

WorldSkills International, by a resolution of the Competitions 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. They 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.

1.1.3 Number of Competitors per team

Hairdressing is a single Competitor skill competition.

1.1.4 Age limit of Competitors

The Competitors must not be older than 22 years in the year of the Competition.

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 – Code of Ethics and Conduct
- WSI – Competition Rules
- WSI – WorldSkills Occupational Standards framework
- WSI – WorldSkills Assessment Strategy
- WSI online resources as indicated in this document
- WorldSkills Health, Safety, and Environment Policy and Regulations.

2 The WorldSkills Occupational Standards (WSOS)

2.1 General notes on the WSOS

The WSOS 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/WSOS).

The skill competition is intended to reflect international best practice as described by the WSOS, and to the extent that it is able to. The Standard 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 only be separate tests of knowledge and understanding where there is an overwhelming reason for these.

The Standard 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. This is often referred to as the “weighting”. The sum of all the percentage marks is 100. The weightings determine the distribution of marks within the Marking Scheme.

Through the Test Project, the Marking Scheme will assess only those skills that are set out in the Standards Specification. They will reflect the Standards as comprehensively as possible within the constraints of the skill competition.

The Marking Scheme will follow the allocation of marks within the Standards to the extent practically possible. A variation of up to five percent is allowed, provided that this does not distort the weightings assigned by the Standards.

2.2 WorldSkills Occupational Standards

Section	Relative importance (%)
1 Work organization and management	18

The individual needs to know and understand:

- The purposes, uses, care, and maintenance of all equipment, together with their safety implications
- The purposes, uses, care, and potential risks associated with materials and chemicals
- The symptoms and causes of problems and ailments affecting the hair and scalp
- The time required for each hairdressing treatment
- The health and safety standards applying at any one time
- The importance of sustainable work practices

The individual shall be able to:

- Prepare and maintain a safe, tidy, and welcoming workstation
- Plan, prepare and complete each hairdressing treatment within the time available
- Select, use, clean, and store all equipment and materials safely, hygienically, and in compliance with manufacturers' instructions
- Apply or exceed the health and safety standards applying to the environment and the treatments

2 Communication and client care	18
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The individual needs to know and understand:

- The basis of effective and sustained client relationships
- Appropriate forms and styles for communicating with clients of different cultures, ages, expectations, and preferences
- Trends and developments in fashion and hair care
- The significance of self-management and presentation for the comfort and reassurance of the client
- The requirement to keep records relating to clients, materials, and other relevant matters

Section	Relative importance (%)
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The individual shall be able to:

- Prepare and maintain a safe, tidy, and welcoming workstation
- Greet and settle the client, while clarifying their wishes or brief
- 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
- Maintain positive contact with the client throughout the treatment
- Seek feedback from the client before concluding the treatments
- Offer advice on maintenance and further treatments and products before ensuring a positive departure

3	Cutting	16
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The individual needs to know and understand:

- The nature of different hair types, including facial hair
- The ethnic classifications of hair
- The growth characteristics and patterns of hair
- The relationship between facial shape, body shape, and hair styles

The individual shall be able to:

- Appraise the hair relative to the requested style and cutting methods, based on the hair's category, type, and condition
- Make and communicate judgments regarding the advisability, suitability, and expected results of the requested style, offering alternatives as advisable
- Select from the full range of available cutting tools including scissors, thinning scissors, razors, electric clippers (with and without guards)
- Select cutting method from the full range of cutting methods: blunt, tapering, graduation, layering, texturizing, disconnection, on wet or dry hair
- Cut facial hair and beard designs ranging from a single beard to more intricate patterns
- Execute technically demanding cuts
- Cut hair extensions
- Cut hair tattoos

Section	Relative importance (%)
4 Colouring	16

The individual needs to know and understand:

- The principles underlying the change of colour of hair
- Options and preferred treatments as they apply to gentlemen's and ladies' hairdressing
- The range of techniques available for temporary, semi-permanent, and permanent colouring, relative to the brief, hair type, classification, and condition
- The range of techniques available for decolouring and colour correction, relative to the brief, hair type, classification, and condition
- The properties, uses, and limitations of the full range of decolouring/colouring materials and products
- The impacts of the chemicals upon each other, the hair, and the body
- The available options for applying colouring/decouring products to added hair

The individual shall be able to:

