

WELCOME



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- Algemene Nederlandse Kappersorganisatie
- Branche organization for salon owners (hairdressers)
- Key figures

	Branche	ANKO
With employees	6.000	3.700
Self employed	13.000	1.700



OUR MISSION

“ANKO is the advocate for all salon owners in hairdressing that want to run their business in a professional way”



COIFFURE EU (CEU)

- European employers organization(20 countries)
- Main topics are:
 - VAT
 - Education
 - Health issues
 - Branche development



CONTENT

- For the Stay In project we used an existing training for training companies
- The old situation:
 - Opinions of training companies
 - Requirements for a hairdresser salon to be allowed to work with students
 - Content of the training as it was
- Stay In
 - Approach
 - Findings and recommendations pilot trainings
 - First experience new situation



OPINIONS OF TRAINING COMPANIES

- “The youth of today”. Parents and teachers are too soft, causing work-shy unmotivated youngsters
- Many schools do not have frequent contact with training companies
- We do not exactly know what the student is learning at school/understanding of learning systems
- Hairdresser/colleague/educator/boss: difficulty with role



REQUIREMENTS TRAINING COMPANIES (HAIRDRESSERS)

- Safe working environment
- Time, space and resources to teach
- Student and company profile
- Quality Manual
- Regular contact with school / SBB
- Salon/company rules
- Capable of professional training and supervision



PROFESSIONAL TRAINING AND SUPERVISION: 7 SKILLS

1. How to give instruction
2. Accompanying students in time
3. *Judging without prejudgement*
4. Planning and organizing
5. Communication
6. Work safely
7. Reflect: Plan Do Check Act



7 SKILLS (18 ASSIGNMENTS IN TWO DAYS WITH HOMEWORK IN BETWEEN)

1. Self-assessment skills

What are my qualities, which skills should I develop?

2. Plan Do Check Act

You make your own education plan

3. Studentprofile

Which student fits your salon? Job interview.

4. Company profile

What can you offer a student? Why should a student choose your salon?

5. Working together with school

What information do you need? What does school need to know about your salon? How do you keep contact?

6. Hiring students

What arrangements have to be made?



7 SKILLS (18 ASSIGNMENTS IN TWO DAYS WITH HOMEWORK IN BETWEEN)

- 7. Making an orientation program for the student**
What do you do before the students starts, what do you do on the first day, the first week & the first month so the students knows her way around in the salon
- 8. Making a personal training programme**
Together with your student you make an education programme for the first quarter
- 9. Weekly schedule**
Making weekly scedules with your student towards quarterly goals
- 10. Communication**
How to give feedback to your student without being offensive
- 11. Work safely**
Which things can your student improve? Posture, use of gloves etc. Discuss this with your student
- 12. How to give instruction**
Practice learning styles with your student



7 SKILLS (18 ASSIGNMENTS IN TWO DAYS WITH HOMEWORK IN BETWEEN)

13. Communication

Practising conversation: what motivates and what demotivates

14. Different roles

Hairdresser/colleague/boss and educator. What are the pitfalls and how can you deal with them

15. Judging without prejudice

What are your prejudices and how do you deal with them

16. Inspiration

Making the student enthusiastic for the profession and your salon

17. Judging students

Jugde the way the student welcomes clients

18. Job appraisal

Plan a job appraisal with your student and make a report



STAY IN, OUR APPROACH

- We used the existing training for trainers: 2 times a two-day pilot
- We invited teachers and internship supervisors from schools to do the training together
- We asked all participants to give feedback on the website which was developed by the MBO council
- We asked them to name issues in collaboration between school and training companies and to find solutions
- We asked participants to have a critical look at the content of the training and to suggest improvements for the future



stay INi

The logo features the word "stay" in a green, lowercase, sans-serif font, followed by "INi" in a black, uppercase, sans-serif font. A thin green horizontal line is positioned below the "stay" text.

MBO
Raad

The logo consists of a stylized graphic of three vertical bars in red, yellow, and blue, followed by the text "MBO" in a bold, blue, sans-serif font, and "Raad" in a smaller, blue, sans-serif font below it.

ANKO
ACADEMIE

The logo features a white crown icon above the text "ANKO" in a large, white, serif font, with "ACADEMIE" in a smaller, white, serif font below it, all set against a black background.

EXAMPLE

Group 1:

What information should school give the student before the internship starts

Group 2:

What information should school give the training company before the student starts

Group 3:

What information should the training company give to student before she starts



Group 4:

What information should the training company give to school before the student starts?



FINDINGS

- When training companies and school work together in small groups they come up with practical solutions that are easy to realize
- Presence of internship coordinator / teacher to work together and to provide information about educational system huge added value to the training
- Website: above all the practical things (checklists) are appreciated



RECOMMENDATIONS PARTICIPANTS

- Location of training not in hotels but in school. Lunch in the canteen.
- A teacher or internship coordinator should join the training. Information about:
 - Learning Systems: Hair Level, Pivot Point etc.
 - Exam requirements
 - How does school accompany the student and what do they expect of training companies & vice versa
- Some content changes
- Beware of jargon in communication, website etc.



FIRST TRAINING NEW STYLE: LANDSTEDE IN ZWOLLE

Training companies

- Nice to be in school again! Memories. Walking around school and seeing practice rooms at school improves frame of reference.
- Major changes in education. Actually looking at learning systems and seeing how school monitors students is enlightening.
- Awareness of differences when they themselves were at school
- Impressed with professionalism



FIRST TRAINING NEW STYLE: LANDSTEDE IN ZWOLLE

Teacher & internship coordinator

- We organize meetings to inform training companies about our educational system but attendance is poor. This is a good opportunity.
- Knowing the content of the training will improve communication with training companies
- If we visit training companies where things are not running smoothly we can advise them
- By spending a day together both parties get inside information about the possibilities and impossibilities of the other party. Understanding improves and practical solutions can be found

The logo for 'stayINi' features the word 'stay' in a green, lowercase, sans-serif font, followed by 'INi' in a black, uppercase, sans-serif font. A thin black horizontal line is positioned below the 'INi' text.The logo for 'MBO Raad' consists of a stylized graphic of three vertical bars in red, yellow, and blue, followed by the letters 'MBO' in a bold, blue, sans-serif font, and the word 'Raad' in a smaller, blue, sans-serif font below it.The logo for 'ANKO ACADEMIE' features a white crown icon above the word 'ANKO' in a large, white, serif font, with the word 'ACADEMIE' in a smaller, white, serif font below it, all set against a black background.

QUESTIONS?

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