



2007 ANNUAL REPORT

NZ Hairdressing Industry Training Organisation Inc.

Prepared by HITO National Office

Level 1, 89 Thorndon Quay, Thorndon, Wellington



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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 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.

The HITO Board



Back Row:

- ✂ Elaine Gardiner - Employee Representative
- ✂ Fay Haakma - NZARH Representative
- ✂ Allison Murray - Vice Chairperson

Front Row:

- ✂ Roy Griffiths - Chairperson
- ✂ Niq James - Elected Member

The 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

The HITO Staff



Back Row:

- ✂ Dianna - Central Administrator
- ✂ Roshni - Finance Manager
- ✂ Peti - Assessment Moderation Administrator
- ✂ Lorraine - Northern Sales & Liaison Manager
- ✂ Paula - Northern & Midland Administrator

Centre Row:

- ✂ Louise - Registration Administrator
- ✂ Ashlee - Administration Assistant
- ✂ Jason - National Quality Assurance Manager
- ✂ 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 Administrator

Chairperson's Report

This year NZ Hairdressing Industry Training Organisation Inc (HITO) was required to apply to the Tertiary Education Commission (TEC) for re-recognition of industry training for the hairdressing industry. After two audits and document evaluation HITO has gained re-recognition as an Industry Training Organisation (ITO) for another five years. This signifies that the HITO complies with all requirements as well as identifies the industry's need to continue to be forward looking.



Closer Relationship to Stakeholders

This year the board has moved towards closer liaison with industry stakeholders and plans to broaden and develop these relationships with more communication to ensure accurate representation of the industry's wants and needs. Part of enhancing the relationship that HITO has with the industry was to forge clear links with industry employees and, in 2007, the HITO welcomed Elaine Gardiner onto the board as the Employee Representative. This also ensures that the HITO meets the legislative requirements of employee representation on the board.

Through research and this close stakeholder communication the Board has developed five major strategic goals:

- ✂ To provide quality training and learning opportunities in the workplace
- ✂ To ensure continual development of quality national qualifications
- ✂ To promote hairdressing as a profession with a range of career pathways
- ✂ To provide leadership to industry by working in partnership to meet training needs
- ✂ To build HITO financial and organisational sustainability

Collaboration

Under the Industry Training Act, HITO has a larger leadership role to cover. The need for closer relationships with other industries to identify collective opportunities has been signaled by the government. In response to this the Service Sector ITOs (including HITO) have formed the Service Industries Training Alliance (SITA) to work together on research, development and promotion of the service industry in a collaborative manner.

Career Pathways

Earlier this year the board endorsed the requirement for all training salons to have a member of the staff hold the National Certificate in Hairdressing or an equivalent qualification. This ensures high standards, quality in training and developing professionalism through recognition of our qualifications. With the diversity of ethnicity and an aging population making up part of our future workforce the board are considering the changing needs and requirements in our industry.

This year, Modern Apprenticeship has been approved for hairdressing and HITO has been awarded with the coordination role. This will provide greater support and mentoring to Modern Apprentices and their employer. It will also have a major impact of the "shape" of HITO as an organisation in the future.

The Investment Plan

This year, TEC changed the requirements for ITOs to move away from Charters and Profiles and ITOs are now required to produce an Investment Plan. This Plan is an overarching document with a three-year outlook. TEC will closely monitor HITO's performance against the Investment Plan.

Research and close communication with stakeholders has identified the future needs of the industry, which are reflected in the plan.

- ✂ Literacy and numeracy development
- ✂ Increasing completions
- ✂ Educational success
- ✂ Promoting 'Apprenticeship as a first choice'

Government has given firm directives that have also been incorporated in HITO's Investment Plan towards:

- ✂ Increasing educational success for young New Zealanders, focused on more people gaining a level-4 qualification by age 25.
- ✂ Increasing literacy, numeracy and language levels in the workplace.
- ✂ Increasing the achievement of advanced trade, technical and professional qualifications.
- ✂ Improving research connections and links to create economic opportunities.

Funding

As a result of the current way our funding is obtained and allocated, our auditor and tax advisor recommend that the HITO change its current status to incorporate the principles of a charitable organisation having regard to the provisions of the Charitable Trusts Act. Changes to the constitution were passed in October at a Special Meeting. We await confirmation of this change of status.

NZARH and HITO

With possible changes to New Zealand Association of Registered Hairdressers Inc. (NZARH) structure presently being tabled we must all be aware of the changes that may follow. As part of the HITO's funding requirements by TEC, we must provide evidence of industry cash contribution. The future of industry contribution and choices of receiving this via NZARH or directly from the employers has created a difficult situation for both organisations. NZARH and HITO are working together to produce the best outcome.