- Analyse the hair for its capacity to respond to the application of chemicals without adverse effects
- Recognize and acknowledge the situations where colouring/decouring and bleaching is not an option
- Assess the feasibility of clients' wishes or brief and offer feedback and advice
- Settle clients and protect the clothes, body, and skin throughout the treatments
- Administer skin and allergy tests as required, and factor in the results
- Select and use chemicals and products to lighten, darken, add, and remove colour, including for colour correction
- Take account of the available time in determining the treatments
- Determine the number and range of colours and bleaching treatments to complement each other, the style, and the cut
- Apply colouring/decouring and bleaching products through the process of selection, mixing and preparation, application, development, testing, appraisal, and removal, in conformity with manufacturers' instructions
- Apply chemicals according to the length of hair, hair types, non-chemically treated hair, chemically treated hair, or to hair extensions.
- Apply heat, including accelerators, according to the treatment and manufacturers' instructions

Section	Relative importance (%)
5 Styling	16

The individual needs to know and understand:

- The uses and effects of the available drying and thermal equipment
- The uses and effects of styling products and materials, both conventional and unconventional
- The uses and effects of the available equipment for use on dry hair
- The ways in which added hair and ornamentation can be used to enhance a style
- The uses and effects of finishing products

The individual shall be able to:

- Select and use the available drying and styling equipment
- Select and apply styling materials to support the desired effects
- Follow the intention and style of cuts throughout the drying process
- Select and add hair ornamentation as required, during, or after styling, according to the types and purposes of the ornamentation
- Re-cut hair as required to achieve the desired finishes and styles
- Select and add hair (attachments with synthetic or natural hair) as required during or after styling, re-cutting them as required
- Apply final finishing products on clients as required during or after styling, and using industry standards

6 Chemical reformation (permanent waving and straightening)	5
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The individual needs to know and understand:

- The principles underlying changes to the shape of human hair
- The range of techniques available for effecting changes to the shape of hair
- The properties, uses and limitations of the full range of associated products and chemicals
- The impacts of the chemicals upon each other, the hair, and the body
- The relationship between hair type, classification, length, and condition and the options for chemical reformation
- Options and preferred chemical reformation as they apply to gentlemen's and ladies' hairdressing

Section	Relative importance (%)
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The individual shall be able to:

- Analyse hair for its capacity to respond to the application of chemicals without adverse effects, taking account of hair length, type, condition, and previous treatments
- Administer skin and allergy tests as required, and factor in the results
- Assess the feasibility of clients' wishes and offer feedback and advice
- Take account of the available time in determining chemical reformation treatments
- Settle clients and protect the clothes, body, and skin throughout treatments
- Provide optimal conditions for the successful use of chemical reformation products, according to manufacturers' instructions and health and safety considerations
- Apply the chemical reformation products through entire processes of selection, mixing and preparation, application, development, testing, appraising results, removal, neutralizing, or re-forming, conditioning, preparation for styling
- Safeguard hair from excessive finishing while settling from the effects of reformation

7	Special hair treatments, including for special occasions, photography, exhibitions, marketing, and public relations	11
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The individual needs to know and understand:

- The importance of studying clients' briefs and of clarifying all areas of uncertainty
- The factors that bear upon briefs including purpose, context, timetable, budget, client, or model
- The requirement for props and accessories
- The range and scope of hair styles and treatments known as "classic"
- The range and scope of hair styles and treatments known as "avant-garde"
- Methods and sources of research to prepare for executing clients' brief
- The uses of added hair (hair extensions) and ornamentation relative to their purposes, limitations, and impact

Section	Relative importance (%)
<p>The individual shall be able to:</p> <ul style="list-style-type: none"> • Interrogate the brief and achieve viable responses to all queries • Plan all aspects of commissions 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 • Execute briefs 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 • Execute briefs as required, paying special attention to: fashion and commercial 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 • Make final adjustments in consultation with clients • Make use of social media for marketing • Make oneself available to effect changes or deal with problems as they arise • Conclude commissions in all respects including with a regard to repeat business 	
Total	100

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 and marking 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 judgement. 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. The Test Project is the assessment vehicle for the skill competition, and therefore also follows the Standards. The CIS enables the timely and accurate recording of marks; its capacity for scrutiny, support, and feedback is continuously expanding.

The Marking Scheme, in outline, will lead the process of Test Project design. After this, the Marking Scheme and Test Project will be designed, developed, and verified through an iterative process, to ensure that both together optimize their relationship with the Standards 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.

Prior to submission for approval to WSI, the Marking Scheme and Test Project will liaise with the WSI Skill Advisors for quality assurance and 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 standard that represents each skill competition, which itself represents a global occupation. It is designed to allocate marks for each assessed aspect of performance in accordance with the weightings in the Standards.

