

The Provincial Hairstylist Articulation Committee Meeting October 2017: Day One

When: Weds, October 4th 2017 4:30 to 7:00pm

Where: Kootenay School of the Arts

4:40pm Informal Welcome: Hosts Pat Bidart & Luree Gould

4:45pm

In Attendance and Introductions:

Laurie Grier: Pivot Point Canada, Sales & Development. Calgary.
<mailto:laurie@oriac.ca>

Pat Bidart: Selkirk College, Dean of Trades & Arts, Nelson BC. SLP (Systems Liaison Person) for the Articulation Committee.
<mailto:pbidart@selkirk.ca>

Carolynn Roy: Okanagan Cosmetology Institute, Penticton BC. Offering Foundation, Level One and Level Two. Three red seal instructors on campus.
<mailto:carolyn@ocihair.com>

Nathania Roy: Okanagan Cosmetology Institute, Penticton BC. Director of Ed.
<mailto:nathania@ocihair.com>

Corry Johnson: Northwest Community College, Terrace BC. Instructor of Hair Design and Esthetics.
<mailto:corryjohnson@nwcc.bc.ca>

Gwen Stewart: College of the Rockies, Cranbrook BC. Instructor of Hair Design.
<mailto:gstewart@cotr.bc.ca>

Julie Wright: Vancouver Community College, Vancouver BC. Instructor of Hair Design. Julie has been working with ITA for 7 years to move the industry towards Red Seal Certification in Hair Design
<mailto:jwright@vcc.ca>

Gary Franceschini: Vancouver Community College, Vancouver BC. Instructor of Hair Design. BC Skills Canada Technical Chair. Articulation Committee Secretary.
<mailto:gfranceschini@vcc.ca>

Luree Gould: Selkirk (Silver King) Nelson BC. Instructor of Hair Design.
<mailto:lgould@selkirk.ca>

Sally Vinden: Vancouver Island University, Nanaimo BC. Instructor of Hair Design. Chair of the Articulation Committee. Sally has worked for years to move the industry towards ITA Red Seal certification in Hair Design.

<mailto:sally.vinden@viu.ca>

Maurita Graham: Mount Boucherie Secondary, Kelowna BC. Instructor of Hair Design.

<mailto:maurita.graham@sd23.bc.ca> or <mailto:maurita@shaw.ca>

Paul Britton: Pleasant Valley Senior Secondary, Armstrong. Oversees and assists all students into Red Seal Trade Programs, BC.

<mailto:pbritton@sd83.bc.ca>

Farah Tamanna: ITA, Program Development Officer. Richmond BC.

<mailto:ftamanna@itabc.ca>

Christina Kare: ITA, Exam Developer & Exam Maintenance. Richmond BC.

<mailto:ckare@itabc.ca>

Maureen Phung: ITA, Youth Co-ordinator. Richmond BC.

<mailto:mphung@itabc.ca>

Marlin Ratch: ITA, Apprenticeship Advisor for the Kootenays. Cranbrook BC.

<mailto:mratch@itabc.ca>

Sally explained what an articulation committee is, the umbrella organization of BC CAT, creates alignment. BC Transfer system (See last meetings minutes for more detail)

We work together to create alignment and cohesiveness. Working towards the harmonization process across the country.

The committee has been in existence for two years now. This meeting has brought many new representatives and schools to the table! Well done all!

5:00pm Approval of Agenda:

Committee reviewed agenda for a few moments.

Many Members need to leave at 3:00pm in order to catch flights.

Laurie (Pivot Point) will present at 11:15, Pat will present at 12:15

Lunch will be moved until 1:00pm

Agenda Approved at 5:06pm

September Minutes Approved at 5:11pm, no revisions. To be posted on BCCAT website.

5:13pm

Sally outlined the role of the committee members:

- Attend the meetings.
 - Concerns at your institution can be added to the agenda. Speak to Sally Vinden prior to the meeting to have it added to the agenda.
 - Distribute the agenda to your department prior to the meeting.
 - Publicly funded institutions have an agreement to send a representative.
- Preparing an institutional report. Write a report about your program and department. Addressing what the committee wants to know and learn.

