SKILLSIQ

CAPABLE PEOPLE MAKE CLEVER BUSINESS

SHB Beauty Services Training Package Products

Consultation Guide

September 2019

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Introduction

SkillsIQ is a not-for-profit Skills Service Organisation (SSO) supporting industry in developing standards to equip the people-facing workforce with the right skills for jobs now and into the future. SkillsIQ is funded by the Department of Education and Training to support the Industry Reference Committees (IRCs) responsible for the development and maintenance of Training Packages in the following sectors:

- Community Services
- Health
- Local Government
- Public Sector
- Floristry
- Hairdressing and Beauty Services
- Funeral Services
- Retail Services
- Sport, Fitness and Recreation
- Tourism, Travel and Hospitality.

IRCs drive the process of Training Package development and are made up of people with experience, skills and knowledge of their particular industry sector. IRCs are responsible for the provision of strategic input and advice that represents the needs of their workforce and ensuring Training Package Products reflect these needs.

Project Background

A Case for Change was submitted to, and approved by, the Australian Industry and Skills Council (AISC) for SkillsIQ, under the direction of the Personal Services Industry Reference Committee (IRC), to undertake an update of the nationally recognised Beauty Training Package Products included in the SHB Hairdressing and Beauty Services Training Package.

The following five draft qualifications and associated Units of Competency in the SHB Beauty Training Package have therefore been approved by the AISC to be updated:

- SHB20116 Certificate II in Retail Cosmetics
- SHB30215 Certificate III in Make-Up
- SHB30115 Certificate III in Beauty Services
- SHB40115 Certificate IV in Beauty Therapy
- SHB50115 Diploma of Beauty Therapy

In addition to the update of existing SHB Training Package Products, two new qualifications are also proposed for Draft 1:

- SHB50319 Diploma of Cosmetic Tattooing
- SHB60219 Advanced Diploma of Skin Therapy

There are three components to this overall project.

Technical Advisory Committees

To inform the development of the Cosmetic Tattoo and Skin Rejuvenation qualifications, two Technical Advisory Committees (TAC) were formed. These two TACs report to the Personal Services IRC and are made up of stakeholders and subject matter experts from across Australia who provide:

- guidance at the national level to ensure Training Package Products are flexible and responsive to changing needs and practices
- specialist advice and strategic direction in relation to stakeholder feedback and issues relevant to their sector
- views and feedback on behalf of the sector/organisation they represent
- support and facilitation of communication and consultation with others, including other members of their organisation, association members and other networks.

The update of the existing SHB Beauty Training Package Products are relatively minor in nature and therefore do not require oversight by a TAC.

Existing SHB Beauty Services Training Package Products

The existing Beauty components in the SHB Hairdressing and Beauty Services Training Package have been updated in the following areas:

- Updating of typographical errors.
- Updating of Performance Evidence:
  - clarifying the number of assessments required
  - relocating information better placed in the Elements and Performance Criteria
- Removing equipment which has been identified as no longer used within the industry to perform treatments
- Development of two new Skin Anatomy and Physiology Units of Competency. **Note:** This is not new content, but has been extracted from existing Units.

There are several areas which were proposed in the Case for Change where further consultation and feedback is required. Please refer to the **Questions for Consideration**.

In accordance with the *Training Package Products Policy*, qualification codes have been updated to reflect the expected year of endorsement, and Unit of Competency codes have been updated where there have been changes of a material nature.

Cosmetic Tattooing

The existing Unit of Competency relevant to cosmetic tattooing, *SHBBSKS003 Design and provide cosmetic tattooing*, has been deleted and a new qualification has been developed to cover cosmetic tattooing for the face (eyeliner, lips and eyebrows) as well as scalp micropigmentation and breast areola. The qualification has been designed so that it is flexible enough to for learners to choose one or more areas of interest.

Skin Rejuvenation Treatments

The *Advanced Diploma of Skin Therapy* has been developed to include the following advanced treatment areas:

- Light Emitting Diode (LED)
- Intense Pulsed Light (IPL)
- Laser skin treatments
- Skin needling
- Chemical peels
- Consultation and post-treatment care.

The qualification structure has been designed to allow the selection of **either** IPL **or** Laser or **both** IPL **and** Laser through the streamed elective options.

The Case for Change proposed the development of Units of Competency around sonophoresis and sound vibration. The Skin Rejuvenation TAC confirmed that sound vibration treatments and sonophoresis (ultrasound) for any purpose other than product infusion is inappropriate in Vocational Education and Training. Sonophoresis for product infusion is covered in the existing Unit,

SHBBFAS006 Provide specialised facial treatments, in the *SHB50119 Diploma of Beauty Therapy* and therefore has not been included in the *SHB60219 Advanced Diploma of Skin Therapy.*

Consultation Activities and Timelines

National consultation for Draft 1 is open from **Wednesday, 4 September** to **Wednesday, 16 October 2019**. During this period input will be sought on the following Training Package Products relating to the SHB Hairdressing and Beauty Services Training Package:

- 7 qualifications
- 71 Units of Competency and associated Assessment Requirements.

SkillsIQ will be undertaking a number of key activities to engage community stakeholders and VET professionals. Further details are posted on the SkillsIQ website here:
https://www.skillsiq.com.au/CurrentProjectsandCaseStudies/BeautyServicesTPDevelopment

Feedback can also be provided **online** via the SkillsIQ Feedback Forum, accessed at:
https://www.skillsiq.com.au/FeedbackForum/TrainingPackages1/SHBBeauty/BeautyDraft1

When accessing the Feedback Forum, please first refer to the 'How To' guide located on the page. It will provide directions for leaving and submitting comments.

Following the close of the consultation period, feedback received will be collated and evaluated. This feedback will inform the development of the Validation Draft.

To remain up to date with project developments, subscribe to SkillsIQ at:
http://www.skillsiq.com.au/Subscribetoournewsletter.aspx

About this Consultation Guide

This guide, which should be read in conjunction with the applicable Draft Training Package Products, provides:

- A list of Draft 1 Training Package Products (7 Qualifications and 71 Units of Competency and associated Assessment Requirements)
- Mapping of qualifications
- Mapping of Units
- Key consultation questions on which SkillsIQ seeks feedback to provide information to the TACs and the IRC.

