

Technical Description

EuroSkills Gdańsk 2023
Hairdressing (29)

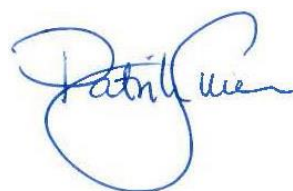
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1 Introduction

1.1 Name and description of the Skill Competition

1.1.1 The name of the Skills 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 of individual clients. There is a direct relationship between the nature and quality of the service required and the payment made by the client. The hairdresser has a continuing responsibility to work professionally and interactively with the client to give satisfaction and thus maintain and grow the business. Hairdressing is closely associated with other parts of the service sector and 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, 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 specialise, for example, by becoming either a men's or ladies' hairdresser or a colourist. Irrespective of this, work organisation 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, 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 globalisation 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 content, relevance and significance of this document

This document incorporates a Role Description and Occupational Standards which follow the principles and some or all of the content of the WorldSkills Occupational Standards. In doing so WSE acknowledges WorldSkills International's (WSI's) copyright. WSE also acknowledges WSI's intellectual property rights regarding 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:

- WSE – Competition Rules
- WSI – WorldSkills Occupational Standard framework
- WSE – WorldSkills Europe Assessment Strategy
- WSE – Online resources as referenced in this document
- WSE – Code of Ethics and Conduct
- Host Country – Health and Safety regulations

2 The Standards Specification

2.1 General notes regarding WSOS / WSEOS

Where appropriate WSE has utilised some, or all, of the WorldSkills International Occupational Standards (WSOS) for those Skills Competitions that naturally align between the two international competitions. Where the Skill is exclusive to the EuroSkills Competition, WorldSkills Europe has developed its own Occupational Standards (WSEOS) using the same principles and framework to that used for the development of the WSOS. For the purposes of this document the use of the words “Occupational Standards” will refer to both WSOS and WSEOS.

The Occupational Standards 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. Helpfully, for the global consultation on the WSOS in 2014-2021, around 50 percent of responses came from European industry and business.

Each Skill Competition is intended to reflect international best practice as described by the Occupational Standards, and to the extent that it is able to. The Occupational Standards 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 Occupational Standards are 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 Occupational Standards. 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 Occupational Standards. They will reflect the Occupational Standards 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 Occupational Standards to the extent practically possible. A variation of five percent is allowed, provided that this does not distort the weightings assigned by the Occupational Standards.

2.2 Occupational Standards

SECTION		RELATIVE IMPORTANCE %
1	Work organization and self-management	16

The individual needs to know and understand:

- The purposes, use, care and maintenance of all equipment and 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 apply at any one time.
- The importance of sustainable work practices.

The individual shall be able to:

- Prepare and maintain a safe, tidy and welcoming work station.
- 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 interpersonal skills	16
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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 %**
The individual shall be able to:

- Prepare and maintain a safe, tidy and welcoming work station.
- Greet and settle the client, while clarifying his/her 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
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 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, open 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 wefts.
- Cut hair tattoos.

4 Colouring
16

SECTION
**RELATIVE
IMPORTANCE %**
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 (wefts).

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 the client's wishes or brief and offer feedback and advice.
- Settle the client and protect the clothes, body and skin throughout the treatment.
- 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.
- Apply heat, including accelerators, according to the treatment and manufacturers' instructions.

5 Styling
15

SECTION
**RELATIVE
 IMPORTANCE %**
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 (wefts) 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 effect.
- Follow the intention and style of the cut throughout the drying process.
- Select and add hair ornamentation as required, during or after styling, according to the type and purpose of the ornamentation.
- Recut the hair as required to achieve the desired finish and style.
- Select and add hair (wefts, attachments with synthetic or natural hair) as required during or after styling, re-cutting them as required.
- Apply final finishing products using industry standards on the client as required during or after styling.

6 Chemical reformation (permanent waving and straightening)
6
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 %**
The individual shall be able to:

- 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.
- Administer skin and allergy tests as required, and factor in the results.
- Assess the feasibility of the client's wishes and offer feedback and advice.
- Take account of the available time in determining the chemical reformation treatment.
- Settle the client and protect the clothes, body and skin throughout the treatment.
- Provide optimal conditions for the successful use of the chemical reformation products, according to the manufacturers' instructions and health and safety considerations.
- Apply the chemical reformation products through the entire process of selection, mixing and preparation, application, development, testing, appraising results, removal, neutralizing or reforming, conditioning, preparation for styling.
- Safeguard the 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
15
The individual needs to know and understand:

- The importance of studying the client's brief, and of clarifying all areas of uncertainty.
- The factors that bear upon the brief 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 the client's brief.
- The uses of added hair (wefts) 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 • Undertake research relating to the brief, and check findings and options. • 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. • 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. • 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 • Make final adjustments in consultation with the client • Make oneself available to effect changes or deal with problems as they arise. • Conclude the commission in all respects including with a regard to repeat business. 	
Total	100%

3 The assessment approach & principles

3.1 General guidance

Note: this Section and Section 4 summarize a great deal of new information and guidance regarding assessment. Please refer to the Competition Rules for greater detail.

