

August 2018

Hot Gossip





Working Partnership Awards



There is nothing more we like than getting out to visit our salons, especially those with whom we have had the longest relationships. We have recently presented another three Platinum Working Partnership Awards to salons that we have

worked with for over 15 years and we are still working in collaboration with them to train the next generation of hairdressers and barbers. It is so pleasing to see the same faces at the helm as when we first started working together.



Hairazors in Tonypany had recently been refurbished when we visited so it was great to see the latest developments in their salon. We have worked with Gary Magness and Tracey Williams at the salon for 18 years, training 10 apprentices who have achieved a total of 14 qualifications.



Paula Crimmins at Ladybirds in Merthyr is currently in her fourth premises since we started working with her, due to continued expansion. Starting our relationship with Paula in 2002, we have delivered training to 12 apprentices who have achieved 17 qualifications between them.

We have worked with with Martin Stout and Kerry Palmer at Per Capita in Cardiff Bay for 17 years, seeing them move from a more central location to their prime location which now overlooks the water. We have delivered apprenticeships to 12 learners who have achieved 16 qualifications.



Catch up and Coffee

June's Catch up and Coffee was a great success, with some of our attendees staying a hour longer than planned to make the most out of Ian Davies' expertise.

Salon owner and Joico Ambassador Ian, presented a taster session of his new course written for salon owners who still cut hair but 'dislike' the business side of running a salon. There was plenty of practical advice on offer including how to increase the frequency of your clients' visits. Both experienced and new salon owners said they had learnt methods to take back to the salon to implement, but

the most important lesson learnt was not to rush to change everything at once, just change one small thing at a time if you really want to see your profits increase.

Following the short break after Ian's session, Ian joined the group to take part in sharing best practise. Product retailing was discussed in great depth, with plenty of practical advice on what we can do to educate clients about product benefits and how to get every member of the team to feel comfortable when talking about and selling products.

To finish the morning, Simone Hawken, ISA's Internal Quality Manager, gave the group updates on the new Diploma for Hair Professionals that ISA deliver in England and asked for opinions on End Point Assessment which is now a requirement in England, in order for apprentices to achieve their qualification. Everyone thought this was a good idea as independent assessors will carry out the assessments on behalf of City & Guilds and it will raise the standards of apprentices entering the industry.

Timba Hair through to Colour Zoom Final

ISA apprentice Millie Upton from Timba Hair & Beauty in Cardiff is through to the final of Goldwell Colour Zoom 2018 in the New Talent category. Millie has achieved her level 2 Foundation Apprenticeship and is currently working towards level 3 in Hairdressing. Her colleague Craig Paul is also a finalist in the Partner Colourist category.

Millie's entry was highlighted in the international press in the Respect Newsletter as a favourite of the judges! The final will be held at the Colour Zoom Global Event in Toronto on July 29th. Good luck to you both!



Millie's entry



Craig's entry



Editor: Dawn Elliott
Design: Tracey Williams
Cover image: Clara Leonard, iSalon, Killay
Photo by: Justin Harris

ISA Training
 Ground Floor
 31 Old Field Road
 Bocam Park
 Pencoed/Bridgend
 CF35 5LJ
T: 01656 86 99 86
www.isatraining.co.uk

Creative Workshops

We have held some fantastic free Creative Workshops over the last few months for our apprentices. Here is what they have been getting involved in:

An amazing workshop was held at Syran John Hairdressing in Pontypool on 14th May where apprentices Natasha Starkey and Hannah Protheroe joined special guest State Registered Hairdresser and Junior Hair Council Member Jamie Williams for our Advanced Cutting Creative Workshop.



Jamie demonstrated Vidal Sassoon's ABC Cutting techniques and the learners got hands on, on a block. A great time was had by all with some stunning work produced.



Jordan from JD's Barbershop in Tredegar ran the Creative Workshop for Barbering on 18th June in The Sanctuary, Brynmawr. He demonstrated a fade and trained our apprentices to recreate the look on a block.

