



HAIR AND BEAUTY INDUSTRY TRAINING ORGANISATION

**Submission on the Reform of Vocational
Education, April 2019**

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INTRODUCTION

This submission is made on behalf of New Zealand Hair and Beauty Industry Training Organisation (HITO), it's approximately 1900 employer members and apprentices/trainees. HITO is a charitable member organisation supporting a total of 782 employers actively engaged in training and 1,099 engaged apprentices and trainees.

HITO represents the qualification and on-job training needs of the wider Hairdressing, Barbering and Beauty Therapy industries.

In 2017 the Hairdressing industry contributed \$579 million and the Beauty industry contributed \$433 million in GDP to the economy. In 2017 approximately 11,500 people were employed in Hairdressing/Barbering and 7,500 were employed in Beauty. There is strong demand for employees and almost twice as many people, compared to other sectors, are self-employed.

One in three people in the hairdressing sector are self-employed, compared to around one in six nationally.

Source: Infometrics 2018

Despite the very short time frame, HITO held stakeholder meetings across the country to ensure our industries were given the opportunity to understand the proposed changes and to provide feedback.

Our Hairdressing industry has just celebrated 50 years of apprenticeships in New Zealand. We know the system we have is working well. Our Industry Training System is the envy of other countries, as it provides us with a system that has low cost to taxpayers and high value to learners. This is a key aspect of ITOs who are well embedded into their industries and one that should not be casually discarded.

The current ITO system was created in 1992 to address concerns that public tertiary institutions were not flexible or responsive enough to meet the industries' needs for skills. HITO has been continuing to improve its ability to meet our industries' needs over the past 27 years and the changes in this proposal are likely to be very disruptive to what is currently working well for our industries and our apprentices.

We have experienced growth at HITO over the last two years with the number of new hair and beauty apprentices and industry trainees increasing by 26%. We have a total of 886 hairdressing, barbering and beauty therapy apprentices and approximately 100 industry trainees. We also offer Gateway programmes for the schooling sector.

HITO is different from many other ITOs as it represents industries (Barbering, Beauty Therapy, and Hairdressing) that are made up of many small businesses in every single community of New Zealand. The industry is not regulated so there is no need for

qualifications, and there are no large employers that can take on a training role on behalf of the industry.

Our employers in the current system contribute greatly to the system and the training of their apprentices - they manage the employment contract, pay them a wage while they are training, use their time and skills to train them individually, and they provide them with the tools and equipment they need to learn. This is a delicate balance and a system change may well influence those SMEs who currently have apprenticeships to decide not to in the future. These SMEs need to have direct hands on support from those who really understand their needs. A regional hub of the NZIST will not be able to offer the same assistance as they will not be able to have liaison people who are directly involved with our industries. It would simply be uneconomic for them.

Working with HITO, the employer is assisted to take the learner further than just the training that is required for the learner to do the job; they help them achieve a qualification – one that is registered with NZQA and allows national, and in some cases international recognition, of the learners' skills and abilities. The New Zealand Hairdressing Qualification is very well respected and sought after in many countries. Our graduates are highly sought after.

The one-on-one training, with individualised training plans an apprentice experiences in the on-job environment is far superior to anything they can get in a classroom-based simulated environment and the many comments from our industry reinforce this.

We recognise that the funding in the overall system is not fair or equitable, and the complex funding system drives some unintended behaviours. The ITOs currently train 29% of learners for 7% of the tuition and training funding, compared with ITPs that teach 24% of learners in the system for 22% of the funding. ITOs are both very effective and efficient and this situation will not be easily replicated in regional hubs.

This efficiency in the ITO system is due to the training role being undertaken by the employer/industry professional who is not paid directly for this role. This compares with ITPs who rely on academic staff on academic conditions to provide teaching/training.

While we understand the need to rationalise the ITP sector and stop the continual bail outs of failing polytechnics, we also are very keen for the system to retain the ITOs flexibility, being future focused and financially sound - this is what ITOs are and none more so than HITO.

While we support and understand the desire for system change and some of the overall stated objectives of the reform, we cannot support the level of risk we anticipate for our apprentices and our industries with what is currently proposed. Our summary of feedback is shown in **Appendix 1**.

Following is our response to the proposed changes outlined in the cabinet paper. We have divided our responses into four sections – comments on each of the three proposals and a fourth section covering our proposed recommendation for roles in the VET sector. A summary of our recommendations is shown in **Appendix 2**.

Some of our industry members provided comments and submissions directly to the consultation email. Other industry members provided their comments directly to us to be included in our submission. Examples of these are shown in **Appendix 3**.

The following appendices are included with this submission:

- Appendix 1 - a summary of the context for the proposals and HITO feedback on each proposal.
- Appendix 2 - a summary of VET roles and our recommendations.
- Appendix 3 – examples of feedback and comments from our industries.

“Hairdressing apprenticeships work. Under the current system we have individualised training plans and support for trainers. I am disappointed the Government shows a lack of respect for our industry and clearly don’t understand the hairdressing industry. This change will kill the hairdressing industry. This will directly result in employers not taking on apprentices. ITOs were set up in 1992 and have been successful. I think ITOs should be kept across all industry and not just hairdressing. This change is happening too fast with no clear thought and research from the Government.”

Employer, Dunedin

FEEDBACK ON PROPOSAL ONE

This proposal seeks to redefine the roles of education providers and ITOs in the following ways:

Disband current ITOs and set up ISBs that would have an extended leadership role across all vocational education but would no longer do any arranging of on-job or off-job training.

The following table sets out the role components of this proposal and HITO's agreement or disagreement with them. The reasons for agreement and disagreement are provided below.

KEY COMPONENTS OF PROPOSAL ONE - THE ISBS WOULD:	HITO FEEDBACK ON PROPOSAL
1. Have a skills leadership role to coordinate industry to identify and plan to address future skills needs.	AGREE , HITO should be reconfirmed in its previous leadership role. While this was changed in legislation, the industry is made up of many small businesses and still looks to HITO for leadership.
2. Set standards and approve qualifications (as the ITOs currently do for unit-standards based qualifications, and this role would be expanded across the entire vocational system).	AGREE , this is a role we currently do and should be able to expand. Hair and Beauty qualifications should be allowed to be at a higher level. Hairdressers and beauticians are responsible for quite invasive treatments and these skills – a mix of science and art should be at Level 6.
3. Work with Centres of Vocational Excellence where appropriate, to support high quality programmes, core curricula, and teaching and learning resources.	More details on these CoVE before we can comment realistically.
4. Advise and guide the TEC's priorities for purchasing vocational education.	AGREE , assuming this advice would be taken. HITO has been very strong in feedback to TEC about over provision in the PTE sector for Hair and Beauty, where the graduates are not industry ready.
5. No longer arrange training for work-based vocational education, with the apprenticeship support role transferring to providers, the purchasing of Off-job training transferring to TEC, and advice being taken on advisory and brokerage functions.	DISAGREE This is a way to go backwards in providing industry with the skills and employees it needs. The ITOs are working well, there are more apprentices than there has ever been and they are well supported. Plus, the system means these apprentices are trained in a very cost-efficient way. Why would there be a proposal to change this? See comments below.

What we support in proposal one:

- We support the principle of a stronger standard setting role across the sector. However, HITO does not see why, as a very effective and efficient ITO, they should have to undergo change. The role of SSBs in Australia have not been very effective, and a lot more thought should be given into proposed changes to make sure the effective and efficient role of ITOs is not lost amongst the other system changes.
- If required, the name of ITOs could be changed to ISB, but this change should not involve the disestablishment of current ITOs who are well embedded into their industries.
- We support expanding the skills leadership role and related advice to TEC. It is important to note that the arranging training component (STM funding) subsidises the promotion of the industry. If these roles were split, additional funding would be required for an ISB to promote the industry to ensure demand for skills was met.
- The support for the expanded qualification oversight role is crucial to ensure decreased competition and meeting of supply and demand needs of industry. The current funding for arranging of training subsidises, the qualifications and standard setting body role. If the arrangement of training was removed from the ITO/ISB, a high level of additional funding would be required to undertake the current role.
- In terms of implementation of expanded qualification oversight, we support a nationally delivered New Zealand programme for each trade that incorporates a pre-trade component and a 'futureskills/transferable skills' delivered through polytechnics. Be aware that over 30% of apprentices already have a degree so a pre-trade component should not be compulsory.
- NOTE: If the arrangement of training was removed from the ITO/ISB, additional funding, over the amount currently provided by NZQA, would be required to undertake the current standard setting role. And, even more funding would be required on top of this to undertake the expanded roles of skills leadership and qualification oversight for the whole system.

What we do not support in proposal one - reasons for disagreement with the movement of arranging training:

HITO does not support the movement of arrangement of training away from ITOs. As discussed below, we think it could have a major impact on efficiency, service delivery, risk that employers will exit the system, qualification completion, cost, and standard setting.

Efficiency will be reduced

HITO does not support a change in responsibility for the role of arranging training, particularly if the various functions of arranging training are split between organisations. The arranging training activities are more efficiently done by the same organisation. HITOs current activities for arranging training for work based vocational apprenticeships include:

- Setting up a training agreement between apprentices, trainees and employers.
- Providing advice to employers on the benefits of taking on an apprentice and how to fit them into their ongoing business and succession planning.

- Providing training support materials that support the apprentice to learn while on-the-job and prepare for assessments.
- Providing training support materials that support the trainer to train the apprentice and provide pastoral care.
- Providing support to design individualised training plans with the employer and apprentice across the programme of learning.
- Providing ongoing mentoring, advice and/or pastoral care to the apprentice and the employer/trainer through the training process.
- Providing official Training Site Visits and documentation for TEC.
- Providing business advice and suggestions to the employer that help to ensure the apprentice gains all their training and assessment requirements while adding value to employer.
- Purchasing any required off-job training in bulk on behalf of employers and apprentices. Note: not all programmes have an off-job training component.
- Arranging and documenting assessment and marking of interim assessments, through off-job training or as a separate function.
- Arranging and documenting capstone assessment.
- Arranging the credit loading of achievements with NZQA.

The proposal does not specify in detail who will be responsible for each of these roles, however it is proposed to transfer the role of supporting learners to providers/polytechnic(s).

The numbers of HITO learners in arranged training with employers is currently 1264, and the number across the ITOs is 140,000+. Currently, ITOs provide personal visits and support to apprentices and employers. If one organisation was to visit to support apprentices and another to support employers, costs would double for the same service that is currently provided by the ITOs.

“ITOs help the industry keep up to industry standards. I did my first year at a provider and felt really ripped off because the skills I had been taught with bad habits and like I still didn’t know how to do it properly but by doing my apprenticeship I had regular visits from HITO to see how I am tracking and advise on how to get through and had amazing training from a passionate salon trainer”. Apprentice, Napier

Risk employers will exit the system – and everyone will lose out

- Disruption to this system would lead to significant drop in employer confidence and potential failure to meet current targets.
- Learners would be at risk of not qualifying or completing if employers cannot see a direct benefit to their business and are not supported appropriately to take on trainees.
- The relationship between ITOs and employers has taken many years to establish.

- Arranging training requires close liaison with employers and employer organisations. Unless training fits in with our employers' needs, they will exit the system – and have told us this will be the case.