The Competition Committee (CC) establishes the principles and techniques to which assessment at the EuroSkills Competition must conform.

Expert assessment practice lies at the heart of the EuroSkills 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 EuroSkills Competition: The Marking Scheme, Test Project, and Competition Information System (CIS).

Assessment at the EuroSkills Competition falls into two broad types: measurement and judgement. All assessments will be governed by explicit benchmarks, referenced to best practice in industry and business.

The Marking Scheme must include these benchmarks and follow the weightings within the Occupational Standards. The Test Project is the assessment vehicle for the Skill Competition, and also follows the Occupational Standards. 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 Technical Description and the principles for assessment as set out in the WSE Assessment Strategy. They will be agreed by the Experts and submitted to WSE for approval together, in order to demonstrate their quality and conformity with the Occupational Standards.

Prior to submission for approval to WSE, the Marking Scheme and Test Project will be reviewed by the WSE 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 EuroSkills Competition, in that it ties assessment to the standards that represent the skills to be tested. It is designed to allocate marks for each assessed aspect of performance in accordance with the weightings in the Occupational Standards.

By reflecting the weightings in the Occupational Standards, 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 Occupational Standards, 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 Independent Test Project 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.

In the interests of fairness and transparency, all experts should have the same knowledge of the Marking Scheme at any given time. If an expert, including the chief expert and deputy chief expert, is assigned some information on the Marking Scheme, it should be shared with the other experts without delay.

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 Occupational Standards; 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 Occupational Standards.

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 EuroSkills marking form.

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

Each marking form (Sub Criterion) contains Aspects to be assessed and marked by measurement or judgement. Some Sub Criteria have assessment by both measurement and judgement, in which case there is a separate marking form for each method

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 by measurement or judgement 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, the benchmarks, and a reference to the section of 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 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).

CRITERIA											TOTAL MARKS PER SECTION
		A	B	C	D	E	F	G	H	I	
OCCUPATIONAL STANDARDS SPECIFICATION SECTIONS	1										
	2										
	3										
	4										
	5										
	6										
	7										
	8										
	9										
TOTAL MARKS PER CRITERION											100

SAMPLE OF TABLE FROM CIS

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 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 rigor 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. Assessment and marking by measurement

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 Assessment overview

For both measurement and judgement there will be three Experts in the assessment team.

Good practice in assessment comprises measurement and judgement applied both specifically and broadly. The final proportions of measurement and judgment, whether specific or broad, will be determined by the standards, their weightings and the nature of the Test Project.

4.9 Skill Assessment Strategy

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

A- Barber traditional taper cut and beard, live model.

B- Barber fashion hairstyle.

C- Ladies bridal, live model.

- D- Ladies commercial hairstyle.
- E- Ladies long hair down for catwalk with added hair/extension, live model.
- F- Men's chemical reformation.

4.10 Skill Assessment Procedures

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

- The CE and DCE decide on the Test Project, the Marking Scheme, assessment criteria, and material list; with Independent Test Project Designer/team will decide on the Test Project.
- 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 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 CE or DCE.

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.
- Competitor must use only the products from the sponsor.
- 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 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 skills in each section of the Occupational Standards.

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

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

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 the EuroSkills Competition's 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 Standard Specification. Section 2.1 refers.

5.2 Format/ structure of the Test Project

- Test Project assessed at end of Competition
- Test Project with separately assessed modules
- Test Project assessed in stages
- Series of standalone modules
- Other

If other, please specify here:

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.
- Perm designs.
- Colour designs.
- Beard designs.
- Fashion and commercial design.
- Ornamentation.

- International trends.
- Designs from the image.

Within the limitations and opportunities of the EuroSkills Competition, the Test Project will consider the following factors:

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

- Incorporate opportunities for consultations with live models.
- If no live models can be found model will be done with mannequins.
- Restrict the scope for performing treatments and achieving effects that cannot be used with live models.
- All mannequins used are only with human hair.

Test Project modules are decided by voting at the previous competition.

5.3.1 Test Project modules:

- A Barber Traditional taper cut and Beard, live model
- B Barber Fashion Hairstyle
- C Ladies bridal, live model
- D Ladies commercial Hairstyle
- E Ladies long hair down for catwalk with added hair/extension, live model
- F Men's Chemical Reformation

5.4 Test Project development

The Test Project MUST be submitted using the templates provided by WSE. Use the Word template for text documents and DWG template for drawings. Please contact jordy.degroot@worldskillseurope.org for guidance.

