



**2006
Annual Report**

**NZ Hairdressing
Industry Training
Organisation Inc**



NZ Hairdressing Industry Training Organisation Inc.

CONTENTS

Purpose Statement	3
HITO Board	3
Qualifications Advisory Committee.....	4
HITO Mission Statement	5
HITO Staff	5
Chairperson Annual Report 2006	6
Chief Executive Officer Annual Report 2006	8
National Moderator Annual Report 2006	11
HITO Qualifications Advisory Committee 2006	13
Graduates in the National Certificate in Hairdressing Practice.....	15
Graduates in National Certificate in Barbering.....	16
Statistics	17
Total Number of Continuing Apprentices.....	17
New Apprentices	17
Credits Achieved in 2006	17
Ethnicity.....	18
Ages of Apprentices	19
National Certificates	20
Financials.....	21

Purpose Statement

"The NZ Hairdressing Industry Training Organisation Inc exists to provide leadership within the Hairdressing industry and so that trainees and employers experience the benefits of an excellent professional standard of hairdressing qualifications and ensuring that training is meeting the needs of employees, employers, industry and the Tertiary Education Commission."

HITO Board



Back Row: Elaine Gardiner - Employee Representative

Fay Haakma - NZARH Representative, Allison Murray - Vice Chairperson

Front Row: Roy Griffiths - Chairperson, Niq James - Co-opted Member

Qualifications Advisory Committee



Back Row: Cherloe Morgan - Employee Representative, Jacqui Broughton - Barbering Representative, Erica Cumming - HITO Chief Executive Officer, Debbie Barron - Private Provider Representative, Jason Hare - HITO National Moderator, Allison Murray - HITO Board Representative.

Front Row: Gabrielle Bundy-Cooke - Industry Representative, Claire Henderson - Secretariat, Andrea Bullock - Chairperson & Polytechnic Representative.

HITO Mission Statement

"To establish and maintain the achievement of high quality, relevant hairdressing qualifications as an essential investment for the Hairdressing industry and it's clients."

HITO Staff



Back Row: Dianna - Central Administration Assistant, Roshni - Finance Manager, Peti - Assessment Moderation Administrator, Lorraine - Northern Sales & Liaison Manager, Paula - Northern & Midland Administration Assistant

Centre Row: Louise - Registration Administrator, Ashlee - Administration Assistant, Jason - National Moderator, Pam - Midland Sales & Liaison Manager

Front Row: Pene - Central Sales & Liaison Manager, Tania - Southern Sales & Liaison Manager, Erica - Chief Executive Officer, Claire - Office Manager, Cathy - Southern Administration Assistant

Chairperson Annual Report 2006

The Mission "To establish and maintain the achievement of high quality, relevant hairdressing qualifications as an essential investment for the industry and its clients" certainly signifies the direction of the NZ Hairdressing ITO.

The HITO has been in operation now for almost 14 years and has four qualifications and sixty unit standards. The number of apprentices has remained consistent over that time and the completion rate of National Certificates is higher than the previous Trade Certificate level.

2006 has been a successful year with an increase in programmes available for our industry, continuing investigation into further opportunities (modern apprenticeship) and a prominent role in leadership within the hairdressing industry.

A focus during the year has been ensuring that industry needs, which were identified through the New Zealand Institute of Economic Research (NZIER) were reflected in the documents required by the Tertiary Education Commission (TEC). The HITO Profile received an excellent response from TEC, indicating that HITO is effectively managing the organisation's direction, in line with Government legislation and identified Industry needs. As part of the re-recognition process the TEC audit, undertaken by Audit NZ resulted in a positive report for the HITO.

As part of the HITO leadership role, in conjunction with NZARH a "Future Directions" meeting with all stakeholders of the hairdressing industry was instigated. This has, and will continue to strengthened relationships and create a common focus for all within the industry.

The identification that literacy plays a big role in the achievement of hairdressing apprentices has become a high focus for the HITO. Initial work has commenced to identify ways to work with apprentices to improve workplace literacy. This is expected to impact positively on completions and reduce the amount of terminations in the future.

The move to a "staircasing" approach has started with the introduction of the Gateway programme for secondary school students, and proposed implementation of the Limited Credit Programmes.

Limited knowledge in human resources (HR), management and training skills have been identified as a major threat to small business generally in New Zealand and in our industry. Good management skills and HR practices are critical to the success of salons. The development of an "ongoing education" attitude within our industry towards training is important. The Limited Credit Programme and

Management qualification opportunities will support this. To support the needs of industry the Board have agreed to invest in some direct training or seminars as opportunities for employers/trainers in 2007.

With government discussion on tax incentives for those employers training their staff, the HITO board will continue to support the concept of tax credits for those investing in the training of apprentices.

