



Grow your  
business with  
hairdressing  
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?

- **A qualified hairdresser to supervise your apprentice.** They need to hold the National Certificate in Hairdressing (Professional Stylist) Level 4 or equivalent. Experienced hairdressing professionals without this certificate can apply to become qualified through the HITO Qualification by Experience programme.
- **Time for training.** A new apprentice will need some coaching, but the more time you invest into them at the beginning, the less they will need as they learn.
- **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 workplace administration 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 fill senior positions.
- 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.

Your apprentice will:

- gain the **New Zealand Certificate in Hairdressing (Professional Stylist) Level 4**.
- learn the technical hairdressing skills to become a qualified professional, such as client consultation, cutting, colouring, fashion and treatment skills. They also learn the business and commercial skills required to run a professional salon.
- complete theory assessments, case studies, and practical assessments to work towards their qualification
- pay \$30 a week for the duration of the apprenticeship
- receive fees-free funding for two years of training, if eligible.

Your apprentice can start their apprenticeship at any time during the year.

A hairdressing apprenticeship takes approximately three to four years to complete.

There are no fees to the employer.



## 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](http://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](http://www.hito.org.nz)

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

