

CSM Cosmetology Advisory Board Minutes



CSM COSMETOLOGY
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CSM Cosmetology Trade Advisory Council Meeting

11.26.2012	6:00 to 7:15 pm	CSM, Bldg. 5 Room 290
Meeting called by	Becky Boosalis	
Type of meeting	Industry Advisory Board Meeting	
Facilitator	Becky Boosalis	
Note taker	Cindy James	
Attendees	Becky Boosalis-Professor, Kathy Ross-Dean, Tammy Calderon-Inst. Aide, Cindy James-Storekeeper	
Board Members	George Ferrer, Madeline DeMarco, Jose Ortiz (Absent: Pati Gerathy, Debbie Nicholson)	

Changes at State Board and how that affects the Industry

15 minutes	Becky Boosalis
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Discussion

State Board has begun to use the NIC exam which is a scripted, action specific test, which tests on a particular section of a procedure and not the entire procedure. Mannequins vs. live models are used. State Board is still including procedures (that are not tested on during the practical) in the written exam. There seems to be less emphasis on safety, as several safety steps are missing from the NIC. i.e. basing the scalp for a relaxer service, eye pads for waxing, etc.

Conclusions

Board members suggested updating our curriculum to reflect more modern techniques & styles. CSM plans to maintain our safety and sanitary standards despite what appears to be a more relaxed attitude by State Board.

Action Items	Person Responsible	Deadline
Instructors reviewing curriculum for relevancy to current styles as well as to meet the NIC standards and our Department standards	Becky Boosalis	None Set
	Andria Nalls	None Set

What can our Graduates expect from Salons for Advanced Training?

10 minutes	Madeline DeMarco, George Ferrer, Angel Ortiz, Pati Gerathy-Absent, but sent notes
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Discussion

Madeline provided a sheet of notes (see attached) of what her salon, The Barberia offers for advanced training. She also discussed a possible Externship Program, (apparently Skyline is involved in externships). Creating externship programs with short practical experiences in the field would give students exposure and experience before graduating and help them prepare for the job ahead. This would also connect students with potential employers.

George gives assistance as needed, but expects basic skills.

Angel is available for advice and helps his employees as needed. He offers product knowledge classes to keep employees up to date on what is being used in the salon.

Pati offers advanced make-up, skin care, and waxing classes through her personal business and Tu'el Esthetics.

Conclusions

Students should have good basic skill set when applying for jobs. Different salons have different training/apprenticeship programs or none at all. There are advanced training classes available through local beauty supplies, Industry related companies, and Industry Associations.

Once out of school Students need to be proactive in investigating advanced training in the field if their salon does not offer it.

Action Items	Person Responsible	Deadline
CSM will investigate and post more advanced training opportunities for our Students on Facebook and our bulletin board	To be determined	None Set
Becky will discuss externships with the Skyline Coordinator	Becky Boosalis	None Set