By reflecting the weightings in the Standards, the Marking Scheme establishes the parameters for the design of the Test Project. Depending on the nature of the skill competition 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, if there is no practicable alternative.

For integrity and fairness, the Marking Scheme and Test Project are increasingly designed and developed by one or more independent people with relevant expertise. In these instances, the Marking Scheme and Test Project are unseen by Experts until immediately before the start of the skill competition, or competition module. Where the detailed and final Marking Scheme and Test Project are designed by Experts, they must be approved by the whole Expert group prior to submission for independent validation and quality assurance. Please see the Rules for further details.

Experts and Independent Assessors are required to submit their Marking Schemes and Test Projects for review, verification, and validation well in advance of completion. They are also expected to work with their Skill Advisor, reviewers, and verifiers, throughout the design and development process, for quality assurance and in order to take full advantage of the CIS's features.

In all cases a draft Marking Scheme must be entered into the CIS at least eight weeks prior to the Competition. Skill Advisors actively facilitate this process.

4.2 Assessment Criteria

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

Assessment Criteria are created by the person or people developing the Marking Scheme, who are free to define the 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 Assessment Criteria, the allocation of marks, and the assessment methods, should not be set out within this Technical Description. This is because the Criteria, allocation of marks, and assessment methods all depend on the nature of the Marking Scheme and Test Project, which is decided after this Technical Description is published.*

The Mark Summary Form generated by the CIS will comprise a list of the Assessment Criteria and Sub 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 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) contains Aspects to be assessed and marked by measurement or judgement, or both measurement and judgement.

Each marking form (Sub Criterion) specifies both the day on which it will be marked, and the identity of the marking team.

4.4 Aspects

Each Aspect defines, in detail, a single item to be assessed and marked, together with the marks, and detailed descriptors or instructions as a guide to marking. Each Aspect is assessed either by measurement or by judgement.

The marking form lists, in detail, every Aspect to be marked together with the mark allocated to it. The sum of the marks allocated to each Aspect must fall within the range of marks specified for that section of the Standards. 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 refers.)

	CRITERIA								TOTAL MARKS PER SECTION	WSSS MARKS PER SECTION	VARIANCE	
	A	B	C	D	E	F	G	H				
STANDARDS SPECIFICATION SECTION												
1	5.00								5.00	5.00	0.00	
2		2.00					7.50		9.50	10.00	0.50	
3								11.00	11.00	10.00	1.00	
4			5.00						5.00	5.00	0.00	
5				10.00	10.00	10.00			30.00	30.00	0.00	
6		8.00	5.00				2.50	9.00	24.50	25.00	0.50	
7			10.00				5.00		15.00	15.00	0.00	
TOTAL MARKS	5.00	10.00	20.00	10.00	10.00	10.00	15.00	20.00	100.00	100.00	2.00	

4.5 Assessment and marking

There is to be one marking team for each Sub Criterion, whether it is assessed and marked by judgement, measurement, or both. The same marking team must assess and mark all Competitors. Where this is impracticable (for example where an action must be done by every Competitor simultaneously, and must be observed doing so), a second tier of assessment and marking will be put in place, with the approval of the Competitions Committee Management Team. The marking teams must be organized to ensure that there is no compatriot marking in any circumstances. (Section 4.6 refers.)

4.6 Assessment and marking using judgement

Judgement uses a scale of 0-3. To apply the scale with rigour and consistency, judgement must be conducted using:

- benchmarks (criteria) for detailed guidance for each Aspect (in words, images, artefacts or separate guidance notes)
- the 0-3 scale to indicate:
 - 0: performance below industry standard
 - 1: performance meets industry standard
 - 2: performance meets and, in specific respects, exceeds industry standard
 - 3: performance wholly exceeds industry standard and is judged as excellent

Three Experts will judge each Aspect, normally simultaneously, and record their scores. A fourth Expert coordinates and supervises the scoring, and checks their validity. They also act as a judge when required to prevent compatriot marking.

4.7 Assessment and marking using measurement

Normally three Experts will be used to assess each aspect, with a fourth Expert supervising. In some circumstances the team may organize itself as two pairs, for dual marking. Unless otherwise stated, only the maximum mark or zero will be awarded. Where they are used, the benchmarks for awarding partial marks will be clearly defined within the Aspect. To avoid errors in calculation or transmission, the CIS provides a large number of automated calculation options, the use of which is mandated.

4.8 The use of measurement and judgement

Decisions regarding the choice of criteria and assessment methods will be made during the design of the competition through the Marking Scheme and Test Project.

