

## Hairstylist Articulation Committee

### MINUTES

#### BRITISH COLUMBIA COUNCIL on ADMISSIONS AND TRANSFERS (BCCAT)

**Institution/Location:** Vancouver Island University (VIU), 900 Fifth St. Nanaimo, BC V9R 5S5

**Room:** Day One: Building 165 (next to Hairdressing Building), Room 104 Day Two: Building 210, Room 374

**Breakfast** (8:30 am) and **Lunch** (12:00 pm).

**Zoom Room:** <https://vcc.zoom.us/j/2095844607>

**Meeting Dates:** Thursday, October 24th, 2024 & Friday, October 25th, 2024

### DAY ONE:

**Thursday, October 24<sup>th</sup>, 2024 (Room 104, Building 165 & Zoom)**

8:30 am Arrive

**Call to Order:** 9:00 am

| Member Institution                               | Representative  | Contact email  | In person | Online |
|--|---|--|-----------|--------|
| Abbotsford School District                       | Starlette Tolver (Also, Subject Matter Expert & Private Consultant) | <a href="mailto:Startlette-protocol@hotmail.com">Startlette-protocol@hotmail.com</a>   |           | X      |
| BCCAT  | Dr. Fiona A.E. McQuarrie (Director, Special Projects Officer)       | <a href="mailto:fmcquarrie@bccat.ca">fmcquarrie@bccat.ca</a>   |           | X      |
| Blanche MacDonald                                | Renata Trebacz  | <a href="mailto:renatajj@msn.com">renatajj@msn.com</a>   |           | X      |
| Chilliwack Secondary School                      | Debbie Nickel<br>Lesley Harrison                                    | <a href="mailto:debbie@blanchemacdonald.com">debbie@blanchemacdonald.com</a><br><a href="mailto:Lesley_harrison@sd33.bc.ca">Lesley_harrison@sd33.bc.ca</a> |           | X      |
| [REDACTED]                                       | [REDACTED]  | [REDACTED]   |           |        |
| College of the Rockies                           | Emily Pesce   | <a href="mailto:epesce@cotr.bc.ca">epesce@cotr.bc.ca</a>   |           | X      |
| Legends Academy                                  | Launie Morgan   | <a href="mailto:launie@legendsacademy.ca">launie@legendsacademy.ca</a>   |           | X      |
| Mount Boucherie                                  | Mandy Speirs  | <a href="mailto:mandy.speirs@sd23.bc.ca">mandy.speirs@sd23.bc.ca</a>   |           | X      |
|  | Jennifer Bell   |  |           | X      |
| North Pacific Assessment Inc.                    | Jennifer Boeda  | <a href="mailto:jboeda@telus.net">jboeda@telus.net</a>   |           | X      |
| Northern Lights College                          | Erin Krauskopf (Hairstylist Instructor)                             | <a href="mailto:ekrauskopf@nlc.bc.ca">ekrauskopf@nlc.bc.ca</a>   |           | X      |
| Pleasant Valley Secondary School (Armstrong, BC) | Jaime Russell (SECRETARY)   | <a href="mailto:jrussell@sd83.bc.ca">jrussell@sd83.bc.ca</a>   |           | X      |
| [REDACTED]                                       | [REDACTED]  |  |           |        |
| Riverside College                                | Krista Balogh (Instructor)  | <a href="mailto:krista.balogh@mpsd.ca">krista.balogh@mpsd.ca</a>   | X         |        |
| Selkirk College                                  | Luree Gould   | <a href="mailto:lgould@selkirk.ca">lgould@selkirk.ca</a>   | X         |        |

