating with clients of different cultures, ages, expectations and preferences</li> <li>• Trends and developments in fashion and hair care</li> <li>• The significance of self-management and presentation for the comfort and reassurance of the client</li> <li>• The requirement to keep records relating to clients, materials and other relevant matters</li> </ul>	
	<p>The individual shall be able to:</p> <ul style="list-style-type: none"> <li>• Prepare and maintain a safe, tidy and welcoming work station</li> <li>• Greet and settle the client, while clarifying his/her wishes or brief</li> <li>• 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</li> <li>• Maintain positive contact with the client throughout the treatment</li> <li>• Seek feedback from the client before concluding the treatments</li> <li>• Offer advice on maintenance and further treatments and products before ensuring a positive departure</li> </ul>	
<b>3</b>	<b>Cutting</b>	<b>15</b>
	<p>The individual needs to know and understand:</p> <ul style="list-style-type: none"> <li>• The nature of different hair types, including facial hair</li> <li>• The ethnic classifications of hair</li> <li>• The growth characteristics and patterns of hair</li> <li>• The relationship between facial shape and hair styles</li> </ul>	



	<p>The individual shall be able to:</p> <ul style="list-style-type: none"> <li>• Appraise the hair relative to the requested style and cutting methods, based on the hair's category, type and condition</li> <li>• Make and communicate judgments regarding the advisability, suitability and expected results of the requested style, offering alternatives as advisable</li> <li>• Select from the full range of available cutting tools including scissors, thinning scissors, open razors, electric clippers (with and without guards)</li> <li>• Select cutting method from the full range of cutting methods: blunt, tapering, graduation, layering, texturizing, disconnection, on wet or dry hair</li> <li>• Cut facial hair and beard designs ranging from a single beard to more intricate patterns</li> <li>• Execute technically demanding cuts</li> <li>• Cut hair wefts</li> </ul>	
<b>4</b>	<b>Colouring</b>	<b>12</b>
	<p>The individual needs to know and understand:</p> <ul style="list-style-type: none"> <li>• The principles underlying the change of colour of hair</li> <li>• Options and preferred treatments as they apply to gentlemen's and ladies' hairdressing</li> <li>• The range of techniques available for temporary, semi-permanent and permanent colouring, relative to the brief, hair type, classification and condition</li> <li>• The range of techniques available for decolouring and colour correction, relative to the brief, hair type, classification and condition</li> <li>• The properties, uses and limitations of the full range of decolouring/colouring materials and products</li> <li>• The impacts of the chemicals upon each other, the hair and the body</li> <li>• The available options for applying colouring/decouring products to added hair (wefts)</li> </ul>	



	<p>The individual shall be able to:</p> <ul style="list-style-type: none"> <li>Analyse the hair for its capacity to respond to the application of chemicals without adverse effects</li> <li>Recognize and acknowledge the situations where colouring/decolouring and bleaching is not an option</li> <li>Assess the feasibility of the client's wishes or brief and offer feedback and advice</li> <li>Settle the client and protect the clothes, body and skin throughout the treatment</li> <li>Administer skin and allergy tests as required, and factor in the results</li> <li>Select and use chemicals and products to lighten, darken, add and remove colour, including for colour correction</li> <li>Take account of the available time in determining the treatments</li> <li>Determine the number and range of colours and bleaching treatments to complement each other, the style and the cut</li> <li>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</li> <li>Apply chemicals according to the length of hair, hair types, non-chemically treated hair, chemically treated hair</li> <li>Apply heat, including accelerators, according to the treatment and manufacturers' instructions</li> </ul>	
<b>5</b>	<b>Styling</b>	<b>12</b>
	<p>The individual needs to know and understand:</p> <ul style="list-style-type: none"> <li>The uses and effects of the available drying and thermal equipment</li> <li>The uses and effects of styling products and materials, both conventional and unconventional</li> <li>The uses and effects of the available equipment for use on dry hair</li> <li>The ways in which added hair (wefts) and ornamentation can be used to enhance a style</li> <li>The uses and effects of finishing products</li> </ul>	
	<p>The individual shall be able to:</p> <ul style="list-style-type: none"> <li>Select and use the available drying and styling equipment</li> <li>Select and apply styling materials to support the desired effect</li> <li>Follow the intention and style of the cut throughout the drying process</li> <li>Select and add hair ornamentation as required, during or after styling, according to the type and purpose of the ornamentation</li> <li>Re-cut the hair as required to achieve the desired finish and style</li> <li>Select and add hair (wefts, attachments with synthetic or natural hair) as required during or after styling, re-cutting them as required</li> <li>Apply final finishing products using industry standards on the client as required during or after styling</li> </ul>	



