

## Hairstylist Articulation Committee

### MINUTES

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

Vancouver Island University, 900 Fifth St, Nanaimo, BC. **Building 108** in the **Trades Innovation Space**.

Wednesday, September 18<sup>th</sup> & Thursday, September 19<sup>th</sup>, 2019

#### Present:

Member Institution	Representative	Email
Selkirk College	Luree Gould Rob Schwarzer	<a href="mailto:lgould@selkirk.ca">lgould@selkirk.ca</a> <a href="mailto:rschwarzer@selkirk.ca">rschwarzer@selkirk.ca</a>
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Vancouver Community College	Gary Franceschini Julie Wright Lucy Griffith	<a href="mailto:gfranceschini@vcc.ca">gfranceschini@vcc.ca</a> <a href="mailto:jwright@vcc.ca">jwright@vcc.ca</a> <a href="mailto:lgriffith@vcc.ca">lgriffith@vcc.ca</a>
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BCCAT	Ruth Erskine	<a href="mailto:rerskine@bccat.ca">rerskine@bccat.ca</a>
ITA: Industry Training Authority BC	Vern Weber	<a href="mailto:vweber@itabc.ca">vweber@itabc.ca</a>
BC Campus: Open Educational Resources	Tim Carson	<a href="mailto:tcarson@bccampus.ca">tcarson@bccampus.ca</a>

Recorder: Julie Wright

Welcome from Sally Vinden, Chair and Gary Franceschini, Co-Chair

#### 1. Meeting Called to Order at: 9:00 am

#### 2. Introductions/welcome

- Institutional Greeting: Jessie Chalmers Associate Dean
- During introductions, each member shared their positions at their institution

#### 3. Approval of Agenda and Any Additional Items

**Motion:** to adopt the Agenda with additions

No amendments.

Agenda approved by all members of the committee present.

Date

Page #

**4. Approval of minutes of the Articulation Committee meeting of 15/04/2019 to 16/04/2019**

**Motion:** to accept the Minutes as presented/with amendments as noted:

Minutes approved by all members of the committee present.

**5. Business Arising from Previous Minutes (if any)**

No Business to discuss from previous minutes

**6. Chair's Updates: Sally Vinden**

Welcomed all members to VIU, Nanaimo.

Congratulations and welcome to our new SLP, Rob Schwarzer, Selkirk College

Congratulations and welcome to our new committee secretary, Julia Wright, VCC

Topics discussed included:

- Harmonization dates for implementation
- Harmonization: changes to current curriculum content of Levels 1 and 2
- Future options for collaborative curriculum development for committee members to consider

**7. BCCAT Report: Ruth Erskine**

BCCAT's 30<sup>th</sup> anniversary celebration is planned for the next Joint Annual Meeting (JAM) on November 1, 2019 and will be held at the Pinnacle Harbour front Hotel in Vancouver, which is expected to be the largest meeting to date. BCCAT's Transfer Credit System (TCS) Awards will be presented and key contributors to the success of the system will be recognized.

Provinces are now using the TCS to align and transfer credits between institutions, making it more accessible for students to see if their credits transfer.

There was a discussion around how TCS will tie into the Red Seal Hairstyling Certification and how credits can be used towards a Bachelor degree.

A pilot project with UBC using BCCAT's TCS technology has been successfully implanted, which now allows students taking courses at Canadian and international schools to check their transferability.

"Friends of BCCAT" will be speaking and answering questions, specifically regarding the work of several BC transfer system supporters.

A Moodle workshop is also planned for the next JAM as more Articulation Committees are using it to store information and maintain consistency of information between Chairs. A discussion was held around the Hairstylist Articulation material as we are now in our 4<sup>th</sup> year and the possibility of using Moodle. Members attending the November JAM will participate in the workshop.

The Transfer Innovations funding program (\$15,000.0 for each project) is currently undergoing assessment. Those completed thus far will be presented at the next Transfer and Articulation Committee.

Dual Credit Students in the BC Post-Secondary System: This project describes the experiences and performance of students completing at least one dual credit course in an academic year and transitioning into post-secondary studies. The report will be published in 2020.

To see full report from BCCAT please visit their website: <https://www.bccat.ca>

Discussion around live streaming members into the meetings pertaining to the disadvantage of members not attending, the meeting bringing industry together and the value face to face dialogue.

**8. 10:45am – 11:00am: Mini-break****9. ITA Report: Vern Weber, Program Development Officer**

## Slide 1

VW noted that Program Standards manager, Colleen Rogan, would have liked to attend the Articulation meeting, but she had just returned from a conference in New Brunswick and was unable to make it. So, VW was going to provide an update on the Harmonization process and what is ahead for Hairstylist in the process.