On behalf of the Board, I acknowledge and thank our Chief Executive Officer, Erica Cumming for her great contribution. Her position on the executive of the Industry Training Federation, which represents all ITOs, shows our industry recognition and also creates a great communication pathway. Erica has also become a director of the iclo giving HITO an international voice in 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.

The Board will continue to monitor government legislation, listen and liaise with industry, strategically direct industry training and influence wherever we can to reflect industry wants and needs.

ROY GRIFFITHS

HITO CHAIRPERSON

Chief Executive Officer's Report

It is with great pleasure that I present the report for the 2007 year. It has been an exciting year for the NZ Hairdressing Industry Training Organisation Inc (HITO) with many achievements.



Focus for HITO

The HITO has continued to focus on ensuring that our qualifications meet industry needs by developing new units and qualifications as required and we have provided support and mentoring to employers and apprentices. In 2007 our results showed that we had an increase in the number of total completions with 251 people who completed the National Certificate in Hairdressing Practice. Looking to the future, the HITO is considering how we will need to change and offer advice to industry as required. This will involve constant and continued liaison with industry sectors nationally and internationally, education providers is a focus for HITO and government agencies.

Re-recognition

The HITO is required to apply to the Tertiary Education Commission (TEC) every five years for re-recognition as an Industry Training Organisation (ITO). This saw the HITO undergo two audits, from AuditNZ and NZQA where all HITO processes were reviewed. This included review of governance processes of the Board, management practices and operational activities. These are rigorous audits that investigate how the organisation is being run and if we are meeting the needs of TEC and following all legislative requirements. As a result of these audits and application to TEC the HITO has again been recognised as an ITO and are able to continue in the day-to-day work at hand.

Worldskills

We were delighted to welcome Norma Ann Eaton and Rosaline Satar from British Columbia (Canada) to New Zealand to facilitate some training sessions for a group of selected potential Worldskills trainers. A three-day training session resulted in eight people being challenged and extended enabling them to consider how they could support a young competitor to compete in the Worldskills competitions demonstrating high quality finish. It is great for the HITO to be able to support this initiative and look to potentially support Worldskills competitions in the future where our apprentices can showcase their skills.

iclo

This year there were three meetings for the iclo with the final outcome of the organisation being registered in Australia and comprising of four countries at this stage, Australia, Canada, South Africa and New Zealand. It has been enormously challenging working on this international platform where people have a number of different agendas. The current group are all very focused on maintaining a high quality standard and benchmarking the qualifications to allow recognition and portability of qualifications within each country and beyond.

Apprenticeship Numbers

This year there have been an increasing number of learners within both the apprenticeship and the Gateway programmes. The Gateway programme has seen overall increases in numbers of schools and students participating and the number of students completing or achieving unit standards for 2007. The total number of apprentices continuing training agreements has again risen for the fourth year in a row and the number of new apprentices increased also. Finally, the total number of credits achieved for 2007 increased by over 7000 credits over the previous year.

Embedded Literacy Pilot

The HITO was successful in being accepted into the Embedded Literacy Pilot by TEC. This provided the HITO with additional funding to instigate specific training for a group of off job training providers. The training focused around tutors being able to identify literacy gaps and create the most effective way to support the apprentice in their training. It is increasingly evident that literacy will become one of our key focus areas in industry training as time progresses. The affects on business productivity and retention of apprentices, and in fact staff, rely on supporting them to understand and learn. This will require employers and the HITO to identify literacy gaps and find ways to help fill these gaps.

Marketing

This year the HITO invested in a number of marketing projects which saw hairdressing featuring in the Just the Job series, on the In-Zone bus that travels to secondary schools around the country and the development of a DVD to be provided to all salons and secondary schools within New Zealand.

Modern Apprenticeship

After many years of discussion and lobbying by the HITO, TEC has included hairdressing into the Modern Apprenticeship scheme. The HITO applied and was successful in gaining the co-ordination role for this programme, which allows the HITO to fully manage Modern Apprenticeships in hairdressing and barbering. This is a huge achievement for the HITO and I believe provides recognition by TEC that hairdressing workplace training is a valid and vital in industry training for New Zealand.

This programme is available to apprentices who are under the age of 22 years when they sign into their apprenticeship and who will be entering as a first year apprentice, and who has not completed more than half of their qualification. The HITO will work with the employer/trainer and apprentice to put in place a training plan, which will be monitored on a quarterly basis. It is exciting to see the HITO exceed the target for the 2007 year and looks forward to this programme rolling out in 2008.

