



PARENTS/ GUARDIAN GUIDE

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WHO ARE KLEEK?

We're a government approved training provider specialising in Hairdressing, Beauty Therapy and Barbering Apprenticeships and providing academy and work based learning to apprentices across England.

We have been voted as the UK's best hair and beauty apprenticeship training provider and have held an OFSTED Outstanding rating for over 17 years scoring top grades in both 2005 and 2021.

WHAT IS THE DIFFERENCE BETWEEN AN APPRENTICESHIP AND COLLEGE?

College usually means learning from a single person in a classroom environment to a very rigid curriculum where an apprenticeship, is a hands on, practical based learning program being carried out in the workplace.

The apprentice will gain valuable salon experience whilst learning the trade from educators, colleagues and trainers all with years of experience and skills, and all this whilst earning a wage!

WHAT QUALIFICATION WILL THE APPRENTICE ACHIEVE?

The apprentice will work towards an Apprenticeship Standard qualification. The standard is a internationally recognised qualification which will help the apprentice excel in their chosen career.

HOW WILL THE TRAINING WORK?

All of the training will either take place completely in the apprentice's salon or on a day release to one of our fully equipped academy salons every week. The training will be provided by experienced colleagues in the salon and a dedicated educator assigned to the apprentice. The training will cover over 6 hours of their working week and includes all the skills, knowledge and behaviours the apprentice will need to succeed.

The training will include hands on, practical learning alongside bespoke theory lessons supported by the latest technology.

HOW LONG WILL THE TRAINING TAKE?

Each program is bespoke to each individual learner, but as a guide an apprenticeship and advanced apprenticeship can take between 1 - 2 years. The harder the apprentice works, the faster they can achieve their qualification. At the start of the apprenticeship we will work with the apprentice and the employer to agree a training plan and timescales for achievement.

DO APPRENTICES GET PAID?

All apprentices are entitled to the National Apprentices Minimum Wage, you can find the latest rate for this on the .gov.uk website <https://www.gov.uk/become-apprentice/pay-and-conditions>.

The apprenticeship will not cost the apprentice anything and any training costs should be covered by the government and employer. This means that an apprenticeship is one of the best ways to gain a fantastic qualification whilst staying debt free!



HOW MANY HOURS WILL THEY WORK?

All apprentices will be required to work a minimum of 30 hours per week, unless there are mitigating circumstances, and any apprentice under 18 can't work more than 40 hours per week or 8 hours a day.

The working week is agreed between the apprentice and their employer, the salon owner, and they are usually very flexible. However, Saturdays and late evenings are very much normal practice.

IF I HAVE CONCERNS OR QUERIES, WHO SHOULD I CONTACT?

In the first instance you should talk to the apprentice's employer to try and resolve the issue. If this is inappropriate, doesn't solve the problem or you would just like to get further advice you can speak to the apprentice's educator or contact the Kleek Head Office. We are here to help.

CAN THE APPRENTICE BE SACKED?

Apprentices are treated like any other employee. If the employer wishes to terminate the employment, they must follow appropriate laws and legislation and there must be a good reason for it.

IS THERE A JOB AT THE END OF THE TRAINING?

The aim of an apprenticeship is for the apprentice to progress into a permanent position within the salon. In some cases a salon may not have the ability to offer a role and in these very rare cases we can work with the apprentice to help find other employed opportunities.

WHAT CAREER OPPORTUNITIES ARE AVAILABLE?

Hair and Beauty is one of the most dynamic industries to work in with many lifelong opportunities for those with the will to succeed. As well as careers in salons and spas there are opportunities to travel the world on cruise lines, ambassadorial roles with product companies, educational opportunities in apprenticeship or college settings, working in TV and movies, the list is endless.

IS THERE ANY WAY TO FURTHER AN APPRENTICES LEARNING?

Once an apprentice completes the intermediate level apprenticeship, they can choose to advance their learning with either an advanced apprenticeship in the same skillset or choose to gain skills in a different field altogether. Even after completing all of the apprenticeships the apprentice's education doesn't stop there with many private and short courses available to continue their lifelong learning.

CAN AN APPRENTICE CHOOSE TO LEAVE BEFORE THE END OF THE APPRENTICESHIP?

The apprentice can leave and find alternative employment at any time. Kleek can support the apprentice with this, we can also continue the training and support in the apprentice's new employment. At Kleek the main aim is to ensure the apprentice achieves their qualification and goals.



HOW CAN I HELP AS A PARENT OR GUARDIAN?

Sometimes the step from school to employment is a hard one, you can help them understand that being employed and working is going to be hard, but is also rewarding. Encourage them to be patient with the training, the apprentice will not be cutting hair or carrying out complex treatments in the first few months!

Advantages of learning with Kleek Apprenticeships:

- Learn from the best in the business with outstanding rated training
- Learn how to succeed in the career they have chosen not just how to do it
- Hands on, practical learning for a creative career not learning from books in a classroom
- Outstanding one-to-one support
- Learn from a team who has the apprentice at the heart of everything they do
- Complete their learning without the debt and stress associated with other options
- Receive a sought-after qualification developed by employers for employers
- Access progression routes onto other skills and qualifications



If you would like to chat in person to a Kleek Educator please contact us and we can arrange a meeting. Alternatively if you have any queries please feel free to call us and we will be happy to help.



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