“HITO works closely with us to ensure apprentices are salon-ready when they complete. Please don’t fix what isn’t broken.” Hair and Beauty salon owner, Whangarei

- And for the sector as a whole, there is a significant risk that industries and employers who are currently dissatisfied with Polytechnic and provider provision will not support a change to the role of ITOs and will choose not to participate in the system. The 25,000 existing employers and 146,000 trainees and apprentices currently working with ITOs may not choose to switch to providers as the reform assumes.
- In New South Wales a similar change as proposed resulted in a halving of the number of apprentices in training in the following years (from 55,000 to 25,000).
- Employers are busy people focussed on running their business. They are unlikely to engage or allow their staff to engage with multiple people they don’t know or trust. We need to keep employers wanting to take on trainees as it is an efficient and very effective way of delivering vocational education – a win-win for learners, taxpayers and employers.

“As a salon owner these changes will not encourage me what so ever to take on new apprentices. HITO give me and the industry the support and understanding of my business and what’s important to me. We need HITO! The system we have works!” Hairdressing employer, Christchurch


Service delivery will be reduced

Providers do not understand or have experience with this support role as there are no managed apprenticeships in our industries. It is likely to take years to get up to speed with what is required.

- The polytechnic sector has had a limited role interfacing with employers directly and there is no indication that they could be more responsive, more focussed or closer to employers than services currently delivered by the ITO sector.
- Half of the polytechnic business is non-vocational. ITOs are better placed to provide this vocational on-job support as they deliver double the number of qualifications to twice as many learners as the ITPs.

“A close working relationship to support employers and employees during an apprenticeship is imperative. ITPs have no history of successful employer engagement – their focus remains on their own core business priorities.”
Hairdressing employer, Wellington

- Work places do not run or recruit in semesters and will need year-round support, which does not fit with the current provider model of operation.
- The ITO workforce and contractual terms are set up to run a field staff to support employers and apprentices year-round. If polytechnic conditions apply to staff to do this support, there will be a significant cost creep or a reduction in the current levels of service to compensate.
- ITOs also arrange training for small and niche industries where there is no current polytechnic provision. How would this be handled by a provider?
- While a merging of existing polytechnics is taking place, there is too much risk for them to take on new responsibilities.
- It is also likely that current ITO staff would elect to return to their industries rather than redeploy to providers. This would remove current capability and expertise from the system.
- The PTEs, who currently do off job vocational training, will likely have a reduced role going forward if the skills leadership role of ISBs more strictly limits delivery and the expanded role of ISBs more strictly enforces quality delivery of programmes and outcomes.



“Keep the ITOs going until you have the polytechnics sorted and they have proven their ability to provide people that are ready for the workplace.”

Barber, Christchurch

The costs will be significantly higher

- The costs are likely to increase substantially, and any benefits may not be realised. The current TEC contribution is for arranging training subsidises, the standard setting role and the promotion of the industry. These would need to be funded separately if ITOs could no longer subsidise their activities through TEC funding.
- Employers currently pay for the largest percentage of training costs for apprentices and provide their training free.
- If the work-based training component currently carried out by ITOs is placed in the Polytechnic sector funding will need to be increased as the terms and conditions of

staffing in the Polytechnic sector is much greater than in the ITO sector in terms of remuneration, limited hours of work and extensive holiday pay.

- The proposal suggests it may be appropriate to split the arranging of training functions between providers (for learners), TEC (for training contracts) and perhaps another organisation for support for employers. This would lead to a very inefficient and expensive system. Currently ITOs provide personal visits and support to apprentices and employers. If one organisation was to visit to support apprentices and another to support employers, costs would double for the same service that is currently provided by the ITOs.
- A simple devolution of on and off job training to the polytechnics will not solve the issues between on and off job training. It will probably lead to an explosion of costs under the Polytechnic terms and conditions for academic tutors. Employers currently provide the majority of funding for on job training supported by ITO staff on very different terms and conditions to polytechnic staff. We see this as a major risk to the Government's funding aims for the restructure.

Standard setting becomes less relevant

- Standard setting should not be split from arranging training or the 'feedback loop' between what happens in industry and the qualifications required is lost. The standard setting bodies risk being seen as out of touch as is the case with the skills councils in Canada, Australia and the UK.

Recommendations for Proposal one:

- If new unique industry bodies are to be formed, i.e. ISBs, it would be appropriate for current ITOs to translate into these new bodies through a name change. This would create the least disruption while still setting a new agenda.
- We recommend adding the formal role of skills leadership to ITOs/ISBs.
- We recommend expanding the role of ITOs/ISBs to include standard setting for qualifications and programmes across the system.
- We recommend leaving the arrangement of training with the ITOs/ISBs.
- In future, we recommend adding an employer incentive to motivate more employers to engage in on-job/workplace training during periods of economic downturn. These would be administered by the ISB.

“The hairdressing industry is a very specialised trade that only those who have worked first hand in the industry understand. The HITO have been doing an amazing job in the industry and as an employer. I would personally prefer to have this institution with its 30 years of experience continue to facilitate the education standards and relationships between educators, employers, employees and students.” Employer, Auckland

FEEDBACK ON PROPOSAL TWO

Proposal two is the creation of a New Zealand Institute of Skills and Technology and bringing 16 public ITPs within a single legal entity to serve New Zealand’s regions and strengthen consistency and availability of provision across the country

The following table sets out the components of proposal two and the summary of HITO’s agreement or disagreement with them. The reasons for agreement and disagreement are provided below.

Proposal two key components	HITO feedback on proposal
1. 16 ITPs would be consolidated into one New Zealand Institute of Skills and Technology.	AGREE with rationalisation of ITPs but DISAGREE that it should be to one institution.
2. Distributed network of provision across the regions and a coherent set of nationally-delivered programmes that make it easier for both learners and employers to gain access to the education and skills they need.	AGREE with the principle but DISAGREE with the proposed solution. You can achieve this with a rationalisation of ITPs and more control of qualifications through ITOs or ISBs.
3. Single governing council for NZIST that would manage capital and operational budgets, staffing, student and learning management systems, and share out programme development across campuses.	DISAGREE , as too much risk in one institution to deliver and manage all systems and students across the country.
4. Regional Leadership Committees to identify local skills needs and link with regional economic development plans.	AGREE in principle, but as part of ITOs/ISBs skills leadership, not ITP advisory, or risks confusion about future skills requirements for NZ. Many of our businesses are small and don’t have the time or inclination to go to a Leadership Committee especially when they will be replicated around the country. These businesses are hardworking retailers and do not willingly leave their businesses to attend bureaucratic meetings.
5. Regional campuses of NZIST could host CoVEs that reflect key regional industries and collaborate with the relevant ISBs.	AGREE in principle, but regional campuses would not necessarily be part of NZIST.

We recognise that change is required to the current funding and administration of ITPs:

- ITPs have had limited increases in their base funding over the past eight years.

- Extra associated funding has also been removed over the past few years which has exacerbated the problem.
- ITPs have moved into degree qualifications in order to stabilise or increase their enrolments and in doing so have moved away from trade-based training.
- Trade training in simulated environments is expensive to set up, does not make people work ready, and requires ongoing capital investment in order to maintain currency.
- ITO funding has not increased in the past six years so contracts for off job training with ITPs have been tight. For ITPs this often means that the contracts generate revenue but often don't meet actual provision costs. This is largely due to the costs of tutors combined with the fixed costs of plant, equipment and administration that all ITPs carry whether centralised or regionally based.
- Competition from PTEs offering focussed programmes and focussed promotion has been strong. Currently the PTEs compete directly with polytechnic provision with much reduced staffing costs, less infrastructure costs, cherry picking specific courses by not offering the range required by the Polytechnic sector and running programmes that do not necessarily reflect industry needs or requirements.
- Competition from Schools offering more vocational programmes at L3 has also reduced the numbers coming directly to ITPs to gain basic trade skills.
- ITPs have had numerous Government bail-outs which cannot continue.

“The proposed changes undermine our industry and are set to destroy a successful training model in order to prop up a flawed and lacklustre training institution” Hairdressing employer, Wellington

We do not support such a radical merger to bring all 16 institutions into one for the following reasons:

- This would create a serious risk to the vocational education system in that a single institution could create a single point of failure.
- While consolidated institutions have the possibility of fewer costs for back office functions, the history of amalgamations has shown cost savings are often not realised. For example, Auckland Council, show that the costs saved are often overtaken by increased costs of staffing in multiple areas as the distance from the centre creates requirement for reinstating roles that were originally disestablished.
- Overseas experience does not support this. For example, four years ago the 10 publicly funded TAFEs in New South Wales were similarly merged into one and last year they lost \$240 million.
- The disestablishment costs and disruption to people's lives may not justify the savings - including redundancies followed by re employment of staff made redundant who take up new roles at significant cost to the taxpayer. There is also a risk that good people will exit the system due to the change process.

- A new national polytechnic will take at least three years to bed down. During this time the relationships established under current ITO systems will be dissipated and will take considerable time to re-establish.
- The proposed reduction of polytechnics from 16 to 1 will result in massive upheaval to the sector. Regional hubs will be required and will result in the re-establishment of many current polytechnics under the umbrella of a single organisation.
- With one polytechnic, learners and employers would have no choice of public provider. The risk is that the one polytechnic would become inefficient and bureaucratic without any significant level of competition.
- If TEC takes advice from the ITO/ISB on programmes and funding to reflect the match of the supply of learners with real demand, PTE numbers will reduce. This means that competition will be reduced.

Recommendations for Proposal Two:

- Rationalise the polytechnic sector to ensure regional coverage and input from local industry and community to meet regional and national needs. (See Appendix 2 for an example of rationalisation). It is important that communities have input to their tertiary public sector education system and allow the revenue and diversity international students bring to the regions.
- Ensure the current ITOs/ISBs can control the qualifications and programmes across the sector, so that only quality New Zealand vocational qualifications are offered with consistent assessment material. This will reduce the number of low quality/less industry relevant competitors across the system.
- Ensure all New Zealand vocational qualifications include optional pre-trade and compulsory future skills components that are delivered as off-job training by polytechnics. Recognising not all potential apprentices may require pre-trade components because of already acquired education and life skills.
- Ensure TEC takes advice on the demand for qualifications and funds accordingly, and this will reduce the number of competitors across the system.
- The lower level of competition from PTEs in the system will make it more viable for ITPs to keep simulated environments up to date and continue to offer vocational courses.
- Consider limiting PTE delivery to niche courses which are not able to be provided under the national centralised system.

QUOTE: WELLINGTON HAIRDRESSER

In my opinion the polytechnics are failing miserably, and I have third year apprentices come through my salons that couldn't shampoo hair correctly and their basic cutting skills weren't adequate to carry out basic haircuts. This was due to a lack of theory and practical experience.

One would expect a second-year trainee would have these skills and this is a reflection of how the polytechnics are failing.

As a result, salon owners are reluctant to take on apprentices because they effectively have to retrain them, which becomes a burden and a cost to the salon.

Also, it results in some salons taking on apprentices and only giving them menial tasks, which results in disenchanted employees.

FEEDBACK ON PROPOSAL THREE

Proposal three is to create a unified funding system for vocational education. The following table sets out the components of proposal three and the summary of HITO's agreement or disagreement with them.

Proposal three key components	HITO feedback on proposal
1. Consolidated set of funding rates for both on-job and off-job provision.	AGREE a more equitable funding system for on and off-job training is required.
2. Funding for strategically important delivery that comes at a higher cost either a per learner top up or a base grant.	AGREE
3. Funding for ISBs (since they would not receive funding for individual apprentices and trainees) balanced with employer contributions.	DISAGREE , as think ITOs/ISBs should continue their funding for arranging on job training and employers will not want to pay twice (for training contribution and standard setting function). Remember these are very efficient already and also very effective.
4. Continued employer /industry contributions to the cost of training.	AGREE in principle, but as part of ITOs/ISBs arrangement of training, not to fund ITPs.
5. Continued fees to learners in some cases.	AGREE as without some contribution to fees, learners do not value the learning and/or are less committed to their programme of learning.