As a result of this extension to the HITO by way of the Modern Apprenticeship programme the HITO is set to expand the number of Sales and Liaison Managers to seven, therefore reducing the size of each region and allowing these managers more opportunity to visit salons more often per year.

SITA

After many casual meetings the Chief Executive Officer's of the Service Sectors decided to formalise the working relationship and launch the Service Industries Training Alliance (SITA). This alliance includes ITOs from Aviation, Tourism, Travel Training and Museums; Hospitality; Retail; Sport, Fitness & Recreation; and Hairdressing. TEC has supported this alliance as it recognises the value of ITOs collaborating at an operational level in research development and promotional aspects. The launch of SITA was hosted by Dr Cullen at parliament and supported by Janice Shiner, the Chief Executive Officer for TEC. This represented a good opportunity for hairdressing to be recognised as a valued career in the service sector and already collective projects have been planned.



Apprentice of the Year

Tara Lowe was the successful winner of the 2007 HITO Apprentice of the Year. Her commitment to her career in Hairdressing was demonstrated when she took the top student award in her Southern Institute of Technology hairdressing off-job training class for the past three years and also completed her apprenticeship in two and a half years. Tara was competing against three other regional finalists but clearly stood out against the rest. Tara said that she was ecstatic with her achievement.

The Future

I thank the board for their continued support over the year. I especially thank the HITO staff who have provided enormous assistance in supporting the initiatives and the day to day running of the HITO to meet targets. The organisation runs well due to the team effort of all staff and I thank them for continued commitment.

The end of the year sees the HITO in a healthy financial position, which places us in a good position to enable new initiatives to be investigated and undertaken that will benefit the hairdressing industry and hairdressing training. 2008 will see a number of the initiatives commenced in 2007 take shape and be of value to the employers and apprentices such as the rollout of Professional Development sessions for employers and trainers.

We are also looking at developing greater levels of training resources in the workplace and to look beyond skills development towards the requirement of the whole industry - hence some of the changes in marketing undertaken in 2007. The future of HITO is bright. With the extended programmes we are able to offer and now with some financial stability, we will be able to review services and products available to industry to see what else HITO can do for the industry.

ERICA CUMMING

CHIEF EXECUTIVE OFFICER HITO

National Quality Assurance Manager's Report

This year there has seen a change in the title of the role of National Moderator to National Quality Assurance Manager. This better reflects what the role encompasses and also focuses on the refining of quality within the qualifications rather than that of compliance checking of assessment.



As part of the change in the role there are several additional quality processes that have or are to be implemented within the organisation. This has included more in-depth pre-assessment moderation and time spent during provider moderation identifying what quality assessment and delivery is.

This year it was great to have the additional support of Peti Buckley in the role of Assessment Moderation Administrator; this has helped greatly with the administration of both Provider and Industry Assessor's moderation. Peti has also been able to collate the moderation information asked for during the year to ensure thorough and prompt feedback is given.

The year began with the New Zealand Qualifications Authority (NZQA) quality Audit. This took place over three days with several meetings prior to the audit to clarify the intent of the audit requirements. The HITO received a very positive audit report with minimal areas of non-compliance with the Quality Assurance standard.

The launch of the Qualification by Experience (QbyE) at the 2007 AGM has created a lot of interest within the industry. More than 70 people have applied and of these 20 have achieved the National Certificate and 10 are ready to sit the Final Assessment. The remaining applicants are working towards completing the units within the qualification. Peti has managed the administration process for QbyE and ensured all applicants have follow-up. The QbyE process has promoted a lot of discussion within the industry about the qualifications.

The moderation of assessors has continued during the year. The Industry Moderators attended a one-day workshop on assessment in July. Some assessors have also been selected as QbyE assessors. Two moderators have been given additional training as mentors and will work to ensure this group of assessors are consistent in the QbyE process. The Industry Assessor Workshops for 2008 will be focusing on a "Back to Basics" look at the assessment requirements, a good reminder for continuing assessors and a guide for new assessors.

Provider moderation again has taken up the majority of the year. There remains the traditional problem of some providers struggling to meet the standard required and others unable to meet basic accreditation requirements, these issues have been forwarded to the appropriate Quality Assurance Bodies. There are new concerns regarding providers opening multi sites and expanding programmes to "look alike apprenticeships". These will be monitored and any concerns again raised with the appropriate body.