<b>6</b>	<b>Chemical reformation (permanent waving and straightening)</b>	<b>10</b>
	<p>The individual needs to know and understand:</p> <ul style="list-style-type: none"> <li>• The principles underlying changes to the shape of human hair</li> <li>• The range of techniques available for effecting changes to the shape of hair</li> <li>• The properties, uses and limitations of the full range of associated products and chemicals</li> <li>• The impacts of the chemicals upon each other, the hair and the body</li> <li>• The relationship between hair type, classification, length and condition and the options for chemical reformation</li> <li>• Options and preferred chemical reformation as they apply to gentlemen's and ladies' hairdressing</li> </ul>	
	<p>The individual shall be able to:</p> <ul style="list-style-type: none"> <li>• 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</li> <li>• Administer skin and allergy tests as required, and factor in the results</li> <li>• Assess the feasibility of the client's wishes and offer feedback and advice</li> <li>• Take account of the available time in determining the chemical reformation treatment</li> <li>• Settle the client and protect the clothes, body and skin throughout the treatment</li> <li>• Provide optimal conditions for the successful use of the chemical reformation products, according to the manufacturers' instructions and health and safety considerations</li> <li>• 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</li> <li>• Safeguard the hair from excessive finishing while settling from the effects of reformation</li> </ul>	
<b>7</b>	<b>Special hair treatments, including for special occasions, photography, exhibitions, marketing and public relations</b>	<b>11</b>
	<p>The individual needs to know and understand:</p> <ul style="list-style-type: none"> <li>• The importance of studying the client's brief, and of clarifying all areas of uncertainty</li> <li>• The factors that bear upon the brief including purpose, context, timetable, budget, client or model</li> <li>• The requirement for props and accessories</li> <li>• The range and scope of hair styles and treatments known as "classic"</li> <li>• The range and scope of hair styles and treatments known as "avant-garde"</li> <li>• Methods and sources of research to prepare for executing the client's brief</li> <li>• The uses of added hair (wefts) and ornamentation relative to their purposes, limitations and impact</li> </ul>	



	<p>The individual shall be able to:</p> <ul style="list-style-type: none"><li>• Interrogate the brief and achieve viable responses to all queries</li><li>• Undertake research relating to the brief, and check findings and options</li><li>• 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</li><li>• 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</li><li>• Execute the brief as required, paying special attention to (for avant-garde styles): fashion 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</li><li>• Make final adjustments in consultation with the client</li><li>• Make oneself available to effect changes or deal with problems as they arise</li><li>• Conclude the commission in all respects including with a regard to repeat business</li></ul>	
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## 3 THE ASSESSMENT STRATEGY AND SPECIFICATION

### 3.1 GENERAL GUIDANCE

Assessment is governed by the WorldSkills Assessment Strategy. The Strategy establishes the principles and techniques to which WorldSkills assessment must conform.

Expert assessment practice lies at the heart of the WorldSkills Competition. For this reason it is the subject of continuing professional development and scrutiny. The growth of expertise in assessment will inform the future use and direction of the main assessment instruments used by the WorldSkills Competition: the Marking Scheme, Test Project, and Competition Information System (CIS).

Assessment at the WorldSkills Competition falls into two broad types: measurement and judgment. These are referred to as **objective** and **judgement**, respectively. For both types of assessment the use of explicit benchmarks against which to assess each Aspect is essential to guarantee quality.

The Marking Scheme must follow the weightings within the Standards Specification. The Test Project is the assessment vehicle for the skill competition, and also follows the Standards Specification. The CIS enables the timely and accurate recording of marks, and has expanding supportive capacity.

The Marking Scheme, in outline, will lead the process of Test Project design. After this, the Marking Scheme and Test Project will be designed and developed through an iterative process, to ensure that both together optimize their relationship with the Standards Specification and the Assessment Strategy. They will be agreed by the Experts and submitted to WSI for approval together, in order to demonstrate their quality and conformity with the Standards Specification.

Prior to submission for approval to WSI, the Marking Scheme and Test Project will liaise with the WSI Skill Advisors in order to benefit from the capabilities of the CIS.



## 4 THE MARKING SCHEME

### 4.1 GENERAL GUIDANCE

This section describes the role and place of the Marking Scheme, how the Experts will assess Competitors' work as demonstrated through the Test Project, and the procedures and requirements for marking.

The Marking Scheme is the pivotal instrument of the WorldSkills Competition, in that it ties assessment to the standards that represent the skill. It is designed to allocate marks for each assessed aspect of performance in accordance with the weightings in the Standards Specification.

