



## Job Ready Program Employment Verification Report Hairdresser [391111]

The Trades Recognition Australia (TRA) Job Ready Program (JRP) is a four-step employment-based skills assessment program that provides international student graduates with the opportunity to demonstrate their skills and job readiness in an Australian workplace, relevant to their nominated occupation before they apply for migration to Australia.

TRA is required to check whether the workplace and employment arrangements provide sufficient opportunity for a participant to develop skills in their nominated occupation. To assist with this process, the participant's employer and/or supervisor must complete this Employment Verification Report (EVR).

You are receiving this form because you have an employee applying for, or currently participating in, the Job Ready Employment (JRE) step of the JRP. This EVR forms part of the participant's employment registration requirements for the JRE, which cannot be processed by TRA without the completed form.

### What is the participant's role in the JRE step of the JRP?

- complete 1725 hours of paid work relevant to their nominated occupation over a minimum of 12 months from their JRE Start Date
- demonstrate their trade skills in an Australian workplace and work under the supervision of a suitably qualified person who has industry knowledge and experience in their occupation
- provide TRA with completed EVRs, Skills Progress Reports (SPRs) and pay evidence after 6 months from their JRE Start Date (or as required)
- undertake a Job Ready Program Workplace Assessment (JRWA)

### What is the employer's role in JRE?

- provide the participant with appropriate trade level work under standard employment arrangements
- nominate an employee skilled in the occupation to supervise the participant
- sign-off on the participant's Skills Progress Report
- allow an assessor to carry out a JRWA in the workplace, if required

### What is the JRWA?

A JRWA is conducted by an assessor from a TRA-approved Registered Training Organisation. The purpose is to determine whether the participant is working at the required skill level in an Australian workplace for their nominated occupation. The assessment will focus on the activities the participant has been performing during their employment, as recorded in their SPRs and this EVR. A JRWA may be conducted in the participant's workplace or as a technical interview.

As a part of the JRWA, the assessor will contact you to provide feedback on the participant's skills and work arrangements. The participant is required to advise their employer or supervisor when they have applied for their JRWA.

### Instructions on how to provide the completed EVR to TRA

The EVR must be completed and signed by the employer and nominated supervisor, if applicable. The participant must upload the completed EVR in the TRA Online Portal at the time they submit their JRE application or register a new employer.

If you have any questions about this form or the JRP please visit [www.tradesrecognitionaustralia.gov.au](http://www.tradesrecognitionaustralia.gov.au) or email [jrpenquiries@dese.gov.au](mailto:jrpenquiries@dese.gov.au).



## Section One: JRP Participant Details

<b>TRA Reference Number</b>	<input type="text"/>
<b>Name</b>	<input type="text"/>
<b>Date the participant started work for you?</b>	<input type="text"/>
<b>Is the participant still employed with you?</b>	<input type="checkbox"/> YES <input type="checkbox"/> NO
<b>If NO, what date did they finish?</b>	<input type="text"/>
<b>Is the Participant working as a Hairdresser [391111]?</b>	<input type="checkbox"/> YES <input type="checkbox"/> NO
<b>If NO, what is their current occupation/job?</b>	<input type="text"/>

## Section Two: Business Details

<b>Name</b>	<input type="text"/>
<b>Address</b>	<input type="text"/>
<b>Australian Business Number (ABN)</b>	<input type="text"/>
<b>Name of Supervisor</b>	<input type="text"/>
<b>Contact number</b>	<input type="text"/>
<b>Contact email</b>	<input type="text"/>
<b>Type of business</b>	<input type="checkbox"/> Barber Shop <input type="checkbox"/> Beauty Parlour <input type="checkbox"/> Hairdresser <input type="checkbox"/> Salon <input type="checkbox"/> Other (please specify)
<b>Number of Hairdressers employed.</b>	<input type="text"/>
<b>Opening days</b>	<input type="checkbox"/> Monday <input type="checkbox"/> Tuesday <input type="checkbox"/> Wednesday <input type="checkbox"/> Thursday <input type="checkbox"/> Friday <input type="checkbox"/> Saturday <input type="checkbox"/> Sunday
<b>Seating capacity/maximum number of clients</b>	<input type="text"/>
<b>Do you provide pay slips?</b>	<input type="checkbox"/> YES <input type="checkbox"/> NO
<b>If YES, how often?</b>	<input type="checkbox"/> Weekly <input type="checkbox"/> Fortnightly <input type="checkbox"/> Monthly
<b>If NO, please provide reason.</b>	<input type="text"/>

## Section Three: Task Performed

The table below contains a series of questions about the work the JRP participant may do in your workplace in the nominated occupation of a **Hairdresser [391111]**. You should complete the tables by indicating the tasks and duties the participant will undertake or will have opportunity to undertake; the tools and equipment they use; and how the work may involve others (such as other workers or supervisor).