Contact details

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List of Beauty Services Qualifications

Qualification Code	Qualification Title
SHB20119	Certificate II in Retail Cosmetics
SHB30119	Certificate III in Beauty Services
SHB30219	Certificate III in Make-Up
SHB30319	Certificate III in Nail Technology
SHB40119	Certificate IV in Beauty Therapy
SHB50119	Diploma of Beauty Therapy
SHB50319	Diploma of Cosmetic Tattooing
SHB60219	Advanced Diploma of Skin Therapy

List of Beauty Services Units and Prerequisites

Unit Code	Unit Title	Prerequisite(s)
Beauty (B)		
Body Services (BOS)		
SHBBBOS001	Apply cosmetic tanning products	Nil
SHBBBOS008	Provide body massages	SHBBSSC001 Incorporate knowledge of skin structure and functions into beauty therapy SHBBSSC002 Incorporate knowledge of body structures and functions into beauty therapy
SHBBBOS009	Provide body treatments	SHBBSSC001 Incorporate knowledge of skin structure and functions into beauty therapy SHBBSSC002 Incorporate knowledge of body structures and functions into beauty therapy
SHBBBOS010	Provide aromatherapy massages	SHBBSSC001 Incorporate knowledge of skin structure and functions into beauty therapy SHBBSSC002 Incorporate knowledge of body structures and functions into beauty therapy
SHBBBOS011	Use reflexology relaxation techniques in beauty treatments	SHBBSSC001 Incorporate knowledge of skin structure and functions into beauty therapy

Unit Code	Unit Title	Prerequisite(s)
		SHBBSSC002 Incorporate knowledge of body structures and functions into beauty therapy
SHBBBOS012	Provide superficial lymph massage treatments	Nil
Client Services (CCS)		
SHBBCCS005	Advise on beauty products and services	Nil
SHBBCCS006	Prepare personalised aromatic plant oil blends for beauty treatments	SHBBSSC001 Incorporate knowledge of skin structure and functions into beauty therapy
Cosmetic Tattooing (COS)		
SHBBCOS001	Provide cosmetic tattooing consultations	Nil
SHBBCOS002	Apply knowledge of colour theory and pigmentology to cosmetic tattooing	Nil
SHBBCOS003	Apply elements and principles of design to cosmetic tattooing	Nil
SHBBCOS004	Provide cosmetic tattoo for eyebrows	SHBBINF001 Maintain infection control standards SHBBCOS001 Provide cosmetic tattooing consultations SHBBCOS002 Apply knowledge of colour theory and pigmentology to cosmetic tattooing SHBBCOS003 Apply elements and principles of design to cosmetic tattooing SHBBSSC004 Identify the function and structure of skin and hair for cosmetic tattooing
SHBBCOS005	Provide cosmetic tattoo for lips	SHBBINF001 Maintain infection control standards SHBBCOS001 Provide cosmetic tattooing consultations SHBBCOS002 Apply knowledge of colour theory and pigmentology to cosmetic tattooing SHBBCOS003 Apply elements and principles of design to cosmetic tattooing SHBBSSC004 Identify the function and structure of skin and hair for cosmetic tattooing

Unit Code	Unit Title	Prerequisite(s)
SHBBCOS006	Provide cosmetic tattoo for eye	SHBBINF001 Maintain infection control standards SHBBCOS001 Provide cosmetic tattooing consultations SHBBCOS002 Apply knowledge of colour theory and pigmentology to cosmetic tattooing SHBBCOS003 Apply elements and principles of design to cosmetic tattooing SHBBSSC004 Identify the function and structure of skin and hair for cosmetic tattooing
SHBBCOS007	Provide cosmetic tattoo for scalp micropigmentation	SHBBINF001 Maintain infection control standards SHBBCOS001 Provide cosmetic tattooing consultations SHBBCOS002 Apply knowledge of colour theory and pigmentology to cosmetic tattooing SHBBCOS003 Apply elements and principles of design to cosmetic tattooing SHBBSSC004 Identify the function and structure of skin and hair for cosmetic tattooing
SHBBCOS008	Provide 3D nipple areola complex cosmetic tattooing	SHBBINF001 Maintain infection control standards SHBBCOS001 Provide cosmetic tattooing consultations SHBBCOS002 Apply knowledge of colour theory and pigmentology to cosmetic tattooing SHBBCOS003 Apply elements and principles of design to cosmetic tattooing SHBBSSC004 Identify the function and structure of skin and hair for cosmetic tattooing
Facial Services (FAS)		
SHBBFAS004	Provide lash and brow services	Nil
SHBBFAS005	Provide facial treatments and skin care recommendations	SHBBSSC001 Incorporate knowledge of skin structure and functions into beauty therapy

Unit Code	Unit Title	Prerequisite(s)
		SHBBSSC002 Incorporate knowledge of body structures and functions into beauty therapy
SHBBFAS006	Provide specialised facial treatments	SHBBCCS001 Incorporate knowledge of skin structure and functions into beauty therapy
Hair Reduction Services (HRS)		
SHBBHRS010	Provide waxing services	Nil
SHBBHRS011	Provide female intimate waxing services	Nil
SHBBHRS012	Provide male intimate waxing services	Nil
SHBBHRS013	Provide hair reduction treatments using electrical currents	SHBBINF001 Maintain infection control standards
Infection Control (INF)		
SHBBINF001	Maintain infection control standards	Nil
Make-Up Services (MUP)		
SHBBMUP003	Design and apply make-up for photography	Nil
SHBBMUP004	Design and apply remedial camouflage make-up	Nil
SHBBMUP005	Apply airbrushed make-up	Nil
SHBBMUP006	Design and apply creative make-up	Nil
SHBBMUP007	Work collaboratively on make-up productions	Nil
SHBBMUP008	Apply eyelash extensions	Nil
SHBBMUP009	Design and apply make-up	Nil
Nail Services (NLS)		
SHBBNLS004	Apply nail art	Nil
SHBBNLS005	Use electric file equipment for nail services	Nil
SHBBNLS006	Apply advanced nail art	Nil
SHBBNLS007	Provide manicure and pedicure services	Nil
SHBBNLS008	Apply gel nail enhancements	Nil
SHBBNLS009	Apply acrylic nail enhancements	Nil
Research (RES)		
SHBBRES001	Research and apply beauty industry information	Nil
Skin Therapy (SKT)		