The qualifications review has been on going through the year and it looks like we will have the amended hairdressing units ready for registration with NZQA early in 2008.

It again was exciting to be involved with the ICLO this year. Meetings this year have provided a good opportunity to expand our knowledge of the other countries qualifications. This has been invaluable with the QbyE process and the ongoing discussions with Immigration Services here in New Zealand. Work will continue in 2008 to benchmark our updated qualification and appraise where the New Zealand qualification sits.

Again we get to the end of the year and so much seems to have happened. We had the Worldskills training in May, the Industry Training Federation conference in July and the launch of Services Industries Training Alliance in October. On looking back on the achievements this year the HITO has certainly grown and developed. I look forward to seeing how this continues during 2008.

JASON HARE

NATIONAL QUALITY ASSURANCE MANAGER

HITO Qualification Advisory Committee's Report

Overview

2007 has been a positive and productive year for the Qualifications Advisory Committee (QAC).

Events

I had the privilege of attending the iclo meeting in Sydney in January. I was invited to attend the Skills Recognition in a Global Environment Conference. The Conference was not only very informative; it also highlighted the areas we need to be aware of when reviewing Unit Standards as to ensure international benchmark of HITO Qualifications.

2007 Review of the Unit Standards and Qualifications

We have received a great response to our request for feedback for changes to the Units and Qualifications. All Industry sectors, employees, private providers, polytechnics, Regional Advisory Committees responded positively to the template seeking input into the review.

It is crucial that we have good cross section input. Thank you for your commitment in providing feedback. Your contributions allow us to make valid decisions collectively and collaboratively thus ensuring industry needs are maintained.

Gateway Units

The Gateway Units have been rolled over, as the all feedback was positive. The Units are working well.

Hairdressing Practice Units

Hairdressing Practice units have been reviewed:

- ✂ Some units required no change.
- ✂ Minor adjustments have been made to other units.
- ✂ New tasks have been incorporated to reflect Industry requirements.
- ✂ The Hairdressing unit component of this qualification is complete.

Generic Units

We have taken on board the concerns expressed regarding generic units and have requested that Industry specific units, which require students to demonstrate actual skills needed for a salon environment, are developed. Our intention is to:

- ✂ Identify tasks e.g. reception area.
- ✂ Develop duties that encompass the required tasks.
- ✂ Develop duties that are written to form a Unit Standard.

Liz Cooper, the contracted Unit Standard writer has been very positive to work with; she has interpreted all our requests in a professional and diligent manner and put the appropriate words on paper.

2008 Review of Barbering Units and Management

In 2008 we will review Barbering Units first and the next task will be Management Units.

We will be seeking feedback from Industry on requirements for these qualifications. Please put your ideas through your appropriate channels for us to debate.

Limited Credit Programme

The Limited Credit Programme set up in 2007 is popular with a group of trainees. We are looking forward to them completing the programme in the near future.

The Limited Credit Programme comprises:

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

Literacy Programme

The new focus on Literacy and Numeracy has challenged providers to think how they are delivering their training to ensure trainees are captivated and empowered. This pilot will continue in 2008 with the Embedded Literacy programme. This will be a good foundation for the changes that will need to be implemented when the new Units are registered on the Framework.

Future Directions

I was pleased to be invited to take part in the Industry Future Directions meetings and I believe that this networking will strengthen our qualifications. It is vital that collaborative discussion on future developments take place that will keep New Zealand at the forefront with relevant qualifications.

We are committed to increasing the number of Qualified Hairdressers and providing them with transportable skills that will be recognised worldwide. The Introduction of Modern Apprenticeships will be positive and result in more completions; we are looking forward to this new approach of training.

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

CHAIRPERSON - QUALIFICATIONS ADVISORY COMMITTEE

GRADUATES 2007

National Certificate In Hairdressing Practice 2007

To the following people who have achieved the "Final Assessment", Unit Standard 2757 in 2007 - **congratulations and well done!** These people are now able to gain the National Certificate in Hairdressing Practice.



