

QUALIFICATIONS PACK - OCCUPATIONAL STANDARDS FOR MEDIA AND ENTERTAINMENT INDUSTRY

What are Occupational Standards(OS)?

- OS describe what individuals need to do, know and understand in order to carry out a particular job role or function
- OS are performance standards that individuals must achieve when carrying out functions in the workplace, together with specifications of the underpinning knowledge and understanding

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Introduction

Qualifications Pack-Hairdresser

SECTOR: MEDIA AND ENTERTAINMENT

SUB-SECTOR: Film, Television, Advertising

OCCUPATION: Hair and Make-up

REFERENCE ID: MES/ Q 1802

ALIGNED TO: NCO 2015- 5141.0202

Hairdresser in the Media & Entertainment Industry is also known as a Hair Designer

Brief Job Description: Individuals at this job are responsible for designing the artists' look and changing his/her appearance for the shoot

Personal Attributes: This job requires the individual to meet the demands of the director and/or artists' while designing the artists look for the shoot. The individual must be able to select appropriate hair supplies and products and use them to alter the artists' hair style and appearance in accordance to requirements.

Job Details

Qualifications Pack Code	MES/ Q 1802		
Job Role	Hairdresser This job role is applicable in both national and international scenarios		
Credits (NSQF)	TBD	Version number	1.0
Sector	Media and Entertainment	Drafted on	18/02/15
Sub-sector	Film, Television, Advertising	Last reviewed on	20/03/18
Occupation	Hair and Make-up	Next review date	20/03/20
NSQC Clearance on	28/09/2015		

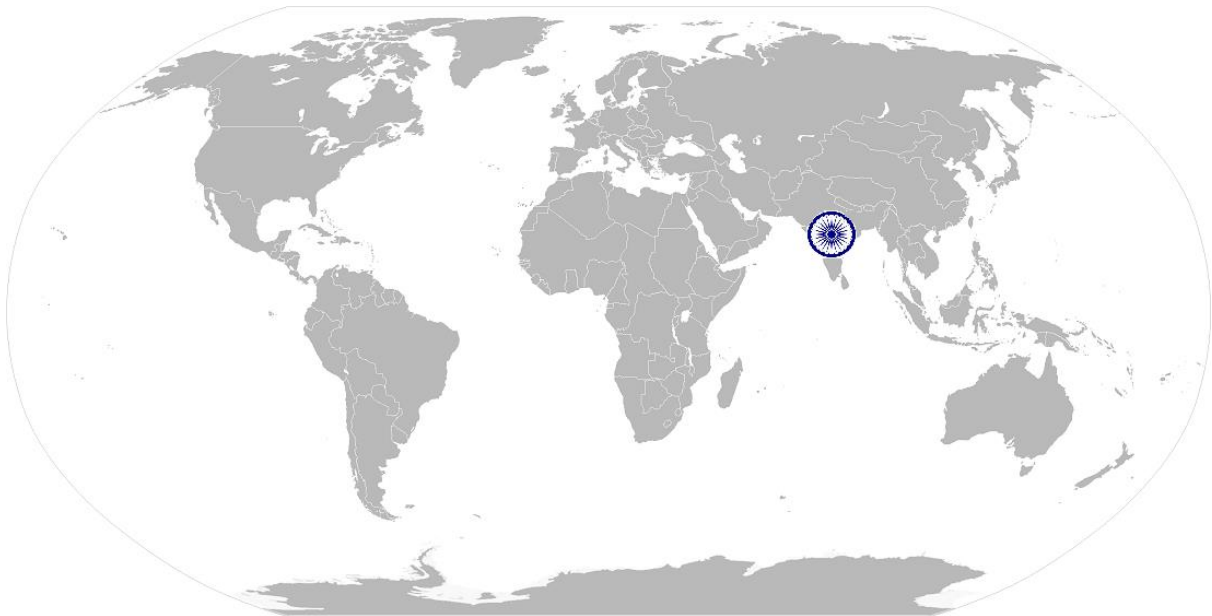
Job Role	Hairdresser
Role Description	Design the artists' look and change appearance for shoot
NSQF level	4
Minimum Educational Qualifications	Class XII
Maximum Educational Qualifications	Graduate
Training (Suggested but not mandatory)	Diploma in Hair Styling/Design
Minimum Job Entry Age	18 years
Experience	1-3 Years (0-2 Years for Junior Hairdressers)
Applicable National Occupational Standards (NOS)	<p>Compulsory:</p> <ol style="list-style-type: none"> MES/ N 1801 (Identify hair and make-up requirements) MES/ N 1802 (Manage hair, make-up and prosthetics supplies) MES/ N 1803 (Prepare for altering the artists' appearance) MES/ N 1805 (Change artist's hair style and appearance) MES/ N 1807 (Manage helpers and trainees) MES/ N 0104 (Maintain workplace health and safety) <p>Optional: N.A.</p>
Performance Criteria	As described in the relevant OS units

Definitions

Keywords /Terms	Description
Airbrushing	A technique to apply multiple liquid make-up products on the skin by pushing them through a nozzle to create a mist of droplets that settle on the skin
Contouring	The art of shading and highlighting areas of the skin, features etc.
Cosmetology	The art of applying cosmetics and study of their uses
Exfoliate	Process of removing dirt, dead cells and cleaning the skin using a gentle abrasive product
Hair colour	A hair product that is used to change the colour or appearance of the hair
Hair elasticity	The ability of the hair to stretch and return back to its original length
Prosthetics	The art of creating false limbs, body parts using sculpting, moulding, casting techniques for use in special effects make-up
Skin test	A process where a small amount of the product is applied to the skin to test for any adverse skin reactions
Sector	Sector is a conglomeration of different business operations having similar businesses and interests. It may also be defined as a distinct subset of the economy whose components share similar characteristics and interests.
Sub-sector	Sub-sector is derived from a further breakdown based on the characteristics and interests of its components.
Vertical	Vertical may exist within a sub-sector representing different domain areas or the client industries served by the industry.
Occupation	Occupation is a set of job roles, which perform similar/related set of functions in an industry
Function	Function is an activity necessary for achieving the key purpose of the sector, occupation, or area of work, which can be carried out by a person or a group of persons. Functions are identified through functional analysis and form the basis of OS.
Sub-functions	Sub-functions are sub-activities essential to fulfill the achieving the objectives of the function.
Job role	Job role defines a unique set of functions that together form a unique employment opportunity in an organization.
Occupational Standards (OS)	OS specify the standards of performance an individual must achieve when carrying out a function in the workplace, together with the knowledge and understanding they need to meet that standard consistently. Occupational Standards are applicable both in the Indian and global contexts.
Performance Criteria	Performance Criteria are statements that together specify the standard of performance required when carrying out a task
National Occupational Standards (NOS)	NOS are Occupational Standards which apply uniquely in the Indian context.
Qualifications Pack Code	Qualifications Pack Code is a unique reference code that identifies a qualifications pack.
Qualifications Pack(QP)	Qualifications Pack comprises the set of OS, together with the educational, training and other criteria required to perform a job role. A Qualifications Pack is assigned a unique qualification pack code.
Unit Code	Unit Code is a unique identifier for an Occupational Standard, which is denoted by an 'N'.
Unit Title	Unit Title gives a clear overall statement about what the incumbent should be able to do.
Description	Description gives a short summary of the unit content. This would be helpful to anyone searching on a database to verify that this is the

	appropriate OS they are looking for.
Scope	Scope is the set of statements specifying the range of variables that an individual may have to deal with in carrying out the function which have a critical impact on the quality of performance required.
Knowledge and Understanding	Knowledge and Understanding are statements which together specify the technical, generic, professional and organizational specific knowledge that an individual needs in order to perform to the required standard.
Organizational Context	Organizational Context includes the way the organization is structured and how it operates, including the extent of operative knowledge managers have of their relevant areas of responsibility.
Technical Knowledge	Technical Knowledge is the specific knowledge needed to accomplish specific designated responsibilities.
Core Skills/Generic Skills	Core Skills or Generic Skills are a group of skills that are key to learning and working in today's world. These skills are typically needed in any work environment. In the context of the OS, these include communication related skills that are applicable to most job roles.
Keywords /Terms	Description
NOS	National Occupational Standard(s)
QP	Qualifications Pack
NVEQF	National Vocational Education Qualifications Framework
NVQF	National Vocational Qualifications Framework

National Occupational Standard



Overview

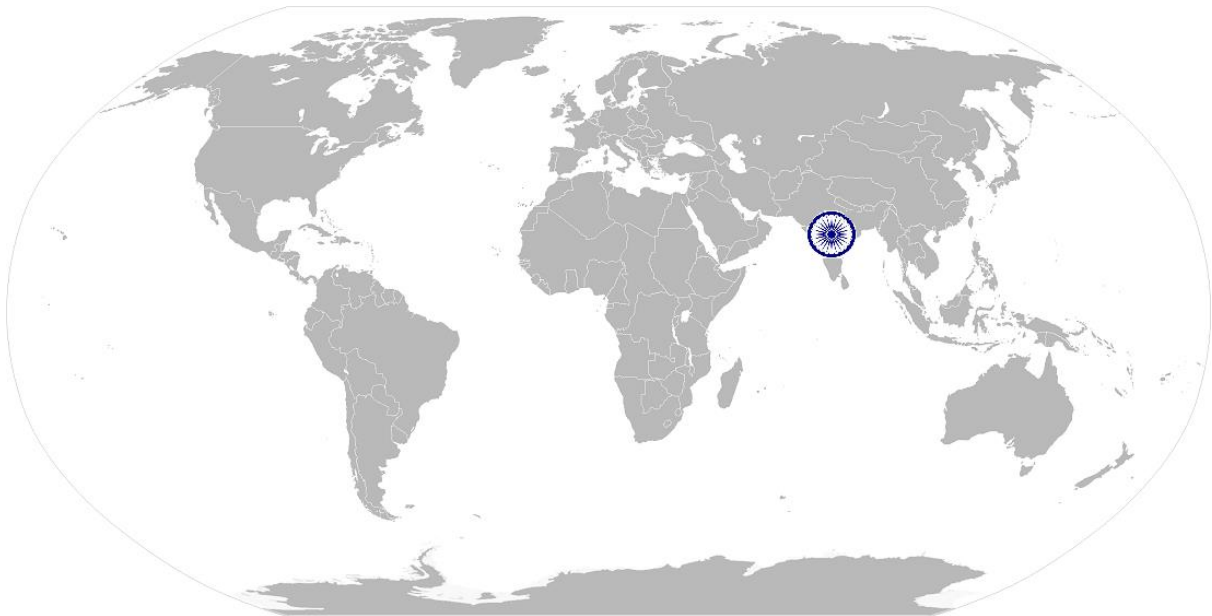
This unit is about understanding hair and make-up requirements to meet the demands of the Director, Production Designer and/or artists

