

Beauty Services Targeted Review of Qualifications Needs Analysis

The aim of this document is to evidence the need for New Zealand qualifications in the fields of Beauty Therapy, Nail Technology and Makeup and Special Effects.

This document draws from existing national and international resources combined with stakeholder engagement through consultation with the Beauty TRoQ Governance Group and Working Groups. The groups were comprised of industry representatives, public and private education providers, and representatives of HITO as the agency appointed by NZQA to oversee the review.

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Background

The Targeted Review of Qualifications (TRoQ) was introduced by the New Zealand Qualification Authority (NZQA) as a result of a review of the qualifications framework. The aim is to ensure the clarity and relevance of qualifications. The TRoQ covers all qualifications at Levels 1–6 inclusive on the New Zealand Qualifications Framework and these have been clustered into discipline groups. The review of the beauty services cluster of qualifications began in April 2013.

There are an estimated 2,200 beauty therapists and 1,000 businesses employing staff in New Zealand. There are 74 qualifications (both national and local) in this review and 24 qualification owners. The cluster of qualifications covers beauty services, nail technology, makeup artistry, and special effects.

The outcome of this review stated as: the establishment of a coherent suite of qualifications for the beauty services sector that meets the needs of learners, employers and industry and provides clear pathways to employment and/or further study. It will include a process for qualification developers to monitor the consistency of delivery of programmes of study that lead to each of the approved qualifications (New Zealand Qualifications Authority & Beauty Governance Group, 2013).

The principles guiding the governance of the review are to:

- a) gain widespread support from stakeholders for the review
- b) focus on the best outcomes to meet the current needs of industry/sector/community/learners and to consider future needs
- c) have a commitment to working openly and collaboratively within the Governance Group and with stakeholders
- d) use a rigorous process that inspires confidence from the sector and results in consensus being reached
- e) ensure the needs analysis report is evidence-based
- f) develop a suite of qualifications that provide for flexibility in delivery and have clear pathways and outcomes.

As part of the review process, a Governance Group of stakeholder representatives was established to provide high-level strategic governance of the review. This group consists of people who are representative, credible and have the authority to make decisions on behalf of their stakeholders.

The Beauty Sector

The start of the New Zealand beauty industry can be traced back to the late 1960's- early 1970's at that time only a few Beauty Therapy clinics were in business predominately operated by European trained individuals that had settled in New Zealand. "The Professional Aesthetician of New Zealand" was formed in 1970 and renamed in 1972 as "The New Zealand Association of Registered Beauty Therapists". New Zealand was recognised by the world body Comité International d'Esthétique et de Cosmétologie (CIDESCO) in 1976 and the industry has been growing ever since (The New Zealand Association of Registered Beauty Therapists, 2004).

The skills of New Zealand Beauty Therapists are widely recognized internationally for the high quality of their training; graduates are sought after overseas and anecdotally report they find it easier to get jobs than beauty therapists trained in other countries.

Size of NZ industry

Figures on the size of the beauty industry in New Zealand are challenging to identify as many national data sources do not distinguish between the hair and beauty sectors however the New Zealand Association of Registered Beauty Therapists has shown consistent growth in member numbers of 3% a year since 2007 with 659 registered members in 2013 (The New Zealand Association of Registered Beauty Therapists, 2013) and it is widely agreed across both education and industry that the New Zealand beauty industry is a growing service sector (beautyTroq.com). The most relevant statistics, the Australian and New Zealand Standard Industrial Classification (ANZSIC06) compiled by Statistics NZ, showed there were 3,809 businesses in the Hairdressing and Beauty Services industry, and 9,880 individuals working in those businesses (Statistics NZ, 2013).

The Australian and New Zealand Standard Industrial Classification (ANZSIC06) classifies the beauty industry under Group 951 'Personal Care Services' in class 9511 'Hairdressing and Beauty Services' (Statistics NZ, 2013).

Of those figures collected in 2006 beauty therapy represents only 19% of the sector (Figure 1).

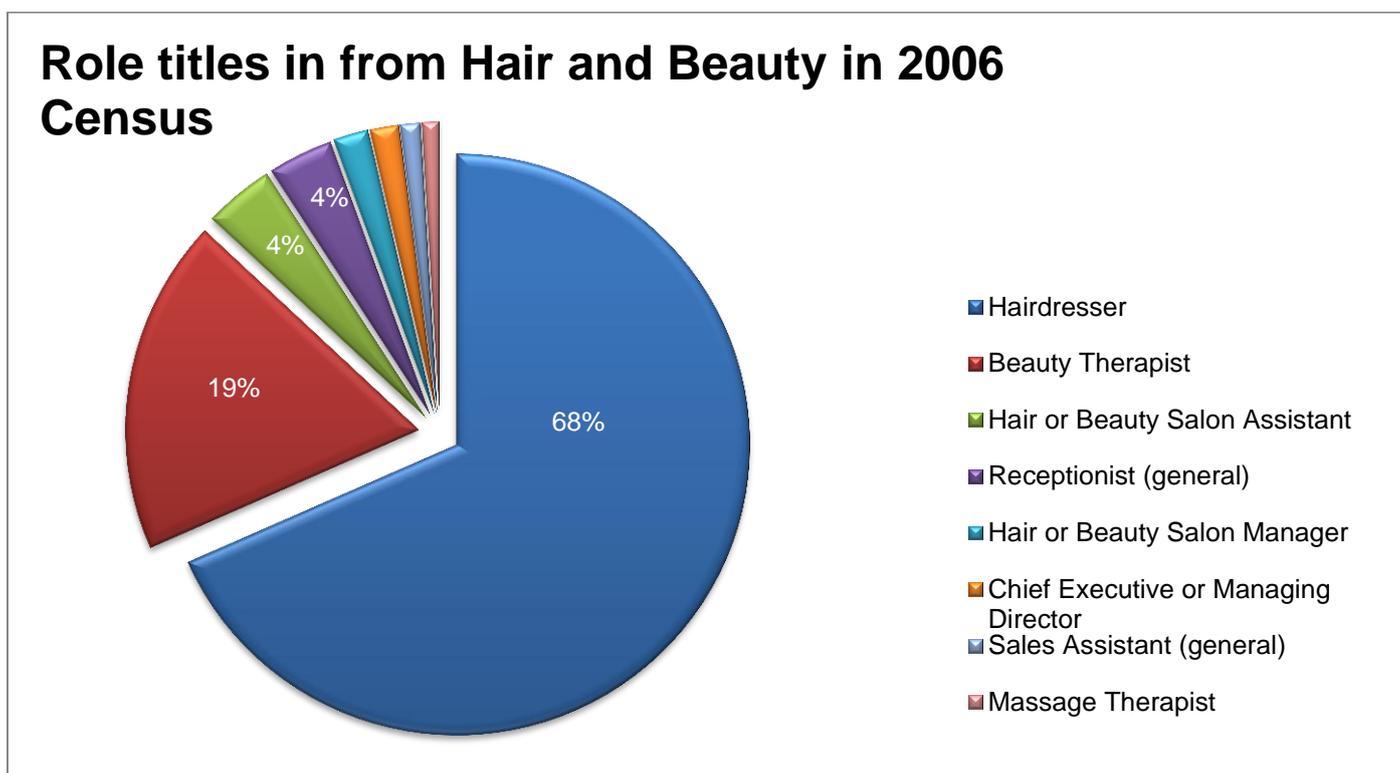


Figure 1: Employees classified as working within Hairdressing and Beauty services in 2006 census.