HITO agrees that a more standardised and simple funding system is required, one that does not encourage undue competition for public funding.

We support:

- More standardised rates for both on-job and off-job training, that more accurately reflects their actual costs. There may be a tiered system depending on the capital investment required for off-job training.
- Increased funding for on-job training that allows purchase of off-job training at rates that contribute to full rather than just marginal costs for ITPs.
- Strategically important or regional delivery where numbers are smaller than the required 16 per class may require a base fund and a per learner investment.
- Continued fees to learners in some cases, but suggest that pre-trade programmes are fees-free.

We do not support employers being asked to pay twice, once for the training contribution and again for the funding of the ISB.

- If ITOs were rolled into ISBs and retained their job placement training role there would be limited need to top up the current funding system.
- Industry will continue to contribute if they are maintained in the relationship that HITO currently provide, as we have worked out a system that works for them.
- HITO employers are very small businesses that do not have the ability to contribute more than they currently do to the system and will opt out.

Recommendations for proposal three:

- Leave the ITO system in place with enhanced powers that will better control the system. Rename the ITOs as ISBs if required, providing additional Government funding to cover the costs of skills leadership, industry promotion for areas of skills shortage, and expansion of standard setting role.
- Introduce more standardised rates for both on job and off job training, that more accurately reflects their actual costs. There may be a tiered system depending on the capital investment required for off job training.
- Ensure increased funding for on-job training allows purchase of off-job training at rates that contribute to full rather than just marginal costs for ITPs.
- Introduce base funding and per learner investment for strategically important or regional delivery where numbers are smaller than needed for economic viability.
- Continue fees to learners in most cases, but provide free fees pre-trade programmes and encourage/require learners to leave school to participate in these programmes, rather than setting up duplicate simulated learning environments in secondary schools.
- Lower payments to PTEs to reflect actual costs. PTEs operate under different constraints from polytechnics and have less infrastructure to support.

APPRENTICE QUOTES

Major backward step. What is the point of destroying a system that works in order to create a new one that will generate even more problems ...I am an apprentice and I dropped out of polytech because of the lack of skill gained for a ridiculous amount of money.

Don't treat us like a burden to your budget. We are people.

Apprentice Wellington

I personally don't agree with the changes as learning in the salon environment is more beneficial to me as an apprentice than in a Polytech as on the job training is easier for me to do and understand.

Apprentice Invercargill

FEEDBACK ON OTHER ASPECTS

We are concerned that these proposals do little to address:

- School transitions and balance of pre-trade vocational education in schools vs. ITPs.
- Increased participation and support for Māori and Pacific Peoples.
- Parity of esteem between vocational and academic pathways.

We are concerned that the short timeline for consultation with ITOs, employers and industries has created a level of industry distrust with the system that will impact on learners for the future.

“Why try to fix a system that’s not broken and take away a voice. You have given Hairdressers no time to rally around and 6 weeks is very disrespectful.”

Hairdressing employer, Auckland

WHAT WE PROPOSE

HITO's recommendations for the roles within the VET sector are shown in **Appendix 2**.

We propose the following:

- That ITOs remain as is, albeit perhaps with a name change to ISB, to incorporate additional roles and functionality. This will work well for those ITOs and their industries that are currently well embedded into their industries.
- Include skills leadership and expanded roles for standard setting across the sector and the arrangement of training for ITOs/ISBs. This would create the least disruption while still setting a new agenda and taking control of the system.
- Rationalise the polytechnic sector. More hub and spoke organisations could be established. This may enable the concept of Centres' of Excellence to be able to flourish.
- Ensure the ITOs/ ISBs can control the qualifications and programmes across the sector, so that only quality New Zealand vocational qualifications are offered. This will reduce the number of low quality/less industry relevant competitors across the system and ensure consistency of outcomes.
- Ensure ITO/ ISB National qualifications incorporate aspects of pre-trade training and compulsory 'future- proofing' transferable skills that are offered at ITPs. This means the employer gets the skills they need for the workplace through on-job training and learners and taxpayers get qualified people with transferable skills for the future demands of the economy.
- Raise the level of apprenticeship qualifications to Level 5 or Level 6 to achieve more parity with university based qualifications in the eyes of parents and careers advisors. This will increase the demand for qualifications in skill shortage areas.
- Ensure TEC takes advice on the demand for qualifications and funds accordingly, and this will reduce the number of taxpayer-funded learners and competitors across the system.
- Reduce funding and offerings from PTEs in the system to make it more viable for ITPs to keep simulated environments up to date and continue to offer vocational courses.
- Provide additional Government funding to ITOs/ISBs to cover the costs of skills leadership, industry promotion for areas of skills shortage, and expansion of standard setting role.
- Introduce more standardised rates for both on-job and off-job training, that more accurately reflects their actual costs. There may be a tiered system depending on the capital investment required for off-job training.
- Ensure increased funding for on-job training allows purchase of off-job training at rates that contribute to full rather than just marginal costs for ITPs.
- Introduce base funding and per learner investment for strategically important or regional delivery where numbers are smaller than needed for economic viability.
- Continue fees to learners in most cases but provide free fees pre-trade programmes and encourage/require learners to leave school to participate in these programmes,

rather than setting up duplicate simulated learning environments in secondary schools.

“As someone who has already gone into full-time study at a Polytech and came out in debt and jobless, I don’t want to go backwards. I really enjoy and support ITOs as the skills and training I have received while being with one have excelled my career, Polytech training would only hold back my learning.”

Apprentice, Wellington

“This is clearly a case of ‘robbing Peter to pay Paul’. Current system works for our ‘unique’ industry. I will not pay any extra from my business. This is totally undervaluing our industry and as a career.”

Hairdressing employer, Hamilton

Attachments:

APPENDIX 1: SUMMARY OF PROPOSAL CONTEXT AND HITO FEEDBACK

APPENDIX 2: SUMMARY OF VOCATIONAL EDUCATION ROLES AND RECOMMENDATIONS

APPENDIX 3: EXAMPLES OF FEEDBACK AND COMMENTS FROM OUR INDUSTRIES

Current environment

The ITO system was set up in 1992 to address concerns that public tertiary institutions were not flexible or responsive enough to meet the industries' needs for skills

- 11 ITOs that have a limited standard setting function for unit standards based qualifications. The standard setting function is subsidised by the contribution to overheads from the arranging of training. ITOs arrange/ support training for 25,000 employers and 140,000 apprentices and trainees (51% of learners in the VET system achieve qualifications through ITOs)
- 16 ITPs, only 4 doing OK financially. ITPs teach 110,000 students, of which 65,000 are defined as vocational, through classroom and simulated workplace environments (25.6% of learners achieve qualifications through ITPs)
- ITPs do better in economic downturn when there are fewer jobs available
- Numerous PTEs competing directly with ITPs and/or providing niche provision
- Some overlapping provision and competition between ITOs and ITPs for funding (ie learners)
- Unequal funding – ITOs train 29% of learners for 7% of tuition and training funding. ITPs teach 24% of learners for 22% of tuition and training funding.
- ITOs are efficient as employers absorb the costs of doing the training (one on one) with support from the ITO and providing equipment and materials.
- Employers engage in training that leads to qualifications for learners, if it fits their needs. If their needs are not met, they only train to their particular skill requirements.

2017 FUNDING INFORMATION

Tertiary system: \$2.125 billion distributed by TEC

Universities - \$1 billion

ITPs - 509m total, \$271m Vocational Education

PTEs - \$245m, \$130m Vocational Education

ITOs - \$180m, all Vocational Education

APPENDIX 1

HITO Submission: Summary of feedback on current proposal for VET reform

Current Proposal includes the following key components:

Proposal 1 – Redefined roles

Disband ITOs and create ISBs with:

- standard setting responsibility for all programmes across the VET sector (including moderation, advising TEC on purchasing, working with CoVE)
- added skills leadership
- Remove arranging training function from ITOs and give to providers

Proposal 2 – NZ Institute of Skills and Technology

Bring 16 ITPs and Polytechnics into one:

- Providers arrange all on job and off job training
- Some activities centralised at national office
- Governing council appointed by the Minister
- Regional leadership committees and Centres of Vocational Excellence

Proposal 3 – A unified funding system

- Consolidate funding rates for on-job and off-job provision
- Funding for strategically important delivery with higher costs
- Funding for ISBs split between Government and employers
- Continued industry/employer/learner contributions to the cost of training
- Some free fees

FEEDBACK ON PROPOSAL 1: REDEFINED ROLES

We support expanded standard setting responsibility across the sector and the addition of skills leadership. We want the qualifications that set learners up for current needs of employers and future needs of the economy. The name ITO can be changed to ISB to reflect the expanded role.

We don't support disbanding current ITOs or separating the standard setting from the arranging of training function. We recommend keeping the roles together to ensure ISBs are close to industry and set qualifications that truly meet industry needs.

FEEDBACK ON PROPOSAL 2: NZIST

We support rationalisation of the polytechnics and centralisation of some activities, but not as far as only one choice for provision. We support CoVE for key regional and national economic skill needs.

We need more information to determine how the regional leadership committees would fit with the skills leadership role of the ITO/ISB.

We think it will take too long for NZIST or other providers to gain the trust and confidence of employers/industry so the arranging of training should stay in the current ITO/ISB role. Some 'future skilling/transferable higher level skills' should be added to all qualifications and these elements can be delivered by ITPs to increase their role in future proofing learners and increasing their ability to transfer more seamlessly across the system and the economy.

FEEDBACK ON PROPOSAL 3: UNIFIED FUNDING

We support a more equitable funding system for on job training, one that includes more recognition for the pay employers contribute to trainees.

We also support a simpler funding system.

We do not support splitting the funding for ISBs standard setting role between Government and employers. The Government should pay to ensure the needs of the whole economy and all taxpayers are met.