|  |  |  |            |   |
|--|--|--|------------|---|
|  |  | <a href="mailto:vweber@skilledtradesbc.ca">vweber@skilledtradesbc.ca</a>   |            |   |
|  |  | <a href="mailto:Seguin_t@surreyschools.ca">Seguin_t@surreyschools.ca</a>   |            |   |
| <b>Vancouver Community College (VCC)</b>                                   | Gary Franceschini (CHAIR)<br><br>Louise Dannhauer<br>Julie Wright<br>Melanie Burke<br>Lucy Griffith (Dean of Trades, Technology and Design)    | <a href="mailto:gfranceschini@vcc.ca">gfranceschini@vcc.ca</a><br><br><a href="mailto:ldannhauer@vcc.ca">ldannhauer@vcc.ca</a><br><a href="mailto:jwright@vcc.ca">jwright@vcc.ca</a><br><a href="mailto:mburke@vcc.ca">mburke@vcc.ca</a> | X          |   |
| <b>Vancouver Island University (VIU)</b>                                   | Dr. Sally Vinden – Associate Dean (Acting) for Faculty of Trades & Applied Technology (SYSTEMS LIASION PERSON)<br><br>Joanne Slocum (CO-CHAIR) | <a href="mailto:Sally.vinden@viu.ca">Sally.vinden@viu.ca</a><br><br><a href="mailto:Joanne.slocum@viu.ca">Joanne.slocum@viu.ca</a>   | X<br><br>X |   |
| <b><u>OTHER</u></b>  |  |  |            |   |
| <b>Abby TTOC and Riverside College</b>                                     | Nadia Moore (Head of Secondary Committee)  | <a href="mailto:Nadia.moore@helpwerx.ca">Nadia.moore@helpwerx.ca</a>   | X          |   |
| <b>Supernova Salon and Wella Professional, North Vancouver, BC</b>         | Dana Lyseng (Owner & Creative Director) Also sits on the board of directors for the Beauty Council   | <a href="mailto:dana@supernovasalon.com">dana@supernovasalon.com</a>   |            | X |
| <b>Hair Design and Spa &amp; Body Therapy, Vancouver Community College</b> | Marcelo Landaverde (Program Assistant)   |  |            | X |

## Welcome:

Gary Franceschini, Chair and Joanne Slocum, Co-Chair

### 1. 9:00 am - 9:15 am Introductions/Welcome:

- **Indigenous Land Acknowledgment and Intuitional Greeting:** Joanne Slocum, Articulation Committee Co-Chair and Department Chair Hair Design & Esthetics, VIU
- New Members/Guests: Hello and Welcome (Introductions)
- Special Thank you to Joanne Slocum, our host at VIU

### 2. Approval of Agenda and Any Additional Items: 9:15 am-9:20 am

No items added, a change made as Vern was unable to attend due to the logistics of our current provincial elections.

### 3. Approval of Previous Minutes of the Articulation Committee Meeting from April 2024:

9:20 am - 9:30 am

All in favour, passed

### 4. Chair's Update: 9:30 am - 9:40 am: Gary Franceschini, Chair

- Election
  - Not enough people are in attendance, so the vote will move to the next meeting.

- Typically positions are supposed to change every two years, however, this doesn't have to be the case. Gary has been in for four years but welcomes any new changes or is also happy to stay on.
- Current positions: Chair (Gary Franceschini), Co-Chair (Jo-Anne Slocum), Secretary (Jaime Russell)
- Letter To Ministry/Skilled Trades
  - Nadia, JoAnne, Gary (some names missed) worked on the letter and were told that there would be no movement on this at this time, we may be in a grin-and-bare it phase. Many of our members have also seen cuts in funding.
  - In the interim, maybe we change our focus to why salons would want an apprentice, etc. Jaime suggested the possibility of creating a one-pager (infographic) to hand out to salons/stylists on the benefits of having an apprentice.
    - Something visual and creative: the sponsorship piece and the value of having an apprentice.
    - Many Speirs mentioned that she may have a document to support this and later provided two documents in the chat.
    - Jaime offered to put the info into Canva for a visual representation better suited to our demographics (stylists and salon owners).
    - We could send this to Vern to double-check that the information is accurate.