The primary activities that are recorded in this industry classification include:

- Hairdressing services
- Beauty services
- Electrolysis services
- Hair restoration service (except hair transplant service)
- Barber shop operation
- Make-up services
- Nail care services
- Skin care services
- Tanning services

In the absence of more precise recent data the New Zealand Yellow Pages lists 1606 businesses associated with Beauty Therapy, 132 associated with Manicurist and 215 companies with Make-up artist in their name. (Yellow Pages, n.d.). When considered in the context of the 2169 individuals classified in 2006 as working within the sector this would mean each business employs 1.3 Therapists; it is considered likely that these figures drastically underestimate the current size of the sector. Capturing an indication of the size of the NZ beauty industry has been a source of frustration for the group, whilst all involved recognise its size and contribution to the NZ economy current data collection tools and academic evidence are not available to more precisely indicate the size of the beauty industry.

Size of Australian comparisons'

The size of the Australian beauty industry has been well documented by Service Skills Australia (SSA); the industry training organisation for the sector. An Environmental Scan conducted by Service Skills Australia used DEEWR data to claim that in the past five years employment in the beauty sector had grown by 15.8% and was expected to grow by an additional 1.7% annually to 2016–17, equating to an additional 1,900 beauty therapist (Service Skills Australia, 2013b).

Latest data from the Australian Department of Employment identifies 18,200 people employed in 2012 as Beauty Therapists and predicts that number will grow by 17% between 2012 and 2017 anticipating 21,300 individuals to be employed as Beauty Therapists in Australia in the year 2017 (Australian Government Department of Employment, 2014).

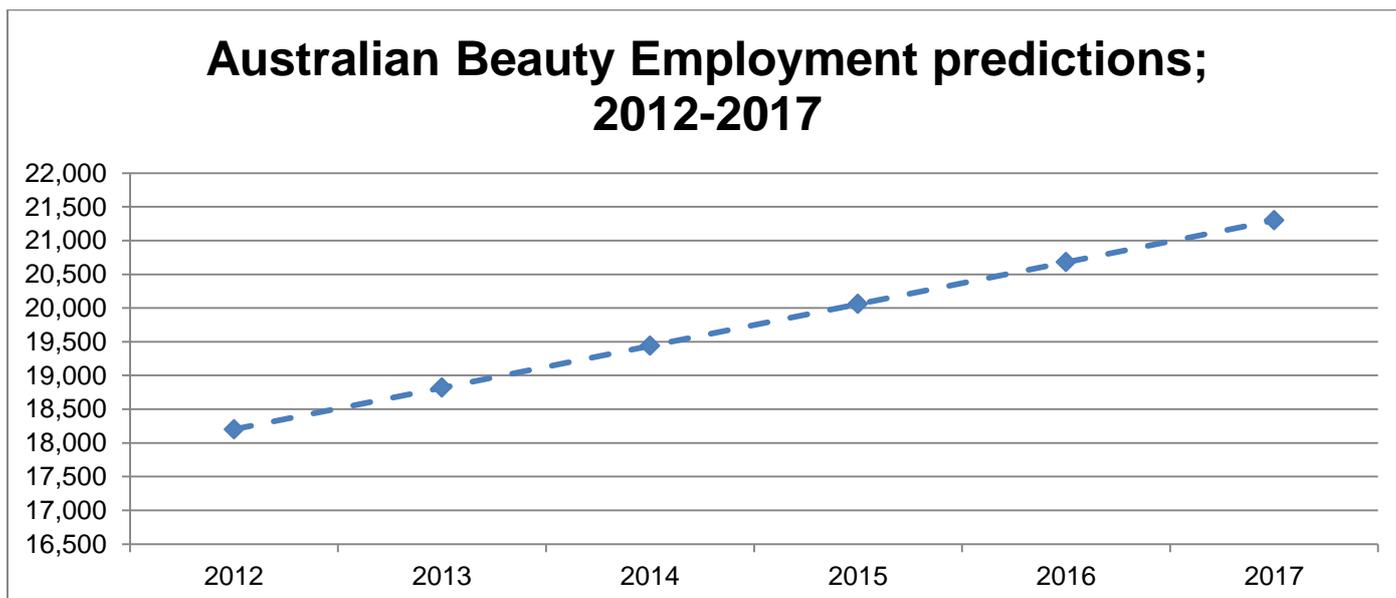


Figure 2: Australian Beauty Employment predictions; 2012-2017. Data from (Australian Government Department of Employment, 2014).

An early report identified that the Australian beauty industry is comprised mostly of small and medium sized businesses most of whom employ less than 20 people. In 2010, hair and beauty industries in Australia comprised some 24,600 businesses. It was identified within this report that the Beauty industry is highly competitive and salons compete locally for clients, this competition for retail sales had also increased with supermarkets increasing their share of beauty product sales (Service Skills Australia, 2011)

Volume of qualifications

The NZQA Review Schedule (2013) listed 74 beauty qualifications on the NQF framework offered by 23 different providers. 29 of the qualifications are at level 5 (39%), 23 of qualifications at level 4 (31%), and 14 of the qualifications at level 3 (19%) collectively these cover 89% of all beauty qualifications on the NQF. Credit values are more widely dispersed however 60% of the qualifications are between 60-120 credits.

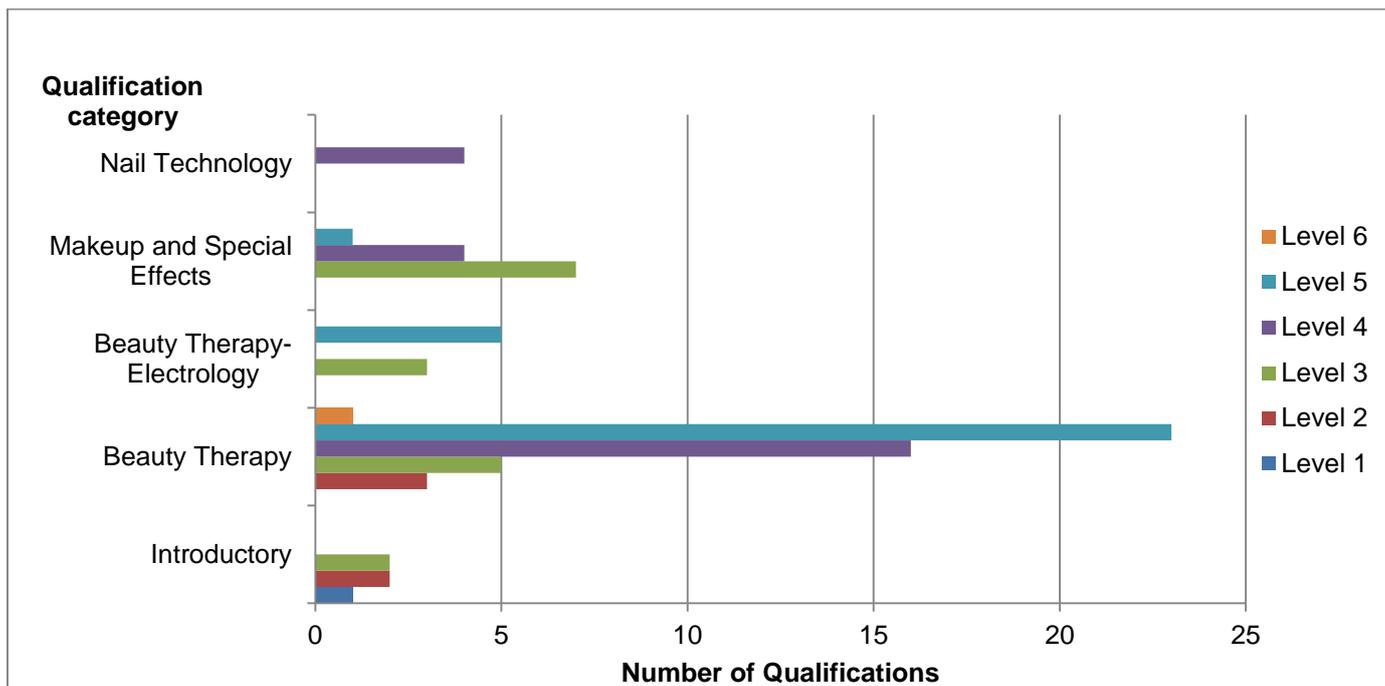


Figure 3: Level and category of beauty qualifications on the NQF data from (New Zealand Qualifications Authority, 2013).

