**Saddleback College Cosmetology Advisory Committee Meeting Minutes**

**December 17, 2018**

**Agenda**

* Welcome
* Introductions
* Purpose of meeting
* Review / Approval of Current Curriculum and Recommendations

**Active**

**Cosmetology, 1,600 hours**

**Esthetician, 600 hours**

* Standardizing Kits- adding State Board Kit Component
* Text Books
* Strengths and Weaknesses of Saddleback Trained Students
* Industry Trends and Specialties
* Expectations of entry level professional
* Economy, Job Placement, and Earning Potential
* Next advisory Meeting TBA- June 2019
* Dismal

**Meeting Minutes**

Welcome / Introductions - Mary Celeste welcomed the Advisory Committee Members. Mary Celeste stated the purpose of the meeting was to to provide up-to-date information on current trends in business and industry, make recommendations for the improvement and proposed additions to the Saddleback College program. The Advisors were also needed to provide an overview of labor market conditions. Mary then requested each Advisory Member provide a brief introduction of themselves and background relevant to the cosmetology industry:

**Advisory Committee Members**

Brittny Witherspoon, Cosmetology Instructor

Linh Nguyen, VP Advance Beauty College

Pat Diep- Business Development Advance Beauty College

Margaret Robinson, Cosmetology/ Barber Instructor

Bruce Tran, Director of Career Choice

Jessica Rousseau, Cosmetologist/Makeup Artist, Independent Contractor

Nicole Heintz- Manicurist

Thah Mai, Stylist, Instructor

Yanni Daskalakis, Cosmetologist, Instructor, CEO Hair Salon Educators

Rita Soultanian, Director, Career and Re-Entry

Mary Celeste- Saddleback Cosmetology Coordinator/Liaison- Advisory Meeting Facilitator

**Review of Current Curriculum**- All Advisor Members were emailed in advance the curriculum for all current courses.

* Cosmetology, 1,600 hours

All Advisory Board Members agree that the existing Cosmetology Curriculum, is current with the state mandatory standards to test for the State Board of Cosmetology. Advisors are pleased that the Cosmetology program has been elevated to be A.S. degree applicable, and students are awarded a Certificate of Achievement.

* **Esthetician/Cosmetician, 600 hours-** ***\*Recommendations***

Advisors Jessica Rousseau and Margaret Robinson made recommendation that the existing Esthetician/Cosmetician at Saddleback College be developed and elevated to a Certificate of Achievement and be degree applicable. Margaret stated that the esthetician course through other community colleges, such as Golden West and Fullerton have an academic pathway for students to earn an associate’s degree. Also, the option for a degree applicable units are an incentive for continued education to enhance the career professional.

* Career Path towards Associate Degree- higher learning
* Success as a business owner
* Career re-entry
  + Career path for high school students (18 units or 2, 9 unit course options)
  + Low availability of training facilities:

Only offered through one Community College in South County- SABA, Santa Ana

SABA, Santa Ana is not geographically viable for most south county students in Saddleback College District due to traffic conditions

All Advisors gave input on the need for courses offering and recommendations to move forward with the programs and courses in the industry not offered at Saddleback College. Discussion outlined by the Advisors why the proposed Programs, Courses, Certificates, and Occupational Skills Awards were recommended.

The Advisors were in favor of career paths for high school students due to the ending of the ROP option.

Also stated by Advisors in regard to justifying the Job and Labor Market, the statistic gathered in all branches of the cosmetology industry fall short of the jobs availability.

The need for trained professionals, and earnings potential are not well documented in the cosmetology industry. A consensus in the meeting showed extreme networking on how the business owners bypass the common method of tracking job availability in the industry as job offerings are rarely published. This holds true for all Advisory recommended courses.

**Barbering, 1,500 hours- Recommendation for Development**

Advisors Jessica Rousseau and Margaret Robinson recommend the development and offering of theBarbering, 1,500 hours. The justification and recommendation why Barbering should be offered:

* Career Path towards Associate Degree- higher learning
  + Career re-entry
  + Success as a business owner
  + Career path for high school
  + Not offered through Community Colleges in South County
  + Career path for high school

Mary Celeste stated that the Barbering program to be developed as Certificate of Achievement and A.S. Degree applicable. All Advisors agreed that based on the justification and need in the community for trained Barbers they would want to see this course added to the course offerings at Saddleback College.

The Advisors were told the Program could be developed for a career path for high school students. The Advisors were in favor of this career path for high school students through the college due to the ending of the ROP.

**Barbering Cross-over, 200 hours- Recommendation for Development**

Advisors Britney Witherspoon and Margaret Robinson recommend the development and offering of the Barbering Cross-over, 200 hours. The justification and recommendation why Barbering Cross-over:

* Career pathway to add dual licensure cosmetology/barbering
* Success as a business owner
* Rise in interest
* Increased Income
* Masculine grooming culture
* Career re-entry
  + Career expansion
  + Low availability of training facilities:

Only offered through one Community College in South County- SABA, Santa Ana

SABA, Santa Ana is not geographically not viable for south county students due to

traffic conditions

Mary Celeste stated that the Barbering Cross-over course would need to be developed as course offering as an additional supplement to cosmetology. All Advisors agreed that based on the justification and need in the community for licensed cosmetologist wanting to be able to add services not available unless they have a barbering license. All Advisors agreed that based on the justification and need in the community for trained Barbers they would want to see this course added to the course offerings at Saddleback College. This course was identified as being an Occupational Skills Award based on recommendations by the Advisors.

All Advisors were in agreement on the recommendation of a Barber Cross-over course.

