

Training Package Details

Training Package Code:	SIH11
Training Package Name:	Hairdressing Training Package
First Published:	TBA
AEShareNet Code:	P
Print Version Number:	1
Endorsed Date:	TBA
Copyright Year:	2011
Training Package Review Date:	TBA
ISC Name:	Service Industries Skills Council
ISC Website URL:	http://www.serviceskills.com.au

Training Package Volume Number	Training Package Volume Name
1	Hairdressing Training Package (Volume 1 - Introduction, Qualifications Framework, Assessment Guidelines, Competency Standards)
2	Hairdressing Training Package (Volume 2 - Units of Competency)

Training Package Volume Number	Training Package Volume Statement
1	Introduction, Qualifications Framework, Assessment Guidelines, Competency Standards
2	Units of Competency

Training Package Volume Number	Training Package Volume Description
1	<p>This document comprises part of the endorsed components of the SIH11 Hairdressing Training Package endorsed by the National Training Quality Council on 23 June 2011 and agreed to by the Ministers.</p> <p>It provides the introduction to the Training Package, including the Qualifications Framework, the Assessment Guidelines, and the hairdressing industry units of competency.</p> <p>This document is not to be used in isolation, but must be used in conjunction with Volume 2 which includes the imported units of competency.</p> <p>This Training Package is under continuous improvement.</p>
2	<p>This document comprises part of the endorsed components of the SIH11 Hairdressing Training Package endorsed by the National Training Quality Council on 23 June 2011 and agreed to by the Ministers.</p> <p>It provides the introduction to the Training Package, including the</p>

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	Qualifications Framework, the Assessment Guidelines, and the hairdressing industry units of competency. This document is not to be used in isolation, but must be used in conjunction with Volume 2 which includes the units of competency. This Training Package is under continuous improvement.

Training Package Volume Number	ISBN Number
1	978-1-74160-490-0
2	978-1-74160-491-7
All volumes	978-1-74160-492-4

Version Modification History

Version	Release Date	Comments
1	TBA	Primary release - replaces WRH06 Version 2.2

History

Mapping to Previous Training Package**Summary mapping of SIH11 to WRH06 V2****Qualifications**

The following table provides advice on the relationship between qualifications from SIH11 and WRH06 V2 (the previous Hairdressing Training Package).

SIH11 qualification code and title	Relates to	Nature of Relationship
SIH20111 Certificate II in Hairdressing	WRH20109 Certificate II in Hairdressing	SIH20111 replaces WRH20109 as the intent of the qualification remains unchanged. The total number of units required complete this qualification remains at 13 units. The number of core units has decreased from 9 to 8 units. The number of elective units has increased from 4 to 5 units.
SIH30111 Certificate III in Hairdressing	WRH30109 Certificate III in Hairdressing	SIH30111 replaces WRH30109 as the intent of the qualification remains unchanged. The total number of units required to complete this qualification has increased from 29 to 32 units. The number of core units has increased from 23 to 26 units. The number of elective units remains at 6 units; of which 3 must be chosen as one of 2 specialisation groups.

Mapping to Previous Training Package			
	SIH40111 Certificate IV in Hairdressing	WRH40109 Certificate IV in Hairdressing	<p>SIH40111 replaces WRH40109 as the intent of the qualification remains unchanged. A more flexible approach to packaging has been adopted.</p> <p>New units that build on specialised technical skills and technical leadership have been included.</p> <p>The total number of units required to complete this qualification remains at 11 units.</p> <p>The number of core units has decreased from 7 to 2 units.</p> <p>The number of elective units has increased from 4 to 9 units.</p>
		WRH40209 Certificate IV in Trichology	Deleted and no equivalent in SIH11

Mapping to Previous Training Package			
<p>SIB50210 Diploma of Salon Management</p>	<p>WRH50109 Diploma of Hairdressing Salon Management</p>	<p>SIB50210 replaces WRH50109 as the intent of the qualification remains unchanged.</p> <p>This qualification is imported from the SIB10 Beauty Training Package and was developed based on WRH50109 and updated to expand its coverage across other personal services such as beauty and spa industries.</p> <p>The total number of units required to complete this qualification remains at 10.</p> <p>The number of core units remains at 6.</p> <p>The number of elective units remains at 4.</p>	
<p>SIH70110 Vocational Graduate Certificate in Hairdressing Creative Leadership</p>		<p>This new qualification has been developed to reflect the role of creative/artistic directors.</p> <p>The total number of units required to complete this qualification is 6.</p> <p>The number of core units is 4.</p> <p>The number of elective units is 2.</p>	

Mapping units of competency

The following table provides advice on the relationship between units of competency from SIH11 to WRH06 V2 (the previous Hairdressing Training Package).

Please note that unless content change is indicated, all components of the existing units of competencies have been reviewed and updated to reflect the guidelines of the current Training Package Developers Handbook. In particular, the evidence guides of existing units have been updated. Prerequisites have been reviewed and removed where, in the past, they may have served as a guide to delivery sequence. The removal

Mapping to Previous Training Package

of these prerequisite units has not affected the outcome of the units as the units of competency now incorporate the requirements of their previous prerequisite units.

SIH11 Unit code and title	WRH06 V2 Unit code and title	Nature of Relationship E = equivalent N = not equivalent
Basin Services		
SIHHBAS201A Perform shampoo and basin services	WRHCS201A Prepare clients for salon services	N New unit – no equivalent in WRH06- This unit includes: <ul style="list-style-type: none"> • pre-service shampoo • removing colour products • treatments at the basin
SIHHBAS202A Perform head, neck and shoulder massage	WRHCS206A Perform head, neck and shoulder massage	E Updated and equivalent to WRHCS206A
Hair Reformation		
SIHHHRS201A Rinse and neutralise chemically restructured hair	WRHCR201A Rinse and neutralise chemically curled or volumised hair	E Updated and equivalent to WRHCR201A

