

**Qualification Title:** New Zealand Certificate in Hairdressing (Emerging Stylist)  
(Level 4)

**Qualification number:** 2412

**Date of review:** 5 November 2020

This report refers to graduates awarded this qualification between **31 December 2018 – 31 December 2019**

**Final decision on consistency of the qualification: National consistency is confirmed**

**Threshold:**

The threshold to determine sufficiency with the graduate profile was determined as evidence of:

Graduates having sufficient knowledge and practical skills to perform a range of salon and client services that contribute to the effective operation of a salon. Graduates are capable of operating at an intermediate level under broad guidance.

**Education Organisations with sufficient evidence**

The following education organisations have been found to have sufficient evidence.

| MOE Number | Education Organisation                                   | Final rating |
|------------|--|--------------|
| 6006       | Ara Institute of Canterbury Ltd                          | Sufficient   |
| 6007       | Eastern Institute of Technology Ltd                      | Sufficient   |
| 6008       | Wellington Institute of Technology Ltd                   | Sufficient   |
| 6009       | Universal College of Learning Ltd                        | Sufficient   |
| 6010       | Manukau Institute of Technology Ltd                      | Sufficient   |
| 6011       | Nelson Marlborough Institute of Technology Ltd           | Sufficient   |
| 6012       | Northland Polytechnic Ltd                                | Sufficient   |
| 6013       | Otago Polytechnic Ltd                                    | Sufficient   |
| 6015       | Southern Institute of Technology Ltd                     | Sufficient   |
| 6017       | Western Institute of Technology Ltd                      | Sufficient   |
| 6019       | Waikato Institute of Technology Ltd                      | Sufficient   |
| 6025       | Toi Ohomai Institute of Technology Ltd                   | Sufficient   |
| 8379       | Tauranga Hair and Design Academy Ltd (T/A Hair to Train) | Sufficient   |
| 8473       | Premier Institute of Education Ltd                       | Sufficient   |
| 8613       | Waikato School of Hairdressing Ltd (T/A Varda)           | Sufficient   |
| 8621       | Manawatu Education Academy Ltd                           | Sufficient   |
| 8640       | New Zealand School of Tourism Ltd                        | Sufficient   |
| 8974       | Servilles Academy of Hairdressing Ltd                    | Sufficient   |
| 9486       | Harrington/Vaughan Academy of Hairdressing Ltd           | Sufficient   |

## Introduction

This qualification is a 120-credit qualification developed by the New Zealand Hair and Beauty Industry Training Association (HITO). The qualification intends to provide the hairdressing industry with individuals who have obtained sufficient knowledge, practical skills and attitudes to perform salon and client services at an intermediate level under broad guidance, to contribute to the effective operation of the salon.

This consistency review was conducted over one and a half days with nineteen providers split into five groups. Seventeen providers attended the online consistency review, while two providers had desktop reviews. Each group attending the online review was also attended by a qualification developer from HITO and an observer.

In total, there were 441 graduates in the 31 December 2018 – 31 December 2019 period, for this qualification.

## Evidence

The education organisations provided a range of evidence to demonstrate that their graduates met the graduate profile outcomes.

The criteria used to judge the evaluation question were:

- The nature, quality and integrity of the evidence presented by the education organisation
- How well the organisation has analysed, interpreted and validated the evidence, and used the understanding gained to achieve actual or improved consistency
- The extent to which the education organisation can reasonably justify and validate claims and statements relating to the consistency of graduate outcomes, including in relation to other providers of programmes leading to the qualification.

Examples of evidence include:

- Mapping of the New Zealand qualification graduate profile outcomes to the programme learning outcomes
- Employer surveys, feedback and samples
- Graduate surveys, feedback and samples
- End user surveys, feedback and samples
- Client feedback and stakeholder engagement logs
- Internal and external moderation reports
- Moderation plans
- Graduate destination surveys and data
- Health and Safety policies
- Skills testing / assessment samples
- Photographic evidence of participation in industry events

### **How well does the self-assessment and supporting evidence provided by the education organisation demonstrate that its graduates match the graduate outcomes at the appropriate threshold?**

Providers submitted a range of evidence in support of their submissions for this qualification. There have been improvements in the collection of feedback from graduates, employers, stakeholders, and next level tutors. Good attempts have been made to make contact with graduates representing an appropriate number in the feedback.

There is variability in the analysis and use of the feedback to support providers' justification of graduates meeting graduate profile outcomes. This has been identified as an area of improvement for some. Where this has been done well, providers have a strong understanding of their cohort, and have used feedback to further develop the programme with clear correlation from surveys. Where this is yet to be improved, providers have gathered the data, have an overview of what it says, but have not yet planned how it will be used.

Most providers presented data that showed clear alignment with the programme structure, learning outcomes, assessment activities and graduate profile outcomes. Similarly, the majority of providers were able to speak to the conditions of the qualification: 1) assessment through practical activities 2) following safe practices 3) skills assessment on live models from outside the learning environment; and how they ensure these conditions are understood and implemented.

There continues to be some education organisations providing evidence and presentations focussed on students, rather than graduates, resulting in instances of less convincing submissions on the achievement of graduate profile outcomes.

Internal and external pre- and post-assessment moderation has consistently occurred for providers, with the majority leading to action or improvement plans that are tracked and managed. This includes moderation of practical assessments, with plans and communication in place where required.

Overall, the self-assessment and supporting evidence supplied by those organisations found sufficient, demonstrates that their graduates meet the graduate outcomes at the determined threshold.

**Special Focus** (includes special focus on a strand or outcome)

None

**Issues and concerns**

There continues to be providers submitting evidence in one file. Where this is the case, it would be expected that these be numbered, and evidence referenced correctly for the reviewer.

**Recommendations to Qualification Developer**

It would be important for the qualification developer to note, that in the discussion and development of the threshold statement, it became apparent that there is variability in the breadth of range of services that a graduate can perform on completion of the qualification. This was largely determined by the extent of services that a graduate was exposed to or had the opportunity to perform. The qualification developer may want to consider this in the review of the qualification.