

**El Camino College**

**2018  
CAREER AND TECHNICAL EDUCATION (CTE)  
2-YEAR REVIEW**

**INDUSTRY and TECHNOLOGY**

**COSMETOLOGY**



**DEAN:**

David Gonzales

**CONTRIBUTORS:**

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## CAREER AND TECHNICAL EDUCATION (CTE) – 2-YEAR REVIEW

### Supplemental Questions

*CTE programs must conduct a full program review every 4 years. The comprehensive program review includes responses to the CTE supplemental questions below. Every two years (once between full program reviews) these supplemental questions must be answered and submitted to Academic Affairs for posting on the College website.*

***Use labor market data, advisory committee input/feedback, and institutional and program-level data to respond to the following questions:***

- 1. How strong is the occupational demand for the program?** In your response, describe any changes in demand over the past 5 years and discuss the occupational outlook for next 5 years. Provide applicable labor market data (e.g., US Bureau of Labor Statistics, Employment Development Department) that address state and local needs.

In our findings for the occupational demand has a favorable growth rate within the next five years from 2018 to 2022. The overall growth rate is expected to increase by 10.6% by the year 2022. The Employment demands for barbers is projected to grow 9% from 2018 to 2022. The employment demands for Cosmetologists are projected to grow 10% from 2018 to 2022 and Makeup artists are expected to grow 12%. All occupations are at average growth rates. Growth rates will vary by specialties and consumer demands and trends. The demand for skin care, barbering and advanced hair treatments has continued to rise and is a trend that is expected to continue with in the next 10 years.

- 2. How does the program address needs that are not met by similar programs in the region?** In your response, identify any distinctive components of the program (e.g., curriculum, facilities, and resources) and/or describe any unique contributions the program or its students/graduates make to the community served.

We have an unwavering commitment to serving the professional community. We strive for excellence in all areas of the program, from public health advocacy to customer service satisfaction. The quality of our program is rooted in hands-on education and cosmetology training, as well as a strict adherence to State board regulation.

The mission of El Camino College Cosmetology Program is to offer the latest in cosmetology education along with business and technology classes, which will center on the objective of developing students' proficiencies, goals and attitudes through industry-related educational experiences. The new Esthetician course is a 600 hour program slated to begin in the Spring of 2019. We have two highly-trained esthetician instructors who bring industry experience in launching and sustaining a new program.

We have also developed a new barbering course to implement into the curriculum. This is unique to ECC Cosmetology Program as this offers a comprehensive program for students to maximize their opportunity for growth in the industry. We would be the only community college in this region to offer an accelerated barbering program in conjunction with the completion of 1600 hours required for the Cosmetology program.

- 3. What are the completion, success, and employment rates for students in the program?** In your response, identify the standards set by the program and discuss any factors that may impact completion, success, and employment rates among students in the program. Describe the status of any action plans for maintaining/improving rates relative to such benchmarks.

The Board of Barbering and Cosmetology requires that students complete 1600 hundred hours before taking the state exam. The program is designed for students to complete 1600 hours within 14 to 24 months.

Out of 60 students that started in the same cycle, 60 % of them completed the program in 14 months in 2017-2018. The other 40 % completed the program within 24 months due to scheduled night program hours, financial setbacks or life issues. Night program students earn less hours per week than day time students. All students will receive a certificate after completing level 2 and 3 in the cosmetology program. In 2016-17 year 36 certificates were issued.

After students' successfully complete the 1600 hundred hours in the program they are ready to take the State examination. Students can take the test 3 times in the same year. The pass and fail rates for the most current quarter is as follows for the El Camino Cosmetology Department:

April 1, 2018 to June 30, 2018

Written Examination	Passed (8) 53%	Failed (7)47%
Practical Examination	Passed (9) 69%	Failed (4) 31%

As a department, we have researched our equity gaps which have contributed to our students who are not successful on the State Board level and are planning strategies that will help those students pass both parts of the State Board test on the first time. We have taken consideration that many of our students come from an underserved population. As part of our strategies we have discussed how instructors can provide inner department tutoring for students that need more technical training.