Unit Code	MES/ N 1801
Unit Title (Task)	Identify hair and make-up requirements
Description	This OS unit is about understanding hair and make-up requirements to meet the demands of Director, Production Designer and/or artists
Scope	<p>This unit/task covers the following:</p> <ul style="list-style-type: none"> • Understanding requirements • Obtaining ideas about character's look • Identifying the design concept • Determining the production requirements
Performance Criteria (PC) w.r.t. the Scope	
Element	Performance Criteria
Understanding requirements	<p>To be competent, the user/individual on the job must be able to:</p> <p>PC1. Understand the number of characters or artists for whom hair and/or make-up design is required, in consultation with/supervision of senior designers if necessary</p> <p>PC2. Understand hair and make-up requirements (e.g. natural look for anchors/presenters, prosthetics / injuries/ stains for special effects, glamorous / period/ ageing for actors etc.) from the director/ production designer/artist and design/ continuity requirements from the script (where applicable)</p> <p>PC3. Recognize when special requirements and effects are required to produce the design</p>
Obtaining ideas about character's look	PC4. Access sources needed to research the creative aspects of the look based on the requirements
Identifying the design concept	PC5. Produce and finalize design ideas which are consistent with the script and sensitive to its characterization, in consultation with/supervision of senior designers and artists if necessary
Determining the production requirements	<p>PC6. Understand the creative and technical requirements required to execute the look</p> <p>PC7. Realistically estimate the amount of preparation time, budget and resources required for the type of production being worked on, in consultation with/supervision of Senior Designers and Producers if necessary</p>
Knowledge and Understanding (K)	
A. Organizational Context (Knowledge of the company / organization and its processes)	<p>The user/individual on the job needs to know and understand:</p> <p>KA1. The creative and technical requirements of the production</p> <p>KA2. The technical, resource, budget and time constraints applicable</p> <p>KA3. The creative preferences and prejudices of the director/ production designer/artists</p> <p>KA4. The role and requirements of key departments be liaised with, especially costumes, camera and lighting where the team has the maximum interaction</p>

<p>B. Technical Knowledge</p>	<p>The user/individual on the job needs to know and understand:</p> <ul style="list-style-type: none"> KB1. The principles of cosmetology and hair care KB2. The theory of skin and hair KB3. The human anatomy and face structure KB4. The fundamentals and principles of drawing and colour theory KB5. Techniques of applying screen/ stage/ fashion/ corrective make-up KB1. Theory of bruising and application techniques including blood, dirt etc. KB2. The history of make-up, including period styles and techniques KB6. The features, advantages and disadvantages of different hair and make-up products (such as eye-liners, hair spray etc.), tools (such as combs, brushes etc.) and equipment (such as dryers, straighteners etc.) KB7. How to assess the artists' look from the script and through discussions with the producer, director/ production designer KB8. How to estimate the cost and time it would take to create the look keeping in mind the creative requirements KB9. Health and safety guidelines, including safe usage of hair and make-up products, common allergies etc.
<p>Skills (S) (Optional)</p>	
<p>A. Core Skills/ Generic Skills</p>	<p>Writing Skills</p> <p>The user/individual on the job needs to know and understand how to:</p> <ul style="list-style-type: none"> SA1. Make notes to capture creative requirements of the director/ production designer / artists SA2. Document estimates of time, budget and resources required to achieve creative requirements <p>Reading Skills</p> <p>The user/individual on the job needs to know and understand how to:</p> <ul style="list-style-type: none"> SA3. Read and understand the script and perform a break-down for hair and make-up design and continuity SA4. Research references for hair and make-up designs that can be used for production SA5. Interpret the information collected with the original design idea agreed with the director/ production designer <p>Oral Communication (Listening and Speaking skills)</p> <p>The user/individual on the job needs to know and understand how to:</p> <ul style="list-style-type: none"> SA6. Understand requirements from the director/ production designer and artists SA7. Finalise the design concept with the director/ production designer/artist
<p>B. Professional Skills</p>	<p>Decision Making</p> <p>The user/individual on the job needs to know and understand how to:</p> <ul style="list-style-type: none"> SB1. Decide the creative look for artists' keeping in mind the requirements of the script, director/ production designer and/ or artists <p>Problem Solving</p> <p>The user/individual on the job needs to know and understand how to:</p> <ul style="list-style-type: none"> SB2. Take appropriate action in the event of shortfalls in the availability, quantity and quality of materials, staff or facilities SB3. Find alternatives and modify facilities when what is provided is inadequate <p>Analytical Thinking</p>

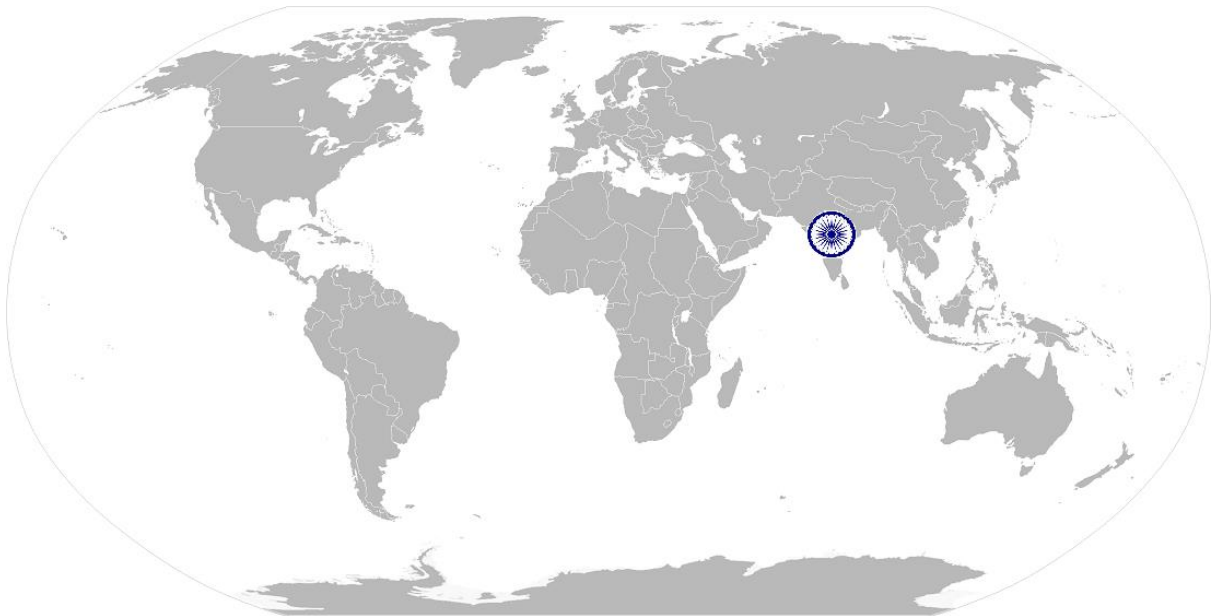
Identify hair and make-up requirements

	The user/individual on the job needs to know and understand how to: SB4. Anticipate over-spending on the budget and agree on suitable solutions
	Plan and Organize
	The user/individual on the job needs to know and understand how to: SB5. break down scripts in terms of hair and makeup requirements to be used during production
	Critical Thinking
	The user/individual on the job needs to know and understand how to: SB6. foresee the hair and makeup requirements to be planned/purchased as per the script updations
	Customer Centricity
	The user/individual on the job needs to know and understand how to: SB7. able to communicate the requirements analysed with the production team

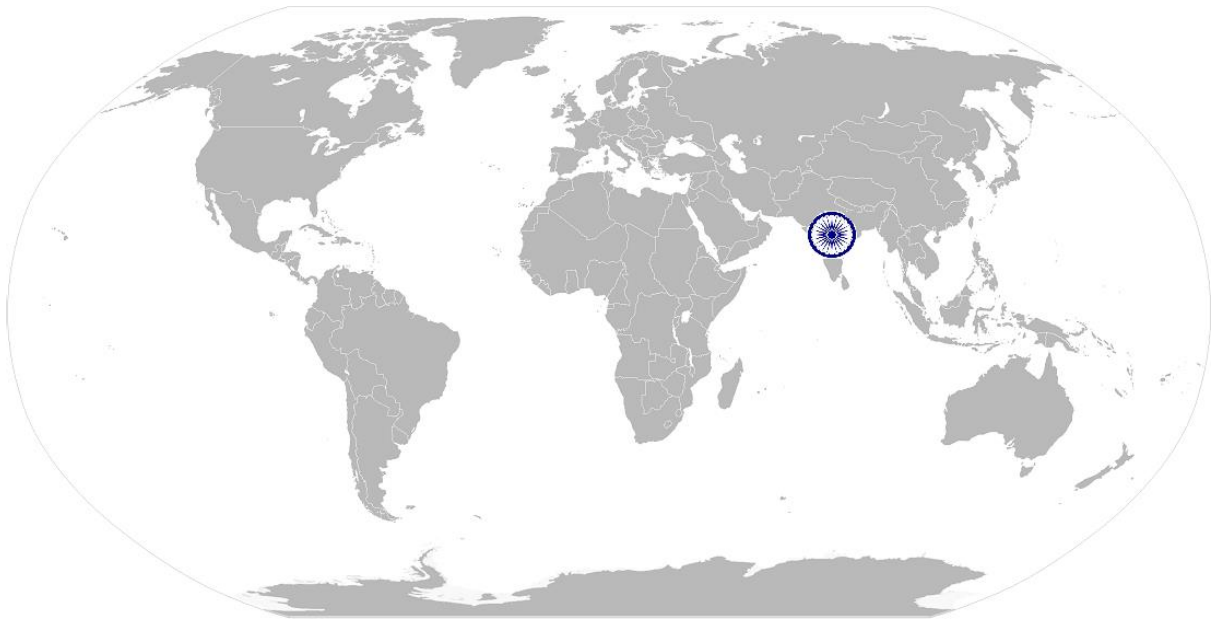


NOS Version Control

NOS Code	MES / N 1801		
Credits (NSQF)	TBD	Version number	1.0
Industry	Media and Entertainment	Drafted on	18/02/15
Industry Sub-sector	Film, Television, Advertising	Last reviewed on	18/02/15
Occupation	Hair and Make-up	Next review date	18/02/17