When classifying the programmes for overall content Beauty Therapy comprised of 65% of the qualifications, Makeup and Special effects were 16% of the content Beauty Therapy (electrology) were 7% and Nail Technology 5%. A further 7% of qualifications were considered at introductory or general in content.

Landscape of the industry

Data from Australia in 2012 showed the industry to be made up of a diverse range of areas which included;

- Essential beauty treatments and services
- Makeup
- Nail services
- Advanced treatments
- Spa and wellness
- Business/management requirements.

(Service Skills Australia, 2013b)

The Australian industry identified that essential beauty treatments and services continue to be the core of their business, with emphasis placed on the value of underpinning areas of anatomy and physiology, communication and customer service. Advances in technology continue to be raised as areas for development by the industry. The business acumen required to successfully operate a business in the beauty industry was also highlighted integral to the future of the industry.

Within the industry the top five treatments currently performed by Australian salons are:

- 1) Facials
- 2) Waxing
- 3) IPL/Laser
- 4) Massage
- 5) Pedicures/Manicures.

Microdermabrasion, peels, eyebrow tinting/waxing, and spray tanning are also popular. Of note was the increasing links between the context in which beauty professionals work and the broader fields of health and wellness (Service Skills Australia, 2013a).

Sector subgroups

As a result of requests from NZQA and initial evaluation of the industry it was decided to separate the sector into subgroups

Beauty Therapy

This subgroup would represent Beauty therapy; the largest group sector subgroup and include education and industry providers but also incorporating individuals and organisations involved in product representation, salon operation and ownership. Its focus is to service the majority of qualifications and services in the sectors

Nail Technology

This subgroup would represent the specialist nail salons, this subgroup is particularly interested in bringing recognised standards to the industry and defining a national qualification for the first time.

Makeup and Special Effects

This subgroup would represent the specialist makeup and special effects practitioners, this subgroup is diverse and comprised of individuals who have created an industry from other discrete pathways. They are particularly interested defining a national qualification for the first time.

Review process

Initial consultation

An initial stakeholder meeting was held on 7 April 2013 in Wellington. A good mix of providers and industry people attended, representing polytechnics, private providers, employers, and other end-users of beauty service qualifications from all over New Zealand.

It was agreed to establish a representative Governance Group and specific working groups with technical expertise from sector and industry representatives.

The first meeting of the Governance Group was held on 17 May 2013 during which roles were agreed and terms of reference established. Transparency was considered key to the success of the review and the terms of reference, were posted on the beauty TRoQ website. Meetings of working groups followed shortly afterward in order to be confident communication was clear between the groups it was decided that one member of the governance group become part of each of the work groups.

The Terms of Reference for Working Groups were approved and also posted online:

Online consultation pre-qualification design

An online survey was designed and developed by the groups to collate feedback from industry on the skills required in a new suite of qualifications. The surveys were promoted by the groups through respective networks to collect information from industry, employers, community organisations and providers on the knowledge, skills and attributes required of graduates for work in the beauty services sector. These surveys were carried out in three specialist areas within the beauty field: Beauty Therapy, Nail Technology, and Makeup and Special Effects. The findings of each survey are analysed in detail within the appendices, a brief summary of each consultation is provided below:

Beauty Therapy

There were 153 respondents to this survey of these 33% were educators/providers, 25% were employers, 16% were employees in the industry and 14% were sole operators.

Most common occupation titles were Beauty Therapist, Advanced Skin Therapist and Electrologist.

A range of practical skills were listed as high importance to the respondents these included;

Facial therapy, Consultation skills, Analysis and treatment plan skills, Waxing skills, Eye enhancement (tinting, shaping), Body massage, Pedicure, Manicure, Electrical facial therapy skills, Makeup, Spa treatment, Body therapy (electrical treatments).

Other skills were also suggested which included:

Spray tan, Waxing – Brazilians, IPL/VPL, Eyelash extensions, Customer service/care, Retail/sales and Microdermabrasion.

Salons skills highly desired by respondents were also identified:

Communication, Hygiene and safety, Personal presentation, Interpersonal skills, Retail skills, Problem solving skills, Reception skills and Self-assessment skills.

Areas of knowledge rated as of high importance by respondents were:

Diseases and disorders of the skin, Product knowledge, Industry specific safe practice, Tools of the trade, Knowledge of anatomy and physiology, Diseases and disorders of the nail, Nutrition, Knowledge of beauty business terminology, Cosmetic chemistry, Beauty salon environmental sustainable practice, Diseases and disorders of hair.

Other skills were also suggested which included:

Communication, Legislation/regulation, Theory behind practice, Product knowledge, Skin analysis, Sales techniques.

Nail Technology

There were 70 respondents to this survey were 36% were nail technicians, 26% were educator/providers, 16% sole operators or 12% employers.

Most common occupation titles were: Nail Technician-home, Nail Technician-mobile and sole operator
A range of practical skills were listed as high importance to the respondents these included;

Manicure skills, Consultation skills, Pedicure skills, Nail augmentation skills, Soft gel skills (gel nail polish), Analysis and treatment plan skills.

Other skills were also suggested which included:

Hygiene, Nail Health/Disease, Retail/sales Massage, Client/customer skills, Personal Presentation.

Salons skills highly desired by respondents were also identified:

Communication, Personal presentation, Self-assessment skills, Reception skills, Problem solving skills, Retail skills, Networking skills.

Areas of knowledge rated as of high importance by respondents were:

Product knowledge, Tools of the trade, Knowledge of conditions of the nail, Industry specific safe practice, Knowledge of nail anatomy , Nail salon sustainable practice, Nail salon management.

Other skills were also suggested which included:

Hygiene, Contra-indications, and Health and Safety.

Makeup and Special Effects

There were 82 respondents to this survey were 20% were creative makeup artists , 16% were educator/providers , 16% were commercial makeup artists , 10% were employers 9% were special effects artists and 9% were film and TV artists.

Most common occupation titles were: Freelance makeup artist, Stage makeup artist, Makeup artist for film or television, Special effects artist (prosthetic).

A range of practical skills were listed as high importance to the respondents these included;

Makeup skills, Consultation skills, Photographic makeup skills, Creative skills, Camouflage/remedial makeup, Film and TV skills.

Other skills were also suggested which included:

Hygiene, Client care, Eyelash/brow shaping and tinting, and Health and safety.

Practical skills highly desired by respondents were also identified:

Working to a brief, Etiquette – confidentiality, Analyse designers/directors concept, Analysis and planning skills, Prosthetic application and removal, Set etiquette, Sculpting, Wig work, Laid on hair, Molding and casting, Manufacture prosthetics.

Other skills were also suggested which included:

Airbrushing, Health and safety/hygiene, General makeup skills, and Hair styling skills.

Areas of knowledge rated as of high importance by respondents were:

Tools of the trade, Industry specific practice, Product knowledge, Knowledge of skin types, Knowledge of conditions of hair and skin, Marketing and self-branding, Freelance contracting Makeup industry sustainable practice, Knowledge of human anatomy – skin.

Other skills were also suggested which included:

Allergic reactions and Computer skills.

