



Toi Mai Barbering Review Hui Insights

New Zealand Certificate in Commercial Barbering (Level 4), qual. ref. 2115

A heartfelt mihi to everyone who attended our Barbering Qualification and Standards Review Hui in Ōtautahi (Christchurch), Tāmaki Makaurau (Auckland), and Te Whanganui-a-Tara (Wellington). We greatly appreciate your presence and participation.

Your valuable insights and experiences will help guide us as we review the barbering qualifications and standards. Below is a summary of the key themes and feedback from participants:

Key Themes and ideas

- **Cultural Relevance and Competency:** Strengthen cultural relevance and competency skills to ensure ākongā (learners) can demonstrate an understanding of Te Ao Māori, Pacific peoples, and work effectively with diverse client groups.
- **Mental Health and Wellbeing:** Mental health and wellbeing, in the context of providing barbering services, are critical.

Strategic Purpose Statement

- The current wording is limited to sole trader status; it could be expanded to include working within a team.
- Consider revising the wording to reference the barbering environment, industry, or practitioner context.
- Include references to supervision and assistant roles.
- Review the statement against the NZQA Level 4 descriptor for alignment.

Graduate Profile Outcomes (GPOs)

- The variety of services covered in the GPOs should be clarified. GPO 1 is overly broad and uses unclear terminology like professional and underpinning. Breaking this into more specific GPOs with clearer requirements could improve consistency.
- Specify services such as a variety of cuts, techniques, and the use and maintenance of tools.
- Place greater emphasis on practical skill requirements and less on theoretical knowledge.
- Business skills for graduates are important, including commission structures, tax obligations, and employment law. Self-promotion and marketing should be included.
- Strengthen communication and client service requirements.

Definitions

- Clarify terms such as commercial, professional, and qualified throughout the qualification.

Qualification pathways

- The current education pathway contains too much reference to hairdressing; pathways specific to barbers should be developed, including Level 5 qualifications for advanced techniques (e.g., advanced cutting, colour, chemical) and business management. Noted that the Level 5 Hairdressing qualifications in pathways have low or no usage.
- There is support for developing Level 5 micro-credentials to cover specialist skills.
- Consider reintroducing a Level 3 qualification to serve as an entry point before Level 4, as Level 4 may be too advanced for many ākongā.

Employment/Cultural/Community pathways

- These pathways should be updated, with a focus on including mobile barbers.

Programme Design and Guidance Information

- Clear guidance for programme designers is essential to ensure consistent delivery.
- Consider specifying the required amounts of practical experience and the criteria for evidence collection in programme design.
- Consider creating a separate programme guidance document to further support consistent delivery.

Feedback and comments about hairdressing qualifications and training gathered during the hui are retained for future reviews and developments.

Next Steps

Te Puna Whāngai (Advisory Group)

We will form an advisory group to review the barbering qualification in detail and define what graduates will know, be, and do. Invitations will be sent out, and the group will convene in October 2024.

We welcome your continued feedback! Please email any comments or questions to qualifications@toimai.nz

Tēna koutou katoa mo tō awhina i tēnei kaupapa. Ngā mihi.