THE HAIR & BARBER ACADEMY · FACTSHEET

SHB30416 CERTIFICATE III IN HAIRDRESSING

Nationally Recognised Training

Apprenticeship – Queensland Career Start

QUALIFICATION OVERVIEW

NATIONAL COURSE CODE/TITLE	SHB30416 Certificate III in Hairdressing
QUALIFICATION DESCRIPTION	This qualification reflects the role of hairdressers who use a range of well-developed sales, consultation and technical skills and knowledge to provide a broad range of hairdressing services to clients. They use discretion and judgement to provide client services and take responsibility for the outcomes of their own work. This qualification provides a pathway to work as a hairdresser in any industry environment, usually a salon.

No occupational licensing, certification or specific legislative requirements apply to this qualification at the time of publication.

ENTRY REQUIREMENTS	There are no entry requirements for this qualification.
COURSE DELIVERY/TIME FRAME	Prior to enrolment, you will have entered into a Training Contract with your employer through your Apprentice Connect Australia Provider. This outlines both your and your employer's obligations in relation to your training. This will also identify The Hair & Barber Academy as your Supervising Registered Training Organisation (SRTO). Your employer will show you the ropes and help you progress through your apprenticeship, pay your wages, and train you with the support of The Hair & Barber Academy.

Apprenticeships are up to 3 years (full-time) or 6 years (part-time) for students with no prior experience. The qualification is competency-based, so it can be completed as soon as you are able to meet the requirements of your course.

School-based apprentices (SBATs) can complete a maximum of 40% of the qualification while at school. The remaining units are completed after leaving school, once the apprenticeship continues as full-time or part-time.

At The Hair & Barber Academy, training is conducted in the academy, with training days scheduled flexibly to suit your salon's schedule. Theory is supported online, with access to trainers for assistance via email or phone.

REQUIRED EQUIPMENT/MATERIALS	Access to a computer, laptop or device, and access to the internet to complete online assessments. You will need a hairdressing kit.

QUALIFICATION COMPONENTS

To successfully complete this qualification, twenty-eight (28) units of competency must be completed, including twenty-one (21) core units and seven (7) electives.

CORE UNITS (21)

CODE	UNIT OF COMPETENCY
BSBSUS201	Participate in environmentally sustainable work practices
SHBHBAS001	Provide shampoo and basin services
SHBHCLS002	Colour and lighten hair
SHBHCLS003	Provide full and partial head highlighting treatments
SHBHCLS004	Neutralise unwanted colours and tones
SHBHCLS005	Provide on scalp full head and retouch bleach treatments
SHBHCUT001	Design haircut structures
SHBHCUT002	Create one length or solid haircut structures
SHBHCUT003	Create graduated haircut structures
SHBHCUT004	Create layered haircut structures
SHBHCUT005	Cut hair using over-comb techniques
SHBHDES003	Create finished hair designs
SHBHIND001	Maintain and organise tools, equipment and work areas
SHBHIND003	Develop and expand a client base
SHBHREF002	Straighten and relax hair with chemical treatments
SHBHTRI001	Identify and treat hair and scalp conditions
SHBXCCS001	Conduct salon financial transactions
SHBXCCS002	Provide salon services to clients
SHBXIND001	Comply with organisational requirements within a personal services environment
SHBXIND002	Communicate as part of a salon team
SHBXWHS001	Apply safe hygiene, health and work practices

ELECTIVE UNITS (7)

CODE	UNIT OF COMPETENCY
SHBHCUT006	Create combined haircut structures
SHBHCUT007	Create combined traditional and classic men's haircut structures
SHBHDES004	Create classic long hair up-styles
SHBHDES002	Braid hair
SHBHIND002	Research and use hairdressing industry information
SIRRINV001	Receive and handle retail stock

CODE	UNIT OF COMPETENCY
SIRRMER001	Produce visual merchandise displays

ASSESSMENT REQUIREMENTS

ASSESSMENT TASKS	Assessment is generally progressive, with multiple assessment tasks to be completed for each unit of competency. Assessment tasks and methods will vary from unit to unit and may include a combination of direct performance, observation, oral questioning, workbooks, practical tasks and simulations, interviews, third party reports and other techniques.
TASK SUBMISSION	Assessment tasks must be submitted via the online portal by the due date allocated. Students are entitled to re-submissions.