Unit Code	Unit Title	Prerequisite(s)
SHBBSKT001	Provide skin therapy consultation	Nil
SHBBSKT002	Provide advice on specialised skin care formulations and ingredients	Nil
SHBBSKT003	Identify and control safety risks for light-based skin treatments	Nil
SHBBSKT004	Design intense pulsed light skin treatment programs	SHBBSKT003 Identify and control safety risks for light-based skin treatment programs
SHBBSKT005	Provide intense pulsed light skin treatments	SHBBSKT003 Identify and control safety risks for light-based skin treatment programs
SHBBSKT006	Design laser skin treatment programs	SHBBSKT003 Identify and control safety risks for light-based skin treatment programs
SHBBSKT007	Provide laser skin treatments	SHBBSKT003 Identify and control safety risks for light-based skin treatment programs
SHBBSKT008	Design light emitting diode skin treatments	SHBBSKT003 Identify and control safety risks for light-based skin treatment programs
SHBBSKT009	Provide light emitting diode skin treatments	SHBBSKT003 Identify and control safety risks for light-based skin treatment programs
SHBBSKT010	Provide superficial skin needling treatments	SHBBINF001 Maintain infection control
SHBBSKT011	Provide superficial epidermal peel treatments	Nil
SHBBSKT012	Investigate developments in cosmetic treatments for skin rejuvenation	Nil
Skin Services (SKS)		
SHBBSKS006	Pierce ear lobes	Nil
SHBBSKS007	Provide diathermy treatments	SHBBINF001 Maintain infection control standards SHBBSSC001 Incorporate knowledge of skin structure and functions into beauty therapy SHBBSSC002 Incorporate knowledge of body structures and functions into beauty therapy
SHBBSKS008	Provide upper body piercings	SHBBINF001 Maintain infection control standards
SHBBSKS009	Provide micro-dermabrasion treatments	SHBBINF001 Maintain infection control standards SHBBSSC001 Incorporate

Unit Code	Unit Title	Prerequisite(s)
		knowledge of skin structure and functions into beauty therapy SHBBSSC002 Incorporate knowledge of body structures and functions into beauty therapy
Spa Therapy (SPA)		
SHBBSPA001	Work in a spa therapies framework	Nil
SHBBSPA002	Provide spa therapies	Nil
SHBBSPA004	Provide Indian head massages for relaxation	Nil
SHBBSPA006	Provide stone therapy massages	SHBBSSC001 Incorporate knowledge of skin structure and functions into beauty therapy SHBBSSC001 Incorporate knowledge of body structures and functions into beauty therapy
Skin Science (SSC)		
SHBBSSC001	Incorporate knowledge of skin structure and functions into beauty therapy	Nil
SHBBSSC002	Incorporate knowledge of body structures and functions into beauty therapy	Nil
SHBBSSC003	Research and apply knowledge of skin science in a skin context	Nil
SHBBSSC004	Identify the function and structure of skin and hair for cosmetic tattooing	Nil
Cross-Sector (X)		
Client Services (CCS)		
SHBXCCS001	Conduct salon financial transactions	Nil
SHBXCCS002	Provide salon services to clients	Nil
SHBXCCS003	Greet and prepare clients for salon services	Nil
SHBXCCS004	Recommend products and services	Nil
Personal Services Management (PSM)		
SHBXPSM001	Lead teams in a personal services environment	Nil
SHBXPSM002	Manage treatment services and sales delivery	Nil
SHBXPSM003	Promote a personal services business	Nil

Unit Code	Unit Title	Prerequisite(s)
SHBXPSM004	Develop a product and service range	Nil
Working in Industry (IND)		
SHBXIND002	Communicate as part of a salon team	Nil
SHBXIND003	Comply with organisational requirements within a personal services environment	Nil
SHBXIND004	Develop workplace policies & procedures	Nil
Work Health and Safety (WHS)		
SHBXWHS001	Apply safe hygiene, health and work practices	Nil
SHBXWHS002	Provide a safe work environment	Nil

Qualification Mapping

Current SHBV3.0 Qualification Code and Title	SHBV4.0 Qualification Code and Title	Comment in relation to previous version E = Equivalent N = Not Equivalent
SHB20116 Certificate II in Retail Cosmetics	SHB20119 Certificate II in Retail Cosmetics	E • Updated Unit codes, no changes to qualification structure.
SHB30215 Certificate III in Make-up	SHB30219 Certificate III in Make-up	E • Addition *of SIRXWHS002 Contribute to workplace health and safety* to the core to replace *SHBWHS001 Apply safe hygiene, health and work practices*. • Updated Unit Codes.
SHB30315 Certificate III in Nail Technology	SHB30319 Certificate III in Nail Technology	E • Updated Unit codes, no changes to qualification structure.
SHB30115 Certificate III in Beauty Services	SHB30119 Certificate III in Beauty Services	E • Number of Units required to complete the qualification has increased from 15 to 16 • Updated Unit codes • Addition of *SIRXSLS001 Sell to the retail customer* to core.
SHB40115 Certificate IV in Beauty Therapy	SHB40119 Certificate IV in Beauty Therapy	E • Number of Units required to complete the qualification has increased from 19 to 22 • Addition of *SIRXSLS001 Sell to the retail customer* to core. • Addition of 2 new Units to the core to replace duplicated knowledge content removed from core Units • Updated Unit Codes.
SHB50115 Diploma of Beauty Therapy	SHB50119 Diploma of Beauty Therapy	E • Number of Units required to complete the qualification has increased from 25 to 28 • Addition of *SIRXSLS001 Sell to the retail customer* to core. • Addition of 2 new Units to the core to replace duplicated knowledge content removed from core Units • *SHBBSPA004 Provide Indian head massages for relaxation* removed from Group B and C Electives.