(In order of forename)

Abby Quartly	Carmen Wilson	Heidi James	Kelley Somers	Louise Corney	Racheal McMillan	Shane Beveridge
Abigail Philips-Eades	Caroline Kingi	Holley Derrett	Kelly Gordon	Louise Harris	Rachel Carroll	Shannon Johnson
Aimee Duffy	Ceri Overington	Holly McGinlay	Kelly Steyn	Lucie Verhoef	Rachel Duggan	Shannon Waldin
Alana Derrick	Chelsea Cook	Jacqueline Louis	Kerriane Lane	Lucy Stewart	Rachel MacDonald	Shayla De Buisson
Alesha Campbell	Cheryl Moore	Jade Hodgson	Kerry Reid	Maggie (Chao) Wang	Rachel Smith	Shelley Smith
Aly Nielsen	Chloe Thomson	Jade Logan	Kimberly Shaw	Maree Falconer	Raynor Smith	Sheree Tam
Amanda Buttimore	Christina Cahill	Jane Lockwood	Kirston Miers	Maree Price	Rebecca Bowater	Sonia Sloan
Amanda Severinsen	Cindy-May McDonald	Janine McCune	Kristy Mearns	Margaret Felton	Rebecca Button	Sophie Hopkins
Amber Darlington	Claire Allen	Janique Welch	Krystal Askin	Marie Stanley	Rebecca Lockwood	Stacey Denman
Amber Lawson	Clayton Baker	Jardene Beach	Kui Fan	Matthew Candy	Rebecca Mitchell	Stacey Maindonald
Amber Newman	Corrin Yates	Jasmine McBeth	Kylie Blundell	Matthew Laurenson	Rebekha Walker	Stacey Orchard
Amber Shuttleworth	Danica Mareko	Jemma Hegh	Kylie Cathro	Melanie Baldwin	Rechelle Rush	Stella Bishell
Amy Poingdestre	Danielle Clutterbuck	Jenna Jensen	Kym Brewer	Melanie Futter	Reece Unahi	Stephanie Berg
Andrea Lowen	Danielle Franklin	Jenna Rowe	Lani Luu	Melissa Foster	Renee Clark	Talina Griffith
Andrew Abbott	Dayna Robinson	Jenna Stills	Latashia Benton	Melissa Hoare-Smith	Renee Pettitt	Tamara Fisher-Stuart
Aneia Warner	Dean Borland	Jennifer Collingwood	Laura Beattie	Melissa Page	Robyn Collett	Tania Conlon
Angela Baker	Deanne Miller	Jennifer Purchase	Laura Haydon	Melissa Stewart	Robyn Wayper	Tara Lowe
Angela Thompson	Deborah Lawson	Jennifer Sutton	Lauren Morton	Michelle Griffin	Rochelle Baker	Tara Smith
Angeline O' Connor	Dena Shell	Jenny Dennis	Lauren Sampson	Michelle Nimo	Rochelle Kennedy	Tarin Cowper
Anika Slavin	Diana Cargill	Jessica Bennet	Leah Hotop	Mina Park	Samantha Kent	Taryn Etches
Anna Cresswell	Elaine Boddy	Jessica Waters	Lee Tumai	Misty-Lee Dennison	Samara Paulsen-	Teneille Lucas
Anna Esposito	Elizabeth Beedell	Joanne Marsden	Lena Baker	Monique Jones	Sarah Gray	Terri-Lee Daly
Anna King	Elizabeth Cooke	Jody Forbes	Letitia Palmer	Monique MacGregor	Sarah McLeod	Terri-Lee Winiata
Anthony Bayer	Ema Posa	Jolene Trask-Matich	Libby Lowe	Monique Webber	Sarah Morgan	Tessa Bond
Ashlee Bierens	Emily Davison	Jonathan Clarke	Lisa Amies	Morgan Docherty	Sarah Murray	Tiffany Harley
Ashlee Dixon	Emma Keen	Jordana Campbell	Lisa Rusbatch	Natalie Jeffries	Sarah Stocker	Tracey Cockburn
Belinda Earnshaw	Emma May	Josephine Mooten	Lisa Saunders	Natasha McKnight	Sarah Wall	Tracey Hall
Bernadette Merrett	Emma Wylie	Joy Thorley	Lisa Sullivan	Natasha Smith	Sarah Williams	Tracey Walker
Brooke Tate	Fay Marshall	Judith Boobyer	Lisa Wood	Nicola Sands	Sarah-Jane Adams	Trinity Haig
Camela White	Freya De Boer	Karen Marchant	Lohalia Peato	Nikki Hermens	Sarem Sem	Victoria Eggleton
Camille Gesztesy	Gemma Higham	Kasey Foster	Lorelle Parlane	Olivia Croft	Sascha Bailey	Victoria Needham
Cara-Jane	Gloria Hewer	Kate Hoddinott	Lori Edens	Penny Usher	Sashi Sharma	Victoria Yates
Careena Bailey	Hannah Pattinson	Kate Weston	Lorissa Buchanan	Piers Stanaway	Seamus Karam-	Wendy Berry
Cari Holland	Hayley Ratcliffe	Katie Lee	Lorna Jensen	Priscilla Gray	Seth Dale	Wendy Mahon
Carlene Gray	Hayley Skarratt	Katy Mills				

National Certificate in Barbering 2007

To the following people who have achieved the "Final In Salon Barbering Assessment", Unit Standard 10650 in 2007 - **congratulations and well done!** These people are now able to gain the National Certificate in Barbering (Level 3).