Mapping to Previous Training Package		
SIHHHRS302A Perform chemical curling and volumising services	WRHCR302B Perform chemical curling and volumising services	<p>E Updated and equivalent to WRHCR302B</p> <p>Previously contained the following prerequisites:</p> <ul style="list-style-type: none"> • WRHCS201A Prepare clients for salon services • WRHCS205A Follow personal health and safety routines at work • SIRXOHS001A Apply safe working practices
SIHHHRS303A Perform chemical straightening and relaxing services	WRHCR303B Perform chemical straightening and relaxing services	<p>E Updated and equivalent to WRHCR303B</p> <p>Previously contained the following prerequisites:</p> <ul style="list-style-type: none"> • WRHCS201A Prepare clients for salon services • WRHCS205A Follow personal health and safety routines at work • SIRXOHS001A Apply safe working practices
SIHHHRS304A Perform protein straightening and relaxing treatments		<p>N New unit – no equivalent in WRH06</p>

Mapping to Previous Training Package		
SIHHHRS405A Apply chemical reformation techniques to enhance hair designs	WRHCR404B Apply chemical reformation techniques to enhance hair designs	<p>E Updated and equivalent to WRHCR404B</p> <p>Previously contained the following prerequisites:</p> <ul style="list-style-type: none"> • WRHCR302B Perform chemical curling and volumising services • WRHCR303B Perform chemical straightening and relaxing services • WRHHD303A Design and apply short to medium-length hair design finishes
Client Service		
SIHHCCS201A Greet and prepare clients for salon services		<p>N New unit – no equivalent unit in WRH06</p>
SIHHCCS302A Perform a full client consultation		<p>N New unit – no equivalent in WRH06</p>
SIHHCCS303A Respond to service related and technical problems		<p>N New unit – no equivalent in WRH06</p>
SIHHCCS304A Plan services for special events	WRHCS308A Plan services for special events	<p>E Updated and equivalent to WRHCS308A</p>
Colour and Lightening		
SIHHCLS201A Apply hair colour products		<p>N New unit – no equivalent in WRH06-</p>

Mapping to Previous Training Package			
<p>SIHHCLS302A Colour and lighten hair</p>	<p>WRHCL302B Colour and lighten hair</p>	<p>E Updated and equivalent to WRHCL302A Previously contained the following prerequisites:</p> <ul style="list-style-type: none"> • WRHCS201A Prepare clients for salon services • WRHCS205A Follow personal health and safety routines at work • SIRXOHS001A Apply safe working practices 	
<p>SIHHCLS303A Design and perform full and partial highlighting techniques</p>	<p>WRHCL303B Design and perform full and partial highlighting techniques</p>	<p>E Updated and equivalent to WRHCL303B Previously contained the following prerequisites:</p> <ul style="list-style-type: none"> • WRHCS201A Prepare clients for salon services • WRHCS205A Follow personal health and safety routines at work • SIRXOHS001A Apply safe working practices 	

Mapping to Previous Training Package			
<p>SIHHCLS304A Neutralise unwanted colours and tones</p>	<p>WRHCL304A Perform colour correction</p>	<p>E Updated and equivalent to WRHCL304B Previously contained the following prerequisites:</p> <ul style="list-style-type: none"> • WRHCS201A Prepare clients for salon services • WRHCS205A Follow personal health and safety routines at work • SIRXOHS001A Apply safe working practices 	
<p>SIHHCLS305A Perform on scalp full head and re-touch bleach services</p>	<p>WRHCL305B Perform on scalp full head and re-touch bleach services</p>	<p>E Updated and equivalent to WRHCL305B Previously contained the following prerequisites:</p> <ul style="list-style-type: none"> • WRHCL302B Colour and lighten hair • WRHHS301A Apply the principles of hairdressing science 	

Mapping to Previous Training Package		
SIHHCLS406A Solve complex colour problems	WRHCL406B Solve complex colour problems	<p>E Updated and equivalent to WRHCL406B Previously contained the following prerequisites:</p> <ul style="list-style-type: none"> • WRHCL302B Colour and lighten hair • WRHCL303B Design and perform full and partial highlighting techniques • WRHCL304A Perform colour correction
SIHHCLS407A Apply creative colouring and lightening techniques to enhance hair designs		<p>N New unit – no equivalent in WRH06</p>
Haircutting		
SIHHHCS301A Design haircut structures	WRHHC301A Design haircut structures	<p>E Updated and equivalent to WRHHC301A</p>
SIHHHCS302A Apply one length or solid haircut structures	WRHHC302A Apply one length/ solid haircut structures	<p>E Updated and equivalent to WRHHC302A Previously contained the following prerequisites:</p> <ul style="list-style-type: none"> • WRHCS201A Prepare clients for salon services

Mapping to Previous Training Package			
SIHHHCS303A Apply graduated haircut structures	WRHHC303A Apply graduated haircut structures	<p>E Updated and equivalent to WRHHC303A Previously contained the following prerequisites:</p> <ul style="list-style-type: none"> • WRHCS201A Prepare clients for salon services 	
SIHHHCS304A Apply layered haircut structures	WRHHC304A Apply layered haircut structures	<p>E Updated and equivalent to WRHHC304A Previously contained the following prerequisites:</p> <ul style="list-style-type: none"> • WRHCS201A Prepare clients for salon services 	
SIHHHCS305A Apply over-comb techniques	WRHHC305A Apply over-comb techniques	<p>E Updated and equivalent to WRHHC305A Previously contained the following prerequisites:</p> <ul style="list-style-type: none"> • WRHCS201A Prepare clients for salon services 	
SIHHHCS306A Combine structures for current haircut designs	WRHHC306B Combine haircut structures on women	<p>E Updated and equivalent to WRHHC306B Previously contained the following prerequisites:</p> <ul style="list-style-type: none"> • WRHCS201A Prepare clients for salon services 	

