



Raranga ngā ara, kia tutuki ngā akoranga

Weaving the Pathways of Successful Outcomes

HITO
New Zealand Hair and Beauty
Industry Training Organisation

INDUSTRY TRAINING

- On the job
- Tertiary qualification
- Employer-led
- Earn while you learn



Too much education in New Zealand happens away from the world, inside institutions. Do a course, and then hope to get a job, and then hope the skills attained are the ones that are needed.

But the industry training model is employer-led. The job comes first, and then the skills are added over a lifetime - which makes sense in a changing world of work.

There are no student loans in industry training, no student allowances. Because you have a paying job, you have an income and a way to support yourself and those you care about.

With industry training, you don't get a student debt, you start your KiwiSaver instead.

BENEFITS TO EMPLOYERS

- Tailored training
- Improve productivity
- Grow your business
- Sustain the industry
- Supported by ITO



Taking on apprentices means you are able to train, educate and mentor your staff while they learn your business from the ground up.

You have staff coming through to fill your senior positions, that don't need additional training to fit your brand.

Industry training secures the future of your business, and industry.

With our model, ITOs provide quality assurance, support and nationally recognised qualifications.

INDUSTRY INPUT

- Industry employ and train apprentices
- Apprentices pay small training fee, government subsidise.
- ITOs support apprentices and employers throughout training



There is no cost to the employer aside from the wages, their own time invested in training and the time apprentices spend out of the salon at off job training or places like backstage at the Miromoda Runway Show featured in this photo.

Warren Dion Smith of Waikato Tainui descent is demonstrating the look and hair theme of the day to a combination of apprentices, industry professionals, and trainees & tutors from providers.

Warren is best known for his work with Weta workshops working with prosthetics and creating both amazing hair and special effects make up on movies like Lord of the Rings.



CLASSROOM BASED LEARNING

For many students, tertiary education looks like this.



ON THE JOB CLASSROOMS

But our classrooms look like this. These classrooms have all the up to date equipment because they are being used to run real businesses. These classrooms also have the world's best teachers - real qualified hairdressers who have the skills, and can not just teach the skills of the trade, but also provide support and pastoral care. In our system the students are under someone's wing, and being brought up to become the future leaders in this industry.

WHO ARE HITO?

- Hairdressing, Beauty Therapy and Barbering
- 100% Qualified
- Support business and industry growth
- Increase productivity
- Attract new talent



Who are HITO? As a team we like to think of ourselves as the best little ITO in New Zealand!

HITO are currently responsible for the Hairdressing, Beauty Therapy and Barbering industries, but there is plenty of potential for us to take on more in the creative and fashion industries.

Our vision is to have 100% of people in our professions 100% qualified.

We're here to help our industries grow, increase productivity and to make them sustainable by attracting new people.

We're making sure there are enough hairdressers, barbers and beauty therapists to meet demand, making sure they have skills fit for today's salons, and to quickly progress to building clients of their own, so salon owners can build successful businesses.

APPRENTICESHIP TRAINING



Employer and Apprentice On-job Training

HITO Sales and Training Advisor visits – apprenticeship and employer training checks, motivation and pastoral care

Sign on Training Agreement

Training material, including record books

Training plan to fit employer and apprentice

Assessments, block courses, and day release

Final Assessments

Graduation ceremony

Certificate of Qualification

So, this is what our apprentice's journey currently looks like. They find an employer, and our STA signs them up with a training agreement. They receive training workbooks and have access to online videos to help them learn the practical skills for each unit of the qualification. Our STAs develop a training plan with the employer to suit the salon. They make regular visits to the salon to ensure the apprentice is on track with their training.

Our hair and barbering apprentices receive some theory training and assessments in block courses off-site.

PROFESSIONAL QUALIFICATION

- 100 % Qualified
- Graduation ceremony and celebration of achievement
- Encourage continued pathways of learning



As the standard setting body we make sure that anybody with our New Zealand Certificate qualifications has the theoretical, technical and practical skills required to work in a commercial setting.



OUR TEACHERS ARE OUR EMPLOYERS

Our trainers are business owners like Lucas Kelly of Barber Lounge. Lucas is currently training an apprentice and two Gateway school students in his shop.

“

Our apprentices add value from the beginning in the way they support our senior stylists and connect with our salon clients.

”



Janine Simons says her apprentices start adding value the day they start in the salon, allowing senior stylists to cater to more than one client at a time and increasing turnover.

Janine currently employs 3 apprentices aims to have one apprentice qualify each year at the salon.

She often hears that from others how hard it is to find good senior stylists – her answer is to train them!

