

Draft Training Product Summary

Review of Hairdressing and Barbering Qualifications

Service and Creative Skills Australia (SaCSA) has identified through stakeholder engagement with industry representatives from the hairdressing and barbering sector that the following qualifications are not meeting the knowledge and skills expectations or standards required by industry for those completing the qualifications.

SaCSA has undertaken a full review of SHB30416 Certificate III in Hairdressing, SHB30516 Certificate III in Barbering, SHB40216 Certificate IV in Hairdressing and SHB50216 Diploma of Salon Management.

SaCSA is reviewing all four qualifications in parallel to identify opportunities to consolidate knowledge, skills and application, to provide a streamlined approach to the qualifications, which in turn can offer a more flexible learning pathway.

The purpose of this Activity Project is to design and develop qualifications that are preparing learners for multiple related occupations and to consider skill similarity and transferability, by reducing product duplication and specification, whilst retaining industry relevance.

This review anticipates that reducing the duplication of units and consolidating similar competencies will help create clearer, more efficient learning pathways and improve completion rates.

SHB HAIRDRESSING AND BEAUTY TRAINING PACKAGE

The SHB Hairdressing and Beauty Training Package provides structured learning pathways for individuals aiming to enter or advance within the Hairdressing and Beauty sector.

SUMMARY OF CHANGE

SaCSA have undertaken extensive stakeholder engagement to develop the following draft training products:

- SHB30XXX Certificate III in Hair – this qualification has been developed to address stakeholder feedback on the duplication of knowledge and skills between SHB30416 Certificate III in Hairdressing and SHB30516 Certificate III in Barbering
- SHB40XXX Certificate IV in Hair – this qualification has been developed to incorporate barbering specific skills and knowledge to enable a learner pathway into Certificate IV
- SHB50XXX Diploma of Salon Management – this qualification has been developed to address the pathway needs of the hairdressing, barbering and beauty into management positions within salons and shops.

SUMMARY OF CHANGE

| CODE | TITLE | Summary of Change and Mapping Information |
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| SHB30XXX | Certificate III in Hair | <p>This qualification supersedes and is not equivalent to SHB30416 Certificate III in Hairdressing and SHB30516 Certificate III in Barbering.</p> <p>The packaging rules of this qualification are:</p> <ul style="list-style-type: none"> • Total number of units = 24 <ul style="list-style-type: none"> ○ Total number of core units = 12 ○ Total number of elective units = 12 <p>This qualification is designed for professionals who provide tailor haircutting, styling, and client care services to a diverse client base, with flexibility to incorporate colour work, chemical services, and special event styling based on workplace needs.</p> |
| SHB40XXX | Certificate IV in Hair | <p>This qualification supersedes and is not equivalent to SHB40216 Certificate IV in Hairdressing.</p> <p>The packaging rules of this qualification are:</p> <ul style="list-style-type: none"> • Total number of units = 15 <ul style="list-style-type: none"> ○ Total number of core units = 6 ○ Total number of elective units = 9 <p>This qualification prepares graduates for roles such as senior stylist, session stylist, freelance professional, barbering specialist, or salon supervisor, and are equipped to influence service direction, team performance, and client satisfaction in contemporary salon settings.</p> |
| SHB50XXX | Diploma of Salon Management | <p>This qualification supersedes and is not equivalent to SHB50216 Diploma of Salon Management.</p> <p>The packaging rules of this qualification are:</p> <ul style="list-style-type: none"> • Total number of units = 12 <ul style="list-style-type: none"> ○ Total number of core units = 5 ○ Total number of elective units = 7 <p>This qualification is designed around core competencies in leadership, compliance, digital communication, and customer engagement.</p> |

