



Australian Government

Department of Education, Employment and Workplace Relations

WRHCL303B Design and perform full and partial highlighting techniques

Revision Number: 1

WRHCL303B Design and perform full and partial highlighting techniques

Modification History

Not applicable.

Unit Descriptor

Unit Descriptor

This unit describes the skills and knowledge required to design and apply foiling and quick colour full and partial highlighting applications for current commercial colour and lightening effects.

This unit of competency will apply to a range of hairdressing services and roles in the workplace.

Application of the Unit

Application of the Unit This unit requires the operator to communicate with clients regarding their desired hair colour finish. It involves analysis of the characteristics of hair, including natural base colour, and the selection and application of hair colour, high lift tints and/or bleach products alone or in combination to create highlights, lightened sections of the head or multiple colours in the hair. Knowledge of the workplace hair colour and lightening range and current fashion in foiled and highlighted effects, along with knowledge of relevant local health regulations and the workplace approach to colour services, with particular emphasis on client and operator safety, are also required.

In the context of an assessment-only and/or a training delivery and assessment pathway, units of competency that relate to this unit are identified in the evidence guide of this unit.

Licensing/Regulatory Information

Not applicable.

Pre-Requisites

Not applicable.

Employability Skills Information

Employability skills This unit contains employability skills.

Elements and Performance Criteria Pre-Content

Elements describe the essential outcomes of a unit of competency. Performance criteria describe the level of performance required to demonstrate achievement of the element. The variables for the ***bold italicised*** text are outlined in the range statement. Assessment of performance is to be consistent with the evidence guide.

Elements and Performance Criteria

ELEMENT	PERFORMANCE CRITERIA
1 Consult with client and prepare for service.	1.1 <i>Client characteristics</i> are analysed through physical and visual examination.
	1.2 <i>Client history</i> is referred to and previous colour is discussed with <i>client</i> where applicable.
	1.3 Client history is established for new colour clients.
	1.4 Client satisfaction or dissatisfaction with current hair colour and client expectations are established through questioning and active listening.
	1.5 Desired degree of lift, colour and tone are confirmed with client through discussion and reference to manufacturer's colour charts.
	1.6 Wraps and towels are applied to ensure client protection and safety according to workplace procedures.
2 Select and use products and equipment.	2.1 <i>Colour, high lift and bleach products and foiling tools and equipment</i> are selected and individually prepared according to instructions and workplace procedures.
	2.2 <i>Foiling</i> is applied evenly to a predetermined pattern and

ELEMENT	PERFORMANCE CRITERIA
	colour and lightening products are applied to foils and sealed to achieve predetermined colour effects with no colour bleed.
	2.3 Foiling is applied within predetermined workplace timeframes.
	2.4 <i>Stages and methods of partial head on scalp product application</i> are quick, even and without overlap, and application is cross checked for even coverage.
	2.5 <i>Quick service highlighting techniques</i> are applied with no colour bleed.
	2.6 <i>Client and operator comfort and safety</i> are ensured at all stages of the service according to <i>relevant legislation</i> , manufacturer's product safety data sheets and <i>workplace policies and procedures</i> .
3 Process and remove product.	3.1 Product processing is timed through observation to achieve desired lift or colour according to manufacturer's instructions.
	3.2 <i>Heat acceleration</i> is applied where required to assist processing.
	3.3 Foils or plastic caps are gently loosened and removed when processed, using tepid running water to avoid stretch or damage to the hair.
	3.4 Residual product is removed at the end of processing time according to workplace procedures and manufacturer's instructions.
	3.5 After colour conditioners are applied and removed according to manufacturer's instructions.
4 Provide after care advice.	4.1 Clients are advised on appropriate after colour/bleach hair shampoos and conditioners.
	4.2 Sun protection strategies are suggested to clients.
	4.3 After care products are recommended and purchases are recorded on client history.
	4.4 Client history is updated to include highlighting selection,

ELEMENT **PERFORMANCE CRITERIA**

technique and outcome.