Mapping to Previous Training Package			
<p>SIHHHCS307A Combine structures for traditional and classic men's haircut designs</p>	<p>WRHHC307B Combine haircut structures for traditional and classic designs on men</p>	<p>E Updated and equivalent to WRHHC307B Previously contained the following prerequisites:</p> <ul style="list-style-type: none"> • WRHCS201A Prepare clients for salon services 	
<p>SIHHHCS308A Design and maintain beards and moustaches</p>	<p>WRHHC308B Design and maintain beards and moustaches</p>	<p>E Updated and equivalent to WRHHC308B Previously contained the following prerequisites:</p> <ul style="list-style-type: none"> • WRHCS201A Prepare clients for salon services 	
<p>SIHHHCS309A Perform face and head shaves</p>	<p>WRHHC309A Perform face and head shaves</p>	<p>E Updated and equivalent to WRHHC309A Previously contained the following prerequisites:</p> <ul style="list-style-type: none"> • WRHCS201A Prepare clients for salon services 	

Mapping to Previous Training Package		
SIHHHCS410A Design and perform creative haircuts	WRHHC410B Design and perform creative haircuts	<p>E Updated and equivalent to WRHHC410B Previously contained the following prerequisites:</p> <ul style="list-style-type: none"> • WRHHC306B Combine haircut structures on women <p>or</p> <ul style="list-style-type: none"> • WRHHC307B Combine haircut structures for traditional and classic designs on men
Hair Design		
SIHHHDS201A Dry hair to shape	WRHHD201A Dry hair to shape	<p>N Updated to include blow drying using a variety of styling tools</p>
SIHHHDS202A Apply hair braiding techniques	WRHHD202A Apply single, two and three strand braiding techniques	<p>E Updated and equivalent to WRHHD202A</p>
SIHHHDS303A Design and apply short to medium-length hair design finishes	WRHHD303A Design and apply short to medium-length hair design finishes	<p>E Updated and equivalent to WRHHD303A Previously contained the following prerequisites:</p> <ul style="list-style-type: none"> • WRHCS201A Prepare clients for salon services

Mapping to Previous Training Package		
SIHHHDS304A Design and apply classic long hair up styles	WRHHD304A Design and apply long hair design finishes	<p>E Updated and equivalent to WRHHD304A Previously contained the following prerequisites:</p> <ul style="list-style-type: none"> • WRHCS201A Prepare clients for salon services
SIHHHDS305A Select and apply hair extensions	WRHHD405B Select and apply hair extensions	<p>E Updated and equivalent to WRHHD405B Previously contained the following prerequisites:</p> <ul style="list-style-type: none"> • WRHHD303A Design and apply short to medium-length hair design finishes <p>and either</p> <ul style="list-style-type: none"> • WRHHC306B Combine haircut structures on women <p>or</p> <ul style="list-style-type: none"> • WRHHC307B Combine haircut structures for traditional and classic designs on men
SIHHHDS406A Design and apply creative long hair designs		<p>N New unit – no equivalent unit in WRH06</p>

Mapping to Previous Training Package			
SIHHHDS407A Apply and maintain wigs and hairpieces	WRHHD407A Apply and maintain wigs and hairpieces	<p>E Updated and equivalent to WRHHD407A Previously contained the following prerequisites:</p> <ul style="list-style-type: none"> • WRHHD303A Design and apply short to medium-length hair design finishes • WRHHD304A Design and apply long hair design finishes <p>and either</p> <ul style="list-style-type: none"> • WRHHC306B Combine haircut structures on women <p>or</p> <ul style="list-style-type: none"> • WRHHC307B Combine haircut structures for traditional and classic designs on men 	
SIHHHDS408A Make wigs and hairpieces	WRHHD408A Make wigs and hairpieces	<p>E Updated and equivalent to WRHHD408A</p>	
Hair Science			
SIHHHSC301A Apply the principles of hairdressing science	WRHHS301A Apply the principles of hairdressing science	<p>E Updated and equivalent to WRHHS301A</p>	
SIHHHSC302A Identify and treat hair and scalp conditions	WRHHS302A Consult with clients and treat hair and scalp conditions	<p>E Updated and equivalent to WRHHS302A</p>	

Mapping to Previous Training Package		
SIHHHSC403A Apply knowledge of hair and scalp problems to trichological consultations	WRHHS403A Apply knowledge of hair and scalp problems to trichological consultations	E Updated and equivalent to WRHHS403A
SIHHHSC404A Perform trichological assessments	WRHHS404A Perform trichological assessments	E Updated and equivalent to WRHHS404A
SIHHHSC405A Apply the principles of nutrition	WRHHS405A Apply the principles of nutrition	E Updated and equivalent to WRHHS405A
SIHHHSC406A Develop and apply scalp treatment therapies	WRHHS406A Develop and apply scalp treatment therapies	E Updated and equivalent to WRHHS406A
Industry		
SIHHIND201A Maintain and organise tools equipment and work areas	WRHCS202B Maintain tools and equipment WRHCS204A Maintain and organise work areas	E New unit – Equivalent to the combined content of the following units: WRHCS202B and WRHCS204A
SIHHIND202A Develop hairdressing industry knowledge	WRHCS207A Develop hairdressing industry knowledge	E Updated and equivalent to WRHCS207A
SIHHIND303A Coordinate clients and services		N New unit – no equivalent in WRH06
SIHHIND304A Develop and expand a client base		N New unit – no equivalent in WRH06
SIHHIND305A Hone and strop straight razors	WRHCS203A Hone and strop straight razors	E Updated and equivalent to WRHCS203A
SIHHIND306A Participate in a session styling team		N New unit – no equivalent in WRH06
Occupational Health and Safety		

Mapping to Previous Training Package			
SIHHOHS201A Apply salon safety procedures	WRHCS205A Follow personal health and safety routines at work	N New unit-Expanded to include the content of WRHCS205A plus basic safety and emergency procedures that comply with National Health and Safety Commission guidelines	
Technical Leadership			
SIHHTLS401A Provide technical leadership within the hairdressing context		N New unit-no equivalent in WRH06	
SIHHTLS402A Research and utilise hairdressing trends to advance creative work		N New unit-no equivalent in WRH06	