Current SHBV3.0 Qualification Code and Title	SHBV4.0 Qualification Code and Title	Comment in relation to previous version E = Equivalent N = Not Equivalent
		• Removal of elective Unit *SHBBSKS003 Design and provide cosmetic tattooing* • Updated Unit Codes.
	SHB50319 Diploma of Cosmetic Tattooing	New
	SHB60219 Advanced Diploma of Skin Therapy	New

Unit of Competency Mapping

Current SHBV3.0 Unit Code and Title	SHBV4.0 Unit Code and Title	Comment in relation to previous version E = Equivalent N = Not Equivalent
Body Services (BOS)		
SHBBBOS001 Apply cosmetic tanning products (Release 1)	SHBBBOS001 Apply cosmetic tanning products (Release 2)	Equivalent (New Release-no code change) • Relocated requirements around cleaning/maintenance of equipment, personal presentation and compliance with health and hygiene regulations from Performance Evidence to Performance Criteria.

SHBBBOS002 Provide body massages	SHBBBOS008 Provide body massages	Not equivalent
		• Removed skin anatomy and physiology content which is now covered in:
		  ○ SHBBSSC001 Incorporate knowledge of skin structure and functions into beauty therapy
		  ○ SHBBSSC002 Incorporate knowledge of body structures and functions into beauty therapy
		• Prerequisites added
		• Clarified number of treatment requirements in the Performance Evidence.

SHBBBOS003 Provide body treatments	SHBBBOS009 Provide body treatments	Not equivalent • Removed skin anatomy and physiology content which is now covered in:

Current SHBV3.0 Unit Code and Title	SHBV4.0 Unit Code and Title	Comment in relation to previous version E = Equivalent N = Not Equivalent
		▪ SHBBSSC001 Incorporate knowledge of skin structure and functions into beauty therapy ▪ SHBBSSC002 Incorporate knowledge of body structures and functions into beauty therapy • Prerequisites added • Removed the following equipment: ▪ galvanic ▪ high frequency ▪ steamer ▪ G5 mechanical massager • Clarified number of treatments required in the Performance Evidence • Updated unclear Knowledge Evidence which currently reads 'appearance and limitations of body massage in skin disorders and diseases'. • Clarified knowledge requirement for appearance of skin disorders and diseases • Streamlined Performance Evidence and removed duplication.
SHBBBOS004 Provide aromatherapy massages	SHBBBOS010 Provide aromatherapy massages	Not equivalent • Removed skin anatomy and physiology content which is now covered in: ▪ SHBBSSC001 Incorporate knowledge of skin structure and functions into beauty therapy ▪ SHBBSSC002 Incorporate knowledge of body structures and functions into beauty therapy • Prerequisites added • Relocated requirements around cleaning/maintenance of equipment, personal presentation and compliance with health and hygiene regulations from Performance Evidence to Performance Criteria.
SHBBBOS005 Use reflexology relaxation	SHBBBOS011 Use reflexology relaxation	Not equivalent

Current SHBV3.0 Unit Code and Title	SHBV4.0 Unit Code and Title	Comment in relation to previous version E = Equivalent N = Not Equivalent
techniques in beauty treatments	techniques in beauty treatments	• Removed skin anatomy and physiology content which is now covered in: ▪ SHBBSSC001 Incorporate knowledge of skin structure and functions into beauty therapy ▪ SHBBSSC002 Incorporate knowledge of body structures and functions into beauty therapy • Prerequisites added • Relocated requirements around cleaning/maintenance of equipment, personal presentation and compliance with health and hygiene regulations from Performance Evidence to Performance Criteria.
SHBBBOS006 Provide superficial lymph massage treatments	SHBBBOS012 Provide superficial lymph massage treatments	Equivalent • Anatomy and physiology knowledge remains, as this Unit only includes detailed information about the lymphatic system that no other Unit requires. • Clarified number of treatment requirements in the Performance Evidence • Relocated requirements around cleaning/maintenance of equipment, personal presentation and compliance with health and hygiene regulations from Performance Evidence to Performance Criteria.
Client Services (CCS)		
SHBBCCS001 Advise on beauty products and services	SHBBCCS005 Advise on beauty products and services	Equivalent • Performance Evidence and Assessment Conditions revised to ensure applicability of Unit for use across several SHB qualifications.
SHBBCCS002 Prepare personalised aromatic plant oil blends for beauty treatments	SHBBCCS006 Prepare personalised aromatic plant oil blends for beauty treatments	Not equivalent • Removed skin anatomy and physiology content which is now covered in: ▪ SHBBSSC001 Incorporate knowledge of skin structure and functions into beauty therapy

Current SHBV3.0 Unit Code and Title	SHBV4.0 Unit Code and Title	Comment in relation to previous version E = Equivalent N = Not Equivalent
		• Clarified number of treatments required in the Performance Evidence • Relocated requirements around cleaning/maintenance of equipment, personal presentation and compliance with health and hygiene regulations from Performance Evidence to Performance Criteria. • The list of oils in the Knowledge Evidence has been updated for consistency with list in SHBBBOS010
Cosmetic Tattooing (COS)		
New Unit	SHBBCOS001 Provide cosmetic tattooing consultations	New Unit within the Diploma of Cosmetic Tattoo
New Unit	SHBBCOS002 Apply knowledge of colour theory and pigmentology to cosmetic tattooing	New Unit within the Diploma of Cosmetic Tattoo
New Unit	SHBBCOS003 Apply elements and principles of design to cosmetic tattooing	New Unit within the Diploma of Cosmetic Tattoo
New Unit	SHBBCOS004 Provide cosmetic tattoo for eyebrows	New Unit within the Diploma of Cosmetic Tattoo
New Unit	SHBBCOS005 Provide cosmetic tattoo for lips	New Unit within the Diploma of Cosmetic Tattoo
New Unit	SHBBCOS006 Provide cosmetic tattoo for eye	New Unit within the Diploma of Cosmetic Tattoo
New Unit	SHBBCOS007 Provide cosmetic tattoo for scalp micropigmentation	New Unit within the Diploma of Cosmetic Tattoo
New Unit	SHBBCOS008 Provide 3D nipple	New Unit within the Diploma of Cosmetic Tattoo