RECOGNITION OF PRIOR LEARNING (RPL) & CREDIT

RPL APPLICATION	If you believe you are able to meet course requirements through workplace and other evidence in your possession, contact the team for further information about the RPL process. Note that RPL applications must be made at the time of enrolment, after which you will be contacted by one of our assessors to discuss your application.
CREDIT TRANSFERS	You may already have acquired some of the units of competency in this qualification from an earlier course or from another Registered Training Organisation, authorised issuing body or authenticated VET transcripts from the Registrar. If so, you can claim credit for these by providing original qualification transcripts or statements of attainment. These will be verified and copied as evidence of current competency. Note that you cannot receive credit for your whole program of study.

INDUCTION & SUPPORT

PRE-ENROLMENT	Once we have received your completed Enrolment Application Form, Language, Literacy and Numeracy Assessment and required documentation, one of our team will begin processing your application and contact you within 2 business days to let you know if any further information is needed. You will then be invited to take part in a pre-enrolment interview with a Propel or Hair & Barber Academy team member, where key aspects of this document will be discussed. You will also be required to acknowledge receipt and understanding of this document if you accept an offer of enrolment into your chosen course. If you do not understand any information in this document, please request further clarification from a Propel or Hair & Barber Academy staff member. Additional information can also be found in our policies and procedures, which can be accessed from our website.
COURSE INDUCTION	An induction online module is set up in your learner portal to review before your first training session of the course and comprises an overview of the industry, including relevant legislation, and covers course content, delivery and assessment arrangements and course completion requirements. A general induction covering academy facilities, rules and safety procedures is also provided. Induction to our online management system will also be provided by the trainer.

INDIVIDUAL SUPPORT	Your trainer can provide email and phone support throughout the course. All enrolled students also have access to a Student Support Officer who can provide advice and assistance or facilitate external support.

CERTIFICATE ISSUANCE

COURSE COMPLETION	A qualification testamur and transcript will be issued by Propel Education and Training Pty Ltd upon successful completion of course requirements, provided that all administrative requirements have been met and course fees are paid in full. In most circumstances, certificates will be issued within 30 days. All parties must sign the DTET completion agreement.
PARTIAL COMPLETION	Where a student does not complete all components, a statement of attainment listing units successfully achieved will be issued by Propel Education and Training Pty Ltd within 30 days of course completion, as long as all outstanding fees have been paid.

ENROLMENT INFORMATION

APPLICATION	Enrolment is contingent upon your application being accepted. Factors considered in the evaluation of enrolment include eligibility, pre-requisite fulfilment, the outcome of screening processes, past payment of fees and acceptance of the terms of enrolment.
UNIQUE STUDENT IDENTIFIER (USI)	It is a condition of enrolment in any nationally recognised training (accredited) program that you supply us with your Unique Student Identifier (USI). If you don't already have one, you can apply for one online at https://www.usi.gov.au. Further information on the national USI system is available from the academy administration.
CONFIRMATION	Enrolment is confirmed when your training contract is registered and active with the Queensland Department of Trade, Employment and Training (DTET) and you have completed all the necessary enrolment paperwork and eligibility requirements.

FEES & SUBSIDIES

CAREER START

This apprenticeship is subsidised by the Queensland Government through the Career Start program, managed by the Department of Trade, Employment and Training (DTET). From 1 July 2025, Career Start replaced the Certificate 3 Guarantee and User Choice programs. The Hair & Barber Academy delivers subsidised training as an approved Skills Assure Supplier (SAS). More information: https://dtet.qld.gov.au/training/providers/funded/apprenticeship-traineeship.

