

Hairstylist Articulation Committee

MINUTES

BRITISH COLUMBIA COUNCIL on ADMISSIONS AND TRANSFERS (BCCAT)

**Location: In-person: College of the Rockies, Cranbrook
BC and VIA ZOOM**

**Meeting Date(s):
October 20, 2022- In-person and ZOOM
October 21, 2022- In-person only**

Present:

Member Institution	Representative	Email
BCCAT	Dr. Fiona A.E McQuarrie (ZOOM)	fmcquarrie@bccat.ca
BC Campus	Tim Carson (ZOOM)	tcarson@bccampus.ca
Coast Mountain College	Danna Buick (ZOOM)	DBuick@coastmountaincollege.ca
College of the Rockies	Gwen Stewart Dr. Jack Moes (?)	gstewart@cotr.bc.ca
Chilliwack School District	Lesley Harrison	lesley_harrison@sd33.bc.ca
ITA	Vern Webber (ZOOM joined later)	vweber@itabc.ca
Legends Academy	Launie Morgan (ZOOM)	launie@legendsacademy.ca
North Pacific Assessments Inc.	Jennifer Boeda (ZOOM joined later)	jboeda@telus.net
North Okanagan-Shuswap School District (PVSS – SD83)	Jaime Russell	jrussell@sd83.bc.ca
Private Training Institutions Branch (PTIB)	Emily Weel (ZOOM joined later)	Emily.Weel@gov.bc.ca
Riverside College	Krista Balogh (ZOOM)	krista.balogh@mpsd.ca
Selkirk College	Robert Schwarzer Luree Gould	rschwarzer@selkirk.ca lgould@selkirk.ca
Vancouver Community College	Gary Franceschini Julie Wright Louise Dannhaver	gfranceschini@vcc.ca jwright@vcc.ca ldannhauer@vcc.ca
Vancouver Island University	Joanne Slocum Dr. Sally Vinden	joanne.solcum@viu.ca
Also in attendance:		
Indigenous Knowledge Holder at College of the Rockies	Bonnie Harvey	
	Francesca Castro (ZOOM)	
	Mary Kittel (ZOOM)	Mary_Kittel@outlook.com

Recorder: Jaime Russell (NO Shuswap SD.83) – Secretary

Welcome from <Name - Indigenous> <Name - Institution> <Name - Chair>

1. Meeting Called to Order at 9:05am

2. Introductions/welcome

- **Indigenous Land Acknowledgment and Intuitional Greeting:** Gwen Stewart, Host & Faculty of Hair Design, College of the Rockies
 - New Members/Guests: Hello and Welcome
 - Regrets:
- Brief discussion:
- What is Articulation? Learn and collaborate, updates from ITA, PTIB, Northwest Assessments, and other.
 - April meeting is usually always at VCC, and fall we travel
 - Second day is usually Pro-D
 - Last meeting: Dresscode Project and creating gender neutral spaces/curriculum, continue to add it to discussions, hopeful for April meeting.

3. Approval of Agenda and Any Additional Items

Motion: to adopt the Agenda with additions

- **Changes to agenda:**
 - i. Changes 1pm- Indigenous knowledge keeper
 - ii. Dr. Fiona coming earlier

Moved: All in favour APPROVED*

4. Approval of minutes of the Articulation Committee meeting of April 25, 2022

- Amendments (if any):
 - Questions:
 - Q- regarding small courses charging- Emily – concern about programs being offered below \$4000
 - A- not much that can be done.
 - Page 5. Exam with harmonization (Vern question)

Motion: to accept the Minutes as presented with clarifications

Moved: All in favour APPROVED*

5. Business Arising from Previous Minutes (if any)

- Done

6. Chair's Update:

Concerns: ability to fill level 2 programs

- VCC, Selkirk, VIU (offered online, once a year in January for 12 weeks online, 10 hours a week, one week face-to-face), (College of Rockies has in the past) offer Level 2.
- VCC, only 6-7 students are signing up and then it's being cancelled due to a lack of seats being filled
- Lack of connection between students finishing Level 1 and then signing up for Level 2.

- Challenge with online is who gets the tuition when students are working in their salons or institutions, but they are doing the course online.
- Costs were very different between each of the programs.
- Solution suggestions: four different institutions work together on curriculum and alternating start dates. Originally ITA allowed for students to do the practical in their local institutions by funding the one week at the home institution.
 - Could ITA fund students to travel to come to the institute offering the program?
 - Getting salons/owners on board to push students to do their Level 2; salons/owners get a tax credit for having Red Seal students
 - Teaching students to go through ITA and how students can advocate for themselves.
 - Instructors to sit down with ITA first to ensure that proper information is being shared and that the ITA person is familiar with your program.
 - Bringing in past students that have gone through Level 1 & 2
 - Have visuals in the salon and classroom for students and guests to see the pathway
 - Could we create a “cheat sheet” for students/salons with the benefits of Level 1 & 2
 - How do we connect with Salons?
 - Level 2 could be offered at the high schools during the summer?
 - It benefits students to have experience but doing Level 2 right away means that they are already there and more likely to go straight into Level 2.
- Online challenges unknown; it would need to be better marketed almost like an online session. Students upload videos. Focus on technology in week 1, Adobe Spark, etc. is taught so students can send appropriate videos of them doing the service. Then you can refer to specific times and students start to reflect on their own work.
- International students cannot take the Level 2 because of an IRCC issue due to the language of being able to take any course under 6 months except for any trade.
- A great discussion with no clear solutions at this time.