Mapping to Previous Training Package			
<p>SIHHTLS403A Work as a session stylist</p>	<p>WRHHD406B Work as a session stylist</p>	<p>N Updated unit and not equivalent to WRHHD406B – Elements 5 and 6 removed. Previously contained the following prerequisites:</p> <ul style="list-style-type: none"> • WRHHD303A Design and apply short to medium-length hair design finishes • WRHCL302B Colour and lighten hair • WRHCL303B Design and perform full and partial highlighting techniques • WRHCL304A Perform colour correction • WRHCR302B Perform chemical curling and volumising services • WRHCR303B Perform chemical straightening and relaxing services <p>and either</p> <ul style="list-style-type: none"> • WRHHC306B Combine haircut structures on women <p>or</p> <ul style="list-style-type: none"> • WRHHC307B Combine haircut structures for traditional and classic designs on men 	

Mapping to Previous Training Package		
SIHHTLS704A Provide creative leadership to the hairdressing industry		N New unit – no equivalent in WRH06
SIHHTLS705A Conceive, develop and realise innovative hairdressing concepts for media		N New unit – no equivalent in WRH06
SIHHTLS706A Conceive, develop and realise innovative hairdressing concepts for events		N New unit – no equivalent in WRH06
SIHHTLS707A Plan and deliver professional hairdressing presentations		N New unit – no equivalent in WRH06
SIHHTLS708A Originate and refine hair design concepts		N New unit – no equivalent in WRH06
SIHHTLS709A Establish, negotiate and refine hair design concepts for briefs		N New unit – no equivalent in WRH06

The following units of competency from WRH06 are not included in the SIH11 Training Package:

- WRHCS201A Prepare clients for salon services
- WRHCL201A Apply temporary hair colour and remove residual colour products
- WRHWP201A Assist colleagues providing multiple salon services a team member
- WRHWR302A Operate effectively as a hairdresser in a salon work team
- WRHHS407A Perform hair loss diagnosis
- WRHHS408A Design and provide nutritional therapies
- WRHHS409A Design and apply hair loss therapies
- WRHSM501A Manage hairdressing services and sales and sales delivery
- WRHSM502A Promote a hairdressing business

Mapping to Previous Training Package		
Imported Units of Competency		
SIH11 Unit code and title	WRH06 V2 Unit code and title	Nature of Relationship E = equivalent N = not equivalent
SIB10 Beauty		
SIBXCCS201A Conduct financial transactions	WRBCS201B Conduct financial transactions	E Unit updated and equivalent to WRBCS201B
SIBXCCS202A Provide service to clients	WRBCS203B Provide service to clients	E Unit updated and equivalent to WRBCS203B
SIBXFAS202A Design and apply make-up for photography	WRBFS203B Design and apply make-up for photography	E Unit updated and equivalent to WRBFS203B
BBSB07 Business Services		
BSBCRT601A Research and apply concepts and theories of creativity	None	N New Unit – No equivalent in WRH06
BSBDES602A Research global design trends	None	N New Unit – No equivalent in WRH06
BSBDES701A Research and apply design theory	None	N New Unit – No equivalent in WRH06
BSBMKG413A Promote products and service	None	N New Unit – No equivalent in WRH06
BSBSUS201A Participate in environmentally sustainable work environments	None	N New Unit – No equivalent in WRH06
SIR07 Retail Services		

Mapping to Previous Training Package		
SIRXCOM001A Communicate in the workplace	SIRXCOM001A Communicate in the workplace	E Included in WRH06 Version 2
SIRXIND001A Work effectively in a retail environment	SIRXIND001A Work effectively in a retail environment	E Included in WRH06 Version 2
SIRXINV001A Perform stock control procedures	None	N New Unit – No equivalent in WRH06
SIRXMER001A Merchandise products	SIRXMER001A Merchandise products	E Included in WRH06 Version 2
SIRXMGT001A Coordinate work teams	SIRXMGT001A Coordinate work teams	E Included in WRH06 Version 2
SIRXMGT003A Lead and manage people	SIRXMGT003A Lead and manage people	E Included in WRH06 Version 2
SIRXQUA002A Lead a team to foster innovation	SIRXQUA002A Lead a team to foster innovation	E Included in WRH06 Version 2
SIRXRPK002A Recommend hair beauty and cosmetic products and services	SIRXRPK002A Recommend hair beauty and cosmetic products and services	E Included in WRH06 Version 2
SIRXSLS001A Sell products and services	SIRXSLS001A Sell products and services	E Included in WRH06 Version 2
SIRXSLS002A Advise on products and services	SIRXSLS002A Advise on products and services	E Included in WRH06 Version 2
TAE10 Training and Education		
TAEASS401A Plan assessment activities and processes	TAAASS401C Plan and organise assessment	N Unit enhanced to include a new element on developing simple assessment tools
TAEASS402A Assess competence	TAAASS402C Assess competence	E Re-written unit

Mapping to Previous Training Package				
	TAEDEL301A Provide work skill instruction	TAADEL301C Provide training through instruction and demonstration of work skills	E Re-written unit	
	TAEDEL402A Plan, organise and facilitate learning in the workplace	TAADEL403B Facilitate individual learning	E Units merged and content re-written	
		TAADEL404B Facilitate work based learning		

Note to User

Historical and General Information

Overview of SIH11

SIH11 Hairdressing Training Package consists of three major components:

1. Qualifications Framework

The Qualifications Framework sets out the requirements for attainment of qualifications in the hairdressing industry. There are five qualifications ranging from Certificate II to Vocational Graduate Certificate and includes the imported SIB50210 Diploma of Salon Management from the SIB10 Beauty Training Package. Each qualification is achieved by demonstrating competency against specified units of competency from SIH11 Hairdressing Training Package.

2. Assessment Guidelines

The Assessment Guidelines provide the framework for assessment of units of competency in SIH11 Hairdressing Training Package. They are designed to ensure that assessment activities are consistent with the AQTF for RTOs and that assessment processes and outcomes are valid, reliable, flexible and fair.

3. Hairdressing Competency Standards

The Hairdressing Competency Standards represent the skills and knowledge applied at work and identified by the industry as appropriate across the full range of hairdressing industry workplaces. The hairdressing Competency Standards comprise 83 units of competency:

- 58 hairdressing-specific units of competency; and
- 25 units of competency imported from the following other Training Packages:
 - 3 units from SIB10 Beauty Training Package
 - 5 units from BSB07 Business Services Training Package
 - 13 units from SIR07 Retail Services Training Package
 - 4 units from TAE10 Training and Education Training Package

The concept of competency focuses on what is expected of an employee in the workplace rather than on the learning process. It embodies the ability to transfer and apply skills and knowledge to new situations and environments and includes all aspects of workplace performance, not just narrow task skills.

