



Australian
Industry and
Skills Committee

SHB HAIRDRESSING AND BEAUTY SERVICES TRAINING PACKAGE

Beauty Services, Skin Therapy and Cosmetic Tattooing

Case for Endorsement

Name of allocated IRC(s): **Personal Services**

Name of the SSO: **SkillsIQ**

1. Administrative details of the Case for Endorsement

*Refer to **Attachment A** for the title and code for each of the training package components that are submitted for approval, and an indication of whether these are updated (including equivalence or non-equivalence status), new or deleted products*

1.1 Case for Change details

SkillsIQ/TPD/2018-19/001

Approved December 2018

B - Develop a new training package, qualification or units of competency

C - Update a training package, qualification or unit of competency

D – Preparation of training package product or materials to support the implementation of training packages

Project 6

Beauty Services

The Personal Services IRC will update the Beauty Services training package products in the SHB Hairdressing and Beauty Services Training Package to increase the level of nationally recognised training in the skin therapy, cosmetic tattooing and spa industries, as well as to reflect the requirements of contemporary job roles. Six qualifications and 51 units of competency will be updated. Two new qualifications and approximately 17 new units will be developed.

Projects 1 to 5 and 7 are addressed in other Cases for Endorsement.

1.2 Timeframes and delays

The work order nominated 14 October 2019 as the agreed project completion date.

Consultation on the Case for Change was conducted in 2018 and involved IRC members as well as industry stakeholders. The Case for Change identified the need for a review of six existing qualifications and 51 existing units and the development of two new qualifications and an estimated 17 new units. However, as the project progressed it became clear additional units would be required in the areas of both Cosmetic Tattooing and the Skin Therapy.

The IRC requested that two Technical Advisory Committees (TACs) be formed comprised of subject matter experts. These TACs provided advice on Cosmetic Tattooing and Skin Therapy, the two primary sub-sectors within the industry identified as requiring updated or new training package products.

Despite receiving over 1,000 pieces of stakeholder feedback in response to the Draft 1 products, delays due to the COVID-19 shutdown and the attendant disruption to the development process resulted in difficulty accessing both TAC members and industry stakeholders, and this slowed the project very significantly. However, the IRC, via SkillsIQ, provided the Department with quarterly project updates regarding changes to the project timeline. SkillsIQ, the IRC and both relevant TACs worked steadily to complete the project, ensuring that access to stakeholders was a priority throughout the duration of the project.

2. Changes to training products and how these will meet the needs of industry

Refer to Attachment B for information on how the proposed updates to qualifications will better support job roles in industry.

The key drivers for this review of the Beauty Services training package products are to ensure the qualifications meet the current and future demand of beauty industry roles. The technologies used in beauty treatments have advanced rapidly, and this has meant that technologies and practices are changing even as the training package is being reviewed. Careful attention has been given to skills and knowledge in the areas of:

- modern treatment modalities
- machinery
- advancement in chemical treatments used across all services
- underpinning knowledge of skin and wound healing
- Intense Pulsed Light (IPL)
- laser skin treatment
- specialised customer service for the beauty and spa industry, and
- after-treatment care.

In addition, consultation with stakeholders specifically investigated industry response to the concept of mandatory workplace hours and the need for the Performance Evidence to ensure the student can deliver the service to clients within a commercial timeframe such as that which is expected in the beauty and spa industry.

This update has resulted in:

- a thorough update of content, language and terminology used in the units
- revisions to the packaging rules and specialisations within the qualifications
- units and qualifications that reflect current professional practice and reference current national and state industry standards
- Performance Evidence within some units which stipulate that skills must be demonstrated with paying clients either within the workplace or within a simulated workplace environment.

The following qualifications have been updated:

- *SHB20121 Certificate II in Retail Cosmetics*
- *SHB30121 Certificate III in Beauty Services*
- *SHB30221 Certificate III in Make-Up*
- *SHB30321 Certificate III in Nail Technology*
- *SHB40121 Certificate IV in Beauty Therapy*

- *SHB50121 Diploma of Beauty Therapy.*

The following new qualifications have been developed to meet current and emerging practice in industry.

- *SHB50321 Diploma of Cosmetic Tattooing*
- *SHB60221 Advanced Diploma of Skin Therapy.*

3. Stakeholder consultation strategy

Refer to *Attachment C* for:

- *list of stakeholders that actively participated in consultation on the project*
- *summary feedback provided by stakeholder type and the IRC's response to this feedback*
- *summary of issues raised during stakeholder consultation and the IRC's response to these issues*

3.1 Identification of stakeholders

SkillsIQ maintains an extensive database of stakeholders across multiple industries. Upon registration, stakeholders indicate the industries in which they are interested and then receive relevant and targeted electronic messages ('e-Blasts') throughout the project.

The SkillsIQ website provides comprehensive information about all its current projects. The Personal Services IRC provided project updates which were posted to the website throughout the project.

Two Technical Advisory Committees were formed to inform the development of the Cosmetic Tattoo and Skin Therapy qualifications.

In addition, SkillsIQ liaised with the relevant State Industry Training Advisory Bodies (ITABs) to seek their support in circulating information about the training package update via their professional networks.

3.2 Strategies for engaging stakeholders

Draft 1 consultation was conducted from 04 September to 16 October 2019, resulting in over 1,000 comments on the Feedback Forum and 110 responses to an electronic survey that was conducted in parallel with the consultation period. In addition, seven face-to-face workshops were held across Australia, with 87 people in attendance.

The key methodology typically employed to conduct consultation activities and TAC meetings was severely restricted for Draft 2 due to COVID-19 stay-at-home orders and border closures in both 2020 and 2021. The primary method of consultation was therefore the proprietary SkillsIQ Online Feedback Forum, a web-based portal used to publish the consultation and validation drafts and gather feedback from national industry stakeholders. In addition to this, a series of consultation and validation webinars were hosted to ensure national access.

Draft 2 Validation was conducted from 01 to 30 April 2021, resulting in over 700 comments on the Feedback Forum with additional comments received via email submissions.

E-Blasts, newsletters and social media announcements were circulated through the following networks in order to ensure that information regarding the project reached a very broad range of industry stakeholders:

- SkillsIQ's database and website
- State and Territory Industry Training Advisory Bodies (ITABs)
- State Training Authorities (STAs)
- IRC and TAC members' networks.

3.3 Participation by different types of stakeholders

SkillsIQ's Feedback Forum was available online 24 hours a day during the public consultation periods.

Consultation and validation webinars took place on a variety of days and times to ensure adequate opportunities were provided for stakeholders in all States and Territories to be able to respond.

Some stakeholders elected to provide feedback by email submission. Interviews were also conducted with some industry stakeholders and practising beauty therapists.

The project benefited from engagement with practising beauty therapists, nail technicians, make-up artists, cosmetic tattooists and salon managers of various levels of seniority, as well as Registered Training Organisations (RTOs) and peak body representatives within both the TACs and the IRC.

4. Evidence of industry support

4.1 Industry support

Feedback received during the consultation and validation process highlighted support for the update of the units and qualifications, as well as a revised qualification structure. There is general support for the way the skills and knowledge gaps have been addressed in both the new and updated products.

Please see *Attachment C* titled *Summary of Issues Raised during Consultation* for more detail about actions that were taken between drafts to meet industry expectations.

4.2 Engagement of States and Territories

Throughout each key stage, States and Territories have been involved via the engagement of employers, State ITABs, STAs and various State and Territory networks and personal services. Access to the draft training package products and supporting documentation was provided to these stakeholders. Through these materials, stakeholders gained an understanding of the implementation requirements and potential issues.

4.3 Mitigation strategies

The final project has comprised **six** updated and **two** new qualifications, and a total of **74** units, with **44** of these updated, **30** newly developed and **three** of the original units having been deleted.

The combined **eight** qualifications and **74** units of competency proposed in this Case for Endorsement have focused on the enhancement of skills for beauty therapists, nail technicians, make-up artists, cosmetic tattooists and salon managers who may work either under supervision or independently to deliver a range of beauty services via large spa and beauty treatment chains/franchises or bespoke privately owned businesses. The updated qualifications will result in the provision of better services throughout the Beauty Service sector.

Access to a skilled workforce and qualifications that support the delivery of the skills and knowledge as defined by industry is critical. Further, industry and employers will significantly benefit from strengthened qualifications which address gaps identified by stakeholders during the consultation period. A recent analysis of job roles and occupational outcomes aligned to the sector's training products has been a valuable forum for collaborative engagement within the Beauty Services sector. Adequately trained beauty therapists will support a broad range of beauty and therapeutic skin services to the community.

Learners will benefit from improved clarity and updated training products that industry has confirmed reflect the current skills and knowledge required for identified job roles in the Australian beauty sector.

Imported units have been identified and can be contextualised to support the National Cabinet's (formerly COAG's) priorities.

RTOs have been involved and well represented. They will have additional work to ensure they have the capacity to deliver the revised training products. The increased relevance of the training package products will, however, improve the opportunities for RTOs to partner with beauty service providers, resulting in programs that are better aligned to job outcomes. Although changes to units of

competency and qualifications create flow-on impacts for RTOs in relation to administrative systems, training resources and assessment materials, a positive impact for all RTOs will be improved clarity around training outcomes and assessment expectations.

The inclusion of the stipulated timeframes for service periods in five of the units of competency will require industry to support students by providing them with the opportunity to complete treatments on paying members of the public as part of their Performance Evidence, either in the workplace or in a simulated workplace environment. Relationships between RTOs and workplaces will therefore be integral to students' success.

4.4 Letters of industry support

Members of the Personal Services IRC, the Cosmetic Tattooing and Skin Therapy TACs and industry stakeholders have provided confirmation of their support for the new and updated training package products included in this Case for Endorsement. Please refer to *Attachment G: Industry Support*.

5. Dissenting views

5.1 Dissenting views/issues raised

The inclusion of Entry Requirements to the *Advanced Diploma of Skin Therapy* was initially met with some resistance. A number of options were suggested by stakeholders and reviewed by the Skin Therapy TAC and the IRC between Draft 2 and the Final Draft, resulting in revised Entry Requirements for this qualification.

The number of assessments included in the Performance Evidence of many units was challenged at validation consultation. The TACs and IRC considered the feedback and agreed on a revised and reduced number of assessments, for example the number of assessment demonstrations required in the *SHBBHRS010 Provide waxing services* unit was reduced by 50% from 48 to 24. Working Final Drafts of all products were prepared, reviewed and approved by the IRC.

Please refer to *Attachment C: Stakeholder Engagement Summary of Issues Raised during Stakeholder Consultation* for more details.

5.2 Rationale for approval

The Personal Services IRC has recommended the inclusion of Entry Requirements to the *Advanced Diploma of Skin Therapy* in order to ensure learners have the skills and knowledge relating to infection control, skin structure and body structure, as well as experience in providing body, skin and/or facial treatments.

The requirement within some units to deliver services to the paying public has been included to ensure students have the opportunity to deliver services in a realistic work environment which meet the expectations of paying clients.

The Personal Services IRC has approved the Final Draft documents.

6. Reports by exception

STAs were provided with access to the Final Draft training package products, the Case for Endorsement and the SHB Hairdressing and Beauty Services Companion Volume Implementation Guide (CVIG) for final comment from 8 to 22 July for endorsement.

Written support was received from WA, NSW, TAS, NT, ACT and QLD. No response was received from SA prior to the submission deadline.

The following Report by Exception was raised by the Victorian STA .

Assessment Requirements

While existing units of competency specify that students deliver treatments to paying clients, the proposed units have introduced specific assessment numbers and hours of workplace performance. The proposed unit SHBBHRS010 Provide waxing services, for example, requires in the performance evidence that a student must 'provide a minimum of four waxing services on each of the following treatment areas (total of 24 waxes) and perform at least two of the above waxing services for each of the listed treatment areas (at least 12 waxes) during a period of at least 38 hours of work in a commercial beauty therapy salon.' The unit also requires that skills must be demonstrated in a simulated environment prior to being demonstrated in a beauty therapy salon environment.

The existing unit does not specify the number of times competency must be demonstrated and therefore this is a significant increase in assessment requirements, particularly when combined with the requirement for assessments to be conducted on paying clients. From our perspective, the response from SkillsIQ does not make a compelling case for significantly increased assessment without any apparent benefit, when competency has already been demonstrated within commercial timeframes via the requirements of the current unit/s. 24 waxes (one unit) plus demonstration in a simulated environment is excessive. Further, and as already advised, industry feedback has been clear in its non-support for allowing assessment to be conducted on a paying client (service undertaken by a learner has unacceptable risks to a commercial salon, having an assessor in the treatment room is an invasion of privacy etc). In addition, no evidence of support from employers to provide access to paying clients for the purpose of assessment has been provided – the number of assessments that must occur is not likely to generate support from employers.

Response:

Existing units of competency require the students to deliver treatments to paying clients within commercial timeframes. These can be delivered in a workplace or simulated environment.

Therefore, this is not a change to the assessment requirements in units. In many cases the number of treatments required in the Performance Evidence were reduced, for example the number of services required in the SHBBHRS010 Provide waxing services unit was reduced by 50% from 48 to 24, and this was in response to stakeholder feedback. What has changed is the clarity of the statements outlined in the performance evidence – due to better use of industry specific terminology, the review of specific techniques, and clear expression of the number of treatments to be performed. This is required in terms of policy around volume and sufficiency requirements for evidence. The current Performance Evidence of the unit reference by the STA is a good example. The Performance Evidence states:

communicate, follow and adjust treatment plans to provide six waxing services to clients for the following areas of the face and body:

- arms
- bikini line
- chin
- eyebrows
- legs
- lip
- sides of face
- underarms

This represents 48 waxes - six waxing services for each of the eight listed areas. Therefore the amendments to the Performance Evidence not only reduce the required number of assessments by 50%, but also provide much greater clarity about exactly how many services are required, to assist RTOs with implementation.

Feedback from industry employers (that led to the case for change for this update and during consultation) noted that graduates were coming to industry being able to provide treatments but were not doing so in a commercial timeframe – thereby not being able to meet booking schedules for the day. Therefore, this requirement has been retained from the current training package to the new.

The Case for Endorsement highlights that the workplace hours can be done in the workplace or in a simulated workplace environment. Some RTOs have a training studios set up to offer services to paying clients for less than commercial rates. As all assessment in the Training Package products can be completed in a simulated environment, there is no mandated workplace requirement.

The option is there to allow for workplace assessment, or assessment in a simulated environment.

Industry reports that it is common to have a supervisor or assessor observe a learner or trainee when undertaking services on clients. This is done with the client's prior permission and to reduce risk to the client and provide guidance and assistance to the learner or trainee while performing the service. This requirement is also within the existing units of competency and does not represent a change to Assessment Requirements.

Mandatory Workplace Requirements

Where units state in the performance evidence that a number of hours of work in a commercial beauty therapy salon must be completed there is clearly a mandatory workplace requirement.

Where simulated salons are referred to in unit assessment conditions these must replicate commercial salon environments and so there should be no difference between a commercial and a simulated salon. Consequently the issue of evidence of employer support to provide placements remains.

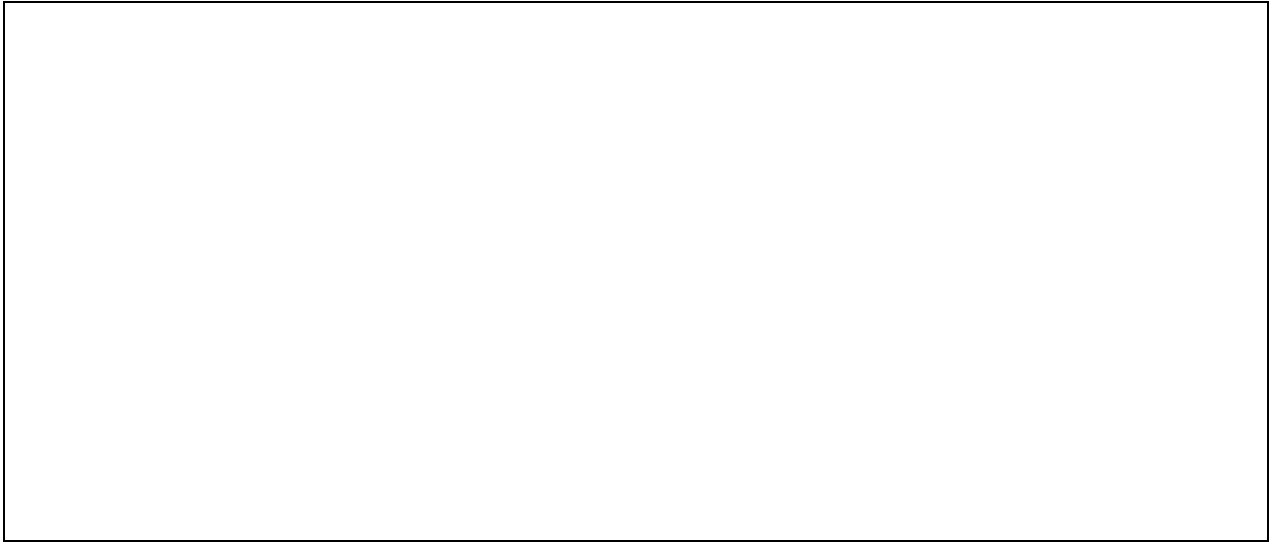
Response:

Industry is seeking graduates who are competent to deliver a treatment to a client.

As above - It clearly states in the Case for Endorsement and each unit of competency, that workplace hours can be in workplace or simulated environment.

This simulated environment could (and often is) a training salon in an RTO, with no requirement for involvement of an employer at all.

As with a number of other Training Packages which include the option for simulation of work placement, this provides that there is no mandated workplace requirement in these Training Package Products. It is certainly industry's preference, but simulation is a viable and acceptable option as outlined in the Assessment Conditions.



7. Mandatory Workplace Requirements

*Refer to **Attachment D** for a list of the Units of competency, the MWR, the rationale for this, and evidence of employer support for this requirement.*

There are no mandatory workplace requirements for the units of competency included in this Case for Endorsement.

Three units of competency nominate demonstration of skills over a period of time in a commercial beauty services environment, stating that the learner must:

perform the activities outlined in the performance criteria of this unit during a period of at least 38 hours of work in a commercial beauty therapy salon.

These units are:

- SHBBHRS010 Provide waxing services
- SHBBBOS008 Provide body massages
- SHBBFAS005 Provide facial treatments and skin care recommendations

There are also a number of units that specify assessment must be conducted over a number of work periods. These units are:

- SHBBSPA005 Work in a spa therapies framework
- SHBXCCS008 Provide salon services to clients
- SHBXCCS009 Greet and prepare clients for salon services
- SHBXIND003 Comply with organisational requirements within a personal services environment
- SHBXWHS003 Apply safe hygiene, health and work practices.

However, the Assessment Conditions section of each of these units specifies that:

Skills must be demonstrated in a beauty industry environment; this can be:

- *a beauty industry workplace or*
- ***a simulated beauty workplace set up for the purpose of skills assessment, that provides services to paying members of the public.***

This allows for a simulated environment to be used if a work placement is not able to be undertaken by the learner. The Assessment Conditions go on to specify the requirements around the assessment environment, including the availability of “paying customers... who have the expectation that the services provided reflect those of a commercial business”. This is seen to be imperative in terms of providing the learner with a suitable simulated environment for assessment. It is noted that this requirement is currently applicable within the current endorsed Training Package Products, so this does not represent a change to assessment requirements.

8. Implementation of the new training packages

8.1 Implementation issues

Any change to units and/or qualifications creates flow-on impacts for RTOs in relation to administrative systems, training resources and assessment materials. A positive impact for all RTOs will be the improved clarity with regard to current industry terminology and practices, technical information and assessment expectations.

In the short term, it is anticipated that there will be an administrative requirement of RTOs as they transition to delivery of the new training package products. Updates to the scope of delivery will be required to implement the updated and new qualifications and units.

The following measures will need to be put into place to address systemic issues and ensure effective implementation:

- The creation of new training and assessment resources to reflect the requirements of the revised units
- Strong and ongoing relationships between industry and training providers, and active involvement on the part of industry, to enable opportunities for students to gain workplace experience
- Robust and reliable assessment by RTOs, including in relation to Recognition of Prior Learning (RPL) practices.

The allocation and management of funding associated with the delivery of new and revised training package products will be determined by the appropriate State and Territory bodies in consultation with industry stakeholders in their respective jurisdictions.

Employers have been active contributors throughout this project and support the changes to the training package products.