**Manicuring, 400 hours**- **Recommendation for Development**

Advisors Thah Mai and Bruce Tran recommend the development and offering of themanicuring course, 400 hours. The justification and recommendation why manicuring should be offered through Saddleback College:

* Career pathway
* Career path for high school students
* Career re-entry
* Minimal commitment
* Rise in interest
* Not offered through Community Colleges in South County

Mary Celeste stated that the Manicuring Course could be developed as a course offering 2 part (2, 200 hour courses, 6 units each) and made available to high school students. The Advisors were in favor this career paths for high school students in college due to the ending of the ROP option.

All Advisors agreed that based on the justification and need in the community for licensed manicurist they would want to see this course added to the offerings at Saddleback College.

The Advisory Board brought up recommendations to develop courses for instructors:

**Cosmetology Teacher/Instructor, 600 hours**

**Barbering Teacher/Instructor Training, 600 hours**

**Esthetician Teacher/Instructor Training, 600 hours**

**Manicuring Teacher/ Instructor, 400 hours**

* Career Path towards Associate Degree- higher learning
* Need for highly trained instructors due to state board de-regulation
* Enhance the learning experience of enrolled students
* Career path
* Career re-entry
* Career expansion
* Not offered through Community Colleges in South County

Standardizing Kits- Discussion to add a separate State Board Testing Kit to the Standardizing Kits and Custom Private School Kits-

Brittny Witherspoon – Having the State Board Kit from the start of the program saves students money and time. Students feel confident and organized not having to compose a kit themselves and it is used only for Mock State Board class exams.

Margaret Robinson- It’s a good marketing tool for the schools to include the State Board Kit. She feels students are better prepared when going to test at the exam. She found some schools have student failures at the exam due to not being prepared properly.

Linh Nguyen - student are better prepared for the State Board Licensing Exam.

Text Books

Motion made to approve the current Milady Text Books, and Milady Workbooks, and Milady State Board Prep-All in agreement that the textbook and workbooks are adequate.

All Advisory Board Members in favor and approve.

**Strengths and Weaknesses of Saddleback Trained Students**

Yanni Daskalakis- Students from one school to the next are not consistent, and feels instructors (specifically evening) do not train correctly students on State Board training. Schools are not focusing on the licensing test and focusing too much on customer servicing. Not enough practice to take the test and pass the first time. The private schools should be investing in their instructors continued education.

Instructors need to learn different methods of instructions to capture every student.

Pat Diep- The industry is ever evolving, students need to be prepared when leaving the schools. Teachers need to be on top of the trends.

Bruce Tran- More staff support from Saddleback College would help boost student confidence and success. newworldof work.org Top 10 Skills and Resources.

Teach teachers how to teach, how to reach those hard to teach student. More time at orientations to make sure students understand expectations.

Developing more of a business plan while in school.

Consistency in the classroom on rules and regulations, and troubleshooting problems before crisis.

Mary Celeste- Instructors are invited to attend professional development at Saddleback College.

Saddleback College Coordinator should be included in contracted schools staff meetings.

Rita Soultanian- Available to all Faculty at contracted Beauty Colleges. Career Counseling to all Saddleback enrolled students.

For instructors there are classes at Saddleback College 21st Century Teacher. Designed to increase awareness of the needs of today’s students, offered at no cost. Instructors/Owners may attend Saddleback College Flex Week prior to the start of the semesters. Also available Counseling 160-Life Skills, Soft Skills will help student success.

Pilot Learning, contact Rita for password to linkedinlearning, supplemental videos for success.

**Industry Trends and Specialties**

Linh Nguyen – The basic State Board minimum requirements to test and get a license is a disservice to the students in regard to industry trends.

Classes from product representatives are less intimidating and more enjoyable for students, and expose students to new trends.

Nicole Heintz- Manicuring is a greatly expanding art form. More technology and science has been adapted to expand the trade. Examples of new trends are, the gel manicure, gel/acrylic hybrid, hard gel, Colored powders nail polish, new acrylic product that is truly scent free, products catering to people with sensitive or allergic skin, and the embellishment art. The new curing systems are changing with health concerns regarding curing lights, moving away from UV lights to LED which take less time to cure the polish or gel. Due to the great exposure on social media. Clients are more adventurous to try new things and nail techs/artist are pushed to be more creative. The usage of social media, Instagram and Face Book has change how services and professionals market their product.

Than Mai- braiding and up-do formal styling is a trend that has no sign of slowing down.

**Expectations of Entry Level Professional**

Yanni Daskalakis-

Margaret Robinson- Schools should be partnering with salons, such as Floyd’s to prepare students for real services in the salon.

Schools partnering with salons that have assistant programs would be beneficial.

and consider the externship programs.

Mary Celeste- Due to the nature of the contracted schools through Saddleback College the externship program would not be compatible.

Yanni Daskalakis-Working under the direction of a master trainer would be the ideal for new stylist to gain the additional training to cultivate and retain a client base.

**Economy, Job Placement, and Earning Potential**

Margaret Robinson- There are many options for professionals to be employed and find a job freelancing, is a large component of professionals in the industry. Not easy to track earning potential with freelancers.

Jessica Rousseau and Linh Nguyen - Due to the nature and culture of the industry there is an inability to capture data statistics on growth. Job placement is done in a networking, on line, referrals between businesses and people, very few job opportunities are advertised.

Rita Soultanian-Will look into use of college resources to capture a truer reading of growth in the industry in the college region seeking information on job placement and earning potential.

Next advisory Meeting TBA- June 2019

Dismal