

Barber

Designation: Discussion Paper

Introduction

In 2019 the Nova Scotia Registered Barbers' Association (NSRBA) approached the Nova Scotia Apprenticeship Agency to discuss various industry concerns and had expressed interest in finding an alternative option for training Barbers, including a discussion on the feasibility and possibility of trade designation and apprenticeship training.

Some members from NSRBA expressed concern with the current methods of training and were seeking alternative methods to ensure that Barbers are well trained to meet the changing needs of the industry. Industry members stated that the demand for barber services has increased, but the access to a labour force has been limited which has led to them exploring apprenticeship as an additional method of training.

Barbering has experienced a resurgence in demand for service over the past number of years due to specific and trendy cuts to both head and beard. An example of the growth is seen in the local hair trends, as well as Barbers responding to the enhanced styles and service needs of international students and newcomers. It is estimated that the average age of a Barber is 40 years with an average salary range of \$40,000 - \$50,000 per year.

Application to Designate Barber as a Trade

In 2020, the Nova Scotia Apprenticeship Board accepted an application from the NSRBA to designate Barber as a trade under the *Apprenticeship and Trades Qualifications Act*. The Board then established a Barber Trade Advisory Committee (TAC) with representatives from the NSRBA and the barbering industry. Their mandate was to review the application; review and verify trade-specific labour market information for the trade; review the current training structure, discuss industry concerns, and make an informed recommendation to the Board on the designation and possible apprenticeship pathway for the Barber trade.

Current Situation

Currently, the NSRBA regulates the membership, examination, certification, and licensing of barbers for the industry.

If the Barber trade becomes designated, the NSRBA and NSAA would regulate distinct parts of the Barber trade according to their respective Acts and mandates. For example, the NSAA would manage the training, examination, and certification process, while the NSRBA would continue to manage membership and licensing. Such changes would require further discussions with both parties.

Once the level of industry support has been determined, an informed recommendation will go to the Apprenticeship Board regarding the application for Barber to become a designated trade.

If approved, subsequent decisions and development work with industry/NSRBA input would be needed to implement an apprenticeship training program and certification process.

Barber Trade Advisory Committee (TAC): Activities

Since the Barber TAC was formed in November 2020, it has met five times.

Below are activities that have been completed:

- Reviewed the application in detail
- Reviewed and completed a draft set of skills that define the Barbering profession
- Discussed and gained understanding of the apprenticeship model for training
- Drafted the consultation survey questions
- Advised on how to best reach industry to get their feedback

The TAC is now requesting that the Apprenticeship Board approve consultation to gain broader industry input and validation of its proposed approach and way forward for Barbers in Nova Scotia.

Purpose of Barber Consultation

Consultation Main Objective

To determine the level of industry support for the designation of Barber as a provincial trade under the Apprenticeship and Trades Qualifications Act in Nova Scotia.

Additional Consultation Objectives:

In addition to determining the level of industry support for the designation of Barber trade and participation in an apprenticeship pathway, the survey will also gather information that will support implementation, if designation is supported. This may include:

- Validating the draft recommendations on proposed structure for a Barber apprenticeship (i.e., definition, term of apprenticeship and ratio of journey person to apprentice)
 - Definition of Barber: *implementing the knowledge and skills necessary to perform the services of shampooing, cutting, trimming, grooming, shaving, and styling of hair, facial hair, and hairpieces using mechanical tools and to consult and interact with clients.*
 - Term of apprenticeship of 1800 hours.
 - A minimum ratio of 1 qualified Barber to 2 apprentices.
- Gathering information on labour market demand for Barbers
- Recording any concerns, ideas, or suggestions

Initial Questions and Answers

What is Designation?

Designation of a trade under the Apprenticeship and Trades Qualifications Act provides official recognition of the trade and its scope of practice and enables support from the Nova Scotia Apprenticeship Agency to develop and implement training and certification based on this scope of practice. In the case of Barber, NSAA would work in partnership with the Nova Scotia Registered Barbers' Association.

What is Apprenticeship?

Apprenticeship is a post-secondary education and training system that leads to certification and provides for quality careers in the skilled trades. Apprentices receive hands-on training from certified tradespeople as paid employees along with in-class and/or online apprenticeship technical training.