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| SHBSS00004 | Chemical Reformation Skill Set | <p>This is a new skill set within the SHB Hairdressing and Beauty Training Package.</p> <p>This skill set reflects the role of hairdressers or barbers who want to specialise in chemical reformation skills.</p> <p>This skill set has the following 4 units:</p> <ul style="list-style-type: none"> • SHBSCHM001 Explore colour and chemical science for salon work • SHBSCHM002 Design colour and chemical service plans • SHBSCHM004 Apply fundamental chemical techniques to change hair structure • SHBSCHM007 Apply complex chemical techniques to change hair structure |
| SHBSS00002 | Barbering Skill Set | <p>This is a new skill set within the SHB Hairdressing and Beauty Training Package.</p> <p>This skill set reflects the role of professionals who provide a broad range of haircutting, shaving, and styling services to clients in barber shops.</p> <p>This skill set has the following 5 units:</p> <ul style="list-style-type: none"> • SHBSBAR001 Design traditional barber haircut styles • SHBSBAR002 Create traditional fundamental barber structures • SHBSBAR003 Create traditional fundamental shaved and faded barber structures • SHBSBAR004 Perform facial shaving and grooming • SHBSBAR006 Perform freehand cutting and texturising for barbers |
| SHBSS00003 | Advanced Colouring Skill Set | <p>This is a new skill set within the SHB Hairdressing and Beauty Training Package.</p> <p>This skill set reflects the role of hairdressers and/or barbers who want to specialise in colouring skills.</p> <p>This skill set has the following 6 units:</p> <ul style="list-style-type: none"> • SHBSCHM001 Explore colour and chemical science for salon work • SHBSCHM002 Design colour and chemical service plans • SHBSCHM003 Apply fundamental colouring and lightening techniques • SHBSCHM008 Apply complex colouring methods • SHBSCHM011 Correct complex colour issues • SHBSCHM012 Create artistic colour designs |
| SHBSS00005 | Hair Restoration Skill Set | <p>This is a new skill set within the SHB Hairdressing and Beauty Training Package.</p> <p>This skill set reflects the role of hairdressers and/or barbers who want to specialise in hair restoration skills.</p> |

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| | | <p>This skill set has the following 3 units:</p> <ul style="list-style-type: none"> • SHBSCHM006 Identify and treat hair and scalp conditions • SHBSCHM010 Provide hair restoration treatments for female clients • SHBSBAR009 Provide hair restoration treatments for male clients |
| SHBSS00001 | Hairdressing Skill Set | <p>This is a new skill set within the SHB Hairdressing and Beauty Training Package.</p> <p>This skill set reflects the role of hairdressing professionals who provide a broad range of haircutting, colouring, and styling services to clients in salon environments.</p> <p>This skill set has the following 6 units:</p> <ul style="list-style-type: none"> • SHBSCHM001 Explore colour and chemical science for salon work • SHBSCHM002 Design colour and chemical service plans • SHBSCHM003 Apply fundamental colouring and lightening techniques • SHBSCHM004 Apply fundamental chemical techniques to change hair structure • SHBSCUT002 Cut hair using complex techniques • SHBSCUT004 Personalise and refine haircut finishes |
| SHBSS00007 | Intro to Hair Skill Set | <p>This is a new skill set within the SHB Hairdressing and Beauty Training Package.</p> <p>This skill set reflects the role of emerging salon professionals who are developing foundational knowledge and technical skills to work safely, sustainably, and creatively in hairdressing and barbering environments.</p> <p>This skill set has the following 6 units:</p> <ul style="list-style-type: none"> • SHBXCMP001 Work safely and sustainably in salons • SHBXCCS001 Develop a career plan • SHBSCHM001 Explore colour and chemical science for salon work • SHBSCUT001 Design haircuts styles • SHBSBAR001 Design traditional barber haircut styles • SHBSSTY001 Provide fundamental basin services |
| SHBSS00006 | Salon Leadership Skill Set | <p>This is a new skill set within the SHB Hairdressing and Beauty Training Package.</p> <p>This skill set reflects the role of professionals in the personal services sector who manage compliance, safety, creative campaigns, and digital engagement in evolving salon and service models.</p> <p>This skill set has the following 5 units:</p> |