Discussion that led afterwards:

- Launie indicated that she thought that Hairstyling was on the list to be a mandatory trade. Gary confirmed that it is on the list, but not enough applications were put in to make it a mandatory trade, so we need to wait until the next time it gets opened up. We will be on it next time it is! The only reason it was flagged to be on the list was during Covid when a group worked on this together and it was recognized.
- Dana had a question about how the Beauty Council can play a role in the application process to promote Red Seal. Gary indicated there have been some conflicts between our organization and the Beauty Council but believes this could be mended with the common goal of elevating our industry and having standards in place.
- Dana indicated that the Beauty Council is trying to meet the needs of so many areas and as a result are not showing up 100% in many of these areas – this has been one of their down falls and as a result, they probably shouldn't be involved with the examination process.
- Starlette joined and indicated: "SkilledtradesBC has criteria. I have submitted [Several] white papers to Greg on how ITA would be able to work with bc"

## 5. Sub-Secondary Committee Update: 9:40 am – 9:50 am Nadia Moore, Skills Hairstyling Committee Chair & Educator, Abbotsford Senior Secondary and Riverside College, Mission, BC

- Update from the secondary committee:
  - We have a mix of public post-secondary instructors and private institution instructors
  - We meet on the third Thursday of every month at 6:30 pm on zoom
  - We ask that people are open to sharing (lesson techniques, lesson plans, we have a google drive with shared documents, etc.). This group exists based on the participation, discussion and collaboration of instructors.
  - Recent focus on the incorporation of textured hair and to address systemic racism
  - Sharing on how to handle stress and time-management (students and teachers)

- Red Seal preparation and harmonization
- Three issues that are constantly coming up:
  - Student intake
    - Intake taken differently between the organizations, resulting in differencing priorities (not for profit, for profit, etc.)
    - School district program support is a big issue (IEP [Individual Education Plan] students come into the program who require additional support), where students are put through the program as an alternative graduation option. This can result in behavioural and academic issues with little/no support and if support is provided, it often is not productive or a positive experience. This can lower the overall success of the class as teachers are trying to teach to the “lowest ability”.
      - Some districts offer a hairstyling assistant – this is not the norm at all
  - Harmonization:
    - Was created to create consistencies across Canada, yet we have noticed inconsistencies that require attention.
    - Common Core: items that are being examined should be common core for everyone. Nadia listed a variety of differences across the country. Gary will reach out to SkilledTrades BC to see if they can have another meeting regarding harmonization as this doesn't appear very harmonized. Jaime mentioned that students cannot cross provinces under the SkilledTrades BC, they cannot transfer without having their Red Seal (we later learned through Marcelo that apprentices can, but this may not be the case for Youth in Trades). Starlette mentioned that you can challenge in another province but you cannot transfer hours. \*See later in the minutes where Marcelo explains some more about this from an apprenticeship perspective.
  - Instructor/Teacher training
    - Hairstyling does not qualify for the TRU program for the trades training certificate.
    - A huge thank you to the articulation for timing the fall meetings around the Provincial Professional Development so that secondary teachers can attend.
    - Differences in instructor requirements between PTIB (Private Training Institutions Branch) and SkilledTrades BC
  - RECOMMENDATIONS:
    - Program purpose and intake guidelines to ensure prospective students are set up to succeed (an assessment or a required number of pre-requirement classes to go through).