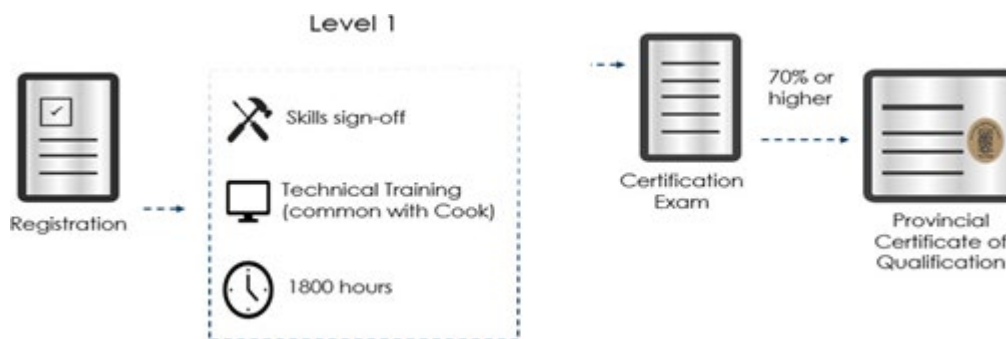
The Nova Scotia Apprenticeship Agency (NSAA) partners with industry, community organizations and equity-seeking groups to promote apprenticeship opportunities, and to ensure that trades-specific training is responsive to the needs of industry and the Nova Scotia job market.

What would Barber Apprenticeship Training involve?

When a trade becomes designated, the Nova Scotia Apprenticeship Agency collaborates with trade industry experts to set a standard for training and certification and possibly develop apprenticeship training. This process typically includes developing an occupational standard, apprentice logbook of skills, a curriculum standard, and a certification examination.

Can you share information on a typical apprenticeship pathway?

Here is an example of a typical 1-level Apprenticeship Training pathway:



- An employer hires an apprentice to learn as an employee and signs a formal agreement to train and register the apprentice with Nova Scotia Apprenticeship Agency. (Apprentices must be paid the minimum wage or more)
- The apprentice starts working in a shop/salon and learns skills from a journeyperson/mentor. Once the apprentice can demonstrate competency, these skills are signed off in a logbook.
- Over 12-14 months, the apprentice practices and eventually perform services on clients while being supervised by their mentor. Once apprentices can demonstrate competency in a skill, their journeyperson/mentor signs off on that skill in the logbook.
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- Apprentices also engage in technical training that can be a combination of online and in-person learning. During periods of fulltime learning, the employer 'lays off' the apprentice for the purpose of a training leave, so they can receive Employment Insurance benefits. During that time, an instructor reinforces trade theory and helps to refine an apprentice's skills.
- After completing required hours, technical training, and getting all the logbook skills 'signed off' by the journeyperson/mentor, the apprentice is eligible to take a Certification Examination, which can consist of both practical and written components.
- If the apprentice passes the certification exam, the apprentice receives a Certification of Qualification as a journeyperson through the Nova Scotia Apprenticeship Agency and if required would then apply for a license issued through the Professional Association.
- Once an apprentice becomes a certified and licensed journeyperson, ongoing employment decisions on salary or chair rental/commission can be made.
- In the future, the certified journeyperson could then be a mentor for a new apprentice.

Would there be a way to become a Certified Barber without going through an apprenticeship?

Experienced Barbers would be able to challenge the Certification Examination through a process called Trade Qualification.

- The following diagram outlines the path for a trade qualifier.



Consultation Process

The Barber Industry consultation consists of an online survey with an additional option for Barbers to be contacted by phone to complete the survey. Responses will remain **anonymous**, as names are not being collected. Any identifying information will not be shared with the NSRBA, the Barbers Trade Advisory Committee or the public.

Link to the survey [Click here to open Barber Consultation Survey](#)

and consultation support materials: www.nsapprenticeship.ca/consultations#barber

If you have questions or concerns regarding the consultation process or would like to setup a phone interview, please contact the consultation assistant at NSAA.Consultation@novascotia.ca.



We appreciate your involvement and participation in this industry consultation.