Qualification development

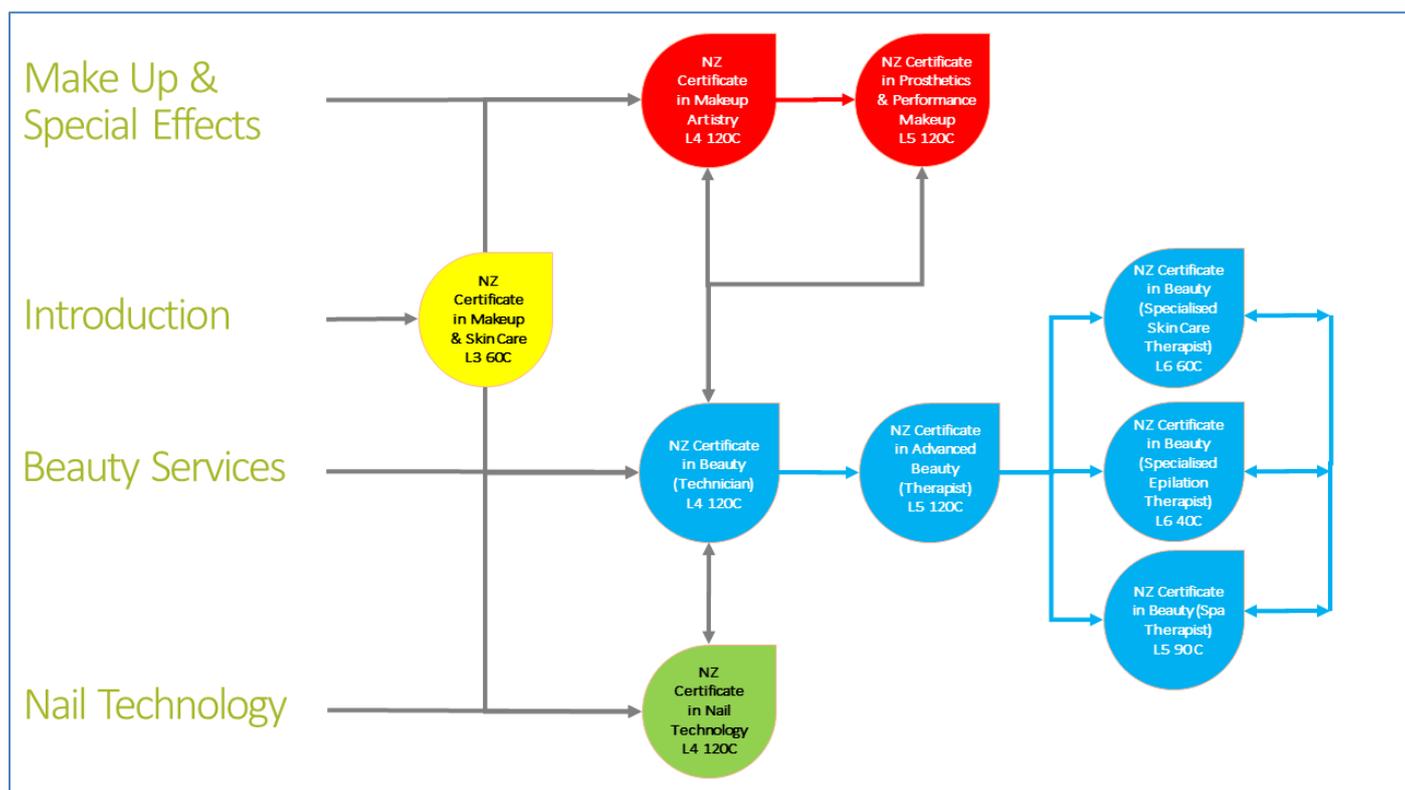
Following initial online consultation the working groups, each guided by a representative from the governance group, framed the graduate attributes required for their specialist area. Through a synergist process of development the Governance group helped shape these attributes into the proposed qualifications. The extensive and robust discussion about the particular meaning of words or phrases led the Governance group to develop a common language outlined below which was distributed on the Beauty TRoQ website at the time that feedback was requested.

Word or phrase	Definition in the context of the review
workplace	Generic term for the place services are carried out; may otherwise be known as a nail bar, salon or other
historical	Covers developments and changes throughout history and may include specific historical periods of time, for example Tudor, Victorian, and so on.
diseases and disorders	The treatment of a client may be impacted upon by a wide range of health conditions. The term diseases and disorders is used to incorporate both contagious and non-contagious conditions that may impact upon the treatment of a client.
technician	A person who is trained and skilled in the technicalities of the beauty industry.
customer-focussed service	Placing customers at the centre of care and delivery of beauty services that are specific to their needs and choice. This could be a collaborative effort should the customer require services from other beauty related services. This also includes ensuring open communication, understanding of the customer's needs and empathy with customer is appropriate.
pulsed light	Light based treatments for skin rejuvenation and/or hair reduction (such as intense pulse light, variable pulse light)
consultation	It is at this time that you determine what the client wants, what their medical history is, would include an analysis of the area for the service; discussion of the service to be performed with the client and signed consent gained.
treatment plan	Following a consultation a treatment plan including single or multiple sessions for one or multiple services
hairstyling	The work of a hair stylist who cuts and styles people's hair professionally.
prosthetics	In the context of Makeup the process of using prosthetic sculpting, molding and casting techniques to create advanced cosmetic effects.
appearance medicine	Is a term used in the industry to group together procedures such as Botox® and dermal fillers. Other services such as pulse light, microdermabrasion, needling and other skin rejuvenation treatments cross over into appearance medicine also

Continued overleaf

Word or phrase	Definition in the context of the review
scope of practice	The beauty association has noted this within their code of ethics as follows - This is defined as the application or prescription of treatments designed to vary the external physical appearance or produce a greater feeling of well-being in human beings by the use of cosmetics, Swedish massage, exercises and such variations or extensions of those methods by hand, mechanical or electrical means or otherwise, as may be appropriate to this art.
media (in the context of makeup)	Media could include but is not limited to stage, small screen, big screen, fashion, and other performing arts
microdermabrasion	This is a specialised treatment designed to remove surface dead skin cells, improve the texture of the skin, refined areas of scar tissue and fine lines. This is achieved by using crystals to 'sandblast' the skin and removing them by means of a vacuum. It is an ideal treatment for acne scarring, congestion, large open pores, sun damaged skin, uneven pigmentation and fine lines.
Red vein therapy	The treatment of dilated capillaries with either pulse light therapy or electrolysis

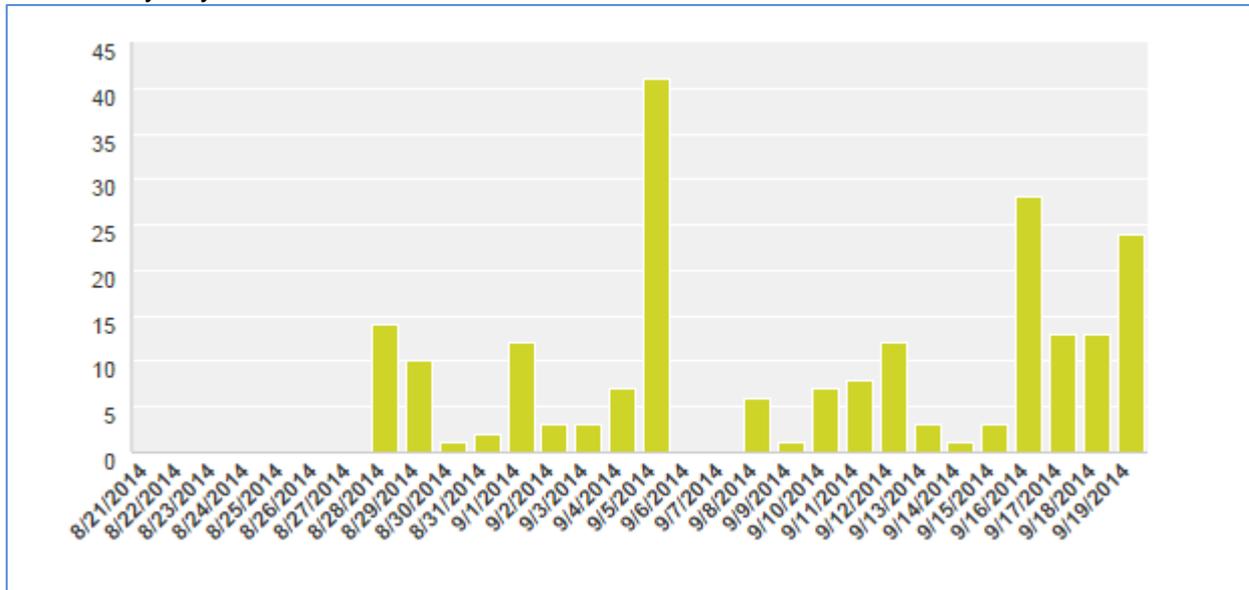
Graduate attributes were developed with assistance from consultants and the following qualification map was put out for consultation with the sector on Tuesday 26th August 2014



Online consultation post-qualification design

An online survey tool was used to consult with the sector and collate feedback on the proposed suite of qualifications. Consultation opened on Tuesday 26th August 2014 and closed on Friday 19th September having received 212 responses.

