**Questionnnaire Coiffure EU educational meeting Vienna 28 and 29 September 2015**

This questionnaire is being sent to all participants of the Coiffure EU Education Event organisations. We would appreciate it if your organisation could fill the questionnaire out and return it before 21 September 2015 by mail [mbakker@coiffure.eu](mailto:mbakker@coiffure.eu)

Name and country of the organisation:

UBK/UCB - Belgium

Respondent’s name and position within the organisation:

Sofie Leyten, consultant transition education – labor market

1. **Vocational education and training**
2. Till what age children have a legal obligation to go to school? :

18 year

1. Mainly 3 models of work-based learning exist for vocational education exist in Europe:
2. Apprenticeship (mainly training in salons with complementary education in schools)

for us simular to DBSO and part-time education SYNTRA

1. School-based learning programs with additional on-the-job training in salons

for us simular to 3rd cycle of secondary education, BuSo, SYNTRA full-time day courses

1. School-based learning programs including practical training organised by the school

for us simular to 2nd cycle of secondary education, the CVO, SYNTRA entrepreneurship training hairdresser

Many countries combine these three models of work-based learning.

Please indicate which models are used in your country for hairdressers:

A / B / C (please circle)

1. Which qualifications for hairdressers exist in your country in your National Qualification Framework and which level has been identified for these qualifications ? Please also indicate

Level EQF Duration in years

* junior hairdresser ……………… ………………
* hairdresser ladies ……………… ………………
* hairdresser men ……………… ………………

X hairdresser women and men 3 4

X hair stylist 4 5

* ……………………………. ……………… ………………
* ……………………………. ……………… ………………

In Belgium we don’t have a National Qualification Framework. For the full-time secondary education, we cane put the EQF level above.

Annex we added a chart with the possible forms of training to become a hairdresser.

1. When available please provide figures in an enclosure with the number of students leaving school in the last 10 years with a completed qualification in the different models of work-based learning in your country.

(Important ist to know whether there is an increase or decrease of the number of students.)

Table in annex

1. How old are students usually when they start their professional education?

X 14 -15 years

* 16 years
* 17 years
* 18 years
* older:

1. Does a final exam exist at the end of the professional training process ?

X Yes, there is an exam after every year where specific skills are tested

1. Are salon owners or salon trainers involved in the judgment of the exam results?

X Yes, they are involved in final tests.

When yes, please indicate how they are involved:

An opinion of the result is given to the school / ~~they take the final decision~~ .

1. What is the regulation/demands for salons that are involved in the education process:

This is depending on the school. Salons can give their employees, who train the students, a mentor training.

An internship agreement, risk analysis and activity list are required by law.

1. Do apprentices receive payment for their work in the salon during their education?

X Yes

Depending on the kind of apprentice but students are usually paid in a not official way.

1. Are there payments regulated by a collective labour agreement?

X Yes, in DBSO they have a normal employment contract and in SYNTRA part-time education they have an limited wage depending on the age.

1. **Salon ownership**
2. Please provide figures on the development of the number of hairdressers businesses in your country in the last 10 years. When possible divided in salons with employees / salons without employees and self-employed.

Do you have an explanation for this development and what are your expectations for the further development in the coming 5 years.

+/- 20.000 hairdressers in Belgium:

* 14.500 artisan hairdresser
* 5.500 employees

2,7 to 3 employees per hairdressing salon

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | Number of employees | | | | | | | |
| Hairdresser | number | 0 | 1-4 | 5-9 | 10-19 | 20-49 | 50-99 | 100 | unknown |
| **Belgium** | **18669** | **12567** | **5073** | **380** | **88** |  |  |  | **261** |
| Antwerp | 2649 | 1733 | 787 | 76 | 10 | 4 | 1 |  | 38 |
| Henegouwen | 2106 | 1410 | 640 | 38 | 6 |  |  |  | 12 |
| Brussels | 1053 | 509 | 460 |  | 75 | 3 |  |  | 6 |
| Limburg | 1955 | 1406 | 470 | 24 | 4 |  |  |  | 51 |
| Luik | 1625 | 949 | 590 | 36 | 11 | 5 |  |  | 34 |
| Luxembourg | 485 | 335 | 103 | 9 | 2 | 3 |  |  | 33 |
| Namen | 811 | 578 | 206 | 14 | 5 |  |  |  | 8 |
| East-Flanders | 2694 | 1978 | 588 | 52 | 11 | 1 | 2 |  | 62 |
| Flemish-Brabant | 1763 | 1248 | 460 | 21 | 2 |  |  |  | 32 |
| Walloon-Brabant | 504 | 304 | 174 | 15 | 6 | 3 |  |  | 2 |
| West-Flanders | 2871 | 2108 | 601 | 45 | 5 |  |  |  | 112 |
|  |  |  |  |  |  |  |  |  |  |

The futher development in the coming years are more hairdresser@home and more hairdressers as secondary profession.

1. What is the obligatory regulation for starting up a salon in your country.

Any natural or legal person who wants to start a hairdressing business must obtain a business number in an enterprise counter. To obtain the company number, every hairdresser provide proof of knowledge of business administration. This knowledge can be evidenced by a diploma or experience.

You need a proof of professional knowledge. You can proof your professional knowledge by

* **Your education**; a study certificate BSO, a succeeded part-time education hairdresser SYNTRA, a succeeded entrepeneurship training hairdresser or a study certificate of the Central Examination Board for vocational qualification.
* **Your experience**; practical experience starts from 18, you can go 15 years back, you must have minimum 2 years of experience as full-time employee or a proof 3 years of experience as part-time employee.
* **The certificate of experience**

1. Are escapes from this regulation possible ?

Yes, they have become champions in it.

1. **Chances and threats**
2. Please give your vision on the main 3 chances for hairdressing salons in the coming 5 years.

a. present an alternative to the standard hairdresser

b. offer additional services such as beauty care, nails, bleaching, …

c. professionalism of the staff and customer involvement

1. Please give your vision on the main 3 threats for hairdressing salons in the coming 5 years.

a. the stylist is to confident and not innovative

b. approaching customers in an old fashioned way

c. saving as a result of the crisis, but not invest in their human capital

1. Please give your vision on the main 3 chances for the education of hairdressers in the coming 5 years.

a. respond to the needs of the workplace

b. commitment, speed and efficiency are key objectives for the future hairdresser

c. not the quantity but the quality is important

1. Please give your vision on the main 3 threats for the education of hairdressers in the coming 5 years.

a. the quality of the learner must take precedence over school functioning

b. pedagogy should not take precedence over technical skills

c. to contribute to a standard European qualification