We are still concerned at the number of unqualified people operating in our industry. The shortage of qualified stylists in the industry remains a concern. Gaining recognition for the skills and knowledge already gained in the industry can be evaluated through the HITO. This can form the basis for these unqualified people gaining their nationally recognised qualification.

On behalf of the Board, I acknowledge and thank our Chief Executive Officer, Erica Cumming for her enormous contribution. Her election onto the board of the Industry Training Federation, which represents all ITO's, shows industry recognition and also creates a great communication pathway. Erica has also become a director of the International Cosmetology Licensing Organization giving HITO an international voice in the recognition of hairdressing qualifications. I would also like to extend an acknowledgement to HITO staff who continue to give invaluable support to apprentices, employers, training providers and many other stakeholders in our industry.

HITO remains focused on increasing the number of qualified people in the industry, addressing the numbers of trainees in training agreements; the changing culture of our workplace and the labour market; developing professionalism in our industry; improving the image of hairdressing training and further development in our infrastructure. These are seen as key issues that face HITO in the future.

HITO will continue to stay in touch with industry, seek feedback from industry to identify current and future skill needs, and ensure that training is promoted to meet these needs.

We look forward to taking up new challenges in 2007 and beyond.

Roy Griffiths
HITO BOARD CHAIRPERSON

Chief Executive Officer Annual Report 2006

What a fantastic year 2006 has been with great success and progress at the HITO. We have seen the development of the Gateway programme, the arrival of two new programmes we can offer our qualified hairdressers and we have been able to recognise some inspirational apprentices. Along with this we have again seen a new group of people gain their qualifications to stand amongst the professionals in the industry and continued our international work to gain recognition of qualifications internationally.

Gateway

This year the HITO has developed a new programme available to secondary school students as part of their NCEA studies. This Gateway programme allowed students to work in salons and gain experience and credits towards their NCEA. It has been fantastic to have the support of employers giving these people "a go". The huge benefits to the salons is that they have support staff for one day a week and have the opportunity to observe this persons skills in the salon should they consider that hairdressing is the career for them. The level of training that is required is what you would be doing for any new staff member, primarily getting them to work in the salon supporting the other staff and keeping the salon ticking along.

Liaison with Industry

We started the year with a very successful day with the Off Job Training providers focusing on how we can work together to gain the best outcomes for the apprentices. This initiative is set to continue.

New Programmes

The HITO is thrilled to announce that we can now offer two additional programmes to anyone who is qualified. These programmes are:

- ✂ Hairdressing Train the Trainer Award
- ✂ Advanced Hairdressing Skills Award

The Hairdressing Train the Trainer Award ensures that the trainer has the tools to create a positive training environment utilising good communication, setting training plans and helping implement these, and assisting trainees prepare for assessment. As this is hairdressing focused the management of chemical correction work is included. This award will provide tools for best practice training.

The Advanced Hairdressing Skills Award is an extension of skills at a higher level. This includes the management of chemical correction work, competition styling, salon design, hair extensions and wigs. This award provides recognition from industry peers for the extended skills.

HITO Apprentice of the Year 2006

The HITO was proud to announce Jasmine McBeth as the HITO Apprentice of the Year for 2006. There were a great number of nominations this year with the regional winners being:

North Region - Jessica Waters - Bettjemans (Auckland)

Midland Region - Jasmine McBeth - CU Hair (New Plymouth)

Central Region - Sophie Hopkins - Spectra Hair & Beauty (Palmerston North)

South Region - Stephanie Berg - Walnut Hairdressing (Ashburton)

From these regional winners Jasmine was selected as the overall winner. She is a great inspiration to all as she had strived to succeed in gaining her qualification within her three years of apprenticeship while battling illness. Maybe because of this illness she is the person she is today but her determination, dedication and commitment to the industry is to be commended. Jasmine is not yet 18 and is preparing to complete her final units to complete her qualification.

Statistics

At the end of 2006 the HITO had 1491 apprentices in training agreements. The issuing of the National Certificates has developed this year with 338 people applying to have their certificate. The HITO continues to work with industry to increase the number of people qualified in the industry and have had 261 people attain their National Certificate in Hairdressing Practice and two people complete their National Certificate in Barbering.

The HITO Sales & Liaison Managers have and are in the process of working more closely to monitor apprentice achievements. A greater focus is being placed on apprentices achieving the units each year that they have had delivered during their off job training.

Meeting needs of Under Represented Groups

Liaison with representatives from Maori and Pacific Peoples groups has occurred this year with the aim of identifying ways that we can continue to work with apprentices from these ethnic groups. The focus, as it is with all apprentices, is to try to assist in the reduction in the number of terminations and to ensure that apprentices are completing their qualification.

Strategic Training Plans

As part of the HITO's role we are required to undertake a leadership role in the industry. The research conducted in 2005 provided a solid base for this work and a future directions meeting with a group of industry stakeholders also provided sound feedback.