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| | | <ul style="list-style-type: none"> • SHBXCMP003 Manage compliance and safety in evolving salon models • SHBXSSM004 Manage organisational social media presence in personal services • SHBXSSM005 Source and promote ethical products and services • SHBXSSM007 Curate seasonal lookbooks and trend campaigns • SHBXSSM006 Facilitate creative collaborations and events |
| SHBSBAR001 | Design traditional barber haircut styles | Supersedes but not equivalent, new KE and PE, PCs and Elements are replaced by knowledge, skills and application as per new TPOF. SHBHCUT007 Create combined traditional and classic men's haircut structures (Element 1, PE, KE) |
| SHBSBAR002 | Create traditional fundamental barber structures | Supersedes but not equivalent. New KE and PE, PCs and Elements are replaced by knowledge, skills and application as per new TPOF. Includes criteria from the below unit(s): SHBHCUT007 Create combined traditional and classic men's haircut structures (Element 3, 4, PE, KE) |
| SHBSBAR003 | Create traditional fundamental shaved and faded barber structures | Supersedes but not equivalent. New KE and PE, PCs and Elements are replaced by knowledge, skills and application as per new TPOF. Includes criteria from the below unit(s): SHBHCUT007 Create combined traditional and classic men's haircut structures (Element 3, 4, KE, PE) |
| SHBSBAR004 | Perform facial shaving and grooming | Supersedes but not equivalent. New KE and PE, PCs and Elements are replaced by knowledge, skills and application as per new TPOF. Includes criteria from the below unit(s): SHBHCUT011 Design and maintain beards and moustaches (Element 2-5, PE, KE) |
| SHBSBAR005 | Perform facial waxing and shaping services | No equivalent unit (newly created) |
| SHBSBAR006 | Perform freehand cutting and texturising for barbers | Supersedes but not equivalent. New KE and PE, PCs and Elements are replaced by knowledge, skills and application as per new TPOF. Includes criteria from the below unit(s): SHBHCUT007 Create combined traditional and classic men's haircut structures (Element 3, 4, KE, PE) SHBHCUT009 Cut hair using freehand clipper techniques (Element 3, 4, KE, PE) |
| SHBSBAR007 | Create short, shaved and faded for traditional feminine structures | No equivalent unit (newly created) |
| SHBSBAR008 | Perform traditional barber cuts on curly, coily and afro textured hair | No equivalent unit (newly created) |

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| SHBSBAR009 | Provide hair restoration for male clients | No equivalent unit (newly created) |
| SHBSBAR010 | Provide straight edge razor services | Supersedes but not equivalent. New KE and PE, PCs and Elements are replaced by knowledge, skills and application as per new TPOF. Includes criteria from the below unit(s): SHBHCL012 Shave heads and faces (Element 2, PE, KE) |
| SHBSBAR011 | Perform fades and artistic blend work | Supersedes but not equivalent. New KE and PE, PCs and Elements are replaced by knowledge, skills and application as per new TPOF. Includes criteria from the below unit(s): SHBHCL007 Create combined traditional and classic men's haircut structures (Element 3, 4, KE, PE) |
| SHBSCHM001 | Explore colour and chemical science for salon work | Supersedes but not equivalent. New KE and PE, PCs and Elements are replaced by knowledge, skills and application as per new TPOF. Includes criteria from the below unit(s): SHBHCL001 Apply hair colour products (KE, PE) SHBHCL002 Colour and lighten hair (KE, PE) SHBHCL003 Provide full and partial head highlighting treatments (KE, PE) SHBHCL004 Neutralise unwanted colours and tones (KE, PE) SHBHCL005 Provide on scalp full head and retouch bleach treatments (KE, PE) SHBHREF001 Curl and volumise hair with chemical treatments (KE, PE) |
| SHBSCHM002 | Design colour and chemical service plans | Supersedes but not equivalent. New KE and PE, PCs and Elements are replaced by knowledge, skills and application as per new TPOF. Includes criteria from the below unit(s): SHBHCL002 Colour and lighten hair (KE, PE) SHBHCL003 Provide full and partial head highlighting treatments (KE, PE) SHBHCL004 Neutralise unwanted colours and tones(KE, PE) SHBHCL005 Provide on scalp full head and retouch bleach treatments (KE, PE) SHBHREF002 Straighten and relax hair with chemical treatments (KE, PE) SHBHREF003 Straighten and relax hair with protein treatments (KE, PE) |
| SHBSCHM003 | Apply fundamental colouring and lightening techniques | Supersedes but not equivalent. New KE and PE, PCs and Elements are replaced by knowledge, skills and application as per new TPOF. Includes criteria from the below unit(s): SHBHCL002 Colour and lighten hair (Element 2, 4, KE, PE) SHBHCL003 Provide full and partial head highlighting treatments (Element 2, 4, 5, KE, PE) |

