



14<sup>th</sup> August 2009

**HBIA**

**Attn: Committee Secretary  
Senate Education, Employment and Workplace Relations Committee  
PO Box 6100  
Parliament House  
Canberra ACT 2600**

To Whom It May Concern;

**RE: SUBMISSION TO THE SENATE INQUIRY INTO THE WELFARE OF INTERNATIONAL STUDENT**

The Hairdressing and Beauty Industry Association (HBIA) is pleased to provide the Senate this submission regarding the welfare of international students.

The HBIA is the leading industry association for the hairdressing and beauty industry. The HBIA predominant membership base is in Victoria although it does have members in other States. Membership of the association includes salon owners, RTO's and suppliers. The HBIA has approximately 35% of Victorian salons as members of the association.

The Association liaises closely with salon owners, training providers and other industry groups and has sought feedback from these groups regarding this matter.

All avenues of industry are greatly concerned regarding outcomes of the training of overseas students. Industry has seen an overwhelming number of new private training providers entering the market purely to address overseas students and permanent residency.

This practise has resulted in a purely money driven element with industry suffering greatly. The hairdressing industry does suffer with an acute skills shortage but one of appropriately trained people. Putting hairdressing on the Skills Shortage List has done nothing to alleviate this problem other than create a new training market that cares little regarding industry standards.

Our feedback indicates that both industry and RTOs are concerned with the effect of poor quality programs on the employment.

The hairdressing industry regard qualifications gained via traditional apprenticeship training as the benchmark for employment. Highlighting the importance of the work integration units delivered as an integral part of the training package.



Quality providers recognise the importance of work integration strategies and correct allocation of hours for learning and assessment to ensure a quality product and an employable graduate. We are finding a vast majority of RTO's operating purely to service overseas students are under delivering the recommended industry standard, therefore leading to an ill equipped unemployable graduate. These graduates often find themselves in vulnerable and exploitive positions.

I believe it is important to say we have a number of excellent private training organisations whom are passionate regarding the industry and delivering a quality product. These RTO's are also suffering due to the impact the overseas market has had on industry and the training market.

Finally industry believes that we as a nation have a responsibility to the overseas students who come to Australia. Whether it is under the premise of obtaining permanent residency or not these people are entitled to the quality outcome they are paying for and need to be protected from exploitation.

Yours sincerely

Sandra Campitelli  
General Manager  
Hairdressing and Beauty Industry Association