- A standard entrance assessment to test for aptitude, or a recommendation that ensure that students meet an acceptable level of essential skills in a program like Red Seal Skills for Success.
  - Joanne mentioned that there is an assessment for VIU
  - More to discuss about the challenges of assessment for public school entries.
  - Below is information that was provided to Jaime Russell via an email on April 20, 2023 from SkilledTrades regarding the Essentials Skills test (it is unclear if this has changed in the last year and a half):

*“As discussed, there are a list of available resources that can be used in place of Essential Skills which are listed below:*

*Other resources:*

*Skills Competences Canada -<https://mobile-app.skillscompetencescanada.com/index.php?l=e&o=y>*

*<https://yourskillsforsuccess.com/>*

*SkillPlan –Integrated across Canada in union training schools, their affiliated training providers, colleges, high schools, and community organizations supporting pre-apprentices. Their online Learning Centre offers a variety of tools and resources including assessments, step-by-step explanations, videos, tips and strategies, quizzes, practice exercises and a variety of interactions to keep learners engaged – and everything is trade contextualized. <https://www.skillplan.ca/>*

*Contact Katie Nelson at [knelson@skillplan.ca](mailto:knelson@skillplan.ca) to get free access and to receive more information.*

*ABC Skills Hub –Skills for Success | [abclifeliteracy.ca](http://abclifeliteracy.ca)*

*<https://abcskillshub.ca/>*

*<https://abcactivatelearning.ca/resources/employability-and-life-skills/>*

*Douglas College has a compiled list of various essential skills tools. Some will be relevant to skilled trades*

*– <https://www.douglascollege.ca/sites/default/files/docs/training-group/skills-for-success-essential-skills-tools-and-resources--june-2022.pdf>*

*While it is a requirement that schools complete an essential skills evaluation, this assessment is up to the school to determine and evaluate how best to complete this. You may use any of the options above or if use an alternative feature if need be.*

*If you have any questions or concerns please let me know.*

*Regards,*

***Shane Dullaghan** (He/Him/His)*

*Program Lead, Youth at SkilledTradesBC”*

- Red Seal Practical Exam Update
  - Jennifer is an invigilator for North Pacific, her background was as a teacher where she also worked with curriculum development in addition to working for PTIB in the past.
  - Red Seal Practical Assessment
    - 1 day – 7 hrs; 6-12 candidates; 3 assessors (All marking independently)
    - 7 tasks to be assessed that focus on outcomes
    - Cost is \$605-675 (depending on location)
  - Since 2015
    - Assessed 368 Candidates
    - Upcoming: Oct 28 and Nov 18
  - Stats since 2021: (Thank you to Jennifer for putting this together for us)
    - Lowest pass rate has been on curling iron demonstrations
      - A lack of marcel iron techniques, a lack of roller sets and missing language of on-base, etc.
      - 3 half-off, 3 off-base, 3 on-base (the guide shows vertical)
      - The curl needs to remain the same, it shouldn't grow, it's a click and turn technique where the ends need to be in the middle
      - Nadia asked if one is fish hooked, would that cause a loss in marks and yes. Fishhooks are not the issue, base control tends to be the issue.
      - Please reference the Practical Assessment, page 20 regarding the curling iron demonstration. <https://skilledtradesbc.ca/sites/default/files/2023-01/hairstylist-candidate-info-guide-march-2018.pdf>
    - Highest pass rate has been on the haircut and style

| Practical Assessment Tasks |  | Avg.   |
|----------------------------|--|--------|
| 1.                         | Layered Hair Shaping                                 | 86.03% |
| 2.                         | Colour Retouch Demonstration                         | 84.28% |
| 3.                         | Permanent Wave Dmonstration                          | 84.32% |
| 4.                         | Finished Blow Dry Style                              | 88.10% |
| 5.                         | Curling Iron Demonstration                           | 70.65% |
| 6.                         | A) Industry Day Style Finish: Foiling and Haircolour | 88.43% |
| 7.                         | B: Industry Day Style Finish: Haircut and Style      | 96.82% |
| 8.                         | Mens Electric Clipper Cut                            | 84.26% |
|                            | Final Marks  | 85.47% |

- See Powerpoint Slide for more details/information
- Pass rate between challengers and apprentices (Starlettes question from last meeting) is a little more challenging and will be addressed next time.

**7. Mini-break: 10:05 am – 10:30 am**

**8. Industry Update: 11:00 am to 12:00 am** Gary Franceschini, Chair, Vancouver Community College and Dana Lyseng, Owner & Creative Director at Supernova Salon and Wella Professional, North Vancouver, BC

- New graduates
  - What are you seeing generally?