OBJECTIVES

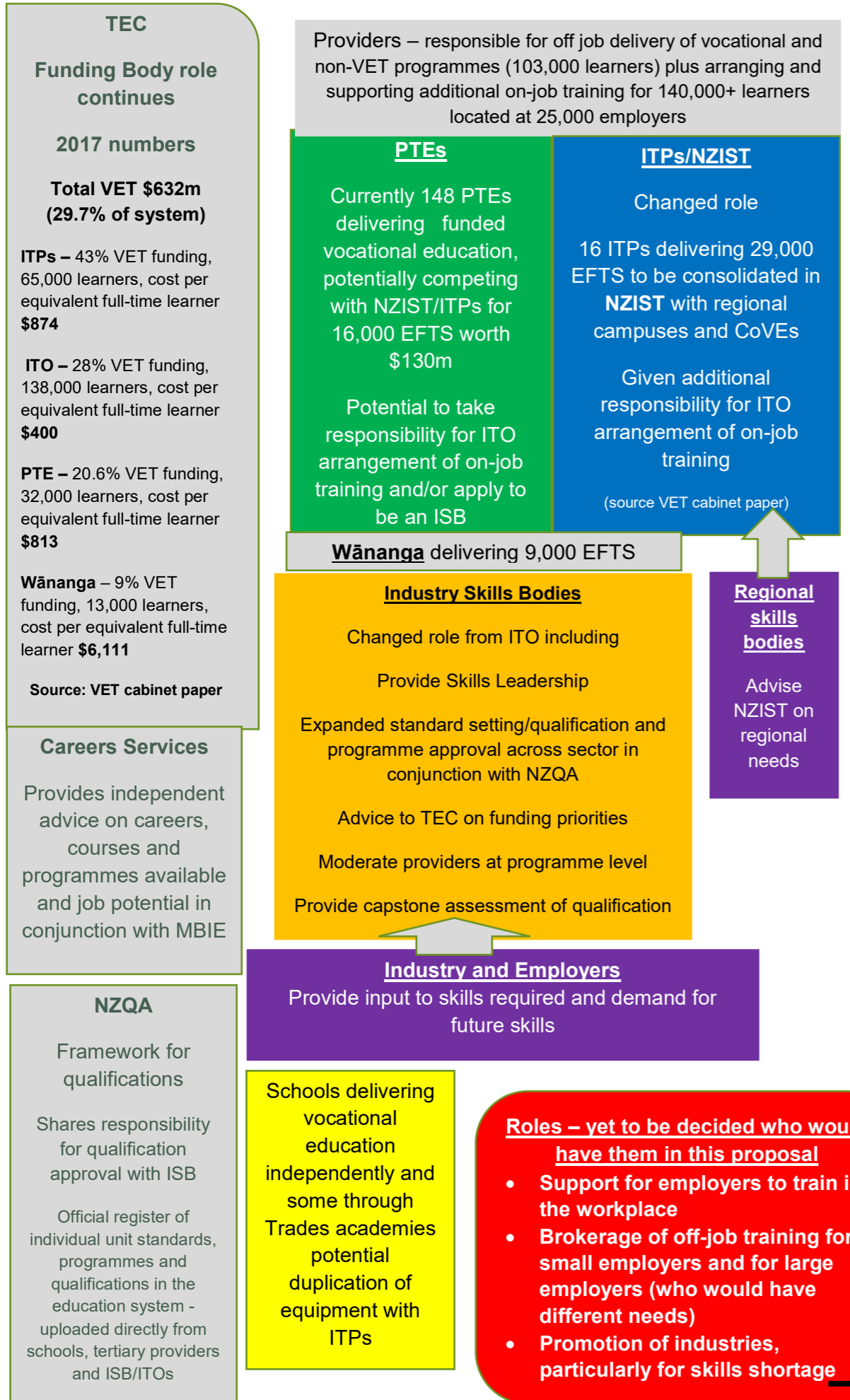
We support the objectives from the Ministerial proposal forward:

- Access to quality education throughout their lives for every NZer to realise their potential and participate in the economy and society.
- Gear the system up for the future economy where re-training and up-skilling will be a regular feature of everyone's working life.
- Move the system to a non-competitive one where educational institutions/ provider- based learning and on-job training are seamlessly integrated.
- Protect the system from the economic cycle so providers and on-job training are sustainable through boom and bust.
- Expand regional high quality and consistent vocational education throughout the country.
- Ensure regional economic and social needs drive available skills development.
- More flexible and nimble system that gets people with the right skills into jobs faster.
- Better career pathways for the 2/3 of young people that don't go to University.

We also want a system that:

- Is industry-led and includes delivery that is tailored to workforce needs
- Supports the delivery of relevant skills where and when required
- Has strong national consistency and broad regional provision
- Has parity of esteem across vocational and academic pathways
- Has simpler and more equitable funding across the system

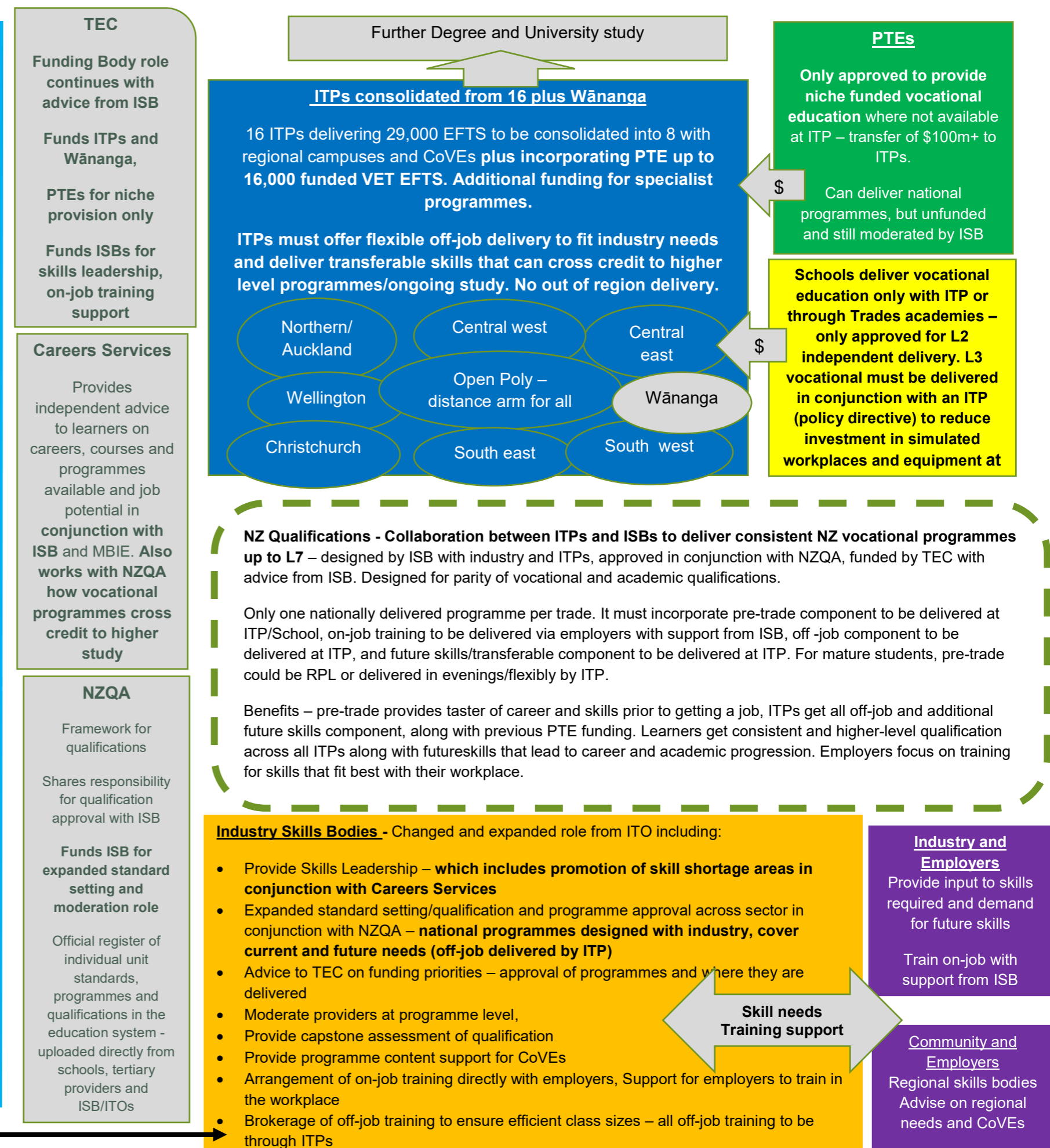
VET roles - Current proposal



Roles – yet to be decided who would have them in this proposal

- Support for employers to train in the workplace
- Brokerage of off-job training for small employers and for large employers (who would have different needs)
- Promotion of industries, particularly for skills shortage

HITO recommendations for VET roles



APPENDIX 3 – Examples of feedback and comments from our industries.

This appendix contains:

- the locations of each of the stakeholder events
- attached sheets with names of those attending the events, and
- comments that were provided by our stakeholders to be included with the HITO submissions

Stakeholder events were held as follows and a video was created for those stakeholders that were unable to attend our sessions. Total stakeholder attendees and video views were approximately 1000.

1. Wellington Information Meeting

February 25 @ 5:30pm-6:30pm

HITO Office Wellington, Level 2, 107 Customhouse Quay, Wellington

2. Napier Information Meeting

February 27 @ 7:30am-8:30am

Napier Conference Centre, Small Exhibition Hall, 48 Marine Parade, Napier

3. Auckland North Shore Information Meeting

March 3 @ 2:00pm-3:00pm

Pupuke Golf Club, 231 East Coast Rd, Campbells Bay, Auckland

4. Auckland Central Information Meeting

March 3 @ 5:30pm-6:30pm

Parnell Trust Jubilee Centre, Pukekawa-Bledisloe Room, 545 Parnell Road, Auckland

5. Whangarei Information Meeting

March 4 @ 5:30pm-6:30pm

Vivo Rathbone Street, 16 Rathbone Street, Whangarei

6. Nelson Information Meeting

March 6 @ 7:30am-8:30am

The Hotel Nelson, 40 Waimea Road, Nelson

7. Christchurch Information Meeting

March 6 @ 6:00pm-7:00pm

Russley Golf Club, Fairway Room, 428 Memorial Avenue, Christchurch

8. South Auckland Information Meeting

March 11 @ 11:00am-12:00pm

Franklin: The Centre, 10 Massey Avenue, Pukekohe

9. Hamilton Information Meeting

March 13 @ 6:00pm-7:00pm

Novotel Hamilton Tainui, 7 Alma Street, Hamilton

10. Dunedin Information Meeting

March 15 @ 7:30am-8:30am

Distinction Hotel Dunedin, 6 Liverpool Street, Dunedin, Otago

11. New Plymouth Information Meeting

March 17 @ 6:00pm-7:00pm

Novotel Hobson, Cnr Hobson & Leach Street, New Plymouth

12. Whanganui Information Meeting

March 18 @ 12:30pm-1:30pm

151 on London, 151 London Street, Whanganui

13. Palmerston North Information Meeting

March 18 @ 6:00pm-7:00pm

Distinction Hotel, 175 Cuba Street, Palmerston North

14. Tauranga Information Meeting

March 20 @ 6:00pm-7:00pm

Hotel Armitage, 9 Willow Street, Tauranga

15. Gisborne Information Meeting

March 22 @ 8:00am-9:00am

The White House, 69 Peel Street, Gisborne

16. Timaru Information Meeting

March 24 @ 10:30am-11:30am

Comfort Hotel Benvenue, 16-22 Evans Street, Timaru

17. Invercargill Information Meeting

March 25 @ 5:30pm-6:30pm

Kelvin Hotel, 20 Kelvin Street, Invercargill

HAVE YOUR SAY

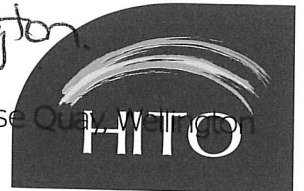
on the Vocational Education Reform

Date: Monday 25 February

Time: 5.30pm

Location: HITO Office, Level 2, 107 Customhouse Quay

Wellington



Name	Workplace
Susanne Holden	Snip
William Pearce	Snip.
Jamie Tait	Hair Ministry
Ann Davis-Moravcs	Salon Village
Charmaine Jackson	Charmaine on Royal
Macaveen Bowditch	Haircraft Centre
Gowri Periasamy	Hair Ministry
Hayley Clarke	Shape Hair Design
Amber Logan	Shape Hair Design
Stephen Brooker	Shape Hair Design
Alexandra Bouron	Snip
DANIEL MARENGE.	Badaro.
Destiny Collins	BADARO
Natalie Taiapa	VIVO
Angelina Thornley	RW Lambert
Grant Thornley	
Matt FORSMAN	MATT FORSMAN
Jackie Fuimaono	Salon Village
Regan Meys	Badaro
Ronica Samu	
Elish Meany	BUOY.
Weegy Chan	Shape
Craig Stinson	Calibre
(?) Jason Parker	BVOY.

