



TOI MAI

Workforce
Development
Council

PROGRAMME GUIDANCE

for

**New Zealand Certificate in Commercial
Barbering (Level 4) [Ref: 2115] v3**

2025

Overview

The purpose of this document is to provide guidance for providers intending to offer programmes leading to the **New Zealand Certificate in Commercial Barbering (Level 4) [Ref: 2115] v3**.

Providers developing programmes leading to this qualification can use this guidance in their programme design to ensure that learners and graduates seeking employment or already employed (paid or volunteering) in the industry, meet the expectations of employers and industry.

The document provides information on the following:

- Programme Guidance and Conditions: overview of other requirements to support the quality delivery and assessment of the programme
- Programme structure: overview of how skills standards align to the graduate profile outcomes of the qualification
- Replacement relationship
- Barbering definitions

Toi Mai is committed to providing guidance for providers to develop and gain approval for high quality programmes. Ohu Ahumahi considerations for programme endorsement differ from NZQA approval criteria and look to meet both industry and learner vocational education and training needs.

We focus on six considerations:

- programme content
- equity for learners
- programme engagement and consultation
- te ao Māori
- Pacific languages and learners (aligned to the Action Plan for Pacific Education)
- The principles of Enabling Good Lives, tāngata whaikaha (disabled people).

If you are developing a programme that leads to a qualification listed on the NZQF, the Education and Training Act requires you to get the programme approved by NZQA. If you are interested in delivering a programme, you also need to be accredited as a provider of that programme. Once you have finalised your programme, you will need a letter of endorsement from Toi Mai before seeking approval from NZQA. [Programme endorsement - Toi Mai](#)

Further industry information is available in the Toi Mai Kia Ita - The Barbering and Hairdressing Workforce Development Plan. [Kia-Ita-ToiaRinga-WDP-screen.pdf](#)

Please contact us at programmes@toimai.nz while you are developing your programme so we can advise you of any new rules, regulations, specifications or conditions since the qualification was listed.

New Zealand Certificate in Commercial Barbering (Level 4)

Qualification Strategic Purpose statement

The purpose of this qualification is to provide the barbering industry with qualified barbers who can work in a commercial barbering environment.

Graduates will be recognised by industry as qualified barbers. They will be capable of contributing to barbershop operations and will be able to operate under broad guidance.

Graduates of this qualification will be able to:

1. Complete barbering cuts and styling services to a professional standard including integrated barbering techniques, wet shaving, and beard and moustache trimming, to meet client and workplace requirements.
2. Provide client consultation, care and advice, in a culturally appropriate manner as a commercial barber.
3. Demonstrate professional standards and behaviours required by a commercial barber.
4. Apply legislative requirements, including health and safety to contribute to commercial barbershop operations.
5. Apply business practices and processes required to successfully operate as a commercial barber.

General conditions

All learning and assessment within a programme leading to this qualification must be carried out in accordance with the following:

Legislation

- relevant legislation including Health and Safety at Work Act 2015, Privacy Act 2020, Consumer Guarantee Act 1993, and Human Rights Act 1993
- Public Health Guidance for Hairdressers and Barbers 2025
- relevant industry publications
- workplace policies and procedures.

Programme Design

Programmes leading to this qualification must:

- honour ngā kaupapa o te Tiriti o Waitangi (the principles of the Treaty of Waitangi);
- embed approaches to learning/assessment which reflect te ao Māori, perspectives of Pacific communities, and cultural and educational needs of individual ākonga/learners;
- support/promote learning that exposes ākonga/learners to te ao Māori, and Pacific and other cultural values and perspectives that include diverse world views.

Assessment of barbering services must include a portfolio of the graduate's barbering work.

Practical experience

Programmes leading to this qualification must include practice of skills in a realistic practical setting, such as a workplace or other simulated environment.

Professional Standards, Skills and Behaviours

Professional standards and skills must be an integral part of the programme and delivery. Professional standards include all relevant health, safety and hygiene obligations.

Professional skills include the core skills of communication, manaakitanga, whanaungatanga, collaboration, interpersonal skills, self-management, and problem solving.