Current SHBV3.0 Unit Code and Title	SHBV4.0 Unit Code and Title	Comment in relation to previous version E = Equivalent N = Not Equivalent
	areola complex cosmetic tattooing	
Facial Services (FAS)		
SHBBFAS001 Provide lash and brow services	SHBBFAS004 Provide lash and brow services	Not equivalent • Eyelash lift service has been added • Relocated requirements around cleaning/maintenance of equipment, personal presentation and compliance with health and hygiene regulations from Performance Evidence to Performance Criteria. • Skin anatomy and physiology have been retained in this Unit as it is delivered at Certificate III level.
SHBBFAS002 Provide facial treatments and skin care recommendations	SHBBFAS005 Provide facial treatments and skin care recommendations	Not equivalent • Removed skin anatomy and physiology content which is now covered in: ▪ SHBBSSC001 Incorporate knowledge of skin structure and functions into beauty therapy ▪ SHBBSSC002 Incorporate knowledge of body structures and functions into beauty therapy • Prerequisites added • Clarified Performance Evidence: ▪ Duplication with Knowledge Evidence removed ▪ Number of treatments required ▪ Relocated a number of requirements from Performance Evidence to Performance Criteria. • Brush machine removed.
SHBBFAS003 Provide specialised facial treatments	SHBBFAS006 Provide specialised facial treatments	Not equivalent • Removed skin anatomy and physiology content which is now covered in: ▪ SHBBSSC001 Incorporate knowledge of skin structure and functions into beauty therapy

Current SHBV3.0 Unit Code and Title	SHBV4.0 Unit Code and Title	Comment in relation to previous version E = Equivalent N = Not Equivalent
		• Prerequisites added • Removed high frequency and micro current machines. ▪ Deleted Element 6 on high frequency. • Sonophoresis added to Knowledge Evidence.
Hair Reduction Services (HRS)		

SHBBHRS001 Provide waxing services	SHBBHRS010 Provide waxing services	Equivalent
		• Clarified Performance Evidence:
		  ▪ Number of treatments required
		  ▪ Duplication removed from Performance Evidence where requirements were already covered in the Elements and Performance Criteria.
		  ▪ Relocated requirements around cleaning/maintenance of equipment, personal presentation and compliance with health and hygiene regulations from Performance Evidence to Performance Criteria.
		• Updated incorrect spelling of 'vellus' in Knowledge Evidence

SHBBHRS002 Provide female intimate waxing services	SHBBHRS011 Provide female intimate waxing services	Equivalent
		• Clarified Performance Evidence:
		  ▪ Number of treatments required
		  ▪ Duplication removed from Performance Evidence where requirements were already covered in the Elements and Performance Criteria.
		  ▪ Relocated requirements around cleaning/maintenance of equipment, personal presentation and compliance with health and hygiene regulations from Performance Evidence to Performance Criteria.

Current SHBV3.0 Unit Code and Title	SHBV4.0 Unit Code and Title	Comment in relation to previous version E = Equivalent N = Not Equivalent
		• Updated incorrect references to terminal and vellus hair in Knowledge Evidence. • Skin anatomy and physiology knowledge has been retained in this Unit as it is first delivered at Certificate III.
SHBBHRS003 Provide male intimate waxing services	SHBBHRS012 Provide male intimate waxing services	Equivalent • Clarified Performance Evidence: ▪ Duplication removed from Performance Evidence where requirements were already covered in the Elements and Performance Criteria. ▪ Relocated requirements around cleaning/maintenance of equipment, personal presentation and compliance with health and hygiene regulations from Performance Evidence to Performance Criteria. • Skin anatomy and physiology knowledge has been retained in this Unit as it is first delivered at Certificate III.
SHBBHRS004 Provide hair reduction treatments using electrical currents	SHBBHRS013 Provide hair reduction treatments using electrical currents	Equivalent • Clarified Performance Evidence: ▪ Duplication removed from Performance Evidence where requirements were already covered in the Elements and Performance Criteria. ▪ Relocated requirements around cleaning/maintenance of equipment, personal presentation and compliance with health and hygiene regulations from Performance Evidence to Performance Criteria. • Skin anatomy and physiology knowledge has been retained in this Unit as it is first delivered at Certificate III. • Galvanic and high frequency machines removed from Assessment Requirements.

Current SHBV3.0 Unit Code and Title	SHBV4.0 Unit Code and Title	Comment in relation to previous version E = Equivalent N = Not Equivalent
Infection Control (INF)		
SHBBINF001 Maintain infection control standards (Release 1)	SHBBINF001 Maintain infection control standards (Release 2)	Equivalent (New Release-no code change) • Updated formatting error in Performance Evidence.
Make-Up Services (MUP)		
SHBBMUP002 Design and apply make-up (Release 1)	SHBBMUP002 Design and apply make-up (Release 2)	Equivalent (New Release-no code change) • Relocated requirements around personal presentation and compliance with health and hygiene regulations from Performance Evidence to Performance Criteria. • Clarified Performance Evidence. • Updated Assessor Requirements.
SHBBMUP003 Design and apply make-up for photography (Release 1)	SHBBMUP003 Design and apply make-up for photography (Release 2)	Equivalent (New Release-no code change) • Relocated requirements around personal presentation and compliance with health and hygiene regulations from Performance Evidence to Performance Criteria. • Clarified Performance Evidence.
SHBBMUP004 Design and apply remedial camouflage make-up (Release 1)	SHBBMUP004 Design and apply remedial camouflage make-up (Release 2)	Equivalent (New Release-no code change) • Relocated requirements around consumables, cleaning/maintenance of equipment, personal presentation and compliance with health and hygiene regulations from Performance Evidence to Performance Criteria. • Clarified Performance Evidence.
SHBBMUP005 Apply airbrushed make-up (Release 1)	SHBBMUP005 Apply airbrushed make-up (Release 2)	Equivalent (New Release-no code change) • Relocated requirements around consumables and compliance with health and hygiene regulations from Performance Evidence to Performance Criteria. • Clarified Performance Evidence.
SHBBMUP006 Design and apply creative make-up (Release 1)	SHBBMUP006 Design and apply creative make-up (Release 2)	Equivalent (New Release-no code change) • Relocated requirements around personal presentation and compliance with health and hygiene regulations from

