

**Northland Pioneer College Cosmetology Advisory Board Minutes**  
**Monday, October 7, 2013**  
**4:30 – 6:00 p.m.**

**Community Members Present:**

Lisa Aragon  
Mosty Bauer  
Lacey Kaufman  
Matthew Pino  
Justin Ray  
Sean Stephens  
Mike Nguyen  
Tal Nguyen

**NPC Staff Present:**

Peggy Belknap  
Autom Christensen  
Sam Ferryn  
Barbara Hicks  
Ann Hilliard  
Julie Peck  
Chloe Reidhead  
Cosmo Students: Ashley, Coco, Leah Nichole

**Business:**

Greetings and Introduction:  
Ms. Chloe welcomed everyone. Introductions made

**Discuss Industry and Economic Updates:**

Ms. Chloe asked if salon business is improving.  
Sean-very consistent business, very busy, doing very well  
Mosty-business doing well, economy is not hurting them; she refers a lot of walk-ins to college.  
Mathew-doing very well, had to add another station  
Lacey-doing the same, would like to find more people to work in her salon  
Ferryn-had a student just open a salon, has two of their students working for her  
Justin-business picking up a lot, have had a lot of equipment sales for salons to build business, noticed a lot of people are beginning to travel. Trend has been up, company up 10% nation wide

## **New Trends?**

Sean-Ombres every day and asymmetrical cuts very popular.

Mathew- starting to do Ombres a little more, but his clientele is older. He has done the Baliage Technique for years.

Autom asked Sean if he has a younger clientele-yes they do, teens to thirties

## **Review Program Updates:**

- Cosmo facilities remodeling  
Training students in the spa area.  
Winslow-added a classroom for more room to work, added a facial room for more privacy  
St. Johns added a handicap parking lot, finished the classroom, privacy for facial room  
WMC-remodeled bathrooms and facial room added. Through Carl Perkins, purchased Pedi station and shampoo chairs. Really appreciate Carl Perkins. Want students to be more repaired for the field.  
Ann-Justin has been really helpful with ideas, beauty show discounts.  
Leah noticed since the new equipment we have a lot of requests for facials and pedi's
- Equipment purchases through the Carl Perkins Grant: Pedi station and shampoo chairs
- **Product retail updates**

3-5 years trying to sell retail, we are progressing; right now we have been approved for salon software. The college wants to make sure we have our inventory under control. We have a business plan and then approval from the president of the college

Peggy-we planned it in the college budget. We understand it is an important part of the student's education. We had to show the comptroller that we will be prepared.

Justin-the salon program will help with color inventory.

Autom -how much training will we need?

Chloe- IS will be trained first, the software will also record what we do on the clients. Does anyone use this salon software?

Matthew-I am thinking of getting this to control inventory and keep clients files organized.

Peggy asked if Mosty uses salon software, she said they use IRIS; it is very user friendly and does a lot for the salon, mainly for the front desk.

- **300-hour Introduction to Cosmetology Course**

Ms. Chloe- we changed our curriculum and took theory out of the first 300 hours so students can get more practical experience. The instructor will have more hands-on time with the students. Ms. Chloe teaches NAVIT am part-time students and she loves the change. She thinks the students are much more prepared.

Ms. Autom enjoys it very much because you do have more time to teach the students.

Peggy wanted to know if everyone knows about the NAVIT program. Some did not, so she explained. Ann said you have to keep track of the part-time students and make sure they get the instruction required.

Ms. Chloe- what about the other faculty? How do you like the 300 hour course?

Ferryn- LCC likes it.

Julie-I like it this year you have to learn how to do it correctly.

Ferryn-they go thru the book 3 times now instead of 4 times

Lacy-how many hours do you have to have that are just for theory hours?

Autom-an adult student completes it barely

Chloe-full time adults still get a theory, part-time students only get the 300 hours the first semester.

Peggy-NAVIT will not finish in 4 semesters

- **Cosmetology Instructor Program**

Ms. Chloe-Two semesters ago we had a Cosmo instructor program because we were shorthanded. We had 6 student instructors sign up. 1 moved to phoenix, 1 is a salon owner, so we still are short- handed. The instructor must have an instructor license. We will be starting the instructor program, will try for January, we have 6 people on the list. There must be 650 hours.

Peggy-is there another option?

Chloe- if you have five years of experience you can challenge the board to get a license.

Matthew-when he went to Cosmo school instructors went to school with the students. You just worked with the students

Chloe -you have to have 80 hrs. with an instructor first.

Autom we have learning outcomes that we have to meet as an accredited school.

Barb-many times when they challenge the test they come in with their bad habits. We have to learn the basics, when instructors came through they wanted to teach everything in trend. Our job as instructors is to teach the basics of cosmetology.

Lacey- how many instructors are you looking for?

Chloe-we are looking for substitutes. When our numbers are so high on the floor, we would hire an adjunct.

Peggy-I would like to see more adjunct faculty to keep the college open at night and run evening programs. Would like to have evenings opened for students.

Chloe-there will be no Cosmo summer school.

Lacey- what are the exact qualifications?

Chloe-must be in the industry for 5 years petition the board.

Autom-can we get clarification?