8.2 Potential for traineeship or apprenticeships

The following qualifications proposed within this Case for Endorsement are suitable for delivery as an apprenticeship or traineeship:

- *SHB20121 Certificate II in Retail Cosmetics*
- *SHB30121 Certificate III in Beauty Services*
- *SHB30221 Certificate III in Make-Up*
- *SHB30321 Certificate III in Nail Technology*
- *SHB40121 Certificate IV in Beauty Therapy.*

Delivery via apprenticeship or traineeship pathways will be determined by the appropriate State and Territory bodies based on stakeholder feedback in the relevant jurisdictions at the time of endorsement of the complete suite of beauty training package products.

8.3 Occupational and licensing requirements

In some States and Territories, some beauty services are subject to regulations regarding skin penetration. Where this is relevant a reference to it will be made in the Application Statement. A list of units that require registration or licensing is provided in the Companion Volume Implementation Guide.

8.4 Extension to transition period

Where the need for an extension to the transition period is identified for training products that are the subject of this Case for Endorsement, the SSO will apply to the relevant regulator for an extension to transition, to mitigate the identified impact on other training products, particular student cohorts or industry business needs

No RTOs that offer the current qualifications have made any specific request for an extension to the transition period from current to new training package products. Neither have any industry stakeholders made such a request.

9. Quality Assurance

The Case for Endorsement meets the following requirements:

<i>Standards for Training Packages 2012</i>	Y
<i>Training Package Products Policy</i>	Y
<i>Training Package Development and Endorsement Process Policy</i>	Y
<i>Companion Volume Implementation Guide is available and quality assured.</i>	Y

*Copies of quality assurance reports are included in **Attachment F**.*

10. Implementation of the Minister's priorities in training packages

*Refer to **Attachment E** for information on no enrolment and low enrolment Qualifications reviewed as part of this project, and the outcomes of this review (i.e. product proposed for deletion or retention). Attachment D also includes the rationale for retaining no and/or low enrolment products when this is the proposal.*

Please include an explanation of how approval of the proposed training products will support the reform priorities for training packages agreed by skills ministers in November 2015 and October 2020:

<i>Streamlining/rationalisation of training products</i>	This activity resulted in the update of six qualifications and 44 units. Three units have been deleted.
	This activity has been carried out with careful consideration given to existing units that can be imported into the qualifications. The qualifications proposed in this Case for Endorsement include imported units from the Business Services (BSB), Retail Services (SIR) and Health (HLT) training packages. A number of "generic" social media units which were developed as a part of the AISC Cross Sector projects have also been included in the qualifications where relevant. These units have been reviewed and can be contextualised within the qualifications.
	The Work Order identified the need for the development of two new qualifications and 17 new units of competency. However, two new qualifications and 30 new units have been developed – an increase of 13 more units than originally anticipated. The qualifications address specialised job roles in the sector that were not included in the previous training package. The new units cover skills and knowledge that are unique to the delivery of beauty and personal services and address emerging technologies, primarily in cosmetic tattooing and skin therapy.
	This activity has resulted in: <ul style="list-style-type: none"> • six updated qualifications

	<ul style="list-style-type: none">• 44 updated units• two new qualifications• 30 new units. <p>The total number of qualifications has increased from six to eight.</p> <p>The total number of units has increased from 51 to 74.</p>
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<p><i>Ensure that more information about industry's expectations of training delivery is available to training providers to improve their delivery and to consumers to enable more informed course choices</i></p>	<p>Industry's expectation is that graduates will be equipped with the skills and knowledge to work under supervision or independently to deliver a range of beauty and therapeutic personal services.</p> <p>Industry values training and assessment that provide exposure to real and current work environments. Stakeholders have agreed on a clear requirement for Performance Evidence to be gathered in the workplace or in a simulated workplace environment with access to paying members of the public.</p> <p>The SHB Hairdressing and Beauty Companion Volume Implementation Guide also provides implementation advice regarding the training package products included in this update.</p>
<p><i>Ensure the training system better supports individuals to move more easily between related occupations</i></p>	<p>The portability of skills across beauty sub-sectors was also a focus of consultation efforts with industry and other stakeholders, resulting in a number of new cross-sector (SHBX) units.</p>
<p><i>Improve the efficiency of the training system by creating Units that can be owned and used by multiple industry sectors</i></p> <p><i>Foster greater recognition of skill sets and work with industry to support their implementation</i></p>	<p>The units in these qualifications address the requisite skills and knowledge required to deliver personal beauty services. The units may be useful for inclusion in other qualifications and training packages.</p>
<p>11. A link to the full content of the proposed training package component(s)</p>	
<p>Please see <i>Attachment H: Training Package Products</i> to inspect the qualifications and units within this Case for Endorsement.</p>	

This Case for Endorsement was agreed to by the Personal Services IRC.

Name of Chair:	Norma Roberts
Signature of Chair:	Via email
Date:	23 July 2021

Attachment A: Training Products Submitted for Approval

Please set out in the table below the training products submitted for approval, including showing whether this is an updated, new or deleted product.

Previous Code and Title SHB V2.0	New Code and Title SHB V3.0	Type	For Existing Products, Equivalent/Non- equivalent Status	For Updated Products, Rationale for Equivalent/Non-equivalent Status
Qualifications				
SHB20116 Certificate II in Retail Cosmetics	SHB20121 Certificate II in Retail Cosmetics	Updated	N	Qualification Description, Packaging Rules, core units and elective units have been updated
SHB30115 Certificate III in Beauty Services	SHB30121 Certificate III in Beauty Services	Updated	N	Packaging Rules, core units and elective units have been changed
SHB30215 Certificate III in Make-Up	SHB30221 Certificate III in Make- Up	Updated	N	Packaging Rules, core units and elective units have been changed
SHB30315 Certificate III in Nail Technology	SHB30321 Certificate III in Nail Technology	Updated	N	Packaging Rules, core units and elective units have been changed
SHB40115 Certificate IV in Beauty Therapy	SHB40121 Certificate IV in Beauty Therapy	Updated	N	Packaging Rules, core units and elective units have been changed
SHB50115 Diploma of Beauty Therapy	SHB50121 Diploma of Beauty Therapy	Updated	N	Packaging Rules, core units and elective units have been updated
	SHB50320 Diploma of Cosmetic Tattooing	New		New qualification
	SHB60221 Advanced Diploma of Skin Therapy	New		New qualification

Units of Competency				
Body Services (BOS)				
SHBBBOS001 Apply cosmetic tanning products	SHBBBOS007 Apply cosmetic tanning products	Updated	N	Unit Code, Performance Criteria, Performance Evidence, Knowledge Evidence and Assessment Conditions have been updated
SHBBBOS002 Provide body massages	SHBBBOS008 Provide body massages	Updated	N	Unit Code, Application, Prerequisite Units, Performance Criteria, Foundation Skills, Performance Evidence and Knowledge Evidence have been updated
SHBBBOS003 Provide body treatments		Deleted		Deleted
SHBBBOS004 Provide aromatherapy massages	SHBBBOS009 Provide aromatherapy massages	Updated	N	Unit Code, Prerequisite Units, Performance Criteria, Performance Evidence and Knowledge Evidence have been updated
SHBBBOS005 Use reflexology relaxation techniques in beauty treatments	SHBBBOS010 Use reflexology relaxation techniques in beauty treatments	Updated	N	Unit Code, Prerequisite Units, Performance Criteria, Foundation Skills, Performance Evidence, Knowledge Evidence and Assessment Conditions have been updated
SHBBBOS006 Provide superficial lymph massage treatments	SHBBBOS011 Provide superficial lymph massage treatments	Updated	N	Unit Code, Prerequisite Units, Performance Criteria, Foundation Skills, Performance Evidence and Assessment Conditions have been updated
Client Services (CCS)				
	SHBBCCS004 Demonstrate retail skin care products	New		New unit

SHBBCCS001 Advise on beauty products and services	SHBBCCS005 Advise on beauty products and services	Updated	N	Unit Code, Element, Performance Criteria, Foundation Skills, Performance Evidence, Knowledge Evidence and Assessment Conditions have been updated
SHBBCCS002 Prepare personalised aromatic plant oil blends for beauty treatments	SHBBCCS006 Prepare personalised aromatic plant oil blends for beauty treatments	Updated	N	Unit Code, Prerequisites, Performance Criteria, Performance Evidence, Knowledge Evidence and Assessment Conditions have been updated
	SHBBCCS007 Interpret the chemical composition and physical effects of cosmetic products	New		New Unit
Cosmetic Tattooing (COS)				
	SHBBCOS001 Provide cosmetic tattooing consultations	New		New unit
	SHBBCOS002 Apply knowledge of colour theory and pigmentology to cosmetic tattooing	New		New unit
	SHBBCOS003 Incorporate elements and principles of design in cosmetic tattooing	New		New unit
	SHBBCOS004 Provide cosmetic tattoo for eyebrows	New		New unit
	SHBBCOS005 Provide cosmetic tattoo for lips	New		New unit

	SHBBCOS006 Provide cosmetic tattoo for eyes	New		New unit
	SHBBCOS007 Provide cosmetic tattoo for scalp micropigmentation	New		New unit
	SHBBCOS008 Provide 3D nipple areola complex tattooing	New		New unit
Facial Services (FAS)				
SHBBFAS001 Provide lash and brow services	SHBBFAS004 Provide lash and brow services	Updated	N	Unit Code, Prerequisites, Performance Criteria, Performance Evidence, Knowledge Evidence and Assessment Conditions have been updated
SHBBFAS002 Provide facial treatments and skin care recommendations	SHBBFAS005 Provide facial treatments and skin care recommendations	Updated	N	Unit Code, Application, Prerequisites, Performance Criteria, Foundation Skills and Knowledge Evidence have been updated
SHBBFAS003 Provide specialised facial treatments	SHBBFAS006 Provide specialised facial treatments	Updated	N	Unit Code, Application, Prerequisites, Performance Criteria, Foundation Skills, Performance Evidence, Knowledge Evidence and Assessment Conditions have been updated.
Hair Reduction Services (HRS)				
SHBBHRS001 Provide waxing services	SHBBHRS010 Provide waxing services	Updated	N	Unit Code, Performance Criteria, Performance Evidence, Knowledge Evidence and Assessment Conditions

SHBBHRS002 Provide female intimate waxing services	SHBBHRS011 Provide female intimate waxing services	Updated	N	Unit Code, Application, Prerequisite, Performance Evidence and Knowledge Evidence have been updated.
SHBBHRS003 Provide male intimate waxing services	SHBBHRS012 Provide male intimate waxing services	Updated	N	Unit Code, Application, Prerequisite, Performance Criteria, Performance Evidence and Knowledge Evidence have been updated
SHBBHRS004 Provide hair reduction treatments using electrical currents	SHBBHRS013 Provide hair reduction treatments using electrical currents	Updated	N	Unit Code, Application, Performance Criteria, Performance Evidence, Knowledge Evidence and Assessment Conditions have been updated
Infection Control (INF)				
SHBBINF001 Maintain infection control standards	SHBBINF002 Maintain infection control standards	Updated	N	Unit Code, Application, Foundation Skills and Performance Evidence have been updated
Make-Up Services (MUP)				
SHBBMUP001 Apply eyelash extensions	SHBBMUP008 Apply eyelash extensions	Updated	N	Unit Code, Application, Foundation Skills, Performance Evidence, Knowledge Evidence and Assessment Conditions have been updated
SHBBMUP002 Design and apply make-up	SHBBMUP009 Design and apply make-up	Updated	N	Unit Code, Application, Performance Criteria, Foundation Skills, Performance Evidence, Knowledge Evidence and Assessment Conditions have been updated
SHBBMUP003 Design and apply make-up for photography	SHBBMUP010 Design and apply make-up for photography	Updated	N	Unit Code, Performance Criteria, Foundation Skills, Performance Evidence and Assessment Conditions have been updated

SHBBMUP004 Design and apply remedial camouflage make-up	SHBBMUP011 Design and apply remedial camouflage make-up	Updated	N	Unit Code, Application, Performance Criteria, Foundation Skills, Performance Evidence and Assessment Conditions have been updated
SHBBMUP005 Apply airbrushed make-up	SHBBMUP012 Apply airbrushed make-up	Updated	N	Unit Code, Application, Performance Criteria, Performance Evidence and Performance Evidence have been updated
SHBBMUP006 Design and apply creative make-up	SHBBMUP013 Design and apply creative make-up	Updated	N	Unit Code, Application, Performance Criteria, Foundation Skills, Performance Evidence and Assessment Conditions have been updated
SHBBMUP007 Work collaboratively on make-up productions	SHBBMUP014 Work collaboratively on make-up productions	Updated	N	Unit Code, Application, Performance Criteria, Performance Evidence and Assessment Conditions have been updated
	SHBBMUP015 Apply volume eyelash extensions	New		New unit
Nail Services (NLS)				
SHBBNLS001 Provide manicure and pedicare services	SHBBNLS007 Provide manicure and pedicare services	Updated	N	Unit Code, Prerequisite Units, Foundation Skills, Performance Criteria, Performance Evidence, Knowledge Evidence and Assessment Conditions have been updated
SHBBNLS002 Apply gel nail enhancements	SHBBNLS008 Apply gel and dip powder nail enhancements	Updated	N	Unit Code, Unit Title, Application, Prerequisite Units, Elements, Performance Criteria, Foundation Skills, Performance Evidence and Assessment Conditions have been updated
SHBBNLS003 Apply acrylic nail enhancements	SHBBNLS009 Apply acrylic nail enhancements	Updated	N	Unit Code, Application, Prerequisite Units, Performance Criteria, Foundation Skills, Performance Evidence, Knowledge Evidence

				and Assessment Conditions have been updated
SHBBNLS004 Apply nail art	SHBBNLS010 Apply nail art	Updated	N	Unit Code, Prerequisite Units, Performance Criteria, Foundation Skills, Performance Evidence and Assessment Conditions have been updated
SHBBNLS005 Use electric file equipment for nail services	SHBBNLS011 Use electric file equipment for nail services	Updated	N	Unit Code, Elements and Performance Criteria, Foundation Skills, Performance Evidence and Assessment Conditions have been updated
SHBBNLS006 Apply advanced nail art	SHBBNLS012 Apply advanced nail art	Updated	N	Unit Code, Prerequisite Units, Performance Criteria, Foundation Skills, Performance Evidence and Assessment Conditions have been updated
Research (RES)				
SHBBRES001 Research and apply beauty industry information	SHBBRES003 Research and apply beauty industry information	Updated	N	Unit Code, Application, Performance Evidence. Knowledge Evidence and Assessment Conditions have been updated
Skin Services (SKS)				
SHBBSKS001 Pierce ear lobes	SHBBSKS006 Pierce ear lobes	Updated	N	Unit Code, Performance Criteria, Performance Evidence and Assessment Conditions have been updated
SHBBSKS002 Provide diathermy treatments	SHBBSKS007 Provide diathermy treatments	Updated	N	Unit Code, Application Statement, Prerequisites, Performance Criteria, Foundation Skills, Performance Evidence, Knowledge Evidence and Assessment Conditions have been updated.

SHBBSKS003 Design and provide cosmetic tattooing		Deleted		Deleted
SHBBSKS004 Provide upper body piercings	SHBBSKS008 Provide upper body piercings	Updated	N	Unit Code, Performance Criteria, Performance Evidence and Assessment Conditions have been updated
SHBBSKS005 Provide micro-dermabrasion treatments	SHBBSKS009 Provide micro-dermabrasion treatments	Updated	N	Unit Code, Unit Title, Application, Prerequisites, Elements, Performance Criteria, Performance Evidence, Knowledge Evidence and Assessment Conditions have been updated.
Skin Therapy (SKT)				
	SHBBSKT001 Provide skin therapy consultations	New		New unit
	SHBBSKT002 Provide advice on specialised skin care formulations and ingredients	New		New unit
	SHBBSKT003 Identity and control safety risks for light-based skin treatments	New		New unit
	SHBBSKT004 Design intense pulsed light skin treatment programs	New		New unit
	SHBBSKT005 Provide intense pulsed light skin treatments	New		New unit

	SHBBSKT006 Design laser skin treatment programs	New		New unit
	SHBBSKT007 Provide laser skin treatments	New		New unit
	SHBBSKT008 Design light emitting diode treatment programs	New		New unit
	SHBBSKT009 Provide light emitting diode skin treatments	New		New unit
	SHBBSKT010 Provide skin needling treatments	New		New unit
	SHBBSKT011 Provide superficial peel treatments	New		New unit
	SHBBSKT012 Investigate developments in cosmetic treatments for skin rejuvenation	New		New unit
Spa Services (SPA)				
SHBBSPA001 Work in a spa therapies framework	SHBBSPA005 Work in a spa therapies framework	Updated	N	Unit Code, Performance Criteria, Performance Evidence and Assessment Conditions have been updated
SHBBSPA002 Provide spa therapies	SHBBSPA006 Provide spa therapies	Updated	N	Unit Code, Performance Criteria, Performance Evidence, Knowledge Evidence and Assessment Conditions have been updated

SHBBSPA003 Provide stone therapy massages	SHBBSPA007 Provide stone therapy massages	Updated	N	Unit Code, Application, Performance Criteria, Foundation Skills, Performance Evidence, Knowledge Evidence and Assessment Conditions have been updated
SHBBSPA004 Provide Indian head massages for relaxation	SHBBSPA008 Provide Indian head massages for relaxation	Updated	N	Unit Code, Performance Criteria and Performance Evidence have been updated
Skin Science (SSC)				
	SHBBSSC001 Incorporate knowledge of skin structure and functions into beauty therapy	New		New unit
	SHBBSSC002 Incorporate knowledge of body structures and functions into beauty therapy	New		New unit
	SHBBSSC003 Research and apply information on skin science in a skin therapy context	New		New unit
	SHBBSSC004 Identify the function and structure of skin and hair for cosmetic tattooing	New		New unit
CROSS-SECTOR (SHBX)				
SHBXCCS004 Recommend products and services		Deleted		

	SHBXCCS005 Maintain health and wellbeing in a personal services setting	New		New unit
	SHBXCCS006 Promote healthy nutritional options in a beauty therapy context	New		New unit
SHBXCCS001 Conduct salon financial transactions	SHBXCCS007 Conduct salon financial transactions	Updated	N	Unit Code, Foundation Skills, Performance Evidence, Knowledge Evidence and Assessment Conditions have been updated
SHBXCCS002 Provide salon services to clients	SHBXCCS008 Provide salon services to clients	Updated	N	Unit Code, Application, Elements, Performance Criteria, Foundation Skills, Performance Evidence, Knowledge Evidence and Assessment Conditions have been updated
SHBXCCS003 Greet and prepare clients for salon services	SHBXCCS009 Greet and prepare clients for salon services	Updated	E	Unit Code, Performance Evidence, Knowledge Evidence and Assessment Conditions have had minor revisions
SHBXIND001 Comply with organisational requirements within a personal services environment	SHBXIND003 Comply with organisational requirements within a personal services environment	Updated	N	Unit Code, Performance Criteria, Performance Evidence, Knowledge Evidence and Assessment Conditions have been updated
SHBXIND002 Communicate as part of a salon team	SHBXIND005 Communicate as part of a salon team	Updated	E	Unit Code, Minor updates to Knowledge Evidence and Assessment Conditions
	SHBXIND004 Develop skin therapy workplace policies and procedures	New		New unit

SHBXWHS001 Apply safe hygiene, health and work practices	SHBXWHS003 Apply safe hygiene, health and work practices	Updated	N	Unit Code, Application, Performance Criteria, Foundation Skills, Performance Evidence, Knowledge Evidence and Assessment Conditions have been updated
SHBXWHS002 Provide a safe work environment	SHBXWHS004 Provide a safe work environment	Updated	E	Unit Code, Minor updates to Application and Assessment Conditions

Attachment B: How Qualification Updates Support Job Roles

Please use the table below to demonstrate how the proposed updates to Qualifications will better support job roles

