

Cosmetology Program Review CTE Questions (2025) Latest Version

Academic Program Review: (11) CTE Questions : Version by Moore, Sean on 02/20/2026 05:08

How strong is the occupational demand for the program?

There is a strong occupational demand for the program. According to the Lightcast Program and Development Review, job opportunities in cosmetology related positions from the Los Angeles County region are projected to increase 8.34% from 2024-2029, and the national increase is forecasted to increase 5%. The national median salary of \$34.5K is lower than the regional salary of \$37.3K, making regional jobs in the cosmetology field higher than the national median. Additionally, an employment increase of 6% is expected for hairdressers, hairstylists, and cosmetologists according to The U.S. Bureau of Labor Statistics.

Charts for Question 1.docx (https://comptoncollege-my.sharepoint.com/:w:/g/personal/smoore_compton_edu/IQCErK35kE6CSLNBoWbWxwaxATZCKOf9Ar0SRLpJGj_BDCY?e=ptY36g)

How does the program address needs that are not met by similar programs in the region?

The Compton College Cosmetology program distinguishes itself in the region through its flexible structure and commitment to accessibility. Students may enroll in full-time or part-time day and evening programs, with the ability to transition between program tracks as their personal or professional responsibilities change. This level of flexibility supports persistence and completion in ways that many neighboring programs with fixed schedules do not.

Another area where the program addresses unmet needs is through its focus on equity and access. By serving re-entry students, adult learners, and historically underrepresented populations, the program ensures that a broader range of students can pursue high-demand careers in cosmetology. This inclusive approach sets Compton apart from programs that may not prioritize these student populations. The program is also actively reviewing feedback from its advisory committee, which has identified the need for updates to the curriculum to reflect current industry practices in areas such as textured hair, nail technology, and esthetics. While these curriculum updates have not yet been implemented, they are a priority for the department and represent an important step in ensuring that graduates are fully prepared for today's workforce demands.

What are the completion, success, and employment rates for students in the program?

Between 2019–2025, the Compton College Cosmetology program awarded 251 credentials (41 Associate Degrees, 74 Certificates, and 136 Level II Certificates). Awards have shown a steady increase, rising from just 5 completions in 2019–2020 to 67 completions in 2024–2025, reflecting strong student persistence and program growth. Prospective students should note that certificated awards do not impact the student's ability to obtain licensure and employment. The most recent CTE Outcomes Survey found that 82% of students were employed, 90% were satisfied with their training, and average wages increased by \$17.50 per hour (an 88% gain) after completing their studies. Regional labor market demand further supports these outcomes, with cosmetology and barbering occupations projected to grow by 9% through 2028, creating nearly 5,900 annual job openings in Los Angeles and Orange counties.

Chart for Question 3.docx (https://comptoncollege-my.sharepoint.com/:w:/g/personal/smoore_compton_edu/IQChPyyOSYmtS6Pm4e2BCJp-AS0bU1LYEV3iHk5KzBcLUE?e=JuzCIQ)

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.

Students pursuing a cosmetology career in California must pass the State Board of Barbering and Cosmetology's written examination to obtain licensure and qualify for entry into the workforce. From July 2024 to July 2025, Compton College students attempted the examination 51 times, with 29 passing and 22 not passing, resulting in a 57% overall pass rate. The data confirms that most students are meeting the competency standards established by the State Board, while the program continues to refine instructional methods and exam preparation strategies to further improve student success.

The California State Board of Barbering and Cosmetology publishes quarterly reports (<https://www.barbercosmo.ca.gov/schools/>) on cosmetology results based on total exam attempts rather than individual test takers; therefore, a single student may appear multiple times in the data. This structure enables the program to identify students who may need additional support and target resources to improve future outcomes.

To support student achievement and improve pass rates, the Compton College Cosmetology Program has implemented several action plans. These include curriculum revisions to increase lecture hours and the development of an online State Board preparation course that will provide personalized guidance and address individual areas of challenge. Together, these initiatives aim to strengthen student readiness for licensure and improve overall program outcomes.

Are the students satisfied with their preparation for employment? Are the employers in the field satisfied with the level of preparation of program graduates?