National Occupational Standard



Overview

This unit is about managing hair, make-up and prosthetics resources and supplies, and making purchases whenever necessary

MES/ N 1802

Manage Hair, Make-up and Prosthetics supplies

National Occupational Standard

Unit Code	MES/ N 1802
Unit Title (Task)	Manage Hair, Make-up and Prosthetics supplies
Description	This OS unit is about managing hair, make-up and prosthetics resources and supplies, and making purchases whenever necessary
Scope	<p>This unit/task covers the following:</p> <ul style="list-style-type: none"> Evaluating material and equipment Selecting and purchasing relevant products/services Monitoring stocks of products <p>Note: This task may be covered by Senior Designers or Producers on larger productions. On smaller productions a Make-up Artist, Hairdresser or Prosthetics Artist may be solely responsible.</p>
Performance Criteria (PC) w.r.t. the Scope	
Element	Performance Criteria
Evaluating material and equipment	<p>To be competent, the user/individual on the job must be able to:</p> <p>PC1. Evaluating materials on quality, quantity, type, costs</p> <p>PC2. Determine the amount and quality of resources, materials, tools and equipment required to meet design specifications</p> <p>PC3. Determine where and how resources should be labeled, stored and arranged</p>
Selecting and purchasing relevant products/ services	<p>PC4. Select the providers of materials and equipment and purchase adequate quantity and type of products, in line with creative, technical and budgetary requirements, in consultation with/supervision of Senior Designers and Producers if necessary</p>
Monitoring stocks	<p>PC5. Monitor and replenish stock of hair, make-up or prosthetics resources, as per requirements</p>
Knowledge and Understanding (K)	
A. Organizational Context (Knowledge of the company / organization and its processes)	<p>The user/individual on the job needs to know and understand:</p> <p>KA1. The hair, make-up and prosthetics design concept agreed upon with the director/ production designer and artists</p> <p>KA5. The creative and technical requirements of the production</p> <p>KA6. The technical, resource, budget and time constraints applicable</p> <p>KA2. The list of vendors from whom the organization has procured materials and supplies in the past</p> <p>KA3. Special requirements of the director/ production designer / artists' (if any)</p> <p>KA4. The role and requirements of key departments be liaised with, especially costumes, camera and lighting where the team has the maximum interaction</p>

MES/ N 1802

Manage Hair, Make-up and Prosthetics supplies

<p>B. Technical Knowledge</p>	<p>The user/individual on the job needs to know and understand:</p> <p>KB1. The principles of cosmetology, hair care and prosthetics application</p> <p>KB2. The features, characteristics, advantages, disadvantages, costs etc. of different types of materials, tools and equipment</p> <p>KB3. Common skin diseases, allergies, disorders and reactions</p> <p>KB4. Where and how to source make up, hair and prosthetics materials, tools and equipment</p> <p>KB5. How to select materials, tools and equipment that suits the artists' skin type and conditions</p> <p>KB6. How to obtain special materials or equipment based on artists' physical needs or artistic preferences</p> <p>KB7. How to handle products to avoid damage or spillages</p> <p>KB8. Where and how resources should be labeled, stored and arranged</p> <p>KB9. Health and safety guidelines, including common allergies that could occur from using materials</p>
<p>Skills (S) (Optional)</p>	
<p>A. Core Skills/ Generic Skills</p>	<p>Writing Skills</p> <p>The user/individual on the job needs to know and understand how to:</p> <p>SA1. Make an accurate list of resources to be purchased along with details such as quantity, cost, vendor name etc.</p> <p>SA2. Fill out a purchase order form/petty cash form and get the appropriate approvals for purchase of materials</p> <p>SA3. Keep accurate records of what you have ordered and what has been supplied</p> <p>SA4. Keep accurate records of expenditure and associated documents, receipts etc.</p> <p>SA5. Update stock records as appropriate</p> <p>Reading Skills</p> <p>The user/individual on the job needs to know and understand how to:</p> <p>SA6. Refer to hair, make-up or prosthetics designs, vendor catalogues, websites etc. to gather information on materials to be purchased</p> <p>SA7. Read the production schedules and deadlines to ensure that materials are available in advance</p> <p>Oral Communication (Listening and Speaking skills)</p> <p>The user/individual on the job needs to know and understand how to:</p> <p>SA8. Communicate effectively with vendors, in consultation with/supervision of Senior Designers and Producers if necessary</p> <p>SA9. Discuss and agree on the final list of resources to be purchased with the director/ production designer and/ or the artists</p> <p>SA10. Liaise with the finance departments to receive cash for purchases</p>
<p>B. Professional Skills</p>	<p>Decision Making</p> <p>The user/individual on the job needs to know and understand how to:</p> <p>SB1. Select the correct quantity and types of materials required, taking into account the design, production schedules and deadlines</p> <p>SB2. Select materials and equipment vendors who are able to meet the creative and budgetary requirements</p>

MES/ N 1802

Manage Hair, Make-up and Prosthetics supplies

	Plan and Organize
	The user/individual on the job needs to know and understand how to: SB3. Ensure that the materials, tools and equipment are sourced prior to commencement of production
	Customer Centricity
	The user/individual on the job needs to know and understand how to: SB4. be creative and imaginative as per the changes or updations in the story or characters
	Problem Solving
	The user/individual on the job needs to know and understand how to: SB5. Take appropriate action in the event of shortfalls in the quantity and quality of materials, staff or facilities SB6. Monitor expenditure and anticipate budget over-spending and agree suitable solutions SB7. Deal with supply delays promptly and effectively SB8. Check products to ensure they are not damaged and arrange replacement, where required
	Analytical Thinking
	The user/individual on the job needs to know and understand how to: SB9. Monitor the nature and quality of vendors materials, tools and equipment for future purchases
	Critical Thinking
	The user/individual on the job needs to know and understand how to: SB10. Appraise the quality of own work to ensure it is in line with the expected quality standards

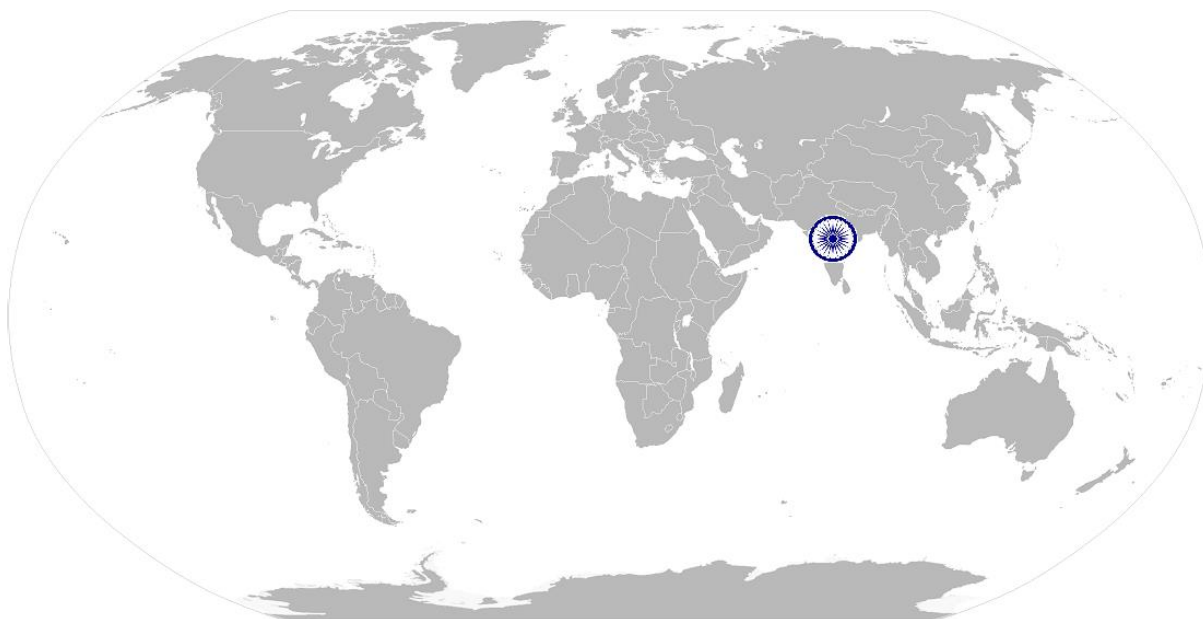


MES/ N 1802

Manage Hair, Make-up and Prosthetics supplies

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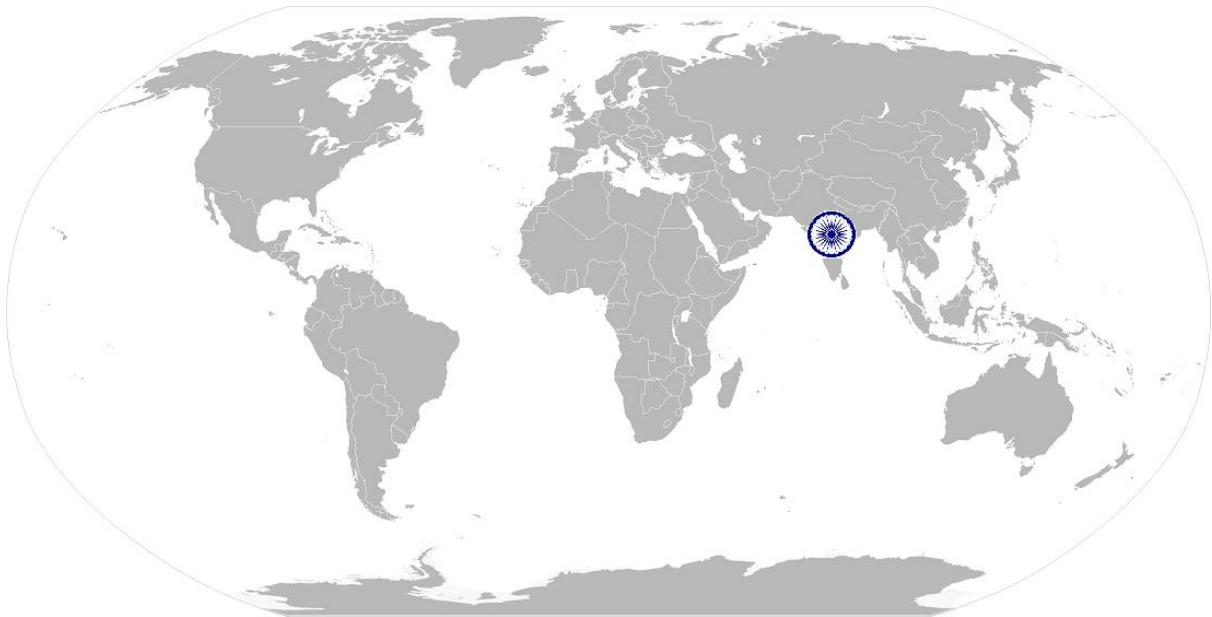
NOS Code	MES / N 1802		
Credits(NSQF)	TBD	Version number	1.0
Industry	Media and Entertainment	Drafted on	18/02/15
Industry Sub-sector	Film, Television, Advertising	Last reviewed on	18/02/15
Occupation	Hair and Make-up	Next review date	18/02/17