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| | | <p>SHBHCLS004 Neutralise unwanted colours and tones (Element 2, 4, KE, PE)</p> <p>SHBHCLS005 Provide on scalp full head and retouch bleach treatments (Element 2, 4, KE, PE)</p> |
| SHBSCHM004 | Apply fundamental chemical techniques to change hair structure | <p>Supersedes but not equivalent.</p> <p>New KE and PE, PCs and Elements are replaced by knowledge, skills and application as per new TPOF.</p> <p>Includes criteria from the below unit(s):</p> <p>SHBHREF001 Curl and volumise hair with chemical treatments (Element 2, 3, 4, 5, KE, PE)</p> <p>SHBHREF002 Straighten and relax hair with chemical treatments (Element 2, 3, 4, 5, KE, PE)</p> <p>SHBHREF003 Straighten and relax hair with protein treatments (Element 2, 3, 4, 5, KE, PE)</p> |
| SHBSCHM006 | Identify and treat hair and scalp conditions | <p>Supersedes but not equivalent.</p> <p>New KE and PE, PCs and Elements are replaced by knowledge, skills and application as per new TPOF.</p> <p>Includes criteria from the below unit(s):</p> <p>SHBHTRI001 Identify and treat hair and scalp conditions (Element 2, 3, KE, PE)</p> |
| SHBSCHM007 | Apply complex chemical techniques to change hair structure | <p>Supersedes but not equivalent.</p> <p>New KE and PE, PCs and Elements are replaced by knowledge, skills and application as per new TPOF.</p> <p>Includes criteria from the below unit(s):</p> <p>SHBHREF001 Curl and volumise hair with chemical treatments (Element 2, 3, 4, 5, KE, PE)</p> <p>SHBHREF002 Straighten and relax hair with chemical treatments (Element 2, 3, 4, 5, KE, PE)</p> <p>SHBHREF003 Straighten and relax hair with protein treatments (Element, 3, 4, KE, PE)</p> |
| SHBSCHM008 | Apply complex colouring and lightening techniques | <p>Supersedes but not equivalent.</p> <p>New KE and PE, PCs and Elements are replaced by knowledge, skills and application as per new TPOF.</p> <p>Includes criteria from the below unit(s):</p> <p>SHBHCLS002 Colour and lighten hair (Element 2, 4, KE, PE)</p> <p>SHBHCLS003 Provide full and partial head highlighting treatments (Element, 4, 5, KE, PE)</p> <p>SHBHCLS004 Neutralise unwanted colours and tones (Element 2, 4, KE, PE)</p> <p>SHBHCLS005 Provide on scalp full head and retouch bleach treatments (Element 2, 4, KE, PE)</p> |
| SHBSCHM009 | Colour curly and coily hair | <p>Supersedes but not equivalent.</p> <p>New KE and PE, PCs and Elements are replaced by knowledge, skills and application as per new TPOF.</p> <p>Includes criteria from the below unit(s):</p> <p>SHBHCLS002 Colour and lighten hair (Element 2, 4, KE, PE)</p> <p>SHBHCLS003 Provide full and partial head highlighting treatments (Element 2, 4, 5, KE, PE)</p> |