If the Test Project is designed by an Independent Test Project designer, then the Test Project must be designed in accordance with the WSE Independent Test Project Guide v1.1.

If your Skill wishes to have an Independent Test Project designer, you must ensure that WorldSkills Europe is made aware of this, so that it can be assured that there is proper funding in place, or that the Independent Test Project designer is aware that he/she will do this task free of charge.

5.4.1 Who develops the Test Projects or modules

The Test Project / modules are developed under the supervision of:

- All Experts
- Some Experts
- Nominated Experts
- Independent Test Project designer/ Third party
- Chief Expert, Deputy Chief Expert

Add information if needed:

5.4.2 **How and where is the Test Projects or modules developed**

The Test Project or modules are developed:

- Jointly on the Discussion Forum
- Independent Test Project designer
- Other:

CE and/or DCE will write the TP to describe modules technically and include customers wishes. The test project will be then shared in the forum.

After TP reveal in the forum, all the experts can submit their proposal for the detailed photos in the forum.

An external WS expert will choose five photos for each module and sends those chosen photos to WSE secretariat and SA who keep photos secret.

In competition preparation day C-3 all five photos per module will be revealed. In beginning of the module competitors draws one random photo from the five photos.

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	Proposal of the Modules for the next competition.
3 months prior to the Competition	The test project will be shared in the forum.
Between 3 months and 2 months prior to the Competition	For one month, all experts can submit their detailed photo proposal in the forum.
Between 2 months and 2 weeks prior to the Competition	For one month, an external WS expert will choose five photos for each module.
2 weeks prior to the Competition	An external WS expert will send the chosen photos to the WSE secretariat and to the SA, which will keep the photos secret.
At the Competition	Checking live models and mannequins. The specific photo for the module will be drawn from preselected photos just before the Module starts.

5.5 Test Project validation

All the Test Project modules will be validated in advance by the CE and DCE, on a confidential basis to ensure that they can be completed in the allotted time. The time is set by industry standards.

5.6 Test Project selection

- By vote of Experts at the previous Competition
- By vote of Experts on the Discussion Forums
- By vote of Experts at the upcoming Competition
- By random draw by the Competition Director, three months before the current Competition
- Test Project is designed by an Independent Test Project designer, therefore there is no selection process

Other, please specify below:

5.7 Test Project circulation

Please note that if a Test Project is known by the Chief- and/or Deputy Chief Experts, and/or any of the other Experts, it must be shared via the forums before the start of the Competition. This also means that this Test Project is subject to a 30% change before the start of the Competition.

The Test Project is circulated via the website as follows:

Submitted to the Secretariat for circulation 3 months before the current Competition

Not circulated

Other, please specify below:

5.8 Test Project coordination (preparation for competition)

Coordination of the Test Project will be undertaken by:

Skill Management Team

Chief Expert

Chief Expert and Deputy Chief Expert

Chief Expert and Workshop Manager

Chief Expert with selected Experts

Chief Expert with Competition Organizer

All Experts

Other, please specify below:

After TP reveal in the forum, all the experts can submit their proposal for the detailed photos in the forum.

An external WS expert will choose five photos for each module and sends those chosen photos to SA who keep photos secret.

In competition preparation day C-3 all five photos per module will be revealed. In beginning of the module competitors draws one random photo from the five photos.

5.9 Test Project change at the competition

Not needed because the 30% change to the Test Project is equated with specific the photos that will be drawn just before the module starts.

No expert or competitor knows them until the start of the module.

5.10 Material or manufacturer specifications

Specific material and/or manufacturer specifications required to allow the Competitors to complete the Test Project will be supplied by the Host Organization and are available via the forums. 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 items may include those for fault finding modules or modules not circulated.

6 Skill management and communication

6.1 Discussion forum

Prior to the EuroSkills Competition, all discussion, communication, collaboration, and decision making regarding the Skill Competition must take place on the skill specific Discussion Forum, which can be reached via www.worldskillseurope.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 WorldSkills Europe website www.worldskillseurope.org. Please contact jordy.degroot@worldskillseurope.org for guidance.

The information includes:

- Competition Rules
- Technical Descriptions
- Marking Schemes
- Test Projects
- Infrastructure List
- Health and Safety documentation
- Other Competition-related information
- List of material that can be used to build templates and not been provided by the host

6.3 Test Projects and Marking Schemes

Circulated Test Projects will be available at the WorldSkills Europe website from www.worldskillseurope.org. Please contact jordy.degroot@worldskillseurope.org for guidance.

6.4 Day-To-Day management

The day-to-day management of the Skill Competition during the EuroSkills 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 at www.worldskillseurope.org. Please contact jordy.degroot@worldskillseurope.org for guidance.

