

# Guide to Gateway

HITO Gateway offerings for  
Barbering, Hairdressing and Beauty



2026

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## About HITO

HITO specialises in apprenticeships in hairdressing, barbering and beauty therapy.

We support business owners, trainers, and apprentices in these industries throughout the apprenticeship journey. An apprenticeship is the smart way to gain a New Zealand qualification.

## About Gateway

HITO's Gateway programme is a great way for secondary school students to experience first-hand what it's like to work in the hairdressing, barbering or beauty therapy industries.

HITO offers five work-based programmes and five theory-only programmes.

**Find out more**

**[support@hito.org.nz](mailto:support@hito.org.nz) | (04) 499 1180**



## HITO Gateway Programme

HITO's Gateway programme gives secondary school students the opportunity to experience what it's like to work in the hairdressing, barbering or beauty therapy industries, to help make an informed decision about their future career.

| HITO work-based Gateway programmes |            | HITO theory only Gateway programmes |            |
|------------------------------------|------------|-------------------------------------|------------|
| Hairdressing                       | 17 credits | Hairdressing Level 2                | 19 credits |
| Beauty Therapy                     | 20 credits | Hair and Beauty Level 2 and 3       | 19 credits |
| Barbering                          | 20 credits | Hairdressing Level 2                | 6 credits  |
| Hairdressing Level 3               | 25 credits | Beauty Therapy Level 3              | 10 credits |
| Make Up and Skincare Level 3       | 21 credits | Barbering Level 3                   | 7 credits  |

**Work-based programmes** involve spending one day per week in the workplace, there is a minimum of 10 days required to complete the programme. Students must have a placement before they can take part, the workplace must have someone qualified to supervise the student.

**Theory-only programmes** do not require a work placement and allow students the opportunity to learn about our industries.

**Gateway students often go on to find successful employment as an apprentice.**  
You can find out more about apprenticeships on page 13.

# How it works



## The school contacts HITO



## Exchange of enrolment forms

HITO sends a Memorandum of Understanding (MOU) and enrolment forms to the school. The school signs the forms and returns it to HITO.



## The school finds a placement - *work-based programmes*

HITO Sales and Training Advisors may be able to assist if they know of an employer seeking a Gateway student. HITO sends training materials to the school.



## HITO sends training materials to the school



## The student works through the units

For the work-based programmes, there are a mixture of theory and practical components to complete.



## Once complete, the Gateway Coordinator sends a copy of the assessment to HITO for marking



## A HITO Industry Marker will mark the units



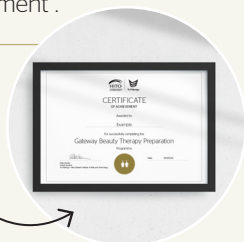
## HITO will register the units with NZQA

HITO sends the school a "Confirmation of Achievement".



## HITO awards certificate of achievement

Once all units are achieved the student is awarded a certificate of achievement by HITO.





## Hairdressing Work-based

Hairdressing Gateway students learn a variety of practical skills within a salon environment. Students spend time in a salon environment learning practical skills to support the theory learning. This time can be spread throughout the year or completed during term breaks.

| Hairdressing Work-based programme (5 units) |                                                                               |       | \$445 + GST |
|---------------------------------------------|-------------------------------------------------------------------------------|-------|-------------|
| Unit                                        |                                                                               | Level | Credits     |
| 28025                                       | Demonstrate knowledge of the client journey in a salon                        | 2     | 2           |
| 21938                                       | Converse and interact with clients and operators in a salon environment       | 2     | 3           |
| 21937                                       | Assist an operator in a salon environment                                     | 2     | 4           |
| 21935                                       | Maintain order and supplies in a hairdressing or barbering salon environment  | 2     | 5           |
| 28026                                       | Present a personal fashion image for work in a hairdressing salon environment | 2     | 3           |
| Total Credits                               |                                                                               |       | 17          |

Gateway students receive training materials with information on the practical and theory tasks involved in gaining each unit.

After completing, students can find an apprenticeship in hairdressing.



