



**CIBTAC LEVEL 4 AWARD IN LASER AND INTENSE
PULSED LIGHT FOR HAIR GROWTH REDUCTION**

CLA02

QAN 603/5444/6

Qualification Specification

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1. CIBTAC

The Confederation of International Beauty Therapy and Cosmetology (CIBTAC) was established in 1977 as the education arm of The British Association of Beauty Therapy and Cosmetology (BABTAC). We are a not-for-profit organisation, continually reinvesting our income for the benefit of our accredited Centres and their Learners.

2. Introduction to CIBTAC qualifications

- 2.1. Each of our qualifications are developed through our close relationships with government agencies and employers from around the world, ensuring they are tailored to provide for the requirements of the international industry. Many of our Centres have been with CIBTAC for more than 30 years and their qualifying Graduates are sought after by first-rate employers because they are both educated to a high level and are salon ready
- 2.2. Our qualifications are challenging, but highly attainable and designed to ensure an exceptional quality of Graduate is entering the sector whilst providing a flexible learning structure that allows each individual to design their portfolio of qualifications depending on their career aspirations. Qualifications are recognised by the England Government Regulated Qualifications Framework (RQF) which is often used to support local governments' qualifications throughout the world to enable international recognition for the Learner. If qualifications sit within a national qualification framework (such as the RQF) this enables greater recognition and comparability not only nationally, but also internationally where national qualification frameworks are referenced to the European Qualifications Framework (EQF)
- 2.3 CIBTAC ensures its qualifications are fit for purpose by mapping them to National Occupational Standards where they exist. Qualifications are supported by professional associations and external end examinations are structured to be similar to an industry trade test and therefore prepare Learners for seeking employment

3. Level of the CIBTAC Level 4 Award in Laser and Intense Pulsed Light for Hair Growth Reduction

- 3.1. This qualification is listed in the Ofqual register of qualifications. The CIBTAC Level 4 Award in Laser and Intense Pulsed Light for Hair Growth Reduction provides knowledge and practical competence in laser and intense pulsed light (IPL) hair growth reduction treatments.
- 3.2. A Learner studying a Level 4 programme will be able to demonstrate the following:

| Knowledge descriptor (the Learner) | Skills descriptor (Learner can) |
|---|---|
| <ul style="list-style-type: none"> • has practical, theoretical or technical knowledge and understanding of a subject or field of work to address problems that are well-defined and complex and non- routine • can analyse, interpret and evaluate relevant information and ideas • is aware of the nature of approximate scope of the area of study or work • has informed awareness of different perspectives or approaches within the area of study or work | <ul style="list-style-type: none"> • identify, adapt and use appropriate cognitive and practical skills to inform actions and address problems that are complex and non-routine while normally fairly well-defined • review the effectiveness and appropriateness of methods, actions and results |

4. Purpose of the CIBTAC Level 4 Award in Laser and Intense Pulsed Light for Hair Growth Reduction

The CIBTAC Level 4 Award in Laser and Intense Pulsed Light Treatments for Hair Growth Reduction is a practical and knowledge-based qualification. It is aimed at learners already working with laser and IPL who wish to formalise their knowledge and skills to enable them to work as a practitioner specialising in laser and IPL hair reduction treatments.

The unit has been mapped to the National Occupational Standards and identified by employers as the most appropriate for working as a laser hair reduction practitioner, however, there are many CPD courses that can enhance the skills learnt and provide new techniques to ensure that the qualified practitioner remains current and at the forefront of the industry.

Please note - For Learners wishing to meet the aims and recommendations of JCCP and CPSA we advise that they register on the CIBTAC Certificate in Laser and Intense Pulsed Light Treatments for Hair Growth Reduction as this has been mapped to:

1. Health Education England (HEE¹ Nov 2015) Qualification requirements for delivery of cosmetic procedures, now owned by the Joint Council of Cosmetic Practitioners (JCCP) and issued as a competence framework (July 2017)
2. The Cosmetic Practice Standards Authority (CPSA)² standards

¹ HEE qualification requirements for delivery of cosmetic procedures (November 2015)
www.hee.nhs.uk/sites/default/files/documents/HEE%20Cosmetic%20publication%20part%20one%20update%20v1%20final%20version.pdf

² <http://www.cosmeticstandards.org.uk/>.

