

GENE JUAREZ®

ACADEMY

JOB OUTLOOK SUMMARY

COMPENSATION & JOB OUTLOOK

Earnings ¹

Barbers, cosmetologists, and other personal appearance workers receive income from a variety of sources. They may receive commissions based on the price of the service or a salary based on number of hours worked. All receive tips, and many receive commissions on the products they sell. In addition, some salons pay bonuses to employees who bring in new business.

A number of factors determine the total income of barbers, cosmetologists, and other personal appearance workers, including the size and location of the salon, the number of hours worked, clients' tipping habits, and competition from other barber shops and salons. Cosmetologists or barber's initiative and ability to attract and hold regular clients also are key factors in determining his or her earnings. Earnings for entry-level workers are usually low; however, for those who stay in the profession, earnings can be considerably higher. Although some salons offer paid vacations and medical benefits, many self-employed and part-time workers in this occupation do not enjoy such common benefits.

Cosmetologist Wages ²

Average wages as reported by the Employment Security Dept as of Aug 2018			
	Across WA State	King County	Snohomish County
Annual Average	\$41,422.00	\$44,368.00	\$50,365.00
Average Hourly	\$19.91	\$21.33	\$24.21

Manicurist Wages ³

Average wages as reported by the Employment Security Dept as of Aug 2018			
	Across WA State	King County	Snohomish County
Annual Average	\$31,441.00	\$31,161.00	\$38,582.00
Average Hourly	\$15.12	\$14.98	\$18.55

Tip Reporting - Tip Income ⁴

Gratuities received by the taxpayer for services rendered. Tips of \$20 or more from any one job during a calendar month must be reported to the taxpayer's employer". Publication 1244 contains Form 4070A - Employee's Daily Record of Tips, and Form 4070 Employee's Report of Tips to Employer. Samples of this publication are available in the student resource center.

Knowledge, Skills, Abilities and Work Activities ⁵

Knowledge	Cosmetologist	Manicurist	Instructor
Customer and Personal Service- Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction	X	X	X
English Language- Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar	X	X	X
Chemistry- Knowledge of the chemical composition, structure, and properties of substances and of the chemical processes and transformations they undergo. This includes uses of chemicals and their interactions, danger signs, production techniques and disposal methods.	X	X	X
Education and Training- Knowledge of principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and the measurement of training effects.	X	X	X
Administration and Management- Knowledge of business and management principles involved in strategic planning, resource allocation, human resource modeling, leadership technique, production methods, and coordination of people and resources.	X	X	X
Public Safety and Security- Knowledge of relevant equipment, policies, procedures, and strategies to promote effective local, state, or national security operations for the protection of people, data, property and institutions.	X	X	X
Psychology- Knowledge of human behavior and performance; individual differences in ability, personality, and interests; learning and motivation; psychological research methods; and the assessment and treatment of behavioral and affective disorders.	X	X	X
Sales and Marketing- Knowledge of principles and methods for showing, promoting, and selling products or services. This includes marketing strategy and tactics, product demonstration, sales techniques and sales control systems.	X	X	X
Skills	Cosmetologist	Manicurist	Instructor
Active listening- Giving full attention to what other people are saying, taking time to understand the points being made, asking questions when appropriate, and not interrupting at inappropriate times.	X	X	X
Service Orientation- Actively looking for ways to help people.	X	X	X
Critical Thinking- Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.	X	X	X
Speaking- Talking to others to convey information effectively.	X	X	X
Active Learning- Understanding the implications of new information for both current and future problem solving and decision-making.	X	X	X
Judgment and Decision Making- Considering the relative costs and benefits of potential actions to choose the most appropriate one.	X	X	X
Complex Problem Solving- Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions.	X	X	X
Coordination- Adjusting actions in relation to others' actions.	X	X	X

