



Please print clearly using block letters and a ballpoint pen. All sections must be completed.

The Parties to this Training Agreement are:

“THE APPRENTICE”

Surname First names

Previous surname (if applicable)

Permanent address

Postcode

Home phone Mobile phone

NZQA number Email

Date of birth Day Month Year

Male Female Citizenship Tick the box if you are a NZ citizen or have permanent residence status

Ethnic data Tick the box(es) next to the ethnic group(s) you belong to

European/Pakeha Tongan Samoan NZ Maori Tokelauan

Niuean Cook Island Maori Chinese Indian

Other (please specify)

Highest educational qualification

NCEA Level 1 NCEA Level 2 NCEA Level 3 National Certificate Levels 1-5

Diploma/degree No previous qualifications

Prior activity

Tertiary course School Employed Unemployed

Employment arranged: Yes No

Previous barbering experience and qualifications

“THE EMPLOYER”

Employer name

Salon name

Salon address

Postcode

Salon phone Mobile phone

Email

EMPLOYMENT AGREEMENT

It is a legal requirement that all employees have an employment agreement.

Please confirm that an employment Agreement is in place between “Employer” and “Apprentice”.

Apprentice signature Date Sighted by SLM

Employer signature Date

THIS TRAINING AGREEMENT IS IN THE HAIRDRESSING INDUSTRY.

1. The provisions of the NZ Hairdressing Industry Training Organisation – Training Requirements dated 1 January 2001 and any amendments to those Requirements are incorporated into and form part of this Training Agreement.

APPRENTICE OBLIGATIONS

- 2.1 The Apprentice shall, to the best of her/his ability, learn the skills of the industry as set down in the Training Requirements, and in particular shall be responsible for:
 - a. Taking all reasonable steps to acquire the knowledge and skills of the industry;
 - b. Enrolling for assessments and attending all off-job training as directed. A fee will be charged for missed off-job training days if the absence was due to the actions of the Apprentice and no reasonable explanation is provided to HITO.
 - c. Keeping an up to date Training Record Book in good order at the place of employment.
 - d. Ensuring that units are completed in the year that they are delivered.
 - e. Work a minimum of 20 hours per week (30 hours per week for a Modern Apprentice).
 - f. Paying the required fees to HITO.

EMPLOYER OBLIGATIONS

- 3.1 The Employer shall provide training to the Apprentice in accordance with the Training Requirements, and in particular will be responsible for:
 - a. Training and instructing or providing for the Apprentice to be trained and instructed to become a competent trades person in the industry, in accordance with the provisions of the Training Requirements, the Barbering Training Manual, Barbering Training Record Book and Training Plan.
 - b. Inspecting and signing the Training Record Book regularly;
 - c. Releasing an Apprentice to attend off-job training courses as directed. A fee will be charged for missed off-job training days if the absence was due to the actions of the Employer and no reasonable explanation is provided to HITO.
 - d. Notifying the HITO of the termination of an employment contract resulting in termination of the Training Agreement within 28 days of termination;
 - e. Paying the required fees to HITO.
- 3.2 The Employer shall, within 28 days of signing this Training Agreement, forward the original document to the nearest Regional Office of HITO.
- 3.3 Ensuring the Apprentice has entry requirements – 3 years' secondary/tertiary education.

TRAINING AGREEMENT REQUIREMENTS

- 4.1 This Training Agreement forms part of the employment arrangements between the parties and should be read in conjunction with the employment agreement entered into between the parties.
- 4.2 The term of the contract of employment of which this Training Agreement forms a part shall be no less than the duration of the Training Agreement.
- 4.3 The Agreement must be registered with HITO.
- 4.4 The Agreement may also be terminated in accordance with the provisions of the employment agreement between the parties. Termination of the employment agreement will automatically result in termination of this Agreement.
- 4.5 The Agreement may be terminated by HITO if the Apprentice does not achieve a minimum of twenty credits per year, or upon non-payment of the fees specified in this Agreement payable by the Apprentice or the Employer, or where HITO does not received sufficient funding to support continued training of the Apprentice.
- 4.6 The Agreement will be deemed to be completed once the Apprentice has gained the National Certificate in Barbering.

DISPUTES

- 5.1 Any dispute between the parties relating to the question of whether an Apprentice has satisfactorily demonstrated competence in the skills required in the training programme, or satisfactorily met the requirements for the completion of a level of training, shall be determined by HITO, which may appoint an independent Assessor for the purposes of assessing an Apprentice's competence.
- 5.2 Any other dispute between the parties relating to the training relationship or the Training Agreement shall be referred in the first instance to Regional HITO and then, if required, to National HITO.