These components are endorsed by the National Quality Council. The three components have been designed to establish the criteria and guidelines against which hairdressing qualifications are awarded. All components have been developed through a consultative process with the industry in conjunction with other critical stakeholders.

Key features of SIH11

The key features of SIH11 Hairdressing Training Package are that it is:

- **Industry driven:** It has been developed by the hairdressing industry for the hairdressing industry.
- **Competency based:** To be successful, hairdressing professionals need to have a wide range of skills. These skills have been defined by the hairdressing industry and are set out in the Competency Standards.
- **Adaptable:** SIH11 Hairdressing Training Package has been purpose designed to be adaptable, so that there is scope to tailor what employees learn to the needs of individual businesses, while achieving nationally consistent training outcomes.
- **Flexible:** Employers and employees may choose the training provider, the mode of delivery and how the training happens, either in a training organisation or on the job.

Historical and General Information

Benefits of using SIH11

Hairdressing professionals benefit from the use of SIH11 Hairdressing Training Package.

Employees:

- gain the skills the hairdressing industry needs
- obtain recognition for their achievements
- are productive workers as they learn
- get more satisfaction from a professional approach to their work
- see the links between the national qualifications in SIH11 Hairdressing Training Package and a career in the hairdressing industry.

Employers:

- adapt national skills standards to enhance their own 'competitive edge'
- increase staff efficiency through training
- retain and 'grow' a more talented staff
- create a more positive salon/store environment.

Review of SIH11 Hairdressing Training Package

The WRH00 Hairdressing Training Package was first endorsed in 2000 and later in 2006 with WRH06 with version changes in 2009 and 2010. A review in 2010 resulted in the development of the SIH11 Hairdressing Training Package.

The review process involved input from a diverse range of hairdressing employers, practitioners and RTOs across Australia and has informed significant changes to the Training Package.

Changes include:

- The review of the hairdressing units of competency included units being incorporated into the Training Package Developers Handbook unit template and enhanced with more comprehensive required skills and knowledge and evidence guides
- Sustainability principles and skills have been embedded within the units of competency where relevant
- Revised coding changes to reflect the Training Package Developers Handbook's and Service Skills Australia's coding policy
- The review of existing hairdressing units leading to the development and validation of 58 new units of competency to better reflect application of skills and knowledge to hairdressing and hairdressing services. The following table lists the SIH11 units of competency and their prerequisite requirements:

Summary of SIH11 units of competency and their prerequisites

Unit code	Unit title	Prerequisites
SIHHBAS201A	Perform shampoo and basin services	Nil
SIHHBAS202A	Perform head, neck and shoulder massage	Nil
SIHHCCS201A	Greet and prepare clients for salon services	Nil
SIHHCCS302A	Perform a full client consultation	Nil
SIHHCCS303A	Respond to service related and technical problems	Nil
SIHHCCS304A	Plan services for special events	Nil
SIHHCLS201A	Apply hair colour products	Nil
SIHHCLS302A	Colour and lighten hair	SIHHHSC301A Apply the principles of hairdressing science
SIHHCLS303A	Design and perform full and	SIHHHSC301A Apply the

Historical and General Information		
	partial highlighting techniques	principles of hairdressing science SIHHCLS302A Colour and lighten hair
SIHHCLS304A	Neutralise unwanted colours and tones	SIHHHSC301A Apply the principles of hairdressing science
SIHHCLS305A	Perform on scalp full head and re-touch bleach services	SIHHHSC301A Apply the principles of hairdressing science SIHHCLS302A Colour and lighten hair
SIHHCLS406A	Solve complex colour problems	Nil
SIHHCLS407A	Apply creative colouring and lightening techniques to enhance hair designs	Nil
SIHHHCS301A	Design haircut structures	Nil
SIHHHCS302A	Apply one length or solid haircut structures	SIHHHCS301A Design haircut structures
SIHHHCS303A	Apply graduated haircut structures	SIHHHCS301A Design haircut structures
SIHHHCS304A	Apply layered haircut structures	SIHHHCS301A Design haircut structures
SIHHHCS305A	Apply over-comb techniques	SIHHHCS301A Design haircut structures
SIHHHCS306A	Combine structures for current haircut designs	SIHHHCS 301A Design haircut structures SIHHHCS302A Apply one length or solid haircut structures SIHHHCS303A Apply graduated haircut structures SIHHHCS304A Apply layered haircut structures
SIHHHCS307A	Combine structures for traditional and classic men's haircut designs	SIHHHCS 301A Design haircut structures SIHHHCS302A Apply one length or solid haircut structures SIHHHCS303A Apply graduated haircut structures SIHHHCS304A Apply layered haircut structures SIHHHCS305A Apply over-comb techniques
SIHHHCS308A	Design and maintain beards and moustaches	Nil
SIHHHCS309A	Perform face and head shaves	Nil
SIHHHCS410A	Design and perform creative haircuts	Nil
SIHHHDS201A	Dry hair to shape	Nil

