

Desert Regional Consortium- 2nd Read
Riverside City College
Esthetician Certificate- 20 units

1. Overview of program being proposed:

The Esthetics program (COS-62A and COS-62B) are designed to prepare the student for a career in skin care, make-up, and hair removal. The Esthetician program consists of 600 hours total, divided into two semesters. The program is designed to prepare the student for the California State Board of Barbering and Cosmetology Esthetics exam. The program contains the California State Board rules and regulations, Cosmetology Act, related chemistry, bacteriology, disinfection and sanitation, safety data sheets, first aid, ergonomics, hazardous chemicals, client protection and safety, anatomy, physiology, histology of the skin, manual facials, electrical facials, chemical facials, make-up, eyebrow arching, hair removal (including wax, tweezers, and depilatories, artificial lashes, and predisposition test).

Program Goal and Objective:

Career Technical Education Completion of the esthetician courses would entitle the student to an Esthetician certificate and eligibility for the California State Board of Barbering and Cosmetology licensing exam. This program prepares individuals to provide professional skin care services in spas, salons, resorts, casinos, dermatologist's offices and other related industry establishments. This includes courses in health and safety, skin care, makeup, hair removal, sanitation, management, customer service, and preparation for practicing as licensed estheticians in the state of California. Courses in applicable professional labor laws and regulations in the esthetics industry, physiology, anatomy, electricity and ergonomics are also covered in depth. Emphasis is placed on passing state licensing exam and industry entry skills.

Catalog Description:

The CTE Esthetics Certificate will encompass a variety of skin care concepts, such as, California Board of Barbering and Cosmetology Act and regulations, skin care related sciences, and the practice of skin care principles. Theory subjects include: health and safety, skin care related sciences, and level I and II skin care. Laboratory practices include: health and safety, level I and II skin care. 113 hours lecture and 202 hours laboratory are designated for each level I and level II.

Program requirements:

Required Courses (20 units)
COS-62A Level I Esthetics Concepts
COS-62B Level II Esthetics Concepts

Program Learning Outcomes:

Upon successful completion of this program, students should be able to:

- Deduce valid conclusions, compare and contrast viable techniques and apply principles in preparation of the California State Board of Barbering and Cosmetology practical and written exam.
- Identify and analyze concepts leading to synthesis of theory for the state board written exam.
- Produce a business plan and portfolio.
- Demonstrate entry-level industry skills in a clinic laboratory setting.
- Demonstrate workplace behaviors ("soft skills") necessary for success in the cosmetology industry.

2. Labor Market information detail. This detail should include regional employment projection data and advisory committee feedback that justifies the overall need for this program. This response will follow the requirement set forth in the Program and Course Approval Handbook.

March 2016

B. Need

8. Labor Market Information & Analysis (CTE only)

California labor market for Riverside County between 2012 – 2022: Estimated employed currently is 5,100, while estimated employed by 2022 is 7,200 which is a difference of 2,100 employed by 2022. This is a 41.2% increase, the annual average amount of job openings is 250.

<http://www.labormarketinfo.edd.ca.gov>

SOC	Description	Avg. Hourly Earnings	2012 Jobs	2017 Jobs	2012 - 2017 Change	2012 - 2017 % Change	Annual Openings	Typical Entry Level Education	Work Experience Required	Typical On-The-
39-1021	First-Line Supervisors of Personal Service Workers	\$16.71	1,328	2,244	916	69%	222	High school diploma	Less than 5 years	None
39-5011	Barbers	\$9.38	841	989	148	18%	54	Postsecondary not	None	None
39-5012	Hairdressers, Hairstylists, and Cosmetologists	\$9.56	7,857	8,817	960	12%	392	Postsecondary not	None	None
39-5091	Makeup Artists, Theatrical and Performance	\$22.88	47	57	10	21%	2	Postsecondary not	None	None
39-5092	Manicurists and Pedicurists	\$8.90	2,076	2,379	303	15%	79	Postsecondary not	None	None
39-5094	Skincare Specialists	\$12.87	651	805	154	24%	37	Postsecondary not	None	None
		\$10.68	12,801	15,290	2,489	19%	786			