Part 1

The 2025 Cosmetology Program Review survey response data indicate satisfaction with academic support and that it effectively prepares students for employment provided within the Cosmetology Program. A total of 95% of students agreed or strongly agreed that the courses in the program helped them meet their academic goals. 92% indicated that instructors helped them achieve these goals and provided opportunities for active class participation, which is an essential component of skill-based learning in cosmetology. Additionally, 84% of students reported feeling a sense of community within the program, reflecting a positive, inclusive learning environment. Overall, these findings suggest that students are satisfied with their employment preparation, and the program is seen as supportive, engaging, and aligned with their career development needs.

Charts for Question 5 Part 1.docx (https://comptoncollege-my.sharepoint.com/:w:/g/personal/smoore_compton_edu/IQAI13deYZ0JTq_RraKIDkXZAXuuiiSArXMOJiYU55_IHzw?e=Rbaexo)

Part 2

According to feedback summarized in the *Cosmetology Advisory Committee Minutes* (April 2, 2025), employers expressed overall satisfaction with the foundational preparation of program graduates. They indicated that graduates possess the essential technical competencies and professional skills necessary to obtain entry-level positions in the cosmetology field, such as salon assistants and receptionists.

Employers, however, identified several opportunities for continued improvement to ensure graduates remain competitive within the evolving beauty industry. Specifically, they recommended strengthening training in trending techniques, modern tools, and job-readiness skills. Suggestions included updating student kits to align with current industry practices—such as texture hair techniques, gel manicures, and advanced color applications—and expanding opportunities for hands-on learning and structured externships.

In response to this feedback, the program plans to update timecards and Course Outlines of Record (CORs) to increase theory hours and ensure stronger alignment between classroom instruction and industry standards. The department is also considering offering theory courses in an online or hybrid format to enhance accessibility and flexibility for students while maintaining instructional rigor.

In conclusion, while employers conveyed general satisfaction with the level of graduate preparation, the program remains committed to ongoing curriculum review and continuous improvement to ensure that students are well-equipped for professional success in the cosmetology field.

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?

The *Cosmetology Advisory Committee Minutes* from Advisory Day, held April 2, 2025, at Compton College, is included here for review. This section specifically addresses the two questions in item number 6, informed by responses to six primary questions posed to industry representatives and cosmetology students during the advisory event. Valuable feedback was provided by representatives from Cosmoprof and Drybar.

Committee members emphasized the importance of the program's multiple credential options and licensure pathways in effectively preparing students for successful careers in the beauty industry. Discussions highlighted the need for up-to-date equipment kits, alignment with current industry standards, and the expansion of Work Experience Education courses in response to recent Title 5 regulatory updates.

Additionally, emerging trends such as social media marketing and AI technology integration were noted as important considerations. The committee expressed strong confidence in the program's graduate preparedness. Their ongoing feedback has directly informed curriculum updates, equipment kit revisions, and the expansion of work experience courses to ensure alignment with employer needs and industry standards.

Program Credentials and Licensure Pathways

Upon earning 1,000 program clock hours and completing the required practical and theory hours, students are eligible to take the State Board of Barbering and Cosmetology Exam for licensure. The Compton College Cosmetology Program's curriculum prepares students for careers in various beauty industry domains, including manicuring, esthetics, salon assistant, and/or an independent stylist.

The program offers multiple credential pathways:

- *Certificate of Accomplishment – Cosmetology Level I*
- *Certificate of Achievement – Cosmetology Level II*
- *Associate of Science (A.S.) Degree in Cosmetology*

Certificates support students in obtaining entry-level positions, while licensure allows graduates to provide beauty services professionally for a fee. Additionally, holding a cosmetology license, an A.S. degree, and professional experience in the field qualifies individuals to teach cosmetology at California Community Colleges, meeting the California Community College Chancellor's Office (<https://www.cccco.edu/About-Us/Chancellors-Office/Divisions/Educational-Services-and-Support/What-we-do/Educational-Programs-and-Professional-Development/Minimum-Qualifications>) minimum qualifications.