## Slide 2

VW presented the agenda: a review of the background to Harmonization and the process to date; the Training Duration Analysis process; upcoming Standard Level Exam (SLE) development.

## Slide 3

VW went on to briefly explain that the Harmonization Initiative was launched to facilitate mobility for apprentices and bring a greater degree of alignment to training across the country. VW explained what substantively align and implementation meant in the context of Harmonization and pointed out that the implementation date for Harmonization is Sept 2020 (since updated to December 2020). He reiterated the 4 Harmonization priorities (trade name, number of training levels, total training hours, sequencing).

## Slide 4

VW outlined what was changing in BC for Hairstylist in light of Harmonization, focusing on the decrease of total training hours (from 4050 to 3600) and the changes to the sequencing of training topics.

## Slide 5

The Harmonized Credentialing Model was shown. VW went over the Direct Entry pathway, pointing out Work Based Training (WBT) accumulated hours, Technical Training duration for L1 and L2, and exams. The group looked at the Foundation program hours. VW pointed out that the number of WBT hours granted as credit at the end of Foundation was very high compared to how WBT hours for credit in Foundation programs are calculated. VW shared that he was looking into the history of how the number of WBT hr (1290) credit was determined. A discussion among the committee helped fill some gaps as some participants recalled past attempts to create some uniformity in Foundation programs across the country. VW stressed that the hours were being 'looked at' and studied and no changes would be made until all pieces of the puzzle and the implications of credit hrs were known.

## Slide 6

Slide 6 restated the changes in WBT and Total Training Hours between Current and Harmonized programs. VW shared that during the Program Outline workshop in March, several SMEs voiced concerns over the amount of content that had moved into L2. It seemed clear to some that the 150 hrs allotted to L2 delivery were no longer sufficient to cover all the L2 material. Sally Vinden and Julie Wright were invited to ITA to take a carefully considered look at the content in L2 and identified the competencies which required more training time.

Also, a question from the floor prompted a discussion on the advantages of creating a log book for apprentices to chart their WBT completed performance criteria/ competencies

## Slide 7

A listing of the L2 competencies identified as requiring more in-school training time was shared. VW pointed out that some of the competencies were now "enhanced" and some were new to L2.

**Slide 8**

VW outlined the impact a Training Duration Increase has on WBT hours and Total Training Hours. An increase in Training Duration creates a decrease in WBT hrs because the number of Total Training Hours does not change. For ex. A 90 hr increase in Technical Training results in a decrease of 90 WBT hours.

**Slide 9**

VW explained the Training Duration Increase Request process: Sending out the initial analysis undertaken with SV and JW to a wider circle of instructors; industry consultation, consultation with other depts. within ITA, and formal proposal to ITA's Senior Leadership Committee (QAC)

**Slide 10**

A review slide reiterating the arc of progress toward implementation of Harmonization was shared. A question was asked re: whether the SLE exam that was reviewed in Feb has been implemented. VW will confirm and report back to the Articulation group.

**Slide 11**

VW presented the Standard Level Exam Development process. He outlined the steps involved, including the exam development process, the pilot exam and post-pilot review, the peer review of the exam, and the monitoring of exams over the next year.

**Slide 12**

VW showed where Harmonization/ Transition/ Exam information would be found on the ITA Hairstylist webpage, including the Program Outline, Program Profile, and Exam Weighting Charts, (Official Program Standards Notice) OPSNs and other updates.

**Slide 13**

Apprenticeship numbers were presented, illustrating the number of registered apprentices who had not yet started technical training, had finished L1 technical training, and had finished L2 technical training.

**10. 12:00 pm – 1:00 pm: Lunch (Lunch is being served in-house. Thank you to VIU)****11. BC Campus: Open Educational Resources (OER), Tim Carson, Trades Representative**

Open education Resources Textbook available online

What is Open? Assessable, collaborative, free or low cost Teaching, Learning and Research Resources, that through permission granted by their creator, allow others with permission to: Reuse, Revise, Retain, Remix, Redistribute, OER (for example, student to student, instructor to instructor) sharing resources (institution to institution). Global idea

Permission, copyright, levels of permission

How can open help? Faculty Adoption, Faculty Adaptation, Faculty Review, choices for students,

Free OpenEd resources: Pressbooks Guide, Self-Publishing Guide, Accessibility Toolkit, Faculty OER Toolkit

4 Cornerstones to the Trades OER Project

Government is providing 3 million in grant money to develop projects

1. Build Relationships
2. Uphold, Access and Affordability
3. Fund, Resources and Sustainability
4. Research, Innovation and Advocacy

Discussion around how we can use this platform to elevate industry, share information for example health and safety. Articulation committee should creating resources that can be shared with industry.