7. SLP's Update: Rob Schwarzer, Chair: School of Industry & Trades Training, Selkirk College

- Rob can bring forward issues about the IRCC issue (see above)
- Offer trades training at domestic rates instead of international rates for those coming from the Ukraine
- Skills Trade certification for phase 3, no update
- ITA is offering funding to upgrade courses (phase 1 & 2)
- 2003 liberal government removed trades certification

8. BC Campus Update: Tim Carson, RSE, MA Provincial Trades Representative, Open Education, BC Campus

Who is BC Campus and what they do:

- Receive funding from government and other areas in the states
- Develop resources/aids for students and faculty for all the Red Seal trades in the province
- Open Educational Resources: Reuse, Revise, Retain, Remix, Redistribute
- Do not create the resources themselves but rather work with others and offer an archive/way of distributing materials
- Revising and updating materials is a crucial part of what they do as well by partnering with institutions and faculty.

- Copyright: “Faculty have full legal right to customize and contextualize open textbooks to fit their teaching learning needs.”
- Open = free + permissions OR low cost (cost recovery for printing) + permissions
- Don’t reinvent the wheel: work can be revised, rather than reinvented all the time. This can take a long time (marathon vs. a sprint).
- Projects:
 - i. Sheet Metal Group, completing level 1 of 4
 - ii. Working on audio version of “Piping” level 1
 - iii. Finished producing level 3 for Plumbing
 - iv. Computer Science and Technology group with firewalling program/resource
 - v. “Pulling Together” series for Indigenous Knowledge in Trades Training
 - vi. “Breaking the Bias” – Women in Trades Training
- Initiatives:
 - i. Trades Summit Series November 24-25, Downtown Campus (BCIT), Vancouver, BC
 - ii. What is going on? Hybrid-blend of a few key notes, an appreciative inquiry form (round table form of hot table topics: post-pandemic issues, sharing ideas/resources, etc.)
- Open Pedagogy podcast series across BC
- Shop-Talk: Bi-Monthly podcast for the trades
- Open Resource Barbering textbook and Colour textbook
- Accessible without needing an account, etc.

BREAK

9. ITA Report: Vern Webber, Program Development Officer, Industry Training Authority, ITA

- Harmonization and Implementation
 - Level 1 exam has been launched, any new exam takers will take this new exam
 - You can find the information on the ITA page: itabc.ca/program/hairstylist – Program Updates (on the right), Exam updates and Interprovincial Exam Updates.
 - It is not a hugely different exam. It is a better exam through simplified language.
- Apprenticeship numbers (Oct 1, 2022)
 - Reporting (people ITA has heard from in the last 18 months)
 - OTT: 152 (registered but not yet completed level 1)
 - 1TT: 142 (have level 1 and working to towards level 2)
 - 2TT: 53 (have finished in class training)
 - Non-reporting:
 - OTT: 1162 (signed on as an apprentice in a salon without technical training)
 - How many of these numbers are people who have signed up years ago and no longer in the industry, etc.?
 - 1TT: 237
 - 2TT: 727
 - Foundation numbers are not indicated here: 59 are reporting and 142 non-reporting (unsure of reliability as they are not registered with ITA)
- Standard Level Exam
 - Current exam results are history from 2018-Sept 2022 which have been consistent
 - Inquiry about new exam results compared to previous

- See notes for breakdown of each category and results
 - Note the low exam numbers in 2020 and none in 2021 due to Covid and no exams able to be written
- Hairstylist Interprovincial Standard Exam:
 - Higher numbers than the national average

Questions:

- Breaking down the grading between 80% in class and 20% ITA exam
 - Is the 80% an average or summative learning?
 - A. It is up to the educational institute.
- Any news about Hairstyling being a compulsory trade?
 - Anticipation of more being brought in
 - Anything we can do to push it along?
 - Inquire about what is coming next as a hairstylist on the radar
 - When do the first 10 trades get completed – no launch timeline provided
 - Waiting on provincial government as opposed to ITA
 - Director of compliance – Shawn Cox (current manager temporarily heading department)