Skills Continued	Cosmetologist	Manicurist	Instructor
Monitoring- Monitoring/assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.	X	X	X
Instructing- Teaching others how to do something.			X
Learning Strategies- Selecting and using training/instructional methods and procedures appropriate for the situation when learning or teaching new things.	X	X	X
Reading Comprehension- Understanding written sentences and paragraphs in work related documents.	X	X	X
Writing- Communicating effectively in writing as appropriate for the needs of the audience.	X	X	X
Abilities	Cosmetologist	Manicurist	Instructor
Arm-Hand Steadiness- The ability to keep your hand and arm steady while moving your arm or while holding your arm and hand in one position.	X	X	X
Manual Dexterity- The ability to quickly move your hand, your hand together with your arm, or your two hands to grasp, manipulate, or assemble objects.	X	X	X
Finger Dexterity- The ability to make precisely coordinated movements of the fingers of one or both hands to grasp, manipulate, or assemble very small objects.	X	X	X
Oral Comprehension- The ability to listen to and understand information and ideas presented through spoken words and sentences.	X	X	X
Near Vision- The ability to see details at close range (within a few feet of the observer).	X	X	X
Oral Expression- The ability to communicate information and ideas presented through spoken words and sentences.	X	X	X
Originality- The ability to come up with unusual or clever ideas about a given topic or situation, or to develop creative ways to solve a problem.	X	X	X
Speech Recognition- The ability to identify and understand the speech of another person.	X	X	X
Visualization- The ability to imagine how something will look after it is moved around or when its parts are moved or rearranged.	X	X	X
Fluency of Ideas- The ability to come up with a number of ideas about a topic (the number of ideas is important, not their quality, correctness, or creativity).	X	X	X
Speech Clarity- The ability to speak clearly so others can understand you.	X	X	X
Problem Sensitivity- The ability to tell when something is wrong or is likely to go wrong. It does not involve solving the problem, only recognizing there is a problem.	X	X	X
Written Expression- The ability to communicate information and ideas in writing so others will understand.	X	X	X
Deductive Reasoning- The ability to apply general rules to specific problems to produce answers that make sense.	X	X	X
Written Comprehension- The ability to read and understand information and ideas presented in writing.	X	X	X
Inductive Reasoning- The ability to combine pieces of information to form general rules or conclusions (includes finding a relationship among seemingly unrelated events).	X	X	X

Work Activities			
Performing for or Working Directly with the Public- Performing for people or dealing directly with the public. This includes serving customers in restaurants and stores, and receiving clients or guests.	X	X	X
Thinking Creatively- Developing, designing, or creating new applications, ideas, relationships, systems, or products, including artistic contributions.	X	X	X
Updating and Using Relevant Knowledge- Keeping up-to-date technically and applying new knowledge to your job.	X	X	X
Assisting and Caring for Others- Providing personal assistance, medical attention, emotional support, or other personal care to others such as coworkers, customers, or patients.	X	X	X
Getting Information- Observing, receiving, and otherwise obtaining information from all relevant sources.	X	X	X
Establishing and Maintaining Interpersonal Relationships- Developing constructive and cooperative working relationships with others, and maintaining them over time.	X	X	X
Performing General Physical Activities- Performing physical activities that require considerable use of your arms and legs and moving your whole body, such as climbing, lifting, balancing, walking, stooping, and handling of materials.	X	X	X
Lifting: Must be able to lift 50 pounds		X	
Making Decisions and Solving Problems- Analyzing information and evaluating results to choose the best solution and solve problems.	X	X	X
Provide Consultation and Advice to Others- Providing guidance and expert advice to management or other groups on technical, systems, or process-related topics.	X	X	X
Handling and Moving Objects- Using hands and arms in handling, installing, positioning, and moving materials, and manipulating things.	X	X	X
Training and Teaching Others- Identifying the educational needs of others, developing formal educational or training programs or classes, and teaching or instructing others.			X
Coaching and Developing Others- Identifying the developmental needs of others and coaching, mentoring, or otherwise helping others to improve their knowledge or skills.			X
Guiding, Directing, and Motivating Subordinates- Providing guidance and direction to subordinates, including setting performance standards and monitoring performance.			X
Monitor Processes, Materials, or Surroundings- Monitoring and reviewing information from materials, events, or the environment, to detect or assess problems.	X	X	X
Communicating with Supervisors, Peers, or Subordinates- Providing information to supervisors, co-workers, and subordinates by telephone, in written form, email, or in person.	X	X	X
Judging the Qualities of Things, Services, or People- Assessing the value, importance, or quality of things or people.	X	X	X

DEMANDS OF CAREER: COSMETOLOGISTS 5

Tasks

- Keep workstations clean and sanitize tools such as scissors and combs.
- Cut, trim and shape hair or hairpieces, based on customers' instructions, hair type and facial features, using clippers, scissors, trimmers and razors.
- Analyze patrons' hair and other physical features to determine and recommend beauty treatment or suggest hairstyles.
- Schedule client appointments.
- Bleach, dye, or tint hair, using applicator or brush.
- Update and maintain customer information records, such as beauty services provided.
- Shampoo, rinse, condition and dry hair and scalp or hairpieces with water, liquid soap, or other solutions.
- Operate cash registers to receive payments from patrons.
- Demonstrate and sell hair care products and cosmetics.
- Develop new styles and techniques.