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| SHBSCHM010 | Provide hair restoration treatments for female clients | No equivalent - newly created |
| SHBSCHM011 | Correct complex colour issues | Supersedes but not equivalent. New KE and PE, PCs and Elements are replaced by knowledge, skills and application as per new TPOF. Includes criteria from the below unit(s): SHBHCLS004 Neutralise unwanted colours and tones (Element 1, 2, 3, 4, KE, PE) |
| SHBSCHM012 | Create artistic colour designs | No equivalent - newly created |
| SHBSCUT001 | Design haircut styles | Supersedes but not equivalent. New KE and PE, PCs and Elements are replaced by knowledge, skills and application as per new TPOF. Includes criteria from the below unit(s): SHBHCUT001 Design haircut structures (Element 1, 2, KE, PE) SHBHCUT002 Create one length or solid haircut structures (Element 1, KE, PE) SHBHCUT003 Create graduated haircut structures (Element 1, KE, PE) SHBHCUT004 Create layered haircut structures (Element 1, KE, PE) SHBHCUT005 Cut hair using over-comb techniques (Element 1, KE, PE) SHBHCUT006 Create combined haircut structures (Element 1, KE, PE) SHBHCUT007 Create combined traditional and classic men's haircut structures (Element 1, KE, PE) SHBHCUT008 Design and perform creative haircuts (Element 1, KE, PE) |
| SHBSCUT002 | Cut hair using fundamental techniques | Supersedes but not equivalent. New KE and PE, PCs and Elements are replaced by knowledge, skills and application as per new TPOF. Includes criteria from the below unit(s): SHBHCUT002 Create one length or solid haircut structures (Element 2, 3, KE, PE) SHBHCUT003 Create graduated haircut structures (Element 2, 3, KE, PE) SHBHCUT004 Create layered haircut structures (Element 2, 3, KE, PE) SHBHCUT005 Cut hair using over-comb techniques (Element 2, 3, 4, KE, PE) |
| SHBSCUT003 | Cut hair using complex techniques | Supersedes but not equivalent. New KE and PE, PCs and Elements are replaced by knowledge, skills and application as per new TPOF. Includes criteria from the below unit(s): SHBHCUT002 Create one length or solid haircut structures (Element 2, 3, KE, PE) SHBHCUT003 Create graduated haircut structures (Element 2, 3, KE, PE) SHBHCUT004 Create layered haircut structures (Element 2, 3, KE, PE) SHBHCUT005 Cut hair using over-comb techniques (Element 2, 3, 4, KE, PE) |