ICLO

The International Cosmetology Licensing Organization has six countries involved and the benchmarking of the qualifications has occurred. We are in the process of setting up the organisation and meeting all legal developmental requirements. The proposed certificate has been developed and the process of issuing these is being planned.

Re-recognition

Under the Industry Training Act 1992 the HITO is required to apply for re-recognition as an ITO every five years. This process is partly completed with an audit conducted by Audit NZ. An audit by NZQA is to be conducted at the start of 2007.

Looking Forward to 2007

As we commence a new year there are still many challenges ahead. The HITO has applied and been approved to be included in the Embedded Foundation Learning pilot with TEC. This will see more focus on the literacy needs of apprentices being met and identifying the issues that literacy is having on the industry.

We are excited to be raising the focus on the Recognition of Current Competency process as we are fully aware that there are large numbers of people in the industry who have not completed their qualification and that this is hindering their future opportunities. The HITO will continue to retain a high focus on increasing the number of qualified people in our industry.

As we end the year I wish to thank all of the employers who have been committed to training their apprentices and trust that the rewards are easily surpassing the time spent. The investment in the future of our industry cannot be underestimated.

I wish to thank the Board for their direction and support of the HITO. Also, to the Regional Apprenticeship Committees for their support of the HITO and feedback that has been provided to the HITO. Peti Buckley joined our team on a fixed term contract and I am pleased to say that she has now joined the team permanently. Margaret Gardiner has also joined our team on contract to assist with Gateway and other assessment related issues. To the HITO staff, Cathy, Claire, Dianna, Jason, Lorraine, Louise, Margaret, Pam, Paula, Pene, Peti, Roshni, Tania a huge thanks for their continued commitment to the industry.

Erica Cumming
CHIEF EXECUTIVE OFFICER

National Moderator Annual Report 2006

Moderation has been busier than ever this year with many new initiatives and projects. The most visible of these has been the induction of the Gateway programme. To help with the implementation of this the HITO has contracted Margaret Gardiner, a very experienced assessor from the Christchurch region.

The moderation of training providers has again taken most of the year with the introduction of "Spot Moderation" as requested by five providers. This meant that the moderation day was unannounced and the moderation comprised of an observation of a normal day rather than a planned day, as in the past. This included some lesson delivery and practical task demonstrations. The feedback from providers regarding this alternative moderation process has been really positive and I believe more providers will opt for this in 2007.

Also this year a particular focus has been placed on post assessment moderation, which is the moderation of theory marking. Traditionally this has been squeezed in the day during the moderation visit to the detriment of the practical moderation and not giving justice to the importance of theory marking. The higher focus on this has meant additional time has been spent away from the provider reviewing this material. This moderation has identified concerns (or issues) regarding discrepancies of marking and will continue to be a focus for 2007.

As with the last three years I have been involved with NZQA, Institute of Technical Polytechnics, Industry Training Federation and other organisations. This year I have also been involved on focus groups set up to liaise between the above groups to ensure the development of understanding between the groups and to strive for nationwide consistency in assessment and moderation.

The Gateway Programme has proven to be very popular with schools and salons. It is anticipated that Margaret will become the main contact for assessment / verification issues with the HITO Office Manager, Claire Henderson continuing to liaise with the schools and oversee the administration. A small group of industry assessors were trained to verify the Gateway units during the year. Margaret will conduct the Verifiers training in 2007.

The Industry Assessors have been very busy over the last two months of 2006 with final assessments. Moderation of these assessors has continued to remain a focus. I am pleased to say that from the feedback received most assessors have enjoyed having a moderator present and valued the opportunity to receive feedback on their assessment practices.

NZQA will be carrying out a focused audit of the HITO on the 27th February 2007. This audit will be looking at national external moderation and Industry Assessors. During the year we have been reviewing the HITO policies and procedures to ensure that the HITO is meeting all requirements.

Many of the Unit Standards are up for review starting in 2007. To this end I have been asking for training providers to feedback their comments on the units to their representatives on the Qualifications Advisory Committee. I also would like to reiterate the importance of your feedback in this process to ensure the qualifications meet the industry requirements.

The highlight of this year was the involvement in the ICLO conference in South Korea. To spend time with such positive and passionate people and work together to benchmark the different qualifications has certainly been beneficial. Consequently the knowledge gained has been passed on to assessors within the hairdressing industry and outside the industry through the Industry Training Federation.

Another project that has been personally very rewarding this year has been the implementation of a literacy programme. At this stage the programme has been gathering information and working out where the literacy needs can best be supported by employers, training providers and the HITO. Over the next year we hope to have some tools developed to assist apprentices make the most of their training and encourage literacy development.

I believe that for the HITO to continue to lead the way in the area of assessment and moderation we need to consider the further use of workplace assessment especially for first year apprentices to ensure trainees entering our industry receive training that meets their needs and is pitched at a level suitable to the salon requirements.