Grant proposals should be submitted soon.

Discussion will continue on how Articulation should approach this.

How to removing barriers from OER?

Process research, survey, focus group, talk to faculty

Podcast- share with group- <https://podcasts.apple.com/ca/podcast/inaugural-episode/id1478489713?i=1000450444255>

## 12. 2:15pm: Mini-break

### 13. Secondary Committee Report: Krista Balogh, Instructor, Riverside College, Mission BC

On June 3<sup>rd</sup> the Secondary School Committee members held an event at a central location to all four school districts: The Reach Art Gallery and Museum in Abbotsford, which ran from 7pm to 9pm.

Food and drink was made available through the professional cook programs. Swag bag items were generously donated by Kingdom Beauty and Cosmoprof for the first 100 people through the door.

Each school had their own table set up including an ITA table. Donna Andersen and Andrew George, the local ITA Apprenticeship Advisors explained ITA, the Red Seal Training model and Youth Train in Trades.

ITA funds that was put towards the rental of the facility.

ITA generously allowed the image that was on their "Change is in the Hair" promotion, to be used for the invitation, which were distributed via Kingdom Beauty, and mail.

Starlette Tolver, spoke to employers about how to work with an apprentice to increase bottom line, and generously shared a consultation tool of her own design.

Janis Bekering spoke about her experiences both as an apprentice and in her role as an educator passing on her knowledge to her own assistants. She also demonstrated some styling techniques.

Around 50 people attended. It was a diverse group and a great opportunity for networking

## 14. 4:00 pm: Meeting Adjourned

## DAY TWO: Thursday, September 19<sup>th</sup>, 2019

### 8:30 am: Breakfast (Breakfast served in-house. Thank you to VIU)

#### 1. Meeting Called to Order at: 9:00 am

**Discussion One: What is the mandate of the Articulation?** Transparency, educate industry, being in alignment with BCCAT which includes transferability of credit. All Articulation meetings are open to the public. Who should have voting right? What are the consequences? How often do we vote? Presently voting rights are for all members that show commitment to the Articulation committee. What is the criteria for being a member?

Anyone can be a member if they attend. Recognition was highlighted that all member input is valued.

How invested are the Private Sector in the Articulation Committee if they are not moving towards Red Seal? If schools are following ITA curriculum, they are invested and should have voting rights. Suggestion: PTIB should be invited to next Articulation meeting, specifically to discuss alignment with ITA. How can we be sure that everyone is held to the same standards on curriculum and student protection?

How does Beauty Council align with ITA and TCS?

Suggestion to put TCS on the April's agenda; a presentation on how TCS works. Luree, Cory, Gary & Joanne will present at the next meeting, explain how TCS works. For Hairstylist, students can transfer from one institution to another but sequence of topic is not mandated.

At this time public hold one vote per institution, which also includes school districts.

#### 2. 9:15 am: Discussion Two: Collaborative Curriculum Development

Discussion continued building on what Tim presented yesterday and the idea around curriculum development and collaboration between institutions. ITA want curriculum groups to work together, take general lines of competency, queen publish approve, print it and sell it. Students have to keep paying for that system. With harmonization material is already available but in a different order.

Trades Training British Columbia (TTBC) is only available to public institutions and used primarily by instructors. ITAC shut down. Outside agents are now getting involved. Consortium of shared material. Discussed if this could be a project proposal for OER? It would mean that shared curriculum would be accessible to all institutions. Find out from BCCATA on how Hairstylist trade fits with this? Why would we use this site to develop our resources? ITA page takes students to BC Campus OpenEd

Developed resources should go on both sites so that it's accessible to everyone.

Rob Schwarzer suggested that when he attends BCCATA for Association of Trades and Technology, he will ask Pat Mathews to attend our next Articulation meeting who could possibly suggest the best way to use these sites. We need to see where Hairstyling best fits.

Question: is there interest to develop curriculum and collaborate, how do we want to share the information?

Discussion around free education, no textbooks, additional resources. Create our own resources. Current textbooks are behind in what's really happening in industry.

Hopefully we will be more informed after listening to Pat Matthews at the next Articulation meeting in April when we revisit this topic. We need to create a working group to continue to work on this.