Job role	Qualification	Proposed updates and how these better support the job role
Beauty and hairdressing retail salesperson	SHB20121 Certificate II in Retail Cosmetics	<p>This qualification reflects the role of retail sales personnel involved in a defined range of tasks to sell and demonstrate beauty or cosmetic products. They follow known routines and procedures and work under direct supervision.</p> <p>This qualification provides a pathway to work as a retail sales consultant in any business that sells beauty or cosmetic products and services. This can include beauty and hairdressing salons, retail outlets and department stores.</p>
Beautician	SHB30121 Certificate III in Beauty Services	<p>This qualification reflects the role of individuals employed as beauticians to provide a range of beauty services including nail, waxing, lash and brow, and basic make-up services.</p> <p>These individuals possess a range of well-developed technical and customer service skills where discretion and judgement is required and are responsible for their own outputs. This includes client consultation on beauty products and services.</p>
Make-up artist	SHB30221 Certificate III in Make-Up	<p>This qualification reflects the role of individuals employed as make-up artists to design and apply make-up for a range of purposes and occasions across the beauty, fashion, media and entertainment industries.</p> <p>These individuals possess a range of well-developed technical and consultation skills where discretion and judgement are required and are responsible for their own outputs. This includes working cooperatively with a range of individuals including photographers, fashion stylists and media production staff.</p>
Nail technician	SHB30321 Certificate III in Nail Technology	<p>This qualification reflects the role of individuals employed as nail technicians to provide manicure and pedicure services, including the application of nail art and acrylic and gel nail enhancements.</p> <p>These individuals possess a range of well-developed technical and customer service skills where discretion and judgement is required and are responsible for their own outputs. This includes client consultation on nail care products and services. Nail technicians may also be self-employed and responsible for managing their own nail</p>

		station.
Beauty therapist	SHB40121 Certificate IV in Beauty Therapy	<p>This qualification reflects the role of individuals who work as beauty therapists to provide a range of beauty therapy treatments and services, including lash and brow treatments, nail services, make-up, massage and waxing. They communicate with clients to recommend treatments and services and sell retail skin care and cosmetic products.</p> <p>These individuals undertake work independently, with limited guidance from others, to perform routine and non-routine activities and solve non-routine problems. They apply and adapt technical skills and knowledge, and use judgement in the provision of beauty treatments and services. These individuals are responsible for their own outputs and provide limited guidance to others.</p>
Beauty therapist	SHB50121 Diploma of Beauty Therapy	<p>This qualification reflects the role of individuals employed as beauty therapists to provide a broad range of beauty therapy treatments and services including facial treatments, body massage and treatments, hair removal, lash and brow treatments, nail and make-up services. This includes consultation with clients to provide beauty advice, recommend beauty treatments and services, and sell retail skin-care and cosmetic products.</p> <p>These individuals work relatively autonomously and are accountable for personal outputs. Their work involves the self-directed application of knowledge and skills with substantial depth in some areas where judgement is required in planning and selecting appropriate equipment, services and techniques.</p>
Cosmetic tattooist	SHB50321 Diploma of Cosmetic Tattooing	<p>This qualification reflects the role of individuals who work as cosmetic tattooists who design and provide cosmetic tattooing services.</p> <p>These individuals work autonomously and are accountable for personal outputs. Their work involves the self-directed application of specialised knowledge and experience to consult, design and manage sequential treatment programs. They possess highly developed communication and technical skills. Practitioners operate within a defined scope of practice and use initiative and judgement to refuse or refer treatments as required.</p>
Skin or beauty therapist	SHB60221 Advanced Diploma of Skin Therapy	<p>This qualification reflects the role of individuals employed as skin or beauty therapists who design and provide specialised skin treatments for clients with various skin treatment needs.</p>

		<p>They are skilled individuals who synthesise specialised knowledge and experience to consult, design and manage sequential treatment programs. They possess highly developed communication skills and specialised technical skills. Practitioners operate within a defined scope of practice and use initiative and judgement to refuse or refer treatments as required.</p>
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Attachment C: Stakeholder Consultation

List of stakeholders that actively participated in stakeholder consultation for the project

Name	Organisation	Title	Industry	Representation Type	State or Territory
Industry Reference Committee					
Norma Roberts	Retail and Personal Services Training Council	Executive Director	Beauty	IRC – Representative	WA
Greg Milner	Australian Association of Floral Designers	Principal	Floristry	IRC – Representative	VIC
Stephanie Shepherd	Stephanie's Luxury Spas	CEO & Founder	Beauty	IRC – Representative	QLD
Mark Pampling	Alstonville Florist	Creative Director	Floristry	IRC – Representative	NSW
Maureen Harding	Hair and Beauty Australia	Proprietor HBMH (Hairdressing by Maureen Harding) (National President HABA)	Hairdressing and Beauty	IRC – Representative	NSW
Sandy Chong	Australian Hairdressing Council	CEO	Hairdressing	IRC – Representative	NSW
Mark Rippon	Hairdressing and Beauty Industry Association	General Manager	Hairdressing and Beauty	IRC – Representative	VIC
Colleen Falconer	Australian Funeral Directors Association	Executive Officer	Funeral Services	IRC – Representative	VIC
Shane Roulstone	Australia's Worker Union	National Organiser	Union	IRC – Representative	NSW
Helen Cooney	Shop Distributive and Allied Employees Association	Policy Advisor	Union	IRC – Representative	VIC
Cosmetic Tattooing Technical Advisory Committee					
Norma Roberts	Retail and Personal Services Training Council	Executive Director	Beauty	TAC – Representative	WA
Maja Ercegovic	Holo Academy	Director	Beauty	TAC – Representative	VIC
Karen Porteus	Elysian Beauty	Owner	Beauty	TAC – Representative	WA
Kirrilee Long	Revive Cosmetic and Skin Clinic		Beauty	TAC – Representative	QLD

Matrice Harbour	Beyond Dermal Beauty Clinique	Owner/Beauty Therapist/Cosmetic Tattooist	Beauty	TAC – Representative	WA
Katie Hooker	BROWS INK. Bespoke Cosmetic Tattooing		Beauty	TAC – Representative	NSW
Caitlin James	Scalp MicroPigmentation Australia		Beauty	TAC – Representative	SA
Diane Koksai	Horizon Plastic Surgery	Dermal Clinician	Beauty	TAC – Representative	VIC
Christine Comans	MediTatt	Clinical Aesthetician	Cosmetic tattooing	TAC – Representative	WA
Katy Sullivan	Advanced Body Image	Advanced Body Image Skin and Laser Clinic & Spa Lotus	Beauty	TAC – Representative	NT
Skin Therapy Technical Advisory Committee					
Ekta Tandon	Australasian Academy of Cosmetic Dermal Science, Pier Street Cosmetics	Senior Lecturer	Education	TAC – Representative	WA
Amanda Malden-Browne	Torrens University, Laureate International	Senior Learning Facilitator (Aesthetics)	Education	TAC – Representative	QLD
Emma Fox	Revolution Skincare and Cosmetics		Beauty	TAC – Representative	QLD
Lorraine Castle	Chisholm TAFE	Teacher	Education	TAC – Representative	VIC
Jennifer Hookham	Victoria University/SkinSmart Australia	Dermal Clinician/ Dermatologist	Beauty	TAC – Representative	QLD
Borka Buseska	Australian Capital Training Institute	CEO	Education	TAC – Representative	ACT
Meredith Schaerf	Ella Bache	Dermal Therapies Program Manager	Beauty	TAC – Representative	NSW
Stakeholders					
Jacque Kelly	Australian Academy of Cosmetic Dermal Science (AACDS)	Education and Training Co-ordinator	Education	Industry Staff	WA
Aditi Narayanan	Australian Apprenticeships & Traineeships Information Service (AATIS)	Marketing Manager	Government	Government Agency	VIC
Cass Hoult	Australian Apprenticeships & Traineeships Information Service (AATIS)	Communications Manager	Government	Government Agency	VIC

Lynda Green	Australian Apprenticeships & Traineeships Information Service (AATIS)	Training package Content Officer	Training	Government Agency	VIC
Jayson Oates	Academy face & Body	Doctor	Beauty	Industry Staff	NSW
Zonia Wulff	Academy Face and Body	Practice Manager	Beauty	Industry Staff	ACT
Liza McConnell	Academy of Makeup & Hair Pty Ltd	General Manager	Beauty	Industry Staff	NSW
Wendi Fraser	Academy of Makeup & Hair Pty Ltd	RTO Manager	Beauty	Industry Staff	VIC
Lyndal Mahoney	Active Career College Pty Ltd	Director of Education	Education	Registered Training Organisation	NSW
Kira Carfi	Advanced school of Beauty	Trainer and Assessor	Education	Trainer Assessor	NSW
Stef Milla	Aesthetic & Beauty Industry Council	CEO/Board Member	Beauty	Industry Staff	VIC
Tina Viney	Aesthetics Practitioners Advisory Network	CEO	Advisory	Industry Training Advisory Bodies	QLD
Vishu Arora	AIS	Head Trainer and Assessor	Training	Trainer Assessor	NSW
Cherie Willcox	All About Hair & Beauty Training		Education	Registered Training Organisation	QLD
Kristy Barker	Artistry of Make up Academy		Education	Registered Training Organisation	NSW
Leanne Bennett	Artistry of Make up Academy	Founder and Principal	Education	Registered Training Organisation	NSW
Amalia Portelli	Australasia International School		Education	Registered Training Organisation	NSW
Chuck Connor	Australasia International School	RTO Compliance	Education	Registered Training Organisation	NSW
Veronica Webby	Australasia International School	Student Support Officer	Education	Registered Training Organisation	NSW
Wesley Jones	Australasia International School	VET Academic manager & Operations	Education	Registered Training Organisation	NSW
Catriona Clayton	Australasian International School	Head Teacher	Education	Registered Training Organisation	NSW

Olivia Figliuzzi	Australian Academy Beauty Dermal Laser	Principal	Beauty	Industry Staff	NSW
Aimee Quirke	Australian Academy of Beauty and Dermal Therapy	Director	Beauty	Industry Staff	NSW
Chantelle Saldarriaga	Australian Academy of Beauty Dermal and Laser	Trainer and Assessor	Beauty	Trainer Assessor	NSW
Sue Campbell	Australian Academy of Beauty Dermal and Laser Pty Ltd	CEO	Beauty	Industry Staff	NSW
Bianca Long	Australian Academy of Beauty Therapy	Principal	Beauty	Industry Staff	NSW
Borka Buseka	Australian Capital Training Institute	CEO	Beauty	TAC - Member	ACT
Katrina McIntyre	Australian College of Beauty Therapy	Training Manager	Education	Industry Staff	NSW
Deb Westland	Australian College of Laser Therapy	CEO	Education	Industry Staff	SA
Debera Houghton	Australian Institute of Body Arts	CEO	Beauty	Industry Staff	SA
Belinda Tardini	Avante Education	Training Design and Development	Education	Industry Staff	VIC
Naomi Roche	Avante Education	Trainer and Assessor	Education	Trainer Assessor	VIC
Lou Fimmano	Barbery the Craft of a Barber Academy		Barbery	Industry Staff	SA
Georgia Clarke	Baxter Institute		Education	Registered Training Organisation	VIC
Gina Morgan	Baxter Institute		Education	Registered Training Organisation	VIC
Michelle Mates	Baxter Institute	Coordinator Hairdressing	Education	Registered Training Organisation	VIC
Sally Azzopardi	Baxter Institute		Education	Registered Training Organisation	VIC
Tamara Shaw-Reid	Beauty Industries	Founding Director	Beauty	Industry Staff	NSW
Karen Lawrence	Beauty Therapy College of Australia	Training Manager	Beauty	Industry Staff	NSW
Angela Todd	Beauty Therapy Training Australia	CEO	Beauty	Industry Staff	QLD
Paola Troisi	BellDonLaqua Institute	Director	Education	Industry Staff	NSW

Rainer Tibbett	Bendigo TAFE		Education	Registered Training Organisation	VIC
Cathryn Smith	Bendigo TAFE & Bendigo Skin Care Clinic	Teacher and Skin Technician	Education	Industry Staff	VIC
Evelyn Bremer	Box Hill Institute	Trainer and Assessor	Education	Registered Training Organisation	VIC
Debbie Gerber	Box Hill Institute	Trainer	Education	Registered Training Organisation	VIC
Donna Colombini	Box Hill Institute	Consultant	Education	Registered Training Organisation	VIC
Hannah Wade	Box Hill Institute		Education	Registered Training Organisation	VIC
Jenny Takahashi	Box Hill Institute	Curriculum Co-ordinator	Education	Registered Training Organisation	VIC
Ruth Browne	Box Hill Institute	Head of Department (Hair)	Education	Registered Training Organisation	VIC
Stephanie Elkington	Box Hill Institute	Teacher	Education	Registered Training Organisation	VIC
Tara Baldwinson	Box Hill Institute	Coordinator Beauty	Education	Registered Training Organisation	VIC
Darren Marshall	Box Hill Institute	Teacher	Education	Registered Training Organisation	VIC
Brayden Wyeth	Brays Beauty		Beauty	Industry Staff	QLD
Rachelle Davis	Brows & Co	Business Development Executive at Brown-Forman	Beauty	Industry Staff	QLD
Thi Dang	Brows & Co	Trainer & assessor	Beauty	Trainer Assessor	SYD
Teresa Lopilato	Canberra Institute of Technology	Head of Department Hairdressing and Beauty Therapy	Education	Registered Training Organisation	ACT
Angela Ryan	Canberra Institute of Technology	Manager - Teacher Capability	Education	Registered Training Organisation	ACT
Cathy Doumos	Canberra Institute of Technology	Trainer	Education	Registered Training Organisation	ACT
Suzie Walden	Canberra Institute of Technology	Teacher of Hairdressing and Make Up at Canberra Institute of Technology	Education	Registered Training Organisation	ACT

Shani DePrinse	Casey College of Beauty Therapy	Training Co-ordinator	Education	Registered Training Organisation	VIC
Kat Wilson	Casey College of Beauty Therapy Pty Ltd	RTO Manager	Education	Registered Training Organisation	VIC
Lorraine Cutler	Central Coast Community College		Education	Registered Training Organisation	NSW
Mary McKenzie	Central Queensland University	Beauty and Remedial massage Qualifications Coordinator	Education	Registered Training Organisation	QLD
Taryn Burgess	Central Queensland University	Teacher - Beauty Therapy	Education	Registered Training Organisation	QLD
Debra Street	Charles Darwin University (Alice Springs Campus)	VET Lecturer / Workplace Assessor	Education	Registered Training Organisation	NT
Jillian Barnes	Chisholm - Regional Education		Education	Registered Training Organisation	VIC
Ellen McKenzie	Chisholm institute	Educator	Education	Registered Training Organisation	VIC
Jessica Forster	Chisholm Institute	Educator	Education	Registered Training Organisation	VIC
Lauren McCurley	Chisholm Institute	Manager	Education	Registered Training Organisation	VIC
Lorraine Castle	Chisholm TAFE	Education Manager	Education	TAC – Member	VIC
Linda Sim	CIDESCO Australia	President	Beauty	Industry Staff	WA
Lyn McGarry	CLYNIC- Cosmetic Tattoo Sunshine Coast, Waxing and Facial Clinic Sunshine Coast		Beauty	Industry Staff	QLD
Tracey Collins	Complete Harmony Skin and Body Clinic		Beauty	Industry Staff	QLD
Dominique Bason	Cosderm	Dermal Therapist	Beauty	Industry Staff	
Frances Parnell	Department of Training and Workforce Development	Senior Policy Officer, Training Curriculum Services	Government	Government Agency	WA
Belinda Price	Desert Goddess Beauty clinic		Beauty	Industry Staff	NSW
Renee Carter	Desert Goddess Beauty clinic	Beauty Therapist	Beauty	Industry Staff	WA
Tracey Hammond	EarthSentials	Managing Director	Education	Registered Training Organisation	QLD

Iwona Lehmann	Ella Bache		Beauty	Industry Staff	NSW
Louisa Milton	Ella Bache	Senior Educator	Beauty	Industry Staff	NSW
Meredith Schaerf	Ella Bache	Dermal Therapies Program Manager	Beauty	TAC – Member	NSW
Pippa Hallas	Ella Bache	CEO	Beauty	Industry Staff	NSW
Jodi Keys-Jones	Ella Bache College	Trainer/Assessor/Educator	Education	Registered Training Organisation	NSW
Ryan Lawson	Ella Bache College	Head of Education	Education	Registered Training Organisation	NSW
Alex Zotos	Elly Lukas	Principal	Education	Registered Training Organisation	VIC
Samantha Webster	Elly Lukas	Educator Head	Education	Registered Training Organisation	VIC
Bel Murphy	Elysian Institute of Beauty and Complementary Studies	Operations Manager	Education	Registered Training Organisation	QLD
Dee Thomas	Elysian Institute of Beauty and Complementary Studies	Director	Education	Registered Training Organisation	QLD
Sarah Blazely	Elysian Institute of Beauty and Complementary Studies	Beauty Trainer and Assessor	Education	Registered Training Organisation	QLD
Janelle Bolger	Enchanted SPA	Business Development Manager	Beauty	Industry Staff	NSW
Jodie Adams	Enchanted SPA	Trainer	Beauty	Trainer Assessor	NSW
Elle Zavou	Endota Wellness College		Education	Registered Training Organisation	VIC
Heddy Macaulay-Johns	Endota Wellness College	Academic Manager	Education	Registered Training Organisation	VIC, QLD, NSW
Stacey Gilligan	Federation TAFE	Education Manager	Education	Registered Training Organisation	VIC
Lauren Bartolo	Federation University	Course Coordinator/Beauty Therapy Trainer/Assessor/VETCQC Member	Education	Registered Training Organisation	VIC
Laura Shepherd	Federation University Ballarat	Course Coordinator	Education	Registered Training Organisation	VIC

Lockyer Monica	GOTAFE		Education	Registered Training Organisation	VIC
Sonia Vincitorio	GOTAFE	Beauty Trainer	Education	Registered Training Organisation	VIC
Vicky McDonald	GOTAFE Shepparton	Beauty Trainer	Education	Registered Training Organisation	VIC
Jodie Watkins	Graft A Lash Pty Ltd	Founder and Creator	Beauty	Industry Staff	QLD
Maria Pradolin	Hallam Senior College	Class Teacher	Education	Industry Staff	VIC
Kirsten Fagan	Holmesglen	Educator Manager	Education	Registered Training Organisation	VIC
Tamera Gurney	Holmesglen		Education	Registered Training Organisation	VIC
Lauren Cary	Holmesglen Institute	Director	Education	Registered Training Organisation	VIC
Cheryl La Greca Markov	Holmesglen Institute	Senior Beauty Lecturer	Education	Registered Training Organisation	VIC
Elyse Lithgow	Holmesglen Institute	Student Engagement Officer	Education	Registered Training Organisation	VIC
Katrina Stratton	Holmesglen Institute		Education	Registered Training Organisation	VIC
Sally Lillie	House of Dermal Therapies	Trainer and Assessor Beauty and Skin Clinic Owner	Beauty	Trainer Assessor	VIC
Sapna Malkotia	INNER Melbourne VET Cluster		Education	Registered Training Organisation	VIC
Claire James	Industry Skills Advisory Council NT (ISACNT)	Training Package Development	Training	Industry Training Advisory Bodies	NT
Carla Walmsley	Katrinass School of Hair and Beauty		Education	Industry Staff	QLD
Kira Fletcher	Katrinass School of Hair and Beauty		Education	Industry Staff	QLD
Leeanne Booth	Katrinass School of Hair and Beauty	Head of Beauty	Education	Industry Staff	QLD
Michelle Lobban	Katrinass School of Hair and Beauty		Education	Industry Staff	QLD

Amanda Sly	Kiama community college		Education	Registered Training Organisation	NSW
Leanne Brewer	Laser Clinics Australia	Clinic Owner	Beauty	Industry Staff	ACT
Ella Stinson	Laser Clinics Australia - Gungahlin		Beauty	Industry Staff	ACT
Kimberley Haworth	Lash Vision Academy	Lash Vision Founder	Beauty	Industry Staff	VIC
Julie Curnow	Lotus Hair & Beauty	Manager	Beauty	Industry Staff	VIC
Lisa Mulcahy	Marian College, Endota Wellness College	Senior Educator	Education	Industry Staff	NSW
Bec Cochrane	Media Makeup Academy	Managing Director	Beauty	Registered Training Organisation	SA
Christine Comans	MediTatt	Aesthetic Clinician	Beauty	TAC - Member	WA
Kelly Stuart	Melbourne College of Hair and Beauty	CEO	Education	Registered Training Organisation	VIC
Sandra Piva	Melbourne College of Hair and Beauty	Director Principal	Education	Registered Training Organisation	VIC
Suzanne Kibble	Melbourne College of Hair and Beauty	Vice Principal	Education	Registered Training Organisation	VIC
Ishy Venga	MHEC	Trainer	Training	Trainer Assessor	VIC
Sally Bertrand	Morpheus academy	Beauty Therapy Educator	Education	Industry Staff	NSW
Rachel Lyndon	Morpheus Academy of Hair and Beauty	Head Beauty Educator	Education	Industry Staff	NSW
Wendy Michetti	Museo Skin + Spa + Hair	Founder	Beauty	Industry Staff	WA
Papatchaya Chaemchoi	Nandos	Shift Supervisor	Hospitality		VIC
Jenni Champion	National Retail Association	Industry Skills Advisory	Education	Registered Training Organisation	QLD
Rachel Lyndon	Next Level Beauty by Rachael	Beauty Therapy Educator	Beauty	Industry Staff	NSW
Kirsty Hook	Niche Education	Lecturer	Education	Registered Training Organisation	WA
Linda Sim	Niche Education Group	CEO	Education	Registered Training Organisation	WA
Ellena Frisina	NM TAFE	Lecturer	Education	Registered Training Organisation	WA