Elizabeth Allen, Amanda Ellis, Judith Roughton, Hayley Tawhiti & Stephanie Win



PERFORMANCE STATISTICS

Total Number of Continuing Apprentices

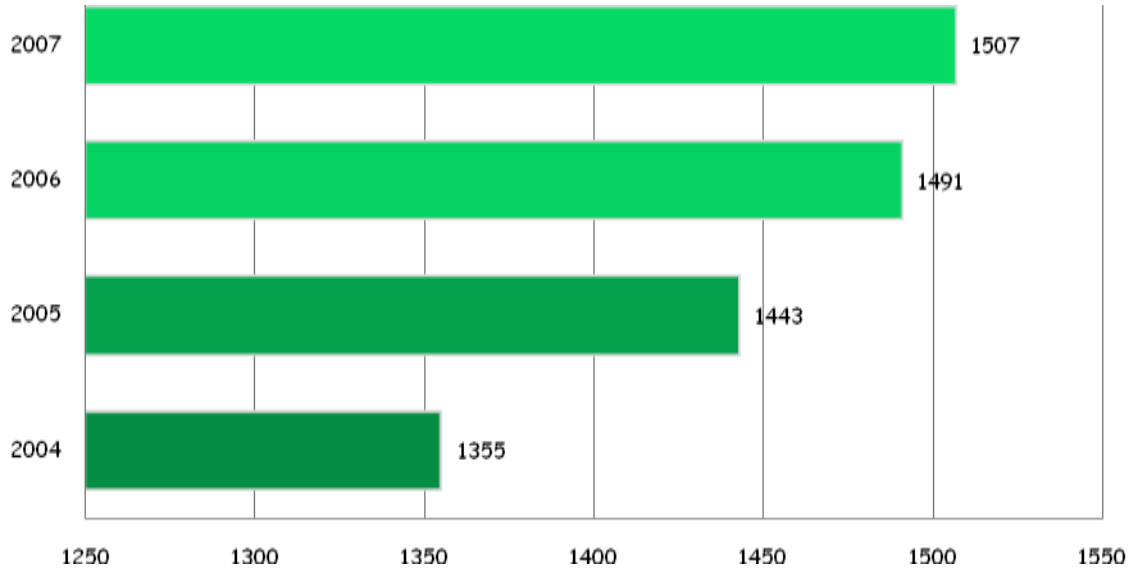


FIGURE 1: NZ HAIRDRESSING ITO HAD A TOTAL OF 1507 APPRENTICES CONTINUING IN TRAINING AGREEMENTS AS OF 31 DECEMBER 2007. THIS IS AN INCREASE OF 1.06% AGAINST THE PREVIOUS YEAR.