Programmes must also encourage behaviours expected of commercial barbers, including awareness and respect for professional boundaries in diverse cultural environments and the importance of maintaining own professional integrity.

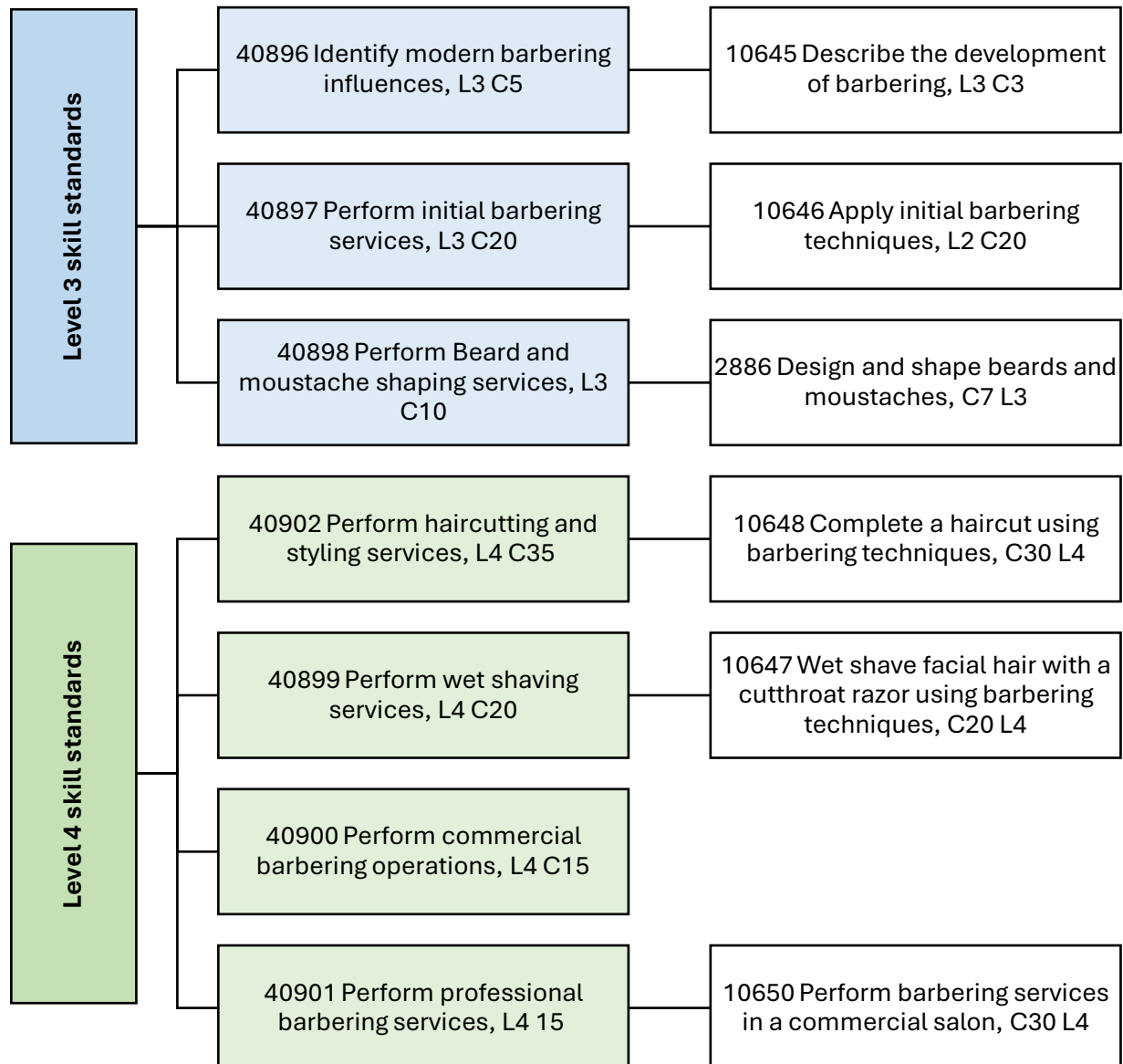
GPO mapping to skill standards and suggested delivery order