Response rate by day



The consultation asked respondents 11 questions; nine related to each of the qualifications, an open-ended question asking for any further comments on the qualifications, and a final question asking participants to identify the industry they related to by providing their business name and role in the business. For each qualification respondents were asked if they were happy for the review to proceed with the development of the qualification. Summary response to each of the questions relating directly to qualifications can be found in the appendices.

Summary of online consultation post-qualification design

Consultation demonstrated majority support for each of the nine qualifications proposed. Most support can be seen for Makeup and Skin care 87% Yes to further development and 13% No to further development. Least support was for Nail Technology 70% Yes and 30% No to further development.

A number of insightful comments were made through consultation and the Governance group came together to consider these on 3rd October.

Action following consultation

Consultation raised questions of a level two qualification. The Hairdressing targeted review has already gained approval for a level 2 NZ certificate in Salon Skills which can be tailored to beauty therapy in addition level 2 qualifications are now being considered by the foundation review. It was therefore beyond the scope of the beauty review to propose a level 2 qualification.

Following suggestions from consultation it was agreed that the name of the level 3 qualification be changed to reflect its introductory nature hence the qualification name submitted is the NZ Certificate in Makeup and Skin Care (Introduction).

The 120 credit size of the Nail Technology qualification was questioned through consultation when compared with a current ≈ 60 credit qualification however it was considered by the Governance Group that the 120 credit size is required to accommodate the addition of content not in the current qualification relating to small business management, legislative requirements and supervised practice requested by industry review and changes to health and safety practices in the nail industry.

Allied to Nail Technology the requirement for supervised practice in order to create confident and competent work-ready graduates was also considered integral to the level four qualification. The term Technician was divisory hence the qualification will be submitted with the name NZ Certificate in Beauty Therapy with the distinction to the level five qualification being made through the use of the title of the higher qualification being named Diploma in Beauty Therapy.

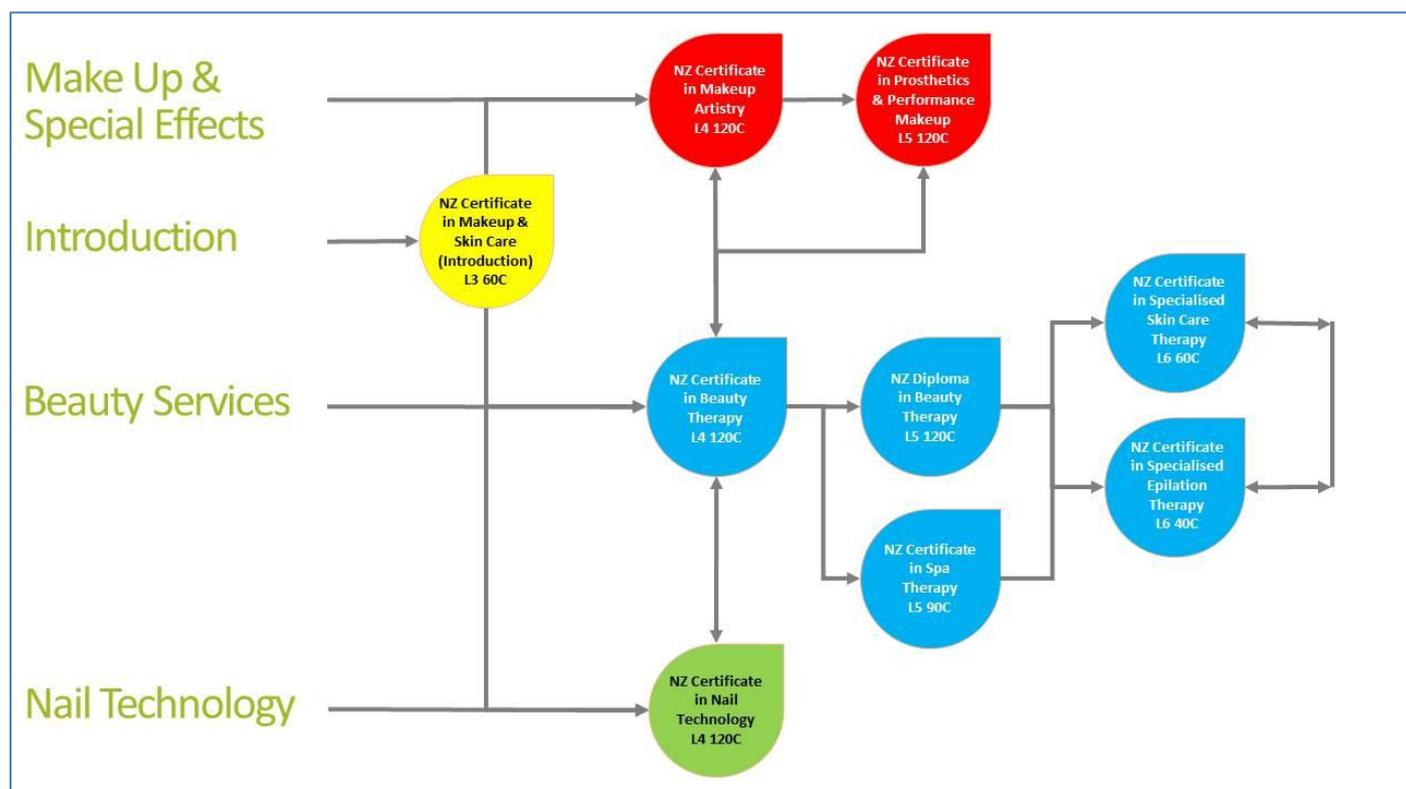
Consultation provided the suggestion that the level five NZ Certificate in Beauty (Spa Therapy) could be entered into from the level four qualification (NZ Certificate in Beauty Therapy) rather than having to also achieve the level 5 (NZ Diploma in Beauty Therapy) and then specialise in spa therapy. The pathway diagram submitted will demonstrate that change in thinking. Allied to the changes to the beauty pathway qualification naming changes the qualification will also be named NZ Certificate in Spa Therapy. Consultation on spa therapy also raised questions about the inclusion of reflexology and aromatherapy; qualifications in these fields have been designed within the Complementary Medicine mandatory review submitted in August 2014, these aspects will therefore not form part of the NZ Certificate in Spa Therapy.

The requirement for supervised practice in order to create confident and competent work-ready graduates was considered vital to the specialised qualifications, some consultation questioned the size of these qualifications, having discussed this; the governance group considered that the size was appropriate but that the reference to beauty in the title be removed. The level 6 NZ Certificate in Specialised Skin Care Therapy and NZ Certificate in Specialised Epilation Therapy are therefore submitted for approval, these qualifications fit well with the initial requests from industry for recognition of specialised training.