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| SHBSCUT004 | Personalise and refine haircut finishes | <p>Supersedes but not equivalent. New KE and PE, PCs and Elements are replaced by knowledge, skills and application as per new TPOF. Includes criteria from the below unit(s): SHBHCUT002 Create one length or solid haircut structures (Element 4, KE, PE) SHBHCUT003 Create graduated haircut structures (Element 4, KE, PE) SHBHCUT004 Create layered haircut structures (Element 4, KE, PE) SHBHCUT005 Cut hair using over-comb techniques (Element 5, 6, KE, PE) SHBHCUT006 Create combined haircut structures (Element 4, KE, PE) SHBHCUT007 Create combined traditional and classic men's haircut structures (Element 4, 5, KE, PE) SHBHCUT008 Design and perform creative haircuts (Element 5, KE, PE)</p> |
| SHBSCUT005 | Cut and shape curly and coily hair structures | <p>Supersedes but not equivalent. New KE and PE, PCs and Elements are replaced by knowledge, skills and application as per new TPOF. Includes criteria from the below unit(s): SHBHCUT002 Create one length or solid haircut structures (Element 2, 3, KE, PE) SHBHCUT003 Create graduated haircut structures (Element 2, 3, KE, PE) SHBHCUT004 Create layered haircut structures (Element 2, 3, KE, PE) SHBHCUT005 Cut hair using over-comb techniques (Element 2, 3, 4, KE, PE)</p> |
| SHBSCUT006 | Cut hair using complex and creative techniques | <p>Supersedes but not equivalent. New KE and PE, PCs and Elements are replaced by knowledge, skills and application as per new TPOF. Includes criteria from the below unit(s): SHBHCUT002 Create one length or solid haircut structures (Element 2, 3, KE, PE) SHBHCUT003 Create graduated haircut structures (Element 2, 3, KE, PE) SHBHCUT004 Create layered haircut structures (Element 2, 3, KE, PE) SHBHCUT005 Cut hair using over-comb techniques (Element 2, 3, 4, KE, PE)</p> |
| SHBSSTY001 | Provide fundamental basin services | <p>Supersedes but not equivalent. New KE and PE, PCs and Elements are replaced by knowledge, skills and application as per new TPOF. SHBHBAS001 Provide shampoo and basin services (Element 1, 2, KE, PE)</p> |
| SHBSSTY002 | Finish styling services | <p>Supersedes but not equivalent. New KE and PE, PCs and Elements are replaced by knowledge, skills and application as per new TPOF. Includes criteria from the below unit(s): SHBHCUT002 Create one length or solid haircut structures (Element 4) SHBHCUT003 Create graduated haircut structures (Element 4) SHBHCUT004 Create layered haircut structures (Element 4)</p> |

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| | | <p>SHBHCUT005 Cut hair using over-comb techniques (Element 6)</p> <p>SHBHCUT006 Create combined haircut structures (Element 4)</p> <p>SHBHCUT007 Create combined traditional and classic men's haircut structures (Element 5)</p> <p>SHBHDES003 Create finished hair designs (KE)</p> |
| SHBSSTY003 | Create styled looks with braiding, twisting and knotting techniques | <p>Supersedes but not equivalent.</p> <p>New KE and PE, PCs and Elements are replaced by knowledge, skills and application as per new TPOF.</p> <p>Includes criteria from the below unit(s):</p> <p>SHBHDES002 Braid hair (Element 2, 3, KE, PE)</p> |
| SHBSSTY004 | Apply and style hair extensions | <p>Supersedes but not equivalent.</p> <p>New KE and PE, PCs and Elements are replaced by knowledge, skills and application as per new TPOF.</p> <p>Includes criteria from the below unit(s):</p> <p>SHBHDES005 Select and apply hair extensions (Element 2, 3 and 4, KE, PE)</p> |
| SHBSSTY005 | Style hair for events and special occasions | <p>Supersedes but not equivalent.</p> <p>New KE and PE, PCs and Elements are replaced by knowledge, skills and application as per new TPOF.</p> <p>Includes criteria from the below unit(s):</p> <p>SHBHCCS001 Plan hair services for special events (Element 1, KE, PE)</p> |
| SHBSSTY006 | Finish styling services using thermal tools | <p>Supersedes but not equivalent.</p> <p>New KE and PE, PCs and Elements are replaced by knowledge, skills and application as per new TPOF.</p> <p>Includes criteria from the below unit(s):</p> <p>SHBHDES003 Create finished hair designs (Element 2-4, KE, PE)</p> |
| SHBSSTY007 | Apply and style wigs | <p>Supersedes but not equivalent.</p> <p>New KE and PE, PCs and Elements are replaced by knowledge, skills and application as per new TPOF.</p> <p>Includes criteria from the below unit(s):</p> <p>SHBHDES007 Apply and maintain wigs and hairpieces (KE)</p> |
| SHBSSTY008 | Create creative and artistic styles for fashion or media shoots | No equivalent - newly created unit |
| SHBXCCS011 | Develop a career plan | <p>Supersedes but not equivalent</p> <p>New KE and PE, PCs and Elements are replaced by knowledge, skills and application as per new TPOF</p> <p>Includes criteria from the below unit(s):</p> <p>SHBHIND002 Research and use hairdressing industry information (Element 1, KE, PE)</p> |

