

Issued: August 18, 2020

Program: Hairstylist

To: ITA Training Providers
Articulation Chair
System Liaison Person
Youth Train in Trades School Districts

Subject: **Hairstylist**

OPSN No.: **OPSN 2020 008**

Effective Date: **April 1, 2021**

Summary of Change: Please be advised that the new Harmonized Program Outline and Program Profile have been posted to the [ITA website](#).

The following changes have been made to the Hairstylist program and will be implemented **effective April 1, 2021**:

- Hairstylist Program Outline updated and revised with some changes to the sequencing of training topics
- Decrease of Work-Based Training hours
 - Current program – 3,600 Hours
 - Harmonized program – 3,150 Hours

Details: The Hairstylist National Occupancy Analysis (NOA 2011) was reviewed and updated as part of the Harmonization Initiative. After a series of consultations, workshops and pan-Canadian webinars, a new Red Seal Occupational Standard (RSOS) was developed to replace the NOA, and included the finalized priorities for Hairstylist:

The revised RSOS and the finalized harmonization priorities triggered a full program review in BC. A program review was conducted in March 2019 to substantively align BC's Hairstylist program to the harmonized sequencing. As a result of the review, some changes were made to the **training sequencing** in the BC program. For details of changes to the Program Outline, please see *Hairstylist Competency Migration Details* below.

Rationale: At the request of industry, the Canadian Council of Directors of Apprenticeship's (CCDA) Harmonization Initiative was launched in Fall of 2013 and endorsed by the

Forum of Labour Market Ministers (FLMM) in 2014. The goal of Harmonization is to substantively align apprenticeship systems across Canada by making apprenticeship training requirements more consistent in Red Seal trades.

In consultation with stakeholders, the CCDA identified four Harmonization priorities: trade name, total training hours (in-school + work-based training), number of training levels, and the sequencing of training content.

Attachments: ***Hairstylist Competency Migration Details***

For more information contact: Program Standards
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Hairstylist: Competency Migration Details

The following chart illustrates competency changes from the Current Program to the Harmonized Program with notes on changes.

	Current Level 1		Harmonized Level 1	Description of Changes
Line A	HYGIENE, SANITATION AND DISINFECTION PRACTICES	Line A	PERFORM SAFETY-RELATED AND HYGIENIC FUNCTIONS	
A1	Sanitize tools and equipment	A1	Disinfect tools and equipment	
A2	Disinfect tools and equipment	A1	Disinfect tools and equipment	
A3	Maintain a safe and hygienic environment	A3	Maintain safe and hygienic environment	
Line B	USE AND MAINTENANCE OF TOOLS AND EQUIPMENT	Line B	USE TOOLS AND EQUIPMENT	
B1	Use and maintain single-use tools and accessories	B1	Use and maintain manual tools	
B2	Use and maintain cutting tools	B2	Use and maintain electric tools	
B3	Use and maintain styling tools	B1 B2	Use and maintain manual tools Use and maintain electric tools	
B4	Use and maintain colouring tools	B1	Use and maintain manual tools	
B5	Use and maintain perm/relaxing tools	B1 B2	Use and maintain manual tools Use and maintain electric tools	
B6	Use and maintain client capes	A2	Sanitize towels, capes and smocks	B6 moved to Harmonized Line A: PERFORM SAFETY-RELATED AND HYGIENIC FUNCTIONS
B7	Use and maintain sanitizing and disinfecting equipment	B3	Use and maintain major equipment	
B8	Use and maintain major equipment	B3	Use and maintain major equipment	
B9	Use and maintain office equipment	P1	Perform front end responsibilities	B9 moved to Harmonized Line P: PRACTICE BUSINESS FUNDAMENTALS
Line C	CLIENT SERVICE	Line C	PREPARE FOR CLIENT SERVICES	
C1	Prepare for client service	C2	Plan client services	
C2	Communicate effectively with clients and co-workers	D1	Use communication techniques	Harmonized Line D: USE COMMUNICATION AND MENTORING TECHNIQUES , new to RSOS and BC Program Outline

Hairstylist – Program Outline Competency Migration

	Current Level 1		Harmonized Level 1	Description of Changes
C3	Consult with clients	C1	Consult with clients	
C4	Analyze facial shape	C2	Plan client services	
C5	Analyze hair and scalp	E1 E2	Analyze hair and scalp Respond to unfavourable hair and scalp reactions	C5 moved to Harmonized Line E: ANALYZE AND RESPOND TO HAIR AND SCALP CONDITIONS
		Line D	USE COMMUNICATION AND MENTORING TECHNIQUES	This Line is new to RSOS and BC Program Outline (current C2 moved here)
		D1	Use communication techniques	
		Line E	ANALYZE AND RESPOND TO HAIR AND SCALP CONDITIONS	New Line in BC Program Outline. Current C5 moved here
		E1	Analyze hair and scalp	
		E2	Respond to unfavourable hair and scalp reactions	
Line D	HAIR AND SCALP CARE	Line F	SHAMPOO AND CONDITION HAIR AND SCALP	
D1	Shampoo and condition hair and scalp	F1 F2	Prepare hair for shampoo Manipulate hair and scalp using shampoo and conditioner	
D2	Perform scalp massage	F3	Perform hair and scalp treatment	
Line E	HAIR CUTTING	Line G	CUT DIVERSE TEXTURES OF HAIR USING CUTTING TOOLS	
E1	Cut hair using tools	G1 G2 G3	Cut hair with elevation Cut hair without elevation Customize haircuts	New to Level 1 in harmonized program
		Line H	CUT FACIAL AND NAPE HAIR	New Line in BC Program Outline
E2	Describe the procedure to cut facial and nape hair	H1 H2	Trim and remove nape hair Trim and remove facial hair	
Line F	STYLE HAIR	Line I	STYLE WET HAIR	
F1	Prepare and style hair	I1 J1	Prepare and style wet hair Prepare and style dry hair	
F2	Finish hair	I2 J1	Set wet hair Prepare and style dry hair	
		Line J	STYLE DRY HAIR	New Line in BC Program Outline
		J1	Prepare and style dry hair	Content from Current F1 and F2 moved here
Line G	CHEMICAL WAVING AND RELAXING OF HAIR	Line K	PERFORM CHEMICAL TEXTURE SERVICES ON HAIR	
G1	Chemically wave and perm hair	K1	Chemically wave hair	
Line H	HAIR COLOURING	Line L	COLOUR HAIR	
H1	Prepare for colouring hair	L1 L2	Describe colour theory Colour virgin hair and regrowth	