4.9 Skill assessment strategy

WorldSkills is committed to continuous improvement. This particularly applies to assessment. The SMT is expected to learn from past and alternative practice and build on the validity and quality of assessment and marking.

A – Ladies Hairstyle

B – Ladies Hair Extensions

C – Ladies Catwalk and Session Styling – Photographic

D – Ladies Long Hair and Session Styling – Photographic

E – Men's taper cut and Beard

F – Men's Hairstyle

G – Chemical Reformation

4.10 Skill assessment procedures

Assessment and marking are an intense process that depends upon skilful leadership, management, and scrutiny.

- The Skill Competition Manager and Independent Test Project Designer will decide on the Test Project, the Marking Scheme, assessment criteria, and material list;
- Experts must have a complete understanding and be briefed on the terminology and outcomes required of individual modules;
- Experts must minimize conversation on the floor whilst the Competition is underway – this distracts Competitors.

Marking

- All marking will be public, based on the WorldSkills value of transparency
- When an Expert assesses a compatriot Competitor, those marks will not be counted, the fourth Expert's marks will be counted for this Competitor. Therefore, the fourth Expert will only have three of their marks counted;

This procedure will be followed for each test.

- Example: When the first test is finished, the Experts will start marking the client;
- Experts will be divided into groups and rotate between stewards, measurement jurors, and judgement jurors;
- The Experts that are not judging will be stewards/judgement or measurement 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 a 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 paperwork and not to go on the Competition floor unless requested by the SCM, CE, or DCE to replace a wise man or measurement juror or to assist;
- Free Experts must leave the Competition floor and are free to view from the outside of the competition floor or stay in the administration room unless requested by SCM, CE, or DCE.
- Free Experts may be required to do session styling platform work that will be viewed by the general public, therefore will be required to bring their tools and equipment. There would be no chemical work involved.

Measurement 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 Measurement 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.: oxidizing colour when the module states must be non-oxidizing colour, then this would be a breach of the Competition Rules;
- If a Competitor brings anything that is on the Infrastructure List they will incur a penalty for each item they bring under sustainability and breaking Competition Rules.

- No item that penetrates the skin is to be used when styling and applying hair extensions to the client. They will be asked not to use or to stop using immediately and if they continue to use them 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 be asked to remove the covering. No extra time will be given;
- Should an infraction take place a measurement mark will be deducted as per the measurement marking criteria. The weighting will depend on the individual value in that module. Each project has a measurement jury and any infraction has to be witnessed by and agreed by at least two of that jury.
- Competitors must treat mannequins as they are real clients. If they are not treated appropriately then the competitor incurs an infraction.

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.
- Modules must not reflect OMC style.
- All Modules must reflect commercial or fashion look as they would be from fashion magazine or poster.

5 The Test Project

5.1 General notes

Sections 3 and 4 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 applied knowledge, skills, and behaviours set out in each section of the WSOS.

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

The Test Project will not cover areas outside the Standards, or affect the balance of marks within the Standards other than in the circumstances indicated by Section 2. 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. Section 2.1 refers.

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.

Most Test Projects (and Marking Schemes) are now designed and developed independently of the Experts. They are designed and developed either by the Skill Competition Manager, or an Independent Test Project Designer, normally from C-12 months. They are subject to independent review, verification, and validation. (Section 4.1 refers.)

The information provided below will be subject to what is known at the time of completing this Technical Description, and the requirement for confidentiality.

Please refer to the current version of the Competition Rules for further details.

5.2 Format/structure of the Test Project

The Test Project is a series of seven (7) standalone modules:

A Ladies Hairstyle

B Ladies Hair Extensions

C Ladies Catwalk and Session Styling – Photographic

D Ladies Long hair and Session Styling – Photographic

E Men's taper cut and Beard

F Men's Hairstyle

G Chemical Reformation

5.3 Test Project design requirements

Test Project/modules are to be based on the following list of commercial and/or fashion designs:

- Long hair designs;
- Short hair designs;
- Chemical reformations;
- Colour designs;
- Hair extensions;
- Fashion Catwalk design, and ornamentation – international trends;
- Beard designs;
- Session styling;
- Designs from image.

During the competition live models and/or mannequins with human hair might be used.

5.4 Test Project development

The Test Project MUST be submitted using the templates provided by WorldSkills International (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 an Independent Test Project Designer in collaboration with the Skill Competition Manager.