Jason Hare
NATIONAL MODERATOR

Comment [JH1]: I would like to have available of the AGM day a small feedback slip and maybe stamped addressed envelopes for the reps to take away.

HITO Qualifications Advisory Committee 2006

2006 has been a very positive productive year for the Qualifications Advisory Committee (QAC).

This year has seen the best information coming to the table in the history of our Committee. All members have been productive in canvassing their sector, which allows us to have informed, quality discussions. We can only fulfil our role when all represented groups; industry, employees, private providers, polytechnics, barber representatives, Regional Apprenticeship Committees (RAC's) and the HITO Board are fairly represented. The solid networking is crucial to QAC for ensuring valid discussions about specific skill needs and future developments. This allows us to make the informed decisions that meet the needs of all of our industry stakeholders.

Our unit standards, (excluding units in the Management qualification) are up for review and we have been actively seeking feedback on these. A template has been sent to all sectors and I encourage you through your RAC's to have input into the skills that you consider pertinent to our industry. All the information will be collated and presented to the QAC committee so any changes to the units can be sent to NZQA for implementation.

Work has continued on numeracy and literacy. Interest was sought from providers who wished to take place in an Embedded Literacy pilot scheme and it is pleasing that we have a good demographic spread. This is a very positive step in enhancing the learning of our apprentices to ensure they have all the available help they need to complete their units and subsequently their National Certificates.

It was pleasing to take part in the Industry Future Directions meeting and I believe that this networking will strengthen our qualifications. I look forward to further meetings as it is vital for any future developments that all parties are working collaboratively to promote our Industry.

The feedback on the new foundation units, used predominantly for the Gateway programme, has been positive. This is providing an elementary level of understanding that does not impede on those who continue on to train in industry. When trainees enter formal training they can build on these elementary skills and undertake level two and three credits without affecting the units allocated to each year of formal study.

We continue to stress the importance of the collection of evidence to ensure the repeatability of the task to the standards by the trainee. This needs to be valid and we will be working closely through the HITO National Moderator and Sales & Liaison Managers to ensure that this is taken seriously. The boxes need

to be signed and dated by the employer/trainer to avoid any possibility of the evidence being 'fudged' by the apprentices.

The Limited Credit Programme will be in place for 2007 and we are confident that this will meet the market gap between National Certificate in Hairdressing Practice and Management. This has been put in place in response to feedback from Industry and we are very excited about these two new programmes.

The QAC will continue to strive to meet the needs of our industry in 2007 and ensure that we increase the number of qualified hairdressers, equipping them with valid transportable skills that will be recognised world-wide.

I would like to personally thank everyone involved with providing information and feedback, the dedicated committee that represents every one of you on the QAC committee and the support of the HITO office, it is very much appreciated.

Andrea Bullock
QAC CHAIRPERSON

Graduates in the National Certificate in Hairdressing Practice

To the following people who have achieved the "Final Assessment", Unit Standard 2757 in 2006 - **Congratulations and Well Done!** These people are now able to gain the National Certificate in Hairdressing Practice.

Jacques Alesha
Amy Alexander
Yvette Alexander
Roseann Allan
Tina Amiri
Rachel Arnold
Chantell Arona
Odette Arthurs
Margoth Atkinson
Christine August
Sara Baird
Rochelle Baker
Tenneel Ballinger
April Bealing
Phillipa Beatson
Olivia Bennett
Terae Bennion
Aimee Bergerson
Eva Billing
Jenny Bokos
Michelle Boler
Victoria Bolitho
Eliza Boyd
Jamie Braden
Sarah Brown
Varyna Brown
Erin Bryson
Michelle Burns
Phillippa Burr
Natalie Burt
Erin Burtt
Gemma Butler
Sarah Butt
Toni Cain
Amanda Calder

Lila Callaghan
Belinda Cameron
Amy Carter
Tania Cater
Hyekyung Choi
Tamsyn Clayden
Nickie Collard
Samantha Cook
Chelsea Copping
Rebecca Costello
Samantha Crapp
Jenna Cross-Bichan
Sheryl Crowther
Victoria Cullen
Loren Cunningham
Michelle Daniels
Maree Davenport
Tania Day
Cynthia Dean
Emma Denize
Alana Devine
Chantelle Diaz
Sheree Dillon
Stephanie Diment
Emma Doak
Shanelle Dobson
Michelle Doyle
Karina Drummond
Andrea Eady
Sara Ellis
Averyll Enoka
Barbara Erni
Ngareta Everitt
Amanda Everson
Sarah Ewing