MES/ N 1803

Prepare for altering the artists' appearance

National Occupational Standard



Overview

This unit is about preparing to alter the artists' appearance in accordance to requirements

MES/ N 1803

Prepare for altering the artists' appearance

National Occupational Standard

Unit Code	MES/ N 1803
Unit Title (Task)	Prepare for altering the artists' appearance
Description	This OS unit is about preparing to alter the artists' appearance in accordance with requirements
Scope	This unit/task covers the following: <ul style="list-style-type: none"> Organizing and arranging work area, materials, tools, equipment
Performance Criteria (PC) w.r.t. the Scope	
Element	Performance Criteria
Organizing and arranging work area, materials, tools, equipment	To be competent, the user/individual on the job must be able to: <ul style="list-style-type: none"> PC1. Prepare, organize and keep workstation materials, equipment and on-set kit fully stocked, tidy and hygienic PC2. Explain hair and/or make up procedures to artists and invite their questions PC3. Prepare the skin and scalp appropriately for the type of contact material used PC4. Take measurements of the appropriate head and body areas for preparation of wigs, masks etc. PC5. Arrange fittings and appointments with artists' within production deadlines
Knowledge and Understanding (K)	
A. Organizational Context (Knowledge of the company / organization and its processes)	The user/individual on the job needs to know and understand: <ul style="list-style-type: none"> KA1. The basic make up and/or hair work materials and equipment required for the workstation and on set kit KA2. The creative and technical requirements of the production KA3. The technical, resource, budget and time constraints applicable KA4. The production schedules and dates on which specific looks would need to be created for artists
B. Technical Knowledge	The user/individual on the job needs to know and understand: <ul style="list-style-type: none"> KB1. The principles of cosmetology and hair care KB2. How to undertake a script breakdown and understand shot-wise hair and make-up requirements KB3. How to interpret the look of each character accurately KB4. How to identify whether time affects the look of the character at the beginning and as the story unfolds KB5. How to label material containers clearly with complete information necessary for safe use. KB6. How to carry out a skin analysis and identify potential skin allergies and reactions KB7. How to carry out hair elasticity tests KB8. How to clean the skin surface and apply exfoliators, creams, bleach, lotions to skin and body parts KB9. Appropriate methods of skin and scalp preparation KB10. The techniques of removing body hair including waxing, shaving etc. KB11. Safe and hygienic methods to store, handle and dispose of make-up and/or

MES/ N 1803

Prepare for altering the artists' appearance

	hair equipment, tools, hazardous substances KB12. Health and safety legislation applicable to make up and/or hair equipment and hazardous substances
Skills (S) (Optional)	
A. Core Skills/ Generic Skills	Writing Skills The user/individual on the job needs to know and understand how to: SA1. Label and store materials, tools and equipment, so that they are easily accessible when required SA2. Record key measurements of the head and body area for preparing wigs, masks etc.
	Reading Skills The user/individual on the job needs to know and understand how to: SA3. Read the script and understand hair-and make-up requirements (as applicable) SA4. Read production schedules and understand looks that would need to be maintained throughout the duration of the shoot, and dates on which specific looks would need to be created (as applicable)
	Oral Communication (Listening and Speaking skills) The user/individual on the job needs to know and understand how to: SA5. Check with artist's about past allergies and other sensitivities SA6. Advise artists' of procedures and possible discomfort that the change of appearance may cause SA7. Discuss the artists' look with the costume, camera and lighting teams to ensure that the required look would meet requirements and would be appealing
	B. Professional Skills
	Plan and Organize The user/individual on the job needs to know and understand how to: SB1. Organise materials, tools and equipments in advance and prior to production
	Problem Solving The user/individual on the job needs to know and understand how to: SB2. Recognize and deal with infectious or contagious skin and/or hair conditions that could contaminate make up and/or hair materials and equipment SB3. Identify and avoid potential infection, adverse hair and/or skin reaction and personal discomfort for artists and take appropriate action
	Analytical Thinking The user/individual on the job needs to know and understand how to: SB4. Determine if the items fit in accordance with your measurements of the artist and whether some additional trimming will be required SB5. Make sure that sufficient materials and equipment are available and in good working order, prior to the start of the shoot
Decision Making The user/individual on the job needs to know and understand how to: SB6. Finalise the creative vision of the production	
Customer Centricity The user/individual on the job needs to know and understand how to: SB7. be creative, imaginative as per the changes or updations in the story/ characters	

MES/ N 1803

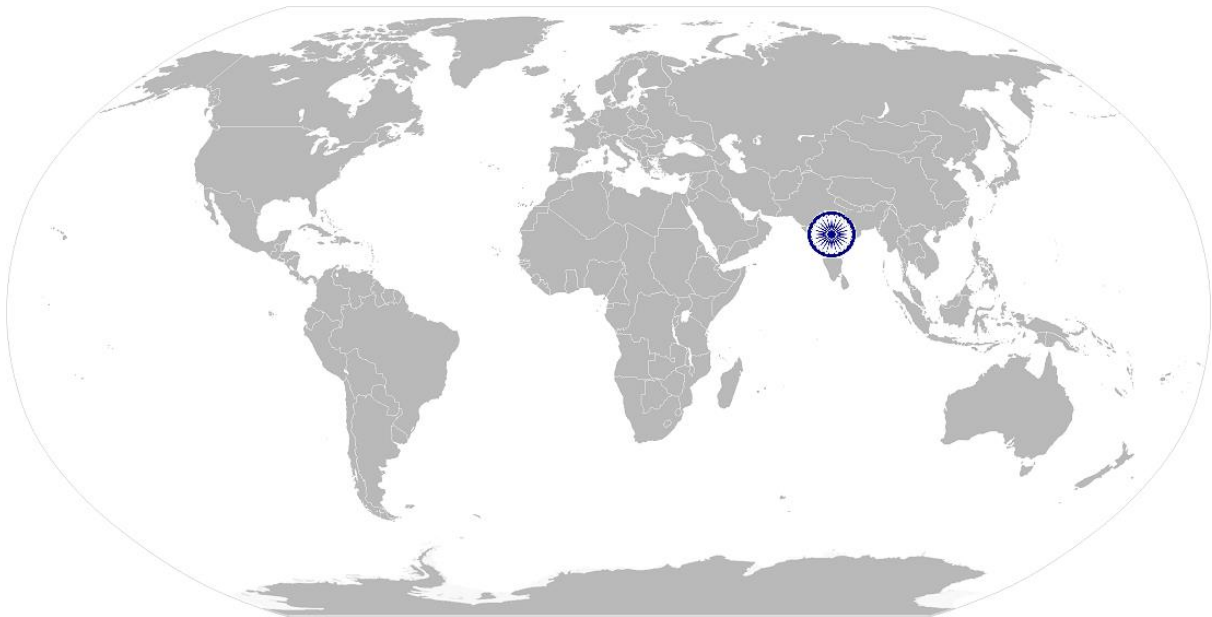
Prepare for altering the artists' appearance

Critical Thinking

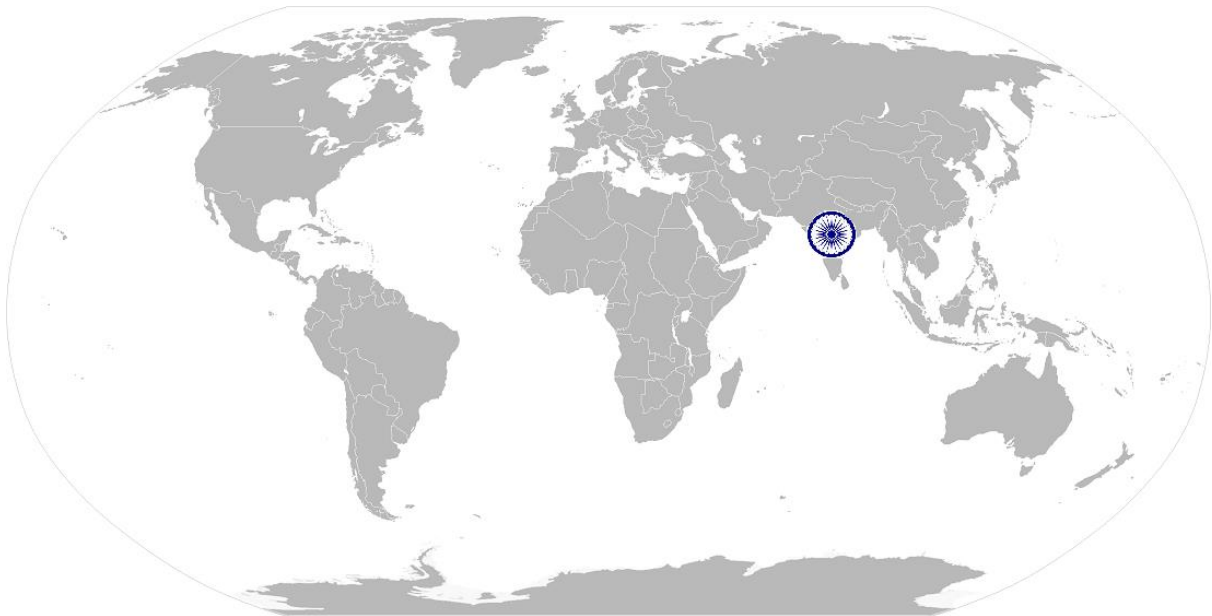
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Industry Sub-sector	Film, Television, Advertising	Last reviewed on	18/02/15
Occupation	Hair and Make-up	Next review date	18/02/17