PHYSICAL REQUIREMENTS – COSMETOLOGY

Shampooing:

- ❖ Must be able to manipulate the scalp with both hands, stand while bending from the knees and/or waist at the shampoos bowl, walk to and from the service area to the shampoo area, control the shampoo hose, water temperature and pressure during the service.

Haircutting:

- ❖ Must be able to manipulate comb and cutting implements simultaneously in both hands, walk around the head while performing the service, hold the hair away from the head while cutting, and bend from the knees and/or waist while cutting.

Styling:

- ❖ Must be able to manipulate blower and brush in both hands, extend the arms and hands above the client's head while using styling tools, stand and walk around the head, bend the knees and/or back while styling.

Permanent Waving:

- ❖ Must be able to manipulate comb, permanent wave rod and end papers simultaneously with both hands, hold arms and hands above the client's head while wrapping the hair around the rod, stand and walk around the head, bend the knees and/or back while standing, walk to and from the styling area to the shampoo area.

Hair Coloring/Lightening/Chemical Relaxing:

- ❖ Must be able to apply product using a bowl and brush or bottle while holding the client's hair with the opposite hand, hold the arms and hands above the client's head while applying products, stand and walk around the head, bend the knees and/or back while applying product, walk to and from the styling area to the shampoo area.

Facials:

- ❖ Must be able to apply a hair turban using both hands, apply and remove creams and lotions; manipulate the face with both hands while in a sitting position.

DEMANDS OF CAREER: MANICURIST ⁵

Tasks

- Clean and sanitize tools and work environment.
- Schedule client appointments and accept payments.
- Remove previously applied nail polish, using liquid remover and swabs.
- Clean customers' nails in soapy water, using swabs, files and orange sticks.
- Shape and smooth ends of nails, using scissors, files or emery boards.
- Apply undercoat and clear or colored polish onto nails with brush.
- Advise clients on nail care and use of products and colors.
- Assess the condition of clients' hands, remove dead skin from the hands and massage them.
- Soften nail cuticles with water and oil, push back cuticles, using cuticle knife, and trim cuticles, using scissors or nippers.
- Brush powder and solvent onto nails and paper forms to maintain nail appearance and to extend nails, then remove forms and shape and smooth nail edges using rotary abrasive wheel.
- Promote and sell nail care products.
- Decorate clients' nails by piercing or attaching ornaments or designs.

PHYSICAL REQUIREMENTS – MANICURING

Pedicures:

- ❖ Must be able to physically pull the pedicure bed away from the wall.
- ❖ Must be able to pump up and lower the pedicure bed with your leg.
- ❖ Must be able to carry a bowl of water to the sink to dump out. (About 25 lbs.)
- ❖ Must be able to lift 50 plus pounds.
- ❖ Must be able to physically help client in and out of bed.
- ❖ Must be able to stand to release bar, and at the same time with arms and upper body, lower the pedicure bed with the client in it to a laying down position.
- ❖ Must be able to lift the client's legs and dip into the paraffin.
- ❖ Must be able to stand during the hand massage and stand and sit during the pedicure massage.
- ❖ Must be able to move the paraffin pot easily around the room.
- ❖ Must be able to escort client to the bathroom to change into a robe and escort back to pedicure suite.
- ❖ Must have good dexterity.
- ❖ Must be able to move quickly and easily around the pedicure suite.

Manicures:

- ❖ Must have good dexterity.
- ❖ Must be able to escort guest to the paraffin pot and dip their arms into the paraffin.
- ❖ Must be able to get hot towels from hot towel caddy.
- ❖ Must be able to perform massage manipulations with both hands.

DEMANDS OF CAREER: INSTRUCTOR TRAINING ⁵

Tasks

- Supervise and monitor students' use of tools and equipment.
- Observe and evaluate students' work to determine progress, provide feedback, and make suggestions for improvement.
- Determine training needs of students or workers.
- Administer oral, written, or performance tests to measure progress and to evaluate training effectiveness.
- Prepare reports and maintain records such as student grades, attendance rolls, and training activity details.
- Conduct on-the-job training classes or training sessions to teach and demonstrate principles, techniques, procedures, or methods of designated subjects.

- Integrate academic and vocational curricula so that students can obtain a variety of skills.
- Develop curricula and plan course content and methods of instruction.
- Develop teaching aids such as instructional software, multimedia visual aids, or study materials.
- Participate in conferences, seminars, and training sessions to keep abreast of developments in the field, and integrate relevant information into training programs.

PHYSICAL REQUIREMENTS – INSTRUCTOR TRAINING

Instructor Training:

- ❖ Instructor Training student must meet the physical requirements for Cosmetology Program or the Manicuring Program depending on their area of specialization.