Afshin Farahani
Kyla Fedarb
Helen Forbes
Christie Foster
Vanessa Fredric
Jessica Fuller
Chelsea Gedye
Kylie Gibbons
Michaela Gibson
Rebecca Glynn
Amanda Goldie
Katrina Gray
Cassandra Greenfield
Sharon Gundersen
Taryn Hamilton
Hayley Hamilton
Kelly Hampton
Camille Harris
Renee Harrison
Kelly Harrison
Michelle Hay
Tania Hay
Amelda Henderson
Tracey Hendry
Tracey Herselman
Susie Higgins
Aleasia Hill
Tania Hird
Melissa Hjorth
Rebecca Hogan
Sally Hogg
Victoria Horrocks
Tui Hudson
Emma Ibbotson
Hayley Innes
Alexandra Irwin
Stephanie Jefferson
Kristina Jones
Nicola Jones
Justine Jones
Rachel Jones
Casey Jones



Emily Jones
Nicola Keach
Brydie Keach
Katie Kelly
Shannon Kelly
Leigh-Ann Kenealy
Emma Kennedy
Amy Kent
Nicola Kerr
Kathryn Kidd
Veronica Kim
Aimee King
Gabrielle Kirkpatrick
Ashika Krishna
Kylie Lamb
Melanie Langley
Alana Langridge
Chonelle Laphorne
Abbey Lees
Olga Levchenko
Maria Lindsay
Rebecca Lord
Rebecca Maas
Hannah MacLeod
Amy March
Leigh Marr
Renee Martin
Jonathan Martin
Angela Martinovich

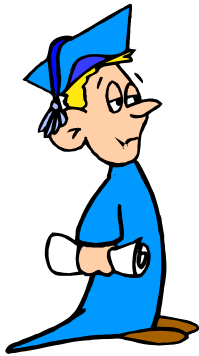


Kirsty McCallum
Tracey McElhannan
Michelle McGregor
Rachel McKinnon
Jessica McMeekin
Jonique McRae
Kiehly Michell
Catherine Miers
Bailey Miller
Jessica Milner
Deanna Molony
Koreen Morrell
Renee Munro
Ursula Murray
Kate Murray
Barbara Nicol
Elizabeth Odgers
Fleur Oldham
Cindy-Jayne Oliver
Annette Olsen-Pascoe
Nicole O'Sulliavan
Laura Oversluiszen
Bridget Painter
Rebecca Parkinson
Kylie Peat
Crystal Penny
Aynah Penton
Bridgett Pepper

Blagica Petrova
Angela Picken
Lesley Pieters
Roshni Pirani
Serina Pollard
Helen Potter
Kayla Pretty
James Pullen
Adele Pulman
Lauren Purvis
Emily Rae
Louisa Ramsay
Boydie Ransfield
Kimberley Read
Sharon Reedy
Sharna-Marie Reihana
Amanda Rhodes
Anita Rice
Jeanette Rippey
Tarryn Rogers
Aimee Rossiter
Megan Russell
Rachel Ryan
Katrina Saxton
Suzanne Schicker
Rebecca Schultz
Amy Schumacher
Victoria Scott

Raewyn Seddon
Myra Shakesby
Sonya Signal
Kim Simpson
Jenna Sivewright
Rebecca Smith
Kylee Smith
Bridget Smith
Warren Smith
Janette Smithies
Louise Sorenson
Jessica Sparkes
Ashley Sterrenburg
Hayley Stewart
Natashia Steyn
Jaclyn Stilwell
Sharon Stove
Alyse Stovold
Samuel Su'a
Natalie Sutherland
Alannah Tagg
Leigh Talbot
Gemma Tau
Cordelia Taylor
Hamish Terry
Tiffany Thompson
Jennifer Thorpe
Kathrina Tobin

Janelle Tork
Linn Towers
Kezia Trask
Alana Tweed
Amanda Urwin
Karla Van Lieshout
Kilioti Veatufunga
Unneka Veenendaal
Deepa Wadhvani
Yang Wang
Sonya Watkins
Lana Watson
Victoria Watt
Terri Welsh
Selina Whaley
Aimee White
Rebecca White
Deanna Whitfield
Joanne Wiechern
Anna Wiig
Katrina Wilkie
Kandace Willcox
Kylie Williamson
Shannon Wise
Lisa Witinitara
Sarah Wright
Hayley Wyber
Sarah Zora



Graduates in National Certificate in Barbering

To the following people who have achieved the "Final In Salon Barbering Assessment", Unit Standard 10650 in 2006 - **Congratulations and Well Done!** These people are now able to gain the National Certificate in Barbering (Level 3).