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| SHBXCCS012 | Communicate and consult with clients and team members | Supersedes but not equivalent. New KE and PE, PCs and Elements are replaced by knowledge, skills and application as per new TPOF. Includes criteria from the below unit(s): SHBXIND005 Communicate as part of a salon team (Element 1, 2, KE, PE) SHBHCUT002 Create one length or solid haircut structures (Element 1, PE) SHBHCUT003 Create graduated haircut structures (Element 1, PE) SHBHCUT004 Create layered haircut structures (Element 1, PE) SHBHCUT005 Cut hair using over-comb techniques (Element 1, PE) SHBHCUT006 Create combined haircut structures (Element 1, PE) SHBHCUT007 Create combined traditional and classic men's haircut structures (Element 1, PE) SHBHCUT008 Design and perform creative haircuts (Element 1, PE) |
| SHBXCCS013 | Provide salon services to clients | Supersedes but not equivalent Includes criteria from the below unit(s): New KE and PE, PCs and Elements are replaced by knowledge, skills and application as per new TPOF. SHBXCCS002 Provide salon services to clients (Element 1-5, KE, PE) |
| SHBXCCS014 | Maintain and organise tools, equipment, and work areas | Supersedes but not equivalent. New KE and PE, PCs and Elements are replaced by knowledge, skills and application as per new TPOF. Includes criteria from the below unit(s): SHBHIND001 Maintain and organise tools, equipment and work areas (Element 1-4, KE, PE) |
| SHBXCCS015 | Enhance service delivery through industry awareness | No equivalent – newly created |
| SHBXCCS016 | Provide head and neck massages for relaxation | Supersedes but not equivalent New KE and PE, PCs and Elements are replaced by knowledge, skills and application as per new TPOF Includes criteria from the below unit(s): SHHBAS002 Provide head, neck and shoulder massages for relaxation (Element 1, 2, KE, PE) |
| SHBXCMP001 | Work safely and sustainably in salons | Supersedes but is not equivalent Includes criteria from the below unit(s): SHBXWHS001 Apply safe hygiene, health and work practices (Element 1-6, KE, PE) SHBXWHS003 Apply safe hygiene, health and work practices (Element 1-6, KE, PE) |
| SHBXCMP002 | Provide safe, legal and ethical services to clients | Not equivalent – newly created |

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| SHBXCMP003 | Manage compliance and safety in evolving salon models | Supersedes but not equivalent New KE and PE, PCs and Elements are replaced by knowledge, skills and application as per new TPOF Includes criteria from the below unit(s): SHBXWHS004 Provide a safe work environment (Element 1, 4, 6, KE, PE) |
| SHBXLDR001 | Mentor apprentices | No equivalent - newly created |
| SHBXLDR002 | Provide technical leadership to teams | Supersedes but not equivalent. New KE and PE, PCs and Elements are replaced by knowledge, skills and application as per new TPOF. Includes criteria from the below unit(s): SHBHLS001 Provide technical leadership to hairdressing teams (Element 1, 2, KE, PE) |
| SHBXSSM001 | Apply awareness of online conduct in the personal services industry | No equivalent- newly created |
| SHBXSSM002 | Develop and expand a client base | Supersedes but not equivalent. New KE and PE, PCs and Elements are replaced by knowledge, skills and application as per new TPOF. Includes criteria from the below unit(s): SHBHIND003 Develop and expand a client base (Element 1, 2, 3, KE, PE) |
| SHBXSSM003 | Create and manage a personal services social media brand | No equivalent- newly created |
| SHBXSSM004 | Manage organisational social media presence in personal services | No equivalent- newly created |
| SHBXSSM005 | Source and promote ethical products and services | No equivalent- newly created |
| SHBXSSM006 | Facilitate creative collaborations and events | No equivalent- newly created |
| SHBXSSM007 | Curate seasonal lookbooks and trend campaigns | No equivalent unit - newly created |