5. Aims of the CIBTAC Level 4 Award in Laser and Intense Pulsed Light for Hair Growth Reduction

5.1 The CIBTAC Level 4 Award in Laser and Intense Pulsed Light for Hair Growth Reduction provides Learners with the knowledge and skills to carry out the recognised laser and IPL treatments in today's market

5.2 The aim of the CIBTAC Level 4 Award in Laser and Intense Pulsed Light for Hair Growth Reduction is to:

- provide Learners with a challenging qualification that will enable them to gain the necessary knowledge and skills for work as a laser and intense pulsed light hair growth reduction practitioner
- provide commercial skills in laser and intense pulsed light hair growth reduction
- encourage wider learning of new treatments on the market and the CPD opportunities available on completion of the course
- provide Learners with the opportunity to recognise the changing industry and be able to explore further avenues that will enhance skills in the future
- provide Learners with the tools and terminology required to work within the non- medical aesthetic industry
- enable Learners to make informed and confident decisions relating to Clients' needs and requirements.
- provide knowledge of the health and safety requirements surrounding the beauty industry
- provide opportunities for Learners to develop the necessary skills and competencies to move on to further study or employment
- encourage a deeper understanding of 'effective communication' with Clients and team members

5.3 The content of the CIBTAC Level 4 Award in Laser and Intense Pulsed Light for Hair Growth Reduction is shown below

Practical elements of the CIBTAC Level 4 Award in Laser and Intense Pulsed Light for Hair Growth Reduction will enable Learners to:

- follow health, safety and environmental working practices
- communicate effectively with Clients
- provide effective Client care and consultation
- prepare for and provide laser and intense pulsed light hair growth reduction

Knowledge elements for the CIBTAC Level 4 Award in Laser and Intense Pulsed Light for Hair Growth Reduction will enable Learners to:

- know and understand the requirements for providing laser and intense pulsed light treatments for hair growth reduction
- know and understand the systems of the body, their interdependence on each other and how they can affect laser and intense pulsed light treatments

6. Progression

CIBTAC's Level 4 Award in Laser and Intense Pulsed Light for Hair Growth Reduction is a natural progression from Level 2 and Level 3 beauty therapy qualifications. Achievement of the CIBTAC Level 4 Award in Laser and Intense Pulsed Light for Hair Growth Reduction will also provide progression to the Level 4 Award in Laser and Intense Pulsed Light for Skin Rejuvenation, Level 4 Certificate in Laser and Intense pulsed Light for Hair Growth Reduction, Level 4 Certificate in Laser and Intense Pulsed Light for Skin Rejuvenation and the Level 5 Award in Laser Tattoo Removal offered by CIBTAC and other awarding organisations regulated by Ofqual.

7. Structure of the CIBTAC Level 4 Award in Laser and Intense Pulsed Light for Hair Growth Reduction

7.1. The CIBTAC Level 4 Award in Laser and Intense Pulsed Light for Hair Growth Reduction is made up of 1 mandatory unit

7.2. The Core (mandatory) units are as follows

| Qualification title | QAN number | Qualification code | Level | Pre-requisites | |
|--|------------|--------------------|-------|---|-----------|
| CIBTAC Level 4 Award in Laser and Intense Pulsed Light for Hair Growth Reduction | 603/5444/6 | CLA02 | 4 | L3 Principles of Cosmetic Practice or Level 3 Beauty Therapy and current knowledge of anatomy and physiology at Level 3 | |
| Mandatory units | UAN number | Unit code | Level | Credit value | GLH |
| Laser and intense pulsed light treatments for hair growth reduction | M/617/9049 | PA151 | 4 | 12 | 70 |
| Minimum credit/hours | | | | 12 | 70 |
| Minimum TQT | | | | 120 | |

Ofqual defines GLH and TQT as:

Guided Learning (GL)

Guided Learning is 'the activity of a Learner in being taught or instructed by – or otherwise participating in education or training under the immediate guidance or supervision of – a Lecturer, Supervisor, Tutor or other appropriate provider of education or training'. This includes 'the activity of being assessed if the assessment takes place under the immediate guidance or supervision of a Lecturer, Supervisor, Tutor or other appropriate provider of education or training'

Total Qualification Time (TQT)

Total Qualification Time is the number of notional hours which represents an estimate of the total amount of time that could reasonably be expected to be required in order for a Learner to achieve and demonstrate the achievement of the level of attainment necessary for the award of the qualification