Taking part were Ella O'Grady from The Sanctuary, Brynmawr, Kayleigh Jenkins, Morgan Robins & Claire Coleman from Renaissance in Blackwood. Ellie Davies from Cheveaux, Tredegar and Bethan Bennet from Hannah Mlatem. They all presented outstanding work.



Following requests for a Creative Workshop in Swansea we put on an additional Cutting Workshop on 25th June in Port Tennant Community Centre.

Attending to hone their cutting skills were Ebony Mason from Flawless in Port Talbot, Charlie Woodhouse from Inspirational Hair Design in Killay, Molly Harris-John and Britney Cook from Morgan Lloyd in Sketty, Chloe Booker from Jordan's Hair Centre and Phoebe Carr from Crowning Glory in Morriston.

Everyone worked really hard but above all, they enjoyed themselves as well.

At our Barbering Creative Workshop on June 28th at Sweeney's, Cardiff, ISA apprentice Adam Robst demonstrated a skin fade on his model with the other apprentices following on their blocks. The learners were all engaged and loved the fact Adam is an apprentice too. Throughout the demo he answered lots of questions and explained the cut in detail.



Creative Workshops are free for ISA apprentices. Please ask your Apprenticeship Practitioner for more information and to book a place.

We have a number of Creative Workshops across South Wales.

For details on what will be covered in each session, please scan the code.



Location	Sep	Oct	Nov
	Autumn Trends	Avant Garde	Wrap & Roll
ISA Training Pencoed CF35 5LJ	17th	22nd	12th
The Sanctuary Brynmawr, NP23 4AG	24th	15th	19th
Sweeneys (Mon) Cardiff CF10 1AZ	24th	22nd	26th
Sweeneys (Wed) Cardiff CF10 1AZ	12th	-	14th
Syran John Pontypool NP4 7BQ	17th	22nd	12th
The Hair Centre Pontypridd CF37 2TH	10th	8th	5th

Welsh for Business

More and more businesses are realising the economic value of using the Welsh language in their business model – from florists to plumbers, food businesses to accountants. A new free business advice and support service is now available for small and medium-sized businesses in any sector: the nationwide Welsh for Business project has government backing, and aims to help small independent companies take advantage of these economic benefits.

The service is available to all businesses, regardless of their current level of Welsh-language use; many companies will be able to benefit from the advantages of using more Welsh, even if the proprietors themselves don't speak the language.

The project's officers can provide an assessment, tailored advice and practical support, all for free, and will be able to suggest free or very low-cost steps that businesses could take, as well as introducing them to new marketing routes and opportunities.

To find the Welsh for Business officer in your area, go to www.llyw.cymru/cymraeg.

You can also follow them on social media:



Cymraeg Byd Busnes

Mae mwy a mwy o fusnesau yn sylweddoli'r werth economaidd o ddefnyddio'r iaith Cymraeg yn eu modelau busnes – o siopau blodau i blymwy, busnesau bwyd i gyfrifwyr. Mae gwasanaeth adborth a chefnogaeth busnes newydd ar gael ar gyfer busnesau bach a chanolig: mae'r prosiect cenedlaethol Cymraeg Byd Busnes â chefnogaeth lywodraethol, ac mae'r nod i gynorthwyo cwmnïoedd bach, annibynnol i fanteisio o'r buddion hyn.

Mae'r gwasanaeth ar gael i bob busnes, difater ei defnydd presennol o'r iaith; gall llawer o gwmnïoedd elwa o fanteision defnyddio rhagor o Gymraeg, hyd yn oed nid yw'r perchenogion eu hun yn ei siarad.

Darparir swyddogion y prosiect asesiad, adborth wedi'i deilwra a chymorth ymarferol, am ddim i gyd, ac maent yn gallu awgrymu camau di-dâl (neu rad iawn) posibl i'r busnesau, yn ogystal â'u cyflwyno i ffyrdd a cyfleoedd newydd marchnata.