Catherine Araujo	North Metro TAFE	Lecturer	Education	Registered Training Organisation	WA
Helen Rodino	North Metro TAFE	Lecturer	Education	Registered Training Organisation	WA
Liz Harris	North Metro TAFE	Advanced Skills Lecturer	Education	Registered Training Organisation	WA
Norma Hogg	North Metro TAFE	Lecturer	Education	Registered Training Organisation	WA
Rachel Haeata	North Metro TAFE	Beauty Lecturer	Beauty Education	Registered Training Organisation	WA
Kerry Brown	North Metropolitan TAFE	Head of Programs	Education	Registered Training Organisation	WA
Renee Burns	North Metropolitan TAFE	Head of Programs	Education	Registered Training Organisation	WA
Cushla Ellis	North Regional TAFE	Beauty Lecturer	Beauty Education	Registered Training Organisation	WA
Rachael Boland	North Regional TAFE	Beauty Lecturer	Beauty Education	Registered Training Organisation	WA
Emma Cook	NSW TAFE	Beauty Lecturer	Beauty Education	Registered Training Organisation	NSW
Tammy Hristos	One on One Nail Tuition	Owner/Manager	Education	Registered Training Organisation	SA
Suzanne Travers	Open Colleges	Beauty and Spa Trainer/Assessor	Beauty	Registered Training Organisation	NSW
Jane Barrett	Pivot Point	General Manager	Education	Industry Staff	VIC
Ellen Frisina	Port School		Education	Registered Training Organisation	WA
David Gould	Queensland Health Communicable Diseases Branch	Principal Environmental Health Officer	Government	Government Agency	QLD
Norma Roberts	RAPS Skills Advisory Council	Executive Director	Beauty	IRC - Representative	WA
Amanda Dempster	Red Desert Beauty	Owner	Beauty	Industry Staff	SA
Rita Mazzei	Rejuvi Nails & Beauty Training Academy (Aust) Pty Ltd	General Manager	Beauty	Registered Training Organisation	QLD

Kira Carfi	Royal College of Newcastle Skin Therapies		Education	Industry Staff	NSW
Taya Stuart	Melbourne College of Cosmetic Tattooing	Compliance Manager	Beauty	Registered Training Organisation	VIC
Rose Bradshaw	SA Hair & Beauty Association	President	Beauty	Industry Staff	SA
Val Wood	SCA Hair & Beauty Academy Pty. Ltd.	Beauty Therapist	Beauty	Registered Training Organisation	NSW
Denise Joyner	Sechi Hair Academy	Compliance Officer and Training Manager	Education	Registered Training Organisation	VIC
Abby Blanke	Serenity Skin Spa	CEO	Beauty	Industry Staff	QLD
Sarah Rosen	SkillsIQ NSW ITAB	Executive Officer - NSW ITAB			NSW
Hayley Griffiths	Skin Deep Learning		Beauty	Industry Staff	
Helen Golisano	Skindeep Medi-Spas	Founder/Director	Beauty	Industry Staff	WA
Cheryl Sproule	SMYL Community College	Trainer	Education	Registered Training Organisation	WA
Louise Harrison	SMYL Community College	Hair and Retail Coordinator	Education	Registered Training Organisation	WA
Lisa Della-Bosca	Sohume Pty Ltd	National Training and Education Manager	Education	Industry Staff	QLD
Doris Morgan	South Bank TAFE		Education	Registered Training Organisation	QLD
Tina McGirr	South Coast Academy	Director	Education	Registered Training Organisation	NSW
Carol Dinis	South Metro TAFE		Education	Registered Training Organisation	WA
Colleen Whiteford	South Metropolitan TAFE	Lecturer	Education	Registered Training Organisation	WA
Sharon Campbell	South Metropolitan TAFE	Senior Lecturer	Education	Registered Training Organisation	WA
Stephanie Ellison-Judge	South Metropolitan TAFE	Beauty Therapy Lecturer	Beauty Education	Registered Training Organisation	WA
Claire Pierre	South Regional TAFE	Beauty Lecturer	Beauty Education	Registered Training Organisation	WA

Jacqui Rogers	South Regional TAFE	Lecturer	Education	Registered Training Organisation	WA
Melissa Jendrzek	South Regional TAFE		Education	Registered Training Organisation	WA
Jade Muller	South West TAFE	Teacher/Assessor	Education	Registered Training Organisation	VIC
Kate McBain	South West TAFE	Teacher	Education	Registered Training Organisation	VIC
Kathy Hall	South West TAFE	Senior Educator	Education	Registered Training Organisation	VIC
Alison Sharpe	SRTAFE Albany	Lecturer/coordinator beauty	Education	Registered Training Organisation	WA
Cathy Cerovac	St Josephs Trade Skills Center	Beauty Trainer	Education	Trainer Assessor	NSW
Belinda Martyn	South West TAFE	Teacher	Education	Registered Training Organisation	VIC
Mary-Clare Turnbull	Sydney Catholic Schools	RTO Manager	Education	Registered Training Organisation	NSW
Emma Sagaris	TAFE NSW	Teacher	Education	Registered Training Organisation	NSW
Kirsty Varda	TAFE NSW		Education	Registered Training Organisation	NSW
Lacie Green	TAFE QLD	Beauty Therapy Teacher	Beauty Education	Registered Training Organisation	QLD
Danielle Jones	TAFE Gippsland		Education	Registered Training Organisation	VIC
Amy Holt	TAFE NSW		Education	Registered Training Organisation	NSW
Angelena Potter	TAFE NSW	Beauty Therapy Educator	Beauty Education	Registered Training Organisation	NSW
Annita McMenamin	TAFE NSW	Beauty Teacher	Beauty Education	Registered Training Organisation	NSW
Betty Rensink	TAFE NSW	Head Teacher Hairdressing & Beauty Therapy	Hairdressing and Beauty Education	Registered Training Organisation	NSW
Catherine Lavery	TAFE NSW		Education	Registered Training Organisation	NSW

Christina Tsokos	TAFE NSW	Skills Team Implementation Coordinator	Education	Registered Training Organisation	NSW
Danielle Tedesco	TAFE NSW	Head Teacher of Hairdressing	Hairdressing Education	Registered Training Organisation	NSW
Dawn Edward	TAFE NSW	Teacher	Education	Registered Training Organisation	NSW
Debbie Powell	TAFE NSW	Head Teacher	Education	Registered Training Organisation	NSW
Ellen Lewis	TAFE NSW		Education	Registered Training Organisation	NSW
Gina Benson	TAFE NSW	Head Teacher	Education	Registered Training Organisation	NSW
Helen Barbarigos	TAFE NSW	Senior Educator	Education	Registered Training Organisation	NSW
Jane Hunter	TAFE NSW	Chief Education Officer	Education	Registered Training Organisation	NSW
Jennifer Taylor	TAFE NSW	Acting head Teacher Beauty and Makeup	Education	Registered Training Organisation	NSW
Joanne Trifunovski	TAFE NSW	Head Teacher Beauty Therapy	Beauty Education	Registered Training Organisation	NSW
Julie Hagney	TAFE NSW	Project Manager	Education	Registered Training Organisation	NSW
Julie Walker	TAFE NSW	Head Teacher	Education	Registered Training Organisation	NSW
Julie-ann Willis	TAFE NSW	Head Teacher	Education	Registered Training Organisation	NSW
Karen Milner	TAFE NSW	Teacher	Education	Registered Training Organisation	NSW
Linda Johnston	TAFE NSW	Industry Relationship Lead Hair & Beauty	Beauty	Registered Training Organisation	NSW
Lynne Johnson	TAFE NSW	Trainer - Hairdressing	Hairdressing	Registered Training Organisation	NSW
Mallory Brooks	TAFE NSW	Quality Assurance Specialist	Education	Registered Training Organisation	NSW

Megan Black	TAFE NSW	Beauty Therapy TAFE Teacher	Beauty	Registered Training Organisation	NSW
Melissa Nyman	TAFE NSW	Head Teacher	Education	Registered Training Organisation	NSW
Michelle Edwards	TAFE NSW		Education	Registered Training Organisation	NSW
Rachel Suriano	TAFE NSW		Education	Registered Training Organisation	NSW
Renee Parsons	TAFE NSW		Education	Registered Training Organisation	NSW
Suzanne Hattch	TAFE NSW	Head Teacher	Education	Registered Training Organisation	NSW
Tania Cannon	TAFE NSW	SkillPoint Product Specialist	Education	Registered Training Organisation	NSW
Tatiana Lye	TAFE NSW		Education	Registered Training Organisation	NSW
Toni Kibble	TAFE NSW	Teacher	Education	Registered Training Organisation	NSW
Trina Storey-Hollis	TAFE NSW	Head Teacher Beauty and Makeup	Education	Registered Training Organisation	NSW
Vanessa Kemister	TAFE NSW	TVET Contract Assurance Officer	Education	Registered Training Organisation	NSW
Vicki Davies	TAFE NSW	Teacher of Hairdressing	Education	Registered Training Organisation	NSW
Yvette Priest	TAFE NSW	Beauty Therapist	Beauty	Registered Training Organisation	NSW
Trina Storey-Hollis	TAFE NSW	Industry Lead	Education	Registered Training Organisation	NSW
YVETTE Priest	TAFE NSW Commission	Beauty Therapy Educator	Beauty Education	Registered Training Organisation	NSW
Franca Semsarian	TAFE NSW Gynea Campus	Trainer and Assessor	Education	Registered Training Organisation	NSW
Lenice Jahnke	TAFE QLD	Teacher	Education	Registered Training Organisation	QLD

Narelle Crick	TAFE QLD	Teacher	Education	Registered Training Organisation	QLD
Joanne Flack	TAFE QLD (South West Campus)	Beauty Teacher	Beauty Education	Registered Training Organisation	QLD
Gaille Last	TAFE QLD	Manager	Education	Registered Training Organisation	QLD
Jessica Peacock	TAFE QLD		Education	Registered Training Organisation	QLD
Sophie Dean	TAFE QLD	Beauty Educator	Beauty Education	Registered Training Organisation	QLD
Julie Nitschke	TAFE QLD	Product Coordinator	Education	Registered Training Organisation	QLD
Amity Litfin	TAFE QLD		Education	Registered Training Organisation	QLD
Amanda Willoughby	TAFE SA		Education	Registered Training Organisation	SA
Francine Hodgins	TAFE SA	Beauty Lecturer	Education	Registered Training Organisation	SA
Grace Maiorano	TAFE SA	Principal Lecturer	Education	Registered Training Organisation	SA
Kat Lean	TAFE SA	Lecturer	Education	Registered Training Organisation	SA
Kelly Miller	TAFE SA	Lecturer	Education	Registered Training Organisation	SA
Kirsty Crouch	TAFE SA		Education	Registered Training Organisation	SA
Mary Knight	TAFE SA	Beauty Lecturer	Beauty Education	Registered Training Organisation	SA
Michelle Babich	TAFE SA	Lecturer	Education	Registered Training Organisation	SA
Sophie Sewell	TAFE SA	Lecturer	Education	Registered Training Organisation	SA
Vicki Kernick	TAFE SA	Lecturer	Education	Registered Training Organisation	SA

Zeda Khayou	TAFE SA	Beauty Therapy Lecturer	Education	Registered Training Organisation	SA
Caterina Harb	TAFE SA	Lecturer	Education	Registered Training Organisation	SA
Megan Pitt	TAFE VIC	Beauty Teacher	Beauty Education	Registered Training Organisation	VIC
Samantha Spencer	TAFE SA	Lecturer	Education	Registered Training Organisation	SA
Tamara Porter	TAFE SA		Education	Registered Training Organisation	SA
Tina Longin	TAFE SA	Lecturer	Education	Registered Training Organisation	SA
Allyson Davies	TasTAFE	Team Leader Hairdressing and Beauty Therapy	Hairdressing and Beauty	Registered Training Organisation	TAS
Courtney Stewart	TasTAFE	Teacher	Education	Registered Training Organisation	TAS
Ilke Drury	TasTAFE	Teacher	Education	Registered Training Organisation	TAS
Jan Casey	TasTAFE		Education	Registered Training Organisation	TAS
Kelly Welling	TasTAFE	Technical Employee	Education	Registered Training Organisation	TAS
Kylie Clare	TasTAFE	Teacher	Education	Registered Training Organisation	TAS
Lisa Ahfarn	TasTAFE		Education	Registered Training Organisation	TAS
Vikki Arnold	TasTAFE	Teacher	Education	Registered Training Organisation	TAS
Rosanna Ciccotosto	Taylorweir International School of Hairdressing	Director of Administration and Compliance	Education	Registered Training Organisation	WA
Jessica Keramea	The Australian Academy of Beauty Therapy	Trainer and Assessor	Beauty	Trainer Assessor	NSW
Karalyn Smith	The Beauty Mentor	Owner	Beauty	Industry Staff	NSW
Samantha Oraya	The Day Spa	Founder	Beauty	Industry Staff	NSW

Jennifer Hookham	The Dermal Health Alliance	Dermal Clinician/Dermatoscopist	Beauty	TAC - Member	NSW
Angela Clift-Mcnae	The French Beauty Academy	Principal	Education	Registered Training Organisation	QLD
Brianna James	The French Beauty Academy	Innovative Learning Advisor	Education	Registered Training Organisation	QLD
Carleigh Morris	The French Beauty Academy	Deputy Principal	Education	Registered Training Organisation	QLD
Charmion Davie	The French Beauty Academy	Educator	Education	Registered Training Organisation	QLD
Lana Endersby	The French Beauty Academy	Innovative Learning and Industry Engagement Manager	Education	Registered Training Organisation	QLD
Lisa Westbury	The French Beauty Academy		Education	Registered Training Organisation	QLD
Elise Andrews	The Global Beauty Group	Training and Clinical Manager	Beauty	Trainer Assessor	VIC
Anna Penn	The Gordon	Program Manager	Education	Registered Training Organisation	VIC
Rachel Davidson	The Gordon	Beauty Therapy and make-up Coordinator	Beauty	Registered Training Organisation	VIC
Amy Meddings	The Gordon TAFE	Beauty Therapy Trainer	Beauty Training	Registered Training Organisation	VIC
Tania Young	The Gordon TAFE	Trainer and Assessor in Vocational Training	Training	Registered Training Organisation	NSW
Lyndal Mahoney	The Hair and Beauty Academy	Manager	Hairdressing and Beauty	Registered Training Organisation	NSW
Sue Mitchell	The Hair and Beauty Academy	Teacher	Education	Registered Training Organisation	NSW
Kathryn Barber	The Lash and Beauty Room	Therapist/Trainer	Beauty	Trainer Assessor	VIC
Lisa Watt	The Malka Group	Training Assessor	Training	Registered Training Organisation	VIC
Liz McGowan	THink Aesthetics	Managing Director	Education	Registered Training Organisation	QLD
Robert McGowan	THink Aesthetics	CEO	Education	Registered Training Organisation	QLD
Brooke Walker	Thistle and Rose	Beauty Therapist	Beauty	Industry Staff	WA

Jennifer Mallen	TrainSmart		Education	Registered Training Organisation	WA
Stacey Ngaro	Trainsmart	Trainer	Education	Registered Training Organisation	NSW
Hely Riatono	TrainSmart Australia		Education	Registered Training Organisation	NSW
Priscilla Walton	TrainSmart Australia	Head of Screen and Media	Education	Registered Training Organisation	WA
Rowena McLeish-Smith	TrainSmart Australia	Beauty Therapy Trainer	Beauty	Registered Training Organisation	WA
Michelle Taylor	Urban Spa	CEO	Beauty	Industry Staff	NSW
Danielle McAuliffe	Victorian Curriculum and Assessment Authority (VCAA)	Program Manager		Industry Training Advisory Bodies	VIC
Stacey Meakin	Victoria University	TAFE Teacher - Beauty Therapy	Beauty	Registered Training Organisation	VIC
Aine Everett-Vance	Victoria University Polytechnic	Manager	Education	Registered Training Organisation	VIC
Andrea Day	Victoria University Polytechnic	Teacher/Coordinator	Education	Registered Training Organisation	VIC
Daniela Petracca	Victoria University Polytechnic	TAFE Educator	Education	Registered Training Organisation	VIC
Louise Moss	Victoria University Polytechnic	TAFE Teacher	Education	Registered Training Organisation	VIC
Allison Hollands	Curriculum Maintenance Manager Human Resources	Curriculum Maintenance Manager	Education	Industry Staff	VIC
Meike Pyouw	Worklinks QLD Ltd	Training Coordinator	Training	Registered Training Organisation	QLD
Tania Young	Young Skin Torquay				VIC
Deborah Westland	Australian College of Laser Therapy	CEO	Education	Registered Training Organisation	SA

Summary of Feedback by Stakeholder type: *Please see table below for Summary of Issues, including Stakeholder Type.*

Stakeholder Type	Key Feedback Points	Actions Taken to Address Feedback
Industry Reference Committee (IRC) Representatives	•	
Peak Industry Bodies	•	
Employers (Non-IRC)	•	
Regulators	•	
Registered Training Organisations (RTOs)	•	
Training Boards/Other	•	
State and Territory Training Authorities (STAs)	•	
Unions	•	
<i>Please add other categories as appropriate</i>	•	

Summary of Issues raised during stakeholder consultation

Issue Raised	Stakeholder Type	Key Feedback Points	Actions Taken to Address Feedback
Draft 1 Consultation – Feedback			
Comments were received on the Feedback Forum and by email submissions. These	Employers, RTOs, Beauty services professionals	Comments on units included a focus on the following: <ul style="list-style-type: none"> industry terminology usage 	The Skin Therapy TAC met to discuss feedback received on the Skin Therapy qualifications and associated units.

comments were provided by stakeholders regarding Qualifications and Units.		<ul style="list-style-type: none"> technical terminology within units to provide clarity of intent and confirm that content is within scope of current practices refinement of Performance Criteria and Knowledge Evidence and consideration of Performance Evidence requirements areas of duplication across the units clarity around treatments appropriate within units and/or qualification. 	<p>The Cosmetic Tattooing TAC met to discuss feedback received on the Tattooing qualifications and associated units.</p> <p>The IRC met to consider the two TACs' recommendations and provide guidance on all feedback that needed to be considered holistically for the training package. Performance Criteria were refined to ensure they were specific enough in terms of number and type of treatments required and the specific equipment used as identified in the units.</p> <p>Technical feedback was considered and agreed to by the TACs. Actions were agreed and products were updated. Working Draft 2 was provided to both the TACs and the IRC for comment.</p>
Performance Evidence	Employer, RTO	<p>Number of assessments. Feedback from RTO stakeholders expressed concern with the 'excessive' number of assessments across the majority of units, with the number of Assessment Requirements for each unit now increased to six assessments. For example, in <i>Provide waxing services</i> the Performance Evidence states six assessments of each of the eight listed body areas = 48 assessments per learner.</p>	IRC members discussed and agreed that repetition is necessary for quality outcomes. The current wording will therefore remain, with no changes.
		<p>Paying clients. Feedback was varied in regard to the inclusion of 'paying clients' as a requirement in all SHB units. Some RTO stakeholders indicated that it was difficult to find paying clients for some services, while others did not have an issue with paying clients.</p>	IRC discussed this issue and agreed that the current wording should remain, with no changes.
Other issues	RTO	<p>Work Placement. Feedback was varied regarding the inclusion of mandatory work placement, with some agreeing it would be beneficial for learners to have salon experience but with others raising concern around students performing treatments on their</p>	<p>The IRC discussed and agreed that 38 hours of mandatory work placement should be stated in the following units:</p> <ul style="list-style-type: none"> <i>SHBBHRS010 Provide waxing services</i> <i>SHBBBOS008 Provide body massages</i>

		clients in salons; salons being unable to accommodate the number of students; and the accessibility of salons able to host learners outside metropolitan areas.	<ul style="list-style-type: none"> SHBBFAS005 Provide facial treatments and skin care recommendations.
	RTO	<p>Referral of clients. Most units state <i>'refer client to appropriate professional as required,'</i> including the nail and waxing units. RTO stakeholders have indicated referral is not required in these units but they do, however, acknowledge referral is valid with respect to more advanced treatments.</p>	IRC members discussed and agreed that referral would be required in both instances, e.g., referral for a nail infection or skin rash. The current wording should therefore remain with no changes.
	Employer, RTO	<p>SHB60219 Advanced Diploma of Skin Therapy Some stakeholders suggested the need for two separate Diplomas – one that focuses on skin treatment (peels, LED, IPL laser, etc.) and a second focusing on beauty therapy (waxing, nails, brows, etc.)</p> <p>The overall feedback was mixed in relation to the Entry Requirements.</p> <ul style="list-style-type: none"> The majority of stakeholders agreed with the proposed Entry Requirement of the Diploma of Skin Therapy, with the exception of Queensland stakeholders who indicated that an additional one-year post-qualification experience should be required Some stakeholders suggested requiring as prerequisites the relevant skin anatomy and facial services units rather than the whole <i>Diploma of Beauty Therapy</i>. <p>It was noted that consideration was required to be given regarding the Performance Evidence for IPL and</p>	<p>The Skin Therapy TAC recommended two separate qualifications at the Diploma level.</p> <p>The TAC recommended that the following units should form the Entry Requirement rather than a full <i>Diploma of Beauty Therapy</i>:</p> <ul style="list-style-type: none"> SHBBFAS005 Provide facial treatments and skincare recommendations SHBBFAS006 Provide specialised facial treatments SHBBSKS009 Provide micro-dermabrasion treatments SHBBINF001 Maintain infection control standards. <p>Direct Observation</p> <ul style="list-style-type: none"> For the IPL and Laser units, all assessments must be directly observed by the assessor, given the high risk nature of the procedures, i.e., <i>'assessment must be directly observed, in person, for the total duration of each intense pulsed light client consultation and patch test, by assessors who meet the assessor requirements'</i>. For all other practical units, at least one of the assessments must be directly observed, i.e., <i>'at least one assessment must be directly observed, in person,</i>

