

Hairstyling and Aesthetics, Grade 12

Workplace Preparation

TXJ4E

This course enables students to develop increased proficiency in a wide range of hairstyling and aesthetics services. Working in a salon/spa team environment, students will strengthen their fundamental cosmetology skills and develop an understanding of common business practices and strategies in the salon/spa industry. Students will also expand their understanding of environmental and societal issues and their knowledge of postsecondary destinations in the hairstyling and aesthetics industry.

Prerequisite: Hairstyling and Aesthetics, Grade 11, Workplace Preparation

A. HAIRSTYLING AND AESTHETICS FUNDAMENTALS

OVERALL EXPECTATIONS

By the end of this course, students will:

- A1.** demonstrate an understanding of aspects of human physiology that are relevant to hairstyling and aesthetics;
- A2.** demonstrate knowledge of the chemical properties of hairstyling and aesthetics products and their physical effects on hair, skin, and nails;
- A3.** demonstrate an understanding of effective business practices and strategies for salon/spa operators, managers, and owners.

SPECIFIC EXPECTATIONS

A1. The Physiology of Hair, Skin, and Nails

By the end of this course, students will:

- A1.1** describe the physiological properties of hair, skin, and nails, as identified through research (e.g., *hydrogen and sulfur bonds; end bonds; capacity for absorption, sensation, and excretion; function within the circulatory system; growth patterns*);
- A1.2** use correct terminology to discuss the properties of hair, skin, and nails (e.g., *hair: trichology, hypertrichosis; skin: sudoriferous glands, sebum; nails: onyx, onychosis*);
- A1.3** describe symptoms of and treatments for diseases and disorders of the hair, skin, and nails (e.g., *hair: lice, dandruff [Pityriasis capitis], alopecia, canities; skin: boils, acne, tinea, scabies; nails: hangnail [agnail], wavy ridges, fungus, ingrown nail [onychocryptosis]*).

A2. Chemical Components and Related Issues

By the end of this course, students will:

- A2.1** identify and describe potential negative effects (e.g., *hair breakage, skin irritation, allergic reaction*) of chemical applications to the hair, skin, and nails (e.g., *hair: colouring, lighteners, soft curl texturizers; skin: alphas hydroxy acids [AHA], topical solutions; nails: artificial nails, nail polish removers*);

- A2.2** use a pH chart to summarize the differences between the acid and alkaline levels of a variety of hair and skin products (e.g., *permanent wave solutions, shampoos, peroxides, skin care products*) and explain how these products affect the hair, skin, and nails;

- A2.3** describe chemical changes that take place during hairstyling procedures (e.g., *oxidation-reduction reactions, breakdown of sulfur bonds, action of sodium hydroxide, action of lighteners/hair colours and neutralizers*).

A3. Business Practices and Strategies

By the end of this course, students will:

- A3.1** identify the business and entrepreneurial procedures involved in operating and/or opening a business in the hairstyling and aesthetics industry (e.g., *developing a business plan, arranging a lease and contracts, registering the business, managing commissions, controlling inventory, arranging insurance coverage*);
- A3.2** describe marketing techniques and strategies used in the hairstyling and aesthetics industry and evaluate their effectiveness;
- A3.3** identify and describe a variety of uses of computer software in the hairstyling and aesthetics industry (e.g., *for design/image makeover, scheduling, billing, marketing*);

A3.4 identify important requirements of professional ethics and customer relations in the hairstyling and aesthetics industry (*e.g., client confidentiality, use of approved products and equipment, use of accredited employees, complaint/conflict-resolution strategies, up-selling strategies, professional etiquette*) and explain the legal and business implications of non-compliance with these requirements (*e.g., loss of business, loss of reputation, potential lawsuits for violating privacy laws*);

A3.5 explain the importance of literacy skills (*e.g., for understanding manufacturers' directions, WHMIS labels, and information sheets*) and mathematical skills (*e.g., for measuring application amounts, calculating cash transactions and commissions, budgeting, accounting*) in the hairstyling and aesthetics industry.

B. HAIRSTYLING AND AESTHETICS SKILLS

OVERALL EXPECTATIONS

By the end of this course, students will:

- B1.** use professional techniques to perform salon/spa services that meet industry standards;
- B2.** demonstrate complex and innovative hairstyling and aesthetics design techniques;
- B3.** use a variety of approaches to meet the hairstyling and aesthetics needs of a diverse clientele professionally and effectively;
- B4.** demonstrate exemplary practices for maintaining a safe and healthy work environment for students and clients.