Lucy updated the committee on a proposal that VCC recently submitted, for a pilot VR/AI project. The proposal will be a collaboration with VCC and Virtro Tech Company. Avatar, storyboards and personality will be designed to work on problem solving factors within the front desk environment and customer service techniques which can be subjectively recorded. Students will be assessed on how they respond to the client, this will fill the gap on how to do a full assessment on students and how they respond to clients. Currently marking students is problematic, particularly with the number of students that VCC has. Criteria could assess: answering the call within 3 rings, promoting products, acknowledging the client that walked in. If the proposal is accepted, VCC will start building the pilot project in January and then the hope is to share this with other institutions. Students will be able to book VR equipment through library and practice at home in order to improve their skills at school. The grant is only for charitable organizations. The company approached VCC and asked for it to be implement through one of the customer service programs. More information on this project will be given at the next Articulation meeting.

### **3. 10:30am – 10:45am: Mini-break**

### **4. 10:45am - Discussion Three: How are institutions that are offer Level One and Two finding the workload associated with these programs**

Vern Weber confirmed that that the total number of training hours (in-class and on the job) is 3600 hours. Previously there had been some miss communication around this. Vern also needs to confirm the increase in hours for L2 accurate and if additional hours have been approved.

Discussion around the increase in content in L2 and possibility of increasing the hours from 150 to 240.

Schools that have already offered L2 feel that it is tough to fit all the information into 5 weeks, particularly with the increase in content for Barbering and Texturizing services being added.

It was suggested that having Dan McFaull come into level 2 classes to inform students of the Red Seal models would give students a better understand of the process. It was also felt that students were more successful when taking level 2 straight after the Foundation Program and then taking their Red Seal theory and practical exams leaving them with only the hours to complete.

### **11:00am - Discussion Topic Four: -Some institutions have reported they do a lot of color correction services in the Foundation Program.**

Question: Do we meet students at where they are in their training or do we push them beyond course curriculum in order to meet industry expectations?

Guest expectations are often so high. Are we setting them up for failure when they haven't been taught some of the more advanced services? Some information being taught in Course One should be taught in Level Two, for example, Permanent Waving. Industry expects our students to be able to do perms.

Discussion concluded that there is a disconnect between curriculum and industry expectations. For example, some services that are being taught and offered are considered too advance for the Foundation Program, whereas perm is considered an entry level skill that is being taught in Level Two. We will address this with ITA at our next Articulation meeting in April 2020.

**5. 12:00 am – 1:00 pm: Lunch (Lunch is being served in-house. Thank you to VIU)**

- During lunch some members participated in a game of human fooseball, which unfortunately we lost due to the disadvantage of most of us wearing heals!

**6. 2:00 pm: Pivot Point Lab Curriculum Demo and Update: Gary Franceschini, Vancouver Community College**

After one year of using Pivot Point's Learn About Beauty (LAB) Gary shared an overview of some of the pros and cons of using the online program. Gary explained that today's students are not nearly as tech savvy as initially thought and many students still prefer a hard copy of the material, especially the textbooks. He also pointed out that while it was assumed everyone has internet access, many still don't especially in some of the more remote or rural areas making it difficult for many of his students to complete assignments at home. For Gary and his high school students, most of the LAB work is done in class, which is not originally how it was intended be used but his students seem to prefer using it that way. The advantages of LAB are having everything stored in one place for easy access. The students appear to enjoy the online exams and quizzes using the iPads provided by VCC. Gary explained how it was easy for instructors to track student's progress and exam results which are then transferred to a excel spreadsheet. Over the next year there will be some updates to the assessment sheets and weighting of the assignment but overall the online program is proving to be successful.

**7. 2:30 pm: Agenda items for the April meetings.**

Moodle update from JAM

Discussion – How can Articulation utilize OER?

Proposals for OER

Presentation on TCS - Luree, Cory, Gary & Joanne

Everyone bring a gift exchange for the Fall meeting (September)

Workshop from industry - demo face shave

Invite TTBC

Invite PTIB

Invite Pat Matthews

Discussion - Committee purpose

Update on virtual reality project – Lucy Griffith

Discussion with ITA - Disconnect with curriculum and expectations of industry, for example, perm

**8. 2:45 pm: Dates for Spring 2020 Articulation Meeting: April 16 & 17- VCC, to be held at VCC (Please note: BC**

Skills Competition: Wednesday, April 15<sup>th</sup>, 2020 to be held in Abbotsford)

**Fall 2020 Articulation** will be held on September 23 - 24, 2020 at Selkirk College Nelson

**9. 3:00 pm Meeting adjourned.**