For more information on committee responsibilities visit:

<http://www.bccat.ca/companion>

<http://www.bccat.ca/articulation/committees>

<http://www.bccat.ca/articulation/technical/hairstylist>

- Julie Wright suggested a template be created to make it easier for members to structure their institutional reports.
- If you are not able to attend please let your department head or director know so perhaps someone could come in your place.
- Ensure that the committee chair has your up to date information, be willing to host a meeting, be willing to put some work into committee objectives.

BCCAT – will provide a template for Institutional Reports

5:25pm:

Updates on Institutions:

Level Two Program Discussion:

VIU: no level two curriculum or implementation yet.

Okanagan Cosmetology Institute: Level Two Up in running, students are finishing foundation and jumping straight into the Level Two program as they are in a small community. It is felt that this sets their students up to be successful in the industry as they are fully confident and competent. As they would not be able to gain these skills in the community salon and earn the 900 hours ITA has given this school a temporary approval to run level two immediately after the foundation. Extremely hard to find sponsors. Salon Owners are reluctant to sign off. Finish Foundation >go straight to level two helps the student to keep their funding. Level two students earn hours in the school salon. Prior to the ITA Model this school took students in on a continual basis, now they have two fixed start dates and begin at foundation.

Level Two: Pro Dev., Bus Dev., Advanced Color/Correction, Wigs & Hair Pieces. Gwen has concerns about Level Two students doing too much theory versus practical.

At OCI each teacher has their specialties and teach those modules in an in-depth manner. The Theory is very practical based that is being taught. Facilitator performs demonstrations and theory. In afternoon students are working on clients that are receiving an advanced/color correction service.

Concerns about the implementation of Level Two: How will people afford it? Perhaps coming straight into level two rather than coming back at a later date. The Red Seal program has made explaining and promoting her programs much easier, people can see the value.

Continuous study (foundation & level 2) may make it easier for the students. ITA has been reminded about their commitment to marketing and promoting the Red Seal in Hair Design. ITA and Red Seal are not known by a large part of people in the industry.

Why won't ITA allow the instructor to be the sponsor?

After level two then what? Level Two does not require practical assessment. OCI does a mock practical ITA Exam. OCI has their level two students write the ITA Theory Exam. Students then need to go out into the industry and earn the balance of the 3600 hours. Then they can challenge the red seal practical exam.

It would be wonderful to to have established sponsors for foundation and level two within the school.

Challenging Red Seal:

The instructors at their school go out and educate the salons on the ITA and Red Seal Hair Design Qualification program.

Alberta does not charge for their Red Seal.

We need to ask ITA about the Tax Credit for Employers, and the inconsistency between Fees and Protocol between BC & Alberta. Harmonization may help these issues.

The Level Two program is confusing to the consumer.

Level Two is currently being delivered in a traditional model. What if theory was online and student attended one day a week?

How is everyone getting the 300 hours work experience?

Front-loading the hair training and making level two follow foundation immediately is best practice. Going out into industry and coming back is not viable in the hair industry.

Three school districts on the island have lost their funding for the hair design programs.

High School programs must have a red seal instructor. It is not yet enforced at the Post-Secondary Level.

Beauty Council:

Beauty Council has been invited to the table many times in the past.

COTRY still uses the Beauty Council as they come in and do a practical assessment for her students. She is the only hair teacher in Cranbrook and prefers an external examiner.

Sally Vinden is going to try and reconnect with the current Beauty Council Board and see if they want to attend and be involved in articulation.

Questions for ITA:

- 1) Can the Level Two Program be taken right after the foundation program? (This will help with student funding and encourage more people to follow through with level2)
- 2) Can the school be the sponsor for the Level Two technical training?
- 3) Why are we using this Level 1 and Level 2 model if it's not practical for this trade?
- 4) Why do students need an outside sponsor to continue on to level 2?
- 5) The two pathways on the flow chart do not demonstrate a worthwhile path for potential students to see the value in the school pathway.
- 6) Why are there no level two skills on the red seal exam?
- 7) Why was a private school given a provisional approval to take level two immediately after foundation?
- 8) What are the other provinces doing? Harmonization is getting closer. Insight would be appreciated.
- 9) What is the fail rate on the IP exam in other provinces?
- 10) Can ITA provide mock theory exams?