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Instructors will encourage Students to take the initiative once they are out of school to further their skills with advanced training.	Becky Boosalis Andria Nalls	None Set
What can our Program do to better prepare our Students and what should we focus on as far as Student abilities as new assistants:		
25 minutes	Madeline DeMarco, George Ferrer, Angel Ortiz	
Discussion		
<p>Cindy asked what did salons expect as far as styling tools (which brushes to use for blow dry) and styling techniques, i.e.: flat iron skills, flat iron curls, curling iron skills, curling iron curls; also application of chemicals, etc. She also asked how the interview process is set up and what are they looking for in a prospective employee. A discussion ensued as to what Becky teaches and the Board members suggested what they would like to see below.</p>		
<p>Madeline says at interviews she wants to see proper sectioning and control of the hair, a confident shampoo & blow dry. She states color application & take down are most important for a salon to best utilize an assistant. Styling abilities include curling & flat iron skills. Customer care and communication are key components to being a good assistant. An emphasis on work ethic s is needed as well as a sense of urgency when completing a service. Less personal chatting and focusing on client consultations and appropriate communication with a client is needed. She recommends students learn more about face shapes and what types of styles will be attractive and are possible with the client's hair texture. Drawing face shapes and haircuts out while a student is in school is great method to improve a student's aesthetic vision. Having them finish procedures within a set period while they are in school might improve their speed as well as eye hand coordination. Madeline sees that a lot of salons want "young & cute" employees, which makes apprenticeship jobs very competitive and tougher for the older person to attain. She commented that her salon had hired some mid-life apprentices and that they had done very well.</p>		
<p>George says he wants to see a great blow dry, shampoo, and the ability to properly apply and remove tint and toner at the bowl, and using the brush and bottle. In his opinion some older students can be harder to train, and it is more difficult for them to get apprenticeship positions as salons seem to lean more toward younger more moldable employees.</p>		
<p>Angel expressed that in his experience, the older employee was more dependable and more motivated to learn and improve.</p>		
Conclusions		
<p>Focus the students on speed, accuracy, competency in the basics, and good customer service/consultation skills.</p>		
Action Items	Person Responsible	Deadline
Look in to re-creating the 'Model Salon' or something similar	None Noted	None Set
Re-institute Aurora's rotation system and stack up more procedures per day with set time limits for completion	None Noted	None Set
Madeline suggested getting a book called <i>Be Nice</i> , to improve customer service skills, working relationships with other employees, and general life skills	None Noted	None Set
Madeline's salon does not allow cell phones during work time. She suggests explaining how unprofessional it is to be on a phone texting or talking while Clients are present.	None Noted	None Set
Increasing enrollment and attracting Clients to our Program.		
15 minutes	Madeline DeMarco, George Ferrer, Angel Ortiz, Kathy Ross, Tammy Calderon, Becky Boosalis	
Discussion		
<p>Cindy explained how many Students actually cry when they are assigned a client and how they are shocked and upset if they have more than one client per day. This attitude often translates to the Client and they do not feel comfortable. Role playing was discussed and well as more model and reversing. It was also touched upon that an Intermediate class of approximately two weeks was being written to prepare new Seniors for performing all client services and to get them excited and confident about working on Clients.</p>		

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Madeline suggested that we should actively provide job placement to increase enrollment. Also promote quality training and preparedness for success. She encouraged us to keep in touch with successful graduates and have them write endorsements about their training at CSM. Post statistics on graduates who did well, and place all of the above information on our web site.

Kathy discussed how high school ill prepares students for college and does not stress that students be accountable and responsible. She warns that as many as 2/3 of our students could have failed academically or socially in high school and the full time program may be very difficult for them. We sidetracked a bit to discuss cyber bullying as a way to discuss a younger students mindset, and Kathy explained that students she counsels on this often do not understand why, what they did was wrong. She encouraged us to be aware of our student population and the strengths and weaknesses they bring to the classroom.

Angel is looking into offering a scholarship to a student and possibly multiple students in the future. Many students do not qualify for financial aid and yet have a great hardship in taking the classes and paying for the kits.

Becky explained that she had talked to the Financial Aid office and unfortunately aid is not dispersed until a few weeks to a month into the semester. Our Students need to start immediately with a kit as the supplies are needed by the second or third day of class.

Tammy suggested having filed trips to Salons for an externship like experience.

George suggested advertising in local papers and the school paper. He also agreed with better preparation for future job placement by having Students participate in externships, and by training Students with more modern techniques that salons and clients will be looking for.

Conclusions

The Department may need to be more proactive about researching possible job placement and apprenticeships for students. Current Students would benefit from participating in an externship. We should keep in touch with graduates and encourage them to share their experiences with current and prospective Students. We should post statistics and advertise services. We should be mindful of the Student population and their unique learning needs. We should review our curriculum and include more modern techniques and services to stay abreast of current trends.

Action Items	Person Responsible	Deadline
New Senior Intermediate Class	None Noted	None Set
Job placement opportunities.	None Noted	None Set
Graduates endorsements on the web site & in person.	None Noted	None Set
Discuss current recommendations and studies on learning.	None Noted	None Set
Talk to Skyline about how they handle financial aid.	None Noted	None Set
Externships.	None Noted	None Set
Advertising our services.	None Noted	None Set
Review curriculum and stay current.	None Noted	None Set