**Esthetics, Manicuring/Nail Technology, Natural Haircare Specialist, and Cosmetology Instructor Technical Standards**

**Purpose Statement**

All students in the Esthetics, Manicuring/Nail Technology, Natural Haircare Specialist, and Cosmetology Instructor program are expected to meet certain technical standards essential for successfully completing all program phases and reflecting industry requirements and standards. To verify the student’s ability to perform these essential functions, students may be required to demonstrate the technical standards below.

Meeting these technical standards does not guarantee employment in this field upon graduation. The ability to meet the program’s technical standards does not guarantee a student’s eligibility for any certification exams or successful program completion.

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| Technical Standard | Definition of Standards | Examples |
| Critical Thinking/Problem Solving Skills | Abilities are sufficient for the classroom, lab, and work in industry situations. | * Read and apply information from lectures, textbooks, and audio/visual materials. * Follow and practice the rules and regulations of the North Carolina Board of Cosmetic Art Examiners. * Evaluate client reactions/responses and make sound conclusions. * Develop and implement a service and maintenance plan. * Analyze product instructions/ingredients for proper usage according to the manufacturer’s directions. * Measure and calculate the correct amount of products according to the manufacturer’s directions. * Analyze and utilize Safety Data Sheets (SDS) materials properly. * Properly analyze hair and skin and prescribe appropriate services and products. * Apply color theory to achieve the desired result. * Demonstrate short-term and long-term memory when designing and/or completing hair, skin, and nail services. * Apply knowledge skill set in hygiene, infection control, and safety during personal and salon practices. * Apply fundamentals of hair, skin, and nail structure and chemistry. * Detect and administer correct and safe procedures for skin, hair, and nail disorders. * Apply safe practices before, during, and after all services. * Collect data, prioritize needs, and anticipate reactions. * Maintain attention to detail. |
| Interpersonal Skills | Behave appropriately in both self-directed and shared learning environments.  Possess personal qualities of integrity, concern for others, compassion, interpersonal skills, and motivation. | * Work cooperatively with partners and groups. * Demonstrate appropriate impulse control and professional level of maturity. * Follow through with responsibilities. * Demonstrate time management skills. * Work diligently and devote the necessary time to complete tasks. * Persist on difficult tasks. * Exercise good judgment. * Remain calm while under pressure in a stressful environment. * Exhibit behavioral and ethical skills appropriate to professional interactions. * Respect and care for everyone whose appearance, condition, beliefs, and values may conflict with your own. |
| Communication Skills | Abilities are sufficient for interaction with others in verbal and written form. | * Express information coherently and sensitively to clients/students. * Demonstrate listening skills. * Provide accurate and legible handwritten or computer-entry written reports in a timely manner. * Maintain clear, concise client records. * Speak clearly, distinctly, and orally communicate to people face-to-face and up to 10 feet away. * Adequately perform client consultation, providing the proper service within the time allotment. * Obtain information from oral and written sources. * Follow verbal and written instructions. * Perceive non-verbal communication. * Interact with individuals from a variety of social, cultural, and intellectual backgrounds including clients, peers, and other salon/spa professionals. |
| Coping Skills | Possess coping skills sufficient to maintain composure in stressful situations. | * Adapt rapidly to changing environments and/or stress. * Solves personal and interpersonal problems. * Minimize stress and conflict. * Balances internal needs and external demands. * Respond appropriately to constructive feedback. |
| Mobility/Motor Skills | Physical abilities are sufficient to move in one’s environment with ease and without restriction.  Gross and fine motor abilities are sufficient to provide safe and effective cosmetic art skills. | * Operate tools, machinery, and equipment safely and efficiently. * Operate small tools associated with intricate, detailed, cosmetic arts services; including, but not limited to, the use of tweezers, hot wax applications, etc. * Demonstrate full manual dexterity of the upper extremities including hands, arms, and shoulders. * Position and maneuver while servicing spa clients/guests, including bending and stretching. * Stand and/or walk up to 10 hours a day, with or without breaks. * Perform repetitive tasks for long periods of time. * Reach above shoulder height. * Perform skills at varying heights. * Perform chemical treatments from start to finish within prescribed time constraints for safety reasons. * Lift, handle, and transport materials and equipment which can weight up to 50 pounds. * Hand/eye coordination. |
| Auditory Skills | Auditory abilities are sufficient to work effectively and safely. | * Discern the instructors direction in a noisy salon lab environment. * Detect timers and equipment alarms. |
| Visual Skills | Visual ability (corrected or not) is sufficient for observation, assessment, and safety necessary in both online and classroom environments. | * Ability to see videos in the classroom, online, and lab environment. * Read product and ingredient labels, including Safety Data Sheets (SDS). * Read client/guest intake forms and records. * Observe hair, skin, and nail texture. * Examine hair, skin, and nails prior to contact for evidence of disorders. * Detect slight differences in color or form. * Apply products, make-up, treatments, or hair removal techniques to clients’ faces and bodies. * Observe and replicate instructor-demonstrated procedures and treatments. |
| Tactile Skills | Tactile ability is sufficient for analysis/assessment of physical attributes to provide services. | * Feel hair, skin, and nail textures. |
| Environmental | Possess the ability to tolerate environmental stressors and to function safely in a salon environment. | * Perform skills frequently indoors and occasionally outdoors. * Demonstrate skills for prolonged periods amidst sharp tools, electrical equipment, noise, chemicals and toxins, dust, moisture, and heat. * Tolerate odors and fumes associated with salon/spa services, including products, chemical services, disinfectants, and artificial nail applications. * Work in areas that are in close proximity to others. * Use steps, stairs, and ramps as needed. * Work/stand on slippery and/or uneven surfaces. * Handle disinfectants for proper infection control of salon/spa equipment, tools, aterials, and facilities. * Lab work performed at inconsistent hours. * Maintain attention to detail by keeping the workstation clear and using infection control procedures throughout client/guest services. * Ensure all tools are placed in a safe place so as to not cause injury. |
| Emotional/Behavioral | Emotional stability is sufficient to maintain composure in stressful situations and assume responsibility/accountability for actions. | * Adapt rapidly to changing environments and/or stress. * Calmly receive feedback. * Demonstrate professionalism, integrity, and honesty. * Work independently with minimal supervision. |

In the case of an otherwise qualified individual with a documented disability, appropriate and reasonable accommodations will be made unless doing so would fundamentally alter the essential training elements, cause undue hardship, o produce a direct threat to the safety of the patient or student.

Beaufort County Community College is dedicated to providing equal opportunities to all individuals regardless of race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, gender identity or other legally protected category. The College will provide all qualified individuals reasonable accommodations in the work and educational environment and ensure equal access to all College programs, activities and facilities. The College does not discriminate in admissions, educational programs, or employment on the basis of any factor outlined above or prohibited under applicable law. The College is committed to creating and maintaining an environment free of discrimination that is unlawful or prohibited by College policy. For detailed information or to request accommodations visit Support Services at <https://www.beaufortccc.edu/student-life/accessibility-services>. An appointment is recommended prior to enrollment in order to discuss any special concerns.

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