		Laser units. Direct observation of all assessments was queried.	<i>for the total duration of the skin needling treatment, by assessors who meet the assessor requirements’.</i>
	Employer, RTO	<p>SHB50319 Diploma of Cosmetic Tattooing</p> <p>A number of comments were received about the Qualification Descriptor. Some stakeholders proposed alternative wording.</p> <p>Feedback included comments on both core and elective units in the qualification.</p> <p>Given a Diploma is between 1–2 years and that its cost would be higher than non-accredited training, these two factors in combination may present a deterrent to uptake of this qualification. Feedback requested consideration be given as to whether separate skill sets specific to each area might be more appropriate, i.e., Eyebrows, Eyeliner, Lips, Scalp Micropigmentation and Nipple Areola.</p>	<p>The TAC recommends the Qualification Descriptor be updated to remove the word ‘employed,’ e.g., <i>‘this qualification reflects the role of individuals who work as cosmetic tattooists who design and provide cosmetic tattooing services’.</i></p> <p>The TAC determined that the Packaging Rules would read as follows:</p> <ul style="list-style-type: none"> • <i>‘Four core units (note the reduction in the number of core units from five to four)</i> • <i>Five elective units, consisting of:</i> <ul style="list-style-type: none"> ○ <i>at least one unit from Group A – Infection Control</i> ○ <i>at least one and up to three units from Group A to E</i> ○ <i>the remaining units from the electives listed below.’</i> <p>TAC members discussed and agreed that skill sets are not appropriate for Cosmetic Tattooing.</p>
	Employer, RTO	<p>SHB20119 Certificate II in Retail Cosmetics</p> <p>Some stakeholders commented that the qualification is too theory based. Some suggestions were made regarding the merging of units and the redevelopment of <i>SIBBFAS201A Demonstrate skin care products</i>.</p> <p>In addition, there was specific feedback about required core units and requests for more variety in the elective units.</p>	<p>The IRC agreed to the following actions:</p> <ul style="list-style-type: none"> • Move <i>SIRRMER001 Produce visual merchandise displays</i> to the electives. • Include <i>SIRXOSM002 Maintain ethical and professional standards when using social media and online platforms</i> as a core unit • Include <i>SIRXOSM003 Use social media and online tools</i> as an elective • Remove <i>SHBBMUP008 Apply eyelash extensions</i> • Keep <i>SHBBSKS006 Pierce ear lobes</i> as an elective.

			During Draft 2 consultation, stakeholders will be asked to suggest what other elective units may be appropriate.
	Employer, RTO	SHB30119 Certificate III in Beauty Services Feedback indicated there are insufficient elective choices available. Some additional units were suggested.	The IRC agreed to expand the elective unit options.
	RTO	SHB30219 Certificate III in Make-Up Feedback included suggestions relating to the Packaging Rules as well as suggestions for additional units and recommendations that some units should be core, not elective.	The IRC agreed to the following actions: <ul style="list-style-type: none"> • Move <i>SHBBMUP005 Apply airbrushed make-up</i> from the core and make it an elective unit • <i>SIRXOSM002 Maintain ethical and professional standards when using social media and online platforms</i> to be a core unit • <i>SHBBMUP004 Design and apply remedial camouflage make-up</i> to be an elective unit • Include <i>SHBBINF001 Maintain infection control standards</i> The IRC disagrees with the inclusion of the following units due to the potential dilution of the hairdressing qualification: <ul style="list-style-type: none"> • <i>SHBHDES002 Braid hair</i> • <i>SHBHDES004 Create classic long hair up-styles.</i>
	Employer, RTO	SHB30319 Certificate III in Nail Technology Feedback was varied regarding whether ‘dip-in’ systems/powder nails (such as SNS) should be included. Some feedback indicated it is a trend and shouldn’t be made mandatory whereas other stakeholders indicated these treatments are fundamental to a modern nail service menu and should, therefore, be addressed in the training package.	The IRC discussed and agreed to develop a new unit which covers dip-in powder systems, which can be included as an elective unit.
	Employer, RTO	SHB40119 Certificate IV in Beauty Therapy Feedback indicated that at Certificate IV and Diploma level, the focus should be on prescribing and	IRC members agreed that product knowledge was sufficiently covered, and that no changes were therefore required. The IRC agreed to include:

		<p>recommending the correct product to clients according to their skin needs or conditions, rather than purely retail selling skills. It was therefore suggested that <i>SIRXSLS001 Sell to the retail customer</i> be removed and that a new unit be developed.</p> <p>It was suggested that <i>SIRXMKT002 Use social media to engage customers</i> be included as an elective unit.</p>	<ul style="list-style-type: none"> • <i>SIRXOSM002 Maintain ethical and professional standards when using social media and online platforms as a core unit</i> • <i>SIRXOSM003 Use social media and online tools as an elective unit.</i>
Draft 2 Validation Feedback			
	Employer, RTO	<p>Work Placement. Feedback was varied regarding the inclusion of mandatory work placement, with some agreeing it would be beneficial for learners to have salon experience while others raised concern around students performing treatments on their clients in salons, salons being able to accommodate the number of students and the accessibility of salons able to host learners outside metropolitan areas.</p>	<p>The IRC discussed and agreed to include following statement in performance evidence in <i>SHBBHRS010 Provide waxing services</i> and <i>SHBBBOS008 Provide body massages</i>: <i>“perform the activities outlined in the performance criteria of this unit during a period of at least 38 hours of work in a commercial beauty therapy salon.”</i></p>
	Employer, RTO	<p>Comments on units include the focus on the following:</p> <ul style="list-style-type: none"> • refinement of performance criteria, and knowledge evidence and consideration of performance evidence requirements • areas of duplication across the units <p>clarity around treatments appropriate within units and or qualification</p>	<p>The Skin Therapy TAC met to discuss feedback received on the Skin Therapy qualifications and associated units.</p> <p>The Cosmetic Tattooing TAC met to discuss feedback received on the Tattooing qualifications and associated units.</p> <p>The IRC met to consider the two TACs recommendations and provide guidance on all feedback that needed to be considered holistically for the training package.</p> <p>Actions were agreed and products were updated and working final drafts were provided to TACs and IRC for comment.</p>
	Employer, RTO	<p>The number of treatments required in the Performance Evidence was not supported in some units proposed in Draft 2.</p>	<p>The TAC’s and IRC considered the number of treatments in those where issues had been raised. Performance Evidence requirements were reduced for the majority of units of competency.</p>

Attachment D: Mandatory Workplace Requirements in Training Products

Please set out in the table below training products which include a mandatory workplace requirement (i.e. which must be completed in a workplace)

Code/title	Description of the Requirement (e.g. work placement, assessment requirement)	Rationale for Inclusion	Evidence of employer support
Not applicable – all units provide for assessment in a simulated environment if desired.			

Attachment E: No-enrolment and Low-enrolment Training Products

No Enrolment:

Please set out in the table below those training products that have had no enrolments over the past three years for which data is available

Units of Competency		
Name of Unit/Unit Code	Proposed for retention/deletion	Rationale for Retention
Not Applicable		
Qualifications		
Name of Qualification/ Qualification Code	Proposed for retention/deletion	Rationale for Retention
Not Applicable		

Low Enrolment:

Please set out in the table below those training products that have had low enrolments over the past three years for which data is available¹

Units of Competency		
Name of Unit/Unit Code	Proposed for retention/deletion	Rationale for Retention
Not Applicable		
Qualifications		
Name of Qualification/ Qualification Code	Proposed for retention/deletion	Rationale for Retention
Not Applicable		

¹ Low enrolment training products are qualifications or units of competency that have had less than 42 enrolments in each of the past three years (*this is the maximum no. of enrolments for the bottom 25% of qualifications based on average enrolments over 2016 – 2018*).

Attachment F: Quality Assurance Reports

- Independent Quality Report
- Editorial and Equity Report

Training Package Quality Assurance

Quality Report Template

Section 1 – Cover page

Information required	Detail
Training Package title and code	SHB Hairdressing and Beauty Services Training Package
Number of new qualifications and their titles ¹	Two new qualifications: SHB50320 Diploma of Cosmetic Tattooing SHB60221 Advanced Diploma of Skin Therapy
Number of revised qualifications and their titles	Six updated qualifications: SHB20121 Certificate II in Retail Cosmetics SHB30121 Certificate III in Beauty Services SHB30221 Certificate III in Make-Up SHB30321 Certificate III in Nail Technology SHB40121 Certificate IV in Beauty Therapy SHB50121 Diploma of Beauty Therapy
Number of new units of competency and their titles	30 new units of competency. See Attachment A for a full list of codes and titles.
Number of revised units of competency and their titles	44 revised units of competency. See Attachment B for a full list of codes and titles.
Confirmation that the panel member is independent of: <ul style="list-style-type: none"> the Training Package or Training Package components review ('Yes' or 'No') development and/or validation activities associated with the Case for Endorsement ('Yes' or 'No') undertaking the Equity and/or Editorial Reports for the training package products that are the subject of this quality report ('Yes' or 'No') 	Yes, Tina Berghella is independent of the Training Package and its review, has not been involved in the development and validation of this Training Package and the Case for Endorsement and has not undertaken the Editorial and Equity Reports.
Confirmation of the Training Packages or components thereof being compliant with the <i>Standards for Training Packages 2012</i>	The training product complies with the Standards for Training Packages 2012.
Confirmation of the Training Packages or components thereof being compliant with the <i>Training Package Products Policy</i>	The training product complies with Training Package Products Policy.
Confirmation of the Training Packages or components thereof being compliant with the <i>Training Package Development and Endorsement Process Policy</i>	The training package product complies with Training Package Development and Endorsement Process Policy.

¹ When the number of training products is high the titles can be presented as an attached list.

Training Package Quality Assurance

Information required	Detail
Panel member's view about whether: <ul style="list-style-type: none">the evidence of consultation and validation process being fit for purpose and commensurate with the scopeestimated impact of the proposed changes is sufficient and convincing	The evidence of consultation and the validation process are fit for purpose and commensurate with the scope. The estimated impact of the proposed changes is sufficient and convincing.
Name of panel member completing Quality Report	Tina Berghella, Oggi Consulting
Date of completion of the Quality Report	8th July 2021

Training Package Quality Assurance

Section 2 – Compliance with the Standards for Training Packages 2012

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
<p>Standard 1</p> <p>Training Packages consist of the following:</p> <ol style="list-style-type: none"> 1. AISC endorsed components: <ul style="list-style-type: none"> • qualifications • units of competency • assessment requirements (associated with each unit of competency) • credit arrangements 2. One or more quality assured companion volumes 	Yes	<p>The SHB Hairdressing and Beauty Services Training Package consists of the required components.</p> <p>The components for this release include:</p> <ul style="list-style-type: none"> • Two new qualifications • Six revised qualifications • 30 new units of competency • 44 revised units of competency. <p>A quality assured companion volume was sighted at part of this review.</p>
<p>Standard 2</p> <p>Training Package developers comply with the <i>Training Package Products Policy</i></p>	Yes	<p>Training Package Product Policy is met.</p> <p>This is evidenced by:</p> <ul style="list-style-type: none"> • Training package, qualification and unit coding and titling are consistent with policy. This is supported by the Editorial Report • The Equity Report confirms that training package access and equity requirements are met and that advice on access and equity is provided in the Companion Volume Implementation Guide • The Equity Report confirms that foundation skills are sufficiently explicit and recognisable as appropriate to meet industry needs • One qualification has entry requirements and a rationale is provided in the Companion Volume Implementation Guide • Qualification packaging rules meet product policy confirmed by the Editorial Report • Pathways advice is provided in the Companion Volume Implementation Guide • Equivalence tables for qualifications and units are provided in the Companion Volume Implementation Guide. The

Training Package Quality Assurance

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
		<p>Editorial Report confirms that these are correctly cross-referenced.</p> <p>As explained in detail at Standard 5 below, the specification of a choice of prerequisites in some units is unusual and there is nothing in Training Packaging Product Policy to preclude it.</p>
<p>Standard 3</p> <p>Training Package developers comply with the AISC <i>Training Package Development and Endorsement Process Policy</i></p>	Yes	The processes described in the Case for Endorsement are consistent with process policy.
<p>Standard 4</p> <p>Units of competency specify the standards of performance required in the workplace</p>	Yes	The units specify the standards of performance required in the workplace.
<p>Standard 5</p> <p>The structure of units of competency complies with the unit of competency template</p>	Yes	<p>The structure of the units of competency complies with the template. This is supported by the Editorial Report.</p> <p>12 new units (including five SHBBCOS cosmetic tattooing units and seven SHBBSKT skin therapy units) include a choice of infection units as prerequisite units.</p> <p>For example, the prerequisite specification for SHBBSKT007 Provide laser skin treatments states, 'SHBBINF002 Maintain infection control standards OR HLTINF005 Maintain infection prevention for skin penetration treatments'.</p> <p>When queried about this approach, the developer explained that, 'the listing of two infection control units has been included as it is a legislative requirement in QLD for those delivering the service require the HLTINF005'.</p> <p>This specification of a choice of prerequisites is unusual; however, there is nothing in the unit of competency template or Training Package Products Policy to preclude it and therefore it was determined that the Standard is met. This Reviewer is not aware of any currently endorsed units that use this approach and therefore the</p>

Training Package Quality Assurance

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
		<p>endorsement of these units with a choice of prerequisites may set a new precedent.</p> <p>A query was raised with the developer about compliance with the unit mapping information field. The template specifies, 'If no equivalent insert: 'No equivalent unit'. Instead, for example, SHBBCCS005 Advise on beauty products and services states, 'Supersedes and is not equivalent to SHBBCCS001 Advise on beauty products and services'. The developer explained the information was added during the editorial review and that this is the way the information in this field is presented in the National Register of VET. This reviewer had not been informed of the changes to the template compliance requirements but accepts the developer's explanation.</p>
Standard 6 Assessment requirements specify the evidence and required conditions for assessment	Yes	The assessment requirements specify the performance and knowledge evidence and the conditions of assessment.
Standard 7 Every unit of competency has associated assessment requirements. The structure of assessment requirements complies with the assessment requirements template	Yes	Each unit has associated assessment requirements and the structure complies with the template. This is supported by the Editorial Report.
Standard 8 Qualifications comply with the Australian Qualifications Framework specification for that qualification type	Yes	The qualification description field provides information aligned to the relevant AQF level. For example, the qualification description field for SHB30221 Certificate III in Make-Up states, 'These individuals possess a range of well-developed technical and consultation skills where discretion and judgement are required and are responsible for their own outputs. This includes working cooperatively with a range of individuals including photographers, fashion stylists and media production staff'. This aligns to the descriptor for level 3 in the AQF.

Training Package Quality Assurance

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
		When queried, the developer confirmed the alignment of the qualifications with the AQF.
<p>Standard 9</p> <p>The structure of the information for the Australian Qualifications Framework qualification complies with the qualification template</p>	Yes	<p>The structure of the qualifications complies with the template. This is supported by the Editorial Report.</p> <p>A query was raised with the developer about compliance with the qualification mapping information field. The template specifies, 'If no equivalent insert: 'No equivalent qualification''. Instead, for example, SHB20121 Certificate II in Retail Cosmetics states, 'Supersedes and is not equivalent to SHB20116 Certificate II in Retail Cosmetics'. The developer explained the information was added during the editorial review and that this is the way the information in this field is presented in the National Register of VET. This reviewer had not been informed of the changes to the template compliance requirements but accepts the developer's explanation.</p>
<p>Standard 10</p> <p>Credit arrangements existing between Training Package qualifications and Higher Education qualifications are listed in a format that complies with the credit arrangements template</p>	Yes	<p>Currently, no national credit arrangements exist.</p> <p>The Companion Volume Implementation Guide states, 'Articulation arrangements from Diplomas and/or Advanced Diplomas to higher education qualifications can be made on an individual basis by RTOs'.</p>
<p>Standard 11</p> <p>A quality assured companion volume implementation guide produced by the Training Package developer is available at the time of endorsement and complies with the companion volume implementation guide template.</p>	Yes	<p>The draft Companion Volume Implementation Guide sighted in this review complies with the Companion Volume Implementation Guide template. This is supported by the Editorial Report.</p> <p>The quality assurance process is documented within the Companion Volume Implementation Guide.</p>
<p>Standard 12</p> <p>Training Package developers produce other quality assured companion volumes to meet the needs of their stakeholders as required.</p>	NA	No additional Companion Volumes were sighted in this review.

Training Package Quality Assurance

Section 3 – Compliance with the training package quality principles

Note: not all training package quality principles might be applicable to every training package or its components. Please provide a supporting statement/evidence of compliance or non-compliance against each principle.