Recent Program Updates and Industry Alignment

In the summer of 2025, Dr. Sean Christopher Moore collaborated with Counselor Victoria Martinez to update the publicly available Cosmetology Program Mappers for both Day (https://comptoncollege-my.sharepoint.com/:w:/g/personal/smoore_compton_edu/Ecitic5q08J9NiZyYggVsvHHEBID6Ng07bzFQFYJ44QnkB8A?e=ul7F5l) and Evening (https://comptoncollege-my.sharepoint.com/:w:/g/personal/smoore_compton_edu/Efbv7kdRpEBGqg3bOG-esBQBH9ZcwNtoyHwa8jSglEG2SA?e=JUGbT) cohorts. These updates ensure clear and current course requirements for the A.S. Degree, available to students in both sessions. The mappers outline general education requirements alongside cosmetology electives. Completion of the A.S. Degree also enables students to pursue courses in related disciplines that enhance cross-functional knowledge, including business management, entrepreneurship, psychology, theater, nutrition, and biology — topics highlighted by the Advisory Committee as valuable for industry readiness.

The essential tools required for student success are provided through Jazz Z Beauty and Barber Supply in Compton College's Custom Kit Modules I and II (<https://jzbeauty.com/collections/compton-college-student-kits>). Professor Joanna Wyatt spearheaded our students' kits to be updated in summer 2025 to align with curriculum changes, current industry standards, and valuable input from Advisory Committee members. The updated list of kit items is included below and is also accessible to students via their course Canvas shells for ease of reference.

The program offers an Independent Study course (Cosmetology 99) and a Work Experience Education course (Cosmetology 95). The latter enables students to gain paid, hands-on experience while earning academic credit. Recent Title 5 regulatory updates necessitate significant revisions to these courses (https://comptoncollege-my.sharepoint.com/:w:/g/personal/smoore_compton_edu/Eflol6EGotVERGQlc3HO4_kBt3Gpqr_hYcq3D9Gxt2BMkQ?e=fi89gE), with statewide adjustments expected to be incorporated by California Community Colleges will need to update them accordingly. The department faculty are taking into consideration these Title 5 regulatory updates to key practical changes and before and after real-world impacts (https://comptoncollege-my.sharepoint.com/:w:/g/personal/smoore_compton_edu/Eflol6EGotVERGQlc3HO4_kBt3Gpqr_hYcq3D9Gxt2BMkQ?e=qchngX).

Next Steps: Updating Work Experience Education Courses

Our faculty is aware of the necessary changes to the Cosmetology 95 Work Experience Education course and looks forward to revising the Course Outline of Record promptly, once advised by the college's Curriculum Committee Chair that the time is appropriate. This update will enable the offering of future Work Experience Education courses, aligning with Advisory Committee discussions.

Including these courses as part of the A.S. Degree will provide students with flexible options toward degree attainment, ultimately strengthening their ability to earn a sustainable wage.

Integration of Artificial Intelligence in Cosmetology Education

Dr. Sean Christopher Moore, a member of the AI Taskforce, is actively working to bring AI resources to all subject areas, following the best teaching practices. These efforts will be supported by clear guidelines and recommended best-use practices.

The integration of AI will be incorporated into both Career Technical Education (CTE) and academic programs, enhancing student learning outcomes and workforce readiness in cosmetology. This initiative aligns with the Advisory Committee's feedback regarding both potential benefits and concerns related to AI technology.

Conclusion

The Advisory Committee remains confident in the Compton College Cosmetology Program's success in preparing graduates for careers in the beauty industry. The program has actively incorporated industry feedback through curriculum updates, equipment kit revisions, and the planned expansion of Work Experience Education courses to meet evolving standards and regulations. Although the update to the Cosmetology 95 course has not yet been implemented, faculty are proactively preparing for its revision and are excited about the positive impact it will have on student learning and career readiness. Coupled with the integration of emerging trends like AI and social media marketing, the program is positioned to continue aligning with employer needs and preparing students for a dynamic workforce.

CTE 2-year (Advisory) : Version by Moore, Sean on 02/20/2026 05:40

Advisory committee membership list and credentials:

Fulltime Cosmetology Faculty Present

Lynda Wilkerson
Allison Metchikoff
Joanna Wyatt

Students form our program and industry leaders. More information is provided below in the minutes.

Meeting minutes or other documentation to demonstrate that the CTE program review process has met the above Education Code requirement:

Advisory Subcommittee Breakout Discussion: Cosmetology

Question 1: How do we prepare students to get a job in this field and what kind of certificates and degrees do students need to get a job in this field?