Historical and General Information		
SIHHHDS202A	Apply hair braiding techniques	Nil
SIHHHDS303A	Design and apply short to medium-length hair design finishes	Nil
SIHHHDS304A	Design and apply classic long hair up styles.	Nil
SIHHHDS305A	Select and apply hair extensions	Nil
SIHHHDS406A	Design and apply creative long hair designs	Nil
SIHHHDS407A	Apply and maintain wigs and hairpieces	Nil
SIHHHDS408A	Make wigs and hairpieces	Nil
SIHHHRS201A	Rinse and neutralise chemically re-structured hair	Nil
SIHHHRS302A	Perform chemical curling and volumising services	SIHHHSC301A Apply the principles of hairdressing science
SIHHHRS303A	Perform chemical straightening and relaxing services	SIHHHSC301A Apply the principles of hairdressing science
SIHHHRS304A	Perform protein straightening and relaxing treatments	SIHHHSC301A Apply the principles of hairdressing science
SIHHHRS405A	Apply chemical reformation techniques to enhance hair designs	Nil
SIHHHSC301A	Apply the principles of hairdressing science	Nil
SIHHHSC302A	Identify and treat hair and scalp conditions	Nil
SIHHHSC403A	Apply knowledge of hair and scalp problems to trichological consultations	Nil
SIHHHSC404A	Perform trichological assessments	Nil
SIHHHSC405A	Apply the principles of nutrition	Nil
SIHHHSC406A	Develop and apply scalp treatment therapies	Nil
SIHHIND201A	Maintain and organise tools equipment and work areas	Nil
SIHHIND202A	Develop hairdressing industry knowledge	Nil
SIHHIND303A	Coordinate clients and services	Nil
SIHHIND304A	Develop and expand a client base	Nil
SIHHIND305A	Hone and strop straight razors	Nil
SIHHIND306A	Participate in a session styling team	Nil

Historical and General Information		
SIHHOHS201A	Apply salon safety procedures	Nil
SIHHTLS401A	Provide technical leadership within the hairdressing context	Nil
SIHHTLS402A	Research and utilise hairdressing trends to advance creative work	Nil
SIHHTLS403A	Work as a session stylist	SIHHTLS401A Provide technical leadership within the hairdressing context
SIHHTLS704A	Provide creative leadership to the hairdressing industry	Nil
SIHHTLS705A	Conceive, develop and realise innovative hairdressing concepts for media	Nil
SIHHTLS706A	Conceive, develop and realise innovative hairdressing concepts for events	Nil
SIHHTLS707A	Plan and deliver professional hairdressing presentations	Nil
SIHHTLS708A	Originate and refine hair design concepts	Nil
SIHHTLS709A	Establish, negotiate and refine hair design concepts for briefs	Nil

- The review of units imported from other Training Packages has resulted in the inclusion of 24 imported units of competency.
- The revision of the Assessment Guidelines in order to provide additional industry-specific information and information on integrated assessment approaches.
- The addition of one new qualification: SIH70111 Vocational Graduate Certificate in Hairdressing Creative Leadership.
- The revision of the packaging rules to provide further flexibility. This has included an increase in the number of imported units of competency available from other Training Packages and accredited courses as elective options.

A mapping of the qualification outcomes from SIH11 to the qualification outcomes in the previous Hairdressing Training Package (WRH06 V2) is provided in the section on Summary Mapping.

A summary mapping that shows the relationship between hairdressing units of competency in SIH11 and relevant superseded or replaced units in the previous Hairdressing Training Package (WRH06 V2) is also located in the section on Summary Mapping.

Introduction to the Industry

Introduction to the hairdressing industry

The hairdressing industry in Australia is characterised by a substantial number of small businesses providing unique and complex hairdressing services to clients on a one-to-one

Introduction to the Industry

basis. The industry suffers high rates of attrition and is nationally recognised as suffering skill shortages. Over recent years the industry has experienced significant structural change with closures and mergers leading to a rationalisation of the number of operators.

The industry has a very high business failure rate. Having significant hairdressing and creative skills is not sufficient to achieve financial success; these skills need to be complemented with basic business skills. The franchising of operators has provided a new growth cycle to the industry and is expected to continue in the short term. The industry is now attracting global operators, particularly from the UK, who are also expected shortly to come from the USA. The hairdressing industry is expected to continue growing, at least within the next five years, as the expected strong rate of economic growth leads to growth in household disposable incomes, which in turn will drive increased spending on hairdressing products and services. Over this period, it is expected that there will continue to be further restructuring of hairdressing businesses towards the establishment of full service salons for male and female clients, with the traditional barber shops becoming insignificant in numbers.

Historically the hairdressing industry has focused the breadth of its services on females, with male clients opting for haircutting, beard and moustache cutting, and design and shaving services. Over recent years however, adolescent and adult males have become increasingly active consumers of a broad range of skin and hair care products and services. This is evidenced by the increasing number of male clients who now regularly have chemical services such as hair colouring and lightening and who use hair styling and texture enhancing products on a daily basis.

Hairdressers require high level skills and knowledge to support the breadth of services provided. Key services include haircutting, hair design, hair colouring and chemical reformation. The vast majority of businesses provide a full range of services to both male and female clients, however there are some salons that choose to exclusively offer a limited range of services as their core business activity. Haircutting only and men's-only hairdressing salons are examples in this category.

While full service salons represent the core of the industry, many of these salons cater for growing consumer demand by offering specialist services.

On completion of formal training many operators are choosing a specialist pathway such as colourist or stylist. This allows the operator to maintain a high level of skills in a service area where fashion and technology are constantly changing.

Training for the hairdressing industry has traditionally been undertaken on the job and off the job through apprenticeship training. Accredited institutional training is also available full and part time through private and/or public RTOs in some States and Territories. There has also been significant growth in the provision of VET in schools programs in hairdressing in some States. Hairdressing offers a range of pathways and delivery modes including:

- Apprenticeship training using integrated on- and off-the-job training and leading to a Certificate III in Hairdressing. This pathway requires the apprentice to be employed by a qualified hairdresser.
- Apprenticeship training completed totally on-the-job and leading to a Certificate III in Hairdressing. In such cases learners must be enrolled with a Registered Training Organisation. This pathway requires the apprentice to be employed by a qualified hairdresser.
- Full-time or part-time training with a Registered Training Organisation. This pathway requires the learner to complete appropriate industry-based experience during the course of delivery. Refer to the Assessment Guidelines for additional information.

Competency Standards - Industry Contextualisation

Coding of the hairdressing units of competency

All the hairdressing units of competency within SIH11 Hairdressing Training Package have a code that assists in identifying the specific area of competence and the currency of the unit. An explanation of the coding system is provided below.

Competency Standards - Industry Contextualisation

The first three letters of the unit code are consistent with the code of the Training Package the unit was developed for. For the Hairdressing Training Package, the letters 'SI' have been selected, with the 'SI' representing the Service Industries training package coverage of Service Skills Australia, and the 'H' representing the hairdressing industry specifically, and the 'H' as the hairdressing sector. Some of the Service Industries training packages included a number of sectors within a specific industry.