- One went to school in BC and one went to school in Winnipeg and there is quite a difference
- The one from Winnipeg had time to “fail” in class vs a more condensed class they are only getting 1-2 times to practice each skill. If a student “nailed” it in the beginning, they are coming with the confidence that they can “do it”.
- How can students learn to take a skill and apply it to different types of hair with little experience?
- There is an obvious difference between a short 1290 hour program vs 3000 hours. Students from shorter programs are leaving feeling frustrated that they don’t understand what it’s like to work in a salon or that they have the skills they feel they need to get going.
- First class at Dana’s salon – 3 hour shampoo and blow-dry class. You shouldn’t be cutting hair in the first week at a salon.
- Associate-type programs: based off of the “summit” program.
- Mandy sends them out with the SkilledTrades booklet and they are documenting their hours and checking off what they are doing when students are in salons on Thursdays. Here is the record book Mandy referred to: <https://skilledtradesbc.ca/sites/default/files/2023-01/hairstylist-harmonized-record-book-june-2022.pdf>
- Everyone is responsible for cleaning, it shouldn’t just fall on apprentices as the only task.
- Dana has a copy of the Summit Program on DVD
- Shortcomings and current challenges in the industry
  - Dana feels that salons like hers are dying. The challenge is the major boom of salon suites and chair rentals
  - Major influence of what is seen on Instagram and the content industry – people are coming out of school wanting to be like these influencers without the same experience that the influencers they are seeing had.
  - Mandy uses Oligo – they do a lot of business, and they talk to students about Instagram and what it actually takes to get there. Here is a link to some of the business videos that Oligo offers for free (different from what Mandy specifically had for her group): <https://oligoprofessionnel.ca/pages/business-education>
- The path forward
  - Anything that would elevate our industry is necessary.
  - Industry subsidy just like other trades: The idea of salon owners having a monetary benefit for having their Red Seal and/or a monetary kick back for taking on Red Seal apprentices. Dana believes that this would result in a huge increase in Red Seal within our industry.
  - Gary mentioned that there is a tax break to salon owners who take on apprentices (Sally mentioned that it is for more apprenticeships in BC)
    - <https://www.workbc.ca/find-loans-and-grants/students-and-adult-learners/services-apprentices-and->



[employers#:~:text=Apprenticeship%20Job%20Creation%20Tax%20Credit,Job%20Creation%20Tax%20Credit%20webpage.](#)

- Launie mentioned that for over 40 hours and over \$40, 000 they have to be registered to the PTIB. If anyone is over this and not registered, contact PTIB and report so they can cease.
- How can education and educators address industry needs/expectations
- The Value of Red Seal Certification

**9. SLP's Update:** 10:30 am - 11:00 am Dr. Sally Vinden, Associate Dean, Faculty of Trades & Applied Technology, University of Vancouver Island (VIU), BC

We've had to shift the timing of this as Sally welcomed her granddaughter early this morning! Congrats to Sally and family.

- a. SLP – Systems Liaison Person – connected to the Provincial Deans Group and SkilledTrades BC
- b. We come together so that our programs align which will allow students to transfer between programs – this is what articulation means
- c. Update:
  - i. SkilledTrades BC reached out to Sally regarding barriers to the completion of the Red Seal
    1. 2016 it was reinstated in BC and level 2 was introduced
    2. We haven't met the intended completion targets that were originally set
    3. We don't have the same system that other trades have (ie: second year electrician apprentice can only do certain tasks and get paid a certain amount, etc.)
    4. Barriers:
      - a. **The practical exam** – not the exam itself but the **cost of the exam** and **geographical limitations** (majority are offered in the Lower Mainland)
      - b. The SkilledTrades BC website states that it is around \$500 but in fact it is \$605-675
        - i. This doesn't include the cost of travel, food, accommodation
      - c. Sally met with the group and the number one thing the group indicated that the practical exam doesn't align with the majority of trades in BC (regarding a cost), however,
        - i. Other trades that require a practical exam: welders and culinary arts and crane operator
          1. How are they invigilated and what is the cost?
            - a. This is to come back to
        - ii. Jaime made the point of the reason why the practical exam is likely necessary is that apprentices aren't being trained under Red Seal stylists. If we require apprentices to be trained under stylists with Red Seals, would this increase the need for new stylists to look for salons with stylists that have Red Seals?
        - iii. Sally mentioned that in the past there was the CIABC exam where stylists had a Red Seal stamp on the back but yet they were not grandfathered into their Red Seal – unlike many other trades.