By reflecting the weightings in the Standards Specification, the Marking Scheme establishes the parameters for the design of the Test Project. Depending on the nature of the skill and its assessment needs, it may initially be appropriate to develop the Marking Scheme in more detail as a guide for Test Project design. Alternatively, initial Test Project design can be based on the outline Marking Scheme. From this point onwards the Marking Scheme and Test Project should be developed together.

Section 2.1 above indicates the extent to which the Marking Scheme and Test Project may diverge from the weightings given in the Standards Specification, if there is no practicable alternative.

The Marking Scheme and Test Project may be developed by one person, or several, or by all Experts. The detailed and final Marking Scheme and Test Project must be approved by the whole Expert Jury prior to submission for independent quality assurance. The exception to this process is for those skill competitions which use an external designer for the development of the Marking Scheme and Test Project.

In addition, Experts are encouraged to submit their Marking Schemes and Test Projects for comment and provisional approval well in advance of completion, in order to avoid disappointment or setbacks at a late stage. They are also advised to work with the CIS Team at this intermediate stage, in order to take full advantage of the possibilities of the CIS.

In all cases the complete and approved Marking Scheme must be entered into the CIS at least eight weeks prior to the Competition using the CIS standard spreadsheet or other agreed methods.

### 4.2 ASSESSMENT CRITERIA

The main headings of the Marking Scheme are the Assessment Criteria. These headings are derived in conjunction with the Test Project. In some skill competitions the Assessment Criteria may be similar to the section headings in the Standards Specification; in others they may be totally different. There will normally be between five and nine Assessment Criteria. Whether or not the headings match, the Marking Scheme must reflect the weightings in the Standards Specification.

Assessment Criteria are created by the person(s) developing the Marking Scheme, who are free to define criteria that they consider most suited to the assessment and marking of the Test Project. Each Assessment Criterion is defined by a letter (A-I).

The Mark Summary Form generated by the CIS will comprise a list of the Assessment Criteria.

The marks allocated to each criterion will be calculated by the CIS. These will be the cumulative sum of marks given to each aspect of assessment within that Assessment Criterion.



## 4.3 SUB CRITERIA

Each Assessment Criterion is divided into one or more Sub Criteria. Each Sub Criterion becomes the heading for a WorldSkills marking form.

Each marking form (Sub Criterion) has a specified day on which it will be marked.

Each marking form (Sub Criterion) contains either objective or subjective Aspects to be marked. Some Sub Criteria have both objective and subjective aspects, in which case there is a marking form for each.

## 4.4 ASPECTS

Each Aspect defines, in detail, a single item to be assessed and marked together with the marks, or instructions for how the marks are to be awarded. Aspects are assessed either objectively or subjectively and appear on the appropriate marking form.

The marking form lists, in detail, every Aspect to be marked together with the mark allocated to it and a reference to the section of the skill as set out in the Standards Specification.

The sum of the marks allocated to each Aspect must fall within the range of marks specified for that section of the skill in the Standards Specification. This will be displayed in the Mark Allocation Table of the CIS, in the following format, when the Marking Scheme is reviewed from C-8 weeks. (Section 4.1)

CRITERIA											TOTAL MARKS PER SECTION
STANDARD SPECIFICATION SECTIONS											
TOTAL MARKS PER CRITERION											100

SAMPLE OF TABLE FROM CIS



## 4.5 JUDGEMENT MARKING

A minimum of three Experts will be used to judge each aspect. Judgement marking uses the zero to three point scale below. To apply the scale with rigour and consistency, subjective marking should be conducted using:

- benchmarks (criteria) to guide judgment against each Aspect
- the scale to indicate:
  - 0: non attempt; below industry standard
  - 1: Industry standard;
  - 2: Above industry standard;
  - 3: Excellence.

## 4.6 OBJECTIVE MARKING

A minimum of three experts will be used to judge each aspect. Unless otherwise stated only the maximum mark or zero will be awarded. Where they are used, partial marks will be clearly defined within the Aspect.

## 4.7 THE USE OF OBJECTIVE AND JUDGEMENT ASSESSMENT

The final deployment of objective or subjective assessment will be agreed when the Marking Scheme and Test Project are finalized. The table below is advisory only for the development of the Test Project and Marking Scheme.