WASHINGTON STATE LICENSING REQUIREMENTS ⁶

1. Is at least seventeen years of age or older;
2. Has completed and graduated from a course approved and licensed by the Department of Licensing of sixteen hundred hours of training in Cosmetology, six hundred hours of training in Manicuring, and/or five hundred hours of training as an Instructor Trainee;
3. Has received a passing grade on the appropriate licensing examination administered by the Department of Licensing or their agents. Washington State may withhold granting of a license on the case of certain criminal or civil judgments or convictions, default on student loans, repayment on certain scholarships or non-compliance on a support order. For complete regulations, refer to RCW 18.235.130 and 18.16 (<https://www.dol.wa.gov/business/cosmetology/lawsrules.html>). If this applies to you, please be aware that you may be required to resolve the situation prior to licensing and may not be eligible to obtain a license in the state of WA.
4. The services covered by a WA State License can change based on the decisions of our legislature. The scope of the license you will be preparing for can be found on the State of Washington website: www.dol.wa.gov. Copies of the RCW and WAC are also available from the Admissions Office.

A fee of \$180.00 covers the written exam, and \$114.00 covers the practical exam.

Exam fees for students taking their written and practical exam for the first time will be paid on behalf of the student by the Gene Juarez Academy. Additional supplies will be needed to take the practical exam.

Information on the exam is available at our campuses. Students will also be responsible for a fee of \$30.00 to apply for their license after passing both exams. The license application process is completed online only.

Students must provide a social security, federal tax ID, US passport or alien registration number on their license application as well as answering the following four questions.

1. Have you been convicted of a crime, misdemeanor or felony, in this or any other state, by the federal government or by any other jurisdiction within the past ten years?
2. Is there a criminal complaint, accusation, or information presently pending against you or are you currently under indictment, in this or any other state, by the federal government or by any other jurisdiction?
3. Has any professional or occupational license, certification, or permit held by you been fined, suspended, revoked, refused or denied, in this or any other state, by the federal government or by any other jurisdiction?
4. Have you ever had a civil court order, verdict, or judgment entered against you in any court or competent jurisdiction, in this or any other state, by the federal government or by any other jurisdiction?
5. Attach a letter of explanation for any “yes” answer to the previous questions. Include the charge, dates of conviction, civil judgment or order, county jurisdiction, state, and disposition of charges.

PLACEMENT

Employment Assistance includes coursework in resume writing and interviewing skills. The school maintains a job board on site as well as on the website. Eligible students may participate in externships to make industry connections.

Gene Juarez Salons or Academy make no offer, expressed or implied, of employment to students of the Gene Juarez Academy upon completion of training. Salon or school employment is dependent upon salon or school needs, which vary over time. Additional employment selection criteria may require a background and credit history check. All students training at the Gene Juarez Academy are encouraged to explore career options and to apply to those organizations that will provide them with a positive working environment. The Gene Juarez name is a registered trademark and cannot be used on any form of advertising.

SOURCES

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http://www.jobbankusa.com/career_employment/barbers_cosmetologists_other_personal_appearance_workers/salary_wages_pay.html

² All Counties:

<https://esd.wa.gov/labormarketinfo/learn-about-an-occupation#/details>

King County:

<https://esd.wa.gov/labormarketinfo/learn-about-an-occupation#/details>

Snohomish County:

<https://esd.wa.gov/labormarketinfo/learn-about-an-occupation#/details>

³ All Counties:

<https://esd.wa.gov/labormarketinfo/learn-about-an-occupation#/details>

King County:

<https://esd.wa.gov/labormarketinfo/learn-about-an-occupation#/details>

Snohomish County:

<https://esd.wa.gov/labormarketinfo/learn-about-an-occupation#/details>

⁴ Publication 1244: <https://www.irs.gov/pub/irs-pdf/p1244.pdf>

⁵ Cosmetologist:

<https://www.careeronestop.org/Toolkit/Careers/Occupations/occupation-profile.aspx?keyword=Hairdressers,%20Hairstylists,%20and%20Cosmetologists&onetcode=39501200&location=Washington>

Manicurist:

<https://www.careeronestop.org/Toolkit/Careers/Occupations/occupation-profile.aspx?keyword=Manicurists%20and%20Pedicurists&onetcode=39509200&location=Washington&lang=en>

Instructor:

<https://www.careeronestop.org/Toolkit/Careers/Occupations/occupation-profile.aspx?keyword=Vocational%20Education%20Teachers,%20Postsecondary&onetcode=25119400&location=wa>

⁶ Source: Washington State Law 18.6 RCW

www.cosmetologywashington.com, www.dol.wa.gov

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