
HAIRSTYLIST APPRENTICESHIP PILOT: EVALUATION

About the Hairstylist Apprenticeship Pilot

The Nova Scotia Apprenticeship Agency (NSAA) and Cosmetology Association of Nova Scotia (CANS) are currently working in partnership to pilot an apprenticeship training pathway to certification and licensing in the Red Seal trade of Hairstylist. The pilot was put in place in response to industry's request for an alternative pathway to training and certification.

The pilot officially began March 26, 2018 with the registration of 11 Hairstylist apprentices working in 11 salons. In the pilot, apprentices and their employer register an apprenticeship training agreement with the NSAA. Apprentices must complete 3,600 hours of practical experience, successfully perform the skills of the trade and attend and pass the technical training (in-class and on-line) portions of the apprenticeship. Apprentices complete their practical training on the job working under experienced mentors in the Hairstylist trade. The technical training for the pilot is a total of 20 weeks over the course of the apprenticeship program and consists of 6 weeks of online training and 4 weeks in class in the first 1,800 hours and a further 6 weeks online and 4 weeks in class training during the second 1,800-hour level. Once the apprenticeship training is complete, apprentices will challenge the Red Seal certification examination and the CANS practical examination. Successful completion of both examinations will result in the individual becoming a certified and licensed Hairstylist.

Ongoing Evaluation Approach

The Cosmetology Association of Nova Scotia and the Nova Scotia Apprenticeship Agency are conducting quarterly surveys of the apprentices, mentors and salon owners to determine the level of engagement of salon owners to train apprentices on-the-job; identify the level of individual interest of those pursuing Hairstyling as a career through **this** training pathway; and measure the effectiveness of an alternative pathway for those who may not currently be able to access Hairstylist as a career due to various barriers.

Participation in the Pilot

The pilot started with 11 salons and apprentices. 10 salons and apprentices completed the first quarter of the pilot. At this time, nine salons and apprentices remain in the pilot.

Summary of Evaluation Survey Results

The first quarterly evaluation survey was administered in June to July 2018 and the second quarterly evaluation was administered in September 2018. The following are the combined results.

Salon Owners Report that:

- The apprentices are progressing well, at a good pace and showing enthusiasm.
- Apprentices are a great addition to the team and being supported by the other employees.
- Employees in the salon engage and support the apprentices.
- The impact has been very positive, and some repeat customers ask for the apprentice.
- The pilot is going very well.

Mentors Report that:

- The apprentices are positive, enthusiastic and progressing well.
- Mentoring an apprentice allows the mentor to use their skills to the fullest.
- They would like increased communication from CANS and the NSAA.
- The impact of the apprentice is positive, and it is a great experience.
- The clients are very receptive to having the apprentice provide the service.
- The pilot is a great concept.

Apprentices Report that:

- A very good working relationship between the apprentices and mentors has been established.
- They are very pleased with their progress in learning skills and techniques of the trade and are developing an understanding of how apprenticeship works.
- CANS has been very supportive, and apprentices are satisfied with the support of the NSAA.
- Increased contact from the NSAA would be beneficial.

Summary Analysis

Conclusion/Summary

Overall, the Pilot has been a positive experience for Salon Owners, Mentors and Apprentices. The Pilot has introduced a different way of conducting business for the salons and training for new Hairstylists. The issues identified from the first Quarter Evaluation were addressed, particularly regarding information for mentors and providing guidance. This has resulted in improvements reported in the second quarter evaluation.

The first and second quarter evaluations indicate that the Pilot has been successful. There remain two more quarterly evaluations in the first of the two-year Pilot. Once the remaining two evaluations are complete for the first year, a summary report will be prepared and made available to the membership of the Cosmetology Association of Nova Scotia.

For more information about Apprenticeship, please contact:
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