For Janine’s salon, the training plan ensures apprentices have the skills to progress onto the salon floor within 6 months of starting. She allocates one day a week for Year 2 apprentices to work as stylists while shadowed by a trainer.

“

Barbering brings people together, strengthens bonds and gives back to the community

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Tui Moreli is an apprentice at Cuba Barbers in Wellington. He discovered barbering through the Gateway school programme and although he's only 18, he has already won two Barbercraft competition trophies. He now has a claim to fame of creating a special hair design for the first Māori Mayor of Porirua Mike Tana, as part of the Wellington Region's Matariki celebrations in the lead up to the Miromoda Runway Show.

OUR SALES AND TRAINING ADVISORS

- Customer interface/industry liaison
- Sales and promotional activities
- Establish training plans with salons
- Set goals with apprentice
- Training support and advice
- Pastoral care



HITO's Sales and Training Advisors are the face of our organisation and play a key role in the apprenticeship model.

We have 12 STAs spread around the country. They are responsible for building relationships with salons, clinics and barbershops in their area, promoting apprenticeships to school students and registering apprentices.

STAs work with the salon owner to explore their business needs, and help them develop a suitable training plan for the apprentice.

They provide training materials for the apprentice to work through, and regularly track their progress. They set goals with the apprentice and encourage them to enter awards and participate in other activities outside the salon to broaden their career opportunities.

They guide the trainer and offer advice and resources where they can to ensure the training is of value to both parties.

Like many of our STAs, Priya here is a qualified hairdresser and passionate about helping others become qualified.

HITO FUTURE GOALS

- Online Learning Management System
- More flexible on job assessment
- Achieve results in a timely manner
- 100 % Qualified



HITO is continually looking to improve our industry training. Over the next three years, we will roll out an online learning platform for learning support and assessment.

We have chosen a modern learning management system called iQualify, with high usability and mobile-friendly application.

Apprentices and trainers will collect photos and videos showing skill progression and submit for assessment online whenever they are ready.

We will be encouraging all learning to be done at work.



MIROMODA RUNWAY SHOW 2018

Our work places are not always what you imagine, this year HITO had the opportunity to work in partnership with Miromoda the Indigenous Māori Fashion Apparel Board and Porirua City Council to provide hairstyling and make-up for 56 models both male & female, for their competition for emerging Indigenous Māori fashion design during the day and their runway show in the evening. This show is part of the lead up into a full collection of Designers showcasing their lines at the end of this month at New Zealand Fashion Week. This year our leading apprentices will be working with top designers to create their own show for secondary school students at New Zealand Fashion Week.

With up to 80-100 people in a confined space backstage at any one time it has all the potential to be frenetic and chaotic. At Miromoda we focused on creating an authentic space where a combined team of industry professionals like Warren Dion Smith worked side by side with apprentices and trainees from providers across all three disciplines of hairdressing, barbering and beauty.

We were commended on the outstanding results of styling resembling yesteryear with a modern twist for the theme of Women's Suffrage Whākatū Wāhine, along with our professionalism, and the sense of calm we were able to weave throughout the day by adding features like the cultural table and couches and chairs, flanked by

plants to provide breakout areas for models & designers to relax and kōrero. We chose Davroe a sustainable styling product to work with to mirror the sustainability models favoured by iwi. Local school students were invited to interview and write bios for every person who donated their time to us, which the school students could use towards NCEA, whilst our team will get to keep personalised special memories of their day.

Finally our team of artists and stylists will be provided with photos of their work to go towards their CV /portfolios along with a certificate of participation from Miromoda.

We worked closely with Te Puni Kokiri to ensure that next year we will be able to build on this model and provide a larger cultural footprint that doesn't scream look at me, but instead continues to weave silently through the background like an invisible cloak of integrity. Miromoda has grown year on year and currently sells out to an audience capacity of almost 400 people.



100% QUALIFIED |

Our vision is to have 100% percent of people in our industries, 100% qualified.

We celebrate achievement by holding graduation ceremonies and encourage graduates to display their qualification in their salons, clinics and shops.

We create threads that bind just like the whakataukī

Ma where ma pango ka oti ai te mahi
With red and black the work will be complete

Ma whero ma pango ka oti ai te mahi

QUESTIONS

www.hito.org.nz



If you're interested in finding out more about kiwi-style training, then don't hesitate to get in touch. Just don't poach our graduates!

Questions.

How much does it cost the salon?

The cost to the employer is now only the apprentice's wages. While the employee is in apprenticeship training, employers can choose to pay a training wage, which is 80% of the minimum wage – about \$12.30 an hour in Australian dollars.

We've rearranged this so apprentices pay a small contribution (New Zealand \$30 a week) to their qualification.