Required Skills and Knowledge**REQUIRED SKILLS AND KNOWLEDGE**

This describes the essential skills and knowledge and their level, required for this unit.

Skills may include:

- pre-colour service analysis
- communication techniques, including:
 - using open and/or closed questions
 - speaking clearly and concisely
 - using appropriate language
 - non-verbal communication
- client consultation
- using manufacturer's colour charts
- colour product selection
- colour product application within defined workplace timeframes
- bleach product selection
- peroxide selection
- weaving and splicing hair
- applying and folding foils
- using plastic highlight caps
- comb on/through highlight techniques
- foils/caps and residual colour removal
- language, literacy and numeracy skills relevant to the role and workplace requirements.

Knowledge may include:

- the composition of colour and high lift tints
- the effects of hydrogen peroxide on the hair and hair colour
- the chemical and physical effects of tint and high lift tint colour products on hair structure
- the chemical and physical effects of bleach products on

REQUIRED SKILLS AND KNOWLEDGE

- hair structure
- the colour wheel and its application in colour selection
- the levels of bleaching
- manufacturer's colour chart systems
- processing and development times for a defined workplace colour, high lift tint and bleach product range
- the provisions of relevant health and hygiene legislation and regulations
- the provisions of relevant occupational health and safety legislation and regulations.

Evidence Guide

EVIDENCE GUIDE

The evidence guide describes the underpinning knowledge and skills that must be demonstrated to prove competence. It is essential for assessment and must be read in conjunction with the performance criteria, the range statement and the assessment guidelines of the relevant Training Package.

Overview of assessment

A person who demonstrates competency in this unit of competency must be able to apply knowledge of the use and application of foiling and quick service highlighting techniques using a defined workplace range of tint, high lift tint and bleach products for a range of colour outcomes on different clients. Knowledge and skill with regard to relevant legislation and workplace procedures that ensure client and operator comfort, health and safety must also be demonstrated.

Specific evidence requirements

Critical aspects for assessment and evidence required to demonstrate competency in this unit

- knowledge and consistent application of workplace policies, procedures and safe work practices in relation to colour services
- consistently applying effective questioning and active listening techniques to consult and negotiate with clients and to ensure client comfort and safety throughout the service
- recognising and managing contraindications

EVIDENCE GUIDE

- reading, accurately interpreting and consistently applying manufacturer's colour charts and product instructions
- consistently safe selection, preparation, application, processing and removal of colour and bleach according to manufacturer's instructions and workplace procedures
- consistently applying weaving and splicing techniques within predetermined workplace timeframes
- consistently applying quick service highlighting techniques within designated workplace timeframes
- consistently applying client and operator safety precautions.

Context of assessment

For valid and reliable assessment of this unit, competency should be consistently demonstrated over a period of time and observed by the assessor and/or the technical expert working in partnership with the assessor. The technical expert may include the hairdresser and/or an experienced person at the workplace.

Competency should be demonstrated in the workplace or a simulated workplace environment in a range of situations which may include client interruptions and involvement in other related activities normally expected in the workplace. For further guidance on the use of an appropriate simulated environment, refer to the Assessment Guidelines in this Training Package.

EVIDENCE GUIDE

Specific resources for assessment

Competency for this unit should be assessed through access to:

- relevant documentation, including occupational health and safety legislation and regulations, workplace policy and procedures manuals and manufacturer's product safety data sheets
- a salon or simulated salon environment
- a defined tint, high lift tint and bleaching product workplace range along with manufacturer's colour charts and product instructions
- foiling tools, materials and equipment
- clients with a variety of hair colour, high lift or bleach requirements.

Relationship to other units

This unit requires an assessment outcome that includes evidence of client consultation, knowledge of the chemical and physical effects of hair colour and high lift colour products on the hair, and their safe application to achieve current colour looks.