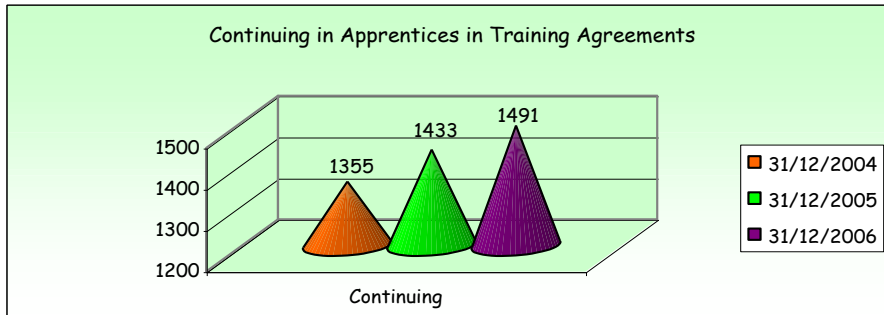
Timothy Heal

Jerome Toa-Wairere



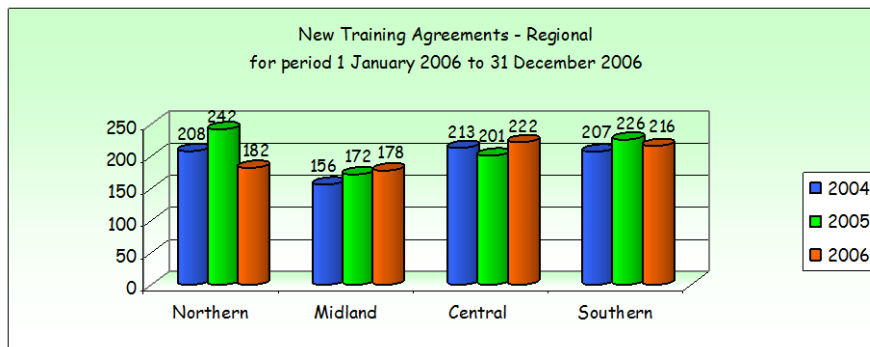
Statistics

Total Number of Continuing Apprentices



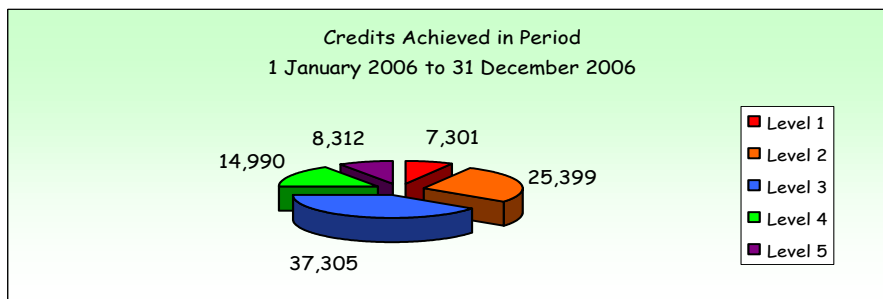
NZ Hairdressing ITO had a total of 1491 Apprentices continuing in Training Agreements as at 31 December 2006. This is an increase of 4% to the same time from the previous year.

New Apprentices



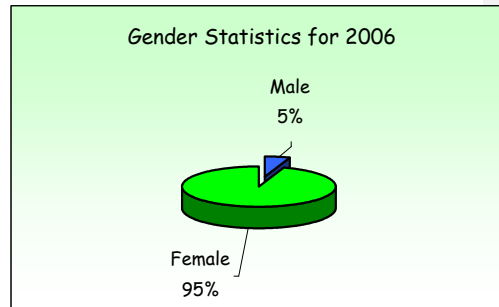
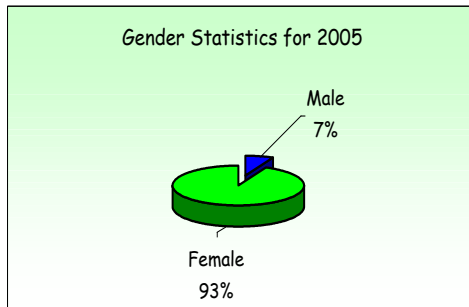
The above figures are the Regional figures based on the number of New Apprentices who signed into a Training Agreement during the period from 1 January 2006 to 31 December 2006. These show the regional fluctuations over the last three years.