SECTION	CRITERION	MARKS		
		Judgement	Objective	Total
A	Ladies Commercial Day Style with Avant Garde Finish	7.00	8.00	15
B	Ladies Commercial Artistic Evening Design with Hairpieces	6.80	3.20	10
C	Men's Perm with beard	10.25	4.75	15
D	Ladies Fashion Long Hair Down	9.00	6.00	15
E	Bridal Long Hair Up	6.50	3.50	10
F	Ladies Fashion with Three Wishes	6.00	4.00	10
G	Men's Modern Classical Haircut	10.00	5.00	15
H	Men's Fashion Haircut	2.40	7.60	10
<b>Total</b>		<b>57.95</b>	<b>42.05</b>	<b>100</b>



## 4.8 COMPLETION OF SKILL ASSESSMENT SPECIFICATION

### A - Ladies Commercial Daystyle with an Avant Garde Finish

#### Objective

- Competition Rules;
- Industry standard;
- Does the design reflect the brief;
- Occupational Health and Safety (OHS);
- Product;
- Equipment and materials;
- Manufacturing instruction;
- Hairpieces are not dressed or finished during module A;
- No colour on the skin of the mannequin;
- No colour missing around hairline or head;
- Coloured sprays, coloured gels, coloured mousse, coloured markers, crayons etc. cannot be used.

#### Judgement

- Overall impression of Colour;
- Overall impression of cut;
- Overall finished look of blowdry;
- Overall impression.

### B - Ladies Commercial Artistic Evening Design with Hairpieces

#### Objective

- Competition Rules;
- Industry standard;
- Does the design reflect the brief;
- Occupational Health and Safety (OHS);
- Product;
- Equipment and materials;
- Manufacturing instruction;
- Use the minimum of two or three hairpieces;
- Only cleaning of hair ends (no changes of the haircut of module A);
- No ornamentation made from hair or look like fibres;
- Coloured sprays, coloured gels, coloured mousse, coloured markers, crayons etc. cannot be used.

#### Judgement

- Integration of hairpiece and ornamentation;
- Overall Look;
- Overall impression.



## **C - Men's Perm with Beard**

### Objective

- Competition Rules;
- Industry standard;
- Does the design reflect the brief;
- Occupational Health and Safety (OHS);
- Product;
- Equipment and materials;
- Manufacturing instruction;
- No distortion ends ;
- No rubber band marks or distortion of the roots;
- Tools for the beard to be used are of free choice;
- conventional perm rods with a rubber band;
- Only fingers, combs, clips and hand-held dryer and diffuser (optional) to dry the design.

### Judgement

- Overall impression of integration of cut and sculpting tattoo;
- Overall impression of integration of curl/form;
- Overall Impression beard;
- Overall impression.

## **D - Ladies Fashion Long Hair Down**

### Objective

- Competition Rules;
- Industry standard;
- Does the design reflect the brief;
- Occupational Health and Safety (OHS);
- Product;
- Equipment and materials;
- Manufacturing instruction;
- No colour on the skin of the mannequin;
- No colour missing around hairline or head;
- Coloured sprays, coloured gels, coloured mousse, coloured markers, crayons etc. cannot be used.

### Judgement

- Overall impression creativity of commercial colour;
- Creativity of design;
- Overall Look;
- Overall impression.



## **E - Bridal Long Hair Up**

### Objective

- Competition Rules;
- Industry standard;
- Occupational Health and Safety (OHS);
- Product;
- Equipment and materials;
- Manufacturing instruction;
- Only cleaning of hair ends;
- No fillers are allowed;
- No colour allowed;
- No ornamentation made from hair or look like fibres.

### Judgement

- Creativity of Design;
- Overall Look;
- Overall Impression.

## **F - Ladies Fashion with Three Wishes**

### Objective

- Competition Rules;
- Industry standard;
- Occupational Health and Safety (OHS);
- Product;
- Equipment and materials;
- Manufacturing instruction;
- The integration of the three wishes to the new design;
- Coloured sprays, coloured gels, coloured mousse, coloured markers, crayons etc. cannot be used.

### Judgement

- Creativity of colour;
- Creativity of cut;
- Overall design;
- Overall impression.



## **G - Men's Modern Classical Haircut**

### Objective

- Competition Rules;
- Industry standard;
- Occupational Health and Safety (OHS);
- Product;
- Equipment and materials;
- Manufacturing instruction;
- Competition Rules;
- Tools and Products;
- Used only a hand held dryer;
- No use clipper for hair cut;
- Coloured sprays, coloured gels, coloured mousse, coloured markers, crayons etc. cannot be used

### Judgement

- Overall impression of cut;
- Nape must be Taper Cut from zero;
- Form/silhouette;
- Finish;
- Overall impression.

