



2025 Guide to Gateway

HITO Barbering, Hairdressing
and Beauty Gateway offerings



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About HITO

HITO specialises in apprenticeships in hairdressing, barbering and beauty therapy.

We support business owners, trainers, and apprentices in these industries throughout the apprenticeship journey. An apprenticeship is the smart way to gain a New Zealand qualification.

About Gateway

HITO's Gateway programme is a great way for secondary school students to experience first-hand what it's like to work in the hairdressing, barbering or beauty therapy industries.

HITO offers five work-based programmes and five theory-only programmes.

Find out more

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HITO Gateway Programme

HITO's Gateway programme gives secondary school students the opportunity to experience what it's like to work in the hairdressing, barbering or beauty therapy industries.

Students get to experience life in the workplace, and are given the opportunity to make an informed decision about their career.

They can also achieve NCEA credits at Level 2 and 3.

HITO offers 5 work-based Gateway programmes: **HITO offers 5 theory only Gateway programmes:**

- Hairdressing (22 credits)
- Beauty Therapy (20 credits)
- Barbering (20 credits)
- Hairdressing Level 3 (18 credits)
- Make Up and Skincare Level 3 (21 credits)
- Hairdressing Level 2 (20 credits)
- Hair and Beauty Level 2 and 3 (20 credits)
- Hairdressing Level 2 (7 credits)
- Beauty Therapy Level 3 (10 credits)
- Barbering Level 3 (7 credits)

The work-based programme involves spending one day per week in a barbershop, beauty clinic or salon environment. This time can be spread through the year or completed during term breaks. There is a minimum requirement of 10 days in the workplace to complete this programme.

Gateway work-based programmes require students to have a placement before they can take part. The workplace must have someone qualified to supervise the student - it doesn't have to be the owner - it can be any qualified member of staff.

Gateway students often go on to find successful employment as an apprentice. You can find out more about apprenticeships on page 13.

How it works



The school contacts HITO.



HITO sends a Memorandum of Understanding (MOU) and enrolment forms to the school. The school signs the forms and returns it to HITO.



For work-based programmes, the school finds a placement. HITO Sales and Training Advisors may be able to assist if they know of an employer seeking a Gateway student.



HITO sends training materials to the school.



The student works through the units contained in the workbooks.
For the work-based programmes, there are a mixture of theory and practical components to complete.



When a student completes a unit, the Gateway Coordinator sends a copy of the assessment portion to HITO for marking.



A HITO Industry Marker will mark the units.



HITO will register the units with NZQA.
HITO sends the school a “Confirmation of Achievement”.



Once all units are achieved the student is awarded a certificate of achievement by HITO.



Hairdressing Work-based

Hairdressing Gateway students learn a variety of practical skills within a salon environment. Students spend time in a salon environment learning practical skills to support the theory learning. This time can be spread throughout the year or completed during term breaks.

There are six units (22 credits) to achieve:

Unit		Level	Credits
21940	Demonstrate knowledge of workplace requirements for employment in salon	2	5
28025	Demonstrate knowledge of the client journey in a salon	2	2
21938	Converse and interact with clients and operators in a salon environment	2	3
21937	Assist an operator in a salon environment	2	4
21935	Maintain order and supplies in a hairdressing or barbering salon environment	2	5
28026	Present a personal fashion image for work in a hairdressing salon environment	2	3

Gateway students receive training materials with information on the practical and theory tasks involved in gaining each unit.

After completing, students can find an apprenticeship in hairdressing.



Beauty Therapy Work-based

Beauty therapy Gateway students learn a variety of basic beauty skills, including maintaining product stock, assisting senior operators, and presenting themselves suitably in the workplace. Students spend time in the clinic learning practical skills. This time can be spread throughout the year or completed during term breaks.

There are six units (20 credits) to achieve:

Unit		Level	Credits
21940	Demonstrate knowledge of workplace requirements for employment in salon	2	5
28025	Demonstrate knowledge of the client journey in a salon	2	2
27639	Apply knowledge of basic beauty concepts to maintain personal presentation for a commercial beauty salon	2	3
21938	Converse and interact with clients and operators in a salon environment	2	3
27637	Maintain order and supplies for a commercial beauty salon	2	4
27638	Provide client service and care and assist the operator to prepare for service in a beauty salon environment	2	3

Gateway students receive training materials with information on the practical and theory tasks involved in gaining each unit.

After completing, students can find an apprenticeship in beauty therapy.