## Beauty Therapy Work-based

Beauty therapy Gateway students learn a variety of basic beauty skills, including maintaining product stock, assisting senior operators, and presenting themselves suitably in the workplace. Students spend time in the clinic learning practical skills. This time can be spread throughout the year or completed during term breaks.

| Beauty Therapy Work-based programme (6 units) |                                                                                                              |       | \$445 + GST   |    |
|-----------------------------------------------|--------------------------------------------------------------------------------------------------------------|-------|---------------|----|
| Unit                                          |                                                                                                              | Level | Credits       |    |
| 21940                                         | Demonstrate knowledge of workplace requirements for employment in salon                                      | 2     | 5             |    |
| 28025                                         | Demonstrate knowledge of the client journey in a salon                                                       | 2     | 2             |    |
| 27639                                         | Apply knowledge of basic beauty concepts to maintain personal presentation for a commercial beauty salon     | 2     | 3             |    |
| 21938                                         | Converse and interact with clients and operators in a salon environment                                      | 2     | 3             |    |
| 27637                                         | Maintain order and supplies for a commercial beauty salon                                                    | 2     | 4             |    |
| 27638                                         | Provide client service and care and assist the operator to prepare for service in a beauty salon environment | 2     | 3             |    |
|                                               |                                                                                                              |       | Total Credits | 20 |

Gateway students receive training materials with information on the practical and theory tasks involved in gaining each unit.

After completing, students can find an apprenticeship in beauty therapy.





## Barbering Work-based

Barbering Gateway students learn how to assist with a variety of basic barbering tasks and how to be a productive barbershop employee. Students spend time in the barbershop learning practical skills to support the theory learning. This time can be spread throughout the year or completed during term breaks.

| Barbering Work-based programme (6 units) |                                                                              |  | \$445 + GST          |           |
|------------------------------------------|------------------------------------------------------------------------------|--|----------------------|-----------|
| Unit                                     |                                                                              |  | Level                | Credits   |
| 21940                                    | Demonstrate knowledge of workplace requirements for employment in salon      |  | 2                    | 5         |
| 28025                                    | Demonstrate knowledge of the client journey in a salon                       |  | 2                    | 2         |
| 21938                                    | Converse and interact with clients and operators in a salon environment      |  | 2                    | 3         |
| 21935                                    | Maintain order and supplies in a hairdressing or barbering salon environment |  | 2                    | 5         |
| 19808                                    | Select and maintain barbering tools and equipment                            |  | 3                    | 4         |
| 21936                                    | Protect the client for hairdressing services in a salon environment          |  | 2                    | 1         |
|                                          |                                                                              |  | <b>Total Credits</b> | <b>20</b> |

Gateway students receive training materials with information on the practical and theory tasks involved in gaining each unit.

After completing, students can find an apprenticeship in barbering.



## Hairdressing Level 3

Hairdressing Level 3 Gateway students learn a variety of practical skills within a salon environment, including shampooing hair, completing a consultation, and presenting themselves suitably in the workplace. This time can be spread throughout the year or completed during term breaks.

| Hairdressing Level 3 work-based programme (6 units) |                                                                                               |       | \$445 + GST |
|-----------------------------------------------------|-----------------------------------------------------------------------------------------------|-------|-------------|
| Unit                                                |                                                                                               | Level | Credits     |
| 25077                                               | Section and comb hair                                                                         | 2     | 2           |
| 33231                                               | Provide salon support in a commercial environment                                             | 3     | 8           |
| 2873                                                | Demonstrate knowledge of trichology                                                           | 3     | 5           |
| 28843                                               | Demonstrate knowledge of personal health and hygiene, and self styling for working in a salon | 3     | 2           |
| 28845                                               | Demonstrate safe and professional practice in the salon environment                           | 3     | 3           |
| 33205                                               | Demonstrate knowledge of common scalp conditions and skin irregularities                      | 3     | 5           |
| Total Credits                                       |                                                                                               |       | 25          |

Gateway students receive training materials with information on the practical and theory tasks involved in gaining each unit.

After completing, students can find an apprenticeship in hairdressing.





## Make Up and Skincare Level 3

Make Up and Skincare Level 3 Gateway students learn a variety of basic make up and skincare skills. Students spend time in a clinic environment learning practical skills to support the theory learning. This time can be spread throughout the year or completed during term breaks.

| Make Up and Skincare Level 3 work-based programme (3 units) |                                                                                                                | \$445 + GST          |           |
|-------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------|----------------------|-----------|
| Unit                                                        |                                                                                                                | Level                | Credits   |
| 27648                                                       | Demonstrate knowledge of promotional activities within a make-up and skin care workplace                       | 3                    | 7         |
| 27646                                                       | Perform Skincare Services for the face in preparation for make up application                                  | 3                    | 10        |
| 28946                                                       | Demonstrate knowledge of tools, equipment and safe operating procedures used in make-up and skin care services | 3                    | 4         |
|                                                             |                                                                                                                | <b>Total Credits</b> | <b>21</b> |

Gateway students receive training materials with information on the practical and theory tasks involved in gaining each unit.