The following three letters of the code identify the functional area:

BAS Basin Services	CCS Client Service
CLS Colour and Lightening	HRS Hair Reformation
HCS Haircutting	HDS Hair Design
HSC Hair Science	IND Industry
TLS Technical Leadership	

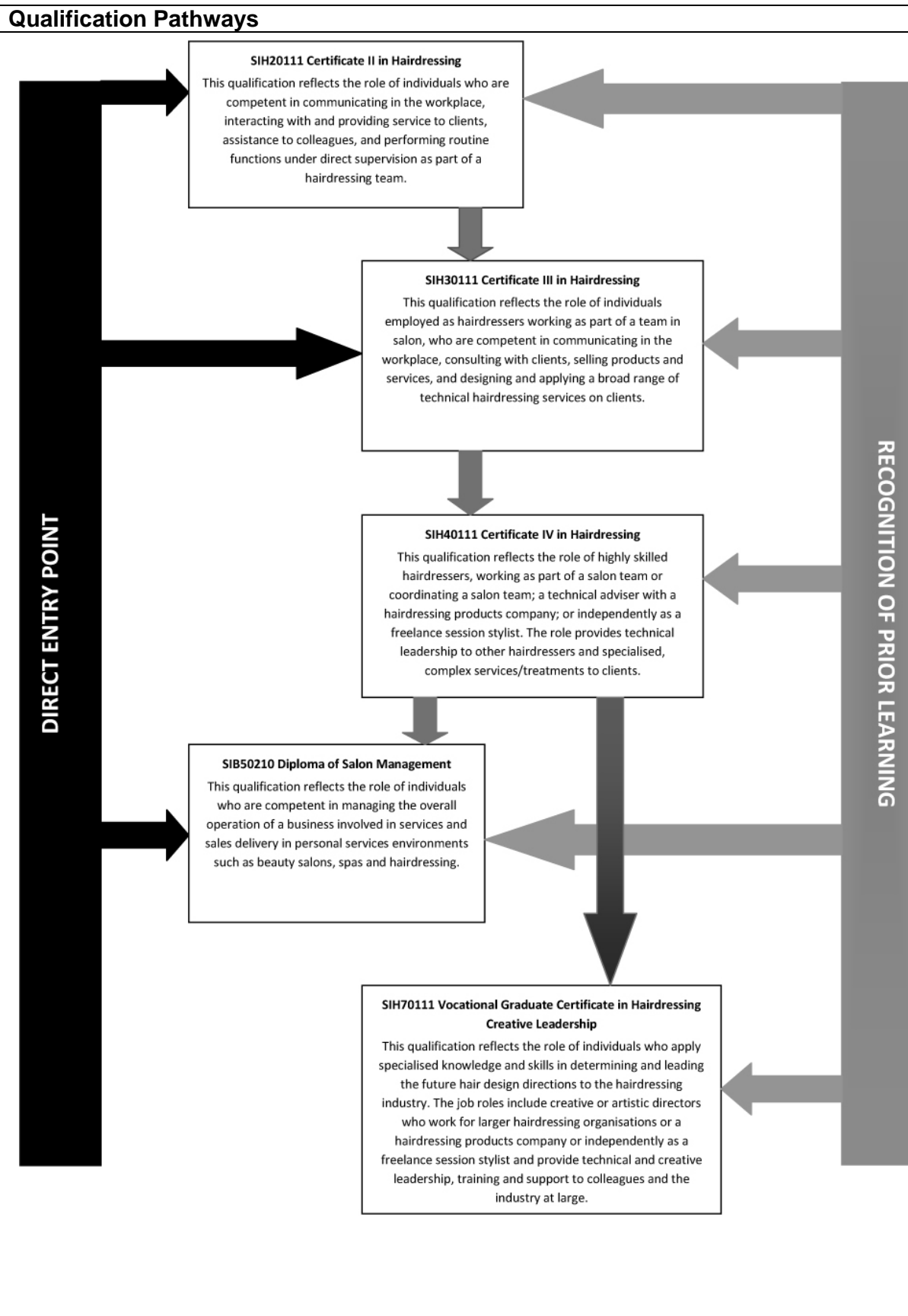
All units then include a series of numbers. The first number represents the AQF level at which the unit is first packaged. This is followed by the numeric identifier for the unit, so that '01' is the first unit within that functional area.

The final letter represents the version control indicator of the unit, so that 'A' represents the first version of the unit, 'B' represents the second version of the unit, and so on.

If we look at the unit SIHHCCS201A Greet and prepare clients for salon services for example, the code can be broken down to mean the following:

SI	H	H	CCS	2	01	A
Service Industries	Hairdressing industry	Hairdressing Sector	Functional area - Client Service	AQF level at which the unit is first packaged	First unit in the numerical sequence for the functional area	First version

Qualification Pathways



Qualification Pathways**Customisation**

The customisation guidelines in this Training Package set the boundaries of change accepted within the AQF. While maintaining the integrity of the original qualification outcomes and structure, options for customising include:

- selecting appropriate elective units of competency from those listed in the qualifications in this Training Package
- importing units of competency from other Training Packages where the qualification packaging rules allow; in the SIH11 Hairdressing Training Package, units may be imported where learners are undertaking qualifications at Certificate IV or Diploma levels.

Selecting elective units

The qualifications within this Training Package may be customised by selecting elective units to suit the candidate's individual needs or work context. The elective units listed provide for skill development in a variety of hairdressing industry environments. A number of elective units in this Training Package have already been imported from other Training Packages.

Importing elective units from other Training Packages

SIH11 Hairdressing Training Package allows for units from other Training Packages to be imported at all AQF levels. Imported units of competency should be selected that are directly relevant to the learner's current or intended hairdressing job, role or function.

The following rules apply when importing units of competency:

- the imported unit/s of competency must relate to the core function or role of the candidate's current or intended work environment
- the original title and code of the imported unit of competency must be retained
- imported units of competency must be selected from an endorsed Training Package
- any prerequisite units specified for the imported units of competency cannot be counted as electives in this Training Package
- advice should be sought from the relevant state/territory training authority to determine if there is a requirement for an extension to the RTO's scope of registration in relation to the imported unit/s.