The user/individual on the job needs to know and understand how to:
SB8. Appraise the quality of own work to ensure it is in line with the standards

NOS Version Control



National Occupational Standard



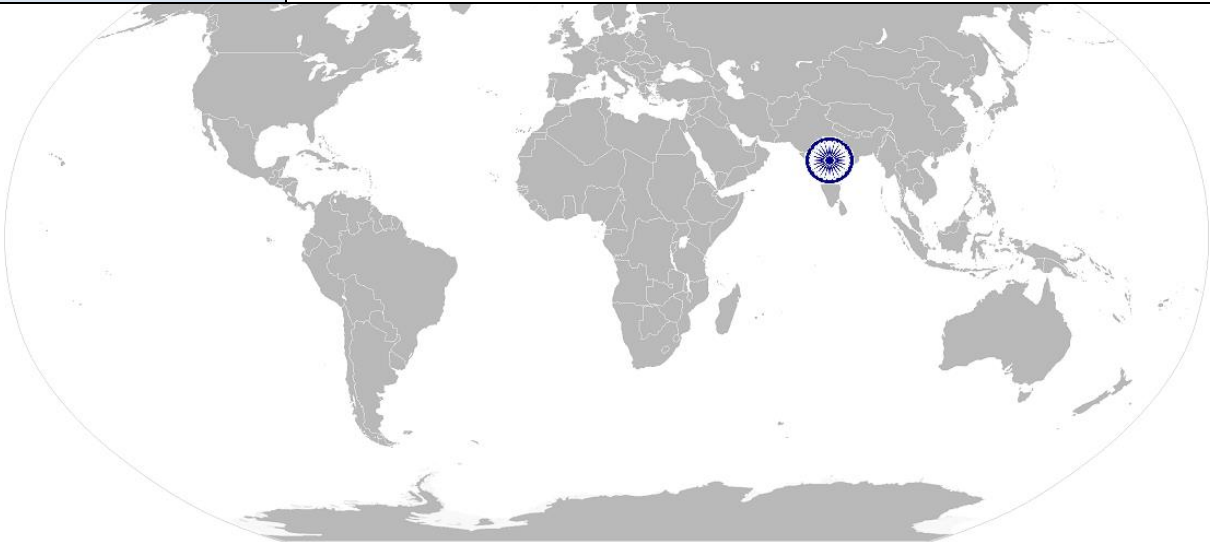
Overview

This unit is about altering the artist's hair style and appearance and maintaining its continuity throughout the production schedule

Unit Code	MES/ N 1805
Unit Title (Task)	Change artist's hair style and appearance
Description	This OS unit is about altering the artist's hair style and appearance and maintaining its continuity throughout the production schedule
Scope	<p>This unit/task covers the following:</p> <ul style="list-style-type: none"> Altering the artist's look using hair colour and styling, false hair and accessories including bald caps, bands, clips, hairpieces, hair extensions Selecting the appropriate techniques Changing the Artist's appearance (and maintaining continuity, where required, during shoots) Removing false hair, hair accessories and extensions at the end of the shoot
Performance Criteria (PC) w.r.t. the Scope	
Element	Performance Criteria
Altering the artist's look	<p>To be competent, the user/individual on the job must be able to:</p> <p>PC1. Apply selected hair colour and products to achieve the desired effect</p> <p>PC2. Fix and dress the false hair, accessories, extensions to achieve the required design and effect on camera</p>
Selecting appropriate techniques	<p>PC3. Select the appropriate techniques for artist's skin and hair type, hair colour and elasticity, need for durability and potential effects caused by conditions during shooting</p> <p>PC4. Check that the selected hair products, accessories and extensions are with artist's skin and hair type and test for potential adverse reactions</p> <p>PC5. Position artists in the most appropriate position to minimize personal discomfort</p>
Removing false hair, hair accessories and extensions	<p>PC6. Remove the hair products, accessories and extensions carefully to reduce artist's discomfort</p>
Knowledge and Understanding (K)	
A. Organizational Context (Knowledge of the company / organization and its processes)	<p>The user/individual on the job needs to know and understand:</p> <p>KA1. The basic materials and equipment required</p> <p>KA2. The creative and technical requirements of the production</p> <p>KA3. The technical, resource, budget and time constraints applicable</p> <p>KA4. The production schedules and dates on which specific looks would need to be created for artists</p> <p>KA5. Environmental factors at the shooting venue e.g. temperature, humidity etc. and lighting and camera requirements</p>
B. Technical Knowledge	<p>The user/individual on the job needs to know and understand:</p> <p>KB1. Different factors affecting hair-types such as texture, body/density, length, elasticity, lifestyle, diet, face shape</p> <p>KB2. Colour theory and how it can be used to enhance the hair's appearance</p> <p>KB3. The different blocking, dressing, temporary coloring, fitting, cutting and setting techniques required for false and human hair</p> <p>KB4. Techniques of blow-drying and hair-dressing</p>

	<p>KB5. Techniques of straightening, smoothing, perming and curling</p> <p>KB6. How to use hair tools and equipment such as brushes, rollers, tongs, dryers, straighteners etc.</p> <p>KB7. How to select and apply appropriate hair colour for the artist</p> <p>KB8. Factors (design requirements, face and head shape of Artists) to be considered when deciding false hair, hair accessories and extensions to be used</p> <p>KB9. How to consider factors such as weight of hair extensions, methods of attachment, visibility of original hair etc. while selecting hair extensions</p> <p>KB10. The application and fixing process of loose and facial hair</p> <p>KB11. The techniques to attach, maintain, colour and style hair extensions</p> <p>KB12. How to apply bald caps to the correct fit, texture and tension</p> <p>KB13. How to maintain the look created through the use of styling and finishing products such as mousse, lotion, moisturizers, serum, creams, oils etc.</p> <p>KB14. How to handle products to avoid damage or spillages</p> <p>KB15. How to undertake cutting or trimming as appropriate to achieve the desired effect</p> <p>KB16. How to remove false hair, hair accessories and extensions safely</p> <p>KB17. How to carry out the necessary tests to check for harmful reactions caused by adhesives, removers, false hair etc.</p> <p>KB18. Applicable health and safety requirements</p>
Skills (S) (Optional)	
<p>A. Core Skills/ Generic Skills</p>	<p>Writing Skills</p>
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SA1. Keep complete and accurate records of hair styles and look created to ensure continuity for all artistes or artists</p>
	<p>Reading Skills</p>
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SA2. Access information to confirm complexion and hair coloring of Artists</p> <p>SA3. Check artist's hair look against recorded specifications to ensure continuity</p> <p>SA4. Keep apprised of different types of hair styles – current, period, culture-specific etc.</p>
<p>B. Professional Skills</p>	<p>Oral Communication (Listening and Speaking skills)</p>
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SA5. Clearly and fully inform artists of the process of hair-styles, applying and fixing false hair, hair accessories, extensions etc.</p> <p>SA6. Advise artists how to maintain hair-styles, false hair, hair accessories and extensions up throughout production schedule as appropriate</p>
	<p>Decision Making</p>
<p>The user/individual on the job needs to know and understand how to:</p> <p>SB1. Select adhesives, false hair, accessories and extensions which are skin compatible</p>	
<p>Plan and Organize</p>	
<p>The user/individual on the job needs to know and understand how to:</p> <p>SB2. Ensure that the required look is created within the required preparation time</p> <p>SB3. Check with Artist's about past allergies and other sensitivities</p>	

	Problem Solving
	The user/individual on the job needs to know and understand how to: SB4. Take action if hair or bald caps disintegrate under shooting conditions SB5. Take immediate and appropriate action if the adhesives, false hair, hair accessories, extensions or removers cause adverse skin reactions SB6. Minimize personal discomfort to artists
	Critical Thinking
	The user/individual on the job needs to know and understand how to: SB7. Check artists' hairstyle against specifications for continuity
	Analytical Thinking
The user/individual on the job needs to know and understand how to: SB8. Have a keen eye for detail and maintain an aesthetic sense towards colour Shapes, forms and the final output	
	Customer Centricity
	The user/individual on the job needs to know and understand how to: SB9. be creative and imaginative as per the changes or updations in the story or characters