Current SHBV3.0 Unit Code and Title	SHBV4.0 Unit Code and Title	Comment in relation to previous version E = Equivalent N = Not Equivalent
		Performance Evidence to Performance Criteria.
SHBBMUP007 Work collaboratively on make-up productions (Release 1)	SHBBMUP007 Work collaboratively on make-up productions (Release 2)	Equivalent (New Release-no code change) • Relocated requirements around personal presentation and compliance with health and hygiene regulations from Performance Evidence to Performance Criteria.
SHBBMUP001 Apply eyelash extensions	SHBBMUP008 Apply eyelash extensions	Not equivalent • Relocated requirements around personal presentation and compliance with health and hygiene regulations from Performance Evidence to Performance Criteria. • 3D/Russian volume lash application added.
		•
Nail Services (NLS)		
SHBBNLS004 Apply nail art (Release 1)	SHBBNLS004 Apply nail art (Release 2)	Equivalent (New Release-no code change) • Relocated requirements around personal presentation and compliance with health and hygiene regulations from Performance Evidence to Performance Criteria. • Clarified Performance Evidence.
SHBBNLS005 Use electric file equipment for nail services (Release 1)	SHBBNLS005 Use electric file equipment for nail services (Release 2)	Equivalent (New Release-no code change) • Relocated requirements around personal presentation and compliance with health and hygiene regulations from Performance Evidence to Performance Criteria. • Clarified Performance Evidence.
SHBBNLS006 Apply advanced nail art (Release 1)	SHBBNLS006 Apply advanced nail art (Release 2)	Equivalent (New Release-no code change) • Relocated requirements around personal presentation and compliance with health and hygiene regulations from Performance Evidence to Performance Criteria. • Clarified Performance Evidence.

Current SHBV3.0 Unit Code and Title	SHBV4.0 Unit Code and Title	Comment in relation to previous version E = Equivalent N = Not Equivalent
SHBBNLS001 Provide manicure and pedicure services	SHBBNLS007 Provide manicure and pedicure services	Equivalent • Gel polish application added to Unit. • Relocated requirements around personal presentation and compliance with health and hygiene regulations from Performance Evidence to Performance Criteria. • Clarified Performance Evidence.
SHBBNLS002 Apply gel nail enhancements	SHBBNLS008 Apply gel nail enhancements	Equivalent • Added sculptured nails using forms to Performance Evidence. • Relocated requirements around personal presentation and compliance with health and hygiene regulations from Performance Evidence to Performance Criteria. • Clarified Performance Evidence.
SHBBNLS003 Apply acrylic nail enhancements	SHBBNLS009 Apply acrylic nail enhancements	Equivalent • Added sculptured nails using forms to Performance Evidence. • Relocated requirements around personal presentation and compliance with health and hygiene regulations from Performance Evidence to Performance Criteria. • Clarified Performance Evidence.
Research (RES)		
SHBBRES001 Research and apply beauty industry information	SHBBRES001 Research and apply beauty industry information	No changes.
Skin Therapy (SKT)		
New Unit	SHBBSKT001 Provide skin therapy consultations	New Unit within Advanced Diploma of Skin Therapy.
New Unit	SHBBSKT002 Provide advice on specialised skin care	New Unit within Advanced Diploma of Skin Therapy

Current SHBV3.0 Unit Code and Title	SHBV4.0 Unit Code and Title	Comment in relation to previous version E = Equivalent N = Not Equivalent
	formulations and ingredients	
New Unit	SHBBSKT003 Identify and control safety risks for light-based skin treatments	New Unit within Advanced Diploma of Skin Therapy
New Unit	SHBBSKT004 Design intense pulsed light skin treatment programs	New Unit within Advanced Diploma of Skin Therapy
New Unit	SHBBSKT005 Provide intense pulsed light skin treatments	New Unit within Advanced Diploma of Skin Therapy
New Unit	SHBBSKT006 Design laser skin treatment programs	New Unit within Advanced Diploma of Skin Therapy
New Unit	SHBBSKT007 Provide laser skin treatments	New Unit within Advanced Diploma of Skin Therapy
New Unit	SHBBSKT008 Design light emitting diode skin treatment programs	New Unit within Advanced Diploma of Skin Therapy
New Unit	SHBBSKT009 Provide light emitting diode skin treatment programs	New Unit within Advanced Diploma of Skin Therapy
New Unit	SHBBSKT010 Provide superficial skin needling treatments	New Unit within Advanced Diploma of Skin Therapy
New Unit	SHBBSKT011 Provide superficial epidermal peel treatments	New Unit within Advanced Diploma of Skin Therapy
New Unit	SHBBSKT012 Investigate developments in cosmetic treatments for skin rejuvenation	New Unit within Advanced Diploma of Skin Therapy

Current SHBV3.0 Unit Code and Title	SHBV4.0 Unit Code and Title	Comment in relation to previous version E = Equivalent N = Not Equivalent
Skin Services (SKS)		
SHBBSKS001 Pierce ear lobes	SHBBSKS006 Pierce ear lobes	Equivalent • Relocated requirements around personal presentation and compliance with health and hygiene regulations from Performance Evidence to Performance Criteria. • Updated Assessor Requirements.