Customising units of competency

Units of competency may be customised to meet the needs of industry and enterprises. For more information, refer to the Competency Standards.

New Apprenticeship pathways

New Apprenticeship pathways are applicable in SIH11 Hairdressing Training Package for:

- SIH20111 Certificate II in Hairdressing
- SIH30111 Certificate III in Hairdressing.
- SIH40111 Certificate IV in Hairdressing

Industry does not support a New Apprenticeship pathway for:

- SIB50210 Diploma of Hairdressing Salon Management.
- SIH70111 Vocational Graduate Certificate in Hairdressing Creative Leadership

Note: Advice should be sought from the relevant state training authorities on the specific arrangements in each State and Territory.

Skill Sets in this Training Package**List of AQF Qualifications**

Qualification Code	Title
SIH20111	Certificate II in Hairdressing
SIH30111	Certificate III in Hairdressing
SIH40111	Certificate IV in Hairdressing
SIB50210	Diploma of Salon Management
SIH70111	Vocational Graduate Certificate in Hairdressing Creative Leadership

Whole of Industry Qualification Information

List of ALL Units within Training Package

Unit Code	Name	Volume
BSBCRT601A	Research and apply concepts and theories of creativity	
BSBDES602A	Research global design trends	
BSBDES701A	Research and apply design theory	
BSBMKG413A	Promote products and service	
BSBSUS201A	Participate in environmentally sustainable work practices	
SIBXCCS201A	Conduct financial transactions	
SIBXCCS202A	Provide service to clients	
SIBXFAS202A	Design and apply make-up for photography	
SIHHBAS201A	Perform shampoo and basin services	
SIHHBAS202A	Perform head neck and shoulder massage	
SIHHCCS201A	Greet and prepare clients for salon services	
SIHHCCS302A	Perform a full client consultation	
SIHHCCS303A	Respond to service related and technical problems	
SIHHCCS304A	Plan services for special events	
SIHHCLS201A	Apply hair colour products	
SIHHCLS302A	Colour and lighten hair	
SIHHCLS303A	Design and perform full and partial highlighting techniques	
SIHHCLS304A	Neutralise unwanted colours and tones	
SIHHCLS305A	Perform on scalp full head and retouch bleach services	
SIHHCLS406A	Solve complex colour problems	
SIHHCLS407A	Apply creative colouring and lightening techniques to enhance hair designs	
SIHHHCS301A	Design haircut structures	
SIHHHCS302A	Apply one length or solid haircut structures	
SIHHHCS303A	Apply graduated haircut structures	
SIHHHCS304A	Apply layered haircut structures	
SIHHHCS305A	Apply over-comb techniques	
SIHHHCS306A	Combine structures for current haircut designs	
SIHHHCS307A	Combine structures for traditional and classic men's haircut designs	
SIHHHCS308A	Design and maintain beards and moustaches	
SIHHHCS309A	Perform face and head shaves	
SIHHHCS410A	Design and perform creative haircuts	
SIHHHDS201A	Dry hair to shape	
SIHHHDS202A	Apply hair braiding techniques	
SIHHHDS303A	Design and apply short to medium-length hair design finishes	
SIHHHDS304A	Design and apply classic long hair up styles	
SIHHHDS305A	Select and apply hair extensions	
SIHHHDS406A	Design and apply creative long hair designs	
SIHHHDS407A	Apply and maintain wigs and hairpieces	
SIHHHDS408A	Make wigs and hairpieces	
SIHHHRS201A	Rinse and neutralise chemically restructured hair	
SIHHHRS302A	Perform chemical curling and volumising services	

SIHHRS303A	Perform chemical straightening and relaxing services	
SIHHRS304A	Perform protein straightening and relaxing treatments	
SIHHRS405A	Apply chemical reformation techniques to enhance hair designs	
SIHHSC301A	Apply the principles of hairdressing science	
SIHHSC302A	Identify and treat hair and scalp conditions	
SIHHSC403A	Apply knowledge of hair and scalp problems to trichological consultations	
SIHHSC404A	Perform trichological assessments	
SIHHSC405A	Apply the principles of nutrition	
SIHHSC406A	Develop and apply scalp treatment therapies	
SIHHIND201A	Maintain and organise tools, equipment and work areas	
SIHHIND202A	Develop hairdressing industry knowledge	
SIHHIND303A	Coordinate clients and services	
SIHHIND304A	Develop and expand a client base	
SIHHIND305A	Hone and strop straight razors	
SIHHIND306A	Participate in a session styling team	
SIHHOHS201A	Apply salon safety procedures	
SIHHTLS401A	Provide technical leadership within the hairdressing context	
SIHHTLS402A	Research and utilise hairdressing trends to advance creative work	
SIHHTLS403A	Work as a session stylist	
SIHHTLS704A	Provide creative leadership to the hairdressing industry	
SIHHTLS705A	Conceive, develop and realise innovative hairdressing concepts for media	
SIHHTLS706A	Conceive, develop and realise innovative hairdressing concepts for events	
SIHHTLS707A	Plan and deliver professional hairdressing presentations	
SIHHTLS708A	Originate and refine hair design concepts	
SIHHTLS709A	Establish, negotiate and refine hair design concepts for briefs	
SIRXCOM001A	Communicate in the workplace	
SIRXIND001A	Work effectively in retail environment	
SIRXINV001A	Perform stock control procedures	
SIRXMER001A	Merchandise products	
SIRXMGT001A	Coordinate work teams	
SIRXMGT003A	Lead and manage people	
SIRXQUA002A	Lead a team to foster innovation	
SIRXRPK002A	Recommend hair, beauty and cosmetic products and services	
SIRXSLS001A	Sell products and services	
SIRXSLS002A	Advise on products and services	
TAEASS401A	Plan assessment activities and processes	
TAEASS402A	Assess competence	
TAEDEL301A	Provide work skill instruction	
TAEDEL402A	Plan, organise and facilitate learning in the workplace	