- iv. Sally suggested for the next meeting that we could invite someone from SSP or Culinary Arts and how they assess that one?
  1. In Alberta, the exam is \$75
  2. The exam is carried out by training providers
- v. Mandy asked if a certain amount of candidates wanted to take their exam, could North Pacific come to their location and yes you can put it an application/request but you must have a minimum amount of applicants.
- vi. The collective agreement (this was later clarified for post-secondary/university) does state that they will fund an instructor to attend the articulation meeting once a year. Who hosts usually rotates in order to share the cost of hosting.
  1. Should it be in the fall?
    - a. It is incredibly beneficial for high school teachers to attend over the Provincial Pro-D (Wed-Fri)
  2. Should it be around Skills BC?
    - a. This could be virtual around this time

**10. Lunch:** 12:00 – 1:00 pm.

**11. BCCAT Report:** 1:00 pm – 1:25 pm Dr. Fiona A.E. McQuarrie, Director, Special Projects Officer, British Columbia Council on Admissions & Transfer (BCCAT)

- BCCAT Update
- Jam coming up Nov 7-8<sup>th</sup> (Friday sold out in person), both options available online
- See link provided by Dr. Fiona
- 65 Articulation committees (BCCAT has been able to attend 40 meetings, mainly online)
- Common topics:
  - Potential effect on the restrictions of visas for international students
  - The effect AI is having on potential academic success
  - Concerns of student wellbeing
- Link: <https://www.bccat.ca/resources/ACUpdate202410.pdf>

In between discussion:

- What can we do to become a teaching educator- what are some of the barriers?
- Some links that came up in the conversation:
  - [www.educationplanner.bc.ca](http://www.educationplanner.bc.ca)
  - [www.tradetrainingbc.ca](http://www.tradetrainingbc.ca)
- TRU has made the decision that hairstyling didn't qualify, but that doesn't align with trades training.
- Mandy mentioned the requirements in Ontario (5 years working full-time and 2 years in a classroom)
- We do need to look at harmonization as a national perspective, not just a provincial harmonization.

**12. Level Two Sponsorship Update:** 1:25 pm – 2:00 pm Marcelo Landaverde, Program Assistant, Hair Design and Spa & Body Therapy, Vancouver Community College

- Used to work for SkilledTrades for 8 years (mainly assessments and standards department – challenge assessment coordinator)
- Hairstylist Level 2 & Red Seal Pathways
  - VCC hadn't run a level 2 program since 2019
  - This past August, a level 2 program ran successfully with 19 students and the next cohort is set for January 2025
  - Pre-requisites:
    - Registered Apprenticeship with “Active Status” with SkilledTrades BC
    - +
    - Must have completed one of the following:
      - Hairstylist Foundation Program
      - Level 1 Hairstylist Apprenticeship
    - How to become an Apprentice:
      - Direct Entry
        - Find an employer, this is free, no training pre-requisite
        - Register online with SkilledTrades BC Portal, employers can self-register on the portal as sponsors or they can register using an apprentice and sponsor registration form
        - Once the form is filled out, the form can be sent to SkilledTrades BC
        - NOTE: Students will not be able to see their Foundation results on their STBC transcript until they are registered as an apprentice. You can request this info though.
      - Institutional Entry
        - Find a training provider that offers a Foundations Program, meet prerequisites/requirements/fees
    - How to obtain certification:
      - Certificate of Qualification & Red Seal
        - Once an apprentice is registered, they must meet all the requirements:
          - All levels of technical training
          - All required hours
          - All level, certification, red seal exams
          - All practical assessments (if required)
          - Trade specific requirements\*
          - Recommendation for certification (RFC)
          - Foundation hours DO NOT count for challenging the exam
          - In order to challenge, 4725 hours are required.
      - Pathway Quickpoints:
        - In BC there is no time limit or deadline for completing an apprenticeship in BC
        - SkilledTrades BC allows for Out of Province (OOP) sponsors
        - Maureen Fung – contact regarding questions surrounding this – specific to youth programs this may be different.