New Apprentices

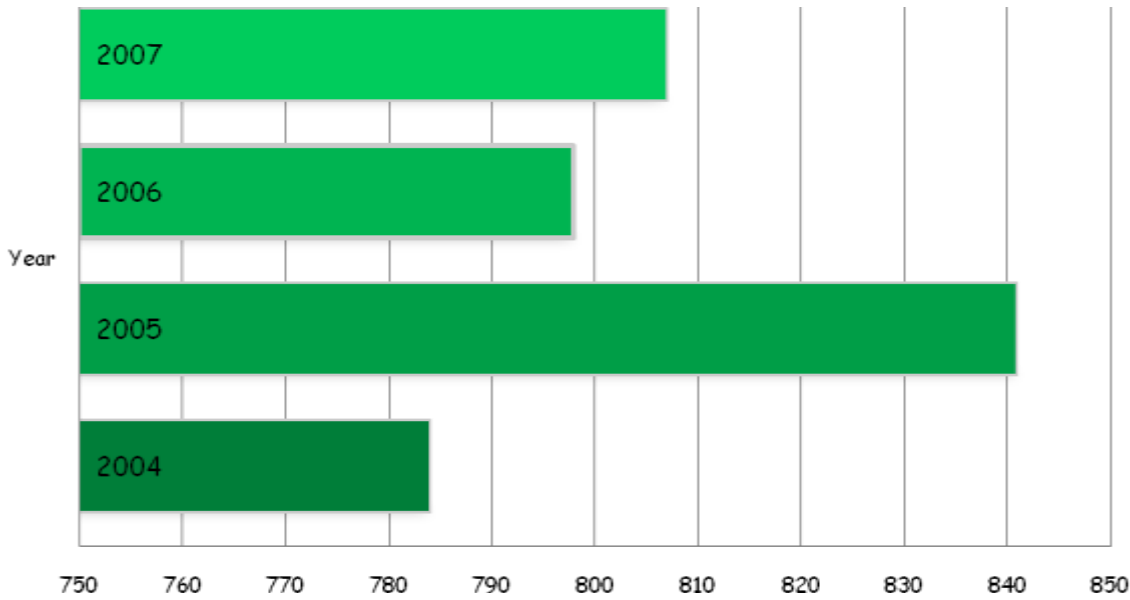
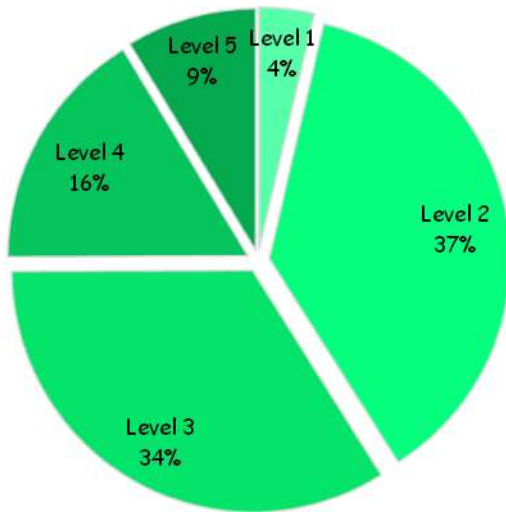


FIGURE 2: THE ABOVE FIGURES ARE THE NATIONAL FIGURES BASED ON THE NUMBER OF NEW APPRENTICES (INCLUDING MODERN APPRENTICES) WHO SIGNED INTO A TRAINING AGREEMENT DURING THE PERIOD FROM 1 JANUARY 2007 TO 31 DECEMBER 2007.

Credits Achieved 2007



Credits Achieved	2005	2006	2007
Level 1	9,094	7,301	3,646
Level 2	27,839	25,399	37,652
Level 3	37,345	37,305	34,122
Level 4	13,288	14,990	16,460
Level 5	9,045	8,312	8,761

Gender Comparison

Gender	Female	Male
2004	92%	8%
2005	93%	7%
2006	95%	5%
2007	96%	4%

FIGURE 3: THERE HAS BEEN A SIGNIFICANT DECLINE IN THE PERCENTAGE OF MALES PASSING THROUGH THE APPRENTICESHIP PROCESS SINCE 2004. THE NUMBER OF MALE APPRENTICES HAS HALVED OVER THE PAST 4 YEARS. FOR 2007, THERE WERE 1442 FEMALES COMPARED TO 61 MALES.

Apprentice Ethnicity

Ethnicity	2006	2007
European/Pakkeha	77%	77%
Maori	14%	15%
Pacific Island	2%	3%
Asian	3%	2%
Other	2%	2%
Not known/stated	2%	1%

FIGURE 4: OVER THE PAST YEAR THERE HAS BEEN LITTLE CHANGE IN OVERALL ETHNICITY SPREAD ACROSS ALL ETHNIC ORIGINS. HOWEVER FOR MAORI, 2007 SAW THE THIRD CONSECUTIVE INCREASE RISING FROM 12% IN 2004 TO 15% IN 2007. ALSO PACIFIC ISLAND RESULTS HAVE SHOWN AN INCREASE FROM 1% IN 2004 TO 3% IN 2007. THIS MAY APPEAR SIGNIFICANT HOWEVER THERE HAS BEEN A RELATED DECLINE IN THOSE WHO HAVE NOT STATED THEIR ETHNICITY FROM 4% IN 2004 TO 1% IN 2007.