SHBBSKS002 Provide diathermy treatments	SHBBSKS007 Provide diathermy treatments	Not equivalent
		• Removed skin anatomy and physiology content which is now covered in:
		  ○ SHBBSSC001 Incorporate knowledge of skin structure and functions into beauty therapy
		  ○ SHBBCCS008 Incorporate knowledge of body structures and functions into beauty therapy
		• Prerequisites added
		• Clarified number of treatment requirements in the Performance Evidence
		• Relocated requirements around cleaning/maintenance of equipment, personal presentation and compliance with health and hygiene regulations from Performance Evidence to Performance Criteria.
		• Removed galvanic and high frequency machines.

SHBBSKS003 Design and provide cosmetic tattooing	Deleted	Refer to SHBBCOS Units.
SHBBSKS004 Provide upper body piercings	SHBBSKS008 Provide upper body piercings	Equivalent • Relocated requirements around personal presentation and compliance with health and hygiene regulations from Performance Evidence to Performance Criteria. • Updated Assessor Requirements.

Current SHBV3.0 Unit Code and Title	SHBV4.0 Unit Code and Title	Comment in relation to previous version E = Equivalent N = Not Equivalent

SHBBSKS005 Provide micro-dermabrasion treatments	SHBBSKS009 Provide micro-dermabrasion treatments	Not equivalent
		• Removed skin anatomy and physiology content which is now covered in:
		  ○ SHBBSSC001 Incorporate knowledge of skin structure and functions into beauty therapy
		  ○ SHBBSSC002 Incorporate knowledge of body structures and functions into beauty therapy
		• Prerequisites added
		• Hydrodermabrasion added
		• Relocated requirements around personal presentation and compliance with health and hygiene regulations from Performance Evidence to Performance Criteria.
		• Clarified Performance Evidence.

Spa Services (SPA)		
SHBBSPA001 Work in a spa therapies framework (Release 1)	SHBBSPA001 Work in a spa therapies framework (Release 2)	Equivalent (New Release-no code change) • Relocated requirements around personal presentation and compliance with health and hygiene regulations from Performance Evidence to Performance Criteria.
SHBBSPA002 Provide spa therapies (Release 1)	SHBBSPA002 Provide spa therapies (Release 2)	Equivalent (New Release-no code change) • Relocated requirements around personal presentation and compliance with health and hygiene regulations from Performance Evidence to Performance Criteria. • Clarified Performance Evidence.
SHBBSPA003 Provide stone therapy massages	SHBBSPA006 Provide stone therapy massages	Not equivalent • Removed skin anatomy and physiology content which is now covered in: ○ SHBBSSC001 Incorporate knowledge of skin structure and functions into beauty therapy

Current SHBV3.0 Unit Code and Title	SHBV4.0 Unit Code and Title	Comment in relation to previous version E = Equivalent N = Not Equivalent
		○ SHBBSSC002 Incorporate knowledge of body structures and functions into beauty therapy • Relocated requirements around personal presentation and compliance with health and hygiene regulations from Performance Evidence to Performance Criteria. • Clarified Performance Evidence.
SHBBSPA004 Provide Indian head massages for relaxation (Release 1)	SHBBSPA004 Provide Indian head massages for relaxation (Release 2)	Equivalent (New Release-no code change) • Relocated requirements around personal presentation and compliance with health and hygiene regulations from Performance Evidence to Performance Criteria. • Clarified Performance Evidence.
Skin Science (SSC)		
New Unit	SHBBSSC001 Incorporate knowledge of skin structure and functions into beauty therapy	New Unit developed to address knowledge of anatomy and physiology of skin structure and functions which was previously duplicated in a number of Certificate IV and Diploma Units.
New Unit	SHBBSSC002 Incorporate knowledge of body structures and functions into beauty therapy	New Unit developed to address knowledge of anatomy and physiology of body structure and functions which was previously duplicated in a number of Certificate IV and Diploma Units.
New Unit	SHBBSSC003 Research and apply knowledge of skin science in a skin context	New Unit developed to address knowledge of anatomy and physiology skin at Advanced Diploma level.
New Unit	SHBBSSC004 Identify the function and structure of skin and hair for cosmetic tattooing	New Unit developed to address knowledge of anatomy and physiology for Cosmetic Tattooing.
Cross-Sector (X)		

Current SHBV3.0 Unit Code and Title	SHBV4.0 Unit Code and Title	Comment in relation to previous version E = Equivalent N = Not Equivalent
Client Services (CCS)		
SHBXCCS001 Conduct salon financial transactions	SHBXCCS001 Conduct salon financial transactions	No changes.
SHBXCCS002 Provide salon services to clients	SHBXCCS002 Provide salon services to clients	No changes.
SHBXCCS003 Greet and prepare clients for salon services	SHBXCCS003 Greet and prepare clients for salon services	No changes.
SHBXCCS004 Recommend products and services	SHBXCCS004 Recommend products and services	No changes.
Personal Services Management (PSM)		
SHBXPSM001 Lead teams in a personal services environment	SHBXPSM001 Lead teams in a personal services environment	No changes.
SHBXPSM002 Manage treatment services and sales delivery	SHBXPSM002 Manage treatment services and sales delivery	No changes.
SHBXPSM003 Promote a personal services business	SHBXPSM003 Promote a personal services business	No changes.
SHBXPSM004 Develop a product and service range	SHBXPSM004 Develop a product and service range	No changes.
Working in Industry (IND)		
SHBXIND001 Comply with organisational requirements within a personal services environment	SHBXIND003 Comply with organisational requirements within a personal services environment	Equivalent • Relocated requirements around sources of information, and references to specific legislation from Performance Evidence to Knowledge Evidence.

Current SHBV3.0 Unit Code and Title	SHBV4.0 Unit Code and Title	Comment in relation to previous version E = Equivalent N = Not Equivalent
SHBXIND002 Communicate as part of a salon team	SHBXIND002 Communicate as part of a salon team	No changes.
New Unit	SHBXIND004 Develop workplace policies & procedures	
Work Health and Safety (WHS)		
SHBXWHS001 Apply safe hygiene, health and work practices	SHBXWHS001 Apply safe hygiene, health and work practices	No changes.
SHBXWHS002 Provide a safe work environment	SHBXWHS002 Provide a safe work environment	No changes.