Quality principle 1. Reflect identified workforce outcomes

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance/non compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Driven by industry's needs	Yes	<p>The Skills Service Organisation, SkillsIQ, was contracted to undertake the project on behalf of the Personal Services Industry Reference Committee.</p> <p>The project involved the review and update of the beauty components from the SHB Hairdressing and Beauty Services Training Package.</p> <p>Information was not available on the National Schedule of training packages at the time of this review to verify this.</p> <p>The proposed changes demonstrate a clear link back to the 2019 Personal Services Industry Skills Council Industry Skills Forecast. This is the most current version as the Personal Services IRC was not required to submit an annual update to their 2019 Skills Forecast in 2020. The Skills Forecast notes the review of the beauty components with a focus on cosmetic tattooing and skin rejuvenation treatments.</p> <p>The draft components for endorsement include two new and six revised qualifications and 30 new and 44 revised units of competency.</p> <p>The description of the consultation and validation activities and outcomes described in the Case for Endorsement provides evidence that the work was driven by industry needs.</p>
Compliant and responds to government policy initiatives Training package component	Yes	<p>The SHB Hairdressing and Beauty Services Training Package components for endorsement are responsive to Ministers' policy initiatives, including the move to the contestable model for the development and maintenance of training packages. This is demonstrated in the Case for Endorsement.</p>

Training Package Quality Assurance

<p>responds to the COAG Industry and Skills Council's (CISC) training package-related initiatives or directions, in particular the 2015 training package reforms. Please specify which of the following CISC reforms are relevant to the training product and identify supporting evidence:</p> <ul style="list-style-type: none"> • ensure obsolete and superfluous qualifications are removed from the system • ensure that more information about industry's expectations of training delivery is available to training providers to improve their delivery and to consumers to enable more informed course choices • ensure that the training system better supports individuals to move easily from one related occupation to another • improve the efficiency of the training system by creating units that can be owned and used by multiple industry sectors • foster greater recognition of skill sets 		<p>The proposed components for endorsement are responsive to the training package reforms supported by the following evidence:</p> <ul style="list-style-type: none"> • Three units of competency are proposed for removal as a result of this review • Industry expectations of graduates have informed the review of the training package products and resulted in increased rigour in the assessment requirements • Some cross sector and imported units of competency have been used to support portability • Information about industry's expectations of training delivery and assessment is provided in the Companion Volume Implementation Guide <p>Skill Sets are not included in this submission.</p> <p>Several units of competency included in this submission appear to describe similar outcomes to existing units of competency related to cross sector job functions such as massage, working in retail, communication, infection control and safety.</p> <p>For example, the outcomes of SHBBBOS008 Provide body massage are similar to a HLT Health Training Package massage unit.</p> <p>When queried, the developer conformed that the Personal Services Industry Reference Committee had reviewed the units and determined that SHB units are required.</p>
<p>Reflect contemporary work organisation and job profiles incorporating a future orientation</p>	<p>Yes</p>	<p>The combination of consultation and validation activities described in the Case for Endorsement reflect the scope and impact of the changes and provide evidence of a systematic and robust process for developing training package products that reflect contemporary workforce outcomes.</p> <p>Stakeholders consulted included the members of the Personal Services Industry Reference Committee, the Cosmetic Tattooing Technical Advisory Committee, the Skin Therapy Technical Advisory Committee Children's Education and Care</p>

Training Package Quality Assurance

		<p>Technical Advisory Committee, and other key stakeholders. A list of stakeholders from across Australia who participated, an outline of the consultation and validation methodology, and a summary of the feedback received is provided in the Case for Endorsement.</p> <p>Evidence of the consultation and validation feedback received was sighted for this review.</p>
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Quality principle 2: Support portability of skills and competencies including reflecting licensing and regulatory requirements

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Support movement of skills within and across organisations and sectors	Yes	<p>The Companion Volume Implementation Guide provides guidance on pathways in and out of the qualifications.</p> <p>Qualification packaging rules are flexible and include a combination of core and elective units. The selection of units includes a combination of native and imported units. The packaging rules for seven qualifications also allow for units to be imported from other training packages and accredited courses.</p> <p>SHB50321 Diploma of Cosmetic Tattooing does not allow for the units to be imported from other training packages and accredited courses.</p>
Promote national and international portability	Yes	<p>The proposed components for endorsement are designed to support portability across Australian jurisdictions. This is supported by the involvement of the states and territories in the consultation and validation processes described in the Case for Endorsement.</p>

Training Package Quality Assurance

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Reflect regulatory requirements and licensing	Yes	<p>No components lead to occupational licensing, regulated or legislated outcomes.</p> <p>However, as advised in the Companion Volume Implementation Guide, there are jurisdictional regulatory requirements in relation to skin penetration and the use of Intense Pulsed Light and Laser.</p> <p>These regulatory requirements are reflected in the proposed components for endorsement.</p> <p>For example, the qualification description for SHB50321 Diploma of Cosmetic Tattooing states, 'Cosmetic Tattooing is subject to Skin Penetration regulation in some states and territories. The supply of topical anaesthetics is restricted in some states and territories'.</p> <p>For example, the unit application for SHBBSKT005 Provide intense pulsed light skin treatments application states:</p> <p>'The unit reflects the safety guidelines, for a broad range of IPL applications, expressed in the following Australian and New Zealand Standards, current at the time of publication:</p> <ul style="list-style-type: none"> • AS/NZS 4173:2018 Safe use of lasers and intense light sources in health care • AS/NZS 1336:2014 Eye and face protection - Guidelines. <p>The use of IPL is subject to legislation, regulation and licensing in some Australian States and Territories'.</p> <p>The assessment requirements also specify performance evidence and knowledge evidence related to regulatory compliance and mandatory conditions for equipment and a pulsed light clinical environment that meet regulatory requirements.</p>

Training Package Quality Assurance

Quality principle 3: Reflect national agreement about the core transferable skills and core job-specific skills required for job roles as identified by industry

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Reflect national consensus	Yes	<p>Letters of support and consultation and validation records from national and state/territory industry stakeholders were sighted.</p> <p>The Case for Endorsement describes competing views in relation to the addition of entry requirements for SHB60221 Advanced Diploma of Skin Therapy and the number of assessments included in the performance evidence. The description of the consultation and validation processes described in the Case for Endorsement and the consultation and validation records sighted reflect a robust consultation and validation process that explored the issues and arrived at outcomes approved by the Personal Services Industry Reference Committee.</p> <p>There are no reports by exception.</p>
Recognise convergence and connectivity of skills	Yes	<p>The qualifications include units of competency imported from other training packages.</p> <p>Qualification packaging rules include core and elective units of competency recognising the transferability of core skills and the need for job specific and subsector specific skills.</p>

Quality principle 4: Be flexible to meet the diversity of individual and employer needs including the capacity to adapt to changing job roles and workplaces

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Meet the diversity of individual and employer needs	Yes	<p>The qualification packaging rules provide flexibility in the number and choice of electives and seven of the eight qualifications allow units of competency to be imported from training packages and accredited courses to meet individual and employer needs.</p>

Training Package Quality Assurance

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
		<p>The units are flexibly designed to be used across job contexts within the beauty industry.</p> <p>Some units include the requirement for 'in person' observation. For example, the assessment conditions for SHBBSKT009 Provide light emitting diode skin treatments specifies, 'Assessment must be directly observed, in person, for the total duration of each LED client consultation and patch test, by assessors who meet the assessor requirements'. When queried the developer acknowledged that this requirement does limit the flexibility for remote delivery but was supported by the Personal Services Industry Reference Group to mitigate the health and safety risks associated with some skin therapy treatments.</p>
Support equitable access and progression of learners	Yes	<p>Seven of the eight qualifications allow for direct entry.</p> <p>The entry requirement for SHB60221 Advanced Diploma of Skin Therapy states:</p> <p>'Entry to this qualification is open to individuals who have achieved all of the following units of competency:</p> <ul style="list-style-type: none"> • SHBBFAS005 Provide facial treatments and skin care recommendations OR SHBBFAS002 Provide facial treatments and skin care recommendations • SHBBFAS006 Provide specialised facial treatments OR SHBBFAS003 Provide specialised facial treatments • SHBBINF002 Maintain infection control standards OR HLTINF005 Maintain infection prevention for skin penetration treatments • SHBBSSC001 Incorporate knowledge of skin structure and functions into beauty therapy • SHBBSSC002 Incorporate knowledge of body structures and functions into beauty therapy <p>Or;</p> <ul style="list-style-type: none"> • who are able to demonstrate equivalent skills and knowledge to each of the above units of competency.' <p>Consistent with Training Package Product Policy 3.2.2, a rationale for the mandatory entry requirement is provided in</p>

Training Package Quality Assurance

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
		<p>the Companion Volume Implementation Guide. It states, 'Entry Requirements exist because industry identified it as being essential that one level of competence and/or experience in industry is achieved prior to entering the next-level qualification'.</p> <p>The Case for Endorsement explains that the entry requirement was recommended by the Personal Services Industry Reference Committee and revised between the draft 2 and final draft in response to stakeholder feedback. The Case for Endorsement explains that the entry requirement was added 'to ensure learners have the skills and knowledge relating to infection control, skin structure and body structure, as well as experience in providing body, skin and/or facial treatments'.</p> <p>As noted in the Equity Report, the specification of two entry options is a flexible approach.</p> <p>A significant number of units contain one or more prerequisites limiting the flexibility of the components.</p> <p>The Equity Report states, 'the prerequisites have been minimised wherever possible but due to the nature of the work, many SHB units have prerequisite requirements for safety and skill and knowledge development reasons'.</p> <p>When queried, the developer confirmed that prerequisites were reduced between Draft 1 and the Final Draft during the consultation and validation process. The developer also confirmed that prerequisites are listed in the qualifications where they apply.</p> <p>Units with prerequisites are identified in the qualification unit lists with an asterisk and in the Companion Volume Implementation Guide.</p> <p>There are no prerequisite chains.</p> <p>There are no units of competency that contain mandatory work requirements.</p> <p>The following three units of competency specify the demonstration of skills over a period of time:</p>

Training Package Quality Assurance

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
		<ul style="list-style-type: none"> • SHBBHRS010 Provide waxing services • SHBBBOS008 Provide body massages • SHBBFAS005 Provide facial treatments and skin care recommendations <p>For example, the performance evidence for SHBBFAS005 Provide facial treatments and skin care recommendations specifies, ‘perform the activities outlined in the performance criteria of this unit during a period of at least 38 hours of work in a commercial beauty therapy salon’. However, as is explained in the Case for Endorsement, for all three units of competency this does not constitute a mandatory workplace requirement because the Assessment Conditions specify that the work can be undertaken in a simulated workplace.</p> <p>For example, the assessment conditions for SHBBFAS005 Provide facial treatments and skin care recommendations specifies:</p> <p>‘Skills must be demonstrated in a beauty industry environment; this can be:</p> <ul style="list-style-type: none"> • a beauty industry workplace or • a simulated beauty workplace set up for the purpose of skills assessment, that provides services to paying members of the public.’ <p>Implementation advice about simulated environments for assessment is provided in the Companion Volume Implementation Guide.</p>

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Quality principle 5: Facilitate recognition of an individual's skills and knowledge and support movement between the school, vocational education and higher education sectors

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Support learner transition between education sectors	Yes	<p>As stated previously seven of the eight qualifications allow direct entry supporting movement into the qualifications from other education sectors.</p> <p>The rationale for the entry requirement for SHB60221 Advanced Diploma of Skin Therapy is provided in the Companion Volume Implementation Guide.</p> <p>The Companion Volume Implementation Guide includes a pathways chart showing the hierarchy of qualifications and pathways in.</p> <p>The Companion Volume Implementation Guide advises that 'Articulation arrangements from Diplomas and/or Advanced Diplomas to higher education qualifications can be made on an individual basis by RTOs, e.g., from a Diploma of Beauty Therapy to dermal therapies'.</p> <p>Pathways between VET and higher education do not appear in the credit arrangements template as there are no national arrangements.</p> <p>Five of the eight units are identified as suitable for delivery as an apprenticeship or traineeship.</p>

Training Package Quality Assurance

Quality principle 6: Support interpretation by training providers and others through the use of simple, concise language and clear articulation of assessment requirements

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Support implementation across a range of settings	Yes	<p>The assessment conditions allow for delivery in actual and simulated workplace environments.</p> <p>In some units, the simulated workplace environment includes a requirement to deliver services to the paying public.</p> <p>For example, the assessment conditions for SHBBHRS010 Provide waxing services specifies, 'a simulated beauty workplace set up for the purpose of skills assessment, that provides services to paying members of the public'.</p> <p>Some units also require skills to be demonstrated in a simulation before being demonstrated in a real workplace.</p> <p>For example, the assessment conditions for SHBBHRS010 Provide waxing services specifies, 'Skills must be demonstrated in a simulation prior to being demonstrated in a beauty therapy salon environment'.</p> <p>The Companion Volume Implementation Guide provides advice about training and assessment delivery that can be used across a range of settings.</p> <p>Implementation advice about simulated environments for assessment is provided in the Companion Volume Implementation Guide.</p>

Training Package Quality Assurance

Support sound assessment practice	Yes	<p>As a result of this review and in response to industry feedback, the assessment requirements have been strengthened.</p> <p>Most units of competency include additional mandatory requirements for assessors in the Assessment Conditions.</p> <p>Queries were raised in relation to several units of competency that included assessor requirements that this Reviewer thought were inflexible or excessive.</p> <p>For example, the assessment conditions for SHBBBOS002 Provide body massages excludes assessment by a qualified massage therapist because it specifies:</p> <p>‘Assessors must satisfy the Standards for Registered Training Organisation’s requirements for assessors and:</p> <ul style="list-style-type: none"> • hold a qualification as a beautician or beauty therapist • have worked as a beauty therapist for at least three years where they have applied the skills and knowledge of this unit of competency’. <p>For example, the assessment conditions for SHBXCCS009 Greet and prepare clients for salon services specifies:</p> <p>‘Assessors must satisfy the Standards for Registered Training Organisations’ requirements for assessors; and:</p> <ul style="list-style-type: none"> • have at least three years full time employment experience in the beauty, hairdressing or barbering industry where they have applied the skills and knowledge covered in this unit of competency; this cannot include any indentured traineeship or apprenticeship period.’ <p>When queried about these assessment conditions the developer explained that Personal Services Industry Reference Committee requested beauty industry specific experience and qualifications.</p> <p>The units and associated assessment requirements are logically sequenced and have consistent breadth and depth.</p> <p>Queries about the way the components are written and suggestions for clarifying and tightening specifications were raised and mostly resolved during this review.</p> <p>Several editorial and proofreading issues were identified, and the developer has been asked to proofread the documents again prior to submission.</p>
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Training Package Quality Assurance

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Support implementation	Yes	A quality assured Companion Volume Implementation Guide was sighted and will be available at the same time as the Training Package.

Attachment A: 30 new units of competency

SHBBCCS004 Demonstrate retail skin care products

SHBBCCS007 Interpret the chemical composition and physical effects of cosmetic products

SHBBCOS001 Provide cosmetic tattooing consultations

SHBBCOS002 Apply knowledge of colour theory and pigmentology to cosmetic tattooing

SHBBCOS003 Incorporate elements and principles of design in cosmetic tattooing

SHBBCOS004 Provide cosmetic tattoo for eyebrows

SHBBCOS005 Provide cosmetic tattoo for lips

SHBBCOS006 Provide cosmetic tattoo for eyes

SHBBCOS007 Provide cosmetic tattoo for scalp micropigmentation

SHBBCOS008 Provide 3D nipple areola complex tattooing

SHBBMUP015 Apply volume eyelash extensions

SHBBSKT001 Provide skin therapy consultations

SHBBSKT002 Provide advice on specialised skin care formulations and ingredients

SHBBSKT003 Identify and control safety risks for light-based skin treatments

SHBBSKT004 Design intense pulsed light skin treatment programs

SHBBSKT005 Provide intense pulsed light skin treatments

SHBBSKT006 Design laser skin treatment programs

SHBBSKT007 Provide laser skin treatments

SHBBSKT008 Design light emitting diode treatment programs

SHBBSKT009 Provide light emitting diode skin treatments

SHBBSKT010 Provide skin needling treatments

SHBBSKT011 Provide superficial peel treatments

SHBBSKT012 Investigate developments in cosmetic treatments for skin rejuvenation

SHBBSSC001 Incorporate knowledge of skin structure and functions into beauty therapy

Training Package Quality Assurance

SHBBSSC002 Incorporate knowledge of body structures and functions into beauty therapy

SHBBSSC003 Research and apply information on skin science in a skin therapy context

SHBBSSC004 Identify the function and structure of skin and hair for cosmetic tattooing

SHBXCCS005 Maintain health and wellbeing in a personal services setting

SHBXCCS006 Promote healthy nutritional options in a beauty therapy context

SHBXIND004 Develop skin therapy workplace policies and procedures

Attachment B: 44 revised units of competency

SHBBBOS007 Apply cosmetic tanning products

SHBBBOS008 Provide body massages

SHBBBOS009 Provide aromatherapy massages

SHBBBOS010 Use reflexology relaxation techniques in beauty treatments

SHBBBOS011 Provide superficial lymph massage treatments

SHBBCCS005 Advise on beauty products and services

SHBBCCS006 Prepare personalised aromatic plant oil blends for beauty treatments

SHBBFAS004 Provide lash and brow services

SHBBFAS005 Provide facial treatments and skin care recommendations

SHBBFAS006 Provide specialised facial treatments

SHBBHRS010 Provide waxing services

SHBBHRS011 Provide female intimate waxing services

SHBBHRS012 Provide male intimate waxing services

SHBBHRS013 Provide hair reduction treatments using electrical currents

SHBBINF002 Maintain infection control standards

SHBBMUP008 Apply eyelash extensions

SHBBMUP009 Design and apply make-up

SHBBMUP010 Design and apply make-up for photography

SHBBMUP011 Design and apply remedial camouflage make-up

SHBBMUP012 Apply airbrushed make-up

SHBBMUP013 Design and apply creative make-up

SHBBMUP014 Work collaboratively on make-up productions

SHBBNLS007 Provide manicure and pedicare services

SHBBNLS008 Apply gel and dip powder nail enhancements

SHBBNLS009 Apply acrylic nail enhancements

SHBBNLS010 Apply nail art

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SHBBNLS011 Use electric file equipment for nail services

SHBBNLS012 Apply advanced nail art

SHBBRES003 Research and apply beauty industry information

SHBBSKS006 Pierce ear lobes

SHBBSKS007 Provide diathermy treatments

SHBBSKS008 Provide upper body piercings

SHBBSKS009 Provide micro-dermabrasion treatments

SHBBSPA005 Work in a spa therapies framework

SHBBSPA006 Provide spa therapies

SHBBSPA007 Provide stone therapy massages

SHBBSPA008 Provide Indian head massages for relaxation

SHBXCCS007 Conduct salon financial transactions

SHBXCCS008 Provide salon services to clients

SHBXCCS009 Greet and prepare clients for salon services

SHBXIND003 Comply with organisational requirements within a personal services environment

SHBXIND005 Communicate as part of a salon team

SHBXWHS003 Apply safe hygiene, health and work practices

SHBXWHS004 Provide a safe work environment

Training Package Quality Assurance

Editorial Report

1. Cover page	
Information required	Detail
Training Package title and code	SHB Hairdressing and Beauty Services Training Package V4.0 Beauty Project
Number of new qualifications and their titles	<ul style="list-style-type: none"> 2 New qualifications <i>See Appendix A</i>
Number of revised qualifications and their titles	<ul style="list-style-type: none"> 6 Revised qualifications <i>See Appendix A</i>
Number of new units of competency and their titles	<ul style="list-style-type: none"> 30 New Units <i>See Appendix B</i>
Number of revised units of competency and their titles	<ul style="list-style-type: none"> 44 Revised Units <i>See Appendix B</i>
Confirmation that the draft training package components are publication-ready	Yes - draft training package components are publication-ready.
Is the Editorial Report prepared by a member of the Quality Assurance Panel? If 'yes' please provide a name.	Yes – Anna Henderson
Date of completion of the report	01072021

Training Package Quality Assurance

2. Content and structure

Units of competency

Editorial requirements	Comments
Standard 5: <ul style="list-style-type: none">The structure of units of competency complies with the unit of competency template.	<p>The structure of the draft units complies with all aspects of the unit of competency template: application, elements, performance criteria, foundation skills and unit mapping information. The units' terminology relates well to the Beauty sector.</p> <p>Where the foundation skills essential to performance are not explicit in the performance criteria, they are detailed in a table.</p> <p>Advice about foundation skills is also provided in the SHB Hairdressing and Beauty Services Training Package V4.0 Companion Volume Implementation Guide (CVIG).</p>
Standard 7: <ul style="list-style-type: none">The structure of assessment requirements complies with the assessment requirements template.	<p>All draft units of competency specify the performance evidence (including references to volume or frequency) and knowledge evidence to be demonstrated for assessment, along with required conditions for assessment as per the appropriate template. The assessment requirements cross-reference to the performance criteria requirements. The knowledge evidence is quite detailed reflecting the multi-faceted knowledge requirements of the units' performance criteria.</p>

Qualifications

Editorial requirements	Comments by the editor
Standard 9: <ul style="list-style-type: none">The structure of the information for qualifications complies with the qualification template.	<p>Yes, the structure of the qualifications complies with the qualification template.</p>
Standard 10: <ul style="list-style-type: none">Credit arrangements existing between Training Package qualifications and Higher Education qualifications are listed in a format that complies with the credit arrangements template.	<p>The SHB Hairdressing and Beauty Services TP, V4.0 CVIG provides information that articulation arrangements to Higher Education qualifications can be made on an individual basis by registered training organisations.</p>

Training Package Quality Assurance

Companion Volumes

Editorial requirements	Comments by the editor
<p>Standard 11:</p> <ul style="list-style-type: none"> A quality assured companion volume implementation guide is available and complies with the companion volume implementation guide template. 	<p>The training package components in this submission are accompanied by the SHB Hairdressing and Beauty Services TP, V4.0 CVIG, which provides implementation advice regarding the training package products included in this update. The CVIG complies with the companion volume implementation guide template included in the 2012 Standards.</p>