I ddarganfod swyddog Cymraeg Byd Busnes yn eich ardal chi, ewch i www.llyw.cymru/cymraeg.

Cewch hefyd eu dilyn ar gyfryngau cymdeithasol:



New Personal Data Regulations for Salons

The General Data Protection Regulation (GDPR) came into effect in the UK on 25th May 2018, replacing the Data Protection Act. It extends rights to individuals with greater obligations and potential penalties to businesses for non-compliance.

If you use a database or have a list of clients with contact and consultation details and past results you will need to take action.

Habia have partnered with a team of data specialists to advise you as well as provide you with the tools you require.

For more information scan here:



Essential Skills Drop-in Workshops

We are putting on Essential Skills Drop in Support Workshops which apprentices can attend for further support. These will include support for the use of WEST as well as numeracy, literacy and digital literacy and also support with using their electronic portfolio (Learning Assistant).

They will be held on Wednesdays from 9.30 – 4.30 in the Bridgend Office on the following dates:

- Wednesday 15th August
- Wednesday 12th September
- Wednesday 24th October

Apprentices can attend for however long they want at each session. We will monitor the success and attendance in these workshops with the plan to roll them out in all main delivery areas in the new year.

TAQA Bursary

We received a record number of applications for the Oyster Project Assessors Award Bursary 2018 and we are pleased to announce that the successful candidate is **Georgina Burch** from **Yume**, Cardiff. Congratulations Georgina.

Simone Hawken, ISA's Internal Quality Manager said "All of the shortlisted candidates were very strong and completed really good interviews which they should be very proud of."

Keep an eye on our Facebook page for details of the next bursary.



Oyster Opportunities 2018

Photoshoot

Applications are now open for our most popular Oyster Experience - The Photo Shoot.

The Photo Shoot will take place at ISA HQ on Monday 15th October with our amazing Salon Cymru Photographer Justin Harris and Cover FX Professional Make-up Artist Chris Howells. There are only four places for Hairdressing or Barbering apprentices.

This is a fantastic opportunity for you to show off your creative side and work with a professional photographer and makeup artist

at the shoot. Following the shoot you will get to choose a photo to be made into an A1 glossy photo poster of your work.

Applicants must be available for the following dates:

- Interview -10th September 2018
- Photo Shoot meeting - 24th September 2018
- Photo Shoot (all day) - 15th October 2018

The closing date is 29th August, so we must receive your application form by then.



Scan here to download the application form



Fellowship And I

Due the phenomenal success of last year's inaugural event at Cornerstone, the event will return to Cardiff on Monday 1st October.

We are giving five apprentices the opportunity to work alongside Fellowship Masters in the Learn from the Master Experience.

You will need great knowledge of cutting, colouring and hair up and you will be ready to personalise and hone your skills.

The day long workshop will be held in Ken Picton's prestige Cardiff Bay salon and you will spend half a day with each 'Master' before showcasing your work in an exclusive evening event hosted by the Fellowship.

The closing date is 10th September 2018. Interviews 17th September.