Credits Achieved in 2006



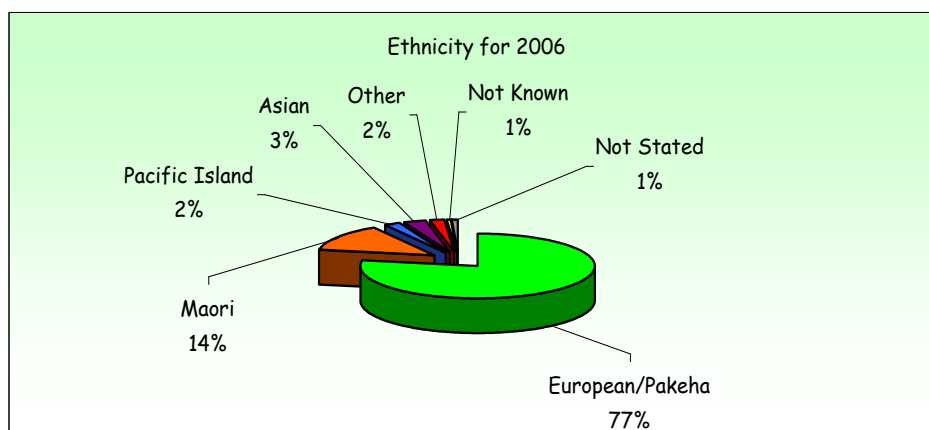
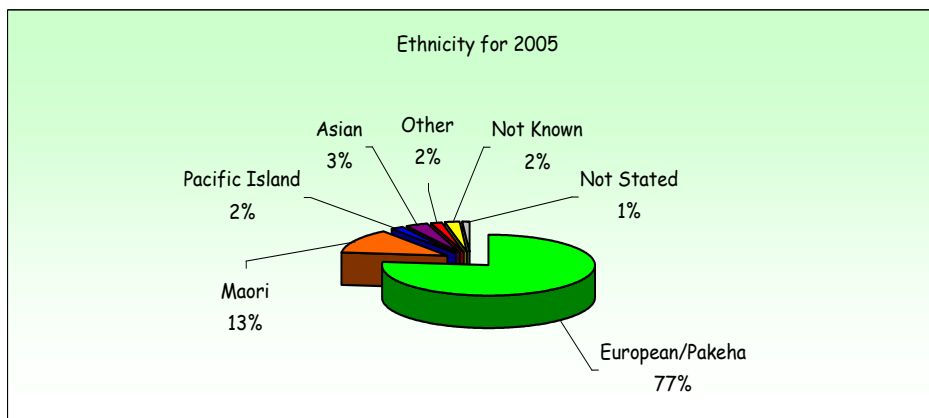
Each unit standard holds a credit value reflective of expected hours of learning. The above figures show the total number of credits achieved by apprentices during 2006.

Gender



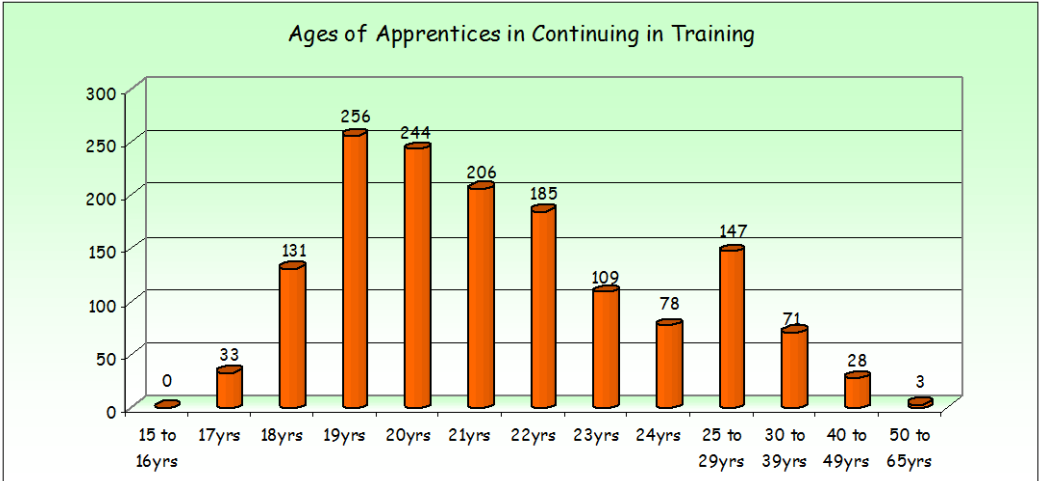
Statistics show that there were more females signed into Training Agreements in 2006 than in 2005.

Ethnicity

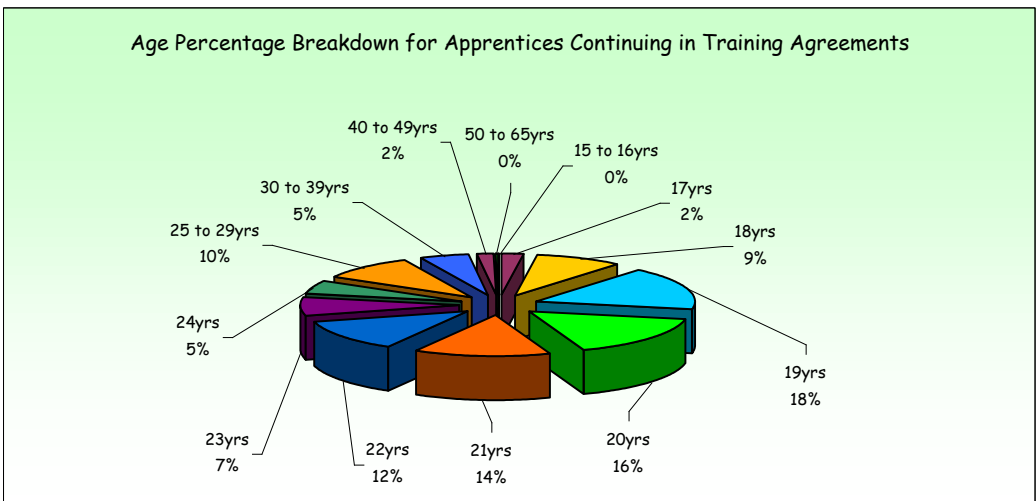


While the ethnicity of the apprentices remains predominately European/Pakeha there is a one percent increase in those identified as Maori. Pacific Island and Asian apprentices have retained their ratings of 2% and 3% respectively.