SPECIFIC EXPECTATIONS

B1. Performing Salon/Spa Services

By the end of this course, students will:

- B1.1** perform effectively a variety of fashion cuts that accentuate clients' best features, using techniques that meet industry standards (*e.g., texturizing, point cutting, blending, razor cutting, tapered cutting, blunt cutting, layer cutting, clipper cutting*);
- B1.2** perform services that chemically alter the structure of hair (*e.g., hair colouring/highlighting, chemical texturizing*) using a variety of techniques;
- B1.3** use skin and hair analysis procedures to identify and provide the most suitable service for the client, using the most appropriate products, equipment, and techniques (*e.g., manicures, pedicures, skin treatments, eyebrow shaping, make-up application, hair removal, thermal styling, wet styling, wig and hair enhancement, chemical treatments, hair cutting, corrective treatments, creative competition styles, fantasy designs*).

B2. Creating Designs

By the end of this course, students will:

- B2.1** propose and plan hairstyling and aesthetics styles and procedures for clients (*e.g., develop appropriate style designs; sketch styling and cutting patterns*);
- B2.2** apply colour theory concepts (*e.g., colour wheel, "warm" and "cool" shades, complementary colours*) in planning and performing hairstyling

and aesthetics services (*e.g., hair colour formulations, make-up selections*);

- B2.3** create hairstyling and aesthetics designs that demonstrate an understanding of fashion and cultural trends and preferences;
- B2.4** use a design process to create increasingly complex or challenging hairstyling and aesthetics proposals for various situations (*e.g., competitions, seasonal occasions, special events, requests for custom nail designs*);
- B2.5** use a design process to create increasingly complex or challenging make-up application approaches and techniques appropriate to various purposes and/or contexts (*e.g., special occasion, glamour, fantasy, camouflage, classic or culturally specific make-up; make-up to simulate the "look" of various historical periods*).

B3. Meeting the Needs of Clients

By the end of this course, students will:

- B3.1** identify the hair and skin characteristics (*e.g., texture, porosity, elasticity, density*) of individual clients and the most appropriate products and services to meet each client's needs;
- B3.2** use a consultation process that draws on a variety of sources of information (*e.g., client record, product information, colour chart, fashion magazines*) to identify appropriate services for different types of clients (*e.g., within the school or community*);

B3.3 advise clients on home care and preventive measures for the treatment of hair, skin, and nail abnormalities;

B3.4 use constructive conflict-management strategies and problem-solving skills when interacting with difficult clients or co-workers in problematic situations;

B3.5 use money-management and record-keeping skills (*e.g., for tracking commissions, tips, taxes, retail transactions, appointments, inventory*) to ensure that hairstyling and aesthetics services are provided in a businesslike manner.

B4. Maintaining a Safe and Healthy Work Environment

By the end of this course, students will:

B4.1 use safe and healthy work practices in performing hairstyling and aesthetics services (*e.g., proper handling of equipment, monitoring of contra-indications and benefits for all treatments and products*);

B4.2 identify and report potential problems that might lead to an unsanitary, unsafe, or unhealthy work environment (*e.g., problems related to electrical cords, spillage, chemical products, contaminated tools, inadequate ventilation, contact with blood or body fluids, disposal of syringes*);

B4.3 use ergonomic work practices to reduce health risks for self and clients (*e.g., adjust stools, tables, chairs, aesthetic beds, and/or trolleys to the optimum height*);

B4.4 demonstrate an understanding of procedures for maintaining a safe and productive work environment (*e.g., develop an inspection routine and a safety checklist for tools and operations*) and engage in professional activities that will keep them informed about the most current health and safety practices and issues in the industry (*e.g., read current professional literature, join professional associations*);

B4.5 explain why regular exercise and good nutrition (*e.g., as outlined in Eating Well with Canada's Food Guide [2007], as well as Eating Well with Canada's Food Guide: First Nations, Inuit and Métis, and the various cultural adaptations of Canada's Food Guide available from the Ontario Public Health Association*) are important for maintaining healthy hair, skin, and nails and personal wellness.

C. INDUSTRY PRACTICES, THE ENVIRONMENT, AND SOCIETY

OVERALL EXPECTATIONS

By the end of this course, students will:

- C1.** evaluate practices and products in the hairstyling and aesthetics industry in terms of their impact on the environment;
- C2.** evaluate the hairstyling and aesthetics industry in terms of its impact on society.