Barbering Work-based

Barbering Gateway students learn how to assist with a variety of basic barbering tasks and how to be a productive barbershop employee. Students spend time in the barbershop learning practical skills to support the theory learning. This time can be spread throughout the year or completed during term breaks.

There are six units (20 credits) to achieve:

Unit		Level	Credits
21940	Demonstrate knowledge of workplace requirements for employment in salon	2	5
28025	Demonstrate knowledge of the client journey in a salon	2	2
21938	Converse and interact with clients and operators in a salon environment	2	3
21935	Maintain order and supplies in a hairdressing or barbering salon environment	2	5
19808	Select and maintain barbering tools and equipment	3	4
21936	Protect the client for hairdressing services in a salon environment	2	1

Gateway students receive training materials with information on the practical and theory tasks involved in gaining each unit.

After completing, students can find an apprenticeship in barbering.



Hairdressing Level 3

Hairdressing Level 3 Gateway students learn a variety of practical skills within a salon environment, including shampooing hair, completing a consultation, and presenting themselves suitably in the workplace. This time can be spread throughout the year or completed during term breaks.

There are six units (18 credits) to achieve:

Unit		Level	Credits
25077	Section and comb hair	2	2
2866	Shampoo hair and scalp	3	4
28843	Demonstrate knowledge of personal health and hygiene, and self styling for working in a salon	3	2
28848	Apply knowledge of common hair and scalp conditions to complete a limited scope consultation	3	4
28845	Demonstrate safe and professional practice in the salon environment	3	3
25436	Display products in the salon environment	2	3

Gateway students receive training materials with information on the practical and theory tasks involved in gaining each unit.

After completing, students can find an apprenticeship in hairdressing.



Make Up and Skincare Level 3

Make Up and Skincare Level 3 Gateway students learn a variety of basic make up and skincare skills. Students spend time in a clinic environment learning practical skills to support the theory learning. This time can be spread throughout the year or completed during term breaks..

There are three units (21 credits) to achieve:

Unit		Level	Credits
27648	Demonstrate knowledge of promotional activities within a make-up and skin care workplace	3	7
27646	Perform Skincare Services for the face in preparation for make up application	3	10
28946	Demonstrate knowledge of tools, equipment and safe operating procedures used in make-up and skin care services	3	4

Gateway students receive training materials with information on the practical and theory tasks involved in gaining each unit.

After completing, students can find an apprenticeship in beauty therapy.



Theory Only Gateway Programmes

For theory-only Gateway programmes, no work placement is required.

These programmes give the student the opportunity to earn NCEA credits and learn about our industries.

There are two options, a full 20 credit programme or a reduced credit programme for those students requiring only 7 or 10 credits.

HITO offers 5 theory only Gateway programmes:

- Hairdressing Level 2 (20 credits)
- Hair and Beauty Level 2 and 3 (20 credits)
- Hairdressing Level 2 (7 credits)
- Beauty Therapy Level 3 (10 credits)
- Barbering Level 3 (7 credits)



Hairdressing Theory

There are four units (20 credits) to achieve:

Unit		Level	Credits
2891	Demonstrate knowledge of hair fashion over time	2	5
2873	Demonstrate knowledge of trichology	2	8
25439	Demonstrate knowledge of sustainability concepts of a salon	2	2
21940	Demonstrate knowledge of workspace requirements for employment in salon	2	5

Hairdressing and Beauty Theory

There are five units (20 credits) to achieve:

Unit		Level	Credits
27644	Demonstrate knowledge of makeup and design theory	3	4
28844	Demonstrate knowledge of professional behaviours and legal requirements for a salon	3	3
27645	Demonstrate knowledge of the structure and functions of the face, and of facial skin types and conditions	3	6
2891	Demonstrate knowledge of hair fashion over time	2	5
25439	Demonstrate knowledge of sustainability concepts of a salon	2	2



Hairdressing Theory - Reduced Credit

There are two units (7 credits) to achieve:

Unit		Level	Credits
2891	Demonstrate knowledge of hair fashion over time	2	5
25439	Demonstrate knowledge of sustainability concepts of a salon	2	2

Barbering Theory - Reduced Credit

There are two units (7 credits) to achieve:

Unit		Level	Credits
10645	Describe the development of barbering	3	3
28018	Demonstrate knowledge of removing product build-up from hair	3	4

Beauty Theory - Reduced Credit

There are two units (10 credits) to achieve:

Unit		Level	Credits
27644	Demonstrate knowledge of makeup and design theory	3	4
27645	Demonstrate knowledge of the structure and functions of the face, and of facial skin types and conditions	3	6

Hear from HITO Apprentices



 @bellas.hairrr

BELLA GÖRES

Third year hairdressing apprentice Bella Göres has always had an interest in hairdressing. After gaining an insight into the industry through a trades academy programme in high school, her passion for the industry was ignited.