- Only sponsors can report on WBT hours
- An apprentice can have 'active status' in their apprenticeship indefinitely if they have a sponsor on their file
- If an apprentice loses/removes sponsorship they are still considered to be an active apprentice by STBC and have all the rights and privileges of sponsored apprentices
- Apprentices have 18 months to find a new sponsor before they are unregistered from their program
- Sponsorship becomes key for certification. Unsponsored apprentices cannot become journey-people as only a sponsor can sign RFCs.
- Once Hairstyling becomes a compulsory trade
  - Sponsors in certifiable trades must have red-seal/certificate holders on staff
  - Plan is to introduce apprentice-JM ratios (2:1)
  - All certifiable trades seem to have a 3<sup>rd</sup> party compliance authority (Hydro, WorkBC, TechnicalSafetyBC, ICBC) SkilledTrades is not a 3<sup>rd</sup> party compliance
  - For clarification and questions, contact SkilledTrades Certification Department at: [stcinquiry@skilledtradesbc.ca](mailto:stcinquiry@skilledtradesbc.ca)
  - STC Manager: Shaun Cox
    - [scox@skilledtradesbc.ca](mailto:scox@skilledtradesbc.ca)
  - You can contact this department and request to connect directly with a SkilledTrades Certification Advisor in your region.
  - At this time, it is an honour system that a Red Seal hairstylist is working with the apprentice for Hairstyling – this will only be checked at the final stage.
- **The apprenticeship grants will be ending in the new fiscal year** – they can apply until March 31, 2025 but it will be ending after this. They must be eligible before this date.
  - Students should have received a progression letter
  - Apprentice incentive grant \$1000 (1500 hours)
  - Apprentice completion grant \$2000
- Exam writing for foundation students:
  - If a student fails the exam which results in an overall failure of the course, they can contact and write again, no problem. They will reblend the mark. After the third time, the institute will have to get involved and approve another re-write.
  - If you miss the exam or don't show up, you have up to 6 months to write again.

**13. Institutional Reports:** 2:00 pm to 3:15 pm Members will provide an update based on their Institutional report.

- College of the Rockies:
  - Some retirements, the instructional time has moved from 1 to 1.5, Emily will be there for at least .5
  - Improved kits
  - Textbook from Milady