Scan here to download the application form



Errol Douglas MBE working with apprentices in 2017

Name	Employer name	Town
Foundation Apprenticeship Framework		
Abbie Hodges	Reva	Caldicot
Abbie May	Friends	Newport
Adrienne Howell	Pebbles	Llanelli
Alanna Evans	Leeder and Co	Ebbw Vale
Alex Warrington	Seraphim Aesthetics	Haverfordwest
Alexandra Howard-Jones	Glam Hair Design	Pontypridd
Allana Heath	Classy Cutz	Newport
Amy Jane Savinelli	Talking Heads	Carmarthen
Angelina Keen	Chris's Barbers	Llantwit Fardre
Angharad Braun	Harley & Kate	Pembroke
Annika Scrivin	Andrew Bayliss Hair & Beauty	Abergavenny
Ashlyn Tarrant	Andrew Price	Swansea
Ayrlun Simonne Cooke	Bliss Beauty By Cerys LTD	Pontyculun
Ben Watts	Mr Dapper Ltd	Swansea
Bethan Keen	Spirit Hair Team	Caerphilly
Bethan Lewis	Fich & Ramous	Maesteg
Bethan Turner	Tommy's Education Centre	Llandudno
Carly Hart	Beauty & Perfection	Caerphilly
Ceri John Pillier	Tammy's Barbers	Llanelli
Charley Divetta	Liberty Belles	Swansea
Charlotte Wright	Renatus	Milford Haven
Charlotte Sara Vaughan	Simply Beauty	Bridgend
Chelsea Evans	Classic Cutz	Cwmbran
Chelsea Williams	Emily Elizabeth	Tonypandy
Cheryl Ann Richards	Kevin's Unisex Salon	Carmarthen
Chloe Hancock	The Hair Cellar	Pontypool
Chloe Nable	Willy Steiner (Shapes)	Newport
Connor Jones	Hair At Lisas	Rhyl
Courtney Perry	Rage Hair Salon	Newport
Crystal Griffiths	Splitz Hair Cutters	Maesteg
Danielle Kingston	Shades	Whitchurch
Danielle Olivia Rendell	Ocean Wave	Milford Haven
Demi Phillips	Hairazors	Tonypandy
Ella O'Grady	The Sanctuary	Ebbw Vale
Elli Haigh	Ashley Daniels	Newport
Ellie Tancock	Lara Johnson Lifestyle	Swansea
Elliott Davies	Kylies Fix Up Look Sharp Barbers	Porth
Emily Jane Walters	Seraphim Aesthetics	Haverfordwest
Ethan Wales	Andrew Price	Narberth
Gabrielle Sinnott	The Hair Studio	Fishguard
Gabrielle Paris Rouse	Talking Heads	Carmarthen
Georgia Rhian Williams	Andrew Price	Llanelli
Hannah Morris	Ivy Bridge Spa	Pembroke
Hannah Jade Sullivan	The Cutting Corner	Swansea
Hannahleigh Norman	Nine Croft Road	Neath Port Talbot
Harley Jay Lewis	Ocean Hair Design	Saundersfoot
Heidi Darracott	Michelle Marshalls	Cardiff
Holly Boydell	Fich & Ramous	Maesteg
Isabelle Regan	Blush	Llandaff
Jack Bright	Kates Hair Studio	Newtown
Jack Morgan	Alli's Barbershop	Pembroke
Jade Hughes	Lara Johnson Lifestyle	Swansea
Jade Robathan	Hair by Helen	Pontypool
Jake Petty	Todaro's	Haverfordwest
James Saunders	Fich & Ramous	Maesteg
Janine O'Callaghan	Spirit Hair Team	Caerphilly
Jasmine Brunskill	Allen Sadler	Penarth
Jaydee Matthews	Honeycomb	Caerphilly
Jessica Buckley	The Hair Lounge	Roath
Jessica Goddard	Ocean	Cardiff
Jessie Sandra Law	Hair By Me	Bridgend
Jodie Rebecca Lewis	Andrew Price	Haverfordwest
Jordan Mitchard-Wilkins	Absolutely Fabulous Hair & Beauty	Blackwood
Joseph Evans	Rhys Giles (New premises)	Caerleon
Joshua Griffiths	Spirit Hair Team	Caerphilly
Kara McConnell	Burlesque Hair Company	Newport
Katie Benson	Goldlocks	Newport
Katie Clifford	Hairport	Merthyr Tydfil
Katie Davies	Hairport	Merthyr Tydfil
Katie Phillips	Unique Hair Design	Newport
Katie Louise Cleaver	Kates Hair Studio	Newtown
Kay-Louise Coombes	Beauty & Perfection	Caerphilly
Kayleigh-May Foxwell	Blush Tanning & Beauty	Newbridge
Keera Barron	Andrew Price	Llanelli
Kerrie Kidd	New Dimensions	Cardiff
Kirsty Bendon	Burlesque Hair Company	Newport
Kirsty Lynn	Salon	Cardiff
Kitty Bolas	Burlesque Hair Company	Newport
Lauren Marshman	Kellys Hair Salon	Abertillery
Laurie McGaw	The Lounge	Bridgend
Leah Kern	Natalia Sanchez	Swansea
Leah Joanne Asparassa	Andrew Price	Tenby
Leah Mae Shaw	Andrew Price	Haverfordwest
Leah Sylvia Rees	Above The Fringe	Ton Pentre
Lisa Carter	Reva	Caldicot
Lucy Taylor	Belle Femme	Pontypool
Lynn Carrall	Ocean Hair Design	Saundersfoot
Mana Mahmoudizangeneh	Cellys	Swansea
Marcus Edwards	JD's Barber Shop	Tredegar
Mark Baigrie	Andrew Parker Hair	Bryn-mawr
Mary-Anne Evans	Rouge Hairdressers	Morrison
Megan Caroline Edwards	MJ's Hair & Beauty	Newport
Menna Rhiannon Mills	Emma's Hair Studio	Llanidloes
Michelle Kirkland	Enigma	Whitland
Nakeeta Jones	Blayneys Academy	Newtown
Natasha Springer	Taylor & Co	Lamphey
Nathan Owen	Nate's Barbers	Tenby
Nia Morgan	Absolutely Fabulous Hair & Beauty	Blackwood
Nicole Bowen	Todaro's	Milford Haven