5.4.2 When is the Test Project developed

The Test Project/modules are developed according to the following timeline:

Time	Activity
Prior to the Competition	The Test Project/modules are developed.
No later than one (1) month prior to the Competition	The Test Project documents are sent to the WorldSkills International Skills Competitions Administration Manager.
At the Competition on C-7	The Test Project/modules are circulated on the WorldSkills website. Test Project documents can be translated with translations to be finalized on C-4.
At the Competition prior to every module	Client wishes are presented to Competitors.

5.5 Test Project initial review and verification

The purpose of a Test Project is to create a challenge for Competitors which authentically represents working life for an outstanding practitioner in an identified occupation. By doing this, the Test Project will apply the Marking Scheme and fully represent the WSOS. In this way it is unique in its context, purpose, activities, and expectations,

To support Test Project design and development, a rigorous quality assurance and design process is in place (Competition Rules sections 10.6-10.7 refer.) Once approved by WorldSkills, the Independent Test Project Designer is expected to identify one or more independent, expert, and trusted individuals initially to review the Designer's ideas and plans, and subsequently to verify the Test Project, prior to validation.

A Skill Advisor will ensure and coordinate this arrangement, to guarantee the timeliness and thoroughness of both initial review, and verification, based on the risk analysis that underpins Section 10.7 of the Competition Rules.

5.6 Test Project validation

The Skill Competition Manager coordinates the validation and will ensure that the Test Project/modules can be completed within the material, equipment, knowledge, and time constraints of Competitors.

5.7 Test Project selection

The Test Project/modules are selected by the Independent Test Project Designer in collaboration with the Skill Competition Manager.

5.8 Test Project circulation

The proposed Test Project is circulated via the website as follows:

The Test Project/modules are circulated one (1) week prior to the competition. Any specific client wishes are presented at the beginning of each module.

5.9 Test Project coordination (preparation for Competition)

Coordination of the Test Project/modules is undertaken by the Skill Competition Manager.

5.10 Test Project change

The Independent Test Project Designer shall develop the specific client wishes which constitute the 30% change as required by WorldSkills. This is presented to Competitors at the beginning of each module.

5.11 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 located in the Expert Centre. However, note that in some cases details of specific materials and/or manufacturer specifications may remain secret and will not be released prior to the Competition. These such items may include those for fault finding modules or modules not circulated.

Competitors must use the equipment and products that are supplied by the sponsor or Competition Organizer (IL). Competitors are only allowed to bring their own equipment if it is not supplied as indicated in the IL and that equipment is allowed in that specific module.

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).

This information includes:

- Competition Rules
- Technical Descriptions
- Mark Summary Form (where applicable)
- Test Projects (where applicable)
- Infrastructure List
- WorldSkills Health, Safety, and Environment Policy and Regulations
- Other Competition-related information

6.3 Test Projects [and Marking Schemes]

Circulated Test Projects will be available from www.worldskills.org/testprojects and the Competitor Centre (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 Skill Competition Manager. The Skill Management Team comprises the Skill Competition Manager, 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).

6.5 General best practice procedures

General best practice procedures clearly delineate the difference between what is a best practice procedure and skill-specific rules (section 9). General best practice procedures are those where Experts and Competitors CANNOT be held accountable as a breach to the Competition Rules or skill-specific rules which would have a penalty applied as part of the Issue and Dispute Resolution procedure including the Code of Ethics and Conduct Penalty System. In some cases, general best practice procedures for Competitors may be reflected in the Marking Scheme.

Topic/task	Best practice procedure
Test Project	<ul style="list-style-type: none"> • Competitors can bring a copy of their Test Project in their own language into the workshop but the copy must not have any writing on it. If their translation is in handwriting, then the project must be photocopied and the Competitor is to use the photocopied version. • Industry standard refers to the use of particular tools, equipment, products, and the way a procedure is carried out on the client. These must be witnessed by a minimum of two Experts. • Industry standards must be adhered to for all tasks (from A to G): <ul style="list-style-type: none"> • The client is to be treated as if they are a real client (blow-dry, colour application, hair wash, brushing, combing and cutting) in a salon. They must be treated with respect, care and comfort. They are not to be miss handled or abused. • You can only use hairdressing tools and products that you would use while working on a client in a commercial salon. • All Modules must reflect commercial or fashion look as they would be from fashion magazine or poster. • All modules must not reflect OMC style
Sustainability	<ul style="list-style-type: none"> • All products that are stated on the IL to be supplied by the Competition Organizer must be used. Tool kit checks will be undertaken each day to ensure that there are not any products • All Competitors are to mix only the amount of product that they require to use for the task and avoid excess product wastage. All bowls must be shown to an Expert before they are rinsed. If the waste is considered to be excessive the bowl and excess product will be weighed and if it exceeds 10 grams, then an infraction will occur.