- 4. List any licensure/certification exam(s) required for entry into the workforce in the field of study and report the most recent pass rate(s) among program graduates.** In your response, identify any applicable performance benchmarks set by regulatory agencies and describe the status of any action plans for maintaining/improving pass rates relative to such benchmarks.

The State Board of Barbering and Cosmetology requires that all students that have completed their hours and credits take the State Board of Cosmetology Exam. This exam consists of two components: a practical exam and a written exam.

State Board of Barbering and Cosmetology statistics from 2010-2014 show that El Camino College Cosmetology (ECCC) passing rate have been inconsistent. A closer examination of this data set revealed that 80-90% of ECCC students passed the practical examination, while

an alarming rate of roughly 50% failed the written exam. The ECCC department previously utilized the Student Equity Grant to incorporate the Section 4 course to allow students the opportunity to revisit the lecture content prior to the State Board Exam and retain pertinent information. The Section 4 course proved to be highly successful, as evident in the increased passing rates since its implementation. However, due to schedule conflicts and capacity issues, Section 4 was removed. This resulted in a significant decrease in passing rates. The Cosmetology department is currently reevaluating the curriculum to integrate a course that aligns with the spirit of Section 4, while balancing schedule and capacity constraints.

- 5. Are the students satisfied with their preparation for employment? Are the employers in the field satisfied with the level of preparation of program graduates?** Use data from student surveys, employer surveys, and other sources of employment feedback to justify your response.

An informal survey was conducted with cosmetology students to gain current valid input for the cosmetology program in Fall 2018. The survey included the intermediate and advanced students and a few students who have received their license.

The majority of the students are satisfied with the preparation for the State Board licensing and employment preparation. Of the 32 students that were surveyed, 3% of the students were not satisfied with the employment preparation which indicates 97% of the students are satisfied with employment preparation. The cosmetology program invites industry professionals to share their expertise in a real world working environment and to make employment connections. Students are also encouraged to continue their education in their professional growth. According to our advisory meeting, some employers are basically satisfied with our program graduates but, have suggested that the program emphasizes on upselling product and social skills. Some employers were not satisfied because they felt that students needed more practical training and needed to be more tech savvy.

- 6. Is the advisory committee satisfied with the level of preparation of program graduates? How has advisory committee input and feedback been used in the past two years to ensure employer needs are met by the program?** Describe the status and impact of any advisory committee recommendations.

The committee members were satisfied that majority of our students are completing the 1600 hours course program; however, they all agreed that there's always room for improvements in the technical skill area. The cosmetology department is currently working with the Dean in our division on improving the curriculum, to meet the employer needs in improving our student's technical skills from introductory to advanced level classes. From this point we will be able to generate questions that are pertinent for student's success and make connections to committee inputs and feedbacks that can be used for the next two years CTE supplemental questions.

The fall 2018 curriculum will serve as a guideline and starting point in improving our student's technical skill levels. The advisory committee members made several recommendations for our department to focus on. 1) Students' needs more hands-on technical skills; 2) students' needs to be more technological savvy; and 3) students' needs to work on social skills interaction with the public. These three recommendations will be a part of our fall 2018 curriculum for improving our student's chances for employment with efficient technical skills.

**California Education Code 78016 requires that the review process for CTE programs includes the review and comments of a program's advisory committee.**

In Appendices, provide the following information:

- a. **Advisory committee membership list and credentials.**
- b. **Meeting minutes or other documentation** to demonstrate that the CTE program review process has met the above Education Code requirement.

**APPENDIX A**  
**Advisory committee membership list and credentials**

Jessica Davis- Hair stylist Spa 313

Unique Dandridge- Unleashed

Lloyd Encarnacion- Lloyds' Barber Shop

Cherry Phan-Nail Boss Salon

Ashely George- Regis Corporation Super Cuts

Andrea- Regis Corporation Super Cuts

Evelyn – Creative Cuts Hair Salon

Shirly Refro- Clarins Business Manager

## APPENDIX B

### Advisory committee meeting minutes and other documentation

Advisory Board Committee Meeting  
Cosmetology Minutes  
April 29, 2018  
6:00 p.m. – 7:30 p.m.