8. Strategy for Delivery

- 8.1. The strategy for delivery of the units that make up the CIBTAC Level 4 Award in Laser and Intense Pulsed Light for Hair Growth Reduction is based upon a combination of theory and practical sessions
- 8.2. The delivery of the programme may vary according to the Centre and may be delivered in any format that supports the Total Qualification Time (TQT) of 120 hours. This may include training workshops or seminars, e-learning, distance learning or self-study .The CIBTAC Level 4 Award in Laser and Intense Pulsed Light for Hair Growth Reduction has a total minimum number of 70 guided learning hours (GLH). These hours must take place during simultaneous contact between Tutor and Learner
- 8.3. To develop commercial competence you must carry out treatments in Realistic Working Environments (RWE) involving paying Clients

9. Assessment Strategy

- 9.1 CIBTAC qualifications are assessed externally by practical examinations and Multiple Choice Theory papers
- 9.2 The assessment methodology consists of 2 parts, namely:

Part 1 will consist of a Multiple Choice Theory examination paper. The features of the MCQ test are:

 - the formats of MCQs will be determined by the domain of learning (Knowledge, Understanding, and Application) on which the Learner is to be assessed
 - the MCQ paper will consist of 50 questions covering the mandatory unit
 - each MCQ paper will be composed of MCQs with 1 correct answer and 3 distractors
 - results of the MCQ assessment will be made available to Centres within 6 weeks following the exam date
 - Learners will be required to gain a minimum of 60% in each unit to pass

Part 2, the practical is a synoptic assessment carried out by a CIBTAC Examiner. The features of the practical examination are:

- the mandatory unit of this qualification has a practical exam time of 1 Hour 30 minutes
- within the practical observation the Examiner will observe the consultation, Client care, health and safety and appearance and marks will be awarded for all these areas
- some areas require minimum marks to be achieved. Failure to achieve the minimum will result in failure of the unit and this may need to be retaken at another date
- the pass mark for the practical is 60% for each unit

9.3 The Learner will need to pass all MCQ papers and the practical examination to achieve the full CIBTAC Level 4 Award in Laser and Intense Pulsed Light for Hair Growth Reduction

10. Grading Scheme

To gain a qualification all units must be passed or achieved. Portfolio only units will be designated “achieved” or “not achieved”. Externally assessed units will be graded, the grades given will encompass both written and practical examinations and will be awarded as shown below. The overall grade for the qualification will be determined by the grades achieved for all units carrying an external assessment. The qualification grade is the lowest unit grade. The unit grade is the lowest of the theory and practical grade (where both forms of assessment take place). To receive a pass, all portfolio-only units must be achieved and all externally examined units must receive a pass score.

To receive a merit all externally examined units must have received at least a merit score. To receive a distinction, all externally examined units must have received at least a distinction score.

Grade thresholds may be subject to change.

| Grade | Mark range |
|-------------|------------------------|
| Distinction | Marks of 85% and above |
| Merit | Marks of 75% - 84% |
| Pass | Marks of 60% - 74% |
| Fail | Marks of 59% and below |

11. Initial assessment and Induction

Approved Centres will need to undertake an initial assessment of each Learner prior to the start of their programme to make sure that the level and type of qualification is appropriate. The initial assessment should identify any specific needs that the Learner may have and the support and guidance they will require when working towards the achievement of their qualification. CIBTAC recommends that Learners undertake a relevant induction programme to familiarise them with the requirements of the qualification they will be undertaking, their responsibilities as Learners and the

responsibilities of the approved Centre. A learning contract or professional development plan may be useful in this respect.

12. Entry Requirements

Learners will have a Level 3 beauty therapy qualification or CIBTAC Level 3 Certificate in the Principles of Cosmetic Practice and be working in the beauty/aesthetics industry.

Learners are required to be 18 years of age. In addition to the pre requisite qualification requirements, evidence must be presented to the examiner to show

- Current knowledge of anatomy and physiology at Level 3 (within the last 6 months). For Learners who have not immediately progressed from a Level 3 beauty therapy qualification or CIBTAC Level 3 Certificate in the Principles of Cosmetic Practice, the Centre must evidence current knowledge in the form of a written test or assignment.