Prerequisite units:

- WRHCS201A Prepare clients for salon services
- WRHCS205A Follow personal health and safety routines at work
- SIRXOHS001A Apply safe working practices.

Co-requisite units:

- WRHHS301A Apply the principles of hairdressing science
- WRHWP302A Operate effectively as a hairdresser in a salon work team.

EVIDENCE GUIDE

Method of assessment

The following assessment methods are suggested.

- Observation of the learner performing a range of tasks in an actual or simulated work environment, over sufficient time to demonstrate his/her handling of a range of contingencies. Tasks may include:
 - completing workplace documentation relevant to the analysis of client characteristics prior to tint, high lift colour and bleach treatments
 - demonstrated client consultation and colour selection prior to service
 - demonstrated clean and safe application of weaving and splicing single and multi-colour foiled effects within designated workplace timeframes, with no product bleed and to client satisfaction
 - demonstrated quick service highlighting techniques with no product bleed and to client satisfaction.
- Third-party reports from experienced hairdressers.

Evidence required for demonstration of consistent performance

For valid and reliable assessment of this unit, evidence should be gathered through a range of methods to indicate consistent performance.

It can be gathered from assessment of the unit of competency alone, through an integrated assessment activity or through a combination of both.

Evidence should be gathered as part of the learning process.

Range Statement

RANGE STATEMENT

The range statement relates to the unit of competency as a whole. It allows for different work environments and situations that will affect performance.

The following variables may be present with training and assessment depending on the work situation, needs of the candidate, accessibility of the item, and local industry and regional contexts. ***Bold italicised*** text from the performance criteria is detailed here.

Client characteristics may include:

- natural hair type, texture, porosity, density and elasticity
- natural and/or artificial base colour
- hair colour tone
- percentage of white hair
- presence of lightening agents or artificial hair colour treatments on hair
- other existing chemical services
- skin tone
- length of hair.

Client history may include:

- contraindications
- previous pre-service analysis
- previous services' brand and colour/s selection
- previous services' application techniques and processing times
- recommended after care products.

Clients may include:

- women
- men
- children
- people who present with virgin hair or a range of pre-existing colour treatments on the hair
- people from a range of social, cultural or ethnic backgrounds and with a range of physical and mental abilities.

RANGE STATEMENT

Colour, high lift and bleach products must include:

- tint products from the workplace range
- high lift tint colour products from the workplace range
- bleach products from the workplace range
- peroxides of varying percentage volumes.

Partial highlighting and foiling tools and equipment may include:

- pre-cut and folded foils
- tail combs
- tint brushes
- sectioning clips.

Stages and methods of partial head on scalp product application must include

- natural untreated hair
- regrowth
- roots and then ends
- roots, mid lengths and finally ends
- ends and then roots.

Foiling must include:

- coarse medium or fine woven meshes
- spliced meshes
- alternated coloured/lightened woven meshes and unwoven natural hair meshes
- single or multiple colours and tones
- bleached meshes
- whole or partial head effects.

Quick service highlighting techniques must include:

- pulling strands through a cap
- combing/brushing colour or bleach products onto predetermined areas of the hair
- colouring/bleaching single strands or meshes.

Client and operator comfort and safety must include:

- application of gown and towels to protect client clothes
- application of barrier creams to face or neckline areas
- application of anti skin stain product
- application of colour stain removal product
- avoiding contact with client or operator's eyes
- avoiding inhalation of fumes whilst mixing product
- wearing operator protective gloves during product application.

RANGE STATEMENT

Relevant legislation may include:

- federal, state and local health and hygiene legislation and regulations
- occupational health and safety legislation and regulations.

Workplace policies and procedures may include:

- client comfort and safety
- operator safety
- health and hygiene.

Heat acceleration may include:

- heat lamps
- steamers.

Unit Sector(s)

Not applicable.

Competency field

Competency Field Hairdressing