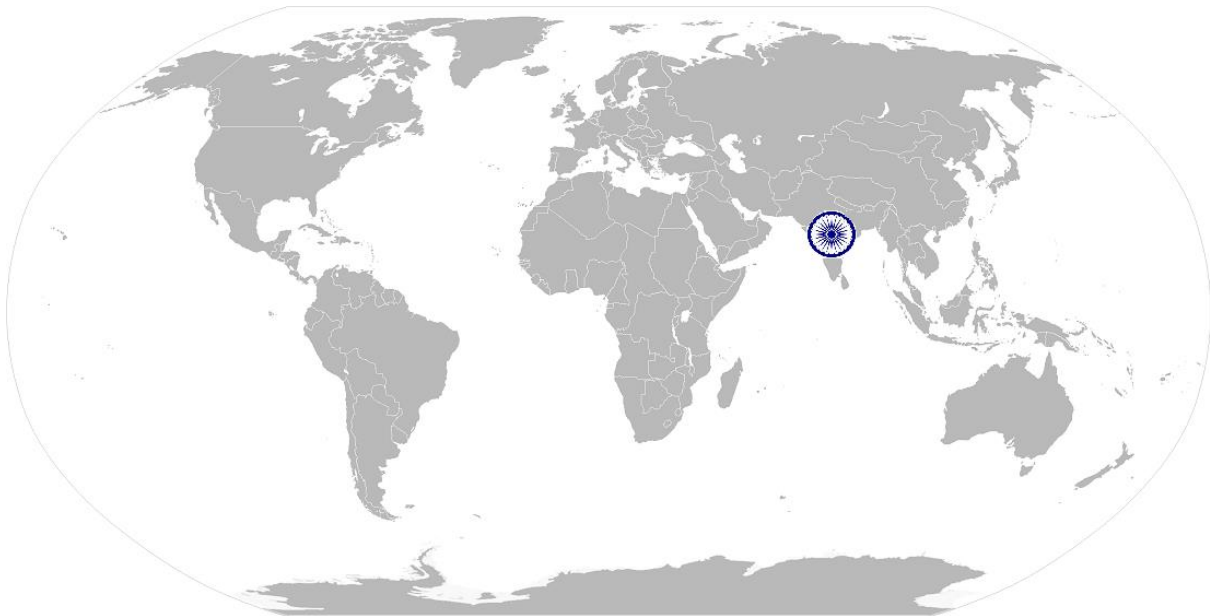
MES/ N 1805



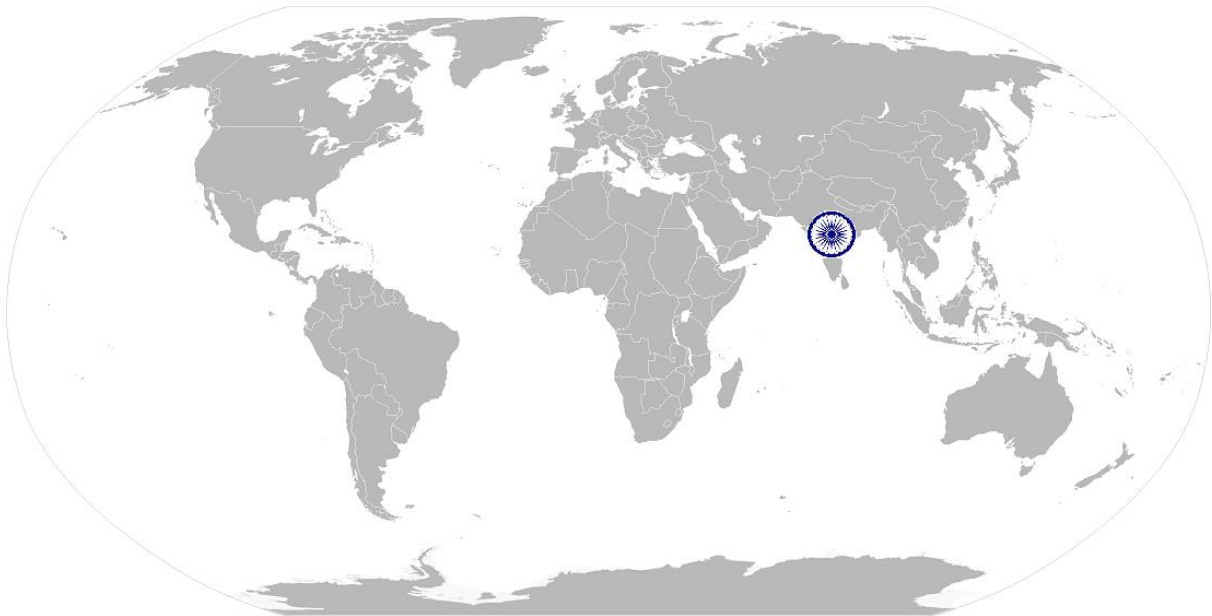
Change artist's hair style and appearance

NOS Version Control

NOS Code	MES / N 1805		
Credits(NSQF)	TBD	Version number	1.0
Industry	Media and Entertainment	Drafted on	18/02/15
Industry Sub-sector	Film, Television, Advertising	Last reviewed on	18/02/15
Occupation	Hair and Make-up	Next review date	18/02/17



National Occupational Standard



Overview

This unit is about managing helpers and trainees while producing the required hair, make-up and prosthetics according to the design brief

Manage helpers and trainees

Unit Code	MES/ N 1807
Unit Title (Task)	Manage helpers and trainees
Description	<p>This OS unit is about managing helpers and trainees while producing the required hair, make-up and prosthetics according to the design brief</p> <p>Note: This task may be covered by Senior Designers or Producers on larger productions. On smaller productions a Make-up Artist, Hairdresser or Prosthetics Artist may be solely responsible.</p>
Scope	<p>This unit/task covers the following:</p> <ul style="list-style-type: none"> Communicating information Ensuring that the helpers/trainees assist correctly
Performance Criteria (PC) w.r.t. the Scope	
Element	Performance Criteria
Communicating information	<p>To be competent, the user/individual on the job must be able to:</p> <p>PC1. Inform, or assist in informing, trainees/helpers of the hair, make-up and prosthetics process and of their responsibilities and role in the process</p> <p>PC2. Ensure, or assist in ensuring, that the trainees/helpers know how to find and operate the materials, tools and equipments that will be required during the process</p> <p>PC3. Provide clear and precise instructions to trainees/helpers during the process and ensure they are working effectively to meet the production schedule</p>
Ensuring that trainees/ helpers assist correctly	<p>PC4. Monitor and evaluate the work of trainees/helpers in an effective, unobtrusive and objective manner</p> <p>PC5. Provide trainees/helpers with the opportunity to contribute and try out the work for themselves</p>
Knowledge and Understanding (K)	
A. Organizational Context (Knowledge of the company / organization and its processes)	<p>The user/individual on the job needs to know and understand:</p> <p>KA1. The creative and technical requirements of production</p> <p>KA2. The technical, resource, budget and time constraints applicable</p> <p>KA3. The production schedules and dates by when hair, make-up or prosthetics would need to be created</p> <p>KA4. The work areas, process and activities involved</p>
B. Technical Knowledge	<p>The user/individual on the job needs to know and understand:</p> <p>KB1. How to plan the work for helpers/trainees and assign responsibilities</p> <p>KB2. How to use and/or operate the materials, tools and equipments required during the hair, make-up or prosthetics process</p> <p>KB3. The resources available for training helpers/trainees</p> <p>KB4. How to utilize the resources available in the best possible manner</p> <p>KB5. How to provide constructive feedback that could help helpers/trainees improve their performance</p> <p>KB6. Legislation, regulations and codes of practice that are applicable to managing other people and to the work being undertaken</p>

	KB7. How to ensure that trainees adhere to applicable health and safety requirements at all times
Skills (S) (Optional)	
A. Core Skills/ Generic Skills	Writing Skills
	The user/individual on the job needs to know and understand how to: SA1. Document plan for workers that encapsulates their role and responsibilities in the hair, make-up or prosthetics process
	Oral Communication (Listening and Speaking skills)
	The user/individual on the job needs to know and understand how to: SA2. Advise trainees on the appropriate use of standard procedures, materials, tools and equipments SA3. Encourage trainees to ask questions regarding aspects of the design brief SA4. Provide constructive individual feedback to trainees on their work and encourage them to improve future performance
B. Professional Skills	Reading Skills
	The user/individual on the job needs to know and understand how to: SA5. Read and research any production specifications, where necessary and communicate with the team
	Plan and Organize
	The user/individual on the job needs to know and understand how to: SB1. Plan the hair, make-up and prosthetics process and activities and identify activities where helpers/trainees could assist
	Problem Solving
	The user/individual on the job needs to know and understand how to: SB2. Monitor the work of trainees and demonstrate how they could address potential problems SB3. Find workable solutions promptly for any problems which could adversely impact upon the production schedule SB4. Report any problems concerning the management of trainees
	Critical Thinking
	The user/individual on the job needs to know and understand how to: SB5. Evaluate own performance in the management of trainees and consult the relevant person for feedback
	Customer Centricity
	The user/individual on the job needs to know and understand how to: SB6. check that team work meets project creative requirements
Analytical Thinking	
The user/individual on the job needs to know and understand how to: SB7. Identify issues that may arise during production/ probe into issues highlighted by the production team and explore options to resolve them proactively	
Decision making	
The user/individual on the job needs to know and understand how to: SB8. assign action plan for all team members as per their skills	