7 Skill specific safety requirements

Refer to Host Country/Region Health and Safety documentation for Host Country/Region regulations. This document will be shared via the forums. One overall Health and Safety document will be published, as well as Skill specific safety requirements.

8 Materials and equipment

8.1 Infrastructure List

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

The Infrastructure Lists will be available at the WorldSkills Europe website from www.worldskillseurope.org. Please contact jordy.degroot@worldskillseurope.org for guidance.

The Infrastructure List specifies the items and quantities requested by the Experts for the next Competition. The Host Organization will progressively update the Infrastructure List specifying the actual quantity, type, brand, and model of the items.

At each Competition, the Experts must advise the Competition Manager 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

WorldSkills Europe aims to minimize the sending of toolboxes as much as possible. We therefore ask you to keep this in mind when writing the section below. Please be advised that competitors should bring as little as possible and what they do bring **MUST** be true hand tools. Only items are allowed that would significantly affect their ability to perform the task and deliver the Test Project to a high standard.

- Toolbox maximum size is 56 cm x 45 cm x 25 cm (cabin size).
- Competitor can bring toolbox on the familiarization day.
- Ensure all electrical equipment are tested. If your equipment is not compatible with the Host Country electrical specifications Competitors must bring your own transformer.
- Competitors are allowed to bring their personal tools: scissors, knives (for hair and beard), combs, brushes, blow dryer, styling irons, clips and PPE when needed (these will be listed also to the forum before competition).
- Competitors are not to bring any products and materials that are stated on the IL and are not listed above or at the forum as being provided by the Competition Organizer.
- If the sponsor/ Competition Organizer can't confirm some product, material, equipment or tools 1 month before competition, competitors can bring those with them (just in case).

8.3 Materials, equipment and tools supplied by Competitors in their toolbox

TOOL	PICTURE
Styling Brushes	
Elastic Bands	
Bobby Pins/Fringe Pins	
Fillers	
Hairnets	
Clips	
Scissors	
Haircutting Razor	
Razor and blades for Beard	

TOOL	PICTURE
Combs	
Blow dryer with diffuser	
Clipper(max.2)	
Irons (max.4) (No Dyson curly allowed) 1x straightener 2x curling 1x crimp	

8.4 Materials, equipment and tools supplied by the Experts

Expert bring their tools and equipment (cutting and styling) for Mandatory Assessment Training (MAT/expert module).

8.5 Materials, equipment and tools prohibited in the Skill area

Any tools or equipment that are being provided by the Competition Organizer and are not separately listed.

8.6 Proposed workshop and workstation

Workshop layouts from previous competitions are available by contacting the Competition and IT Coordinator at: jordy.degroot@worldskillseurope.org. New Workshop Layouts will be communicated via the forums when completed.

Please be advised that you will have the opportunity to discuss your Workshop Layout proposal with the Host Organization during the Competition Preparation Meetings (CPM).

For workshop layout development, please refer to the forums.

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.

9.1.1 Personal laptops – USB – memory sticks– mobile phones

No Competitor, Expert or other individual can have a mobile phone or any other mobile device on the competition floor during competition time or assessing. In the expert room or outside the competition floor it is allowed. The Skill Management Team will have official phones when needed and can take photos in assessment.

9.1.2 Personal photo cameras – video taking devices

Outside the competition floor it is allowed when it doesn't disturb any of the competitors (too near or too long just one competitor from outside). If taking photos or videos is disturbing any competitor, CE or DCE can stop that.

9.1.3 Communication between compatriot experts and competitors

When TP related photos have been displayed during the time of the competition, compatriot expert can not communicate verbally or non-verbally with his or her competitor.

9.1.4 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, this would be a breach of the Competition Rules.
- No item that penetrates the skin is to be used when protecting, styling and applying wefts to the client. If a Competitor starts to use these items, she/he will be asked to stop using them immediately and they will be given an infraction. If they will 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 occur 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 and they will be given an infraction.
- Competitors must treat mannequins as they are real clients. If they are not treated appropriately then the Competitor incurs an infraction.
- Should an infraction take place a measurement mark will be deducted. The weighting will depend on the individual value in that module infraction has to be witnessed by at least two experts.
- Experts must assess only the criteria they have, nothing else. Experts don't know what criteria the other experts have.

Experts or other individuals on the competition site or outside the workshop can't point any competitors or discuss about their work (so that competitor can hear the discussion) during

competition time, this will disturb competitors. If such behaviour will occur the person will be moved outside from the competition site.

10 Visitor and media engagement

Following is a list of possible ways to maximize visitor and media engagement, within the remit of the Competition Rules:

- Try a trade.
- Display screens.
- Test Project descriptions.
- Enhanced understanding of Competitor activity.
- Competitor profiles.
- Career opportunities.
- Daily reporting of competition.
- Time based parts of the Test Project.

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 or separately listed.
- Mannequins recycling during the competition.