In line with government recommendations Learners should normally have:

5 GCSEs at grade C and above including Maths, English and a Core Science

plus one of the following, recognising the value of non-traditional vocational qualifications in this field:

- one A-Level or equivalent, a level 3 accredited qualification from an Awarding Organisation in a relevant subject, e.g. Beauty Therapy, Access course Skills for Health bridging programme
- for Learners who have not achieved secondary education-level qualifications, work experience may count toward entry, e.g. through submission of a portfolio of evidence, but prior work experience should not be a requirement for entry. Applicants must demonstrate ability to study at Level 4
- if English is not the applicant's first language, an English language level of International English Language Testing System (IELTS) 6.5 or 7.0 (depending on the education provider's requirements) in all components or equivalent will be required

13. Accreditation of Recognised Prior Learning (RPL)

13.1 Approved Centres should provide appropriate advice and guidance to Learners seeking exemptions as a result of prior learning

13.2 Each Learner is responsible for preparing each case of RPL

13.3 The Head of Training at the Centre is responsible for providing the outcome in writing to each Learner. Each claim should be verified by a CIBTAC Examiner or the CIBTAC Education Development Officer

14. Qualification time constraints

- 14.1 CIBTAC offers a lifetime registration fee. Learners are allocated a Unique CIBTAC ID and this will appear on all Awards
- 14.2 Learners have 3 years to complete a full qualification, subject to it being offered by an approved Centre; however it is normally anticipated that the CIBTAC Level 4 Award in Laser and Intense Pulsed Light for Hair Growth Reduction will be completed within one academic year. Learners may complete the qualification more quickly subject to the assessments being made available by the approved Centre
- 14.3 Learners are permitted to sit 2 re-sits in unsuccessful units in the 2 years following the initial exam. If they are still unsuccessful after that, the Learner must re-register for these units and complete the course of study again, before sitting the complete examination. This applies to both practical and theory aspects. A unit Award will be provided for all successfully completed units

15 Centre Requirements

- 15.1 Only approved Centres may offer CIBTAC qualifications. Centres must apply for approval to become a recognised approved Centre. Full details are available from CIBTAC. The approval process will determine whether the Centre:
- meets the approval criteria and,
 - has the expertise and resources to offer the levels of qualifications to be delivered
- 15.2 Approved Centres must meet a set of criteria defined by CIBTAC that meet the appropriate Ofqual General Conditions of Recognition (condition C). These include:
- recognised quality assurance procedures
 - appropriately qualified tutors for the particular programmes
 - a nominated Centre co-ordinator
 - suitable teaching and learning facilities
 - secure assessment facilities
 - secure information management systems that meet the requirements of the Data Protection Act

16. Certification

A Qualification certificate and Unit certificate for the CIBTAC Level 4 Award in Laser and Intense Pulsed Light for Hair Growth Reduction will be awarded to Learners who have successfully completed the 1 core (mandatory) unit from the qualification structure.

17. The CIBTAC Level 4 Award in Laser and Intense Pulsed Light for Hair Growth Reduction

17.1 There is 1 key area within the programme of learning within which the syllabus is contextualised specifically for the beauty industry, which is

- laser and intense pulsed light treatments for hair growth reduction

17.2 The full syllabus outlining learning outcomes and the indicative content of each unit can be found in a separate document CIBTAC Level 4 Award in Laser and Intense Pulsed Light for Hair Growth Reduction.

18. Mapping to other Education Frameworks

The CIBTAC Level 4 Award in Laser and Intense Pulsed Light for Hair Growth Reduction is mapped against the England Regulated Qualifications Framework (RQF) and the European Qualifications Framework (EQF) to assist the Learner with the mobility of their achievements against these frameworks, as set out below.

| Qualification Title | RQF | EQF | CQFW | SCQF |
|--|-------------|-----|------|------|
| | 8 | 8 | | |
| | 7 | 7 | | |
| | 6 | 6 | | |
| CIBTAC Level 4 Award in Laser and Intense Pulsed Light for Hair Growth Reduction | 5/4 | 5 | 5/4 | 8/7 |
| | 3 | 4 | 3 | 6 |
| | 2 | 3 | 2 | 5 |
| | 1 | 2 | 1 | 4 |
| | Entry Level | 1 | | |

19. CIBTAC policies

19.1 The following CIBTAC policies are available for approved Centres and Learners to refer to in the administration of the delivery of the CIBTAC Level 4 Award in Laser and Intense Pulsed Light for Hair Growth Reduction

- Malpractice and Maladministration Policy and Procedures
- Reasonable Adjustments and Special Considerations Policy
- Equality and Diversity Policy
- Conflict of Interest Policy
- Appeals Policy
- Complaints Policy

- Whistleblowing policy
- Certification Policy
- RPL Policy

19.2 The application forms below will need to be completed before CIBTAC is able to service your request in respect of policies identified in 19.1

- Application form for Reasonable Adjustments
- Application form for Special Considerations