Re: Feedback on Reform of Vocational Education

Thanks for the opportunity to express my concerns on this issue.

After attending HITO's meeting, I feel compelled to express my concerns and disappointment towards the potential changes that the Government is proposing to make to the industry that I have invested my time and money into.

I am a hairdresser, own two salons and I currently employ 3.5 staff and I have intentions of buying more salons. However, I believe the potential changes will be detrimental to my decision of whether I do or not.

I don't understand why the Government want to disestablish the likes of HITO when they are an integral part of building our industry.

There is a shortage of qualified hairdressers in New Zealand and my attempts to get staff has been a big problem. In one salon I had to resort to taking on two migrant workers because there was a total lack of response with on shore applications and the one or two that I did receive were first/second year trainees. I have taken on apprentices in the past and I currently have one, third year apprentice on the payroll

In my opinion the polytechnics are failing miserably and I have had third year apprentices come through my salons that couldn't shampoo hair correctly and their basic cutting skills weren't adequate to carry out basic haircuts. This was due to a lack of theory and practical experience. One would expect a second year trainee would have these skills and this is a reflection of how the polytechnics are failing. As a result salon owners are reluctant to take on apprentices because they effectively have to retrain them, which becomes a burden and a cost to the salon. Also it results in some salons taking on apprentices and only giving them menial tasks which results in disenchanted employees.

When trainees leave the polytechnics, Hito help them in the workplace by encouraging salons to take on apprentices and to get them qualified. I believe their recent 2018 stats on how many qualified hairdressers there were speaks highly of the work they have done to get more qualified hairdressers. Hito maintain high standards and it's not uncommon for apprentices to have more than two attempts to qualify. This reinforces that Hito are maintaining their standards.

I have no confidence that a single entity will maintain standards . It seems to me that if polytechnics are training to a low standard, it follows that the standards will get dropped rather than the training level raised. If anything, a solution needs to be found as to why the training provided by the polytechnics is substandard and how that can be remedied. This will result in more salons taking on apprentices, apprentices getting qualified within 3-4 years, less apprentices leaving the industry.

Why risk changing something that's working?

Regards

Ann Davis-Maroulis

HAVE YOUR SAY

on the Vocational Education Reform

Name: Matt Forsman

Workplace: Matt Forsman HMR

Comments, questions or suggestions:

HMR is a valuable conduit between the hairdressing business (which trains and employs its apprentices) and the training institution that regulates them. These proposed changes undermine our industry and are set to destroy a successful training model in order to prop up a flawed and lacklustre training institution.

Signature: [Signature]



HAVE YOUR SAY

on the Vocational Education Reform

Name: Susanne Holden

Workplace: Snip

Comments, questions or suggestions:

Hairdressing is a hands on job, generally taken up by non-academically inclined people. Hito has worked very hard in the last few years to facilitate business appropriate training. The proposed changes won't produce industry relevant training and is actually a disincentive to hire apprentices or even take up hairdressing for young people.

Signature: S. Holden



HAVE YOUR SAY

on the Vocational Education Reform

Name: Margaret Bowring

Workplace: Hairstyle Centre

Comments, questions or suggestions:

I have concerns about our industry not being represented well enough with understanding of our industry - it we were to be represented by a "New industry skills board" it to have a clear understanding of our industry with clear directions given to both trainee/apprentice & employer.

Signature: M. Bowring



HAVE YOUR SAY

on the Vocational Education Reform

Name:

Craig Stinson

Workplace:

Cellcore Salon

Comments, questions or suggestions:

The current system meets the demands of our industry & has improved greatly over the last 5 years and is continuing to improve, to change now will ~~set~~ stop the wheels that are in motion to a standstill and bring our industry to its knees. We need forward thinking not backward ideas.

Signature:



HAVE YOUR SAY

on the Vocational Education Reform

Name:

Renee Samaniego

Workplace:

Bucey Salon and Spa

Comments, questions or suggestions:

I feel that from my experience as an apprentice as well as I had studied full time before, I gain alot of from my on-job training because the nature of our job. ITOs have a really important roles in providing the information to myself as well as my employes. We do need more up to date trainings as well as up to ~~st~~ industry standard courses. The system at the moment is working well, however the ITPs need to improve the teaching standard units. to be up to date. Thank you ♥♥♥

Signature:



HAVE YOUR SAY

on the Vocational Education Reform

Name: Jackie Fuimacno

Workplace: _____

Comments, questions or suggestions:

As a apprentice (3yr)
but I have been hairdressing for 19 yrs
I'm here is say to the gaovernment to
keep what is working well

Signature: _____

Jackie Fuimacno

HITO

HAVE YOUR SAY

on the Vocational Education Reform

Name: _____

Gowri Periasamy

Workplace: _____

HAIR MINISTRY

Comments, questions or suggestions:

- * Why do we need the change now?
- * Did any of us complained about the system?
- * what happens to the standards & Quality without HITO get ~~pe~~ involved with the salon directly?
- * I have trained the few apprentices in my salon, they get ^{the} motivation from HITO to complete the qualification & great support - it is very necessary

Signature: _____

Gowri Periasamy

HITO

HAVE YOUR SAY

on the Vocational Education Reform

Name: Hayley Clarke

Workplace: Shape Hair design

Comments, questions or suggestions:

Absolute disaster. Major backward step.
What is the point of destroying a system
that works in order to create a new one
that will generate even more problems.
It is disrespectful to our industry and those
of us who have such passion for what we
do.

I am an a apprentice and I dropped out
of polytech because of the lack of skill gained
for a ridiculous amount of money.
Don't treat us like a burden to your budget.
We are people.

Signature: _____

Hayley Clarke



HAVE YOUR SAY

on the Vocational Education Reform

Name: Amber Logan

Workplace: Shape Hair Design

Comments, questions or suggestions:

"If the system is currently working,
Why destroy what isn't broken?"
Totally disrespectful. to the industry.

Signature: _____

Amber Logan



HAVE YOUR SAY

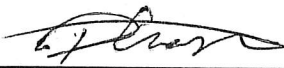
on the Vocational Education Reform

Name: Weeg Chan
Workplace: Shape Hair design

Comments, questions or suggestions:

It's vital to continue to have some degree of an industry measuring system to ensure that standards are kept to an acceptable level by people that know what ~~the~~ good hairdressing standards actually are.

Signature: _____



HAVE YOUR SAY

on the Vocational Education Reform

Name: Alexandra Barton
Workplace: Snip

Comments, questions or suggestions:

- The timeframe for feedback is ^{extremely} biased towards the ITPs.
- The ITO's are fine. Fix the ITP's.
- The incentive to complete a qualification may be removed
- Show us statistics of employment success and retention following ITO training vs ITP "training".

Signature: _____



HAVE YOUR SAY

on the Vocational Education Reform

Name: Charmaine Jackson

Workplace: Charmaines on Royal

Comments, questions or suggestions:

Having apprenticeships have been very successful in the past and is still working well.

Don't change what's working. HTO has to, needs to be a change of our apprentices.

Signature: _____

Charmaine Jackson



HAVE YOUR SAY

on the Vocational Education Reform

Name: Jamie Tait

Workplace: Hair Ministry (hair salon)

Comments, questions or suggestions:

*What would the cost be to apprentices if they got rid of ITO?

*How will they ensure the same standard if they combine all the F T P

*How can we get employers to higher polytech students if they employer has to retrain them

Signature: _____

Jamie Tait



HAVE YOUR SAY

on the Vocational Education Reform

Name: Natalie Taiapa

Workplace: Vivo Hair Beauty

Comments, questions or suggestions:

Keep what's working well, there's always room for improvement in any group.

What you really need to change is the ITP, these guys need to be grouped together to provide 1 qualification that's even across the board.

I'm a business ^{owner} of 20 years and now a regional manager and look after a group of salons, we employ apprentices, this works well with ITO, has done for years, don't change it.

Signature: Maraia



HAVE YOUR SAY

on the Vocational Education Reform

Name: William Pearce

Workplace: Ship

Comments, questions or suggestions:

- I feel as tho there should be one industry standard country wide, so everyone is on the same page of learning.

- why?

- should look into push apprenticeship more rather than course/uni.
- How will we know what to do/when/where/how.
- Made ~~at~~ at having all under one head is a good idea just ~~the~~ have different branches to learn organison.

Signature: W Pearce



HAVE YOUR SAY

on the Vocational Education Reform

Name: ELISH MOONEY

Workplace: BUOY SALON & SPA.

Comments, questions or suggestions:

COMING FROM A THIRD YEAR APPRENTICE, WORKING IN A SALON FULL TIME AND STUDYING PART TIME. I ENCOURAGE FRIENDS OR PEOPLE TO BECOME A HAIRDRESSER AND JOIN THE INDUSTRY BECAUSE ITS PERSONALIZED. YOUR ITO AND MEMBERS LOOK AFTER YOU, THEY KNOW YOU PERSONALLY AND HELP INDIVIDUALLY. WITH THE PROPOSED CHANGES YOU LOOSE OUT ON ALL THAT. I CANT PERSONALLY RECOMMEND THIS CAREER / STUDY CHOICE BECAUSE THROUGH WORD OF MOUTH POLYTECHS ARENT WHAT WE KNOW, AND WE KNOW IT DOESNT WORK. ALSO OUR EMPLOYERS KNOW ~~THE~~ THE QUALITY OF WORK PRODUCED WILL DECREASE AND STUDENTS WONT WANT TO GO THROUGH AND PAY AND THEN BE TOLD TO DO A FULL 360° AND START AGAIN FROM SQUARE 1.

KEEP WHATS WORKING.

Signature: _____



HAVE YOUR SAY

on the Vocational Education Reform

Name: Jason Parker

Workplace: Buoy Spa & Salon

Comments, questions or suggestions:

As someone who has already gone into full time study at a polytech and came out in debt & jobless. I don't want to go ~~back~~ back to school. I really enjoy & support ITOs as the skills & training I have received ~~with~~ while being with one have exceeded my career, polytech training would only hold back my learning.

Signature: _____



HAVE YOUR SAY

on the Vocational Education Reform

Date: Wednesday 27 February

Time: 7.30am

Location: Small Exhibition Hall, Napier Conference Centre,
48 Marine Parade

Name	Workplace
Yvonne Jensen	Meche Taradale
Rachel Beams	Di Onokawa
Jay	Abella Beauty
Andrea + Liddy	Hair 2 Go
Shannen	Meche Taradale
Lee-Anne	N/A
Paula	"
Shaquille	Meche Taradale.
Kellie McKenzie	Pure Hair
Kay	Meche Taradale
Cathrynne Baarspul	Cathrynnes state of Grace.
Max	maxim Barbers

HAVE YOUR SAY

on the Vocational Education Reform

Name: Kelly McLenore
Workplace: Pure Hair

Comments, questions or suggestions:

I'm very worried about HITO not being active in "my business", supporting the hairdressing industry.

The "unknown" is a huge concern!