## **H - Men's Fashion Haircut**

### Objective

- Competition Rules;
- Industry standard;
- Occupational Health and Safety (OHS);
- Product;
- Equipment and materials;
- Manufacturing instruction;
- No colour on the skin of the mannequin;
- No colour missing around hairline or head;
- Coloured sprays and coloured mousses cannot be used;
- Finish is reproduced as in photo- front view only;
- Cut is reproduced as in photo - front view only;

### Judgement

- Overall impression of creativity of cut;
- Overall impression colour;
- Overall finish;
- Overall impression;



## 4.9 SKILL ASSESSMENT PROCEDURES

- The Experts will decide together on the Test Projects, the marking and assessment criteria and/or the material list and the definition of the module expectations and hairstyle criteria will be confirmed by the Experts prior to the Competition.
- Experts must have a complete understanding and be briefed on the terminology and outcomes required of individual modules.
- Prior to each module Competitors mirror numbers are drawn by ballot.
- Experts in the jury and the Stewards must minimize conversation on the floor whilst the Competition is underway – this distracts Competitors.

### Marking

- Blind marking will take place.
- Experts due to judge will sit in a separate room and not in the competition area during the Competition.
- While the Experts are in the jury room, all tools and flags must be removed from the workplace of the Competitors so that there is no indication of Members remains. Once this is complete, the blind judging group can come out to the floor to judge.
- When an Expert judges a compatriot Competitor, those scores will be counted.
- Jury is to leave the Competition area and go to a separate room (jury room).

This procedure will be followed for each test.

- Example: When the first test is finished, the Experts will come in and mark the client.
- Experts will be divided into groups and rotate between Stewards, Objective Jurors, and Subjective Jurors.
- The Experts that are not judging will be stewards/judgement or objective Jurors to oversee and make sure that Competitors are following the rules.
- Stewards will consist of a team. Stewards should remain on the competition floor at all times.
- Experts who are not juror or steward should stay away from the competition floor.
- When marking is finished, the Expert and Competitor may come in to take photos.
- When all Experts have finished marking, the Experts must go to the Chief Expert with the marking sheets.
- Administrator is to work on the TD and Test Projects and not to go on the Competition floor unless requested by the CE or DCE to replace a wise man or objective juror or to assist.
- Free Experts must leave the Competition floor or stay in the Administration room unless requested by CE or DCE.

### Objective marking scale

Each project will have individual criteria that will be given to the Competitor and Expert prior to the Competition. These same sheets will be used by the Objective Jury during the Competition to record any infractions.



## Infractions

Infractions may be incurred for the following:

- Using materials, equipment, implements, tools or accessories that are not part of the individual module criteria. If a competitor starts to use any of these items that are not allowed, the competitor will be asked to stop using this item immediately and they will be given an infraction. If the competitor continues to use that item e.g.: oxidising colour when the module states must be non-oxidising colour then this would be a breach of the competition rules.
- No item that penetrates the skin is to be used when styling and applying wefts to the client. They will be asked not to use or to stop using immediately and if they continue to use them then this would be considered a breach of the competition rules.
- As soon as a competitor goes to work with a product that requires PPE, they must have their PPE on. If a competitor starts to work without their PPE they will be asked to stop and put their PPE on and they will incur an infraction and no time is to be added. If the competitor continues without placing on PPE it is considered a breach of competition rules. If the finished work displayed does not reflect commercial industry standard.
- When a Competitor has their products covered, they will incur an infraction and asked to remove the covering. No extra time will be given.

Should an infraction take place an objective mark will be deducted as per objective marking criteria. The weighting will depend on the individual value in that module. Each project has an objective jury and any infraction has to be witnessed by and agreed by at least two of that jury.

## Finish and impression

- The haircut finished result is as per rational stated in each module.
- The overall impression refers to the design elements used to create the designs finished result including the beard design where applicable taking into account the line, form, balance, texture, continuity and colour.
- The overall impression of the cut and style refers specifically to the cut and style taking into account line, form, balance and texture.
- The overall impression of the colour refers to the colour result specifically not including the haircut and style taking into account colour design, creativity and professionalism of application reflected by the evidence of staining around the mannequin hairline, scalp and neck area.
- The overall impression of integration refers to continuity of the design and texture reflected by the form, balance and texture in the design.



## 5 THE TEST PROJECT

### 5.1 GENERAL NOTES

Sections three and four govern the development of the Test Project. These notes are supplementary.

Whether it is a single entity, or a series of stand-alone or connected modules, the Test Project will enable the assessment of the skills in each section of the WSSS.

The purpose of the Test Project is to provide full and balanced opportunities for assessment and marking across the Standards Specification, in conjunction with the Marking Scheme. The relationship between the Test Project, Marking Scheme and Standards Specification will be a key indicator of quality.