10. North Pacific Assessment Report: Jennifer Boeda, North Pacific Inc.

Red Seal Practical Exam Update

- North Pacific – a separate agency not connected to the government or ITA that conducts assessments
- “Assessment of candidate performance in a simulated occupational setting”
 - i. 7 hours / 1 day
 - ii. 6-10 Candidates
 - iii. 3 Assessors – marking independently
 - iv. 7 tasks to be assessed – focus on outcomes
 - v. Cost = \$575-650 depending on location + gst (includes human hair mannequin)
- 8 Assessors
 - i. 5 trade instructors
 - ii. 3 industry practitioners
- Impacts of COVID:
 - i. Enhanced safety protocols
 - ii. Candidates in 2021 = 31 (65 in 2019)
 - iii. No assessments offered Mar-Aug 2021
 - iv. Current waiting list: 41 and about 5 inquires a month (down from 8-10)
- Two types of candidates:
 - i. Apprentices:
 - A. Eligibility letter from ITA, completion of Technical training, no longer required to pass written exam in advance
 - ii. Challengers: successful ITA challenge application, 5400 hrs of work experience, no longer required to pass written exam in advance
- Scheduling an Assessment:
 - i. Candidates provides proof of eligibility (per ITA) to NP
 - ii. Eligible candidates are notified of each assessment

- iii. Candidates are register and pay fee
- QUESTIONS:
 - i. Q. How many candidates are required to have an assessment in a specific area:
 - A. Minimum of 6
 - ii. Q. Concern about the previous rubric was allowing for a pass but their professional judgement was that they shouldn't have passed. When was the full assessment was of the rubric/criteria?
 - A. A review is needed.
 - iii. Q. Do candidates get details when they pass?
 - A. NP does provide a detailed report to ITA, but ITA provides a pass and we are unsure of what ITA provides the candidate
 - 1. Insight is provided by someone who challenged the exam last December. ITA only provides a "pass" to candidates, no detailed report is provided to the candidate.
 - iv. Q. When a candidate fails, they get a detailed plan of what areas they failed. However, they cannot just re-do one area, they must do the whole exam and pay again. Is it possible for a candidate to re-write the portion they failed or even half a day to reduce costs?
 - A. No information provided at this time.
- Items to be discussed at the next assessor meeting (with Dan)
 - B. Rubric updates/criteria

11. BCCAT Report: Dr. Fiona A.E McQuarrie, Special Projects Officer, British Columbia Council on Admissions & Transfer, (BCCCAT)

- Nov 3-4 Annual meeting coming up
 - i. Sessions and speakers
 - A. Gary will be speaking on what it is to be a chair articulation chair
 - B. Also indigenizing programs
 - C. Jam #1 – online
 - D. Jam #2 – online and in person
 - E. Free to register online, sign up for what works for you
- Articulation Meetings
 - ii. There are more than 60 Articulation Committee's across BC
- BCCAT is a supportive role – suggests offering an online version of meetings
 - a. BCCAT has four new members
- Articulation Committee – two new members
 - iii. Jean Mulson
 - iv. Sam Saney
- Working on being able to enter pathways into websites so students can enter education and where they can go from there.
- Changes to transfer credit system:
 - Now has key performance information
- BCCAT now has a reminder system to regularly review agreements that have been established
- Reciprocity tool: in order for institution A and B to both accept each other's courses rather than just one way.

- Deployable Widget for smoother access for students in the transfer system

12. Lunch: 12:00pm: Lunch is being served in-house. A warm thank you to College of the Rockies

13. Indigenous Knowledge Holder: Bonnie Harvey

- In partnership with Debbie McFee
- Connections
- Making relationships with your local Indigenous community is crucial in your program
- Local word for youth = “Good hearted these people”
- Vocal exercises done (Ktunaxa)
- How can I be a better ally?
 - Make an effort to know the local language; try local greetings and “My name is ...” for introductions
 - Language lessons are offered every Tuesday night over zoom (complimentary)
 - Site where you get your information is from
 - How can we teach words without simply memorizing
 - Break it down (parts of the word)
 - Visuals
 - Great resource: First Voices App for local Indigenous words
 - www.ktunaza.org/who-we-are/creation-story/ - for the local area
 - Try seeing what is available for your area
 - Does your area have access to words for months?
 - When harvesting, think of your elders, people who cannot get out, think of the bears who have prepared their paws. Ensuring that we are harvesting enough to share with everyone around the table, the spirits and all the animals and beings that need the berries/harvests
 - Monday, October 24th – Ktunaxa literacy day.
 - What is available in your area?