Hairstylist – Program Outline Competency Migration

	Current Level 1		Harmonized Level 1	Description of Changes
H2	Colour hair	L2 L3	Colour virgin hair and regrowth Colour hair using colour placement and techniques	
		Line M	LIGHTEN HAIR	New Line in BC Program Outline
H3	Bleach hair	M1 M2 M3 M4	Describe colour theory in relation to lightening Lighten virgin hair and regrowth Lighten hair using colour placement and techniques Tone pre-lightened hair	
		Line N	PERFORM COLOUR CORRECTION	New Line in BC Program Outline
H4	Describe the procedure to perform colour correction	N1	Explain colour correction	
Line I	SPECIALIZED SERVICES	Line O	PERFORM SERVICES FOR HAIR EXTENSIONS, WIGS AND HAIRPIECES	
I1	Describe the principles of applying wigs and hairpieces	O1 O2	Select hair extensions, wigs and hairpieces Customize and maintain hair extensions, wigs and hairpieces	
I2	Describe the principles of using hair extensions	O1 O2	Select hair extensions, wigs and hairpieces Customize and maintain hair extensions, wigs and hairpieces	
Line J	BUSINESS MANAGEMENT	Line P	PRACTICE BUSINESS FUNDAMENTALS	
J1	Perform salon operations	P1	Perform front-end responsibilities	
J2	Complete financial transactions	P1	Perform front-end responsibilities	
J3	Maintain product inventory	P2	Control inventory and merchandise	
J4	Market products and services	P2	Control inventory and merchandise	Some content moved to harmonized Level 2, P3

Hairstylist – Program Outline Competency Migration

Current Level 2		Harmonized Level 2		Description of Changes
		Line B	USE TOOLS AND EQUIPMENT	
		B1	Use and maintain manual tools	This Line added to Level 2 in the harmonized national sequencing (some content from Current Level 1, B1 and B5 added, enhanced)
Line C	CLIENT SERVICE	Line D	USE COMMUNICATION AND MENTORING TECHNIQUES	This Line is new to RSOS and BC Program Outline
C6	Resolve client concerns and complaints	D1	Use communication techniques	
		D2	Use mentoring techniques	
Line E	HAIR CUTTING	Line G	CUT DIVERSE TEXTURES OF HAIR USING CUTTING TOOLS	
E3	Customize haircuts	G3	Customize haircuts	
		Line H	CUT FACIAL AND NAPE HAIR	
E4	Cut facial and nape hair	H1	Trim and remove nape hair	
		H2	Trim and remove facial hair	
E5	Describe the procedure to shave facial and nape hair			'Describe' competency moved to Level 1 H1 and H2
Line F	HAIR STYLING	Line J	STYLE DRY HAIR	
F3	Style up-dos	J2	Style up-dos and finish hair	
F4	Incorporate hair additions	J2	Style up-dos and finish hair	
Line G	CHEMICAL RELAXING OF HAIR	Line K	PERFORM CHEMICAL TEXTURE SERVICES ON HAIR	
G2	Chemically relax and straighten hair	K2	Chemically relax and smooth hair	
		Line L	COLOUR HAIR	New Line in BC Program Outline
		L3	Colour hair using colour placement and techniques	
		Line M	LIGHTEN HAIR	New Line in BC Program Outline
		M2	Lighten virgin hair and regrowth	Some content from H2 in Current Level 1 and enhanced content
		M3	Lighten hair using colour placement and techniques	Enhanced content from Line H in Current Level 1
		M4	Tone pre-lightened hair	Enhanced content from Line H in Current Level 1
Line H	HAIR COLOURING	Line N	PERFORM COLOUR CORRECTION	
H5	Perform colour correction	N2	Apply colour correction	
Line I	SPECIALIZED SERVICES			All content delivered in harmonized Level 1, Line O
I1	Apply and style wigs and hairpieces			Line I content moved to Harmonized Level 1, LINE O: PERFORM SERVICES FOR HAIR EXTENSIONS, WIGS AND HAIRPIECES
I2	Use hair extensions			Line I content moved to Harmonized Level 1, LINE O: PERFORM SERVICES FOR HAIR EXTENSIONS, WIGS AND HAIRPIECES
Line J	BUSINESS MANAGEMENT	Line P	PRACTICE BUSINESS FUNDAMENTALS	
J5	Develop business and marketing plan for a salon	P3	Explore business essentials	Some content from Current Level 1, J4 moved to harmonized P3