The Test Project will not cover areas outside the Standards Specification, or affect the balance of marks within the Standards Specification other than in the circumstances indicated by Section 2.

The Test Project will enable knowledge and understanding to be assessed solely through their applications within practical work.

The Test Project will not assess knowledge of WorldSkills rules and regulations.

This Technical Description will note any issues that affect the Test Project's capacity to support the full range of assessment relative to the Standards Specification. Section 0 refers.

### 5.2 FORMAT/STRUCTURE OF THE TEST PROJECT

MODULE		TIME
A	Ladies Commercial Daystyle with An Avant Garde Finish	4 hrs.
B	Ladies Commercial Artistic Evening Design with Hairpieces	1 hr 30 mins
C	Men's Permanent Wave with Beard	3 hrs.
D	Ladies Fashion Long Hair Down	2hrs 30 mins.
E	Bridal Long Hair Up	1 hr 45 mins.
F	Ladies Fashion Haircut with Three Wishes	2 hrs 45 mins
G	Men's Modern Classical Haircut	1 hr 45 mins
H	Men's Fashion Haircut	2 hrs 45 mins



## 5.3 TEST PROJECT DESIGN REQUIREMENTS

Test Project modules are to be based on the following list of designs:

- Long hair designs;
- Perm designs;
- Colour designs;
- Evening style, hairpieces and ornamentation – international trends;
- Commercial designs;
- Fashion designs;
- Beard designs;
- Designs from image.

Within the limitations and opportunities of the WorldSkills Competition the Test Project will take account of the following factors.

Due to the variability of, and risk to, live models, for hair treatments mannequin heads are used. To restrict the scope for invalid assessment as a result of this, the Test Project will:

- Incorporate opportunities for consultations with live models;
- Restrict the scope for performing treatments and achieving effects that cannot be used with live models.

## 5.4 TEST PROJECT DEVELOPMENT

The Test Project MUST be submitted using the templates provided by WorldSkills International ([www.worldskills.org/expertcentre](http://www.worldskills.org/expertcentre)). Use the Word template for text documents and DWG template for drawings.

### 5.4.1 Who develops the Test Project or modules

The Test Project/modules are developed by all Experts.

Experts can bring a Test Project if they choose and these can be considered by the working group or the projects can be designed at the Competition. The final Test Project modules will be voted on at the Competition.

### 5.4.2 How and where is the Test Project or modules developed

The Test Project/modules are developed jointly following the conclusion of the current WorldSkills Competition at the Competition site. The Experts will decide together on the Test Project for the following Competition.

There has to be a majority agreement (minimum = 50 % + 1) from Experts on the accepted modules.

Experts must have a complete understanding and be briefed on the terminology and outcomes required of individual modules.

One day of training for assessment with all experts using mannequins and photographs.



#### 5.4.3 When is the Test Project developed

The Test Project is developed according to the following timeline:

TIME	ACTIVITY
At the previous Competition	Test Project modules are developed and selected by vote of the Experts
Immediately after the previous Competition	Selected Test Project modules are circulated on the website
At the Competition	Experts can bring photographs for the photographic module

### 5.5 TEST PROJECT VALIDATION

All the Test Project modules are known and tested and therefore can be completed within the allotted time.

### 5.6 TEST PROJECT SELECTION

Voting by the Experts prior to the next Competition.

External designers/sponsors or all the Experts will be invited to bring a front view photograph for the photographic module for the current Competition. For each of these photographs the external designer or expert must provide a front view photograph from a fashion magazine style that has been trialled on the stated mannequin for this module. The photograph must show the style accurately and clearly. The photograph must be a colour image and mannequin hair must not be coloured. If the photograph is provided by an external designer, the designer will provide three photographs and the photos will be given to the chief judge the morning of the competition and they will be shown to the competitors after communication time. If the photo is provided by the experts, after initial discussion with all Experts, it is agreed that all photographs that are within the standards written in the Test Project will be selected and then the experts will vote for three photos to choose from.

The final three selected photographs are taken by the Jury President who reproduces colour copies of them (one per Competitor) and seals them in envelopes until the day of the Competition. Competitors will be shown the three photos on the start of the test from which he or she can choose any one to reproduce Test Project circulation.

### 5.7 TEST PROJECT CIRCULATION

The Test Project is circulated via the website as follows:

Immediately after it has been designed.

### 5.8 TEST PROJECT COORDINATION (PREPARATION FOR COMPETITION)

Coordination of the Test Project will be undertaken by Skill Management Team and the Experts.