Topic/task	Best practice procedure
Health, Safety, and Environment	<ul style="list-style-type: none"> As soon as a Competitor starts 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. They will occur an infraction and no time will be added. If the Competitor continues without PPE it will be considered a breach of Competition Rules. If a Competitor injures themselves and are unable to continue until the required first aid has been given. No additional time is to be added to their competition time. No item that penetrates the skin is to be used when styling and applying wefts to the client. Competitors will be asked not to use or to stop using that item immediately.
Equipment failure	<ul style="list-style-type: none"> If a piece of equipment fails, the timekeeper is to note the time for the Competitor to replace the equipment and this time will be added at the end of that module time.
Experts	<ul style="list-style-type: none"> All Experts will complete a practical task in the mandatory assessment training Experts need to wear fashionable professional clothes during the Competition
Assessment	<ul style="list-style-type: none"> Judgement and measurement marking will be transparent. There will not be any blind marking.

Topic/task	Best practice procedure
Other	<p>These must be witnessed by a minimum of two Experts.</p> <ul style="list-style-type: none"> • If a Competitor requires the bathroom during the competition time they must be escorted by a non-compatriot Expert and must not speak to anyone on the way. • Competitors may not touch the client's head after the official time for the module is finished. • If a Competitor starts to use any materials, equipment, implements, tools, or accessories that are not part of the individual module criteria and are not allowed, the Competitor will be asked to stop using this item immediately and the Competitor will be given an infraction penalty. If the Competitor continues to use that item e.g. oxidizing colour when the module states must be non-oxidizing colour then this would be a breach of skill-specific rules. The Competitor will receive a zero mark for the colour section of this test. • When a Competitor has a sponsored product covered (i.e. from the IL), they will incur an infraction penalty and be asked to remove the covering. No extra time will be given. • Competitor are not permitted to apply make-up or dresses to their client before the module has been assessed. • If an infraction penalty takes place, a measurement mark will be deducted as per measurement marking criteria. The weighting will depend on the individual value in that module. Each module has a measurement jury and any infraction penalty has to be witnessed and agreed by at least two of the jury members.

7 Skill-specific safety requirements

Refer to WorldSkills Health, Safety, and Environment Policy and Regulations for Host country or region regulations.

The following skill-specific safety requirements must be met:

- Check all electrical equipment prior to 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 prior to 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;
- No running in competition area.

Task	Safety glasses	Dust mask	Protective gloves	Sturdy shoes with closed toe and heel, maximum heel height 2CM	Protective clothing - apron	Wounds must be covered by BAND-AIDS and/or protective cover
General PPE for safe areas				√		
Preparing (opening products) and mixing	√	√	√	√	√	
When applying chemicals for/to a client/hairpiece	√	√	√	√	√	
When removing chemicals from a client/ mannequin/hairpiece	√	√	√	√	√	
When sculpting/cutting a client/mannequin/hairpiece hair				√	√	√
Shampooing Hair				√	√	√
Shaving the beard			√	√	√	√
Cleaning work 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.

The Infrastructure List specifies the items and quantities requested by the Skill Management Team for the next Competition. The Competition Organizer will progressively update the Infrastructure List specifying the actual quantity, type, brand, and model of the items. Note that in some cases details of specific materials and/or manufacturer specifications may remain secret and will not be released prior to the Competition. These such items may include those for fault finding modules or modules not circulated.

At each Competition, the Skill Management Team must review and update the Infrastructure List in preparation for the next Competition. The Skill Competition Manager must advise the Director of Skills Competitions 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 Competitors toolbox

Competitors are not allowed to send a toolbox to the Competition. All tools will be provided by the Competition Organizer.

8.3 Materials, equipment, and tools supplied by Competitors

Competitors are allowed to bring their tool kit with personal tools on the morning of C-2 (Familiarization Day). The tool kit should be maximum **50cm x 40cm x 20cm**. Competitors will bring only their basic kit scissors, combs, brushes, clips, and pins, as listed in the table below:

All electrical tools, equipment, and products will be supplied by the Competition Organizer

Description	Quantity	Photo
Scissors		

Description	Quantity	Photo
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Haircutting
Razor



