



THE HALLMARK
OF
QUALITY ASSURANCE
FOR
PRACTISING AESTHETICIANS

CPAes Certification



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CPAes (Certified Practising Aesthetician) shows that you are certified aestheticians – recognised by your peers for your extensive experience and qualifications. Also through exclusive networking and ongoing professional development you will maintain your competitive advantage.

RECOGNITION FOR QUALITY ASSURANCE AS AESTHETICIANS

CPAes is the peak professional benchmark for aestheticians. Unlike tertiary qualifications, CPAes is recognition of both formal education and successful application of your aesthetics therapy knowledge and skills. Certified Practising Aesthetician:

- Defines excellence in the aesthetic therapy profession balancing practical experience and conceptual thinking.
- Advances your knowledge with continued leading professional development and networking.
- Promotes the profession of aesthetics therapy by recognising only qualified practitioners of aesthetic therapy.

BECOMING A CPAes

ENTRY CRITERIA

Every application to become a CPAes is assessed by a panel on the individual's merits. To qualify, CPAes candidates typically have:

- Minimum 3 years practical aesthetics therapy experience/practice.
- Recognised aesthetics therapy qualification or 10 years of extensive aesthetics therapy knowledge and background experience.

HOW ASSESSMENT WORKS

CPAes certification process is carried out in accordance with ISO 17024 framework with demonstrated knowledge and competence in the area of applied science (aesthetic therapy). It will also be based on both quantitative and qualitative assessments of career achievements, work history and education through the processes of Recognition of Prior Skills

Learning and Credit Transfer. To be successful the applicant must meet all three areas

The Recognition of Prior Skills Learning and Credit Transfer are based on both the quantitative and qualitative assessment. The quantitative assessment takes into account educational qualifications, current job function, level of responsibility and total practical experience. In addition, weighting is given to the size of the organisation and the level of the role within that organisation.

The qualitative assessment involves a review of past vocational achievements and current role.

ASSESSMENT CRITERIA EXPLAINED

Prospective CPAes candidate should be able to:

1. Demonstrate some past academic achievement:

- This may take the form of formal, completed qualifications such as Degree in Health Science/ Nutrition/Medicine/Aesthetics Therapy or CIDESCO Diploma or CPAes Qualification or equivalent and
- a minimum of 3 years broad aesthetics therapy experience is required. Applicants must demonstrate a breadth of experience with more than one area of aesthetics therapy expertise.
- If you are over 30 years old, you may provide evidence of skills or qualifications gained throughout work or your life if secondary school and tertiary qualifications are not available.

Applicants are required to provide a resume of their professional achievements. Clear career progress, increasing functional responsibility and seniority indicate a track record of professional achievement. Evidence of work done, results achieved and career highlights is sought. All claims must be independently substantiated.

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2. Prove you are at least 17 years old by the start of the qualification. We have no upper age limit.

3. Demonstrate that you do not suffer from any postural deformities or physical problems likely to interfere with the need for many hours spent standing. You must also not be severely blind or deaf (we assess applicants in this case on a case-to-case basis).

4. Not have any conditions contraindicating you to performing or receiving any treatment. We assess applicants in this case on a case-to-case basis.

5. Possess a good standard of health. Frequent absenteeism due to ill health is not acceptable, and it may stop you from performing your job responsibilities as a certified practising aesthetician.

6. Not suffer skin rashes or allergies to products.

7. Converse, comprehend, read, write, speak and understand English to a suitable level. Students with learning disabilities or speaking English as a second language may be asked to provide medical diagnosis or evidence of suitability for the qualification, and may need to seek specialist tutor assistance during (and outside the scope of) the qualification.

8. Accept constructive criticism. Constructive criticism is the way in which we help you correct deficiencies or errors in your skills.

MAINTAINING A CPAes: PROFESSIONAL DEVELOPMENT PROGRAM

All CPAes are required to undertake a minimum of 100 hours of professional development - Professional Development Program (PDP) - over a three-year period. This commitment, which is subject to auditing, fosters continued learning and development.