The role of makeup artistry and special effects was robustly examined by the governance group in order to test propositions from consultation including suggestions there was need to include more skills from the TV and Film industry and from specialised areas such as digital sculpting. These two qualifications create framework for an unregulated and emerging industry where none has previously been present. Synergies between the NZ Certificate in Prosthetics and Performance Makeup and skill sets described within Performing Arts were acknowledged however with the Performing Arts review complete it was considered that in order to create a space for the proposed qualification on the New NZ qualification framework that it should stay within the suite of Beauty qualifications.

Proposed qualifications

In summary of consultation and the incorporation of feedback the suite of qualifications below is proposed to NZQA



NZ Certificate in Makeup and Skin Care (Introduction)	Level three	60 credits
NZ Certificate in Makeup Artistry	Level four	120 credits
NZ Certificate in Beauty Therapy	Level four	120 credits
NZ Certificate in Nail Technology	Level four	120 credits
NZ Certificate in Prosthetics and Performance Makeup	Level five	120 credits
NZ Diploma in Beauty Therapy	Level five	120 credits
NZ Certificate in Spa Therapy	Level five	90 credits
NZ Certificate in Specialised Skin Care Therapy	Level six	60 credits
NZ Certificate in Specialised Epilation Therapy	Level six	40 credits

Summary and justification

These qualifications capture the need of the beauty sector in New Zealand.

The initial review of qualifications outlined currently on the NQF identified most qualifications were between levels 3-5 and between 60 and 120 credits with a need for higher specialist or advanced qualifications for those currently employed as electrologists; the proposed suite meets this need through a staircase of L3-5 beauty therapy qualifications and specialised qualifications at levels 5 and 6.

Respondents from the Nail sector were focused on increasing hygiene standard and the perception of their industry which this proposal does through its focus on workplace practices. The qualifications designed address these concerns and will provide an opportunity to robustly meet the type of Health and hygiene codes of practice recently employed by Auckland Council (2014).

The Makeup and special effects industry will now for the first time have a direct pathway through nationally recognised qualifications into industry the design of which has received input from the internationally acclaimed Weta Workshops based here in New Zealand.. When assisted by organisations such as Weta and support for the sector from Ministers Stephen Joyce and Chris Finlayson (2013) this is an exciting proposition for submission.

Agencies overseas have identified the Beauty sector as an important area of growth. It is envisaged that these qualifications will assist New Zealand in maintaining the development of this important industry.

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Appendices

Governance Group members

Name	Employer	Sector representative	Role within the group
Judy West	Elite	Beauty Association	Makeup and Special Effects representative
Margaret Walsh	Face and Body	Industry	Nail Technology representative
Michelle Woodyard	Professional Skin and Beauty	Industry	Beauty Therapy representative
Chris Bradley	Inuteri	PTE sector	
Robyn Fitzgerald	Standards NZ	Independent advisor	
Ross Scobie	NZQA	NZQA advisor	
Patrick Lander	EIT	ITP sector	Deputy Chair
Erica Cumming	HITO	ITO sector	Chair
Adam Berry	Inuteri	PTE sector	Resigned
Kim Crosland	NZQA	NZQA advisor	Resigned
Leigh Millmine	NZQA	NZQA advisor	Resigned
Billie McNamee	NZQA	NZQA advisor	Resigned

Working Group members

Beauty Therapy

Name	Employer	Sector representative	Role within the group
Robina Bedwell	NZARBT	Industry	
Lorna Mercer	Arrow Beauty	Industry	
Rebecca Field	Micromode	Industry	
Annabelle Taylor	New Zealand Institute of Electrolysis and Beauty Therapy	PTE sector	
Aileen Clark	College of Camille	PTE sector	
Maggie Wells	Aoraki	ITP sector	
Tania Berryman	HITO	ITO sector	
Theresa Styles	EIT	ITP sector	Resigned

Nail Technology

Name	Employer	Sector representative	Role within the group
Maxim Titter	Surmanti	Industry	
Aimee Nicolles	CND	Industry	
Rosa Kerr	Dezire Hair and beauty	Industry	
Emma Fraser	Hairdressing Academy	PTE sector	
Andrea Billing	UCOL	ITP sector	
Tania Berryman	HITO	ITO sector	
Angela Williams	HITO	ITO sector	Resigned

Makeup and Special Effects

Name	Employer	Sector representative	Role within the group
Midge Holding	Minifies	Industry	
Michele Perry	Freelance Make-up artist	Industry	
Katrina Stubbington	Prosperina Cosmetics	Industry	
Tiffany Clarke	Wendy Hill Cosmetics	Industry	
Wendy Hill	Wendy Hill Cosmetics	Industry	
Nori Honda	Weta workshops	Industry	
Rachelle McNabney	Cut Above Academy	PTE sector	
Riki Anderson	UCOL	ITP sector	
Tania Berryman	HITO	ITO sector	
Angela Williams	HITO	ITO sector	Resigned

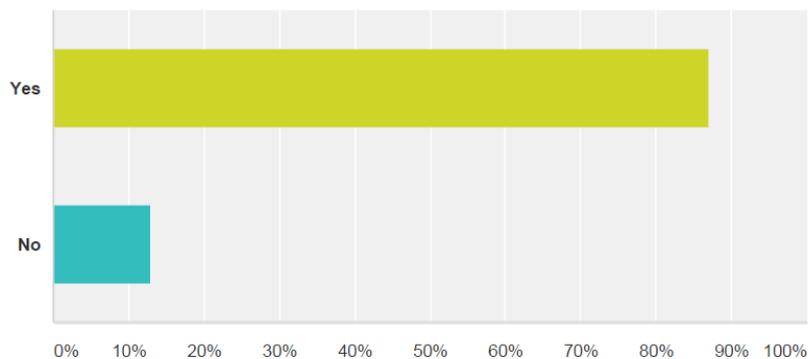
Consultation responses

NZ Certificate in Makeup and Skin Care. Level 3, 60 Credits

Q1

NZ Certificate in Makeup and Skin Care Level 3, 60 Credits

Answered: 179 Skipped: 33



Answer Choices	Responses	
Yes	87.15%	156
No	12.85%	23
Total		179

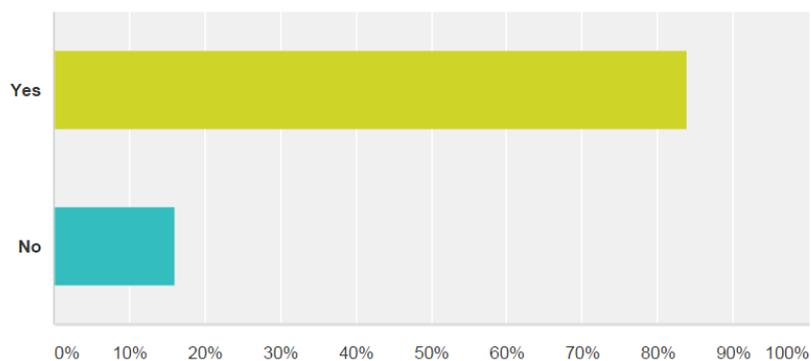
[Comments \(60\)](#)

NZ Certificate in Makeup Artistry. Level 4, 120 Credits

Q2

NZ Certificate in Makeup Artistry Level 4, 120 Credits

Answered: 186 Skipped: 26



Answer Choices	Responses	
Yes	83.87%	156
No	16.13%	30
Total		186

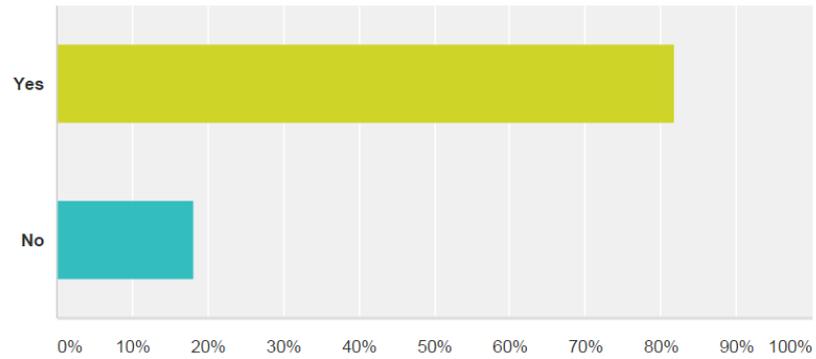
[Comments \(66\)](#)