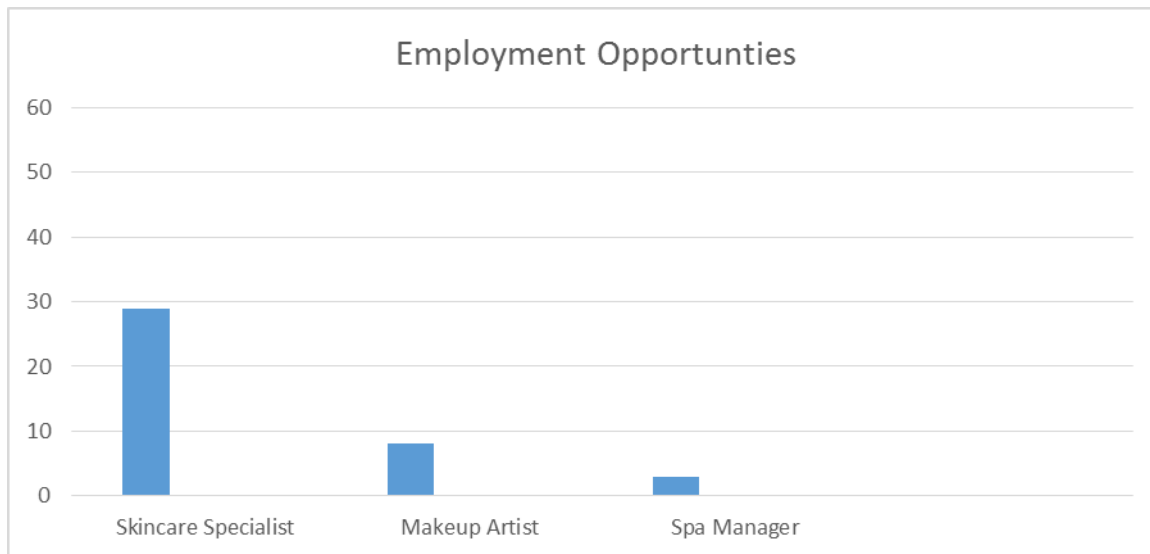
The Esthetics program will encompass a few different descriptions from this list: Skin Care Specialists, Makeup Artists, Theatrical and Performance, and First-line Supervisors of Personal Service Workers. Looking at Skin Care Specialists, we are experiencing a 24% increase in the job demand; this is the highest demand in the practicum of the cosmetology scope. Skin Care Specialists has a steady increase, as well as, First-Line Supervisors of Personal Service Workers which encompasses Skin Care Specialists.

All data shows an increase employment pertaining to skin care. A certificated program in Esthetics would make those individuals applying for employment more employable, as well as, increases probability for continuing academic education towards and Associate Degree. Certificate patterns may lead to entrepreneurship, which would lead to increases in communities' economy.

EMSI occupation employment data are based on final EMSI industry data and final EMSI staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors). Occupational wage estimates also affected by county-level EMSI earnings by industry.

9. Employer Survey

Labor Market statistics do not always give an accurate description of employments in the cosmetology/esthetics industry. Many estheticians are independent contractors, and these numbers aren't reflected in the labor market statistics. Below is a graph containing the demand for skincare specialist, makeup artists, and managers needed in Riverside and San Bernardino County. The data is taken from sixty different salons and spas.



Enrollment and Completer Projections

Enrollment and completer projection are based off of a 30 student capacity in the class, based on the frequency of the class, approximately 30 students will complete each school year. Based on the employment opportunities and the labor market statistics there is a demand for estheticians.

10. Explanation of Employer Relationship

It will be important to partner with professionals in the skin care business to enhance education and network for future employment of students to ensure their success. Possibly Dermalogica, Dermaesthetics, Murad, Bio Elements, MAC, Poise, Emani, Glo Professionals, Satin Smooth, and Auyrmedic

11. List of Members of Advisory Committee

Renee Neal
 Brian Matheny
 Renee DeMont
 Jessica Lynd
 Gary Waddy
 Lincoln Lee
 Jazz Moreno
 Jennifer Larry
 Kiya Jackson
 Tonia Bell

12. Recommendations of Advisory Committee

From the last Advisory meeting in Spring of 2016, our department advisors expressed the need for a certificated esthetic program. Advisors saw the need in the industry for skin care professional and expressed the growing need and the challenge of finding licensed and certificated estheticians. Advisors fully support Esthetics as a certificated program.

3. Are there other similar programs within Region 9 which may be adversely impacted?

No other college in Region 9 have a Cosmetology Department with the exception of Barstow Community College. Barstow does not offer an Esthetic program, RCC would be the only college in Region 9 with a certificated Esthetic Program.

4. Alignment with secondary programs in the region to develop pathways and the CTE pipeline. List where applicable, otherwise indicate 'NONE'.

None

a. List the secondary and ROP feeder districts in the college's service area.

District	Feeder classes/programs currently being offered
None	

b. What is the plan for coordination with feeder districts to build the CTE pipeline for this program?