Chloe- we might do a prep course

Justin- there is an advantage to having a stylist that has more experience; you will get a higher quality person.

Julie-I was a stylist for seventeen year before I got my instructor license. You learn how to be customer oriented.

Peggy- what you need to teach in the prep class is how to instruct  
*(Much more discussion about the instructor program)*

Peggy-what if we run it on Sunday and Mondays?

Julie-I don't think that would work in this community- having it on Sunday

Justin-I think they should teach from the lesson plan and have someone shadowing them.

Mathew-if we watch how you are instructing we will pick it up.

Lacy- I do the peer mentoring program for NPC and have a lot of kids shadow me at the salon. It helps me get used to the teaching aspect.

- **Advanced Education – Justin**

Justin- has been working to bring classes to us.

Justin -the students themselves will pay the instructor for those particular alternative hours. The first is Johnny B. 750.00 dollars a day; the students would split the price of the instructor. All of the classes are pretty rather expensive. In order to offset the expense, Matthew and Sean went to New Orleans to train and they can teach the students for alternative hours. Joico and ISO.

Autom-can we invite the community to offset the cost?

Justin-then they would send two instructors. It takes a lot to become an educator, they will be able teach all of the class. Sean uses ISO Matthew uses Joico.

Chloe-the students can have 320 hours of alternative training

Sean-is there plenty opportunity for the students to use the 320 hours?

Chloe-no, they get maybe 75 hours they cannot use up the 320 hours

Sean-what about using the students to volunteer for the community?

Chloe-state board will not allow it. Nazcare and discovery clients come in.

Lacey- we did styles for the car show

Justin-can you include business skills such as writing skills? Can they take business courses as alternative hours?

Chloe -that may be a good alternative

Peggy- they cannot double dip with classes, it would have to be a separate class

Julie- can they become dual enrollment students?

Peggy- they are already getting their core classes

Justin -how many students are going for their AA?

Peggy- last year we had around 10, all received their certificates, instructors have to get their AA degree

Matthew- can they work for the salon on Saturday for alternative hours?

Chloe- the salon has to be closed

Matthew- we need more educators in this area.

Julie -I would like to have extra education on skin care or nails. Would love to have someone coming in to teach these types of classes.

Autom -the students respond well to someone new

Mosty -is the nail program on board yet?

Peggy- no, we do not have an instructor. We have to grow our own instructors.

Sean- in seeking out recruitment, have you thought of having someone recruit people to come to the college to be an instructor?

Ann- if we do the challenge course we could market it for recruiting

Barb- I get promotions in the mail for recruitment of instructors.

Sean -if you go into the salons and talk to people there would be some that are interested

Lacy -the mentor program consists of business and professionals within the community who go to the college for 2 hours every month to teach about their business. You would have the opportunity to teach new techniques. You don't get paid but you get to know the students.

Julie -I am excited about the possibility of having male instructors. The men I talk to need a strong male influence from someone in the business. Having males here would help us grow.

### **Community Roundtable Discussion from Industry and Community Members**

Justin-I ask students when they leave how the Cosmo program can improve. The students say they need consistent instruction on how to cut hair, for example. They are told how to cut hair or color or perm many different ways, they need to learn one way and have the instructors teach one way.

Peggy- the students also benefit from learning different techniques but I see how that would be frustrating for the students.

Justin- the students are trying to please the instructor and they are not learning the correct basic technique.

Nicole (student)- when she came out of the classroom she was timid, but the instructors give their own style of instruction and one of those ways might make sense for her.

Chloe- we are trying to teach a certain way, if the student is struggling we try to make sure they are doing it the way they are taught in the classroom.

Matthew- does a Dolly program at the salon. I have taught them the same five haircuts and I teach them all the same and they must master each cut before they learn the next cut.

Justin- Matthew is giving them confidence and mastery to know they can make that particular cut every time.

Peggy- this is great advice they are giving them

Sean -what other events do you do beside the Hair show?

Chloe- we are doing a career fair and Skills USA.

Justin- once Matthew and Sean are trained, they can give shows at the career fair.

Sean- do the students make tips? Can the tips go on credit card?

Chloe and Peggy- no because all the money goes into the education fund and there is no way to generate that money back

Sean- I came and got a facial and I was very impressed on the smooth operation

### **Final comments**

Lacy- I have noticed a couple of things. When I went back to school we had to be ready, well dressed, and hair and makeup had to be done before students came to school. Some former students want to do hair and makeup when they arrive for work. The students are showing up unprepared for work.

Ferryn -I think there were a lot of good ideas especially with ISO and Joico.

Justin- I am looking forward to the retail and salon software installation, starting with inventory control. Knowing how many haircuts you do and how much money you make.

Julie- I thank everyone for coming and giving us your time.

Mosty- Thank you for inviting me. I have hired NPC massage students and they are fabulous. I am waiting for NPC to start a nail program so I can hire students.

Barb- Nail Tech students tend to drop out because they do not want to commit to the 600 hrs. we had three that came last time. There has to be an 8 hour day.

### **Dismiss**

Chloe thanked everyone for taking time to come and she will work on all the suggestions offered this evening.

Peggy- you do not have to wait for the next meeting, you can send us an email or call us and continue to share your thoughts.

Thank you for attending– Please drive safely!