

**Qualification Title:** New Zealand Certificate in Commercial Barbering - Level 4

**Qualification number:** 2115

**Date of review:** 15 October 2018

**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 who demonstrated the ability to:

- Work independently to productively and viably run a barber chair, using integrated techniques to provide up-to-date barbering services to a full client base within a commercial barber shop, and contribute to the running of a commercial barber shop.
- Lead and maintain professional and culturally appropriate communications with clients, peers, staff and suppliers and provide mentoring support to colleagues.
- Demonstrate good health and safety practices consistent with the health and safety plan for a commercial barber shop.

#### Education Organisations with sufficient evidence

Education Organisation	Final rating
New Zealand Hair and Beauty Industry Training Organisation Inc (HITO)	Sufficient
Varda (Waikato School of Hairdressing Limited)	Sufficient

#### Introduction

The purpose of this qualification is to provide the barbering industry with qualified barbers who can work independently as stand-alone professionals in a commercial environment. It is aimed at learners who are already employed in the industry. Graduates will be recognised by industry as qualified Commercial Barbers. They will also be capable of contributing to the running of a barber shop when required.

This qualification is the second of two qualifications that provide alternative pathways to recognition as a qualified Commercial Barber and to advanced skills in this industry.

There were a total of 39 graduates, from two education organisations, reported in 2016 and 2017.

#### Evidence

The education organisations provided a range of evidence to demonstrate that their graduates met the graduate outcomes.

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

Evidence provided for this review included:

- Confirmation that each of the education organisations had a coherent programme of study which ensured that programme components led to the graduate profile. The programmes of both education organisations included a capstone assessment of unit standard 10650 (Perform barbering services and run a barber chair in a commercial salon) which must be assessed in a commercial environment. Successful completion of this capstone assessment demonstrates consistency with two of three graduate profile outcomes.
- Graduate and employer surveys which confirmed that graduates had gained, and were using, the skills and knowledge outlined in the graduate profile.
- Feedback from industry assessors verifying that graduates were meeting industry expectations regarding conformity with the graduate profile.

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

The evidence presented before and at the review meeting, was sufficient to demonstrate that the graduates from the education organisations listed above, match the graduate outcomes and that graduates meet the threshold.

**Examples of good practice**

One provider, having had difficulty getting graduates and/or employers to engage with a written survey, visited employers and had a focussed conversation around the graduate outcomes. The provider found this to be informative and positive.

**Recommendations to Qualification Developer**

The third graduate outcome, in this qualification “Develop a health and safety plan for a commercial barber shop” was considered to be of a higher level than is reasonable to expect from a graduate of a level 4 qualification. The education organisation representatives agreed that “practice within or implement a health and safety plan” would be more realistic at this level. The HTO were fully in agreement and will amend the qualification at the next review which is scheduled for late 2018/early 2019.