Cosmetology Advisory board meeting December 10, 2018

Snowflake AZ

Those in attendance

Chloe, Autom, Ferryn, Misty, Royce, Carrie, Kelly, Pam, Terra, Lacey, Utahana, Logan, Skylar,

Greet and refreshments

Approval of minutes

Asked for approval, Ferryn 1 Autom 2nd it.

Cindy Sterling alumni award. Make-up artist all over the country.

She is really great and well known.

Salon visits

Asking what is the gap between school and salon? We need to teach retail so the students can sell it in the salon.

Retail

We have our retail approved and everything is in place. We will implement it is January. We will sell RUSK AND WOODYS. ISO is no longer available. That was our first choice. So we didn’t interfere will local salons. But RUSK and WOODYS are also in that same category. We are doubling the wholesale cost so we don’t undercut any salons There are assignments in the curriculum so the students can learn all the areas of retail. Scholarships we be the product of retail sales. We are working to determine how that will be divided up. we will make sure that the money is awarded

Carrie would like to see the business plan.

One scholarship could be for the higher retail student. They should get a reward for taking care of things and the clients.

Product knowledge classes

We will be having more education of how to sell, what to sell, and how to recommend products to a client.

When we visited the salon we were told a big issue is self-confidence. This is something we can’t really teach. We can encourage and compliment but self-confidence comes from within. One thing we found is students saying they don’t know how to mix color. So we are trying to find ways to teach them. We have had RUSK come in to teach it. Ferryn is now a RUSK educator and she will be able to help out more with this part of the curriculum. There are lots of handouts that she will share. Our faculty have been taking extended education. Ferryn is also available to go into the salons and help them. Paul Mitchell is also another product education we have provided.

Curriculum changes

Autom showed some of the graphs and assignments that the students will be using to track clients and products. These assignments will enable the students to identify main ingredients and how they will interact with the hair. The students will be able to sell products no matter where they are in the program. Every year every semester we are trying tin implement another aspect of so we can cover all needed areas. So day we hope to add nail and skin care into the retail line. Royce = have the students review the products over the night and return and report on it the next day.

State board demo

It is up to you as a salon owner to stay up to date on the new laws and bills. Autom and Chloe did a state board demo of how to find changes and things you need to be alerted to. One word can change the entire meaning of a law. A new thing is that we can do hair removal by any means except electrolysis.

Job shadowing

We are looking for salon to provide job shadowing. Some salons have restrictions. Terra can do it without any pay, Pistols n pearls is willing. We would like to invite you to come to the college to invite students to do a job shadowing. Introduce yourself and let them know what you are looking. There was an issue with NAVIT students, maybe age, or insurance, liability, be we need to do some research and find out what happened. This was a long time ago. This could even be a budget thing. Maybe we can invite the salon owners into the school

Color line classes

Paul Mitchell, RUSK, Mathew with JOICO, we still try to have the students have a well-rounded knowledge of color lines and products. We are trying to up our game and better our self and the school

School to gap

We have been tracking students and what happened after they graduated. State board has changed the testing. A lot of our students are struggling to take a computer test after doing paper tests at school. NAVIT students take the hair styling license and are welcome to take additional classes to get their cosmetology license. We are also offering financial aid. Is has never been available in the past. We don’t offer esthetics right now due to space and cost. It is 1-5 teacher to student ratio. We are limited on giving hands on training hours. We cannot do any services outside of the school. We have to show what additional hours are possible. Additional education hours are the responsibility of the person. We cant have anything to do with that. Could Royce try to bring trainings up here for the college. We are trying to bring a mini hair show. There are many aspects that must be covered. Justin from Armstrong is trying to head up this event. He has been really busy but this is not forgotten. We want to include salons, college, products specialists. Royce can help in many ways including with the costs. SL has year round, LCC and STJ summer courses depend on enrollment.

SKILLS USA

Regional event in January. it helps build leadership and strength. There is a competition. we can have up to 40 students. We have traveled to school in the region inviting them to come. We have confirmation back from most college. SL has 14 students. Our in house competition in this Wednesday we have invited judges to come and help with the judging. The students have to get through the up do to make it to the regional comp. there are many areas. The winners from regionals will go to state and winners will go to nationals. All the students we took paces in the top 5 of the nation. Skills provides great opportunities. The job opportunities are amazing. We have been hosting regionals for 3 years. We still need judges to come in and help us determine the winners of regionals. Industry personal are invite to come judge.

Hair show

We went to the hair show in October. We had a lot of fun. We took all faculty and any students that can get their own tickets. This is a great opportunity for the instructors and students. This is a great way for us to get professional training. And to stay up to date on new trends and techniques. We find these new trends and bring them back to the college and implement these into our curriculum. This year we are learning nail dipping. This will be added in Jan. it is all about learning.

Customer service

Qualtrix survey has been approved. We will have a podium with a tablet and it will have a few questions that clients can answer in regards to their services. Hopefully by this time next year we will have it up and running

Hair styling license

Student instructor license

Nail tech license

New building in the plans for Winslow. We are not sure how this is going to pan out but it will be good. We are trying to stay up to date with new trends and curriculum. But Winslow is doing great at keeping things happening and happening great!!!

Round table discussion

We need your help to keep us doing good and serving these students well.

Terra – is excited about retail. Is there a requirement or incentive to sell retail? This has been in talk. We have explained the incentives and requirements in some salons. We cannot give away back bar credits. But we will have to develop a way to encourage them to do this. Is there incentive in the business plan? Maybe cosmo bucks? extra credit? Monthly prize? Retail curriculum chloe purchased it and we will have to find a way

-We also want to build up their self-confidence. We have every personality type to have to work with. Part of the issue is who you as a salon owner hires. We can’t make every student salon ready at graduation because we have some that can’t get enough knowledge and there are some that we have to fight with to get them to show up.

Kelly wants to draw hair and make-up into a non-profit plan to help grow “once upon a prom”.

Royce for salon owners offers online classes for certificate for businesses. 3 classes for certificates. Management leadership are both offered. He enrolls you then you have 30 days to pay. Online classes. Great for personal development.

Logan suggests work on social media into the curriculum because most clients look for a salon by what they see on social media. Yes, this is something we have been working on. At this point we have to still let it be optional because some don’t have tools needed to do social media. John spadaccinni came and worked with the students on all aspects of job interview and presentation.

Will retail cover ordering and inventory? We have the students look up clients. This is onlinediscoverypro.com. They are also working the front desk with the receptionist. We don’t so the salon project any more. The point system was not working so we are trying to find a way to let this be fairer.

Carrie says teachers are giving a lot of negative feedback about the program to the students and this is going back to NAVIT. Teachers are saying negative things about the program and each other. Students are getting bored. They were watching a movie that has nothing to do with cosmo. This was probably the thanksgiving party. Maybe include a written assignment to go along with it. They are also supposed to be working on things they are behind on or tests to make up. there is no way they should be bored. There are a lot of changes in the program due to the new hairstyling license and we have had to edit our classes.

We have different teachers that teach each class. We also rotate the instructors on the floor to help with clients.