NZ Certificate in Beauty (Technician). Level 4, 120 Credits

Q3

NZ Certificate in Beauty (Technician)Level 4, 120 Credits

Answered: 165 Skipped: 47



Answer Choices	Responses	
Yes	81.82%	135
No	18.18%	30
Total		165

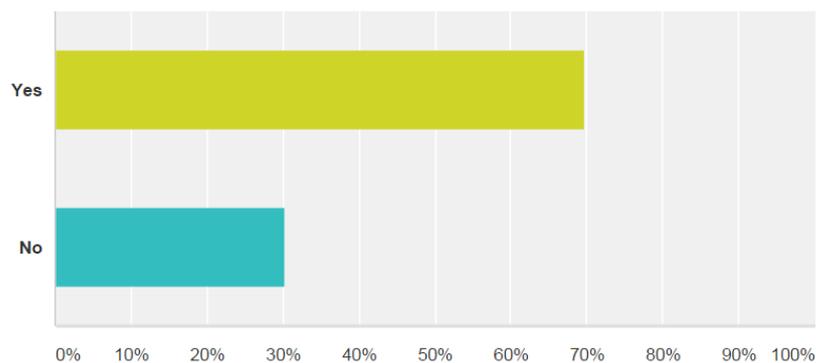
[Comments \(55\)](#)

NZ Certificate in Nail Technology. Level 4, 120 Credits

Q4

NZ Certificate in Nail TechnologyLevel 4, 120 Credits

Answered: 162 Skipped: 50



Answer Choices	Responses	
Yes	69.75%	113
No	30.25%	49
Total		162

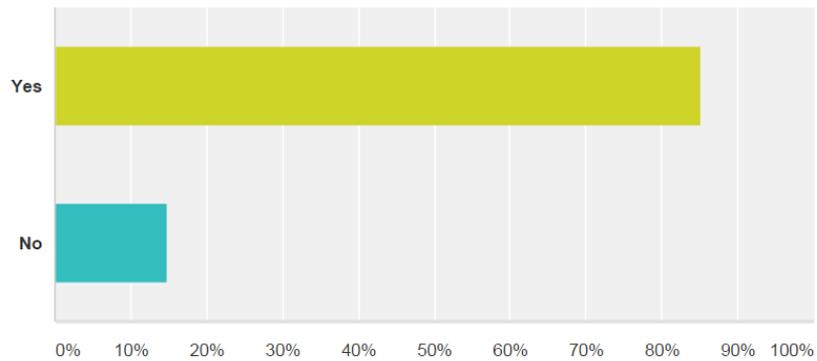
[Comments \(60\)](#)

NZ Certificate in Prosthetics and Performance Makeup. Level 5, 120 Credits

Q5

NZ Certificate in Prosthetics and Performance Makeup Level 5, 120 Credits

Answered: 181 Skipped: 31



Answer Choices	Responses
Yes	85.08% 154
No	14.92% 27
Total	181

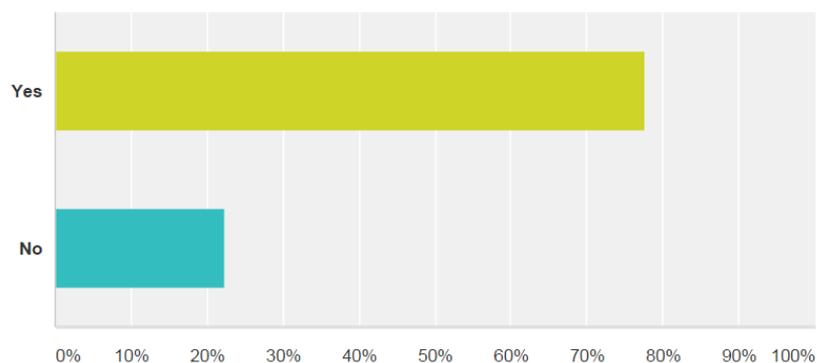
[Comments \(65\)](#)

NZ Certificate in Advanced Beauty (Therapist). Level 5, 120 Credits

Q6

NZ Certificate in Advanced Beauty (Therapist) Level 5, 120 Credits

Answered: 165 Skipped: 47



Answer Choices	Responses
Yes	77.58% 128
No	22.42% 37
Total	165

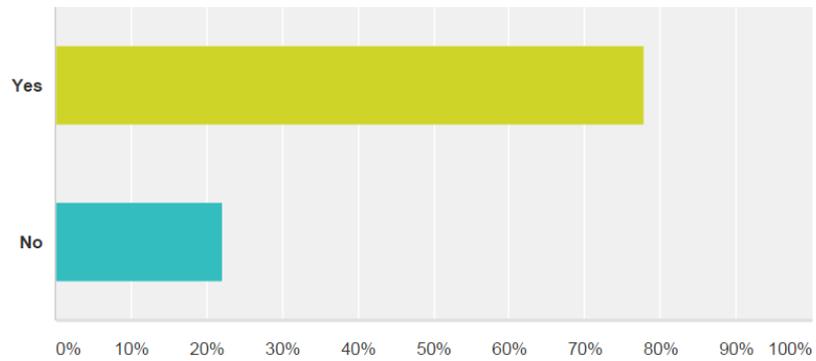
[Comments \(52\)](#)

NZ Certificate in Beauty (Spa Therapist). Level 5, 90 Credits

Q7

NZ Certificate in Beauty (Spa Therapist) Level 5, 90 Credits

Answered: 163 Skipped: 49



Answer Choices	Responses
Yes	77.91% 127
No	22.09% 36
Total	163

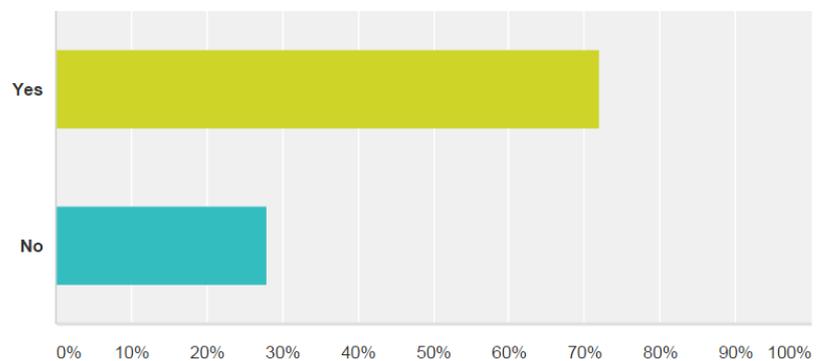
[Comments \(45\)](#)

NZ Certificate in Beauty (Specialised Skin Care Therapist). Level 6, 60 Credits

Q8

NZ Certificate in Beauty (Specialised Skin Care Therapist) Level 6, 60 Credits

Answered: 161 Skipped: 51



Answer Choices	Responses
Yes	72.05% 116
No	27.95% 45
Total	161

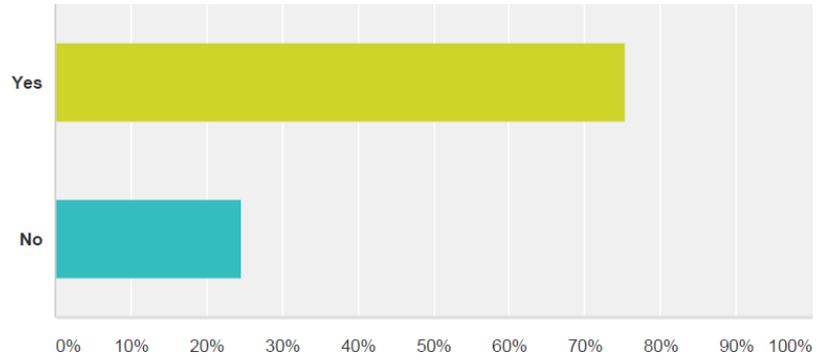
[Comments \(47\)](#)