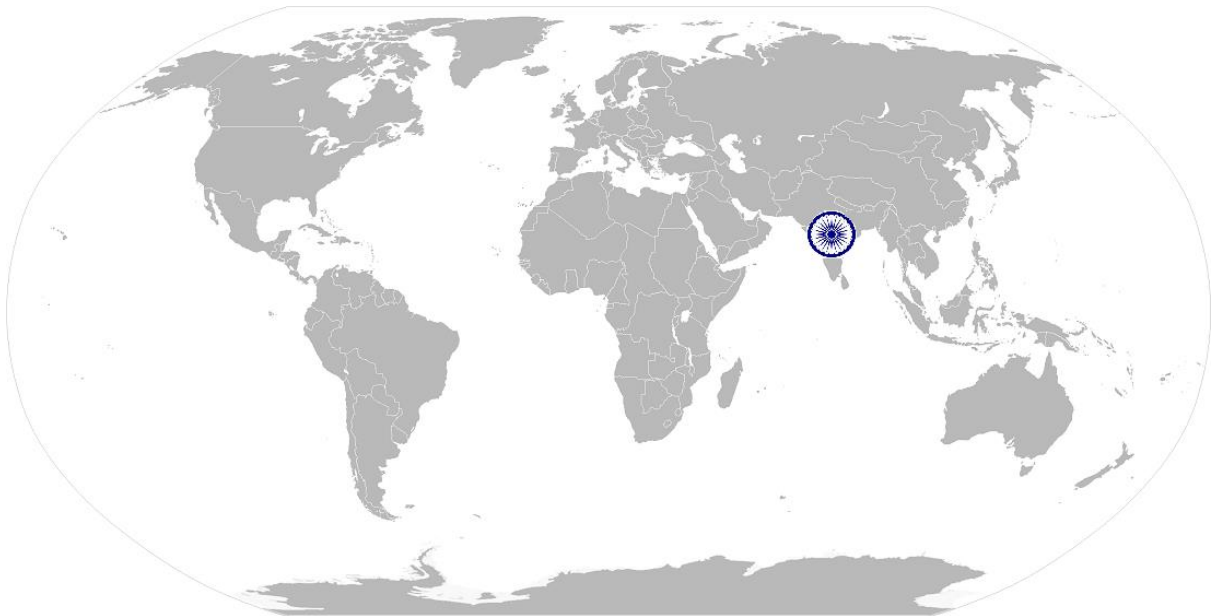


MES/ N 1807

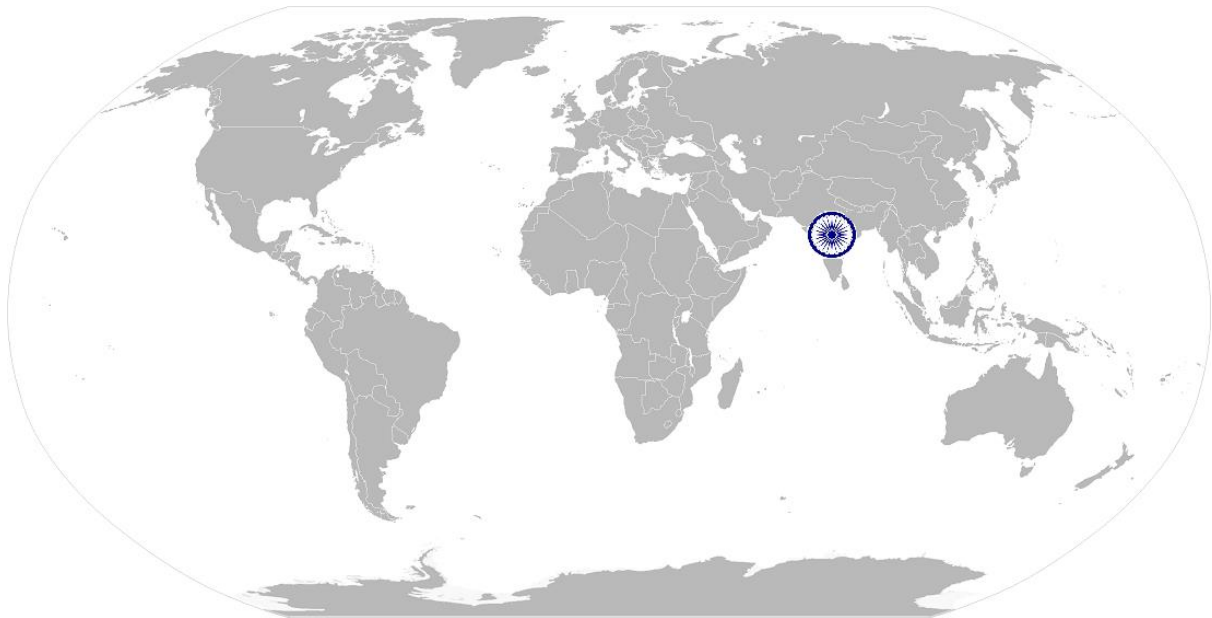


NOS Version Control

NOS Code	MES / N 1807		
Credits (NSQF)	TBD	Version number	1.0
Industry	Media and Entertainment	Drafted on	18/02/15
Industry Sub-sector	Film, Television, Advertising	Last reviewed on	18/02/15
Occupation	Hair and Make-up	Next review date	18/02/17



National Occupational Standard



Overview

This unit is about contributing towards maintaining a healthy, safe and secure working environment

Unit Code	MES/ N 0104
Unit Title (Task)	Maintain workplace health and safety
Description	This OS unit is about contributing towards maintaining a healthy, safe and secure working environment
Scope	<p>This unit/task covers the following:</p> <ul style="list-style-type: none"> Understanding the health, safety and security risks prevalent in the workplace Knowing the people responsible for health and safety and the resources available Identifying and reporting risks Complying with procedures in the event of an emergency
Performance Criteria (PC) w.r.t. the Scope	
Element	Performance Criteria
Understanding the risks prevalent in the workplace	<p>To be competent, the user/individual on the job must be able to:</p> <p>PC1. Understand and comply with the organisation's current health, safety and security policies and procedures</p> <p>PC2. Understand the safe working practices pertaining to own occupation</p> <p>PC3. Understand the government norms and policies relating to health and safety including emergency procedures for illness, accidents, fires or others which may involve evacuation of the premises</p> <p>PC4. Participate in organization health and safety knowledge sessions and drills</p>
Knowing the people responsible for health and safety and the resources available	<p>PC5. Identify the people responsible for health and safety in the workplace, including those to contact in case of an emergency</p> <p>PC6. Identify security signals e.g. fire alarms and places such as staircases, fire warden stations, first aid and medical rooms</p>
Identifying and reporting risks	<p>PC7. Identify aspects of your workplace that could cause potential risk to own and others health and safety</p> <p>PC8. Ensure own personal health and safety, and that of others in the workplace through precautionary measures</p> <p>PC9. Identify and recommend opportunities for improving health, safety, and security to the designated person</p> <p>PC10. Report any hazards outside the individual's authority to the relevant person in line with organisational procedures and warn other people who may be affected</p>
Complying with procedures in the event of an emergency	<p>PC11. Follow organisation's emergency procedures for accidents, fires or any other natural calamity in case of a hazard</p> <p>PC12. Identify and correct risks like illness, accidents, fires or any other natural calamity safely and within the limits of individual's authority</p>
Knowledge and Understanding (K)	
A. Organizational Context (Knowledge of the company / organization and its processes)	<p>The user/individual on the job needs to know and understand:</p> <p>KA1. Organisation's norms and policies relating to health and safety</p> <p>KA2. Government norms and policies regarding health and safety and related emergency procedures</p> <p>KA3. Limits of authority while dealing with risks/ hazards</p> <p>KA4. The importance of maintaining high standards of health and safety at a workplace</p>

<p>B. Technical Knowledge</p>	<p>The user/individual on the job needs to know and understand:</p> <p>KB1. The different types of health and safety hazards in a workplace</p> <p>KB2. Safe working practices for own job role</p> <p>KB3. Evacuation procedures and other arrangements for handling risks</p> <p>KB4. Names and contact numbers of people responsible for health and safety in a workplace</p> <p>KB5. How to summon medical assistance and the emergency services, where necessary</p> <p>KB6. Vendors' or manufacturers' instructions for maintaining health and safety while using equipments, systems and/or machines</p>
<p>Skills (S) (Optional)</p>	
<p>A. Core Skills/ Generic Skills</p>	<p>Writing Skills</p> <p>The user/individual on the job needs to know and understand how to:</p> <p>SA1. How to write and provide feedback regarding health and safety to the concerned people</p> <p>SA2. How to write and highlight potential risks or report a hazard to the concerned people</p> <p>Reading Skills</p> <p>The user/individual on the job needs to know and understand how to:</p> <p>SA3. Read instructions, policies, procedures and norms relating to health and safety</p> <p>Oral Communication (Listening and Speaking skills)</p> <p>The user/individual on the job needs to know and understand how to:</p> <p>SA4. Highlight potential risks and report hazards to the designated people</p> <p>SA5. Listen and communicate information with all anyone concerned or affected</p>
<p>B. Professional Skills</p>	<p>Decision making</p> <p>The user/individual on the job needs to know and understand how to:</p> <p>SB1. Make decisions on a suitable course of action or plan</p> <p>Plan and Organize</p> <p>The user/individual on the job needs to know and understand how to:</p> <p>SB2. Plan and organize people and resources to deal with risks/ hazards that lie within the scope of one's individual authority</p> <p>Problem Solving</p> <p>The user/individual on the job needs to know and understand how to:</p> <p>SB3. Apply problem solving approaches in different situations</p> <p>Critical Thinking</p> <p>The user/individual on the job needs to know and understand how to:</p> <p>SB4. Understand hazards that fall within the scope of individual authority and report all hazards that may supersede one's authority</p> <p>SB5. Apply balanced judgements in different situations</p> <p>Customer Centricity</p> <p>The user/individual on the job needs to know and understand how to:</p> <p>SB6. build and maintain positive and effective relationships with colleges and customers</p> <p>Analytical Thinking</p> <p>The user/individual on the job needs to know and understand how to:</p> <p>SB7. analyze data and activities</p>

