

**Qualification Title:** New Zealand Certificate in Barber Skills (Level 3)

**Qualification number:** 2114

**Date of review:** 21 August 2017

**Final decision on consistency of the qualification:** National Consistency is Confirmed

**Threshold:**

The threshold to determine sufficiency with the graduate profile was determined as evidence of graduates working under supervision and being able to:

- know and perform introductory barber skills and relevant sales transactions
- communicate with clients appropriately
- comply with health and safety requirements
- undertake all the above in a professional manner as an entry level barber

**Tertiary Education Organisations with sufficient evidence**

Tertiary Education Organisation	Final rating
Varda (Waikato School of Hairdressing Limited)	Sufficient
Mr Barber Ltd	Sufficient
Premier Hairdressing College	Sufficient
Intueri Education New Zealand Limited (Cut Above)	Sufficient

**Introduction**

The purpose of this qualification is to provide the barbering industry with people who have the fundamental skills and knowledge to begin working at an entry level. It is aimed at learners who may not yet be equipped to work in industry and who may benefit from the opportunity to re-engage with the learning process in preparation for entering the barbering workplace.

Graduates will be able to undertake basic initial barbering haircuts, using introductory barbering skills. They will be able to communicate effectively with clients at an entry-level, comply with health and safety requirements, and meet professional barbering expectations and standards. Graduates will not be considered qualified Commercial Barbers. They will be seen in industry as new entrants with pre-trade training.

**Evidence**

Four Tertiary Education Organisation's with 84 graduates overall provided a significant range of evidence to demonstrate that their graduates met the graduate profile outcomes. Two other organisations with programmes approved but with no graduates at the time joined the review to observe the process.

Evidence provided by all four Tertiary Education Organisations before and after the review includes mapping of their programmes to the graduate outcomes and unit standards, their own internal reviews, graduate skills test assessments, graduate destinations (most being employed in the barbering trade), graduate and employer feedback surveys, industry engagement, internal and external moderation outcomes. Collaboration in the form of the New Zealand Hairdressing Private Providers Group working towards consistency guidelines and benchmarking across the hairdressing and barbering provision was also provided as evidence.

The criteria used to judge the evaluation question were:

- The nature, quality and integrity of the evidence presented by the education organisation
- How well the organisation has analysed, interpreted and validated the evidence, and used the understanding gained to achieve actual or improved consistency
- The extent to which the education organisation can reasonably justify and validate claims and statements relating to the consistency of graduate outcomes, including in relation to other providers of programmes leading to the qualification

**How well does the evidence provided by the education organisation demonstrate that its graduates match the graduate outcomes at the appropriate threshold?**

- **Mapping the programme to the graduate outcomes** - There was clear mapping of the learning outcomes from the programme unit standards against the graduate profile outcomes. The alignment of the programme learning outcomes to the graduate outcomes, combined with a robust moderation process of the assessments provides a solid platform of evidence for meeting graduate outcomes.
- **Self-assessment/review** undertaken to evaluate the programmes. These were run for the first time in 2016 and all four education organisations were making changes and additions to their programmes or surveys to engage learners or capture explicit graduate outcome evidence. Evidence of many changes made to programmes were given, one example being of more comprehensive entry interviews to better reflect the requirements of the graduate outcomes.
- **Internal and External Moderation:** All education organisations provided evidence of comprehensive internal and external moderation processes showing good assessments undertaken in a real-world context and managed by teaching staff demonstrating the practical and applied nature of the programmes. External moderation by other barber training providers and the Hairdressing Industry Training Organisations demonstrates that assessment is at the appropriate standard and give overall confidence in the assessment results.
- **Graduate surveys in relation to the graduate outcome statements** confirmed from graduates that the education they gained enabled them to meet the requirements of the graduate outcomes.
- **Graduate destination related evidence:** Evidence of clear and well analysed destination data was presented to show in most cases those graduates that graduated gained employed in barbering and others progressed to further study or had left learning. One provider conducted a review using a skills test (an 'after graduation' capstone test) where graduates complete a skills sets designed to ensure their skills, knowledge and attributes meet the graduate profile outcomes with results showing 100% are achieving the graduate outcome requirements.
- **Employer feedback.** Tertiary education organisations had sought feedback on their graduates and provided convincing evidence with verification from employers that

that graduates demonstrated improved skills and knowledge consistent with the graduate profile. Evidence from employers was positive about this programme and the work readiness of graduates confirming that the programme had provided students with a range of skills appropriate to an entry level role in the barbering industry.

- **Graduate feedback.** In general, graduate survey response rates were good. Those graduates responded indicated that they felt work ready and had acquired useful skills and knowledge and the evidence was convincing as the feedback received from the graduates was aligned to the elements of the graduate profile.

Overall the evidence provided by all four education organisations made a convincing case to demonstrate that their graduates match the graduate outcomes at the appropriate threshold.

### **Examples of good practice**

Overview assessment test following graduation (an 'after graduation' capstone test) from one provider where graduates complete a skills sets designed to ensure their skills, knowledge and attributes meet the graduate profile outcomes with results showing 100% are achieving the graduate outcome requirements.

Good practice was identified with the group meeting of the New Zealand Hairdressing Private Providers Group who are all providing the barber qualification. This group is specific in its aim for consistency guidelines and benchmarking across the hairdressing and barbering provision.

### **Issues of interest noted**

Industry feedback in general highlighted that there is some confusion about the standard of graduate and the level that they are graduating. Employers were expecting graduates to be able to work independently to that of an *Experienced Barber* rather than employing graduates who have the fundamental skills and knowledge to begin working at an entry level under broad guidance. The education organisations discussed a plan to address the confusion by visiting industry and communicating with Industry ensuring they understand they level of the graduates and, at enrolment, ensuring students understand the skills and knowledge they will graduate with.

It was also noted that although the qualification states that it is *aimed at learners who may not yet be equipped to work in industry and who may benefit from the opportunity to re-engage with the learning process in preparation for entering the barbering workplace*, most graduates went out to work in industry.