Age of Apprentices

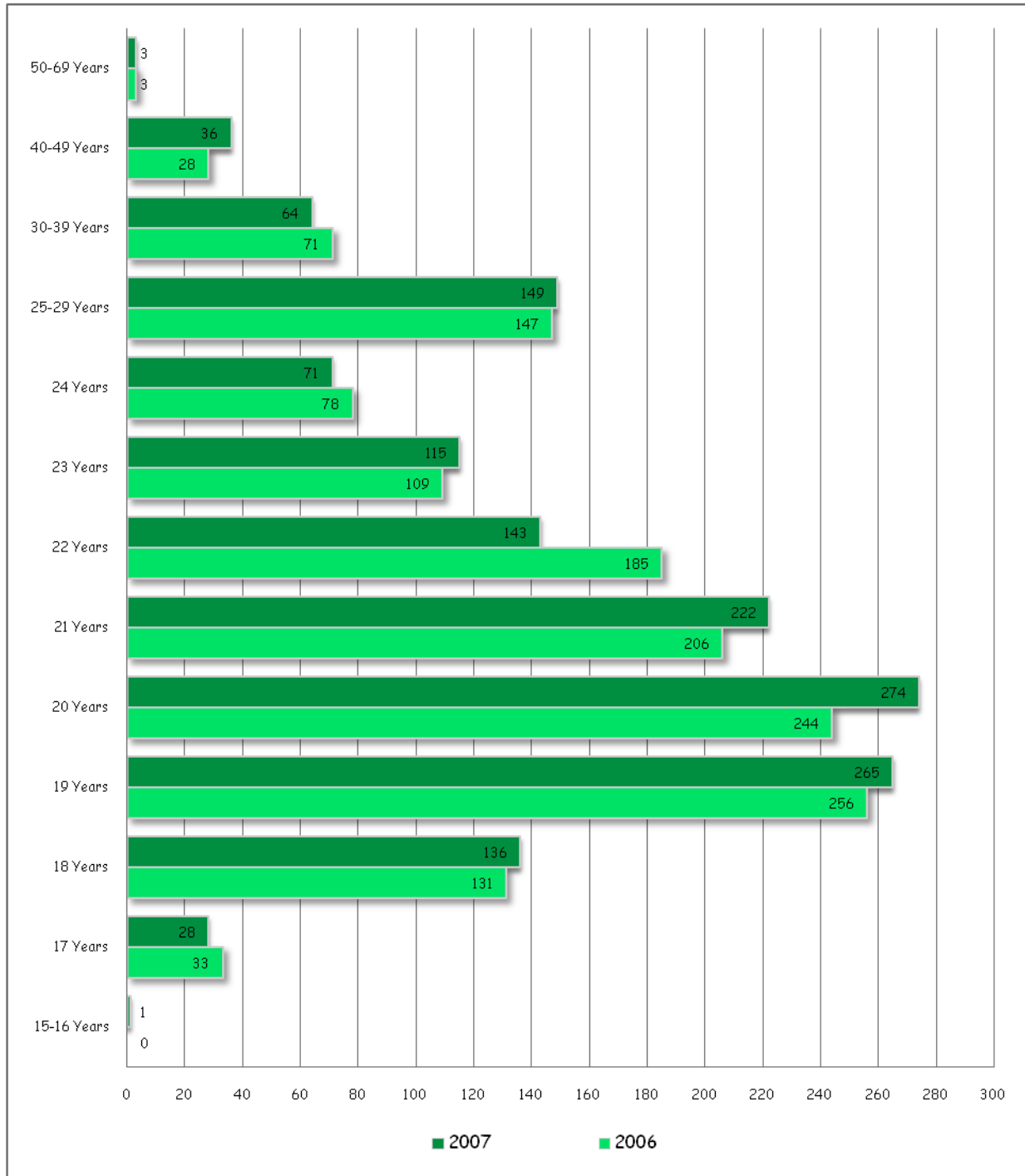


FIGURE 5: RESULTS SHOW THAT THERE STILL REMAIN OPPORTUNITIES IN ATTRACTING APPRENTICES INTO THE INDUSTRY IN THE 16-18 YEAR RANGE. THE INTRODUCTION OF THE MODERN APPRENTICE PROGRAMME LATE IN 2007 IS EXPECTED TO HAVE A SIGNIFICANT IMPACT FOR 2008.

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 graduates who have been issued a copy of their National Certificate in the period January 2007 to December 2007.

NOTE: This is not in any way reflective of the number of people who completed a national qualification in hairdressing in 2007 but rather those who chose to have their certificate issued.

National Certificates	2007
Hairdressing	304
Salon Support	104
Barbering	4
Management	1

Gateway Results

The launch of the HITO Gateway Programme occurred in 2006 and with minimal promotion, this has grown in size and scope in 2007.

Gateway Programme	2006	2007	Percentage Increase
Schools Participating	37	78	110%
Students Participating	68	116	70.5%
Students Completing Entire Programme	8	13	62.5%
Students Achieving Unit Standards	39	77	97.4%