3. Proofreading

Editorial requirements	Comments by the editor
<ul style="list-style-type: none"> Unit codes and titles and qualification codes and titles are accurately cross-referenced throughout the training package product(s) including mapping information and packaging rules, and in the companion volume implementation guide. 	<p>The unit codes and titles have been proofread and cross-referenced throughout all documentation provided – qualifications, Case for Endorsement, and CVIG.</p> <p>Some minor editorial suggestions were provided to and addressed by SkillsIQ as part of the editorial review.</p>
<ul style="list-style-type: none"> Units of competency and their content are presented in full. 	<p>Yes, the units of competency in this submission are presented in full.</p>
<ul style="list-style-type: none"> The author of the Editorial Report is satisfied with the quality of the training products, specifically with regard to: <ul style="list-style-type: none"> absence of spelling, grammatical and typing mistakes consistency of language and formatting logical structure and presentation of the document. compliance with the required templates 	<p>I am satisfied with the quality of the Training Package Products with regard to the points listed opposite.</p>

Training Package Quality Assurance

Appendix A Beauty Qualifications

New Qualifications

Qualification Code	Qualification Title
SHB50320	Diploma of Cosmetic Tattooing
SHB60221	Advanced Diploma of Skin Therapy

Revised Qualifications

Qualification Code	Qualification Title
SHB20121	Certificate II in Retail Cosmetics
SHB30121	Certificate III in Beauty Services
SHB30221	Certificate III in Make-Up
SHB30321	Certificate III in Nail Technology
SHB40121	Certificate IV in Beauty Therapy
SHB50121	Diploma of Beauty Therapy

Appendix B Beauty Units of Competency

New Units

Client Services (CCS)

SHBBCCS004	Demonstrate retain skin care products
SHBBCCS007	Interpret the chemical composition and effects of cosmetic products

COS Cosmetic Tattooing

SHBBCOS001	Provide cosmetic tattooing consultations
SHBBCOS002	Apply knowledge of colour theory and pigmentology to cosmetic tattooing
SHBBCOS003	Incorporate elements and principles of design to cosmetic tattooing
SHBBCOS004	Provide cosmetic tattoo for eyebrows
SHBBCOS005	Provide cosmetic tattoo for lips
SHBBCOS006	Provide cosmetic tattoo for eyes
SHBBCOS007	Provide Cosmetic tattoo scalp micropigmentation
SHBBCOS008	Provide 3D nipple areola complex tattooing

Make-up Services (MUP)

SHBBMUP015	Apply volume eyelash extensions
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Skin Services (SSC)

Training Package Quality Assurance

SHBBSSC001	Incorporate knowledge of skin structure and functions into beauty therapy
SHBBSSC002	Incorporate knowledge of body structures and functions into beauty therapy
SHBBSSC003	Research and apply information on skin science in a skin therapy context
SHBBSSC004	Identify the function and structure of skin and hair for cosmetic tattooing
Skin Therapy (SKT)	
SHBBSKT001	Provide skin therapy consultations
SHBBSKT002	Provide advice on specialised skin care formulations and ingredients
SHBBSKT003	Identify and control safety risks for light-based skin treatments
SHBBSKT004	Design intense pulsed light skin treatment programs
SHBBSKT005	Provide intense pulsed light skin treatments
SHBBSKT006	Design laser skin treatment programs
SHBBSKT007	Provide laser skin treatments
SHBBSKT008	Design light emitting diode skin treatment programs
SHBBSKT009	Provide light emitting diode skin treatments
SHBBSKT010	Provide skin needling treatments
SHBBSKT011	Provide superficial peel treatments
SHBBSKT012	Investigate developments in cosmetic treatments for skin rejuvenation
Client Services (XCCS)	
SHBXCCS005	Maintain health and wellbeing in a personal services setting
SHBXCCS006	Promote healthy nutritional options in a beauty therapy context
Working in Industry (XIND)	
SHBXIND004	Develop skin therapy workplace policies and procedures

Revised Units

Body Services (BOS)

SHBBBOS007	Apply cosmetic tanning products
SHBBBOS008	Provide body massages
SHBBBOS009	Provide aromatherapy massages
SHBBBOS010	Use reflexology relaxation techniques in beauty treatments
SHBBBOS011	Provide superficial lymph massage treatments

Client Services (CCS)

SHBBCCS005	Advise on beauty products and services
SHBBCCS006	Prepare personalised aromatic plant oil blends for beauty treatments

Facial Services (FAS)

SHBBFAS004	Provide lash and brow services
SHBBFAS005	Provide facial treatments and skin care recommendations
SHBBFAS006	Provide specialised facial treatments

Hair Reduction Services (HRS)

SHBBHRS010	Provide waxing services
SHBBHRS011	Provide female intimate waxing services
SHBBHRS012	Provide male intimate waxing services

Training Package Quality Assurance

SHBBHRS013	Provide hair reduction treatments using electrical currents
Infection Control (INF)	
SHBBINF002	Maintain infection control standards
Make-Up Services (MUP)	
SHBBMUP008	Apply eyelash extensions
SHBBMUP009	Design and apply make-up
SHBBMUP010	Design and apply make-up for photography
SHBBMUP011	Design and apply remedial camouflage make-up
SHBBMUP012	Apply airbrushed make-up
SHBBMUP013	Design and apply creative make-up
SHBBMUP014	Work collaboratively on make-up productions
Nail Services (NLS)	
SHBBNLS007	Provide manicure and pedicure services
SHBBNLS008	Apply gel and dip powder nail enhancements
SHBBNLS009	Apply acrylic nail enhancements
SHBBNLS010	Apply nail art
SHBBNLS011	Use electric file equipment for nail services
SHBBNLS012	Apply advanced nail art
Research (RES)	
SHBBRES003	Research and apply beauty industry information
Skin Services (SKS)	
SHBBSKS006	Pierce ear lobes
SHBBSKS007	Provide diathermy treatments
SHBBSKS008	Provide upper body piercings
SHBBSKS009	Provide micro-dermabrasion treatments
Spa Services (SPA)	
SHBBSPA005	Work in a spa therapies framework
SHBBSPA006	Provide spa therapies
SHBBSPA007	Provide stone therapy massages
SHBBSPA008	Provide Indian head massages for relaxation
CROSS SECTOR (X)	
Client Services (XCCS)	
SHBXCCS007	Conduct salon financial transactions
SHBXCCS008	Provide salon services to clients
SHBXCCS009	Greet and prepare clients for services
Work Health and Safety (XWHS)	
SHBXWHS003	Apply safe hygiene, health and work practices
SHBXWHS004	Provide a safe work environment
Working in Industry (XIND)	
SHBXIND003	Comply with organisational requirements within a personal services environment
SHBXIND005	Communicate as part of a salon team

Training Package Quality Assurance

Equity Report

Section 1 – Cover page

Information required	Detail
Training Package title and code	SHB Hairdressing and Beauty Services Training Package V4.0 Beauty Project
Number of new qualifications and their titles	<ul style="list-style-type: none"> 2 New qualifications <i>See Appendix A</i>
Number of revised qualifications and their titles	<ul style="list-style-type: none"> 6 Revised qualifications <i>See Appendix A</i>
Number of new units of competency and their titles	<ul style="list-style-type: none"> 30 New Units <i>See Appendix B</i>
Number of revised units of competency and their titles	<ul style="list-style-type: none"> 44 Revised Units <i>See Appendix B</i>
Number of revised units of competency and their titles	<ul style="list-style-type: none"> Nil
Confirmation that the draft training package components meet the requirements in Section 2 <i>Equity checklist of draft training package components</i>	Yes - draft training package components meet the requirements in Section 2 <i>Equity checklist of draft Training Package components</i>
Is the Equity Report prepared by a member of the Quality Assurance Panel? If 'yes' please provide the name.	Yes – Anna Henderson
Date of completion of the report	01072021

Training Package Quality Assurance

Section 2 – Equity checklist of draft training package components

Equity requirements	Equity reviewer comments
	Provide brief commentary on whether the draft endorsed components meet each of the equity requirements
<p>The training package component(s) comply with Standard 2 of the <i>Standards for Training Packages 2012</i>. The standard requires compliance with the <i>Training Package Products Policy</i>, specifically with the access and equity requirements:</p> <ul style="list-style-type: none"> • Training Package developers must meet their obligations under Commonwealth anti-discrimination legislation and associated standards and regulations. • Training Package developers must ensure that Training Packages are flexible and that they provide guidance and recommendations to enable reasonable adjustments in implementation. 	<p>The draft training package components comply with Standard 2 of the <i>Standards for Training Packages</i>.</p> <p>The training package components are accompanied by the SHB Hairdressing and Beauty Services Training Package Companion Volume Implementation Guide (CVIG), Version 4.0. The CVIG provides advice on access and equity considerations including reasonable adjustment for learners with disabilities.</p>

Section 3 - Training Package Quality Principles

Quality Principle 4

Be **flexible** to meet the diversity of individual and employer needs, including the capacity to adapt to changing job roles and workplaces.

Key features

Do the units of competency meet the diversity of individual and employer needs and support equitable access and progression of learners?

What evidence demonstrates that the units of competency and their associated assessment requirements are clearly written and have consistent breadth and depth so that they support implementation across a range of settings?

Are there other examples that demonstrate how the key features of flexibility are being achieved?

Equity requirements	Equity reviewer comments
1. What evidence demonstrates that the draft components provide flexible qualifications/units of competency that enable application in different contexts?	Although SHB qualifications are designed to reflect particular job outcomes at different AQF levels, in this submission, the qualifications' packaging rules incorporate a choice of electives which supports contextualisation. Similarly, the units of competency enable functional contextualisation where appropriate.

Training Package Quality Assurance

Equity requirements	Equity reviewer comments
	The requirement within some units to deliver services to the paying public has been included to ensure students have the opportunity to deliver services in a realistic work environment which meet the expectations of paying clients.
2. Is there evidence of multiple entry and exit points?	<p>Only one qualification in this submission has entry requirements – the SHB60221 Advanced Diploma of Skin Therapy. The Case for Endorsement (CfE) notes that the Personal Services Industry Reference Committee (IRC) recommended the inclusion of entry requirements for this qualification in order to ensure learners have the skills and knowledge relating to infection control, skin structure and body structure, as well as experience in providing body, skin and/or facial treatments.</p> <p>The other seven qualifications enable multiple entry.</p>
3. Have prerequisite units of competency been minimised where possible?	Prerequisite units of competency have been minimised wherever possible but due to the nature of the work, many SHB units have prerequisite requirements for safety and skill and knowledge development reasons.
4. Are there other examples of evidence that demonstrate how the key features of the flexibility principle are being achieved?	<p>The units of competency in this submission incorporate the principles of sound communication and collaboration with others. These principles support flexible delivery.</p> <p>The units' assessment conditions also enable flexibility - assessment may be in the workplace or in a simulated environment that reflects workplace conditions.</p> <p>As discussed, only one qualification has entry requirements - SHB60221. In this qualification the entry requirements are flexible – they are based on the achievement of specified units of competency or equivalent skills and knowledge.</p>

Training Package Quality Assurance

Quality Principle 5

Facilitate **recognition** of an individual's skills and knowledge and support movement between the school, vocational education and higher education sectors.

Key features

Support learner transition between education sectors.

Equity requirements	Equity reviewer comments
1. What evidence demonstrates pathways from entry and preparatory level as appropriate to facilitate movement between schools and VET, from entry level into work, and between VET and higher education qualifications?	<p>The SBH Hairdressing and Beauty Services Training Package V 4.0 CVIG provides guidance on occupational pathways for the industry.</p> <p>The CfE explains that the following qualifications proposed in this submission are suitable for delivery as an apprenticeship or traineeship:</p> <ul style="list-style-type: none">• SHB20121 Certificate II in Retail Cosmetics• SHB30121 Certificate III in Beauty Services• SHB30221 Certificate III in Make-Up• SHB30321 Certificate III in Nail Technology• SHB40121 Certificate IV in Beauty Therapy. <p>Delivery via apprenticeship or traineeship pathways will be determined by the appropriate State and Territory bodies based on stakeholder feedback in the relevant jurisdictions at the time of endorsement of the complete suite of beauty training package products.</p>

Training Package Quality Assurance

Quality Principle 6

Support interpretation by training providers and others through the use of simple, concise language and clear articulation of assessment requirements.

Key features

Support implementation across a range of settings and support sound assessment practices.

Equity requirements	Equity reviewer comments
1. Does the Companion Volume Implementation Guide include advice about: <ul style="list-style-type: none">• Pathways• Access and equity• Foundation skills? (see Training Package Standard 11)	Yes - the SHB Hairdressing and Beauty Services Training Package V4.0 CVIG provides advice on: <ul style="list-style-type: none">• Occupational outcomes for health qualifications• Access and equity and advice on reasonable adjustments for learners with disabilities• Foundation skills – explanation about language, literacy and numeracy (LLN) and employment skills necessary for effective participation in the workforce.
2. Are the foundation skills explicit and recognisable within the training package and do they reflect and not exceed the foundation skills required in the workplace?	Yes, certain levels of reading, writing, numeracy, and oral communication skills as set out in the Australian Core Skills Framework (ACSF) and employment skills essential to performance are explicit in the performance criteria of the Units in this submission.

Training Package Quality Assurance

Appendix A Beauty Qualifications

New Qualifications

Qualification Code	Qualification Title
SHB50320	Diploma of Cosmetic Tattooing
SHB60221	Advanced Diploma of Skin Therapy

Revised Qualifications

Qualification Code	Qualification Title
SHB20121	Certificate II in Retail Cosmetics
SHB30121	Certificate III in Beauty Services
SHB30221	Certificate III in Make-Up
SHB30321	Certificate III in Nail Technology
SHB40121	Certificate IV in Beauty Therapy
SHB50121	Diploma of Beauty Therapy

Appendix B Beauty Units of Competency

New Units

Client Services (CCS)

SHBBCCS004	Demonstrate retail skin care products
SHBBCCS007	Interpret the chemical composition and effects of cosmetic products

COS Cosmetic Tattooing

SHBBCOS001	Provide cosmetic tattooing consultations
SHBBCOS002	Apply knowledge of colour theory and pigmentology to cosmetic tattooing
SHBBCOS003	Incorporate elements and principles of design to cosmetic tattooing
SHBBCOS004	Provide cosmetic tattoo for eyebrows
SHBBCOS005	Provide cosmetic tattoo for lips
SHBBCOS006	Provide cosmetic tattoo for eyes
SHBBCOS007	Provide Cosmetic tattoo scalp micropigmentation
SHBBCOS008	Provide 3D nipple areola complex tattooing

Make-up Services (MUP)

SHBBMUP015	Apply volume eyelash extensions
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Training Package Quality Assurance

Skin Services (SSC)

SHBBSSC001	Incorporate knowledge of skin structure and functions into beauty therapy
SHBBSSC002	Incorporate knowledge of body structures and functions into beauty therapy
SHBBSSC003	Research and apply information on skin science in a skin therapy context
SHBBSSC004	Identify the function and structure of skin and hair for cosmetic tattooing

Skin Therapy (SKT)

SHBBSKT001	Provide skin therapy consultations
SHBBSKT002	Provide advice on specialised skin care formulations and ingredients
SHBBSKT003	Identify and control safety risks for light-based skin treatments
SHBBSKT004	Design intense pulsed light skin treatment programs
SHBBSKT005	Provide intense pulsed light skin treatments
SHBBSKT006	Design laser skin treatment programs
SHBBSKT007	Provide laser skin treatments
SHBBSKT008	Design light emitting diode skin treatment programs
SHBBSKT009	Provide light emitting diode skin treatments
SHBBSKT010	Provide skin needling treatments
SHBBSKT011	Provide superficial peel treatments
SHBBSKT012	Investigate developments in cosmetic treatments for skin rejuvenation

Client Services (XCCS)

SHBXCCS005	Maintain health and wellbeing in a personal services setting
SHBXCCS006	Promote healthy nutritional options in a beauty therapy context

Working in Industry (XIND)

SHBXIND004	Develop skin therapy workplace policies and procedures
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Revised Units

Body Services (BOS)

SHBBBOS007	Apply cosmetic tanning products
SHBBBOS008	Provide body massages
SHBBBOS009	Provide aromatherapy massages
SHBBBOS010	Use reflexology relaxation techniques in beauty treatments
SHBBBOS011	Provide superficial lymph massage treatments

Client Services (CCS)

SHBBCCS005	Advise on beauty products and services
SHBBCCS006	Prepare personalised aromatic plant oil blends for beauty treatments

Facial Services (FAS)

SHBBFAS004	Provide lash and brow services
SHBBFAS005	Provide facial treatments and skin care recommendations
SHBBFAS006	Provide specialised facial treatments

Hair Reduction Services (HRS)

SHBBHRS010	Provide waxing services
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Training Package Quality Assurance

SHBBHRS011	Provide female intimate waxing services
SHBBHRS012	Provide male intimate waxing services
SHBBHRS013	Provide hair reduction treatments using electrical currents
Infection Control (INF)	
SHBBINF002	Maintain infection control standards
Make-Up Services (MUP)	
SHBBMUP008	Apply eyelash extensions
SHBBMUP009	Design and apply make-up
SHBBMUP010	Design and apply make-up for photography
SHBBMUP011	Design and apply remedial camouflage make-up
SHBBMUP012	Apply airbrushed make-up
SHBBMUP013	Design and apply creative make-up
SHBBMUP014	Work collaboratively on make-up productions
Nail Services (NLS)	
SHBBNLS007	Provide manicure and pedicure services
SHBBNLS008	Apply gel and dip powder nail enhancements
SHBBNLS009	Apply acrylic nail enhancements
SHBBNLS010	Apply nail art
SHBBNLS011	Use electric file equipment for nail services
SHBBNLS012	Apply advanced nail art
Research (RES)	
SHBBRES003	Research and apply beauty industry information
Skin Services (SKS)	
SHBBSKS006	Pierce ear lobes
SHBBSKS007	Provide diathermy treatments
SHBBSKS008	Provide upper body piercings
SHBBSKS009	Provide micro-dermabrasion treatments
Spa Services (SPA)	
SHBBSPA005	Work in a spa therapies framework
SHBBSPA006	Provide spa therapies
SHBBSPA007	Provide stone therapy massages
SHBBSPA008	Provide Indian head massages for relaxation
CROSS SECTOR (X)	
Client Services (XCCS)	
SHBXCCS007	Conduct salon financial transactions
SHBXCCS008	Provide salon services to clients
SHBXCCS009	Greet and prepare clients for services
Work Health and Safety (XWHS)	
SHBXWHS003	Apply safe hygiene, health and work practices
SHBXWHS004	Provide a safe work environment
Working in Industry (XIND)	
SHBXIND003	Comply with organisational requirements within a personal services environment
SHBXIND005	Communicate as part of a salon team

Attachment G: Industry Support

The following stakeholders have provided letters of support for this submission.

Name	Organisation	Title	Industry	Representation Type	State
Norma Roberts	Retail and Personal Services Training Council	Executive Director	Beauty	IRC – Representative	WA
Mark Pampling	Flower Thinking Pty Ltd	Creative Director	Floristry	IRC – Representative	NSW
Maureen Harding	Hair and Beauty Australia	Proprietor HBMH (Hairdressing by Maureen Harding) (National President HABA)	Beauty	IRC – Representative	NSW
Sandy Chong	Australian Hairdressing Council	CEO	Hairdressing	IRC – Representative	NSW
Helen Cooney	Shop Distributive and Allied Employees Association	Policy Advisor	Union	IRC – Representative	VIC
Maja Ercegovic	Holo Academy	Director	Beauty	TAC – Representative	VIC
Karen Porteus	Elysian Beauty	Owner	Beauty	TAC – Representative	WA
Matrice Harbour	Beyond Dermal Beauty Clinique	Owner/Beauty Therapist/Cosmetic Tattooist	Beauty	TAC – Representative	WA
Diane Koksai	Restore Cosmetic Tattooing	Dermal Clinician	Beauty	TAC – Representative	VIC
Christine Comans	MediTatt	Clinical Aesthetician	Beauty	TAC – Representative	WA
Amanda Malden-Browne	Torrens University, Laureate International	Senior Learning Facilitator (Aesthetics)	Higher Education - Beauty	TAC – Representative	QLD
Lorraine Castle	Chisholm TAFE	Teacher	RTO - Beauty	TAC – Representative	VIC
Borka Buseska	Australian Capital Training Institute	CEO	RTO - Beauty	TAC – Representative	ACT
Meredith Schaerf	Ella Bache	Dermal Therapies Program Manager	Beauty	TAC – Representative	NSW
Sarah Rosen	SkillsIQ NSW ITAB & WRAPS IAC	Executive Officer	Beauty	NSW ITAB & WRAPS IAC	NSW

Retail and Personal Services Consultancy
normar48@outlook.com

Emma Gleeson
Skills Engagement Executive
SkillsIQ
GPO Box 4194
Sydney NSW 2001

Re: Endorsement of the SHB Beauty training package products

Dear Emma,

As Chair of the Personal Services Industry Reference Committee (IRC) representing the Retail and Personal Services Consultancy I can confirm Retail and Personal Services Consultancy believes that industry has been given sufficient opportunity to express their needs, and that those needs have been appropriately responded to in revised and new SHB Beauty training package products.