After completing, students can find an apprenticeship in beauty therapy.



# Theory Only Gateway Programmes

For theory-only Gateway programmes, no work placement is required.

These programmes give the student the opportunity to earn NCEA credits and learn about our industries.

There are two options, a full 19 credit programme or a reduced credit programme for students requiring between 6 – 10 credits.

| HITO offers 5 theory only Gateway programmes |            |
|----------------------------------------------|------------|
| Hairdressing Level 2                         | 19 credits |
| Hair and Beauty Level 2 and 3                | 19 credits |
| Hairdressing Level 2                         | 6 credits  |
| Beauty Therapy Level 3                       | 10 credits |
| Barbering Level 3                            | 7 credits  |

## Hairdressing Theory

| Hairdressing Theory - theory only programme (4 units) |                                                                         |       | \$445 + GST |
|-------------------------------------------------------|-------------------------------------------------------------------------|-------|-------------|
| Unit                                                  |                                                                         | Level | Credits     |
| 33218                                                 | Demonstrate knowledge of hair trends of the 20 <sup>th</sup> century    | 2     | 4           |
| 2873                                                  | Demonstrate knowledge of trichology                                     | 2     | 8           |
| 25439                                                 | Demonstrate knowledge of sustainability concepts of a salon             | 2     | 2           |
| 21940                                                 | Demonstrate knowledge of workspace requirements for employment in salon | 2     | 5           |
| Total Credits                                         |                                                                         |       | 19          |

## Hairdressing and Beauty Theory

| Hairdressing and Beauty Theory - theory only programme (5 units) |                                                                                                           |       | \$445 + GST |
|------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|-------|-------------|
| Unit                                                             |                                                                                                           | Level | Credits     |
| 33218                                                            | Demonstrate knowledge of hair trends of the 20 <sup>th</sup> century                                      | 2     | 4           |
| 27644                                                            | Demonstrate knowledge of makeup and design theory                                                         | 3     | 4           |
| 28844                                                            | Demonstrate knowledge of professional behaviours and legal requirements for a salon                       | 3     | 3           |
| 27645                                                            | Demonstrate knowledge of the structure and functions of the face, and of facial skin types and conditions | 3     | 6           |
| 25439                                                            | Demonstrate knowledge of sustainability concepts of a salon                                               | 2     | 2           |
| Total Credits                                                    |                                                                                                           |       | 19          |



## Hairdressing Theory Reduced Credit

| Hairdressing Theory Reduced Credit - theory only programme (2 units) |                                                                      | \$235 + GST |         |
|----------------------------------------------------------------------|----------------------------------------------------------------------|-------------|---------|
| Unit                                                                 |                                                                      | Level       | Credits |
| 33218                                                                | Demonstrate knowledge of hair trends of the 20 <sup>th</sup> century | 2           | 4       |
| 25439                                                                | Demonstrate knowledge of sustainability concepts of a salon          | 2           | 2       |
| Total Credits                                                        |                                                                      |             | 6       |

## Barbering Theory Reduced Credit

| Barbering Theory Reduced Credit - theory only programme (2 units) |                                                              | \$235 + GST |         |
|-------------------------------------------------------------------|--------------------------------------------------------------|-------------|---------|
| Unit                                                              |                                                              | Level       | Credits |
| 10645                                                             | Describe the development of barbering                        | 3           | 3       |
| 28018                                                             | Demonstrate knowledge of removing product build-up from hair | 3           | 4       |
| Total Credits                                                     |                                                              |             | 7       |

## Beauty Theory Reduced Credit

| Beauty Theory Reduced Credit - theory only programme (2 units) |                                                                                                           | \$235 + GST |         |
|----------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|-------------|---------|
| Unit                                                           |                                                                                                           | Level       | Credits |
| 27644                                                          | Demonstrate knowledge of makeup and design theory                                                         | 3           | 4       |
| 27645                                                          | Demonstrate knowledge of the structure and functions of the face, and of facial skin types and conditions | 3           | 6       |
| Total Credits                                                  |                                                                                                           |             | 10      |

# Hear from HITO Apprentices



 @bellas.hairrr

## BELLA GÖRES

Third year hairdressing apprentice Bella Göres has always had an interest in hairdressing. After gaining an insight into the industry through a trades academy programme in high school, her passion for the industry was ignited.