**Faculty:** Merriel Winfree, Charlene Brewer-Smith, Bruce Tran  
**Adjunct:** Michele Cooper, Veronica Stevens  
**Staff:** Phil Mariano

#### **ADVISORY COMMITTEE MEMBERS & AFFILIATIONS:**

1. Jessica Davis – Spa 313 Beauty Salon
2. Unique Dandridge – Unique Unleashed LLC
3. Lloyd Encarnacion – Lloyds' Barber Shop
4. Cherry Phan – Nail Boss Salon
5. Ashely George – Regis Corporation Super Cuts
6. Andrea – Regis Corporation Super Cuts
7. Evelyn - Creative Cuts Hair Salon
8. Shirley Rehfro – Clarins Business Manager

**A. CALL TO ORDER:** Charlene Brewer-Smith introduced the full-time faculty members to the advisory committee members, had everyone to sign-in, and update contact information on the roster provided. From there the committee members introduced themselves and company affiliation.

**B. EXPLAIN DATA:** Charlene Brewer-Smith went into explaining the data on Regional Trends, Certificates, Degrees, Industry Growth, and how these areas impact our department decisions, about Student Learning Outcomes, Program Review and CTE programs. The topics ignited interesting questions from the committee members who wanted to know more about our program. We spent a fair amount of time collaborating, sharing, and conversing about how important the industry plays in shaping and impacting our programs. We also went into great details about how our students can receive an Associate in Science degree in cosmetology by completing cosmetology courses, and six academic courses to fulfill requirements. Bruce Tran explained the difference between Certificates of Achievement and Certificates of Accomplishment that students received after completing the freshman class and the program. We advised committee members that we are launching an Esthetician program fall 2018, and that we are in the process of creating a Barbering Cross-over program



for our cosmetology students who have completed 1600 clocked hours and for the surrounding community.

### **C. New Courses, A.S. Degree, Certificates of Achievement and Accomplishment:**

#### **Cosmetology:**

- **AS Degree**
- **Certificates of Achievement Level II**
- **Adding Cosmetology 2D & 6**

#### **Barbering:**

- **AS Degree**
- **3 new courses**
- **1500 clocked hours**
- **Certificate of Achievement**

#### **Cosmetology Cross Over Program**

- **Cosmetology to Barbering**
- **200 clocked hours**
- **Creating Certificate**

**D. COMMITTEE QUESTIONS:** Bruce Tran, Merriel Winfree and Charlene Brewer-Smith created six questions for the advisory committee members to answer and discussed during the meeting. These questions were geared toward how the industry is changing, and what future trends should the department be teaching to help students become employable after completing the program? The questions below were discussed during the meeting:

1. Are employers satisfied with the level of preparation of graduates from our program?

No. Students need more hands-on practical training.  
Students need to be more tech savvy.  
Students need to work on social skill with interacting with clients.

Yes. Some committee members are satisfied with student's skills level from our program.

2. What would you like to see in a new graduate portfolio?

Committee members like to see students with portfolio of their work; however, they are more concerned with skills level, students willing to learn, and social medial type of haircuts they are comfortable performing.

**3. What are graduates lacking in the interview process?**

Students are lacking in dressing properly for interviews, confidence, and polished photographs for their portfolio.

**4. What skills set would you like to graduates to have at an entry level position?**

Basic business knowledge and social skills.

**5. What is the trending style in hair, make-up, nails, and skin?**

Natural hairstyles, tattoo eyebrows, and barbering skills.

**6. Is cellular phone an issue at work?**

- Absolutely! The cellular phone should be allowed for photos but not while working on clients.
- Yes, learn to balance using phone for business promotions.
- It depends on the person social media, it's important but there's a time and place for personal phone time.

**E. ADVISORY RECOMMENDATIONS:**

- Creating business courses
- Creating social skill courses

**F. FACULTY RECOMMENDATIONS:**

Faculty members will work on developing pertinent questions for the next advisory meeting that is industry related in supporting our CTE Program and Program Review questions.

**G. EVALUATION PACKAGE: Completed**

**H. ADJOURNED - 7:45 p.m.**