Ages of Apprentices



The high predominance of apprentices in the 19-20 years old age groups signals that apprentices are slightly older when signing into a Training Agreement.

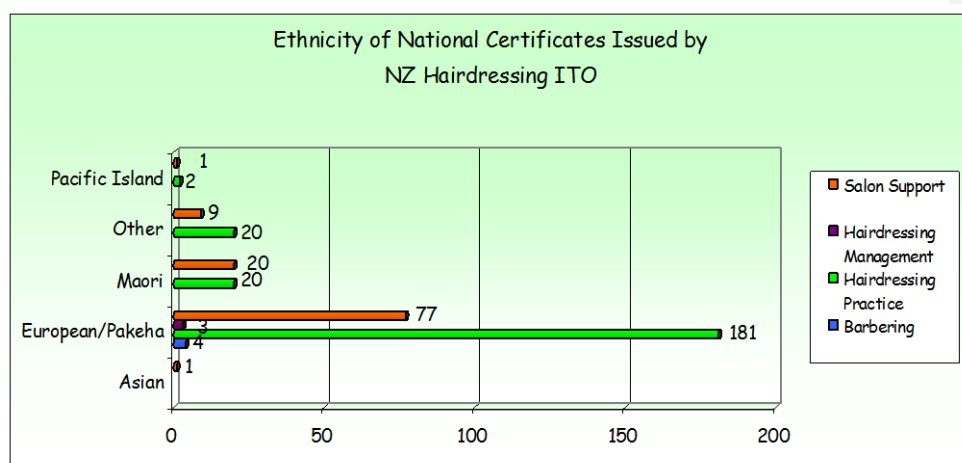
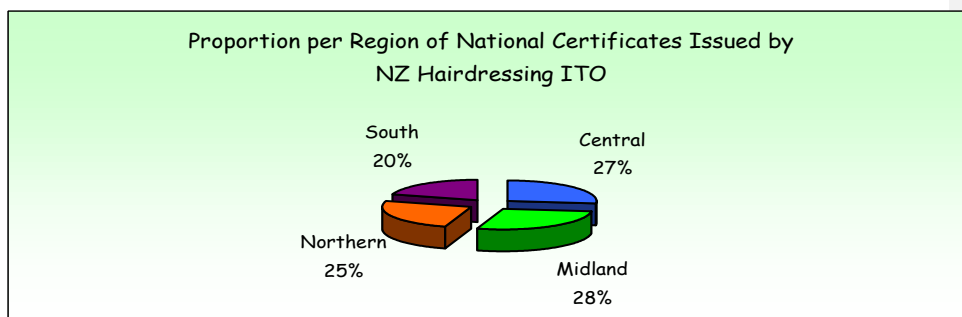
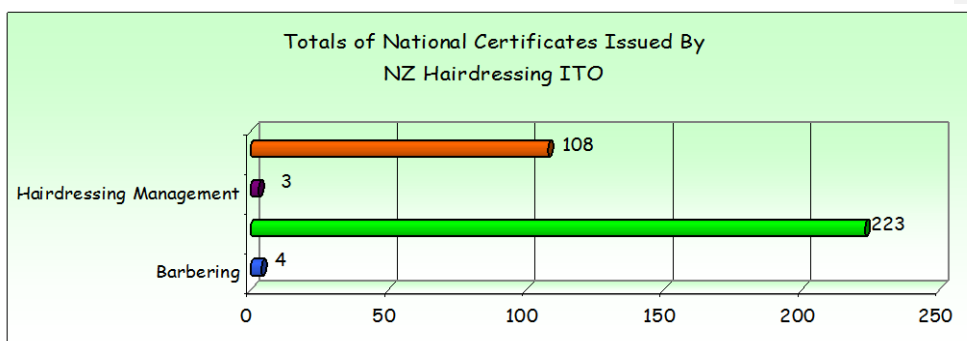


National Certificates

The NZ Hairdressing ITO has been issuing the certificate for the national qualifications since 2005 to people who meet the criteria for the National Certificates in: Salon Support, Barbering, Hairdressing Practice and Hairdressing Management.

The following figures are based on candidates who have been issued a copy of their National Certificate in the period 1 January 2006 to 31 December 2006.

NOTE: This is not in anyway reflective of the number of people who completed a national qualification in hairdressing in 2006.



Financials