As a hands-on, practical, and creative learner, Bella decided to work towards her qualification through a HITO apprenticeship. "You get paid to learn with an apprenticeship, and you gain real salon experience too," says Bella. "One of my favourite things about the industry is having such a wide variety of people in my clientele."

One of Bella's biggest inspirations is her employer Janine Simons, owner of Mane Salon in Wellington. "Janine is a great example of what it looks like to be successful in the industry across lots of aspects," says Bella. "I love being able to be a part of an amazing family in our salon."

Once qualified, Bella hopes to get into hair for film, photoshoots, and events, and one day own her own salon. "The fact that the hair industry has so many different creative opportunities keeps me inspired! I love being able to let my creativity do its thing."

At The Industry Awards 2022, Bella's creativity and skill earned her the Editorial Stylist of the Year - Next Generation award.

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*"The fact that the hair industry has so many different creative opportunities keeps me inspired!"* – Bella



# JAMES HARRINGTON

 @hemi\_the\_hairbender



In 2020, forklift driver James Harrington googled “jobs where you can talk and not get told off”. After coming across barbering as a career where conversations are encouraged, James decided to begin his journey into barbering.

Starting out barbering in his garage, he quickly realised he needed more guidance, and began training as a HITO apprentice at The Barber Lounge in Christchurch.

“I wanted to train and get qualified but being 26 and having bills to pay meant I couldn’t take time out to do a course,” says James. “A HITO apprenticeship gave me the flexibility to learn, work and earn at the same time.”

In 2022, James’ passion and drive earned him The Barbering Apprentice of the Year award at The Industry Awards.

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# TEEGAN HAZELWOOD

 @thatbeautyapprentice



Teegan Hazelwood was introduced to the beauty industry as a teenager, sitting as a model for her mum, who was training to become a beauty therapist. After completing high school and working full time for a while, Teegan decided that she wanted a qualification under her belt. Her familiarity with the beauty industry meant a career in beauty was her first choice. When looking into different study options, Teegan discovered HITO and beauty therapy apprenticeships.

“Working in a real clinic made study a lot less daunting,” says Teegan. “You’ve got qualified beauty therapists around you in the clinic every day; there is always someone you can call out to for help, so you don’t feel like you’re doing it on your own.”

In 2022, Teegan completed her apprenticeship and gained the New Zealand Certificate in Beauty Therapy (Level 4).

# Apprenticeships

Jumpstart your career with a HITO apprenticeship



Train on the job  
with clients



Start at  
any time



Learn the  
right skills



Get paid  
to learn



Gain a recognised  
tertiary qualification



Apprentices are employed and paid by the business they work for. Once the business employs the apprentice, they can sign on with HITO to become an apprentice. Apprentices train with a qualified trainer and HITO supports the apprentice and the trainer throughout the qualification.



Beauty Therapy

## Qualification

New Zealand Certificate  
in Beauty Therapy Level 4

## Expected Duration

24 - 27 months of work  
and study

## Skills

- ✓ Consultation procedure
- ✓ Skincare
- ✓ Waxing
- ✓ Nail treatments
- ✓ Safe tanning
- ✓ Massage
- ✓ Facial therapy
- ✓ Health theory and more



Barbering

## Qualification

New Zealand Certificate  
in Commercial Barbering  
(Level 4)

## Expected Duration

24 - 27 months of work  
and study

## Skills

- ✓ Trichology
- ✓ Cutting
- ✓ Wet shaving
- ✓ Beard and moustache skills
- ✓ Business and commercial skills to run a babershop and more.



Hairdressing

**New** modern programme designed to give you hands-on salon experience while learning from industry experts.

## Qualification

New Zealand Certificate  
in Hairdressing (Professional  
Stylist) (Level 4)

## Expected Duration

36 - 42 months of work and study

## Skills

- ✓ Client consultation
- ✓ Cutting
- ✓ Colouring
- ✓ Fashion treatment skills
- ✓ Blowdrying
- ✓ Hair design skills
- ✓ Hair-up work and more.

**Start your apprenticeship journey today!**

(04) 499 1180 | [support@hito.org.nz](mailto:support@hito.org.nz) | [www.hito.org.nz](http://www.hito.org.nz)

**Want to  
know more  
about Gateway?**

Contact HITO on (04) 499 1180  
or email [support@hito.org.nz](mailto:support@hito.org.nz)  
for more information.



[www.hito.org.nz](http://www.hito.org.nz)