It is important that your responses relate to the work being undertaken in this workplace. An assessor will use the EVR when they conduct the JRWA to determine if the participant is working at an appropriate skill level.



**Hairdresser [391111]:** Cuts, styles, colours, straightens and permanently waves hair, treats hair and scalp conditions, braids, plaits, adds hair extensions. May also shave, trim and shape beards.

Please tick (✓) the trade skills demonstrated by the JRP participant. Each question must have a response: **‘Yes’ (Y)**, **‘No’ (N)**, **‘Not Yet’ (NY)**, or **‘Developing’ (D)**. You can provide more information in the comments column.

Tasks and Duties	Y	N	NY	D	Comments
<b>Will the participant gain experience in using trade skills safely and efficiently by:</b>					
Providing advice on hair care, hair products and hairstyles?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Shampooing hair and conditioning scalps?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Colouring, straightening and permanently waving hair with chemical solutions?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Cutting hair with scissors, clippers and razors?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Styling hair into dreadlocks and braids and adding hair extensions?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Shaving and trimming beards and moustaches?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Cleaning work areas and sanitising instruments?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Arranging appointments and collecting payments?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Cleaning, colouring, cutting and styling wigs and hairpieces?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Will the participant gain experience in planning and organising work by:</b>					
Scheduling appointments?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Liaising with customer in regards to style, colour, and length of cut?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Identifying the occupational health and safety, chemical storage and use requirements, and hygiene procedures required to operate the facility efficiently and safely?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Keeping up to date on current trends and processes?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Performing stock takes, and ordering and processing delivery of stock?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Storing chemicals and other stock according to label directions, label instructions and use by date?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	



Tasks and Duties	Y	N	NY	D	Comments
Processing payments, taking cash and issuing change accurately?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Working unsupervised?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Will the participant gain experience in using tools and equipment, including:</b>					
Scissor use and safety?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Chemical storage and use?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Safe storage, use and sharpening of safety/cut throat razors?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Proper use and understanding of electrical equipment and the observation of and understanding of tagging equipment?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Adherence to and importance of OH&S requirements especially in regards to spillage and exposure?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Maintaining tools, equipment and work areas in good and safe condition?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Will the participant gain experience in managing resources to be able to:</b>					
Check orders received for quantity and quality?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Inspect supplies, equipment and work areas for cleanliness, safety and functionality?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Organise and plan staff rosters?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Organise materials and supplies to be purchased/ordered as required?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Train staff?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Work effectively with team members?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Will the participant receive advice and support in meeting business expectations relating to:</b>					
Australian Standards, legislation and regulations that apply to Hairdressers?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Dealing with customers?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
How the business works, their role, and the roles of management, staff and others associated with the business?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Safe work practices and workplace procedures?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	



Tasks and Duties	Y	N	NY	D	Comments
Working safely and effectively with other trades/occupations in the workplace?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Will the participant gain experience in identifying and resolving issues and problems including:</b>					
Working under pressure?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Identifying and dealing with risks?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Will the participant gain experience in meeting client expectations through communicating with:</b>					
Supervisors and team members about work requirements and work performed?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Customers about work requirements and work performed?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Other employees, staff or tradespeople using the correct language and terminology?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Will the participant gain experience in working with others, including:</b>					
Supervisors and/or people in specialist roles?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Suppliers?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Team members/staff members/other tradespeople?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

**Additional Information/Comments**

If you have any further information and/or comments on the JRP participant's work performance or duties, please comment in the box below.



## Section Four: Supervisor and Employer Declaration

**Please Note:** By signing this report you:

- a. Confirm that the information in sections 1-3 above is a true and accurate record of the tasks and duties performed, or are able to be performed, by the JRP participant in this workplace.
- b. Agree to a JRWA being conducted by an assessor from a TRA-approved registered training organisation

**Supervisor Name**

**Position**

**Signature**

**Date (DD/MM/YYYY)**

**Employer Name**

**Position**

**Signature**

**Date (DD/MM/YYYY)**