

Field: Service Sector

Change report for the review of Hairdressing New Zealand Qualifications

Reviewed qualifications

[Ref]	Version	Qualification title	Level	Credits
2411	1	New Zealand Certificate in Hairdressing (Salon Support)	3	120
2412	1	New Zealand Certificate in Hairdressing (Emerging Stylist)	4	120
2413	1	New Zealand Certificate in Hairdressing (Professional Stylist)	4	310
2726	1	New Zealand Certificate in Hairdressing (Advanced Colouring Skills)	5	40
2727	1	New Zealand Certificate in Hairdressing (Advanced Cutting Skills)	5	40

Review information

Qualification Developer	New Zealand Hair and Beauty Industry Training Organisation Inc (HITO)
Reason for the review	Scheduled 5-yearly review
Review date	December 2020
Outcome date	February 2021
Next review date	February 2026

Summary of review and consultation process

All stakeholders (employers, industry, graduates and providers) were invited to provide initial feedback on the qualifications via an online survey on HITO's website in August 2020.

Following this, HITO facilitated a series of review workshops for industry and providers throughout the country from September through to early November. Attendees were asked to provide input on the suite of qualifications, and the required skills and knowledge that should be described by the graduate profile outcomes at each level.

This feedback was used to draft reviewed versions of the qualifications, which were made available for wider industry consultation via HITO's website during November. Notification was sent to all of HITO's contacts within the Hairdressing sector.

Stakeholders agreed that there should only be one graduate role recognised at Level 4 – professional hairstylist. Emerging stylist listed in the New Zealand Certificate in Hairdressing (Emerging Stylist) (Level 4) [Ref: 2412] is not a role found within industry and caused confusion for graduates, who incorrectly thought that they would be considered "qualified" by employers. It was decided that this qualification will be discontinued without replacement.

On 30 November 2020, HITO's Adhoc Hairdressing Committee met to consider the consultation feedback and to make further changes to the reviewed versions as appropriate.

Subsequent versions went to HITO's Board for sign-off and endorsement.

Main changes resulting from the review

- **New Zealand Certificate in Hairdressing (Salon Support) (Level 3) [Ref: 2411]:**
 - “Salon Support” removed from title.
 - wording of GPOs simplified to reflect what a graduate is expected to know, do, and be.
 - the use of cutting tools to demonstrate basic cutting techniques was added as a graduate outcome to reflect that graduates are on a pathway to becoming hairstylists, rather than simply salon support workers.
 - unit standard listings were removed from GPO conditions.
 - the education and employment pathways were updated to reflect the changes made to this qualification, and the hairdressing qualification pathway.
 - the general conditions were updated to include relevant legislation and publications, and to reflect current industry expectations.
- **New Zealand Certificate in Hairdressing (Emerging Stylist) (Level 4) [Ref: 2412] to be discontinued without replacement.**
- **New Zealand Certificate in Hairdressing (Professional Stylist) (Level 4) [Ref: 2413]:**
 - qualification credits reduced from 310 to 120 to acknowledge that this qualification forms a pathway following on from the New Zealand Certificate in Hairdressing (Salon Support) (Level 3) [Ref: 2411] and is not a separate pathway.
 - wording of purpose and GPOs simplified to reflect what a graduate is expected to know, do, and be.
 - unit standard listings were removed from GPO conditions.
 - the education and employment pathways were updated to reflect the changes made to this qualification, and the hairdressing qualification pathway.
 - the general conditions were updated to include relevant legislation and publications, and to reflect current industry expectations.
- **New Zealand Certificate in Hairdressing (Advanced Colouring Skills) (Level 5) [Ref: 2727]**
 - unit standard listings were removed from GPO conditions.
 - the general conditions were updated to include relevant legislation and publications, and to reflect current industry expectations.
- **New Zealand Certificate in Hairdressing (Advanced Cutting Skills) (Level 5) [Ref: 2726]**
 - unit standard listings were removed from GPO conditions.
 - the general conditions were updated to include relevant legislation and publications, and to reflect current industry expectations.
- **Administrative changes were made to all qualification specifications and transition information.**

Review outcome

Reference	Version	Reviewed qualification	Outcome category	New qualification details/version (if applicable)
2411	1	New Zealand Certificate in Hairdressing (Salon Support) (Level 3)	<i>B-New version of qualification</i>	2411-2
2412	1	New Zealand Certificate in Hairdressing (Emerging Stylist) (Level 4)	<i>D-Qualification will expire with no replacement</i>	2412-2

2413	1	New Zealand Certificate in Hairdressing (Professional Stylist) (Level 4)	<i>B-New version of qualification</i>	2413-2
2726	1	New Zealand Certificate in Hairdressing (Advanced Colouring Skills) (Level 5)	<i>B-New version of qualification</i>	2726-2
2727	1	New Zealand Certificate in Hairdressing (Advanced Cutting Skills) (Level 5)	<i>B-New version of qualification</i>	2727-2

Qualification review outcome categories

Outcome	Result	Category
No changes are identified to the qualification	Qualification version number and NZQF ID remain the same. New review date is required.	A
Minor changes are identified to the qualification	New version of qualification is required (NZQF ID remains the same). New review date is required.	B
Significant changes are required to the qualification	New replacement qualification is required with a new NZQF ID. The existing qualification will expire.	C
The qualification is no longer required by industry	The qualification will expire with no replacement.	D

Transition information

Reference	Version	Qualification title	Last date of entry*	Last date of assessment
2411	1	New Zealand Certificate in Hairdressing (Salon Support) (Level 3)	NA	31 December 2026
2412	1	New Zealand Certificate in Hairdressing (Emerging Stylist) (Level 4)	31 December 2023	31 December 2026
2413	1	New Zealand Certificate in Hairdressing (Professional Stylist) (Level 4)	NA	31 December 2026
2726	1	New Zealand Certificate in Hairdressing (Advanced Colouring Skills) (Level 5)	NA	31 December 2023
2727	1	New Zealand Certificate in Hairdressing (Advanced Cutting Skills) (Level 5)	NA	31 December 2023

*only required for outcome category C or D

Any additional information

It is anticipated that no existing candidates will be disadvantaged by these transition arrangements. However, anyone who feels that they have been disadvantaged may appeal to the New Zealand Hair and Beauty Industry Training Organisation Incorporated at the address below. Appeals will be considered on a case by case basis.

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