Combs

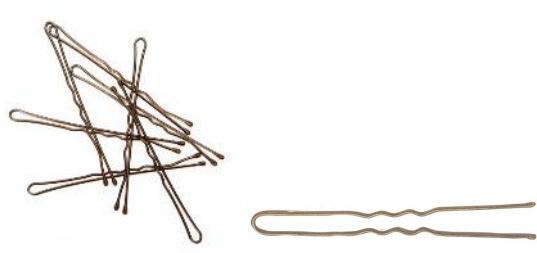


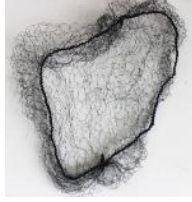




Styling
Brushes



Elastic Bands



Description	Quantity	Photo
Bobby Pins / Fringe Pins etc.		 
Fillers		
Hairnets		
Small clips		
Clips		

Furthermore Competitors are required to supply their own Personal Protective Equipment as specified in section 7 skill-specific safety requirements

8.4 Materials, equipment, and tools supplied by Experts

Free Experts may be required to do session styling platform work that will be viewed by the general public, therefore will be required to bring their tools and equipment. There would be no chemical work involved.

Experts are required to supply their own Personal Protective Equipment as specified in section 7 skill-specific safety requirements

8.5 Materials and equipment prohibited in the skill area

Competitors and Experts are prohibited to bring any materials or equipment not listed in section 8.3 and section 8.4.

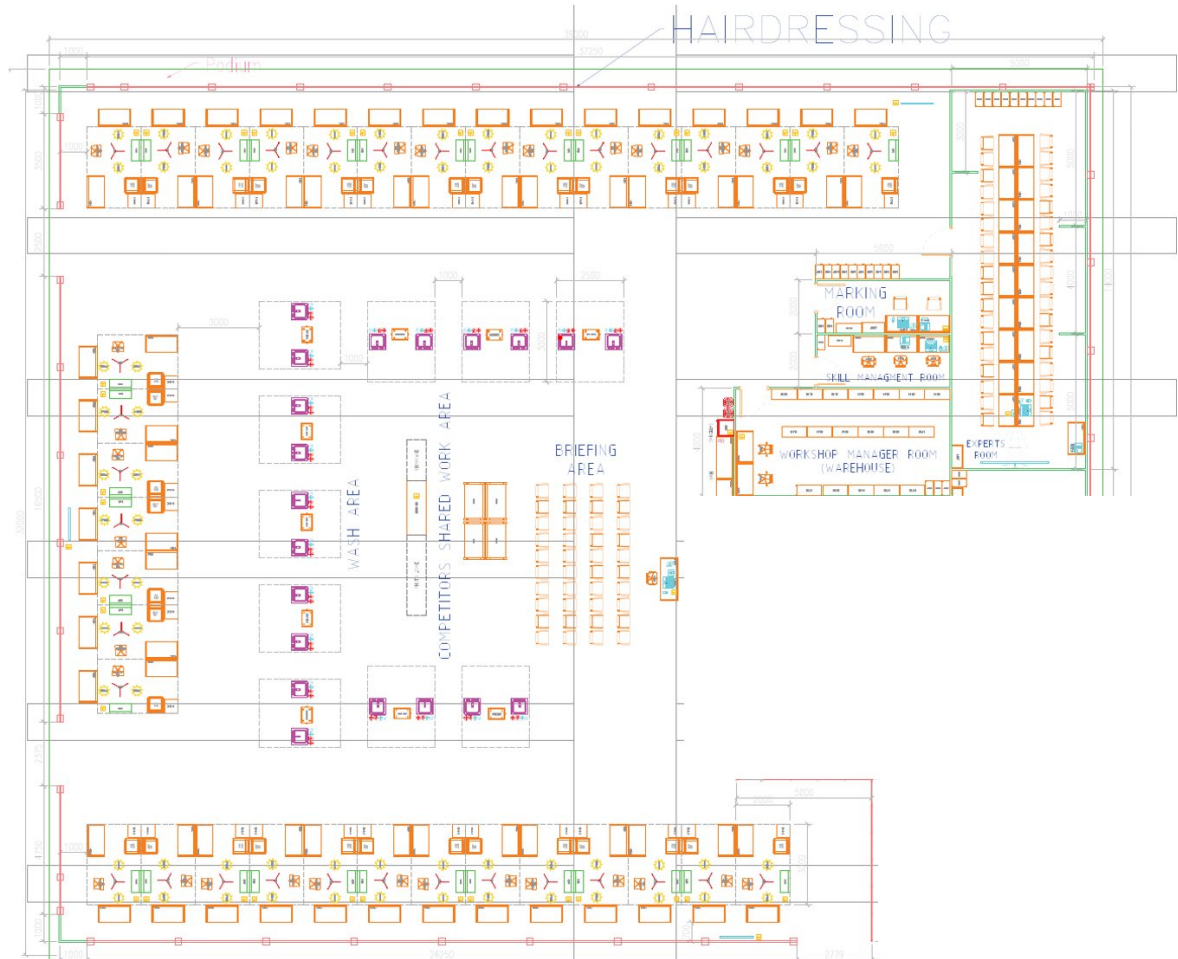
Ornaments are prohibited.