Retail and Personal Services Consultancy believes that training package products proposed for endorsement reflect the skills needs of the Australian beauty industry, address identified skills gaps and allow for outcomes that meet specific workforces needs and create clearer career pathways.

Further, the organisation believes that proposed training package products have been developed in a manner that promotes quality assessment practices and training outcomes, removes unnecessary duplication and obsolete training package products, and promotes skills portability across industry sectors.

Our organisation will continue to provide industry advice and intelligence to SkillsIQ to ensure that all training package products remain reflective of current industry skills needs.

Yours sincerely

Norma Roberts

Norma Roberts
Director
Retail and Personal Services Consultancy

1 July 2021

{ Flower Thinking }

Craftsmanship – Learning – Resources

Flower Thinking Pty Ltd
415 Pearces Creek Road
Alstonville
NSW 2477
Tel 02 6628 6293 / 0412 402 740
mark@flowerthinking.com

5 July 2021

Emma Gleeson
Skills Engagement Executive
SkillsIQ
GPO Box 4194
Sydney NSW 2001

Re: Endorsement of the SHB Beauty training package products

Dear Emma,

As a member of the Personal Services Industry Reference Committee (IRC) representing Alstonville Florist I can confirm Alstonville Florist believes that industry has been given sufficient opportunity to express their needs, and that those needs have been appropriately responded to in revised and new SHB Beauty training package products.

Alstonville Florist believes that training package products proposed for endorsement reflect the skills needs of the Australian beauty industry, address identified skills gaps and allow for outcomes that meet specific workforces needs and create clearer career pathways.

Further, Alstonville Florist believes that proposed training package products have been developed in a manner that promotes quality assessment practices and training outcomes, removes unnecessary duplication and obsolete training package products, and promotes skills portability across industry sectors.

Alstonville Florist will continue to provide industry advice and intelligence to SkillsIQ to ensure that all training package products remain reflective of current industry skills needs.

Regards

Mark Pampling

Creative Director – Flower Thinking Pty Ltd, Co-owner of Alstonville Florist



1 July 2021

Emma Gleeson
Skills Engagement Executive
SkillsIQ
GPO Box 4194
Sydney NSW 2001

Re: Endorsement of the SHB Beauty training package products

Dear Emma,

As a member of the Personal Services Industry Reference Committee (IRC) representing Hair & Beauty Australia ("HABA"), I can confirm HABA believes that industry has been given sufficient opportunity to express their needs, and that those needs have been appropriately responded to in revised and new SHB Beauty training package products.

HABA believes that training package products proposed for endorsement reflect the skills needs of the Australian beauty industry, address identified skills gaps and allow for outcomes that meet specific workforces needs and create clearer career pathways.

Further, HABA believes that proposed training package products have been developed in a manner that promotes quality assessment practices and training outcomes, removes unnecessary duplication and obsolete training package products, and promotes skills portability across industry sectors.

HABA will continue to provide industry advice and intelligence to SkillsIQ to ensure that all training package products remain reflective of current industry skills needs.

Regards,

A handwritten signature in black ink, appearing to read 'Maureen Harding', is written over a horizontal line.

Maureen Harding
National President
HABA

P: 1800 997 795 GPO BOX 5050, Sydney NSW, 2001 E: info@askhaba.com.au

ABN 78 133 372 200 © Hair and Beauty Australia Limited. The enclosed information is intended to provide a general summary only. The above information is only a guide for members, and does not constitute specific advice of any kind. Independent advice should always be sought before an attempt is made to rely on the above information. The Publisher accepts no liability arising out of the content of information enclosed. This document is subject to copyright. Information may not be reproduced or distributed without publisher's explicit permission.



Thursday July 1 2021

Emma Gleeson
Skills Engagement Executive
SkillsIQ
GPO Box 4194
Sydney NSW 2001

Re: Endorsement of the SHB Beauty training package products

Dear Emma,

As a member of the Personal Services Industry Reference Committee (IRC) representing the Australian Hairdressing Council I can confirm the AHC believes that industry has been given sufficient opportunity to express their needs, and that those needs have been appropriately responded to in revised and new SHB Beauty training package products.

The AHC believes that training package products proposed for endorsement reflect the skills needs of the Australian beauty industry, address identified skills gaps and allow for outcomes that meet specific workforces needs and create clearer career pathways.

Further, the AHC believes that proposed training package products have been developed in a manner that promotes quality assessment practices and training outcomes, removes unnecessary duplication and obsolete training package products, and promotes skills portability across industry sectors.

The Australian Hairdressing Council will continue to provide industry advice and intelligence to SkillsIQ to ensure that all training package products remain reflective of current industry skills needs.

Regards,

Sandy Chong
CEO
Australian Hairdressing Council

Voice of the Australian hair industry

Suite 1B/2 Ocean Street, Newcastle NSW 2300

p. (02) 4929 6098

w. www.theahc.org.au

The Shop, Distributive and Allied Employees' Association

[A:](#) Level 6, 53 Queen Street, Melbourne, VIC 3000 [P:](#) 03 8611 7000 [E:](#) general@sda.org.au [W:](#) sda.org.au [ABN:](#) 99 789 302 470

NATIONAL PRESIDENT

Michael Donovan

NATIONAL SECRETARY-TREASURER

Gerard Dwyer

2 July 2021

Emma Gleeson
Skills Engagement Executive

SkillsIQ

GPO Box 4194
SYDNEY NSW 2001

Re: Endorsement of the SHB Beauty training package products

Dear Emma,

The Shop, Distributive and Allied Employees' Association (SDA) is one of Australia's largest trade unions with over 210,000 members. Working in retail, fast food, warehousing, hairdressing, beauty, pharmacy, online retailing, and modelling, the majority of SDA members are women (60%, approx. 131,000), under 35 years (57%, approx. 120,000 workers), and low-income (Retail and food services are two of the three lowest industries for median weekly earnings).

Often described by others as unskilled because of low density of industry specific training in wholesale and retail, our members include hairdressers and barbers, who operate in a well-formed trade and relatively self-regulating industry. In beauty, there is increased risk given the increasing medicalisation of the industry and a need to regulate the profession. It is in that context of improving skills and standing in the industry that the SDA supports the changes to SHB Beauty Training.

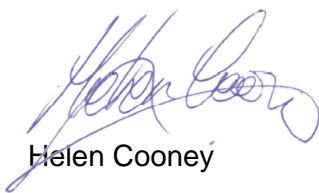
As a member of the Personal Services Industry Reference Committee (IRC) representing the SDA, I can confirm the SDA believes that industry has been given sufficient opportunity to express their needs, and that those needs have been appropriately responded to in revised and new SHB Beauty training package products.

The SDA believes that training package products proposed for endorsement reflect the skills needs of the Australian beauty industry, address identified skills gaps and allow for outcomes that meet specific workforces needs and create clearer career pathways.

Further, the SDA believes that proposed training package products have been developed in a manner that promotes quality assessment practices and training outcomes, removes unnecessary duplication and obsolete training package products, and promotes skills portability across industry sectors.

The SDA will continue to provide industry advice and intelligence to SkillsIQ to ensure that all training package products remain reflective of current industry skills needs.

Regards,



Helen Cooney

Nominee of the SDA on the Wholesale and Retail Industry Reference Committee
Principal Policy Officer (Superannuation & Industry Training)

Shop, Distributive & Allied Employees' Association

1st of July 2021

Emma Gleeson
Skills Engagement Executive
SkillsIQ
GPO Box 4194
Sydney NSW 2001

Re: Endorsement of the new Cosmetic Tattooing qualification and units of competency

Dear Emma,

As a member of the Cosmetic Tattooing Technical Advisory Committee (TAC) representing Holo Academy I can confirm Holo Academy believes that industry has been given sufficient opportunity to express their needs, and that those needs have been appropriately responded to in the new Cosmetic Tattooing qualification and units of competency.

Holo Academy believes that training package products proposed for endorsement reflect the skills needs of the Australian cosmetic tattooing industry, address identified skills gaps and allow for outcomes that meet specific workforces needs and create clearer career pathways.

Further, Holo Academy believes that proposed training package products have been developed in a manner that promotes quality assessment practices and training outcomes, removes unnecessary duplication and obsolete training package products, and promotes skills portability across industry sectors.

Holo Academy will continue to provide industry advice and intelligence to SkillsIQ to ensure that all training package products remain reflective of current industry skills needs.

Regards,

Maja Ercegovic

Director

Holo Academy



02/07/21

Emma Gleeson
Skills Engagement Executive
SkillsIQ
GPO Box 4194
Sydney NSW 2001

Re: Endorsement of the new Cosmetic Tattooing qualification and units of competency

Dear Emma,

As a member of the Cosmetic Tattooing Technical Advisory Committee (TAC) representing Elysian Beauty Spa I can confirm Elysian Beauty Spa believes that industry has been given sufficient opportunity to express their needs, and that those needs have been appropriately responded to in the new Cosmetic Tattooing qualification and units of competency.

Elysian Beauty Spa believes that training package products proposed for endorsement reflect the skills needs of the Australian cosmetic tattooing industry, address identified skills gaps and allow for outcomes that meet specific workforces needs and create clearer career pathways.

Further, Elysian Beauty Spa believes that proposed training package products have been developed in a manner that promotes quality assessment practices and training outcomes, removes unnecessary duplication and obsolete training package products, and promotes skills portability across industry sectors.

Elysian Beauty Spa will continue to provide industry advice and intelligence to SkillsIQ to ensure that all training package products remain reflective of current industry skills needs.

Regards,

Karen Porteus

Owner

Elysian Beauty Spa



30/06/2021

Emma Gleeson
Skills Engagement Executive
SkillsIQ
GPO Box 4194
Sydney NSW 2001

Re: Endorsement of the new Cosmetic Tattooing qualification and units of competency

Dear Emma,

As a member of the Cosmetic Tattooing Technical Advisory Committee (TAC) representing Day2Day Skin Care I can confirm that Day2Day Skin Care believes that industry has been given sufficient opportunity to express their needs, and that those needs have been appropriately responded to in the new Cosmetic Tattooing qualification and units of competency.

Day2Day Skin Care believes that training package products proposed for endorsement reflect the skills needs of the Australian cosmetic tattooing industry, address identified skills gaps and allow for outcomes that meet specific workforces needs and create clearer career pathways.

Further, Day2Day Skin Care believes that proposed training package products have been developed in a manner that promotes quality assessment practices and training outcomes, removes unnecessary duplication and obsolete training package products, and promotes skills portability across industry sectors.

Day2Day Skin Care will continue to provide industry advice and intelligence to SkillsIQ to ensure that all training package products remain reflective of current industry skills needs.

Regards,

Matrice Harbour

Owner/ Beauty Therapist/ Cosmetic Tattooist

Day2Day Skin Care

RESTORE COSMETIC TATTOOING
Diane Koksai
Bachelor Qualified Dermal Clinician (BHScDT)
ABN: 48857303852

30 June 2021

Emma Gleeson
Skills Engagement Executive
SkillsIQ
GPO Box 4194
Sydney NSW 2001

Re: Endorsement of the new Cosmetic Tattooing qualification and units of competency

Dear Emma,

As a member of the Cosmetic Tattooing Technical Advisory Committee (TAC) representing Restore Cosmetic Tattooing (prior Horizon Plastic Surgery) I can confirm Restore Cosmetic Tattooing believes that industry has been given sufficient opportunity to express their needs, and that those needs have been appropriately responded to in the new Cosmetic Tattooing qualification and units of competency.

Restore Cosmetic Tattooing believes that training package products proposed for endorsement reflect the skills needs of the Australian cosmetic tattooing industry, address identified skills gaps and allow for outcomes that meet specific workforces needs and create clearer career pathways.

Further, Restore Cosmetic Tattooing believes that proposed training package products have been developed in a manner that promotes quality assessment practices and training outcomes, removes unnecessary duplication and obsolete training package products, and promotes skills portability across industry sectors.

Restore Cosmetic Tattooing will continue to provide industry advice and intelligence to SkillsIQ to ensure that all training package products remain reflective of current industry skills needs.

Regards,

Diane Koksai
Dermal Clinician
Restore Cosmetic Tattooing



Christine Comans BAppHSc (Clinical Aesthetics)

Aesthetic Clinician, Allied Health Professional,
Specialist Micropigmentation Trainer. Educator and Author



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29/06/2021

Emma Gleeson
Skills Engagement Executive
SkillsIQ
GPO Box 4194
Sydney NSW 2001

Re: Endorsement of the new Cosmetic Tattooing qualification and units of competency

Dear Emma,

As a member of the Cosmetic Tattooing Technical Advisory Committee (TAC) representing MediTatt. I can confirm MediTatt believes that industry has been given sufficient opportunity to express their needs, and that those needs have been appropriately responded to in the new Cosmetic Tattooing qualification and units of competency.

MediTatt believes that training package products proposed for endorsement reflect the skills needs of the Australian cosmetic tattooing industry, address identified skills gaps and allow for outcomes that meet specific workforces needs and create clearer career pathways.

Further, MediTatt believes that proposed training package products have been developed in a manner that promotes quality assessment practices and training outcomes, removes unnecessary duplication and obsolete training package products, and promotes skills portability across industry sectors.

MediTatt will continue to provide industry advice and intelligence to SkillsIQ to ensure that all training package products remain reflective of current industry skills needs.

Regards,

Christine Comans

Director
MediTatt

6th July 2021
Emma Gleeson
Skills Engagement Executive
SkillsIQ
GPO Box 4194
Sydney NSW 2001

Dear Emma,

Re: Endorsement of the new Skin Therapy qualification and units of competency

As a member of the Skin Therapy Technical Advisory Committee (TAC) representing Torrens University, I can confirm Torrens University believes that industry has been given sufficient opportunity to express their needs, and that those needs have been appropriately responded to in the new Skin Therapy qualification and units of competency.

Torrens University believes that training package products proposed for endorsement reflect the skills needs of the Australian skin therapy industry, address identified skills gaps and allow for outcomes that meet specific workforces needs and create clearer career pathways.

Further, Torrens University believes that proposed training package products have been developed in a manner that promotes quality assessment practices and training outcomes, removes unnecessary duplication and obsolete training package products, and promotes skills portability across industry sectors. Torrens University will continue to provide industry advice and intelligence to SkillsIQ to ensure that all training package products remain reflective of current industry skills needs.

torrens.edu.au
1300 575 803

Regards,

Amanda Malden-Browne

Senior Learning Facilitator (Aesthetics)
P: +61 (7) 3270 1057

Adelaide Campus
82-98 Wakefield Street
Adelaide SA 5000

Brisbane Campuses
90 Bowen Terrace
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Melbourne Campuses
196 Flinders Street
Melbourne VIC 3000
25 Victoria Street
Fitzroy VIC 3065

Sydney Campuses
1-5 Hickson Road
The Rocks NSW 2000
Level 3, 333 Kent Street
Sydney NSW 2000
46-52 Mountain Street
Ultimo NSW 2007
Level 1 and 5/235 Pyrmont Street
Pyrmont NSW 2009
Level 4, 540 George Street
Sydney NSW 2000

Leura Campus
1 Chambers Road
Leura NSW 2780

Torrens University Australia Head Office
Level 24, 680 George Street
Sydney NSW 2000

1/7/21
Emma Gleeson
Skills Engagement Executive
SkillsIQ
GPO Box 4194
Sydney NSW 2001

Re: Endorsement of the new Skin Therapy qualification and units of competency

Dear Emma,

As a member of the Skin Therapy Technical Advisory Committee (TAC) representing Chisholm Institute I can confirm Chisholm Institute believes that industry has been given sufficient opportunity to express their needs, and that those needs have been appropriately responded to in the new Skin Therapy qualification and units of competency.

Chisholm Institute believes that training package products proposed for endorsement reflect the skills needs of the Australian skin therapy industry, address identified skills gaps and allow for outcomes that meet specific workforces needs and create clearer career pathways.

Further, Chisholm Institute believes that proposed training package products have been developed in a manner that promotes quality assessment practices and training outcomes, removes unnecessary duplication and obsolete training package products, and promotes skills portability across industry sectors.

Chisholm Institute will continue to provide industry advice and intelligence to SkillsIQ to ensure that all training package products remain reflective of current industry skills needs.

Regards,



Lorraine Castle
Education Manager
Hair, Beauty & Wellness

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Kangan Drive Berwick 3806
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1 July 2021

Emma Gleeson
Skills Engagement Executive
SkillsIQ
GPO Box 4194
Sydney NSW 2001

Re: Endorsement of the new Skin Therapy qualification and units of competency

Dear Emma,

As a member of the Skin Therapy Technical Advisory Committee (TAC) representing Australian Capital Training Institute (ACTI) I can confirm ACTI believes that industry has been given sufficient opportunity to express their needs, and that those needs have been appropriately responded to in the new Skin Therapy qualification and units of competency.

ACTI believes that training package products proposed for endorsement reflect the skills needs of the Australian skin therapy industry, address identified skills gaps and allow for outcomes that meet specific workforces needs and create clearer career pathways.

Further, ACTI believes that proposed training package products have been developed in a manner that promotes quality assessment practices and training outcomes, removes unnecessary duplication and obsolete training package products, and promotes skills portability across industry sectors.

ACTI will continue to provide industry advice and intelligence to SkillsIQ to ensure that all training package products remain reflective of current industry skills needs.

Regards,



Borka Buseska

CEO

Australian Capital Training Institute (ACTI)

PARIS **Ella Baché**

5th July 2021

**Emma Gleeson
Skills Engagement Executive
SkillsIQ
GPO Box 4194
Sydney NSW 2001**

Re: Endorsement of the new Skin Therapy qualification and units of competency

Dear Emma,

As a member of the Skin Therapy Technical Advisory Committee (TAC) representing Ella Baché, I can confirm Ella Baché believes that industry has been given sufficient opportunity to express their needs, and that those needs have been appropriately responded to in the new Skin Therapy qualification and units of competency.

Ella Baché believes that training package products proposed for endorsement in the Skin Therapy qualification reflect the skills needs of the Australian skin therapy industry, address identified skills gaps and allow for outcomes that meet specific workforces needs and create clearer career pathways.

Further, Ella Baché believes that proposed training package products have been developed in a manner that promotes quality assessment practices and training outcomes, removes unnecessary duplication and obsolete training package products, and promotes skills portability across industry sectors.

Ella Baché will continue to provide industry advice and intelligence to SkillsIQ to ensure that all training package products remain reflective of current industry skills needs.

Regards,

**Meredith Schaerf
Education Manager**



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5 July 2021

Emma Gleeson
Skills Engagement Executive
SkillsIQ
GPO Box 4194
Sydney NSW 2001

Re: Endorsement of the SHB Beauty training package products

Dear Emma,

The SkillsIQ NSW ITAB is supported by the NSW Department of Education to provide independent advice to the NSW government on the training and skills needs of the service sector. One of the industries represented is Beauty Services through the Wholesale, Retail and Personal Services Industry Advisory Committee (WRAPS IAC). The Committee is comprised of key industry contacts for government and provides independent advice on the training and skills development needs of the industry, to help ensure it has the skilled workforce able to meet current and future job roles.

The SkillsIQ NSW ITAB can confirm that the WRAPS IAC believes that industry has been given sufficient opportunity to express their needs, and that those needs have been appropriately responded to in the revised and new SHB Beauty training package products.

We believe that the training package products proposed for endorsement reflect the skills needs of the Australian beauty industry, address identified skills gaps and allow for outcomes that meet specific workforces needs and create clearer career pathways.

Further, we believe that proposed training package products have been developed in a manner that promotes quality assessment practices and training outcomes, removes unnecessary duplication and obsolete training package products, and promotes skills portability across industry sectors.

The SkillsIQ NSW ITAB through its three IAC's, will continue to provide industry advice and intelligence to SkillsIQ to ensure that all training package products remain reflective of current industry skills needs.

Kind regards,

Sarah Rosen
Executive Officer
SkillsIQ NSW ITAB

Attachment H: Training Package Products

Please see attached Zip file