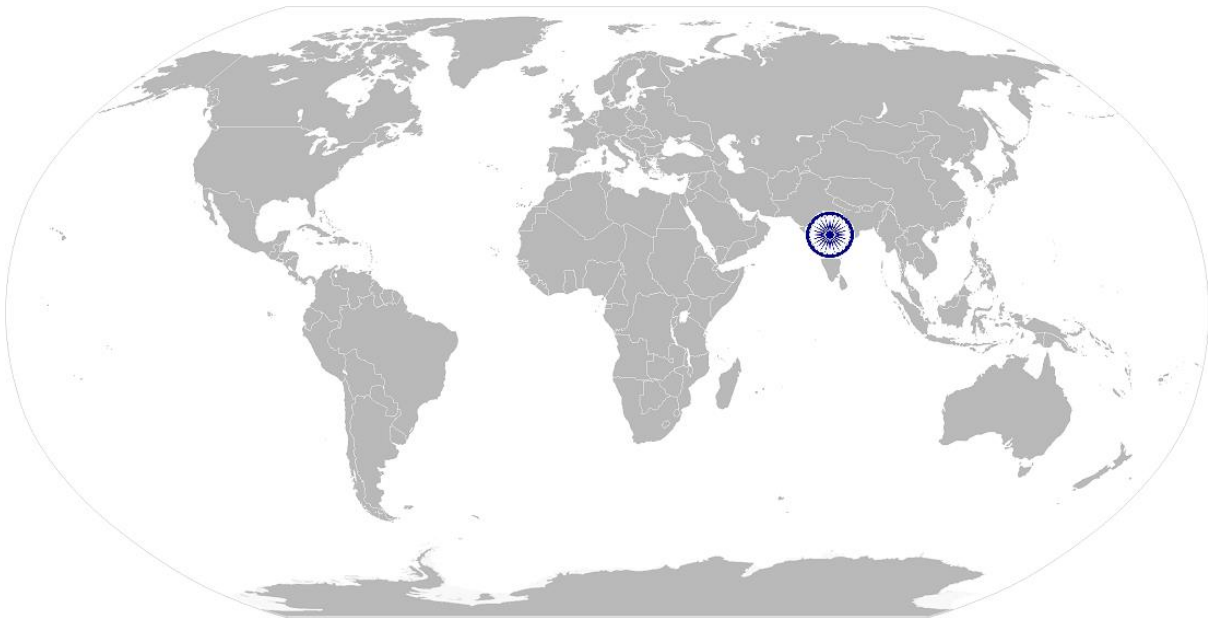


MES/ N 0104



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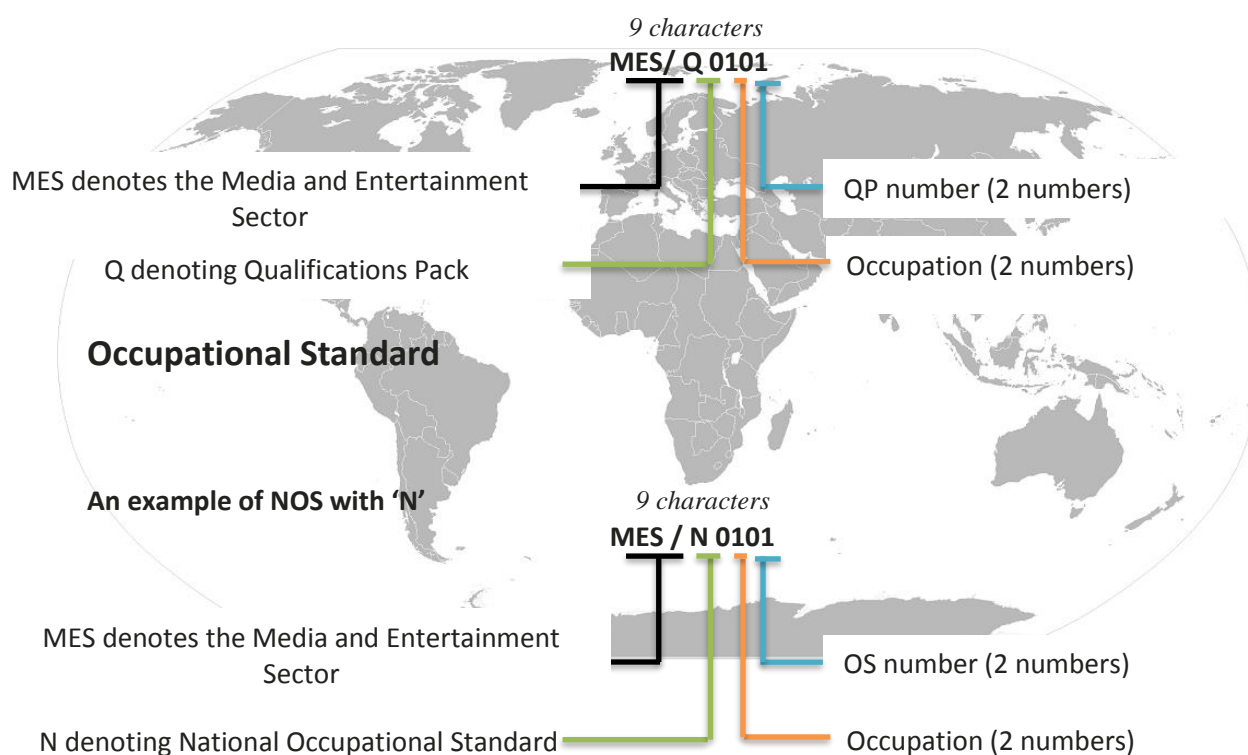
NOS Code	MES / N 0104		
Credits(NSQF)	TBD	Version number	1.0
Sector	Media and Entertainment	Drafted on	18/02/15
Sub-sector	Film, Television, Advertising	Last reviewed on	18/02/15
Occupation	Hair and Make-up	Next review date	18/02/17



Annexure

Nomenclature for QP and NOS

Qualifications Pack



The following acronyms/codes have been used in the nomenclature above:

Sub-sector	Range of Occupation numbers
...	...

Sequence	Description	Example
Three letters	Media and Entertainment	MES
Slash	/	/
Next letter	Whether QP or NOS	Q
Next two numbers	Direction	13
Next two numbers	QP number	01

CRITERIA FOR ASSESSMENT OF TRAINEES

Job Role: Hair Dresser

Qualification Pack: MES Q 1802

Sector Skill Council: Media and Entertainment Skills Council

	NOS	NOS NAME	Weightage
1	MES/ N 1801	Identify hair and make-up requirements	20%
2	MES/ N 1802	Manage hair and make-up supplies	20%
3	MES/ N 1803	Prepare for altering the artists' appearance	25%
4	MES/ N 1805	Change artist's hair style and appearance	25%
5	MES/ N 1807	Manage helpers and trainees	5%
6	MES/ N 0104	Maintain workplace health and safety	5%
			100%

Guidelines for Assessment:

1. Criteria for assessment for each Qualification Pack will be created by the Sector Skill Council. Each Performance Criteria (PC) will be assigned marks proportional to its importance in NOS. SSC will also lay down proportion of marks for Theory and Skills Practical for each PC.
2. The assessment for the theory & Practical part will be based on knowledge bank of questions created by the AA and approved by SSC.
3. Individual assessment agencies will create unique question papers for theory part for each candidate at each examination/training center (as per assessment criteria below)
4. Individual assessment agencies will create unique evaluations for skill practical for every student at each examination/training center based on this criteria.
5. To pass the Qualification Pack , every trainee should score a minimum of 70% cumulatively (Theory and Practical).

Assessment outcomes	Assessment criteria for outcomes	Total Mark	Marks Allocation		
			Out Of	Theory	Skills Practical
MES/ N 1801 (Identify hair and make-up requirements)	PC1. Accurately break down the script to identify the number of characters or artists for whom hair and/or make-up design is required	100	20	5	60
	PC2. Understand hair and make-up requirements (e.g. natural look for anchors/ presenters, prosthetics / injuries/ stains for special effects, glamorous / period/ ageing for actors etc.) from the director/ production designer/artist and design/ continuity requirements from the script (where applicable)		20	5	
	PC3. Recognize when special requirements and effects are required to produce the design		15	5	
	PC4. Access sources needed to research the creative aspects of the look based on the requirements		10	5	
	PC5. Produce and finalize design ideas which are consistent with the script and sensitive to its characterization		15	10	
	PC6. Identify the creative and technical requirements required to execute the look		15	5	
	PC7. Realistically estimate the amount of preparation time, budget and resources required for the type of production being worked on		5	5	
	Total		100	40	
			Marks Allocation		
Assessment outcomes	Assessment criteria for outcomes	Total Mark	Out Of	Theory	Skills Practical
MES/ N 1802 (Manage hair and make-up supplies)	PC1. Determine the amount and quality of resources, materials, tools and equipment required to execute the hair and make-up design	100	20	10	60
	PC2. Determine where and how resources should be labelled, stored and arranged		20	5	
	PC3. Select the providers of materials and equipment and purchase adequate quantity and type of products		20	10	
	PC4. Monitor and replenish stock of hair and/or make-up products, as per requirement		20	5	
	PC5. Ensure that there is sufficient staff with the necessary skills to fulfil the design concept		20	10	
	Total		100	40	

			Marks Allocation		
Assessment outcomes	Assessment criteria for outcomes	Total Mark	Out Of	Theory	Skills Practical
MES/ N 1803 (Prepare for altering the artists' appearance)	PC1. Prepare, organize and keep workstation materials, equipment and on-set kit fully stocked, tidy and hygienic	100	20	10	60
	PC2. Explain hair and/or make up procedures to artists and invite their questions		20	5	
	PC3. Prepare the skin and scalp appropriately for the type of contact material used		20	10	
	PC4. Take measurements of the appropriate head and body areas for preparation of wigs, masks etc.		25	10	
	PC5. Arrange fittings and appointments with artists' within production deadlines		15	5	
		Total	100	40	60
			Marks Allocation		
Assessment outcomes	Assessment criteria for outcomes	Total Mark	Out Of	Theory	Skills Practical
MES/ N 1805 (Change artist's hair style and appearance)	PC1. Apply selected hair colour and products to achieve the desired effects	100	25	10	60
	PC2. Fix and dress the false hair, accessories, extensions to achieve the required design and effect on camera		25	10	
	PC3. Select the appropriate techniques for artist's skin and hair type, hair colour and elasticity, need for durability and potential effects caused by conditions during shooting		20	5	
	PC4. Check that the selected hair products, accessories and extensions are with artist's skin and hair type and test for potential adverse reactions		10	5	
	PC5. Position artists in the most appropriate position to minimize personal discomfort		10	5	
	PC6. Remove the hair products, accessories and extensions carefully to reduce artist's discomfort		10	5	
			Total	100	
			Marks Allocation		
Assessment outcomes	Assessment criteria for outcomes	Total Mark	Out Of	Theory	Skills Practical
	PC1. Inform trainees/helpers of the hair and make-up process and of their responsibilities and role in the process	100	15	5	60
	PC2. Ensure that the trainees/helpers know how to find and operate the materials, tools and equipment's that will be required during the process		25	10	

MES/ N 1807 (Manage helpers and trainees)	PC3. Provide clear and precise instructions to trainees/helpers during the process and ensure they are working effectively to meet the production schedule		20	5	
	PC4. Monitor and evaluate the work of trainees/helpers in an effective, unobtrusive and objective manner		20	10	
	PC5. Provide trainees/helpers with the opportunity to contribute and try out the work for themselves		20	10	
		Total	100	40	60
Assessment outcomes	Assessment criteria for outcomes	Total Mark	Out Of	Theory	Skills Practical
MES/ N 0104 (Maintain workplace health and safety)	PC1. Understand and comply with the organisation's current health, safety and security policies and procedures	100	10	5	50
	PC2. Understand the safe working practices pertaining to own occupation		10	5	
	PC3. Understand the government norms, policies relating to health & safety including emergency procedures for illness, accidents, fires or others which may involve evacuation of the premises		5	3	
	PC4. Participate in organization health and safety knowledge sessions and drills		5	2	
	PC5. Identify the people responsible for health and safety in the workplace, including those to contact in case of an emergency		10	5	
	PC6. Identify security signals e.g. fire alarms and places such as staircases, fire warden stations, first aid and medical rooms		10	5	
	PC7. Identify aspects of your workplace that could cause potential risk to own and others health and safety		10	5	
	PC8. Ensure own personal health and safety, and that of others in the workplace through precautionary measures		10	5	
	PC9. Identify and recommend opportunities for improving health, safety, and security to the designated person		5	3	
	PC10. Report any hazards outside the individual's authority to the relevant person in line with organisational procedures and warn other people who may be affected		10	5	
	PC11. Follow organisation's emergency procedures for accidents, fires or any other natural calamity in case of a hazard		10	5	
	PC12. Identify and correct risks like illness, accidents, fires or any other natural calamity safely and within the limits of individual's authority		5	2	
	Total	100	50	50	