- PVSS (Jaime): 11 students started in Feb, still have 11. Each cohort is supposed to be 16, however, 18 letters of acceptance were sent out – no idea what that is going to look like (in relation to space, what was previously discussed as a max, class sets, etc.). We took deposits on kits for the first time and found this to be successful with no drop outs – it holds students more accountable.
- Mandy asked about the deposits. NP group has helped keep their kit costs lower. Her program only requests \$950 to go towards kits so Mandy has developed strong relationships and works with a lot of donated items to run the program.
  - Nadia touched on this topic that Abbotsford's kits are non-refundable. They would hold on to some of the kit until the second phase of the program and release as necessary.
- VCC: Secondary Schools have reached out to see about VCC creating a cohort specific to high-school students as many of their programs have shut down or they cannot run due to a lack of instructors.
  - Hairstyling/Esthetics trades no longer applies for the 3-year international visa, which was a huge part of the VCC intake so they have had to look at alternatives.
  - They are looking to do some evening courses with micro credentials to bridge the gap.
  - Students can still request an apprenticeship loan for Hairstyling/Esthetics
  - In February – VCC will be taking over the Chilliwack hair program out of the Maple Ridge location.
  - Online option? (Luree, Joanne, Sally, Gwen (sorry if any were missed) worked on an online level 2 that is available to public institutes) –we're not sure of where this is housed or a link at this time.
  - Has transitioned to snap-caps (regular male mannequin and 4 snap-caps with one other head)
- Riverside in Mission - Krista Balogh
  - 20 stations, 20 students
  - 16 students (district approved)
  - 2 loaner kits for students (tools)
  - Level 2 ran last September and again this coming April with 29 potential applicants
- Selkirk College-Luree
  - Friday practicum, they do 7.5 hours towards their 300 work-based hours every Friday as part of the program.
  - Level 2 is offered face-to-face every two years where they write their written but they do not do the practical exam as level 2 is right after their level 1 so they do not have the hours yet.
  - If the program has over 18 students, Luree gets an IA (Instructor Assistant)
    - They currently have 6 that are high school
  - The discussion of the loss of a student came up and the challenges that come with this in such a small group. We will look into the possibility of getting a trauma-informed speaker.
- Joanne- VIU
  - Level 1 and 2 (online) offered
  - Pivot Point is used
  - Program delivered in three phases

- Half online, half face to face
- Next two are all in person
- Transitioned to the mannequin heads with the snap-caps due to limited space.

#### **14. Call for agenda items for the Spring Meeting: 3:15 pm – 3:30 pm**

- Voting will happen in April
- Renata is suggesting they schedule two Red Seal exams in Kelowna and two on the island every year
- Question from Nadia: When we're talking about completion rates and Red Seal, the practical exam has been brought forward by SkilledTrades BC as a significant barrier for completion. The discussion continued about the comparison of the Culinary Program and challengers.
- Continue the discussion about the articulation meetings – possibly keep a three-day option for the fall with sessions and an online option for April.
- CHANGES TO MEETINGS: Discussion back and forth regarding changes and a decision was made, the new yearly school will look something like this:
  - No meeting around Skills BC so that funding and focus can be solely related to Skills BC.
  - May 7<sup>th</sup>-9<sup>th</sup>, 2025 (three day with workshops) – Nelson\*\*this will be the meeting moving forward that will rotate around the province and where instructors can go further into depth with resources, collaboration and learning.
  - October (around the 24-25<sup>th</sup>) 2025 will become online only (1 day) on the Friday Pro-D to accommodate high school teachers release time across the province. Gary mentioned that those that would there may be a possibility of attending VCC in person on this day for those that would prefer this.

**3:20 pm Meeting Adjourned**

**DAY TWO:** *(NO MEETING MINUTES WILL BE AVAILABLE THIS TIME)*

**Friday, October 25th, 2024 (Room: 375, Building 210, In-person only)**

**9:00 am:** Arrive

9:30 am **Call to order:**

**1. Digital Literacy Session:** 9:30 am – 11:30 am, Teaching and Learning Center, VIU

**2. New VIU Esthetics Department Tour and Hair Department Tour:** 11:30 am – 12:00 pm, Joanne Slocum, Department Chair and Articulation Co-Chair.

**11. Lunch:** 12:00 pm – 1:00 pm.

**12. 6. Open Discussion and Committee Work:** 1:00 pm – 3:00 pm

- The next steps to creating awareness of Red Seal Certification
- Current issues and challenges
- April Election for Chair and Co-Chair Positions
- Letter Campaign
- Level Two

**7. Meeting adjourned:** 3:00 pm

**Safe travels and see you all in April 2025! ---UPDATE MAY 2025**