SPECIFIC EXPECTATIONS

C1. Industry Practices and the Environment

By the end of this course, students will:

- C1.1** summarize best practices for the safe handling, recycling, and disposal of waste (*e.g., use of biodegradable products and refillable containers, proper methods for storing and disposing of products and chemicals*) and develop a method (*e.g., a checklist*) for evaluating/monitoring the practices of individual salons/spas;
- C1.2** evaluate the hairstyling and aesthetics industry in terms of its use/non-use of environmentally friendly practices and products (*e.g., use of recycling programs for mannequins; use of non-toxic versus carcinogenic/toxic ingredients; use of energy-saving products*).

C2. Industry Practices and Society

By the end of this course, students will:

- C2.1** assess the beneficial and harmful impacts on society of the hairstyling and aesthetics industry (*e.g., beneficial: enhances people's self-esteem and self-confidence through improvements in appearance; promotes awareness and acceptance of culturally diverse types of beauty; harmful: fosters unrealistic expectations through media and advertising images; encourages over-emphasis on the importance of appearance for social success*);
- C2.2** identify sources of work-related stress in the hairstyling and aesthetics industry (*e.g., physical stresses: exposure to chemicals, standing for long hours; social/psychological stresses: irregular hours, working evenings and weekends*) and describe ways of dealing with them.

D. PROFESSIONAL PRACTICE AND CAREER OPPORTUNITIES

OVERALL EXPECTATIONS

By the end of this course, students will:

- D1.** explain the purpose of legislation related to health and safety in the hairstyling and aesthetics industry;
- D2.** identify and describe career opportunities and related training and education requirements in the hairstyling and aesthetics industry.

SPECIFIC EXPECTATIONS

D1. Health and Safety

By the end of this course, students will:

- D1.1** demonstrate knowledge of health and safety legislation and regulatory/oversight bodies that govern the hairstyling and aesthetics industry, explain their purpose, and describe how they affect the industry (*e.g., the Food and Drugs Act – Cosmetic Regulations, the Occupational Health and Safety Act, the Workplace Hazardous Materials Information System [WHMIS], the Apprenticeship and Certifications Act [Restricted Skill Sets], the Smoke-Free Ontario Act; the Canadian Centre for Occupational Health and Safety*);
- D1.2** use safe and sanitary work practices to prevent the spread of pathogens and protect their own and others' health (*e.g., sanitize, disinfect, and/or sterilize implements and equipment; work in a well-ventilated space; wear safety glasses and appropriate clothing; handle products correctly; wash hands frequently; use deodorant regularly*);
- D1.3** identify health and safety certification and training that are appropriate for the hairstyling and aesthetics industry (*e.g., first aid, cardiopulmonary resuscitation [CPR], Passport to Safety certificate, automated external defibrillation [AED]*) and organizations that offer health and safety information, training, and certification (*e.g., the Workplace Hazardous Materials Information System [WHMIS], the Red Cross, St. John Ambulance*);
- D2.1** compare and evaluate a wide variety of careers in the hairstyling and aesthetics industry (*e.g., hairstylist, barber, hair colour specialist, chemical technician, nail technician, retail specialist, wig or extensions specialist, aesthetician, salon manager, salon owner, product educator, make-up artist, massage therapist, cosmetic chemist, medi-spa technician, teacher*);
- D2.2** list a variety of methods of identifying employment opportunities in the hairstyling and aesthetics industry (*e.g., searching electronic job banks, reading classified ads, networking, delivering résumés to local businesses, using student services*);
- D2.3** demonstrate an understanding of and apply the Essential Skills that are important for success in the hairstyling and aesthetics industry, as identified in the Ontario Skills Passport (*e.g., problem solving, finding information, computer skills*);
- D2.4** demonstrate an understanding of and apply the work habits that are important for success in the hairstyling and aesthetics industry, as identified in the Ontario Skills Passport (*e.g., teamwork, initiative, customer service*);
- D2.5** maintain an up-to-date portfolio that includes pieces of work and other materials that provide evidence of their skills and achievements in hairstyling and aesthetics (*e.g., Passport to Safety certificate, before-and-after photographs of mannequins and live models, Ontario Skills Passport Work Plan and Transition Plan*), and explain why having a current portfolio is important for career development and advancement.

D2. Career Opportunities

By the end of this course, students will:

- D2.1** compare and evaluate a wide variety of careers in the hairstyling and aesthetics industry (*e.g., hairstylist, barber, hair colour specialist, chemical*