7:00PM Meeting Adjourned

The Provincial Hairstylist Articulation Committee Meeting October 2017: Day Two

When: Thursday, October 5th 2017 9:00am to 3:30pm

**Where: Selkirk College-Silver King Campus
2001 Silver Road, Nelson BC**

9:00am Informal Welcome and Introductions: Hosts Pat Bidart & Luree Gould

9:15am Formal Welcomes and Introductions: Re-cap previous days discussion.

9:17 Introduction and overview of BCCAT, Sally Vinden

BC Cat Webpage <mailto:http://www.bccat.ca/articulation/technical/hairstylist>

9:20am ITA Hairstylist Apprenticeship Model with Farah Tamanna & Christina Kare (exam developer/ and exam maintenance) Maureen Phung (Youth Co-ordinator).

Farah provided a handout for us to refer to. Contains useful links to review what was covered in her presentation.

Topic

- Foundation
- Level 1
- Level 2

Harmonization is coming the goal is to create alignment across the provinces. 2018 January/February Harmonization begins.

Phases:

1) Consultation- ESDC owns the process. Situational Analysis across all Provinces. Industry Consultation. Product: Red Seal. RSOS Workshop SME's develop the occupational standard. Following the Workshop a Red Flag Report Webinar to review proposed sequencing and to make sure all needs and concerns were addressed. The report generated from this is then present at the Pan-Canadian Red Flag Webinar to resolve any outstanding concerns.

2) Program Development:

Stages of Development:

- 1) OAC and Credentialing Model
- 2) Program Outline
- 3) Exam Development
- 4) Document Alignment
- 5) Transition and Launch Planning

After the launch ITA reaches out to all educational institutions to inform them of all the new changes and deadlines for harmonization

Apprenticeship Statistics: (See Handout)

Christina Kare; Exam Developer (See chart in Handout)

- 178 writes since implantation
- 62% pass rate for the Level 1 Exam
- The average is 72%
- Hygiene & Disinfection Practices are quite low at average of 65%.
- Chemical Waving and Relaxing of Hair is rather low at 59% average

Interprovincial exam weighting chart:

<http://www.itabc.ca/sites/default/files/docs/partners/Exam-tables/Hairstylist-exam-weighting-chart-SLE.pdf>

Please find the all ITA referenced materials in the links below:

[Hairstylist Exam Statistics 2017 - For External Use.docx](#)

[Hairstylist Presentation 4th articulation - Oct 2017.pdf](#)

[STRUCTURE OF THE OCCUPATIONAL STANDARD.docx](#)

Questions for ITA:

- Why can't the school be the sponsor? It doesn't make sense to have an outside salon be a sponsor for a student that is actually receiving the training at the school.
- Salons want fully qualified and competent graduate. Most are not interested in apprentices.
- Who will support these apprentices financially when they go back for the 6-week Level 2 training? EI only cover 4-weeks. So the support financially is not there.
- Concern that harmonization will eliminate most of our concerns and fix the struggles that we are all experiencing with the apprenticeship/levels model. It was recommended that we survey our industry to see how people feel the new Red Seal Pathways are working out in industry.
- Discussion that the hair programs should be front loaded education. These apprentices need to have all the education before they go out into industry.