NZ Certificate in Beauty (Specialised Epilation Therapist). Level 6, 40 Credits

Q9

NZ Certificate in Beauty (Specialised Epilation Therapist) Level 6, 40 Credits

Answered: 163 Skipped: 49



Answer Choices	Responses	
Yes	75.46%	123
No	24.54%	40
Total		163

[Comments \(48\)](#)

Registered beauty qualifications and providers offered in 2013

Provider	Qualification	Level	Active	Occasionally Active	Not Active
Bay of Plenty Polytechnic	NC in Beauty Services (Cosmetology)	Level 3	√		
	Certificate in Beautician and Cosmetology	Level 4	√		
	Certificate in Beauty Therapy	Level 5	√		
Aoraki Polytechnic	Certificate in Beauty Skills (intro)	Level 2	√		
	Certificate in Beauty Therapy	Level 4	√		
	Diploma in Beauty Therapies & Epilation	Level 5	√		
	Certificate in Advanced Beauty Treatments	Level 5			√
WINTEC	Certificate in Image Styling	Level 3			√
	Certificate in Beauty Clinic Practices	Level 4 (Embedded in L5 Diploma)	√		
	Diploma in Beauty, Body and Spa Therapies	Level 6	√		
NMIT	Certificate in Beauty Services (Beauty Assistant)	Level 4	√		
	Certificate in Beauty Therapy	Level 5	√		
	Diploma in Beauty and Body Therapy	Level 5	√		
WELTEC	Certificate in Make-up Artistry	Level 3			
	Diploma in Beauty Therapy	Level 5			
	Certificate in Beautician Services	Level 4			
	Certificate in Special Effects in Make-up Artistry	Level 4			
	Certificate in Fashion Make-up Artistry	Level 3			

Provider	Qualification	Level	Active	Occasionally Active	Not Active
The Hairdressing Academy	Certificate in Beauty Specialist Skills	Level 4	√		
	Certificate in Beauty Therapy (Body Therapy)	Level 5	√		
	National Certificate in Beauty Services (Nail Technology)	Level 3	√		
	National Certificate in Make Up Art & Retail	Level 2	√		
SIT	Diploma in Beauty Therapy	Level 5	√		
Design and Arts College	Certificate of Makeup Design and Production	Level 4	√		
Elite International	Diploma in Beauty Therapy and Electrolysis	Level 5		√	
	Certificate in Body Therapy and Electrology	Level 5		√	
	Certificate in Spa Therapies	Level 3		√	
	Certificate in Aesthetics	Level 4			√
	Certificate in Professional Nail Technology	Level 4		√	
	Certificate in Beauty Services and Nail Technology	Level 4		√	
	Diploma in Beauty Services	Level 5			√
	Elite Diploma in Beauty Therapy	Level 5	√		
	Diploma in Beauty and Spa Therapies	Level 5	√		
	Certificate in Beauty Services and Nail Technology	Level 4	√		
Certificate in A and P massage with Spa Therapies	Level 5				

Provider	Qualification	Level	Active	Occasionally Active	Not Active
College of Camille	Certificate in Beauty Specialty	Level 3	√		
	Certificate in Body Therapy	Level 5	√		
	Diploma in Beauty Therapy	Level 5	√		
	Certificate in Electrical Epilation	Level 5	√		
Whitireia	Certificate in Beauty Therapy	Level 4	√		
	Certificate in Beauty services	Level 2			
Cut Above	Certificate in Fashion Makeup	Level 3	√		
	Certificate in Fashion Makeup	Level 4			√
	Certificate in Makeup Artistry	Level 4	√		
	Diploma in Production Design and Sculpting	Level 5	√		
	Certificate in Beauty Services – NOT ACTIVE	Level 2			√
	National Certificate in Beauty Services (Cosmetology) – NOT ACTIVE	Level 3			√
	National Certificate in Nail Technology – NOT ACTIVE	Level 4			√
	National Certificate in Beauty Services (Beautician)	Level 4	√		
	National Certificate in Beauty Services (Body Therapy)	Level 4			√
	National Certificate in Beauty Services (Electrology)	Level 4			√
Diploma in Beauty Therapy	Level 5	√			

Provider	Qualification	Level	Active	Occasionally Active	Not Active
NorthTec	Northland Polytechnic Certificate in Beauty Therapy	Level 5	√		
	Northland Polytechnic Diploma in Beauty Therapy	Level 5			
	City & Guilds Diploma in Beauty Therapy	NZ Level 4 Equivalent	√		
	City & Guilds Advance Diploma in Beauty Therapy	NZ Level 5 Equivalent	√		
	National Certificate in Beauty Services (Nail Technology)	Level 3			√
NZ Inst. of Elec & Beauty	Certificate in Beauty Therapy and Electrology	Level 5	√		
	Certificate in Beauty Services	Level 4	√		
WITT	Certificate in Beauty Therapy	Level 4	√		
	Certificate in Beautician	Level 3	√		
Waiariki	Certificate in Beautician Service	Level 4	√		
	Diploma in Beauty Therapy	Level 5	√		
	Diploma in Sap and Body Therapies	Level 5			√
MIT	Certificate in Beauty Consultancy	Level 3	√		
	Certificate in Beauty Therapy	Level 4	√		
	Certificate in Spa & Body Therapies	Level 4			√
	Certificate in Beauty Assistant	Level 2			√
Samala Robinson Academy	Certificate in Fashion Makeup	Level 3			
	Certificate in Progressive Fashion Makeup	Level 3			
	Certificate in Creative Makeup	Level 3			
	National Certificate in Nail Technology	Level 3			

Provider	Qualification	Level	Active	Occasionally Active	Not Active
The National School of Aesthetics	Diploma in Beauty Therapy and Applied Aesthetics	Level 5	√		
	Certificate in Aesthetics (Facial Therapy)	Level 4	√		
	Certificate in Nail Technology	Level 4		√	
	Certificate in Physiatics (Body Therapy)	Level 5	√		
	Certificate in Electrology (Epilation)	Level 5	√		
	Certificate in Indian Head Massage	Level 4			√
	Certificate in Lymphatic Drainage Massage	Level 4			√
	Certificate in Spa Aromatherapy	Level 4			√
	Certificate in Spa Reflexology	Level 4			√
	Diploma in Spa Therapies	Level 5	√		
HITO	National Certificate in Beauty Services (Nail Technology)	Level 3	√		
	National Certificate in Beauty Services (Beautician)	Level 4	√		
	National Certificate in Beauty Services (Electrology)	Level 5	√		
	National Certificate in Beauty Services (Body Therapy)	Level 5	√		
	National Certificate in Beauty Services (Cosmetology)	Level 3	√		
Tai Poutini Polytechnic	Certificate in Hair, Beauty and Grooming	Level 2			
UCOL	Diploma in Beauty Therapy	Level 5	√		
	Certificate in Beauty Services	Level 4	√		
	National Certificate in Beauty Services (Nail Technology)	Level 3		√	
	Certificate in Fashion, Health and Beauty	Level 3	√		

Provider	Qualification	Level	Active	Occasionally Active	Not Active
EIT	Diploma in Beauty and Body Therapy	Level 5	√		
	Certificate in Spa Therapies	Level 3	√		
Evolution School of Holistic Therapies	Certificate in Beauty Consultant	Level 3			
	Certificate in Beauty Specialist	Level 4	√		
	Certificate in A & P and Swedish Massage	Level 5			
	Certificate in Electrical Epilation	Level 5			