Your PDP must meet the criteria and policies set by the APA committee. The majority needs to be structured learning such as CPAes workshops, tertiary study, aesthetics therapy forums and training.

Below are the various programs offer by APA:

- Entrepreneurship in the Beauty and Wellness Industry (36 hours)
- Managing Human Resources in the Beauty and Wellness Industry (36 hours)
- Marketing Research Methods in the Beauty and Wellness Industry (36 hours)
- Consumer Behaviour in the Beauty and Wellness Industry (36 hours)
- Service Marketing in the Beauty and Wellness Industry (36 hours)
- Business Law in the Beauty and Wellness Industry (36 hours)
- International Marketing in the Beauty and Wellness Industry (36 hours)
- Organisational Behaviour in the Beauty and Wellness Industry (36 hours)
- Managing Pay and Performance in the Beauty and Wellness Industry (36 hours)

APA Members, CPAes : S\$625.00

Non-Members: S\$1650.00

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COMMON QUESTIONS ABOUT CPAEs

Here are some commonly asked questions about CPAEs. If you have any other questions please contact the Academy of Professional Aestheticians.

Q: Who can become a CPAEs?

A: Anyone who is serious about a professional career in aesthetics therapy can become a CPAEs. Since CPAEs is a benchmark of aesthetics therapy practise it is a measure of career progress for professional aestheticians.

Q: Is CPAEs a membership category?

A: The CPAEs program is not a membership category. It does not supersede or have higher status than any membership category. Nor do you have to be a CPAEs to be a member of the academy. However, CPAEs is a prerequisite for the membership categories of Associate Fellow and Fellow

Q: How will CPAEs help my career?

A: It will provide employers and clients with credentials that benchmark past career achievements. It will also serve to differentiate the relative experience of aesthetics therapy practitioners. CPAEs will stamp you as certified practising aestheticians. Along with the Professional Continual Program, your constant updating of skills will be recognised.

Q: Do I have to complete a course to become a CPAEs?

A: It is designed to certify that an individual is a practising aesthetician who fulfils the Academy of Professional Aestheticians's requirements for qualifications, experience and professionalism. To achieve this standard some individuals may be required to undertake further study to upgrade their qualifications whilst others may be required to enhance their experience.

Q: What if I do not yet meet the criteria for CPAEs?

A: Each application is individually assessed. Specific recommendations are made to provide a pathway for each applicant to ultimately achieve CPAEs accreditation. The assessment process offers valuable feedback and guidance to assist your professional development. If you are not sure you qualify please call us.

If you don't qualify yet, we can assist by recommending a course of action (**CPAes Qualification Examination**) that will lead to CPAEs certification.

Q: What are my professional development obligations?

A: Each year participants in the CPAEs Program are required to undertake about 33 hours of professional development per year or 100 hours over three years. A variety of activities qualify including workshops, seminars and self-study, providing the program extends your aesthetics therapy skills. The APA offers a range of education, training and professional development designed to meet the needs of aestheticians based on the qualifications or experience.

Q: Why should I become a CPAEs?

A: Recognition. The people you respect in your business life will see and recognise you for what you are ... qualified, experienced, and professional. It will be the standard required of all practitioners in the future. Aesthetics therapy is a relative newcomer to the ranks of the professions and through the CPAEs program aestheticians gain the professional recognition they deserve.

Q: How do I apply for CPAEs?

A: Simply complete the CPAEs Application Form and attach evidence of your includes: a resume or CV; transcripts of results and copies of certificates; an official position description or organisation chart. It is also useful to note specific details of work done or results achieved, eg. details of your involvement in the successful launch and establishment of a product or service. There will be an evaluation and assessment fee of S\$500.00 for successful application. The renewal fee (every 3 years) will be S\$300.00.

ACADEMY OF PROFESSIONAL AESTHETICIANS (APA)

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