MISCELLANEOUS

- 6.1 The Apprentice and Employer understand that this Training Agreement is subject to approval and registration. The agreement will not have effect until it is approved and registered.
- 6.2 Upon signing this agreement the Apprentice and the Employer authorise HITO to collect, hold and release information about the apprenticeship to: training providers; the New Zealand Qualifications Authority; the Apprentice; the Employer and other government organisations as appropriate for the purposes of administering the apprenticeship.
- 6.3 The Apprentice confirms that he/she has provided the necessary documentation confirming their eligibility to undertake apprenticeship training i.e. NZ Birth Certificate or confirmation of New Zealand residency/ citizenship.

DECLARATION

I acknowledge that I have read and understood the provisions of this Agreement, including the provisions of the Training Requirements: Pursuant to clause 6.3 above, I also confirm that I have provided the necessary documentation confirming my eligibility to undertake apprenticeship training in New Zealand.

Signed for and on behalf of the employer

Designation Date

Apprentice signature Date

To be signed by the parent or guardian of an apprentice aged under eighteen:

Parent/guardian signature Date

Please take note of the following information:

1. APPLICATION

Should be made by the Employer once the proposed Apprentice commences employment. The commencement date will be the date that HITO receives this application and the appropriate fees.

2. QUALIFICATIONS

Photocopies of all qualifications such as School Certificates, pre-trade courses, and Unit Standards are to be included with this application. A copy of New Zealand birth certificate should also be included or confirmation of New Zealand residency/citizenship.

3. TRAINING MANUAL

The Employer is required to own the latest Barbering Training Manual – **cost \$125.00.**

4. FEES

The following fee will be a 'one-off up-front fee' for the year you enter into your training agreement. The appropriate fees must be included with your training agreement. Please make your cheque payable to HITO. HITO reserves the right to amend this fee during the course of the Training Agreement.

Apprentice Administration Fees (Please tick)

- Starting training as a first year apprentice \$260.00
- Starting training as a second year apprentice \$160.00
- Signing up to complete the final unit (10650) \$105.00
- Transfer of barber shop \$100.00
- Barbering Training Record Book and Satchel \$45.00

TOTAL

Non-attendance at off-job training fees

Where an Apprentice does not attend off-job training as directed and has not provided any reasonable explanation, the following fees apply:

- per full day missed **\$90.00**
- per half day missed **\$45.00**

Employer fees

No fee – if the Employer is a financial member of the NZ Association of Registered Hairdressers
\$415.00 per apprentice per annum – if the Employer is a non-financial member of the NZ Association of Registered Hairdressers. HITO reserves the right to amend this fee during the course of the Training Agreement.

In the case of an application being declined or withdrawn the above fees are not refundable.

Non-payment of these fees by any party may result in the termination of the Agreement.

Have you enclosed the following: Please tick which documents you have enclosed

- NZ Birth Certificate or request to order NZ Birth Certificate
- Confirmation of NZ Residency/Citizenship
- Pre-trade evidence/Record of Learning
- School Leaving Certificate





OFFICE USE ONLY

GST No: 61-086-676

Apprenticeship type (please tick one) Contemporary Modern
 Employment arranged Yes No
 Birth Certificate ordered Yes No
 Hours Worked 20 hrs at least 30 hrs or more

Off-job training provider

Year Course start date

Day release: Block: Special:

Additional comments / special arrangements

Apprentice

Amount paid \$ TRB

Employer

Amount paid \$ Member Annual fee

This Training Agreement is made on the day of

Approved by HITO on (date):

Signed by (print name) Signature



Barbershop Date

Employer

Trainer

Trainer's qualification
(please attach photocopy)

Apprentice

Is the barbershop a financial member of your association? Yes No

1. I agree to release the apprentice for off-job training as directed by the HITO.
2. I agree to purchase the most up to date Barbering Training Manual (*please have available for viewing*) and confirm that I am able to teach the skills required or employ a trainer qualified to do so to enable my apprentice to achieve the National Certificate in Barbering (Level 3).
3. I agree that a qualified trainer will supervise the apprentice for at least 75% of the apprentice's work hours.
4. I agree that the barbershop has professional products and suitable equipment for training (see list attached).
5. I will ensure that the apprentice is able to work on clients at the level to which they are collecting and have the ability to collect evidence as part of their working day.
6. I will abide by the Apprenticeship Training Requirements for Barbering dated 1 January 2001.

Signature of Employer Date

Signature of Sales & Liaison Manager



NZ HAIRDRESSING INDUSTRY TRAINING ORGANISATION

Services Required to be Performed in the Training Barber Shop

Please ensure the below lists are checked for each barber shop signing on an apprentice

Skills required to be performed

- Scissor, razor and clipper cutting (various styles and techniques, clipping with and without guards)
- Beard and moustache shaping
- Wet shaving (if appropriate for barber shop)
- Blow drying

Training product/equipment requirements

- Barbering training manual
- Access to fashion magazines
- Retail products for sale
- Client cards and record system if appropriate
- Sterilising facilities
- Clippers, scissors and razors
- Neck trimmers
- Barber chairs
- Full range of barbering tools (brushes, combs)
- Manufacturer's instructions for products
- Access to product company training