Signature: _____

Kelly McLenore



HAVE YOUR SAY

on the Vocational Education Reform

Name: Shannen Rahui
Workplace: Meche Hair

Comments, questions or suggestions:

HITO's help ~~protect~~ the industry keep up to industry standards I did my first year at a provider and felt really ripped off because the skills I had been taught with bad habits and like I still didn't know how to do it properly but by doing my apprenticeship I had regular visits from ^{HITO} to see how on tracking and advise on how to get through & had amazing training from a passionate salon trainer. provider are more about the money than protecting the industry

Signature: _____

Shannen



HAVE YOUR SAY

on the Vocational Education Reform

Name: liddy Trotter (Staff Trainer) 4 Salons
Workplace: Hair 2 Go 23 Staff

Comments, questions or suggestions:

Question: given the speed of such dramatic change, how can the quality of support and moderation provided by ITO's exist as in their current form (or better!)

Close working relationship to support employers ^{& employees} in particular during an apprenticeship is imperative to the successful completion of apprentices, thus providing highly skilled staff in a hairdressing shortage, businesses badly suffering from lack of trained staff. ITP focus remains with their own business priorities & have no history of successful employer engagement. HITO focus remains clear, concise direct & consistent in supporting both employers & apprentices

Signature: 



HAVE YOUR SAY

on the Vocational Education Reform

Name: Cathayne Bearspul
Workplace: Cathaynes Storey Grace

Comments, questions or suggestions:

Here We go Again!!
Hairdressers need / require Hairdressers in their training / workplaces - this is a look / job / learn / understood industry as is all trade industries. Our trade must not be generalised it has specific requirements due to its unique outcome. This must be considered for all industries. Critical information & experience in our industry has been 30 years in the making.

Signature: 



6 weeks / 1 year / 7 decisions are not timeframes to be considered for the impact

HAVE YOUR SAY

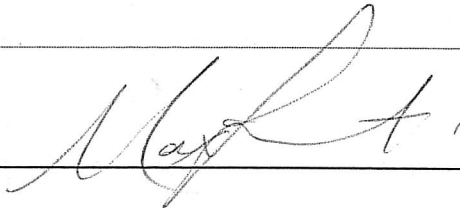
on the Vocational Education Reform

Name: Max Lambert
Workplace: Maxim Barbers

Comments, questions or suggestions:

My only comment is that this change is detrimental to the needs of my industry. You have my full support!

Signature: _____



HAVE YOUR SAY

on the Vocational Education Reform

Name: Andrea Kendall
Workplace: Hair 2 go

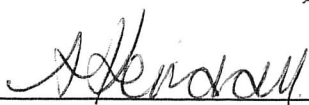
Comments, questions or suggestions:

If change is being made for improvement, I am all for it. If change is being made for change sake DO NOT do it.

HITO and our apprenticeship structure is working well and does not need to change.

Sort the Polytech's out first and then readdress the apprenticeship structure (if needed)

Signature: _____



HAVE YOUR SAY

on the Vocational Education Reform

Name: Rach Beams

Workplace: Di's Hair & Wigs, Napier

Comments, questions or suggestions:

- what consistency ^{in unit standards} is there going to be when all Regions are seen as one?
eg: each Region will have their own needs. different providers having different standards.
- how are fees going to be changed?
- Will lower the standard if the provider is spread more thin over all trades

Signature: R Beams

HITO

HAVE YOUR SAY

on the Vocational Education Reform

Name: Yvonne Jenkinson

Workplace: _____

Comments, questions or suggestions:

Provider's deliver content differently throughout N:2 -
How can you guarantee that all providers are doing the SAME throughout N:2

Who is going to fund, How can a business survive with more than 1 apprentice??

Do you understand our ever fast changing industry
How will this change effect apprentices whom are just started and will not complete, their cert if this change goes ahead

How will the Qualification keep its Standard!

Signature: _____

HITO

HAVE YOUR SAY

on the Vocational Education Reform

Name:

Kay Deakin

Workplace:

MECHE

Comments, questions or suggestions:

- * Polytech training does not relate to workplace training
- * Graduates have to be fully retrained (currently)
- * The current system ^{under third} _{new} allows for faster learners to progress at their pace - something that has been needed.
- * Polytechs are failing due to low unemployment
in times of high unemployment it was a place to go.
- * The current system presently has good interaction with industry & is more up to date with training needs.
- * Who will listen to business needs in training?

Signature:



HAVE YOUR SAY

on the Vocational Education Reform

Name:

Jay Cattanaach

Workplace:

Abella Beauty Clinic Ltd

Comments, questions or suggestions:

huge concerns consistency won't be the same.
Government proposal doesn't seem to be very well thought out, creating only one entity to govern all industries in just one year, change it too quick!!

Signature:



HAVE YOUR SAY

on the Vocational Education Reform

Date: Sunday 3 March

Time: 2.00pm

Location: Clubhouse, Pupuke Golf Course, 231 East Coast Rd, Campbells Bay

Name	Workplace
Amy Morgan	Simply Colours and cuts
Jodine Andrell	" " "
Melanie Hopstede	House of Hair and Beauty
Leah Will.	" " " "
Christopher Hopstede	" " " "
Caitlin Dalton	" " " "
Chloe Temagase	" " " "
Sandra Pungle	Crosscut
Pamela Dewing	Hair d'Art
Deborah Gibson	Foamy & Co.
Penny Phillips	Foxy & Co

HAVE YOUR SAY

on the Vocational Education Reform

Name: Penelope Phillips
Workplace: Foxy & Co Torbay Salon

Comments, questions or suggestions:

The hairdressing industry is a very specialised trade that only those who have worked first hand in the industry understand. The HITO have been doing an amazing job in the industry & as an employer I would personally prefer to have this institution with its 30 years of experience continue to facilitate the education standards & relationships between educators, employers, employees & students. With the hopes that they continue a high level in the hairdressing industry.

Signature: _____



HAVE YOUR SAY

on the Vocational Education Reform

Name: Deborah Gibson
Workplace: Foxy & Co

Comments, questions or suggestions:

Why try to fix a system that's not broken and take away a voice. You have given hairdressers no time to rally around and backs is very disrespectful.

Signature: _____



HAVE YOUR SAY

on the Vocational Education Reform

Name: MELANIE Hofstede
Workplace: House of Hair and Beauty

Comments, questions or suggestions:

What DOES the minister know ABOUT HAIRDRESSING
Total Disagree - Don't undo A great Thing
Bad for * There will be unqualified Hairdressers
FOR APPRENTICES cut there. What ON EARTH is he thinking
Why change what is working
Who's there to look after apprentices
Absolutely ludicrous What A joke.

Signature: Melanie Hofstede



"More to come" = This is Absurd.

HAVE YOUR SAY

on the Vocational Education Reform

Name: Sandra Pringle
Workplace: Crosscut

Comments, questions or suggestions:

"I'm concerned about how well I would be represented by this new Industry Skills Board
HITO has elected Board members and staff who know and represent our industry needs"

Signature: S Pringle



HAVE YOUR SAY

on the Vocational Education Reform

Name: Jodine Andrell
Workplace: Simply Colours and cuts

Comments, questions or suggestions:

I find his very disrespectful to the Hito industry. We will lose our ~~workers~~ Apprentices, And it will make it harder to train our staff.

Signature: _____

J Andrell



HAVE YOUR SAY

on the Vocational Education Reform

Name: Amy Morgan
Workplace: Simply Colours and cuts

Comments, questions or suggestions:

Why change something that works great, specially so quickly hair apprenticeships will get lost along the way.
if the change over does take place I will most likely not continue with training in the salon.

Signature: _____

Amy Morgan



HAVE YOUR SAY

on the Vocational Education Reform

Date: Sunday 3 March

Time: 5.30pm

Location: Parnell Trust Jubilee Centre, Pukekawa-Bledisloe Room,
545 Parnell Road

Name	Workplace
Lydia Burney	Rodney Wayne Dr Rd
Rosanna Smith	Rodney Wayne Dominion Rd
Donagh Wolfcamp	NZARBP
Anne Miller	Headquarters Parnell
Lirley Brown	Hairscene - Hair & Beauty
Audrey Hill	L'OREAL
Victoria Thussell	Bliss
ANDREA MASSIGNANI	Coco Northwest
Rochelle Bamhuy	Oz Cut Above
Cigel Thompson	"
Simone Jones	Headstart Total Body

HAVE YOUR SAY

on the Vocational Education Reform

Name: AUDREY HILL

Workplace: L'OREAL

Comments, questions or suggestions:

As a supplier i feel confident + secure in the current effective manner in which hito operates + the service they provide our industry.

I fear if they were no longer to exist there would be compromised best practice + use of technical products - ultimately affecting the end consumer in a negative way.

Signature: _____

Audrey Hill



HAVE YOUR SAY

on the Vocational Education Reform

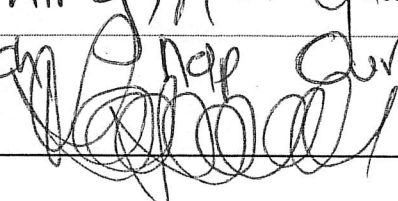
Name: Michele Tognavale

Workplace: Block's Barber

Comments, questions or suggestions:

HITO works well for our industry and making teaching and nurturing PEOPLE on job, is what works!!
Why change what works? People in our industry are currently being looked after and educated with 100%+ love, & learning, and qualify to own businesses' which help our country's economy.

Signature: _____



HAVE YOUR SAY

on the Vocational Education Reform

Date: Wednesday 6 March

Time: 6.00pm

Location: Russley Golf Club, 428 Memorial Ave, Christchurch

Name	Workplace
Shal Brown	Haircare NZ
Vicki Ogden-O'Fee	V For hair & beauty / Vj Barbers
Niq James	HEMPAGE / NZAED.
DIANE SHASKEY	chance L'OREAL NZ
Tessa Foley	inspire Red.
Stephanie Harvey	Loreal NZ
Jacqui VICTOR	TRUE GRIT
Joseph George	True Grit.
Jim Finn.	True Grit
Chyn Hilton	True Grit
Amy Yeatman	Synergy
MELISSA HANE	SCISSORTRIX
Sharon Green	Collective hair
Jaimi-lee KERRON	True Grit
Sailor Mclean	True Grit.
Lisa Steele-	Vogue.
Pip SIMMONS	Gambon Consulting
Alana Bennett	Scissor trix.
Megan McNaught	Megan Nicole Hair Design
Ben Tuetue	Barber Lounge.
Vic Kelly	Barber Lounge
Lucas Kelly	Barber Lounge.
Ronda Shaskey	inspire Red hair
Victoria Gibson	Haircare NZ
Kaye Baden	You Hair Lounge
Gerry Polyeay.	You Hair Lounge
Elta Liu	Rodney Wayne Hornby.
Debbie McGregor	Total Body Concept
Amber King	True grit

HAVE YOUR SAY

on the Vocational Education Reform

Name:

Workplace:

Jacquin Victor
True grit

Comments, questions or suggestions:

→ Wage rates - will they change and will there still be a training wage?

→ who would fund the apprentices?

→ Are they still apprentices?

→ Why disband something that isn't broken

→ This is so NOT a goal that's for our industry and apprentices & employers.

→ This is NOT in the best interest of my business

Signature:



HAVE YOUR SAY

on the Vocational Education Reform

Name:

Workplace:

* Sharon Greene

Collective hair

Comments, questions or suggestions:

This for for 6 people.

The current system ensures individualised training plan and support for trainers and apprentices polytechnics will take too long to get up to speed.

We do not want the system to change the way it is works.

We do not want to cost to go up to either party.

Signature:



HAVE YOUR SAY

on the Vocational Education Reform

Name: Teagan Foley
Workplace: Nopyre Red. at-cd.

Comments, questions or suggestions:

I have worked in 2 countries other than NZ, and both times the employer has seen my NZ Hairdressing Qualification + offered me a job on the spot!
Because our qualification is so valuable! Don't "fix" it if it just BROKE!