## 5.9 TEST PROJECT CHANGE AT THE COMPETITION

A minimum of 30% change to the Test Project is equated with one photograph and client consultation with box modules and percentage of one or each of the other modules. Also Experts have to change some of tasks before competition C-2. An external designer or all Experts are invited to submit a photograph in hard copy and digital form at the Competition and from those submitted two or three final photos are selected. These are not known to the Competitors until the Jury President randomly selects one at the start of the module. Refer to paragraph 5.6. A minimum of one module may have an element of change.

## 5.10 MATERIAL OR MANUFACTURER SPECIFICATIONS

Specific material and/or manufacturer specifications required to allow the Competitor to complete the Test Project will be supplied by the Competition Organizer and are available from [www.worldskills.org/infrastructure](http://www.worldskills.org/infrastructure) located in the Expert Centre.

Competitors are only allowed to bring their own equipment and products to complete the Test Project modules if it is not stated on the IL as being provided. **Should there be an official sponsor that requires Competitors to use their products exclusively,** the Competition Organizer must advise the Experts as soon as possible prior to the Competition and must provide samples as requested by each competing country/region.



## 6 SKILL MANAGEMENT AND COMMUNICATION

### 6.1 DISCUSSION FORUM

Prior to the Competition, all discussion, communication, collaboration, and decision making regarding the skill competition must take place on the skill specific Discussion Forum (<http://forums.worldskills.org>). Skill related decisions and communication are only valid if they take place on the forum. The Chief Expert (or an Expert nominated by the Chief Expert) will be the moderator for this Forum. Refer to Competition Rules for the timeline of communication and competition development requirements.

### 6.2 COMPETITOR INFORMATION

All information for registered Competitors is available from the Competitor Centre ([www.worldskills.org/competitorcentre](http://www.worldskills.org/competitorcentre)).

This information includes:

- Competition Rules
- Technical Descriptions
- Marking Schemes
- Test Projects
- Infrastructure List
- Health and Safety documentation
- Other Competition-related information

### 6.3 TEST PROJECTS [AND MARKING SCHEMES]

Circulated Test Projects will be available from [www.worldskills.org/testprojects](http://www.worldskills.org/testprojects) and the Competitor Centre ([www.worldskills.org/competitorcentre](http://www.worldskills.org/competitorcentre)).

### 6.4 DAY-TO-DAY MANAGEMENT

The day-to-day management of the skill during the Competition is defined in the Skill Management Plan that is created by the Skill Management Team led by the Chief Expert. The Skill Management Team comprises the Jury President, Chief Expert and Deputy Chief Expert. The Skill Management Plan is progressively developed in the six months prior to the Competition and finalized at the Competition by agreement of the Experts. The Skill Management Plan can be viewed in the Expert Centre ([www.worldskills.org/expertcentre](http://www.worldskills.org/expertcentre)).



## 7 SKILL-SPECIFIC SAFETY REQUIREMENTS

Refer to Host Country/Region Health and Safety documentation for Host Country/Region regulations.

The following skill-specific safety requirements must be met:

- Check all electrical equipment before each module;
- Pull out electric plugs with dry hands (pull the plug not the cord);
- Wear protective gloves during chemical processes that directly expose your skin;
- First aid is available for injuries - raise your hand or see a floor Expert immediately;
- All injuries must be reported to WorldSkills on the forms provided in the Skill Binder;
- Use trolleys to hold tools and equipment for the Competition;
- Wipe up all water spills;
- Dispose of garbage appropriately;
- Place used towels in appropriate area;
- Tidy work areas neat and professional and clean mirrors before leaving skill area;
- Work area must be clear of all toolboxes and bags. Store toolboxes in the area provided;
- Competitors must use the benches and work areas provided, not the floor, to prepare their work.
- Non running in competition area



## 8 MATERIALS AND EQUIPMENT

### 8.1 INFRASTRUCTURE LIST

The Infrastructure List details all equipment, materials and facilities provided by the Competition Organizer.

The Infrastructure List is available at [www.worldskills.org/infrastructure](http://www.worldskills.org/infrastructure).

The Infrastructure List specifies the items and quantities requested by the Experts for the next Competition. The Competition Organizer will progressively update the Infrastructure List specifying the actual quantity, type, brand, and model of the items. Items supplied by the Competition Organizer are shown in a separate column.

At each Competition, the Experts must review and update the Infrastructure List in preparation for the next Competition. Experts must advise the Technical Director of any increases in space and/or equipment.

At each Competition, the Technical Observer must audit the Infrastructure List that was used at that Competition.

The Infrastructure List does not include items that Competitors and/or Experts are required to bring and items that Competitors are not allowed to bring – they are specified below.