- How do you apply to teach Level Two Program? Must go through the designation process.
- Level 2 is very hard for new graduates to find, especially in the Okanagan. Many are crossing over into Alberta to write their Red Seal.
- The drive against front loaded education was initially seen as a financial drain in the initial consult with ITA. Industry may not understand ITA & Red Seal for the hair design training. Why has more outreach to the industry and marketing not occurred? Farah acknowledged that ITA's contact and relations with the salon industry is not that strong and needs further development.
- Discussion around blended learning, 50% online and 50% face to face in a classroom for the Level 2. This could really solve funding and employment interruption situations. Farah Tamanna thinks these are all possibilities and feels harmonization should be the time to bring all these ideas and changes forward.
- One instructor share that she feels that many of the ITA questions are deceptive and not designed to assess known knowledge. She also stated that it is concerning to be sending students out to earn their hours in salons where the sponsors may not have the educational background or experience themselves to guide these apprentices
- Important that the industry understands and embraces the two level system.
- Concerns the level 2 is not being embraced by the industry and it is not working. The general consensus is students should just take level two immediately after the foundation program.
- Level Two sponsors are hard to find in smaller communities. What can we do? Farah is going to take this back to ITA and try to get an answer or possible solutions.
- Students must have a sponsor before registering or starting a Level Two Program. A sponsor is where a student has an active apprenticeship.
- What if we shifted the work experience to the end of the foundation program and try to encourage the work experience salon to become the Student/ Apprentices sponsor.
- It is felt the students cannot afford to pay for level two and there is no funding options for 5-week programs.

- Apprentice Grants are available to all, but those who take the foundation program at a high school program cannot apply for the first grant until they are out of high school and have completed the 1800 hours.
- Canada Apprentice Loans are available to those in apprenticeships in Canada. Follow the link to learn more about apprenticeship loans.
- <https://www.pca-cal.ca/en/home>
- Can ITA provide us a mock exam to help us prepare the students?
- ITA cannot provide us with a mock exam, as it is a costly item to construct. Instructors asked if there is an old version we could use. Unfortunately there are no old versions that can be used.
- Why are there no level two skills on the red seal exam?
- Difficult to answer. The exam looks at the whole trade and end of training.
- Program Pathways do not represent any value or difference to encourage the students to go the school pathway. Where is the value? In a foundation you start at the basics and work your way up. Apprenticeship/Level One would require people have prior knowledge and have been working in the industry prior to starting Level One. Taking a foundation program will likely lead to employment and sponsorship.
- Who is offering level one and level two? Students from other provinces are looking to attend. If so please contact Farah Tamanna

11:15am Laurie Grier from Pivot Point Canada:

Introduction to LAB: Learn About Beauty, the new online platform.

Lab is a cloud based/stored platform. No server space required. Instructors and Students simply log in much like a social media platform.

<http://lab.pivot-point.com/> here you can learn more about LAB and order a demo copy.

<https://www.youtube.com/watch?v=b2XBr5yWbFE> informative intro to LAB video.

When a student purchases a seat in LAB they also have an option to purchase the textbooks for a nominal charge.

Within LAB you will also find Cosmetology Exam Ace, this is exam prep. Pivot Point is looking towards adding Red Seal Taxonomies to their exam prep in the future.

You can customize and create tests and quizzes. You can make them randomize so each student is answering the same questions but at different times.

You can add photos, either from your own or the pivot point images.

Laurie created a Level Two learning path by using the ITA Level Two Criterion and showed us a lesson on LAB.

Students have access to LAB for two years when they purchase their seat in lab.

12:20pm: Development and Implementation of Level 2- Pat Bidart

- Industry Advisory Committee in the Kootenays did not welcome the five-week format of Level 2.
- Level 1 and Level 2
- Saskatchewan was the Red Seal province of choice when BC reached out for consults to develop a Red Seal in BC.
- The general consensus amongst the committee was to enrol students into the Level 2 program immediately after their foundation program. This will capture more students and will make finding funding a lot easier.
- Why not send students whom have passed level two and the theory exam to do their practical exam. Then they will only have to finish earning their remaining hours to complete.
- Do students in the new program still have to pay the \$480.00? Sally will provide slides from Dan. [Red Seal - slides for Articulation](#)

Meeting dates:

Our next meeting will be on April 2018 will be held in Abbotsford. The day after the BC Skills Canada Competition.

Our September 2018 meeting will be held in Terrace.

12:45: Meeting adjourned. Discussions to resume over lunch. Many have to leave early to catch flights.