14. Private Training Institutions Branch (PTIB): Emily Weel, Program Review Officer, Private Training Institutions Branch (PTIB)

- Part of Ministry of Advanced Education and Skills Training (AEST)
- Oversees private training institutions operating in BC
- 40+ hrs of instruction time and tuition of at least \$4000
- Some of what they do:
 - Student support
 - Challenge institutions not complying
 - Compliance
 - Look at student records, interview students
 - Program Review
 - Receive applications from programs (work with subject-matter experts)
 - 313 Certified Institutions
 - 42 Institutions offering programs in: Hairdressing (38), Barbering (5), Esthetics (152)
 - Uptake in medical esthetics (entirely unregulated)
 - 560+ institution applications in progress
 - Program change applications
 - New program applications

- New location applications
 - 81% in Lower Mainland (30% Vancouver), 4.5% Okanagan, 14% Vancouver Island
 - Questions:
 - Can a recommendation be made to ITA for regulating medical esthetics?
 - It would be a broader government mandate

Other Business:**15. Dress code:**

- VCC: All black (black shoes, black pants, Noel Asmar-uniform top, one more fitted, one unisex)
- Length on skirts/shorts
- What happens if they show up not in dress-code: 1-2 verbal warnings to then sent home to change.
- Hygiene: laundered in-house
- Instructors: uniform, all black
- VIU: Search and rescue denim aprons
- Ahead of time: have students try on samples and order or have measurements online with sizes
- Some have flexible/no dress-codes
- Some create a dress-code as a class

16. BC Skills Canada is back!

- Returning on Wednesday, April 19th Abbotsford, TradesX Centre face-to-face

17. Date and Location selection for the Spring Meeting:

- In the past, the April meeting has been the same week as Skills. Looking to do Thursday, Friday (April 20-21) for the spring meeting!

18. Attendance Issues Post-Pandemic Discussion:

- Students aren't taking practical/in-salon days as seriously as theory work
- Has COVID caused students to leave
- Does your institute have an attendance policy?
- If they can meet all the outcomes, do the work, etc. should they be penalized
- WHY is it important for students to be there?
- Is it a course issue?
 - i. Sept-June vs. breaking down courses into 3-4 modules (bringing in participation as a mark)
 - ii. Issue with breaking down modules is that if a student fails a course, they cannot come back and re-take just one course.
- Relate attendance to assessment
 - i. Recommendation:
 - A. Weigh areas of attendance in the very beginning and if students haven't passed that area, they cannot work on clients.
- There is an assumption that the program is following the ITA requirements
- WHY are students missing hours? This matters too.
- After 7.5% attendance policy
 - i. They go on probation
 - ii. Sit down with a plan
- Welding: Break down components and if they don't complete, they must pay to come back
 - i. Challenges are who watches those students
- If a student fails due to attendance, do they have to re-do the whole program if they appeal?
 - i. Implementing a contract

- A. "What would you see as your ingredients to your success in the program?" (Danna Buick)
- B. What helps you to be more successful?
 - a. Example: Uniform vs. professional clothing
- ii. Feedback from Sally: What I expect from me in this program? What are my expectations of my classmates in this program? What are my expectations of the instructors in this program?
 - A. ***REVIEW THIS EVERY MONTH***
 - B. This helps treat the students as adult learners
- iii. Weekly check-ins
 - A. What is going well, what are you struggling with, what would help you to succeed next week, etc.?

19. Ideas for next meeting:

- Level 2 implementation (1/2 day)
- WRITING PROPOSAL to push regulation (1/2 day)
- Possibly bringing in Pivot Point
- Dresscode Project

20. Adjourned at 2:40pm (MST)

Friday, October 21st (In-person only)

In attendance: Gary Franceschini (VCC), Jaime Russell (PVSS), Julie Wright (VCC), Loree Gould (Selkirk College), Louise Dannhauer (VCC), Rob Schwarzer (Selkirk College), Sally Vinden (VIU), Joanne Slocum (VIU), Lesley Harrison (Chilliwack Secondary), Gwen Stewart (College of the Rockies), Emily (College of Rockies Auxiliary)

Call to order: 9:17am**1. New Secretary Nomination:**

- Jaime Russell came forward for the open secretary position: a unanimous vote
- Jaime Russell is the new Secretary for the Hair Articulation Committee

Motion: Jaime Russell

Moved: All in favour APPROVED*

For informal notes/minutes of Friday's session, connect with Jaime Russell jrussell@sd83.bc.ca

2. Next meeting:

Location: Vancouver Community College, Vancouver

Date: Thurs-Fri April 20-21, 2023

Brief Outline: Ideas for next meeting:

- Level 2 implementation (1/2 day)
- WRITING PROPOSAL to push regulation (1/2 day)
- Possibly bringing in Pivot Point
- Dress code – possible Project Dress-Code
- Possible re discussion : Attendance Concerns

Suggestions for hotels:

- Listel – book quickly
- Food-organize catering and a dinner on the evening of Thursday, April 20th

Meeting adjourned at 2:45pm

BCCAT Contact: Ruth Erskine, Committee Coordinator

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