### 8.2 MATERIALS, EQUIPMENT AND TOOLS SUPPLIED BY COMPETITORS IN THEIR TOOLBOX

- Ensure all electrical equipment is tested and tagged. If your equipment is not compatible with the Host Country you must bring your own transformer;
- Competitors are not to bring any tools or equipment that are stated on the IL as being provided by the Competition Organizer unless otherwise stated;
- Competitors may use their own products during the Competition, unless there should be an official sponsor that requires Competitors to use their products exclusively;
- The category sponsor will be known six months prior to the Competition but it is not a requirement for all products to use.

### 8.3 MATERIALS, EQUIPMENT AND TOOLS SUPPLIED BY EXPERTS

Not applicable.

### 8.4 MATERIALS AND EQUIPMENT PROHIBITED IN THE SKILL AREA

No Competitor or Expert is to have a mobile phone or any other mobile device. The Skill Management Team will have official phones which may be passed to a designated Expert should he/she have to leave the skill area.

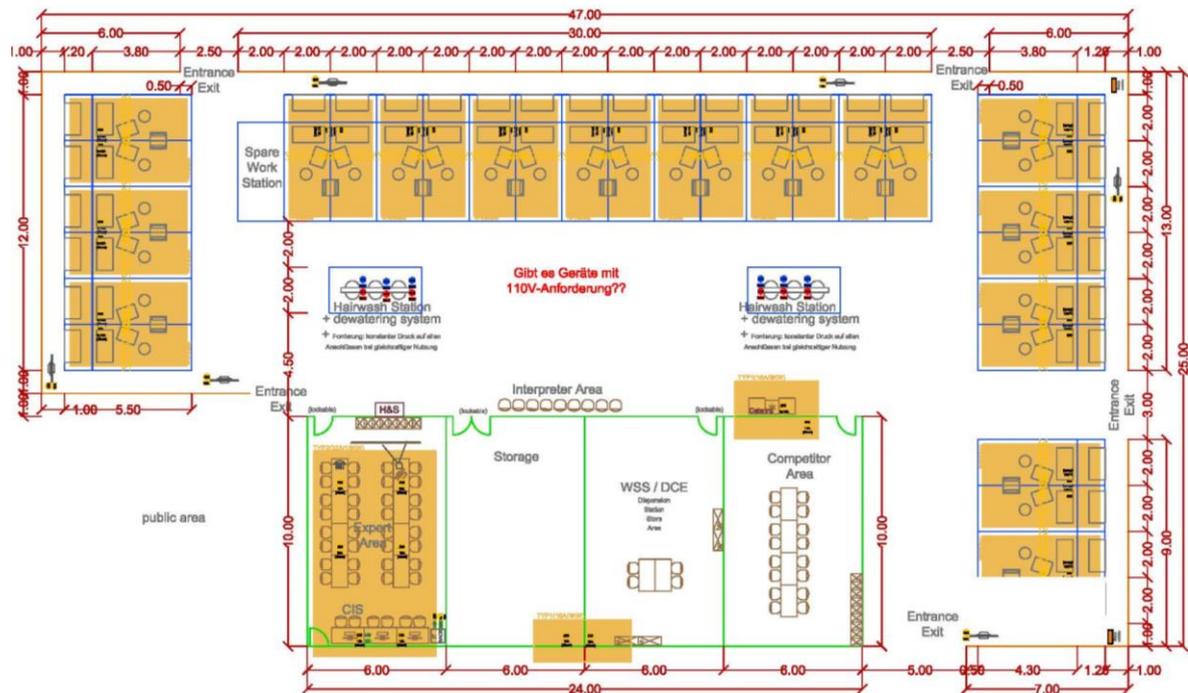
Any tools or equipment that are being provided by the Competition Organizer unless otherwise stated.



## 8.5 PROPOSED WORKSHOP AND WORKSTATION LAYOUTS

Workshop layouts from previous competitions are available at [www.worldskills.org/sitelayout](http://www.worldskills.org/sitelayout).

Example workshop layout:





## 9 VISITOR AND MEDIA ENGAGEMENT

Following is list of possible ways to maximize visitor and media engagement:

- Try a trade;
- Display screens;
- Test Project descriptions;
- Enhanced understanding of Competitor activity;
- Competitor profiles;
- Career opportunities;
- Daily reporting of competition status.



## 10 SUSTAINABILITY

- Recycling;
- Use of 'green' materials;
- Use of completed Test Projects after Competition;
- No Competitor, Expert or translator being extra products that are already been supplied by the host country unless otherwise stated that they can
- Mannequins recycling during the competition (8 tasks, use 5 mannequins)
- All tools boxes are to be no bigger 0.35m<sup>3</sup>