As a hands-on, practical, and creative learner, Bella decided to work towards her qualification through a HITO apprenticeship. "You get paid to learn with an apprenticeship, and you gain real salon experience too," says Bella. "One of my favourite things about the industry is having such a wide variety of people in my clientele."


One of Bella's biggest inspirations is her employer Janine Simons, owner of Mane Salon in Wellington. "Janine is a great example of what it looks like to be successful in the industry across lots of aspects," says Bella. "I love being able to be a part of an amazing family in our salon."

Once qualified, Bella hopes to get into hair for film, photoshoots, and events, and one day own her own salon. "The fact that the hair industry has so many different creative opportunities keeps me inspired! I love being able to let my creativity do its thing."

At The Industry Awards 2022, Bella's creativity and skill earned her the Editorial Stylist of the Year - Next Generation award.

"The fact that the hair industry has so many different creative opportunities keeps me inspired!" – Bella

JAMES HARRINGTON

 @hemi_the_hairbender



In 2020, forklift driver James Harrington googled “jobs where you can talk and not get told off”. After coming across barbering as a career where conversations are encouraged, James decided to begin his journey into barbering.

Starting out barbering in his garage, he quickly realised he needed more guidance, and began training as a HITO apprentice at The Barber Lounge in Christchurch.

“I wanted to train and get qualified but being 26 and having bills to pay meant I couldn’t take time out to do a course,” says James. “A HITO apprenticeship gave me the flexibility to learn, work and earn at the same time.”

In 2022, James’ passion and drive earned him The Barbering Apprentice of the Year award at The Industry Awards.

TEEGAN HAZELWOOD

 @thatbeautyapprentice



Teegan Hazelwood was introduced to the beauty industry as a teenager, sitting as a model for her mum, who was training to become a beauty therapist. After completing high school and working full time for a while, Teegan decided that she wanted a qualification under her belt. Her familiarity with the beauty industry meant a career in beauty was her first choice. When looking into different study options, Teegan discovered HITO and beauty therapy apprenticeships.

“Working in a real clinic made study a lot less daunting,” says Teegan. “You’ve got qualified beauty therapists around you in the clinic every day; there is always someone you can call out to for help, so you don’t feel like you’re doing it on your own.”

In 2022, Teegan completed her apprenticeship and gained the New Zealand Certificate in Beauty Therapy (Level 4).



Apprenticeships

Apprentices are employed and paid by the business they work for. Once the business employs the apprentice, they can sign on with HITO to become an apprentice. Apprentices train with a qualified trainer and HITO supports the apprentice and the trainer throughout the qualification.

An apprenticeship is the smart way to get qualified. You:

- Train on the job and work with real clients. Your trainers will be qualified industry professionals.
- Get paid to learn.
- Start anytime throughout the year.
- Learn the right skills required by the industry, ensuring you will be in demand.
- Gain a recognised tertiary qualification.

Beauty Therapy

Takes approximately two years to complete. You learn about the anatomy and health theory and all the beauty therapy skills to become a qualified professional, including consultation procedure, skincare, waxing, nail treatments and eyebrow tinting.

Upon completion, the apprentice receives the New Zealand Certificate in Beauty Therapy (Level 4).

Barbering

Takes approximately two years to complete. You learn the technical skills required to become a qualified professional, such as client consultation, trichology, cutting, beard and moustache skills. You'll learn business and commercial skills required to run a barbershop.

Upon completion, the apprentice receives the New Zealand Certificate in Commercial Barbering (Level 4).

Hairdressing

Takes approximately three and a half years to complete. You'll learn the technical skills required to become a qualified professional, such as client consultation, cutting, colouring, fashion and treatment skills.

Upon completion, the apprentice receives the New Zealand Certificate in Hairdressing (Professional Stylist) (Level 4).

For more details on apprenticeships and fees please contact HITO on **04 499 1180** or email **support@hito.org.nz** or visit our website: **www.hito.org.nz**

**Want to
know more
about Gateway?**

Contact HITO on (04) 499 1180
or email support@hito.org.nz
for more information.



www.hito.org.nz