Nicole Catton	Marooned Haircutters	Cowbridge
Owen James Grey	Todaro	Milford Haven
Paighton Ransome	Eden Hair Salon	Caldicot
Paisley Ann Davies	Hair At Lisas	Rhyl
Phebe Colley	Kelz Cutz	Llandridnod Wells
Phoebe Bailey	Andrew Bayliss	Monmouth
Priscilla Davies	Unique	Welshpool
Rebecca Beattie	Ladybirds Haircentre	Merthyr Tydfil
Rebecca Hubbard	Scarlet Knight	Pontyculun
Rhiannon Kingman	Gee & Hayes	Whitchurch
Sacha Griffiths	Jays Barbershop	Sketty
Shannon Collins	Headquarters	Port Talbot
Shannon Davies	Cwmbran Hair & Beauty Express Spa	Cwmbran
Shannon Evans	Mirror Image	Cwmbran
Sophie Aries	Bluestone Resort Ltd	Narberth
Sophie Davies	On Trend Hair Studio	Llandudno Junction
Taylor Jones	Be Nails & Beauty Ltd	Swansea
Tyler Bevan	Bliss Beauty By Cerys LTD	Pontyculun
Yasmin Woodcock	The Hair Lounge	Roath
Zahra Bailey	MJ's Hair & Beauty	Newport
Zoe Deary	Miss Jones Hair and Beauty	Pembrokeshire
Amelia Miller	Peter Hickman	Gloucester
Chelsey Anderson	Peter Hickman	Gloucester
Chloe Jenner	Harriets Organic Hairdressers	Stroud
Freya Hart-Andrews	Mark Blake	Gloucester
Jessica Smith	Vogue	Stroud
Kiera Todd	Peter Hickman	Dursley
Megan Damsell	Vogue	Stroud
Molly Davis	Nicky's Nails	Stroud
Victoria Rebecca Pye	Ice Hair Studio	Quedgeley