Signature: Teagan Foley



HAVE YOUR SAY

on the Vocational Education Reform

Name: Ronda Shasky
Workplace: Nopyre Red.

Comments, questions or suggestions:

As a salon owner these changes will not encourage me what so ever to take on new apprentices,

Hito give me and the industry the support and understanding of my business and whats important to me.

We need Hito!

The system we have works!

Signature: Ronda Shasky



HAVE YOUR SAY

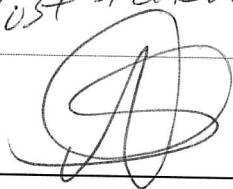
on the Vocational Education Reform

Name: Angela Bogaart
Workplace: Bogaarts Styling Lounge.

Comments, questions or suggestions:

- This is clearly a case of "robbing Peter to Pay Paul."
- Current System works for our "unique" industry.
- I will not pay any extra for my business.
- We will be "lost" in this system, our voices not heard.
- This is totally undervaluing our industry and as a career.
- Money best spent working "up" and disadvantaged instead of just taking from hardworking successful business.

Signature: _____



HAVE YOUR SAY

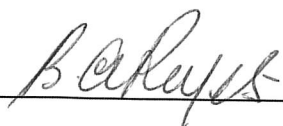
on the Vocational Education Reform

Name: Anne Reynolds
Workplace: MJ Hair Design LTD

Comments, questions or suggestions:

Our industry must continue to be governed by us NOT Government
If so we are "dumbing down"
Industry standards must be maintained
Only standards can be maintained if those at the top are industry related

Signature: _____



HAVE YOUR SAY

on the Vocational Education Reform

Name: Pip Grundy
Workplace: Zibido Hair, NZ Association of Registered Hairdressers Inc.

Comments, questions or suggestions:

The proposals imply no transparency, no industry understanding, and a complete disrespect of small to medium businesses in NZ.

What's the solution?

What's the problem?

ITO's are not the problem and these proposals are not the solution.

Combine all Public Polytechs if you must, leave the rest - it works well.

Signature: _____

Pip Grundy



HAVE YOUR SAY

on the Vocational Education Reform

Name: Shannon Dowd
Workplace: Zibido hair

Comments, questions or suggestions:

I personally don't understand why the change I've gone through in apprenticeship as well as train them.

Yes there is some stuff that needs to change but the system we have works.

The support we have cannot & will not be the same. Our industry is about people. We need the support of our hito.

DO NOT CHANGE THIS SYSTEM

We may be small. But everyone visits us. We are important.

Signature: _____

Shannon Dowd



on behalf of my staff of 7

HAVE YOUR SAY

on the Vocational Education Reform

Name: _____

Workplace: _____

Comments, questions or suggestions:

NZ has the best training system
to be consistent throughout the
country in most of the world. IONS
particularly in hairdressing/
barber/beauty.
we have evolved from training to
an excellent HITO system.
there is no problem to solve by change

BRENDA ARLINSON HILLCREST HAIR DESIGN
HAMILTON

Signature: _____

START:
29/09/1967



HAVE YOUR SAY

on the Vocational Education Reform

Name: C Pali

Workplace: ITDO

Comments, questions or suggestions:

Keep the ITO, Better for all
industries across the board.
Too many fingers in the pie.

Signature: _____



HAVE YOUR SAY

on the Vocational Education Reform

Date: Friday 15 March

Time: 7.30am

Location: Distinction Hotel, 6 Liverpool Street, Dunedin

Name	Workplace
Juni Wong	H-Q Salon
Jamie Copland	Headquarters Hairdressing
MARUM HARRINGTON	Harrington/Vaughan
Peter Wells	Ali Barbers
Tina Munro	Headquarters Hairdressing
Mercy Barrett	Headquarters Hairdressing
Lillian Brewer	Russo professional Hairdressers
Vicki Woodrow	Vibe Hair & Skin Therapy
Natasha Williamson	Natasha ^{williamson.tasha997@gmail.com}
Kimberley Robertson	Headquarters Hairdressing
Laura Knapp	Headquarters Hairdressing
Natalie Paull	Vibe Hair & Skin Therapy
Sarah Martin	Rapunzels Hair Design

HAVE YOUR SAY

on the Vocational Education Reform

Name: Sarah Martin

Workplace: Rapunzels Hair Design

Comments, questions or suggestions: Hairdressing apprenticeships work. Under the current system we have individualised training plans and support for trainers. I am disappointed the Government shows a lack of respect for our industry and clearly don't understand the hairdressing industry.

This change will kill the hairdressing industry. This will directly result in employers not taking on apprentices. ITO's were set up in 1992 and have been successful. I think ITO's should be kept across all industry not just hairdressing and this change is happening too fast with no clear thought and research from government.

Signature: 



HAVE YOUR SAY

on the Vocational Education Reform

Name: Natasha Williamson

Workplace: Rapunzels Hair design

Comments, questions or suggestions:

Moving the education to one place to learn everything will be hard on ~~ap~~ the people learning to find models in a town that there not from. *

With having dyslexia as well I enjoy working full time and going to off job ~~train~~ training once a week at polytech in Dunedin

*finding ^{the right} models in your own town is hard enough, ~~less~~

Signature: 



HAVE YOUR SAY

on the Vocational Education Reform

Date: Sunday 17 March

Time: 6:00pm

Location: Novotel Hotel, Chr Hobson and Leach Streets,
New Plymouth

Name

Workplace

Email

Paula Hillery, Gemma Kaylor

Mane Street Hair Flamera

Paula.n.bell@hotmail.com

Courtney Renee

Reine Hair + Beauty

Courtneypaurni@hotmail.com

Ashleigh Murray

HN Colnb

toomeka@hotmail.co.nz

HAVE YOUR SAY

on the Vocational Education Reform

Date: Monday 18 March

Time: 12.30pm

Location: Conference Room, 151 on London, 151 London Street, Whanganui

Name	Workplace	Email
✓ Gina Sparrow.	Cutting Bar.	ginaparcute@gmail.com
✓ Meara Magdon.	Andrei's Hair Design	mearamagdon3@gmail.com
✓ Natqia	Hair Transforms	natqia1999@gmail.com
✓ Mysteri Gardner	Andrei's Hair Design	mysterigardner31@gmail.com
✓ Carie Fraser	Niche Boutique Hair	salon@nicheboutique.co.nz
✓ Bev Linsch	Victoria Hairdressers	bevlincoln45@gmail.com
✓ Amelia Loda	Spectra Hair & Body	amelialoda73@gmail.com
✓ Matthew Beal	Spectra Hair & Body	mstuartbeal@gmail.com
✓ Savannah Sayles	Spectra Hair & Body	savannahrosesayles@gmail.com
✓ Phil Allen	Spectra hair & Body	allenphillip@hotmail.com
✓ Sophie Hopkins	Silver Scissors	info@silverscissors.co.nz
✓ Robyn Collins	Indetech Hairdressing Education <small>Rotogeruipgym.</small>	indetech1@gmail.com
✓ Courtney McCallum	Silver Scissors	courtneymcallum13@gmail.com
✓ Katie Turnbull	"	kintc008198@gmail.com
Georgia Lockley	"	georgialockley@gard.co.nz
Pat Symons	Andrews Hair Design	as@adeal
Emily Playford.	Silver scissors	erplayford@gmail.com
Sue Chand.	BH&B Academy	Sue@meacnz
Bobby	Prinx	mayerend@prinx.co.nz

HAVE YOUR SAY

on the Vocational Education Reform

Date: Monday 18 March
Time: 12.30pm
Location: Conference Room, 151 on London, 151 London Street, Whanganui

Name	Workplace	Email
Gabrielle	Spectra	info@spectrahair.co.nz.
Elaine	Hair Trans former.	hairtransformer@inspire.net.nz.

HAVE YOUR SAY

on the Vocational Education Reform

Date: Monday 18 March

Time: 6:00pm

Location: Distinction Hotel, 175 Cuba Street, Palmerston North

Name

Workplace

Email

Andrus Bellack
Allison Murray Travers

Hair Technicians

hbellack@r.a.co.nz
allisonm@gmail.com

Emily CHAUT

Hair Technizue

emilypcment@netmail.com

Emily Smith

Clitz and Giam

emilysgreesmith@gmail.com

Vicky Gilmore

Barber Town.

vickycadmett@gmail.com

Sam Monaghan

monaghans Barbershop

smonaghanz@gmail.com

Carol Jefferson

Carol Hairdressing

carolj@hba.co.nz

Katie Hutchingson

Protege

katielawise_xoxo@hotmail.com

Alexandra Towrie

Protege

alexandra.towrie@hotmail.co.nz

Alice Hyland

Protege

ahylandaling@gmail.com

Jacqueline Braughton

Jac Hair Studio

jbraughton@uco1.ac.nz

Melissa Weir

UCOL

M.Weir@ucol.ac.nz

HAVE ON SAY

on the Vocational Education Reform

Date: Wednesday 20 March

Time: 6.00pm

Location: Hotel Armitage, 9 Willow Street, Tauranga

Name

Workplace

Email

Rachel Hale	HRIS Assessor / Kati Kati Salon	rachelrei@hotmail.com.
Jade Teabor Loree Ellen Waterhouse	Rodney Wayne Bayfair Rodney Wayne Bayfair	jade.teabor@rodneycosmetics.com gigiwaterhouse98@gmail.com.
Hayley Semerville	Hairstyle	bainhayley@gmail.com
Hannah McKay	Remier	hannahmckay@redcross.org.nz
Shaeq Takaka	Lesley James Hairdressing	shaeqyanyitakaka@gmail.com
Larissa Donaldson	Lesley James Hairdressing	larissaloveridge14@gmail.com
Tyreaan Mason	Lesley James Hairdressing	tyreaan19@hotmail.com
Freya Cruickshank	Salon One Hair and Beauty	freya.cruickshank@gmail.com
Shobhan Maxwell	Salon One Hair Care	shobhan.ea.maxwell@hotmail.co.uk
Jenny Hulmeier	Envy Salon.	''
Amber Rea	Envy Salon	''
Deb Carraman	Toi Ohomai Institute	deb.carraman@toi.ohomai.ac.nz
Jyla Murray	Salon One	murray.jyla13@gmail.com

Working in a salon during an apprenticeship has given me the opportunity to move out of home and not have to get a student loan!

HAVE YOUR SAY

on the Vocational Education Reform

Name: Grace Ellen Waterhouse
Workplace: Rodney Wayne Bayfair.

Comments, questions or suggestions: Hairstyling is a work of art, machines will never replace us. I did my first year at Poly (full time study), and all it was, was a waste of time. Everything I learnt was irrelevant to what us hairdressers really do day to day. The teachers weren't hairdressers and they didn't know how things really worked in a salon. Our system (HITO) works well. Doing my apprenticeship has given me the opportunity to get to a senior stylist position in half the time a poly based training would as our regional trainers are able to work with everyone individually and I don't have to wait on slow learners like I did in my first year. Don't take away what works well. Don't take away my support!

Signature: Gigi Waterhouse. 20/3/19



HAVE YOUR SAY

on the Vocational Education Reform

Name: Rachel Hale
Workplace: HITO Assessor / Halo Hairdressing

Comments, questions or suggestions:

HITO is a great organisation that is progressing and achieving great outcomes. Leave it as it is.

Signature: [Signature]



HAVE YOUR SAY

on the Vocational Education Reform

Name: Larissa Donaldson
Workplace: Lesley James Hairdressing

Comments, questions or suggestions:

why try fix something thats not broken!