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.

8.6 Proposed workshop and workstation layouts

Workshop layouts from previous competitions are available at www.worldskills.org/sitelayout.

Example workshop layout



9 Skill-specific rules

Skill-specific rules cannot contradict or take priority over the Competition Rules. They do provide specific details and clarity in areas that may vary from skill competition to skill competition. This includes but is not limited to personal IT equipment, data storage devices, Internet access, procedures and workflow, and documentation management and distribution. Breaches of these rules will be solved according to the Issue and Dispute Resolution procedure including the Code of Ethics and Conduct Penalty System.

Topic/task	Skill-specific rules
Use of technology – USB, memory sticks	<ul style="list-style-type: none"> • Experts and Interpreters are only allowed to have memory sticks up to C-3. These memory sticks are to be given to the Chief Expert or Deputy Chief Expert as soon as you arrive on that day. These are returned at the end of the day. • The Skill Management Team is exempt from this rule.
Use of technology – personal laptops, tablets, and mobile phones	<ul style="list-style-type: none"> • Competitors, Experts, and Interpreters are not allowed to bring personal laptops, tablets, mobile phones, or interactive watches into the workshop. If these items are brought into the workshop they must be locked in the personal locker however they can be removed at lunchtime and at the end of each day. • The Skill Competition Manager, Chief Expert, and Deputy Chief Expert are exempt from this rule.
Use of technology – personal photo and video taking devices	<ul style="list-style-type: none"> • Competitors, Experts, and Interpreters are allowed to use personal photo and video taking devices in the workshop at the conclusion of the competition on C4 only, except experts by special responsibility and SMT. • The Skill Competition Manager, Chief Expert, and Deputy Chief Expert are exempt from this rule.
Templates, aids, etc.	<ul style="list-style-type: none"> • Competitors and Experts are not permitted to bring templates or aids into the workshop. • The Skill Competition Manager, Chief Expert, and Deputy Chief Expert are exempt from this rule.
Drawings, recording information	<ul style="list-style-type: none"> • Competitors and Experts are not permitted to bring drawings or recording equipment into the workshop. • The Skill Competition Manager, Chief Expert, and Deputy Chief Expert are exempt from this rule.
Test Project	<ul style="list-style-type: none"> • Test Project papers should not have any new handwriting on it that is not already in the photocopied copy the Competitors use.

10 Visitor and media engagement

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

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

11 Sustainability

This skill competition will focus on the sustainable practices below:

- Recycling;
- Use of “green” materials;
- Use of completed Test Projects after Competition;
- Use products and tools from IL. Competitors are only able to bring tools what is not in IL.
- Mannequins recycling during the Competition and Use of live models.

12 References for industry consultation

WorldSkills is committed to ensuring that the WorldSkills Occupational Standards fully reflect the dynamism of internationally recognized best practice in industry and business. To do this WorldSkills approaches a number of organizations across the world that can offer feedback on the draft Description of the Associated Role and WorldSkills Occupational Standards on a two-yearly cycle.

In parallel to this, WSI consults three international occupational classifications and databases:

- ISCO-08: (<http://www.ilo.org/public/english/bureau/stat/isco/isco08/>) ILO 5141
- ESCO: (<https://ec.europa.eu/esco/portal/home>)
- O*NET OnLine (www.onetonline.org/)

This WSOS (Section 2) relates most closely to *Hairdressers, Hairstylists, and Cosmetologists*:
<https://www.onetonline.org/link/summary/39-5012.00>,

and *Hairdresser*:

<http://data.europa.eu/esco/isco/C5141>.

These links also allow you to explore adjacent occupations.

The following table indicates which organizations were approached and provided valuable feedback for the Description of the Associated Role and WorldSkills Occupational Standards in place for WorldSkills Shanghai 2021.

Organization	Contact name
Australian Hairdressing Council	Wendy Blair, Director
VP for International Business Development for Pivot Point (Global)	Jan Laan
VTCT (Global)	Mary Mussell, Qualification Lead Hairdressing and Barbering