- License (only requirement)
- Subfields manicuring and facial, barbering (cross over license because of shaving)
- Skills – can be specialized field
- Injection – nursing license required (under supervision of a Physician)
- Entry level – salon assistant
 - Self-employment will take a while
 - Commission based salon where they pay you to attend course
 - 2 year before expert level for hair
 - Skin 6 month to year for expert
 - Nails 6 weeks

Cosmo prof – biggest distributor - for Sally Beauty Inc.

- Bridge program for new graduates as a color curl specialist
 - Training from manufactures to be a trainer for other stylist entry level, sales consultant, training, free lance artistry (personal service permit supporting movies film)
 - Band ambassadors online -

+++++Social media has created franchisors – social media makes students look more strong candidate by being a brand ambassador on their own

++++ tiktok won students some clients

++++marketing degree with cosmetology – program idea ---this is where entry level and exposure help students make money

Question 2: Are you offering paid internships or apprenticeships for students?

- Dry Bar Holdings but is now a franchisor – 1 million to start, to build out – 45 min or less for blow outs: parent company is not but they are discussing training and apprenticeships – training is currently being created
 - Build clientele – bring your customers but cant do blow outs
 - Shop educator
 - Stylist
 - Corporate
 - Recruiter
 - Barbering license
 - Come in as a receptionist/bar tender (a job that functions like a paid internship)

Sally Beauty Holding – owns Cosmo Prof -

- License not required but basic knowledge of the industry required
- Manufacture training
- Can do a student night or student day
- Training is digital - \$20-50 dollars Compton College – COSM –99
- Externship program (with salon owners, showing special talents)
- Pay was uncertain how to pay instructors, so Compton stopped running 99 for all CTE courses
- Lacks structure – state board complies with externships
 - Was successful but has not been restarted
 - State bord agreement and salon insurance liability policy and license needs to be submitted authorization form needs to be submitted to the state board

Question 3: What equipment do students need to work and what's difference in employment for certain or as degree in cosmetology?

- AS gives you the opportunity to teach – plus years of experience
- Works well for beauty company
- Cert is entry level for places that require basic knowledge Students wanted more:
- Training on trending stuff
- Entry level job readiness -
- Tools for locs, needle and thread to do sew ins
- Wilkerson says it may need to be revamped
- As students if there are things in your kit that you are not using
- Schools will send supplement list with students to Sallys to get the items they need (with Cosmo Prof) - Scholarships possibly??

Industry says – texture hair is being implemented in NYC, is LA going to adopt that?

- Press and curl is a niche style now
- Tools have changed
- Standard for manicure is gel
- Invest in color line as entrepreneur
- Shears, clippers, chemical texture
- Overall depends on the student's specialty
- Intro kits on certain line available at Cosmo kit- they offer color conversion (price depends – starts at \$250 small, largest \$700)

Question 4: Can you predict the job market pertaining to this field?

- 7% largest in the country
- Barbering is 10%
- Must go into the field and ask people to volunteer their information
- If you report your income its beneficial to students to report – goes towards retirement if student takes a business class, they will understand
- Considered recession proof skill

COUNSELING QUESTION: Classes that were helpful in addition to building one's own business:

- Chemistry – understanding chemical
- Communications – how to talk to people how to listen actively how to be clear
 - Diffuse a situation
 - How to up sale

- Small business management
- Entrepreneurship
- Psychology
- Theater
- Financial courses
- Stress management
- Nutrition course
- Biology build gap for skin care
- Digital media literacy

Question 5: How does new tech like AI affect this field and how should curriculum implement these changes?

- AI offers unrealistic expectations – removing a component of what we actually do with images and filters
- Google will give false answers - like doing a research paper using wiki
- Produces products for a specific clientele
- Helps in producing vegan friendly, sulfate free, completion tailored
- Skin analysis, other niche services, formulate hair color
- This will present a huge problem because clients don't tell the truth
- Helpful but skill is still required

Access to other courses/classes on the side – mentorship types of opportunities

Question 6: How can counselors and advisors do events for BIST/CTE??

- Hair show – can students bring in more clients?
- More live model assignments
- Invite alumni and industry people for a networking evening session
- Networking specialist Cutting at the juvenile hall

Perm Tuesday *Final Projects for Cosmetology*,

PAS – June 12th (nails display)

Compton – June 4th (Joann is up do display, Ms. Metch up do makeup and nail)

Career day where all CYE displayed their work.