Signature: 



HAVE YOUR SAY

on the Vocational Education Reform

Name: Grabhan
Workplace: Salon One

Comments, questions or suggestions:

DONT CHANGE
WE HAVE WORKED
TO HARD. YA MEANIES

Signature: 



HAVE YOUR SAY

on the Vocational Education Reform

Name: Tyla Murray

Workplace: Salon One

Comments, questions or suggestions:

no point in trying to fix something that's not broken. Keep it the way it is!

I can NOT afford to pay more.

Stick with ~~HITO~~ HITO!

Signature: _____

Tyla Murray

HITO

HAVE YOUR SAY

on the Vocational Education Reform

Name: Hayley Somerville

Workplace: Hair Style Tauranga

Comments, questions or suggestions:

Why the changes might work in regards to joining polytechnic's together that is the only part that would work, keep the way apprentices are done as they are and leave apprentices in the hands of ITO's

Don't change the current way.

Signature: _____

H. Somerville

HITO

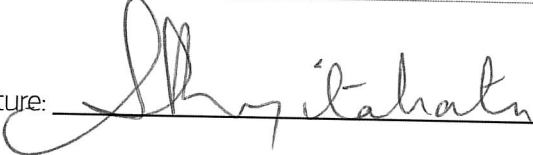
HAVE YOUR SAY

on the Vocational Education Reform

Name: Stacy Rangita Kahu
Workplace: Lesley James Hairdressing
Pawanga

Comments, questions or suggestions:

Keep things the way they are!!!

Signature: 



HAVE YOUR SAY

on the Vocational Education Reform

Name: Amber Rea (3rd year apprentice)
Workplace: Envy Salon

Comments, questions or suggestions:

Happy with how things are.
The changes will put us and others at jeopardy.
Please keep things the same.

Signature: 




HAVE YOUR SAY

on the Vocational Education Reform

Name: Tyraan Mason
Workplace: Lesley James

Comments, questions or suggestions:

Keep it as
it is

Signature: 



HAVE YOUR SAY

on the Vocational Education Reform

Date: Friday 22 March

Time: 8.00am

Location: The White House, 69 Peel St, Gisborne

Name

Workplace

Email

Sophie Hills

Caroline Kingi

Sally Winger

NOVA Hair Boutique

CK & Co

Juve

sophie.hills@gmail.com.

info@ckandco.com

rejuvenate@juve.com

Apprentice letter - Hairdressing

Email to VocationalEducation.Reform@education.govt.nz.

Re: Feedback on Reform of Vocational Education

Hi,

I'm a hairdressing apprentice and I really value the opportunity to get my qualification in the workplace and be paid while I am training.

I chose not to go to a provider as I had heard they did not make you as ready for work as you would be doing an apprenticeship. They also charge you a lot more money for the courses.

I think it's a good idea to have more consistency across what is offered in polytechnics, so it will make choice easier for students, but I also want the option of doing a qualification in a salon.

Currently none of the polytechnics are used to looking after on-job learners. I am concerned if you lump me in with all their classroom based learners, I will lose the support and opportunities I currently have with the present system.

I like the support we get from our sales and training advisor. She is from our industry and really knows what it takes to be successful.

Our ITO helps to raise the profile of our industries and encourages people to become qualified. There are special opportunities for apprentices – such as competitions and industry events like BarberCraft and Apprentice of the Year.

I'm concerned that if our training is arranged by people at polytechnic, rather than people from our industry, it won't be as good as it is now.

My suggestion

Sort the polytechnics first and leave the ITOs as they are for now.

Thanks for the opportunity to provide feedback



Sophie Hills
1st year Apprentice
NOVA Hair Boutique Gisborne.

Hairdressing Employer Letter

Email to Vocationaleducation.Reform@education.govt.nz.

Re: Feedback on Reform of Vocational Education

I am a hairdressing employer and have run a successful hairdressing business for many years. I was an apprentice myself and have had numerous apprentices over the years.

To date we have not had very good results from the polytechnics. The graduates they put out are not ready for the fast-paced real-world work environment. This means we have to retrain them to meet our specific salon needs.

The ITO system that we currently have allows trainees to complete their whole training in the workplace – which means better outcomes for me as an employer.

I agree that the overall system needs changes as the ITPs and polytechnics are failing and need government bail outs. The ITOs do not have the same issues and we don't want you to rush to change the one element that is currently working in the system.

I have concerns that the merger of 16 institutions into one and getting them up to speed with how to train in the workplace is a nice notion but unlikely to work in practice. None of the polytechnics are used to looking after on-job learners for hairdressing and will need time to understand and support this model.

Our ITO also works on raising the profile of our industries and encouraging people to become qualified. As an unregulated industry, it is important that we do not lose this. This proposal sounds like the opportunities for our next generation of apprentices will be missing. Our ITO now champions our industries and opportunities for apprentices – such as participation in competitions and industry events NZFW, BarberCraft, Apprentice of the Year, etc. The new role of ISBs appears to have a very academic and misses this role. The new polytechnic is likely to be too big to support our industry over all the others they represent.


In the current system the standard setting function of the ITO is subsidised by the training income. Employers should not be asked to pay to fill the gap that would be created by the system change.

My suggestion

Keep the ITOs going in the current form until you have the polytechnics sorted and they have proven their ability to provide people that are ready for the workplace.

Our industries are special, have a long history of apprentices. Don't change our system just to solve issues you have in other parts of the system.

Thank you for the opportunity to provide feedback.


Caroline Kingi
CK & Co

8 staff employed.

JUNE - 068671234
Seven
Employees

Letter Beauty Therapist

Email to Vocationaleducation.reform@education.govt.nz

Re: Feedback on Reform of Vocational Education

Hi,

I am a beauty therapist in a successful clinic. Until recently all graduates in our industry had to get an international qualification. HITO has just recently established apprenticeship training for our industry.

This is a great opportunity for people who are working in our industry to get a New Zealand qualification while they continue to work productively and earn money.

Training that is fully based in the workplace can be tailored specifically to the needs of the clients and the workplace.

The current institutes and polytechnics are not set up to provide training that is fully based in the workplace and I have concerns about how quickly a new institution would get up to speed on this. The new polytechnic may not be able to provide such individualised attention and support in the workplace as apprentices currently get.

I'm also concerned that splitting the role of arranging training and setting qualifications might mean poorer New Zealand qualifications in the future.

Overall, I support some change to the polytechs, but want to ensure that what is not working well is not fixed at the expense of what is working well.

My suggestion - Keep the ITOs working as they are until the new polytechnic has demonstrated its ability to take on apprentices that are working full time.

Thank you for the opportunity to provide feedback.

Sally Wright
AUSA

HAVE YOUR SAY

on the Vocational Education Reform

Date: Sunday 24 March

Time: 10.30am

Location: Comfort Hotel Benvenue, 16 - 22 Evans Street, Timaru

Name

Workplace

Email

STUART LINDIE

ILU DAY SPA

STUART@ILU.CO.NZ

GEM LINDIE

ILU DAY SPA

GEM@ILU.CO.NZ

BENDE JENS

WENDELBYN

FROMBENNE@HOTMILKSN

HAVE YOUR SAY

on the Vocational Education Reform

Date: Monday 25 March

Time: 5.30pm

Location: Conference Room, Kelvin Hotel, 20 Kelvin St, Invercargill

Name	Workplace	Email
Bernie O'Dell	Surecity	surecity@xtra.co.nz
Kesle Jefford	Surecity	" " "
Cawleigh Frisby	Hairworks	The team@hairworks.co.nz
Michelle Sanders	Hairworks	the team@hairworks.co.nz
Kelsey Miller	Hairworks	" " "
Kim Thompson	Les Sheikh	les.sheikh@xtra.nz
Sam Dawson	" "	" " "
Richelle Holland	" "	" " "
Blake Peterson	Les Sheikh	blakep81@hotmail.com
Claudia Rodgers	" "	claudia.rodgers@eastdogmail.com
JANESSA WHITE	Vision Hair & Beauty	VISIONHAIR@VMA.CO.NZ
Tegan Thompson	" "	Tegeebun@amaa1.com
Haley Colyer	Bronze Connection	haleycolyer@hotmail.co.uk
Dona Stankey	Vertigo Urban Image	vertigourbanimage@hotmail.com
Trish Dowling	S.F.T	trish.dowling@sft.ac.nz
Fiona Forest	SIT	fiona.forest@sit.ac.nz
Natasha King	VVO	natasha@vivosalon.co.nz

HAVE YOUR SAY

on the Vocational Education Reform

Name: Samantha Dawson

Workplace: Les Sheikh

Comments, questions or suggestions:

I personally don't agree with the changes as learning in the salon environment is more beneficial to me as an apprentice than in a polytech as on the job training ~~is~~ is easier for me to do & understand.

Signature: _____



HAVE YOUR SAY

on the Vocational Education Reform

Name: Kelsey Miller

Workplace: Hairworkz

Comments, questions or suggestions:

I never wanted to go to polytech, I wanted to train in the salon and not only learn skills from my trainer but also the other stylist and apprentices in the salon. I've learned a lot of different skills by working in the salon and training in the salon.

Signature: _____



HAVE YOUR SAY

on the Vocational Education Reform

Name: Rennie O'Neill

Workplace: Surrenity Hairdesign & Beauty

Comments, questions or suggestions:

Concerns of representation with the Industry Skills and Knowledge. Our Polytechnic does an amazing job which works well for all across our Industry. ITO backs and supports us.

We have it all covered well why change what is not broken.

Why should employees be pushed to pay more of what is already set up well through out, we cover costs on and off job training along with non paid hours training or apprentices to set it and ensure training is designed well for our hair and beauty industry.

Signature: _____

R O'Neill



HAVE YOUR SAY

on the Vocational Education Reform

Name: Leslie Rufford

Workplace: Surrenity Hair & Beauty

Comments, questions or suggestions:

Don't change that's not Broken
The change will kill most industries

Don't change it

ITO WORKS well

Signature: _____

L Rufford



HAVE YOUR SAY

on the Vocational Education Reform

Name: Carleigh Frisby

Workplace: Hairworkz

Comments, questions or suggestions:

I am concerned! please please leave as is,
NO NO NO to change,
leave us alone, we don't need change,
You will brake us down,

IT'S NOT OK

Signature: _____



HAVE YOUR SAY

on the Vocational Education Reform

Name: Kim Thompson

Workplace: Les Sheikh

Comments, questions or suggestions:

I do not agree with the proposed
changes you are going to ruin something
that only need simple changes. dont
change what dosent need fixed

Signature: _____



HAVE YOUR SAY

on the Vocational Education Reform

Name: Blake Peterson

Workplace: Les Sheikh

Comments, questions or suggestions:

Dont need to fix what isn't broken, I don't think the government is thinking about this from a hairdressers perspective. Experience is everything, you need to be working in the Salon in order to understand it.

Signature: _____



HAVE YOUR SAY

on the Vocational Education Reform

Name: Claudia Rodgers

Workplace: Le Sheikh hairdesign

Comments, questions or suggestions:

Do not fix what's not working well at the expense of what's working well

Please leave us be.

We need to protect our industry and who is coming in behind us.

Signature: _____



HAVE YOUR SAY

on the Vocational Education Reform

Name: Richelle Holland

Workplace: Les Sheild Hair Design
- Salon owner

Comments, questions or suggestions:

These changes are not for the better and will truly be detrimental to our Industry.

Please, please do not change something that is not broken.

Signature: [Handwritten Signature]

