



Grow your
business with
barbering
apprentices





Apprenticeships are good for business – grow your business, customer base, income and profit by training an apprentice.

What do I need to take on an apprentice?

To train an apprentice, you need:

- A qualified barber to supervise your apprentice. They need to hold the New Zealand Certificate in Commercial Barbering Level 3 or equivalent. Experienced professional barbers without this certificate can apply to become qualified through the HITO Qualification by Experience programme.
- Time for training. A new apprentice will need coaching as they learn, but the more time you invest in them at the beginning, the sooner they will be bringing their own clients to your shop.
- The right equipment. Apprentices learn all their skills at work, so you'll need the right equipment available to them.

Apprenticeships are good for business

Apprentices train while they work, learning all the technical and people skills needed to help bring **customers, income and profit** to your business.

- Apprentices can look after important business support and client care tasks, freeing you and your senior staff to bring in more income and profit.
- Apprentices build their own clientele as they learn, adding to your client base and income.
- You can train your apprentice from day one to fit your brand.
- You can find the right staff for your business no matter where you are in New Zealand.
- By regularly taking on apprentices you'll always have staff coming through to meet client demand.
- Research shows employers see a return on investment after taking on an apprentice.
- You can plan your training to fit your client and business needs.

How does an apprenticeship work?

HITO supports the apprentice and employer during the qualification by:

- visiting you and your apprentice regularly to provide training support and guidance
- providing a qualified assessor to evaluate your apprentice's progress
- arranging off-job training with an accredited provider for the theoretical components of the qualification
- providing training resources to guide the apprentice through the practical and theoretical components of the qualification
- providing training resources to help you train your apprentice
- there are no fees to the employer.

Your apprentice will:

- gain a **New Zealand Certificate in Commercial Barbering Level 4**.
- learn the technical barbering skills to become a qualified professional, such as client consultation, trichology, cutting and beard and moustache skills. They also learn the business and commercial skills required to run a professional barbershop.
- pay \$30 a week for the duration of the apprenticeship.
- receive fees-free funding for the first two years of training if eligible.
- take approximately two years to complete their apprenticeship.
- complete theory and practical assessments to work towards their qualification.
- can start their apprenticeship at any time during the year.



Finding your apprentice

We recommend you choose an apprentice based on their personality, attitude and fit with your business. Then, use apprenticeship training to ensure they have the skills, knowledge and professional qualification required for career and business success. We can help:

- You can advertise for apprentices through our Job page at: www.hito.org.nz/jobs.
- You can use our school Gateway programme as a low risk way of finding potential employees.

No qualification? No problem

Don't have the right qualification to train an apprentice? Not a problem. You can apply to us to convert your existing qualification over to the right qualification through our Qualification by Experience programme.

Your Industry Training Organisation

HITO is the Industry Training Organisation for Hairdressing, Barbering and Beauty Therapy.

We develop and support apprenticeship and on-job training qualifications for career and business success.

As the government-appointed standard setting body, we work with our industries and NZQA to develop qualifications.

Our vision is for 100% of people in our industries to be 100% New Zealand qualified.

www.hito.org.nz

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For more information, contact your HITO Sales and Training Advisor.