None

5. Is there a coordination of pathways with secondary and transfer post-secondary programs in the area?

None

6. Other information the college wishes to share.

In best practices Riverside Community College Cosmetology Department has been the leading educational facility for esthetics in Southern California. Positive exam licensures have been exemplary, leading to industry success. Currently students interested in RCC esthetics are being displaced and seeking other career options. Those seeking to employ estheticians are remaining vacant due to lack of licensed and certificated skin care professionals.

Riverside City College
Cosmetology Department
Advisory Committee Meeting Minutes
Date: February 8, 2016

Advisory Members	Company	Department Chair
Nicholas Rodriguez	Riverside City College	Peter Westbrook
Rebecca Kessler	Riverside City College	
Marsha Brown	Riverside City College	
Renee Neal	Riverside City College	
Brian Matheny	Riverside City College/Snips hair salon	
Renee DeMont	Riverside City College/ Hawaii Swimwear	
Jessica Lynd	Riverside City College	
Gary Waddy	Riverside City College	
Lincoln Lee	Dermaesthetics	
Jazz Moreno	Jazz-Z-Beauty/Western Kit Company	
Jennifer Larry	Student/Instructor Trainee	
Kiya Jackson	Student/Instructor Trainee	
Tonia Bell	Student/Instructor Trainee	

- The meeting convened at 3:00 pm with members and Dept. Chair present.
- Introductions
- RCC Cosmetology
 - a. Current Status
 - i. Projected 8% growth this year
 - ii. Building expected to be built
 - iii. New stipulations – 1 building a year. Anticipated after student services building complete
- Entry level industry requirements
 - a. Advanced esthetic program
 - i. Utah and Arizona allowed esthetician to use lasers
 - ii. Need product knowledge and key ingredients
 - iii. Competition between professional is based on pricing rather than quality services
 - iv. IDI (Dermalogica) just sold company and products are now found in local retail chains such as Target, CVS
 - v. Dermaesthetics provides training
 - 1. Master esthetics class built from Utah and Arizona curriculum
 - 2. 600 hour course not yet offered in California waiting for legislation
 - 3. Courses consist of power points, notes, demonstration, and lecture
 - vi. Externships/ farming recommended for entry level esthetician professionals
 - b. Riverside City College Esthetician Certificate
 - i. Desert Regional Consortium 1st read complete
 - 1. Motion to approve 1st read: Nicholas Rodriguez, 2nd motion: Marsha Brown, All approve
 - ii. Only state college in region to offer esthetics
 - iii. Expected 2017 first completion of certified esthetic program students

- Are Riverside City college students meeting industry level requirements/standards?
 - a. Incomplete curriculum patterns at private sector
 - b. RCC students are prepared to enter the industry
 - i. Student assist due to lack of confidence, or assist longer than necessary
 - ii. Suggest to include in curriculum core courses of internship
 - 1. Proposed as a great transition from school to entry level industry positions
- Is California state cosmetology examination producing efficient entry level workforce?
 - a. Spanish exam experiencing low scores due to translation issues
 - b. Board of Barbering and Cosmetology considering remediation for citations
 - i. Considering continuing education for license renewal
 - ii. Considering micro-licenses
 - iii. Advanced licenses for Esthetics
 - iv. Bringing back instructor licensing
- New industry requirements RCC to add to curriculum
 - a. Advanced Esthetics
 - i. Sessions and seminars can equal up to 600 hours
 - b. Men's haircutting
 - c. Barbering
 - d. Cross-Over courses such as cosmetology to barbering
 - e. Spa treatments for men in in barber shops
 - i. Clinically based
 - f. Hair extensions for cosmetology students
 - g. Eyelash and eyebrow extensions for esthetician students
 - h. Gel nails
 - i. Retail
- Industry technology standards
 - a. Software applications – Millennium software for data tracking.
 - i. Client information
 - ii. Retail services
 - iii. Inventory
 - iv. Service tracking
 - v. Expenses vs. profit
 - b. Digital Permanent waving
 - i. \$200.00 - \$400.00 cost per unit
 - c. LED – continuous use
 - d. IPL
 - e. Online courses for freshman
 - f. Legal issues of social media
 - g. Style sync
 - h. Stylist are returning to schedule books (hard copies)
 - i. Want to keep personal experience with clients
- Expired industry requirements that RCC should delete from curriculum?:
 - a. Update wet hairstyles
- Suggested instructors are sent to New York for training at largest trade show in the US. Takes place in March

- Open Forum
 - a. Incorporate special effects make-up
 - i. Partnership with film
 - ii. Basic understanding 8 hours a day for 1 week
 - iii. Airbrush make-up for 180 hours
 - b. Natural styles for ethnic hair
 - c. Wigs
- Would students receive a better education from module learning or throughout course?
 - a. Learning and revisiting subject matter/building on each subject matter in each course.
- Meeting adjourned at 4:18 pm.