

Can you cut it in Australia?

If you're a hairdresser looking to make a splash in a completely new environment, then Australia may be the place for you, writes **Leanne Short**

Everyone needs a haircut. Even in times of economic uncertainty and downturn, they still need a haircut and hairdressing is an essential service that continues to thrive.

Like other aspects of the hair and beauty industry, hairdressing has become an integral part of peoples' lives and for many an essential aspect of getting ready to go out at the weekend or for special occasions.

As Australia's population increases, so too does the country's service sector, resulting in an increased demand for the skills required to

meet the swelling population's needs. There's literally more hair to be cut, on an ever-growing population. If you're a hairdresser looking for a chance to make a splash in a completely new environment, then Australia may be the place for you.

You won't find hairdressers on the Skilled Occupation List (SOL) in Australia at the moment, but there's a shortage of senior stylists there. Fortunately, they are on the Consolidated Sponsored Occupations List (CSOL) which means there is hope! Alongside such sectors as construction, healthcare and professional >>

services, hairdressing is listed as one of the professions where workers from overseas are being actively recruited and encouraged.

Continuity of service from well-trained, likeable staff is vital to the long-term success of a salon, and the inability of Australian businesses to keep hold of senior staff from overseas can result in an unwanted turnover of

anything new. But the opportunities available at the moment are designed to encourage stylists to think seriously about relocating to Australia.

KNOWING YOUR TRADE

The Hairdressers job description is defined and can be found under the Australian and New Zealand Standard Classification of Occupations (ANZSCO)

‘Hairdressers may find it easy to get nominated and sponsored to travel over’

customers. For decades the Australian Government has been on a mission to address a significant skills gap in the country’s economy, welcoming overseas workers with the necessary skills to bolster the workforce and encourage and train the next generation of workers.

In addition to the job opportunities, with the right contacts, hairdressers may find it easy to get nominated and sponsored to travel over. British stylists plying their trade in Australia aren’t

‘Unit Group 3911’. Hairdressing also encompasses barbers and includes any one of a number of hair salon-related tasks.

The more varied your skillset, the more valued your presence will be to your industry. One of the major problems in the current hairdressing industry in Australia is that the majority of stylists travel on working holiday visas, which means they don’t tend to stay in a job or location for too long.

This results in salons being unable to retain staff in the long-term, making the

Barbers are included in the Hairdressers job description as defined by ANZSCO



skills shortage worse. This can of course work in your favour, if your particular skills are in demand. It also encourages competition for job places and means the more skilled you are, the better prospects for you. Staff and their abilities are the bedrock on which all companies are built

on. A reliable, skilled workforce is essential for companies to prosper and the hairstyling industry is no different.

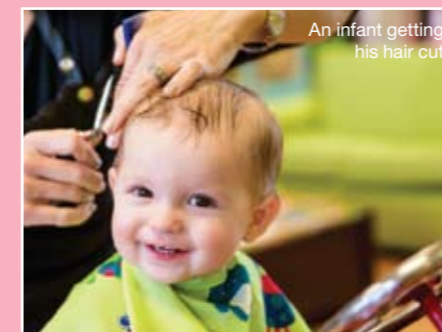
In the long run, a stable workforce helps to guarantee longevity and success. As anyone who works in a salon knows, this is especially true in the hair styling industry, where repeat customers like to visit the same stylist every time.

You build up a relationship with your regular customers, who know they can discuss their styling issues and choices available to them – what will work for them, what won’t – and feel comfortable in this relationship.

A high turnover of staff doesn’t allow this to happen and will deter customers from going to a salon that has a reputation for a frequent staff renewal rate.

GETTING SPONSORED

There are many visa types available and it is important that you select and apply for the right one, particularly one that you’re eligible for. The application process can be a minefield, but there are companies



An infant getting his hair cut

which aim to provide honest, expert advice regarding all matters relating to immigration, from choosing what career path to follow, to where this path will take you to settle in your new country.

Both hair salon manager and hairdresser are roles listed on the Consolidated Sponsored Occupations List (CSOL). This is a comprehensive list of jobs that are currently in demand in Australia. The list details positions where a migrant worker can be sponsored by an Australian employer – to move Down Under and walk straight into a job immediately on their arrival – or possibly a State or Territory Government.

The most common sponsored visa is the 457 temporary skilled which allows you to live and work for up to four years. In order to obtain this visa, you must have a job offer prior to applying.

The sponsoring business must hold a current Standard Business Sponsorship (SBS), this means they have met certain criteria set out by the Australian Government and are prepared to meet certain obligations for your welfare.

As part of this obligation, overseas workers must receive the same pay and basic rights that any Australian employee performing the same job would receive. Australian salons are increasingly finding

themselves in a position to meet the SBS criteria and so are more open to sponsoring overseas workers.

The visa also offers a pathway to achieving permanent residency. After two years continuous service for an employer, 457 visa holders will be eligible to apply for permanent residency.

When looking for potential overseas workers, sponsors are looking for senior stylists with many years’ experience. Training qualifications – in particular PTTLS or A1 assessor qualifications – are especially attractive, as they show that a worker has the necessary skills to bring on the next generation of hairdressers.

The Employer Nomination Scheme (ENS) allows Australian employers to sponsor employees who are foreign nationals, for a permanent work visa in Australia. This type of sponsored visa will allow you and your family to live and work in the country on a permanent basis. The 457 is the most common form of sponsorship, allowing both the employer and worker to trial each other and their new residence before committing more long term.

Those seeking permanent residency immediately may make the approach, to negotiate and discuss with prospective employers. Some Australian emigration and employments experts will do this for you, on your behalf.

JOURNEY STARTS HERE!

With its’ temperate climate and friendly people, Australia is a great place to live and work. This hospitable country offers an array of lifestyle and employment opportunities and the fulfilling rewards of joining the ranks of Australia’s new arrivals. To work there, you must have a valid Australian visa, with work rights.

A range of temporary and permanent skilled visas are available and Australian laws provides all employees with basic rights and protection in the workplace.

If you like the idea of Australia’s climate and lifestyle, and are looking for a career challenge in a country with lots of opportunities, then take the next step to find out more about Australia’s skilled working visas. 🇦🇺

■ Leanne Short is the UK Recruitment and Migration Manager of the ISA Group – Australian emigration and employment experts delivering advice, visas and vacancies helping you live and work Down Under.

The hairdressing industry requires a reliable and skilled workforce