The credits assigned will depend on each providers programme structure

Suggested order for assessment	Skill Standards	GPO 1. Complete barbering cuts and styling services to a professional standard including integrated barbering techniques, wet shaving, and beard and moustache trimming, to meet client and workplace requirements. 85 Credits	GPO 2. Provide client consultation, care and advice, in a culturally appropriate manner as a commercial barber. 15 Credits	GPO 3. Demonstrate professional standards, skills and behaviours required by a commercial barber. 5 Credits	GPO 4. Apply legislative requirements, including health and safety to contribute to commercial barbershop operations. 5 Credits	GPO 5. Apply business practices and processes required to successfully operate as a commercial barber. 10 Credits
1	40896: Identify modern barbering influences (Level 3) (5 credits)	x				
2	40897: Perform initial barbering services (Level 3) (20 credits)	x	x			
3	40898: Perform beard and moustache shaping services, (Level 3) (10 credits)	x	x	x		
4	40902: Perform haircutting and styling services, (Level 4) (35 credits)	x	x	x		
5	40899: Perform wet shaving services, (Level 4) (20 credits)	x	x	x		
6	40900: Perform commercial barbering operations, (Level 4) (15 credits)			x	x	x
7 Final	40901: Perform professional barbering services. (Level 4) (15 credits)	x	x	x	x	x

Skill standards for NZC in Commercial Barbering (Level 4)

Programmes must include the skill standards. The following diagram details the skill standards and how they relate to the reviewed unit standards.



Please see individual skill standards for indicative content. For more information about the review of the unit standards and development of new skill standards please see the review change report: [Change reports schedule - NZQA](#)

Definition of terms used in barbering qualification and standards

- **Industry standards** are defined as the practices and procedures that meet the requirements of relevant legislation, compliance requirements, guides and codes of practice, ethical codes of conduct, suppliers or manufacturers' instructions for the safe use of equipment, materials and product
- **Legislative requirements** refer to the obligations of the employer and/or employee under relevant legislation including but not limited to - Health and Safety at Work Act 2015, Privacy Act 2020, Consumer Guarantee Act 1993, Human Rights Act 1993, Public Health Guidance for Hairdressers and Barbers 2025, relevant industry publications organisational policies and procedures.
- **Workplace requirements** mean the practices prescribed by management as being the quality standards for client contact, service timeframes and work organisation for a particular barbershop, salon or other business that may also perform barbering services.
- **A commercial barber** is a qualified barber working within a commercial environment, meeting commercial timeframes and pricing. They may work as an employer, employee, sole trader, rent a chair, contractor, freelance, mobile barber.
- **Foundation hair cutting forms** are solid form, uniform, increased layer, graduation layer These forms are combined into hair styles.
- **Barbering techniques** refer to hair cutting techniques of nape shaping, line outs, long hair, freehand clipper and clipper guard work (zero guard to four guard), scissor over comb, clipper over comb, razor, scissors, razor over comb, freehand clippers, trimmers and blow drying using freehand, and brush and comb work.
- **Integrated barbering techniques** refer to the innovative use of one or more barbering techniques within a single haircut and/or beard shaping to achieve advanced or complex styles.
- **A commercial salon/barbershop** is a salon/barbershop where the core business is commercial hairdressing/barbering/beauty services, with electronic banking facilities, a reception area, professional salon/barbershop products available for salon/barbershop use and retail, professional equipment sufficient to provide a commercial standard of service, and a throughput of commercial customers paying current market prices in keeping with a full-time commercial salon/barbershop business.
- **Styles or styling** refer to cuts that reflect current, fashion, modern or emerging trends in barbering.
- **Analyse** means to not only analyse the hair and scalp, but to evaluate what services are possible for the client with consideration to health and safety factors, potential outcome and client's expectations.
- **Portfolio** may include social media and photography, evidence of emerging trends, cuts and styling.
- **Culturally appropriate manner** includes the practice of client care and understanding of barbering culture specific to Aotearoa, including cultural practices with Māori and Pacific, other cultures, religious backgrounds, age, disabilities and gender.