



Australian Government

Department of Education, Employment and Workplace Relations

SIBBRES201A Research and apply beauty industry information

Revision Number: 2

SIBBRES201A Research and apply beauty industry information

Modification History

Not applicable.

Unit Descriptor

This unit describes the performance outcomes, skills and knowledge required to access, increase and update knowledge of the beauty industry and relevant industry legislation.

This unit describes the application of research to locate information regarding the beauty industry and its relationship to other industries, and to apply this knowledge to enhance personal work performance in a beauty industry environment.

Application of the Unit

This unit applies to beauty operators in a beauty industry environment, which may include retail cosmetics sales, nail salons, beauty salons and spas. The beauty operators work with some level of autonomy or under limited supervision.

Licensing/Regulatory Information

No licensing, legislative, regulatory or certification requirements apply to this unit at the time of endorsement.

Pre-Requisites

Nil

Employability Skills Information

This unit contains employability skills.

Elements and Performance Criteria Pre-Content

Elements and Performance Criteria

Element

Elements describe the essential outcomes of a unit of competency.

- 1 Source information on the beauty industry.
- 2 Source and apply information on legal and ethical issues for the beauty industry.
- 3 Update beauty industry knowledge.

Performance Criteria

Performance criteria describe the achievement of the element. Where information is detailed in the range statement. Assessment of evidence guide.

- 1.1 Identify and access *sources*
- 1.2 Obtain *information* that assess industry.
- 1.3 Apply knowledge of the beauty industry to enhance *quality of work performance*
- 2.1 Obtain information on *legal* performance.
- 2.2 Conduct day-to-day *beauty* obligations and ethical industry.
- 3.1 Identify and use a range of *information* the beauty industry.
- 3.2 Monitor current *issues of concern*
- 3.3 Share updated knowledge with industry to incorporate into day-to-day

Required Skills and Knowledge

This section describes the skills and knowledge required for this unit.

Required skills

The following skills must be assessed as part of this unit:

- research skills to apply basic research techniques, including:
 - identifying relevant information
 - sorting, summarising and presenting information
- communication skills to use questioning techniques to obtain information
- self-management skills to apply relevant information to industry activities.

Required knowledge

The following knowledge must be assessed as part of this unit:

- industry information sources
- role of trade unions, employer groups and professional associations in the industry
- environmental responsibilities of the industry, including waste minimisation and recycling
- services and support provided by industry associations
- federal and state legislation, regulations and guidelines that apply to the industry in the following areas (main objectives, requirements and impact on individual staff):
 - health and safety
 - hygiene
 - workplace relations
 - workers' compensation
 - consumer protection and trade practices
 - duty of care
 - equal employment opportunity
 - anti-discrimination
- overview of current and emerging technology used in the beauty industry.

Evidence Guide

The evidence guide provides advice on assessment and must be read in conjunction with the performance criteria, required skills and knowledge, range statement and the Assessment Guidelines for the Training Package.

Critical aspects for assessment and evidence required to demonstrate competency in this unit

Evidence of the following is essential:

- sourcing industry information
- complying with organisational, regulatory and legislative requirements
- applying knowledge of the beauty industry, including main roles, functions and inter-relationships of different industries, with a more detailed knowledge of issues specific to a particular workplace.

Context of and specific resources for assessment

Assessment must ensure:

- that competency is consistently demonstrated over a period of time and observed by the assessor or the technical expert working in partnership with the assessor as described in the Assessment Guidelines
- that competency is demonstrated in the workplace or a simulated workplace environment in a range of real work situations which may include client interruptions and involvement in other related activities normally expected in the workplace.

Assessment must ensure access to:

- media
- reference books
- information regarding employer and employees bodies in the beauty industry
- information services
- industry contacts, mentors and advisors
- the internet
- current beauty industry publications
- a beauty industry work team.

For further guidance on the use of an appropriate simulated environment, refer to the Assessment Guidelines in this Training Package.

Methods of assessment

A range of assessment methods should be used to assess practical skills and knowledge. The following examples are appropriate for this unit:

- observation of learners performing a range of tasks in an actual or simulated work environment, over

sufficient time to demonstrate handling of a range of contingencies, including:

- identifying and accessing sources of industry information
- applying information to work activities
- case studies or set assignments requiring the candidate to undertake industry research
- written and oral questioning appropriate to the language and literacy level of the learner, to assess knowledge and understanding of developing techniques to update beauty industry knowledge procedures, including methods of accessing industry information
- completion of workplace documentation relevant to developing techniques to update beauty industry knowledge
- completion of self-paced learning materials, including personal reflection and feedback from a trainer, coach or supervisor
- third-party reports from experienced beauty professionals in the workplace.

Holistic assessment with other units relevant to the industry sector, workplace and job role is recommended, for example:

- SIBBCCS302A Advise on beauty services.

Range Statement

The range statement relates to the unit of competency as a whole. It allows for different work environments and situations that may affect performance. Bold italicised wording, if used in the performance criteria, is detailed below. Essential operating conditions that may be present with training and assessment (depending on the work situation, needs of the candidate, accessibility of the item, and local industry and regional contexts) may also be included.

Sources of information may include:

- media
- reference books
- libraries
- unions
- industry associations
- industry journals
- internet sites
- information services
- personal observation and experience
- colleagues, supervisors and managers
- industry contacts, mentors and advisors.

Information may include:

- relationships between the beauty industry and other related industries, such as:
 - entertainment
 - fashion
 - health
 - recreation
 - retail
 - hairdressing
 - complementary therapies
- industry working conditions
- environmental issues and requirements
- industrial relations issues and major organisations
- career opportunities within the industry
- work ethic required to work in the industry
- industry expectations of staff
- quality assurance
- new products, technology, techniques, and services.

Quality of work performance may include:

- client service
- hygiene.

Legal and ethical issues may include:

- consumer protection
- privacy
- duty of care

- health and hygiene
- equal employment opportunity
- anti-discrimination
- workplace relations
- licensing
- insurance
- training
- advertising
- confidentiality
- overbooking
- pricing
- gifts and services free of charge
- product recommendations.
- housekeeping
- client service
- treatments and services.
- government initiatives
- emerging markets
- new services and procedures
- environmental and social issues
- labour issues
- industry expansion or retraction.

Beauty industry practice may include:

Issues of concern may include:

Unit Sector(s)

Beauty

Competency Field

Research