CAREER START – ELIGIBILITY CRITERIA

To receive government-subsidised training under the apprenticeship pathway, you must:

- have entered into a training contract for a qualification funded by DTET, registered on DTET's training database;
- if you are from overseas, hold a visa allowing you to work in Australia; and

- not have already completed 2 apprenticeship or traineeship qualifications (including school-based apprenticeships or traineeships) within the last 10 years. School students can only access an apprenticeship through a registered school-based apprenticeship (SAT). From 1 January 2026, SATs are funded under the VET in Schools (VETiS) program rather than Career Start.

CAREER START – RESTRICTIONS

Under Career Start, you may access up to 2 subsidised training places through one of the following options:

- a certificate III qualification under the general training pathway and an apprenticeship or traineeship. If the apprenticeship or traineeship is completed first, you are no longer eligible for a general training pathway qualification under Career Start; or
- two apprenticeships or traineeships at certificate II or III level, including school-based apprenticeships and traineeships. The total number of subsidised apprenticeships and traineeships across all Queensland funded programs (VETiS, Career Start and Career Boost) cannot exceed 2 per person. Qualifications completed more than 10 years ago do not count towards this limit.

CAREER START – FEES PAYABLE

A co-contribution (student) fee applies to Career Start apprenticeships. It is set by DTET at $1.60 per nominal hour for each unit of competency, is the same at every Skills Assure Supplier and is reviewed each year. The fee may be paid by you, your employer or another third party. The total varies with the electives selected; the fees below are based on the units listed in this document.

FEE CATEGORY	WHO IT APPLIES TO	APPROXIMATE FEE
Full fee	Apprentices aged 25 or over who do not meet a concession or exemption below	$1,688 (payment plan: $249 deposit, then $40 per month for 36 months)
Partial exemption (40% of the standard fee)	Under 17 years of age at the end of February in the year of training, not at school and has not completed Year 12; holds a Health Care Card or Veteran or Pensioner Concession Card, or is the partner or dependent of a card holder; or identifies as Aboriginal or Torres Strait Islander	$675.20
Full exemption – Free Apprenticeships for Under 25s	Apprentices under 25 who commence or recommence a priority apprenticeship (including SHB30416 Certificate III in Hairdressing) between 1 January 2021 and 30 June 2027	$0
Full exemption – school-based apprentices	Registered SATs funded under VETiS	$0
Full exemption – financial hardship	Apprentices who can demonstrate serious financial difficulty	$0

Under Free Apprenticeships for Under 25s, the Queensland Government pays the fees directly to The Hair & Barber Academy until you complete your apprenticeship, even if you turn 25 or finish after 30 June 2027. If your training contract is cancelled and you recommence after turning 25, this exemption no longer applies. More information: https://dtet.qld.gov.au/training/providers/funded/freeapprenticeships.

CAREER START – REFUNDS

Where subsidised training is not completed, a proportion of any fee paid, corresponding to the number of unfinished units, will be refunded upon request. No refund is payable on units achieved. Refund requests will be processed within 28 days.

ABOUT FEES	The co-contribution fee covers tuition, assessment and support services for the duration of the course. Textbooks and the hairdressing kit are not included.

CHANGES

CHANGES	If there are any changes to your enrolment or the information under which you were enrolled that affect you, we will advise you as soon as possible. This includes changes to the ownership of the academy or to any training delivery arrangement such as a third party or other services.

OTHER INFORMATION

STUDENT HANDBOOK	Our student handbook is available to all prospective students and may be obtained prior to enrolment from our websites. The student handbook reflects our policies and procedures and contains information on the enrolment process, skills recognition, participation in training and assessment, support services, fees, refunds, rules and regulations and a range of general information. Refer to our website for complaints and appeals processes.