Advanced Apprenticeship Framework

Abigail Lawrence	Oasis Hairdressing	Monmouth
Abigail Lucy Pearce	B'Beautiful	Haverfordwest
Adele Thomas	Sh'Eclizp	Abertillery
Amber Jones	Nine Croft Road	Neath Port Talbot
Amy Moore	Phoebes Hair & Beauty	Bridgend
Amy Williams	Hair By Design	Brecon
Bethan Griffiths	Sunkissed Tanning and Beauty	Tredegar
Bianca Louise Protheroe	Ken Picton	Cardiff Bay
Camilla Stanyer	Tommy's	Ruthin
Candida De Freitas-Nurse	The Hair Lounge	Church Village
Cathy Evans	Andrew Price	Carmarthen
Cerys Glave	Hands on Training @ Flawless	Port Talbot
Charlotte Louise Raine	House of Glam	Neath Port Talbot
Claire Bagley	River Hair	Taffs Well
Courtney Hughes	The Salon	Ebbw Vale
Courtney Gwenllian Thomas-Dafis	Andrew Price	Carmarthen
Danielle Leigh O'Brien	Lazarou Brothers	Cardiff
Debbie Button	Charizma	Pontyculun
Ellis-Rose Lewis	Belle Femme	Pontypool
Gabrielle Regan	Shades	Whitchurch
Gemma Sandison	Studio By Jess	Powys
Henrietta Harnett	Ocean	Cardiff
Holly Foxwell	The Best Little Hair House	Pontypool
Holly-Marie Murphy	Sam's Barbers	Abertillery
Iola Celyn Williams	Todaro's	Haverfordwest
Jade Pittick	Beatties & Co	Abergavenny
Jade Elicia Bingham	Inspirations	Newport
Jasmine Lee Thomas	CF40 Experience	Tonypandy
Jenna Louise Matthews	The Hair Lounge	Roath
Jennalea Cotton	Tommy's Education Centre	Llandudno
Jessica McAleese	Studio By Jess	Powys
Joanne Philippa Watts	The Hair Business	Cowbridge
Jodie Rogers	Renatus	Milford Haven
Kirstie Hannah Powell	Ava Marie	Haverfordwest
Kirsty Black	River Hair	Taffs Well
Lauren Rees	Honeycomb	Caerphilly
Leanne Phillips	Cheveux Hair	Tredegar
Louise Anne George	The Hair Lounge	Merthyr Tydfil
Lowri Heckler	The Cliff Hotel Spa	Cardigan
Lucy Bracker	The Cutting Room	Pembroke
Menna Catrin Thomas	ISA Training	Pencoed
Nia Payne	Michelle Davies Hair	Pembroke
Rachel Stonehouse	Clive International	Bridgend
Rachel Louise Heaven	Andrew Price	Llanelli
Ricky Davies	Mr Dapper Ltd	Swansea
Roxanne White	Andrew Price	Lampeter
Salastina Khan	Salastina House Of Beauty	Haverfordwest
Sara Louise Price	HB Training	Haverfordwest
Sarah Ann John	Enigma	Narberth
Sophie Kingdom	Stasia's Hair Design	Hakin
Sophie Raymond	Hair-vn Hair Design	Maesteg
Sophie Leanna Hendy	Tommy's Education Centre	Llandudno
Tayah Rennie-Morgan	Sue's Salon	Abergavenny
Teresa Pring	Billy Macks	Bridgend
Tommy Brooks	Feodora Hair & Beauty Studio	Abergavenny
Victoria Gay	HB Training	Haverfordwest
Yasmin Trill McMullin	Andrew Price	Carmarthen
Zoe Pratt	Be Nails & Beauty Ltd	Swansea
Zoe Emily Russant	Taylor & Co	Lamphey
Bethany Booden	Peter Hickman	Gloucester
Jade Evans	Jazz Hair Studio	Leominster
Kirsty Allsopp	Divine Beauty	Dursley
Laura Donoghue	Nicholas Whites	Cheltenham
Sophie Marie Wells	Harry Daniels	Stonehouse
Will Borthwick	Peter Hickman	Gloucester