Questions for consideration

The following series of questions have been developed to guide feedback for Draft 1 of the Beauty Services Training Package Products.

General Questions (please see below for Specific Questions relating to this project)

Qualifications

- Do the qualifications provide a clear and accurate description of the skills outcome for the qualification?
- Are the qualifications structured properly so that learners could progress from Certificate III to Certificate IV and so on, if required?
- Are the core Units appropriate and numbers of electives?
- Are there any imported Units which should be listed? *(Note: the content of any imported Units is outside the scope of this review).*
- Should the qualification name be updated to better reflect job outcomes, e.g. Certificate III in Make-Up Artistry (instead of Make-Up), Certificate IV in Beauty Therapy Treatments (instead of Beauty Therapy)?

Skill Sets

- Are there any groups of Units which would be appropriate as Skill Sets? If so, which Units?

Suite of Units of competency

- Are all draft Units required? Should any be deleted?
- Are there any essential prerequisites that should be nominated?

Titles and Application statement - Units of competency

- Does the title reflect the skill being described? Could any be changed to better indicate what the Unit covers?
- Does the application statement provide a clear and accurate description of the skill being described?

Elements and Performance Criteria

- Do the elements and performance criteria accurately describe what people do in the various Beauty Services sectors? If not, what could be added?
- Do the performance criteria adequately describe the level of proficiency?

Performance Evidence

- Would the types of evidence prove that a person is competent in all the Unit outcomes, including performance criteria, foundation skills and knowledge?
- Is the suggested volume (sufficiency) of evidence appropriate? Too little, too much?
- Are the statements clear? Would assessors understand exactly what they must do?
- Should there be a minimum number of practical hours or work placement specified within individual Units? If so, which Units would be appropriate?

Knowledge Evidence

- What is the essential knowledge required of an individual in order to perform the tasks described in the performance criteria? Is the knowledge evidence requirement specific enough?
- Is there anything which should be added or deleted?

- What is the breadth and depth of knowledge required? Is this described well enough to assist assessors understand the scope?

Assessment Conditions

- Are the nominated environments appropriate?
- Are the statements clear? Would assessors understand what they must provide for assessment?
- Are all the machines and equipment listed still relevant? Are there any machines no longer used which should be removed, or any new machines or equipment which should be added?
- Should there be a specified timeframe listed in the Assessment Conditions for example; to replace the statement "*complete cosmetic tanning within commercially realistic speed, timing and productivity*" with "*complete cosmetic tanning within 5-15 minutes*"?
- Specific timeframes to be included in the Assessment Conditions.

Specific Questions

Communication Skills

- Industry feedback indicated the current Diploma does not account for sophisticated communication skills, and that three Units specific to the Beauty industry for servicing customers/clients/guests be developed to cover all aspects of high-class service, from greeting to liaison, treatment protocol, pre- and post-treatment service in relaxation areas (e.g. refreshments, beverages), recommendations, sales and re-bookings. SkillsIQ has conducted mapping and found these areas are covered by the Unit ***SHBBSPA001 Work in a spa therapies framework***. Are there any key skills or knowledge required to work in the spa industry **not** covered by this Unit?

Personal Presentation

- Industry feedback indicated a need to develop a new Unit to cover personal presentation, personal effectiveness and emotional wellbeing.
  - Is the embedding of personal presentation in each individual Unit of competency sufficient? Or should there be a separate Unit?
  - Could emotional wellbeing be covered by ***SIRXHWB001 Maintain personal health and wellbeing***?

Retail Skills

- Industry feedback indicated there is insufficient knowledge around retailing, meeting targets and Key Performance Indicators. Would ***SIRXSLS003 Achieve sales results*** be appropriate for the Diploma? Is there a need for a new Beauty-specific sales Unit?

SHB30115 - Certificate III in Beauty Services

- Are there any other Units of competency which are suitable to include as electives?

SHBBBOS009 Provide body treatments

- Several machines which are no longer used in industry removed from the Unit, leaving direct current and hydrotherapy. Are there any other machines which should be listed in this Unit? Or is it best that the Unit is left general in terms of referencing machines?

SHBBBOS010 Provide aromatherapy massages

- Feedback indicates that there are other, more popular oils which should be listed in the Knowledge Evidence however no examples were provided. Please provide examples.

SHBBFAS004 Provide lash and brow services

- Feedback suggested removing the waxing element from this Unit. However, is it realistic to perform an eyebrow shaping without waxing? Could eyebrow waxes then be removed from *SHBBHRS001 Provide waxing services***?**
- Is there any other equipment required for eyelash lifts?

SHBBFAS006 Provide specialised facial treatments

- Sonophoresis is covered in this Unit for product infusion. Does it need to be addressed in any other context?

SHBBHRS012 Provide male intimate waxing services

- Performance Evidence for this Unit has been left to be flexible. Please confirm this is appropriate.

SHBBINF001 Maintain infection control standards

- Feedback has indicated that autoclaves are not used in beauty salons. As autoclave is one kind of steriliser and there are other types of steriliser that can be used, please provide more information around the specific changes required.

SHBBMUP008 Apply eyelash extensions

- Feedback suggested developing a new Unit on 3D/Russian Volume Lashes. Based on information available, a whole Unit would be almost identical as technique is the same except for selection of lashes and making fans. Is there is anything different in the process to warrant a separate Unit?

SHBBSKS009 Provide micro-dermabrasion treatments

- Hydrodermabrasion has now been added to this Unit. Should the Unit title be updated and is there a generic term for these types of treatments e.g. dermabrasion treatments?

SHBBSPA005 Work in a spa therapies framework

- Industry feedback suggested removing dry therapies and only keeping wet in this Unit. Should dry therapies be removed from this Unit (and covered in *SHBBBOS003 Provide body treatments*) so that the Unit only covers wet therapies?

SHBBSPA006 Provide spa therapies

- Feedback indicated removing dry therapies and only keeping wet in this Unit. Should dry therapies be removed from this Unit (and covered in *SHBBBOS003 Provide body treatments*) so that the Unit only covers wet therapies?