



SPA LEARNING

**AOIBHEANN GALLEN ON THE
OPTIONS OPEN TO SPA EMPLOYEES**

Ireland's spa managers and therapists have more of a challenge on their hands due to the rapid growth of the wellness sector in such a short time span. Ideally, spa-training courses would have been set in stone prior to the wellness boom in Ireland.

'Your staff are your best asset' and operating a spa without properly trained staff just doesn't work. We need to keep up with, if not excel our European counterparts. The basic qualifications for spa/beauty therapists to date in Ireland have been International Therapy Examination Council (ITEC), Confederation of International Beauty Therapy & Cosmetology (CITBAC) and CIDESCO, which is a qualification in aesthetics and beauty therapy. These qualifications still apply, however today's therapists need more Advanced Spa Courses.

In 2007, NABTET (the National Agency for Beauty Therapy Education and Training), who offers Teacher Training Diplomas, launched new standards, which are now recognised by the Irish Government. These are UK standards and any therapist that is trained by a NABTET teacher has an added advantage. One of the reasons being is that the 'continuous assessment' style of teaching is used throughout the course. Continuous assessment provides much more extensive syllabus coverage than end-loaded or terminal assessment. This is the best style of teaching as all therapists are trained in the highest quality standards. For example if a therapist is finding Ayurveda Massage a challenge or is struggling with consultations and developing lifestyle programmes for clients - this will be highlighted through student evaluation forms, until the therapist is properly trained. Nothing goes amiss in this style of teaching, as therapists with certain challenges throughout the course will be recognised. In turn the

teacher gives feedback to the therapist, highlighting areas that need more work. The NABTET Teaching Diploma is a comprehensive course covering all the areas you need to become a teacher/trainer. Assignments include:

- Principles of Delivering Learning
- Designing Learning Programmes
- Designing Learning Resources
- Delivery of Training Communication and Micro Training
- Sociology & Equality
- Evaluation
- Tutor Administration
- Research, Marketing and Interviewing

The product in-house training of therapists, (be it E'spa, Elemis..), gives excellent training on their treatments and products to spa staff. On a broader scale of training, spa staff today require advanced training for working within a spa environment. As a NABTET tutor I am looking forward to helping set the standards among spa managers and therapists of Ireland. The following are just some of the modules I will be covering for Excellence in Spa Training: Anatomy & Physiology; Body & Facial Theory; History of Spa & The Wellness Sector Today; Plant Management; Spa Maintenance; Advanced Spa Therapies; Ayurveda; Hot Stone Massage; Exfoliation; Marine Therapies; Herbal Therapies; Body Wraps and many more; Ethics; Client Care; Sales (without hard sell); Tailoring Therapies (Irelandspas techniques); Stress Management; Time Management; Hygiene; Electricity; First Aid; Health and Safety...

The therapists' training modules also includes up to the minute techniques and therapies from around the world. ♦

AOIBHEANN GALLEN, founder of Irelandspas, is Ireland's leading independent spa consultant. To find out more about Aoibheann and the services she offers to the industry log on to www.irelandspas.com or email her at agallen@irelandspas.com.

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